The Common Cause, 23rd. October. 1914. 652/1 652.

Work for Professional Women.

Clerical Workers.

We are glad to learn that the Central Committee for the Employment of Women is devising schemes for the employment of clerical workers, and also for giving training, together with maintenance, to those who are partially trained. Meanwhile, private enterprise is already active in finding work for the many secretaries, typists, and others, thrown out of employment by the war. Among the first to suffer from the general cutting down of business were the clerical workers, many of whom found themselves thrown out of employment with a week's salary in their pockets and no prospect whatever of earning a livelihood.

In some instances, we are told, those who had gone on holiday received no notice and came back to find work at a standstill, shutters up, and that their income had suddenly ceased. Still worse off were the English girls who had been working in Germany or Austria, and who had banked, or invested, their money in those countries. Forced to fly with hand luggage only, leaving their hard-earned savings behind, they have arrived here in the clothes they stand up in and absolutely beggared of everything else they possessed.

Some panic stricken employers, themselves facing ruin, dismissed their employees in batches; others, less badly hit, followed suit, and hastened to subscribe large sums to Relief Funds; others, again, offered to retain the services of their staffs at salaries reduced 25 per cent. or 50 per cent., sometimes for shorter hours, or—better still—for three days' work, thus saving three days' fares. Half-wage and half-time, however, did not invariably march hand in hand, nor was the former always a living wage. It must be borne in mind, too, that the Government exacts the full health insurance contribution from the half-time worker. If, therefore, women in this profession were not to lose their sickness benefits, when health might the more readily fail through over anxiety and actual want, something had to be done for them, and at once.

War Emergency Fund for Clerical Workers.

At this crisis, the Association of Women Clerks and Secretaries, 12, Buckingham Street, Strand, opened its doors to all British clerical workers in distress, and immediately started a War Emergency Fund. Its first appeal for aid was made to the more fortunate among the profession itself, who had been able to retain their posts and their salaries intact. They were asked to subscribe at the rate of 6d. in the £ of their weekly earnings, but, of course, with due consideration of any private calls they might have upon them. The delusion cherished by many leisured and well-to-do people, that middle class workers are invariably financed by their relatives and should, therefore, be paid less than men, is a delusion at the best of times: at this, worst of times, it deserves a stronger term. "I have kept a sick sister for years and now my brother who has six children is out of work," said the recipient of 27s. 6d. per week, in fear that she might soon lose this sum, so pitifully inadequate to the calls she had to meet. "My father is in a lunatic asylum, and mother's pension is not enough for herself: she's ill with all the trouble she's had and can do nothing," was the dreary statement of a forlorn-looking girl, who had been earning 13s. a week when she lost her work days ago. She was one of many quite unqualified for this profession, who had drifted into its lowest rank because she had not been taught to earn a livelihood in any way suitable to her capacity.

Prospects Brightening.

Already employment has been found for a considerable number of clerical workers, and the offices of the Fund have become a depôt for copying. Through a friend's kindness advertisements inserted by her in various papers asking for family letters and documents to copy, have brought in a precious log-book kept by a naval officer in 1810. Banks and insurance companies, too, are slowly making up their minds to give the women a chance, and as their staffs are being steadily depleted by men going to the front, prospects of employment for women should rapidly improve. Miss Helen C. Gordon, Hon. Organiser and Treasurer of the War Emergency Fund, from whom the above information was received, hopes that sufficient support may be forthcoming to enable women clerical workers to tide over the evil days that have befallen them, and asks for continuation throughout the war of the assistance received, both subscriptions and orders for typing being urgently needed.

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Mrs. Hoster, whose work in improving the pay and status of clerical workers is known to many of our readers, has sent out the following letter to members of the Chamber of Commerce and the heads of a great number of firms:—

"Dear Sir,—I am writing to ask you whether you are likely to have any vacancies for educated women as clerks, foreign correspondents, or secretaries.

"Owing to the war, a large number of trained workers have been thrown out of employment, and as they are for the most part entirely dependent on their earnings, they will soon be in great distress if work cannot be found for them.

"My interest in the matter lies in the fact that I have, for a great many years, conducted at my own expense, a Free Registry for the benefit of secretarial and clerical workers, and therefore it is naturally to me that they are now coming to seek work and advice.

"In order to meet this increased demand, I am enlarging my Registry, and am using every means in my power to find suitable openings. I may add that every applicant is tested by one of my secretaries, and her qualifications duly entered on a card and indexed. I would like to make it quite clear that there is no charge whatever to either employer or employed.

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The Needs of Professional Women.

The Times of October 20th criticises the action of the Central Committee on Women's Employment, especially with regard to the failure to help clerical workers thrown out of work. Perhaps *The Times* will lend its powerful support to our plea that the enormous mass of clerical work necessarily employed in connection with the Prince of Wales's Fund, and all relief, should be done by paid women. At present no grants are made for this purpose, and, consequently, volunteers are being largely employed. Presumably, the unemployed clerical workers will, if the distress continues, obtain in the form of relief the money that they might have earned as wages. This seems to us frankly idiotic.

THE QUEEN'S "WORK FOR WOMEN" FUND.

Town Girls for the Country.

One of the most interesting experiments which owes its origin to the outbreak of the war is that of taking factory girls from the dismal, over-crowded conditions of industrial towns to the fresh air and vigorous life of the country. In the far West of England a factory is being created in which the working women of surrounding districts find a new employment in all forms of fruit-pulping, in drying vegetables, in bottling new unsweetened fruit preserves. By means of this work hundreds of tons of fruit which would otherwise have been wasted have been dealt with, supplies for the army and other public sources provided, and a trade hitherto centred in Germany, developed in this country. It is hoped that within a short time this industry will be established on a paying basis, and probably 100 girls will be enjoying the healthy life of the country.

Closer at hand, at Radlett, in Herts., East London girls will soon be hard at work developing a good acreage of land with fruit and vegetables and flowers. Here the girls will be under the direction of two lady gardeners, who will train them in this work with a view to establishing them as skilled market gardeners and fruit growers in the future.

The Central Committee for Women's Employment is for a limited time paying the wages of the workers until they shall be ready for good employment elsewhere, and their work shall give them a livelihood without further assistance. The care of the Committee does not end with the payment of wages, but they keep careful supervision as to the comfort and well-being of these young women, many of them between eighteen and twenty, who are necessarily away from their homes.

Justice, October 22nd 1914.

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"Constance Hoster."

This letter has already borne fruit in a good many inquiries and Mrs. Hoster has also had an application from one Society organising assistance during the war. Applications from others are likely to follow, as voluntary workers begin to tire of their unaccustomed duties or are found to be inefficient.

"At present," writes Miss Gordon, "competent women clerks are vainly applying for employment to the relief

R.S.A.

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funds, and when they are told that the clerical work is all done on a voluntary basis, feel, with considerable bitterness, that well-to-do women are taking the bread out of their mouths. In excuse, it has been argued that money subscribed by the charitable for an express purpose is eaten up in its administration by highly-paid officials. No doubt there is some truth in this, but it would be interesting to know the occasion on which clerical women workers attained the exalted position of officials with large salaries. When philanthropy is concerned, this has usually been considered a wholly sufficient plea for under-paying, rather than over-paying."

Since writing the above, we have learnt from Mrs. Hoster that one of the banks which has started taking women is so satisfied with the work of those she sent that it has asked her to send two more. Mrs. Hoster has also seen Sir William Soulsby on the subject of employment for women in the City, and a branch has been started at the Guildhall under Mr. Alfred Cox. A leader in *The Times* of October 21st, suggests that larger clerical staffs should be employed at the War Office, official need being "at the same time an opportunity for mitigating unemployment among clerical workers."

Altogether, the prospects for clerical workers look decidedly brighter than they did a few weeks ago.

National Care of Maternity.

Deputation to Mr. Herbert Samuel.

A deputation, arranged by the Women's Co-operative Guild, in conjunction with the Women's Labour League and the Railway Women's Guild, waited on Mr. Herbert Samuel on Monday, and urged upon him, in his two-fold capacity of Chairman of the Government Distress Committee and President of the Local Government Board, the desirability of giving Government support to a scheme for the national care of maternity in time of war.

Miss Llewelyn Davies, Secretary of the Women's Co-operative Guild, explained the scheme, and pointed out that the needs of the women for whom they appealed were not met by the forms of help which had so far been given official recognition. The proposals are :—

The provision of regular and systematic medical advice and help for expectant and nursing mothers, and children up to school age.

The provision of nourishment, of doctor or midwife at confinements, and of sick-room help.

The deputation urged Mr. Samuel to :—

(1) Give special encouragement to the formation of Maternity Centres under the Public Health Authorities.

(2) Recommend the Representative Committees to adopt a scheme for the provision of nourishment and medical aid at confinements and sickroom helps, and to make grants for this purpose from the Prince of Wales's Fund.

Mr. Herbert Samuel, speaking of what had already been done, said :—

"With respect to maternity centres, a circular was issued on July 30th, and the Chancellor of the Exchequer assented to half the cost of those centres being defrayed from the National Exchequer. The proposals in the circular embraced arrangements for an ante-natal clinic for expectant mothers; for the medical supervision of midwives; maternity hospital provision; arrangements for giving skilled and prompt assistance to mothers; systematic attendance and treatment for infants; clinics and dispensaries for children up to school age; and home visitation. These various proposals could only be matured gradually, but they look forward to the kind of work set out becoming part of the normal operations of the Public Health service and to that end they were most anxious to combine both the forces of the public authorities and the philanthropic activity of the existing voluntary organisations. Up to now the circular has been replied to by seventy voluntary agencies and forty local authorities."

With regard to grants from the Prince of Wales's Fund, he pointed out that this fund could only be used to relieve cases of distress specifically due to the war; it could not be used for the general needs of motherhood. He suggested that the work necessary to be done for mothers in extreme need owing to the war could not be carried out only by maternity centres, because in many places they did not exist. Such cases should be referred to the local Relief Committees.

With respect to the provision of food through dining-rooms, he did not like to pronounce any very definite opinion; it was a matter to some extent for the local committees themselves.

"While on the one hand it is economical and assists to defeat the incorrigible self-sacrifice of mothers, who if provided with food in their homes would often give it to their children rather than have any of it themselves, on the other hand it has the disadvantage of taking the

Evening Standard, October 23rd. 1914.

WORK OF CENTRAL COMMITTEE ON WOMAN'S EMPLOYMENT.

KNITTING MACHINES LENT.

One hundred and eleven workshops have now been given contracts through the agency of the Central Committee on Women's Employment.

In spite of the fact, however, that a large number of dressmakers have been employed by this means, the distress in the dressmaking trade still continues. Day after day employers come to the committee with the same story. Told in a Court dressmaker's words, it is this:—

"All my gowns for September were cancelled, and ladies are not ordering gowns. Since August I have kept my staff on making stock, but I cannot do this any longer as I have no means of disposing of it at present. There are thousands of dressmakers unemployed, and it is terrible to contemplate what will become of some of them unless work is found."

From an East-end workroom the cry is the same: "I have a workroom in which during normal times I have employed thirty young women and girls. My staff is reduced to twenty-one, who are doing less than one-third time, and there is every indication that I must shortly close down entirely."

The increase in the order for 5000 flannel belts weekly for the French army to 8000 or 10,000 will enable the committee to provide work for over thirty firms until early in December. Further, if the order is enlarged, to the persons with whom the committee is dealing the weekly contract will be renewed.

A good many workshops can undertake hosiery work. Knitting machines have been loaned, and it is found that a girl can learn to use them in three or four days' time. There is certain to be a large demand for this class of goods, not only for our own troops, but for those of our Allies. It is hoped, therefore, that opportunity will be given to place orders so as to most benefit unemployed women. Small orders are not desired, but the committee would gladly place weekly orders of substantial size.

Burnley Express, Oct. 24th. 1914.

WOMEN'S WORKROOM.

THE POSITION AT BURNLEY.

About three weeks ago women in Burnley in need of employment were officially asked to register themselves at the Labour Exchange. The Burnley Distress Committee appointed an Employment of Women Sub-Committee, with Councillor W. Buchanan as chairman, and in order to find out what steps had been taken to establish a workroom for the women a "Burnley Express" reporter has had an interview with the sub-committee chairman.

Our reporter was informed that three weeks ago last Tuesday the sub-committee met, and as a result the Central Committee in London, of which Miss Mary MacArthur is the secretary, were put in possession of all the facts relating to unemployment among women in Burnley. Lengthy correspondence ensued, and a wire was received on Wednesday by the chairman, as follows:—"Scheme under consideration by Cabinet Committee to-day. No work should be undertaken till grant made.—MacArthur."

The scheme, as prepared by the local sub-committee, would find employment for the 53 women who have registered, and also provide clothing for poor children, and, if possible, for adults. The scheme would also assist traders through the purchase of materials locally. The Central Committee, however, have seriously reduced the amount provided in the estimates for materials, and therefore it has been necessary for the Mayoress to appeal for materials, etc. "Personally," said Councillor Buchanan, "I have been anxious to refrain from appealing to our own townspeople, as we are all aware how much they have suffered through bad trade, and it appeared to me that the money subscribed to the Queen Mary Fund would be paid out in amounts which would supply a reasonable quantity of materials. We have had several offers of school premises, one of which has been favourably reported on by H.M. Inspector of Factories. It would not take the committee very long to get the workroom going if only something definite in the form of a grant was forthcoming from London."

Western Mercury 552/2 October 23rd. 1914.

Overlapping.

There are widespread complaints of overlapping in connection with the agencies set up to deal with distress consequent on the war, although a great deal has been done in the past few weeks to co-ordinate their work. The Joint Classification and Women's Work Committee of the Central Unemployed Body has been considering the matter for some time, and to-morrow the Central Body is to be asked to approach the Local Government Board.

The Committee's resolution alleges that, owing to the setting up of the Cabinet local committees, there is unnecessary duplication of machinery, and points out that the Central Body is the statutory authority for dealing with distress arising from lack of employment. The setting up of other committees to do the same work, it urges, is to be deprecated.

Kensington News, Oct. 24th.

WORK FOR WOMEN.

The Hammersmith Mayoress's Committee, appointed to consider the question of the provision of work for women, has succeeded in submitting a scheme to the Central Committee on Women's Employment, and to the Mayor's Local Representative Committee, to provide work for women in Hammersmith, which has been approved by both authorities and also by the Cabinet Committee. It will be gratifying information for the public of Hammersmith, who have responded so splendidly to the Mayor's appeal for funds, that authority has been received from headquarters to open as early as possible a workroom for needlework women out of work on account of the war, and a substantial grant has been received by the Mayor from the Central Fund to meet the expenses. We understand that the Mayoress hopes to be in a position to start the workroom early next week.

We believe that arrangements have been made for the workroom to be established for the time being at the Hammersmith Town Hall, under the immediate supervision of the Mayoress, and a small committee of ladies who are assisting the Mayoress in this particular branch of the work. The women employed will be selected upon application to the various Ward Committees established throughout the borough by his Worship the Mayor to prevent and relieve distress among the civilians arising on account of the war. It is not expected that very many will be engaged in the first place in the workroom, but we believe the organisation has been framed to enable the numbers to increase or decrease as circumstances require.

The general outline of the scheme of employment for women provides that the women shall be employed particularly in the production of useful articles such as clothing for cases of distress amongst civilians, nightdresses, bed jackets, for poor sick women nursed in hospitals or their own homes, all kinds of garments, but especially knitted garments, for poor people, cheap cradles, and various accessories which are often lacking but are always desirable in the nursing of the sick poor and in maternity cases.

Particular care is being taken that nothing should be made which would, but for the scheme, be produced and purchased in the ordinary course of business, and also that the articles produced shall not, generally speaking, be offered for sale, but are to be given through the Mayor's Local Representative Committee or other approved sources, to persons who otherwise would not be able to obtain such articles. Applicants for work should in the first instance make application to the Ward Committees, who in due course will report upon the applications to the Central Committee sitting under the chairmanship of the Mayor at the Town Hall, and we believe arrangements have been made for dealing with all applications properly.

Newcastle Chronicle October 26th 1914.

QUEEN'S WORK FOR WOMEN FUND.

The Queen's Work for Women Fund on Saturday reached a total of £78,201 7s. 11d.

As an instance of the good the Central Committee are accomplishing it may be mentioned that in one district alone—Paddington—300 women have been registered as unemployed, and of these the majority are skilled dressmakers and good-class tailoresses. Every case is investigated by the woman investigator for the district, and 50 per cent. of them are reported by her to be in urgent distress.

South London Press 6 52. Oct. 23rd. 1914.

WORK FOR LAMBETH WOMEN.

The Executive Committee of the Lambeth Relief Fund will have before them at their meeting this evening (Friday) a scheme to provide work for women out of employment in the borough.

It is proposed to utilise Ilford House, Lambeth Walk, as a workroom for 50 women over 18 years of age, especially from the unskilled class. They will be provided with work from 8.30 a.m. to 5.30 p.m. on five days of the week, an hour being allowed for dinner.

The work will consist, in the main, of repairing, renovating and cutting down old clothes and such-like employment, and the work, when completed, will be disposed of as gifts to hospitals, Care Committees and other charitable organisations.

It is estimated that the cost per week will just exceed £36, which will be partly covered by a grant from Queen Mary's Fund.

Up to Friday relief had been granted to 38 cases, amounting in all to £45 11s. 4d.

Daily Telegraph, Oct. 24th. 1914.

THE QUEEN'S FUND.

PROVISION OF WORK.

In London alone over 3,000 women who were thrown out of work on account of the war have now found employment through the agencies of the Central Committee on Women's Employment and the Central Unemployed Body. In addition, over 114 ordinary trade work-rooms which would otherwise have been shut down as a result of the war have been kept going, and women retained in employment who would otherwise have swollen the ranks of the workless.

Besides the experimental schemes which the Central Committee has started as models of how work may be provided, twenty-nine schemes proposed by local representatives all over the country have been approved. The relief work is by no means confined to needlework, but includes training schemes by which the women and girls will be fitted for better work in the future.

The Women's Employment Sub-Committee of St. Pancras is adopting several of the schemes drawn up by the Central Committee. A domestic economy training centre is to be established, and a number of women are to be trained as sick-room helps. The practical training will be carried out in the homes of the sick in the district under the supervision of trained nurses, and class teaching is to be given in cookery, laundry work, and the elements of hygiene and infant care. Gifts of crockery and kitchen utensils are urgently needed by the Central Committee for the training kitchens. The receiving depôt is at 12, Park-street, Park-lane.

A private exhibition of garments made in the special training-room for forewomen will be held at 12, Park-street, on Wednesday next. Admission cards will be issued to a limited number of people interested in this special scheme on application to the hon. secretary, 8, Grosvenor-place, S.W.

The Fund now amounts to £77,867, yesterday's contributions including £102 collected by the Mayoress of Reading, and further instalments of £55 and £27 collected respectively by the Mayoresses of Nuneaton and Hastings.

Westminster Gazette Oct. 24th.

THE ST. MARYLEBONE DISTRESS COMMITTEE.

This Committee, the headquarters of which are at the Town Hall, was formed several years ago for the purpose of providing work for the unemployed. The work consists of colony work, agricultural labour, and other public employments for men, while employment for women is to be found in workrooms. At the present time there are a large number of dressmakers' assistants in need of employment, also domestic servants and an ever increasing number of charwomen. It is a matter of regret to learn that the present number of workrooms which have been provided by the Committee are quite inadequate to accomodate the number of applicants and it is essential that more should be installed immediately.

Morning Post. October 24th 1914.

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WORK FOR WOMEN.

THE QUEEN'S FUND.

The amount contributed to the Queen's Work for Women Fund yesterday was £288 5s. 11d., making a total of £77,867 15s. 5d. The following were included:

	£	s.	d.
Collected by the Mayoress of Reading (including receipts from entertainment given on Saturday, October 10, £25 8s.; collected by Miss Smith, £12 10s. 6d.; and by Mrs. Bull, £10 19s. 8d.)	102	6	5
Collected by the Mayoress of Nuneaton, further instalment (including proceeds of concert given by the Congregational Church Choir, £40)	55	0	0
Collected by the Mayoress of Hastings, further instalment (including Mr. Herbert Neal, £10; Mrs. Edward Kent, £10)	27	0	0
Collected by the U.D.C. of Weston-super-Mare (further instalment)	16	1	0
Collected by the Mayoress of Brighton (further instalment) ...	14	5	6
Mr. and Mrs. James A. Morris	10	0	0
Other Subscriptions	63	13	0

All communications concerning the Fund should be addressed to Lady Roxburgh, 33, Portland-place, London, and all cheques be made payable Mrs. C. Arthur Pearson, hon. treasurer, at the same address, and crossed "Queen's Work for Women Fund Account."

Communications respecting the work of the Central Committee on Women's Employment must be addressed to the Secretary, 8, Grosvenor-place, Hyde Park Corner.

A private exhibition of garments made in the Central Committee on Women's Employment special training-room for forewomen will be held at 12, Park-street, Park-lane, on Wednesday, between 10.30 a.m. and 4.30 p.m. Admission cards will be issued to a limited number of persons interested in this special scheme on application to the hon. secretary, 8, Grosvenor-place.

SATISFACTORY RESULTS.

In London alone over 3,000 women who were thrown out of work on account of the war have now found employment through the agencies of the Central Committee on Women's Employment and the Central Unemployed Body. In addition, over 114 ordinary trade work-rooms which would otherwise have been shut down as a result of the war, have been kept going and women retained in employment who would otherwise have swollen the ranks of the workless. Besides the experimental schemes which the Central Committee has started as models of how work may be provided twenty-nine schemes proposed by local representatives all over the country have been approved by the Central Committee. The relief work is by no means confined to needlework, but includes training schemes by which the women and girls will be fitted for better work in the future.

St. Pancras Scheme.

The Women's Employment Sub-Committee of St. Pancras is adopting several of the schemes drawn up by the Central Committee. A Domestic Economy Training Centre is to be established, and a number of women are to be trained as sick-room helps. The practical training will be carried out in the homes of the sick in the district under the supervision of trained nurses, and class teaching is to be given in cookery, laundry work, and the elements of hygiene and infant care.

Gifts of crockery and kitchen utensils are urgently needed by the Central Committee for the training kitchens. The receiving depot is at 12, Park-street, Park-lane. A sorting department has had to be opened at the depot to deal with the enormous quantities of second-hand garments which have been sent in response to the appeal of the Committee. One room is always piled high with unopened parcels, for they come in faster than it is possible to deal with them. The first consignment of finished baby garments has arrived from the relief work-rooms, containing 30 or 40 complete baby sets. These will be distributed through the Local Representative Committees to poor mothers. Material which was supplied to the National Organisation of Girls' Clubs has also been made up, and seven enormous bundles of clothing returned.

A second waggon-load of sample pieces has arrived from Sir George Pragnell. With the pieces are some large rolls of stockinette, which are very welcome for underclothing. Some ladies are ordering pieces of material to be sent from shops. One such gift contains 10 lengths of serge from 1 yard to 4½ yards, 14 yards of cretonne, 12 lengths of flannel from 1 yard to 6 yards long.

Belts for Soldiers.

Orders from the Queen's Gift to Soldiers Fund, amounting to £8,000, for belts have been placed through the Central Committee. Forty orders, ranging in value from 7s. 6d. to £50, for various articles of clothing, have been received from private persons who wish the Committee to distribute them where work is needed. Very small orders are not desired. The order for 5,000 flannel belts weekly for the French Army, which has been placed through the Central Committee, has been increased to 8,000 or 10,000 per week.

In order to get work at the women's work-rooms opened through the agency of the Central Committee women should apply to their Local Representative Committee. Workers are never taken on at the work-rooms. Only women who are themselves thrown out of work by the war can be engaged. Distress caused by unemployment among men cannot be relieved by giving employment in special work-rooms to wives who were not wage-earners before the war began.

The Times,
October 24th. 1914.

WORKROOMS FOR WOMEN.

THE QUEEN'S VISIT TO BETHNAL GREEN.

The Queen, accompanied by Lady Katharine Coke and Mr. E. W. Wallington, yesterday visited the workrooms opened through the agency of the Central Committee on Women's Employment in Bethnal Green. Her Majesty was received at St. Simon's Institute by representatives of the Central Committee, and by the Mayor and Mayoress of Bethnal Green, Sir Edwin Cornwall, M.P., Miss James, chairman of the Women's Sub-Committee, and the vicar of St. Simons. At St. Andrew's Institute the Queen was received by Miss Young, hon. secretary of the Women's Sub-Committee and by the Rev. D. Rhys.

The following subscriptions to the Queen's Fund were received yesterday:—

Collected by the Mayoress of Dudley (including Mrs. Holden, Mr. O'Dowd, and Netherton Ladies, £18 3s.; Mrs. Hillman and helpers, £15 18s. 7½d.; Mrs. Maitland and helpers, £10 16s. 6d.)	£125	0	0
Collected by the Mayoress of Nottingham (further instalment, including Mrs. J. D. Player, £10; Lady Robertson, £10; Mr. Whitchurch, £10)	57	11	0
Collected by the Mayoress of Plymouth (further instalment, including Messrs. Spooner and Co., £25)	57	6	10
Sir George Gibb	25	0	0
£20 EACH.—Mrs. and Mr. J. Jacob, Miss K. M. Lazenby.			
Proceeds of a concert given by Mme. Florence Thorne's Choir	16	0	0
Messrs. W. Hayford and Sons	10	10	0
Collection at St. Stephen's, Walbrook, E.C. (per the Lady Mayoress of London)	10	7	3
£10 EACH.—Lady Acton, Lady and Miss Inglis, Mr. and Mrs. Bryan Farrer.			
Other Subscriptions	70	2	9
Yesterday's Total	451	17	10
Previously Acknowledged	78,201	7	11
Total to Date	£78,653	5	9

In addition to the above, Lady Egerton of Tatton has sent a donation of £20 to provide socks for the troops at the front.

All communications should be addressed to Lady Roxburgh, 33, Portland-place, London, W., and all cheques be made payable to Mrs. C. Arthur Pearson, hon. treasurer, at the same address, and crossed "Queen's 'Work for Women' Fund Account."

All communications respecting the work of the Central Committee on Women's Employment must be addressed to the secretary, 8, Grosvenor-place, Hyde Park-corner, S.W.

Evening Standard. October 24th.

THE QUEEN'S FUND

WORK OF CENTRAL COMMITTEE ON WOMEN'S EMPLOYMENT.

GIFTS OF CROCKERY NEEDED

In London alone over 3000 women who were thrown out of work on account of the war have now found employment through the agencies of the Central Committee on Women's Employment and the Central Unemployed Body.

In addition, over 114 ordinary trade workrooms which would otherwise have been shut down as a result of the war, have been kept going and women retained in employment who would otherwise have swollen the ranks of the workless.

Besides the experimental schemes which the Central Committee has started as models of of how work may be provided, twenty-nine schemes proposed by local representatives all over the country have been approved by the Central Committee.

The relief work is by no means confined to needlework, but includes training schemes by which the women and girls will be fitted for better work in the future.

Sick Room Helps.

The Women's Employment Sub-Committee of St. Pancras is adopting several of the schemes drawn up by the Central Committee. A Domestic Economy Training Centre is to be established, and a number of women are to be trained as sick room helps. The practical training will be carried out in the homes of the sick in the district under the supervision of trained nurses, and class teaching is to be given in cookery, laundry work, and the elements of hygiene and infant care.

Gifts of crockery and kitchen utensils are urgently needed by the Central Committee for the training kitchens. The receiving depot is at 12, Park-street, Park-lane.

A sorting department has had to be opened at the depot to deal with the enormous quantities of second-hand garments which have been sent in response to the appeal of the committee. One room is always piled high with unopened parcels, for they come in faster than it is possible to deal with them.

Finished Baby Garments.

The first consignment of finished baby garments has arrived from the relief workrooms containing thirty or forty complete baby sets. These will be distributed through the Local Representative Committees to poor mothers. Material which was supplied to the National Organisation of Girls' Clubs has also been made up and seven enormous bundles of clothing returned.

A second wagon-load of sample pieces has arrived from Sir George Pragnell. With the pieces are some large rolls of stockingette, which are very welcome for underclothing.

Some ladies are ordering pieces of material to be sent from shops. One such gift contains ten lengths of serge from one yard to four yards and a half, fourteen yards of cretonne, twelve lengths of flannel from one yard to six yards long.

Orders from the Queen's Gift Fund amounting to £8000 for belts have been placed through the Central Committee.

Flannel Belts for the French Army.

Forty orders ranging in value from 7s. 6d. to £50 for various articles of clothing have been received from private persons who wish the committee to distribute them where work is needed. Very small orders are not desired.

The order for 5000 flannel belts weekly for the French Army which has been placed through the Central Committee has been increased to 8000 or 10,000 per week.

In order to get work at the women's workrooms opened through the agency of the Central Committee, women should apply to their Local Representative Committee. Workers are never taken on at the workrooms.

Only women who are themselves thrown out of work by the war can be engaged. Distress caused by unemployment among men cannot be relieved by giving employment in special workrooms to wives who were not wage-earners before the war began.

Adaptation of Left-off Clothing.

St. Pancras Gazette, October 24th. 1914.

ST. PANCRAS

WORKROOM FOR WOMEN OPENED.

A committee authorised by the Mayor (Councillor T. A. Collins, J.P.), on October 5th, has been formed, composed of the Ward Sub-Committees, the women members of the Mayor's executive committee, and four members of women's industrial organisations, and two social workers, the object of this committee being to deal with unemployment among women in St. Pancras arising from the war.

The committee at its second meeting appointed a sub-committee of three to draw up a scheme for a workroom, and this sub-committee accordingly applied to the Queen's Central Committee on Women's Employment, at Grosvenor place, for advice, and were informed that the Central Committee were willing to start a workroom, and provide management, materials, and wages, if the local committee would supply suitable premises, with lighting and heating, and recruit the workers from the Ward Committees.

Application was accordingly made at the Town Hall to know if the Borough Council would be willing to grant the use of rooms at the St. Pancras Baths, Prince of Wales road; members of the committee obtained the loan of tressels, tables, irons, and sewing machines, from the County Council and other sources; and the consent of the Baths Committee of the Borough Council being obtained, the committee were enabled to open the workroom on Monday. Ultimately provision will be made for 150 workers.

Manchester Guardian, October 26th. 1914.

WORKROOM FOR UNEMPLOYED WOMEN IN SALFORD.—The Mayoress of Salford writes:—Your readers are no doubt aware that we have a workroom at the Queen Street Institute, Salford, where, under the supervision of a committee of ladies, work is being provided for a number of otherwise unemployed women, owing to the war. The work upon which they are engaged consists very largely of sewing and machining, for which purpose second-hand garments which may be put into good order for use, or materials for making up clothing, are urgently required. The Committee will therefore feel greatly obliged for any gifts of the nature indicated, which may be forwarded to me at the Salford Town Hall, or to Mrs. Edith Hampson, hon. secretary, 81, Camp Street, Broughton.

North Middlesex Chronicle, October 31st. 1914.

THE QUEEN'S FUND.

The need for help with the Queen's "Work for Women" Fund increases with each day, for the workrooms and schemes for unemployed women provided by the Central Committee on Women's employment are multiplying every week. If the wages of these women in distress through the war are to be paid, and a still greater number employed, a regular income is a necessity. The centres of work already opened are as follows:—

Besides their own experimental schemes for providing work for women, the Committee has considered and approved a large number of schemes submitted by Local Representative Committees. These have been forwarded to the Government Committee for consideration of the question whether a grant in aid of them should be recommended.

Other work for women which is to be started by the Central Committee this week includes domestic economy training at centres situated at Bethnal Green, Finsbury and Islington, and training for working women in market-gardening, fruit and flower-growing at Radlett, Hertfordshire.

Employment is also to be found as soon as possible for the trained clerical worker, and instruction with maintenance given to her partially trained sister.

Morning Post. October 26th. 1914.

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WORK FOR WOMEN.

THE QUEEN'S FUND.

Saturday's contributions to the Queen Work for Women Fund amounted t £333 12s. 6d., making a total of £78,201.

	£	s.	d.
Scottish Donations are now augmented by the First Contribution of the recently formed Scotland Branch, per the Marchioness of Linlithgow (including Mrs. Chalmers (Bathgate) £100, Mrs. Moubray £20, Mr. James L. Anderson £10)	168	11	8
Mrs. Paget	30	0	0
Collected by the Mayoress of Leeds (further instalment)	14	9	0
Collected by the Countess of Lonsdale	14	2	6
Collected by the Mayoress of Totnes	13	9	0
Collected by the U.D.C. of Little Crosby	11	12	0
Mr. Brodie Henderson	10	10	0
Other Subscriptions	70	18	4

Princess Marie-Louise of Schleswig-Holstein, accompanied by Miss Collin, of the "Friends of the Poor," visited the headquarters of the Central Committee on Women's Employment on Saturday.

All communications with reference to the Fund should be addressed to Lady Roxburgh, 33, Portland-place, London, and all cheques should be made payable to Mrs. C. Arthur Pearson, Hon. Treasurer, at the same address, and crossed "Queen's Work for Women Fund Account."

Communications respecting the work of the Central Committee on Women's Employment must be addressed to the Secretary, 8, Grosvenor-place, Hyde Park Corner.

A PADDINGTON SCHEME.

What is being done for dressmakers in distress? In many districts, where schemes of work have been approved by the Central Committee on Women's Employment, the answer is ready. Paddington, a dressmaking district, is typical. Three hundred women are registered as unemployed, and of these the majority are skilled dressmakers and good tailoresses. Every case is investigated by the woman investigator for the district, and 50 per cent. are reported by her to be in urgent distress. "Only three of the people I have visited," she said on Friday, "have proved unsatisfactory. The reason people think that there is no distress among the better-class workers is that they keep their troubles to themselves. They are too proud to say they are hungry."

Several ladies in the district have individually turned their dining-rooms into work-rooms, and employed ten or so of these distressed dressmakers. For the last three weeks the Mayoress also has had a work-room which has now received a grant from the National Relief Fund. To-day another work-room is to be opened, so that the workers may be divided into two classes. Monday morning is to be left free, so that the workers will have an opportunity of looking for other work. The Mayoress herself and the investigator are always on the look-out for work for their workless dressmakers. As soon as an advertisement appears in the papers applicants are sent from the existing work-room. It is hoped that no woman will have to stay in the work-room more than a fortnight, or at the outside a month. It is to be used simply for emergency purposes. Fifty women will be started at work to-day, and the number will be increased up to one hundred. The clothes made are to be given to the distressed middle-class poor in the neighbourhood. Training schemes are not being contemplated in Paddington under the grant, for the obvious reason that the women mostly have their own trade. Further a training centre has already been started by Miss Katherine Bruce where girls are taught upholstery, toy-making, advance dress-cutting, and the use of a knitting machine.

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Adaptation of Left-off Clothing.

A private exhibition of garments made in the Central Committee on Women's Employment's special training room for forewomen will be held at 12, Park-street, Park-lane, W., on Wednesday, October 28, between 10.30 a.m. and 4.30 p.m. Admission cards will be issued to a limited number of people interested in this special scheme on application to the Hon. Secretary, 8, Grosvenor-place, S.W.

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October 26th. 1914.

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North Middlesex Chronicle,
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Evening Standard
October 26th. 1914.

THE QUEEN'S FUND

SKILLED TAILORESSES AND DRESSMAKERS IN DISTRESS.

WORK IN PADDINGTON.

Everyone knows that women are out of work, and everybody is asking the same question. In many districts, where schemes of work have been approved by the Central Committee on Women's Employment, the answer is ready. Paddington, almost entirely a dress-making district, is typical.

Three hundred women are registered as unemployed, and of these the majority are skilled dressmakers and good-class tailoresses. Every case is investigated by the Woman Investigator for the district, and 50 per cent. are reported by her to be in urgent distress.

"Only three of the people I have visited," she said yesterday, "have proved unsatisfactory. These are the kind of women I find:—

"A skilled dressmaker, regularly earning 18s. to 25s. per week, went for her holiday at the beginning of August. When she returned there was nothing for her to do. For about three years she has supported her brother, who has tuberculosis, and she has 7s. rent to pay per week. Of course, she has been selling things, and they have both been half-starved, but they never say anything about that. The reason people think that there is no distress among the better-class workers is that they keep their troubles to themselves. They are too proud to say they are hungry.

Sixpence for Twenty-Four Hours.

"There is a young dressmaker of seventeen who is practically the breadwinner of her family. Her mother is a widow, one sister is paralysed and cannot work at all, and the younger sister of fourteen is apprenticed, and is hoping to have 1s. a week pocket-money. The dressmaker used to earn 12s. 6d. a week, and with 7s. 6d. which the mother earned for three days' charing work every week, they managed very comfortably. Since the girl was thrown out of work, those four people have been existing on the 7s. 6d. the mother earns. That is not the worst.

"An old woman of sixty had to make 6d. last from Saturday noon till Tuesday noon, and that money a neighbour, who was nearly as badly off as herself, had given her for making a baby's frock. I shall not forget her face when I told her she could come to the Mayoress's work-room.

"Several ladies in the district have individually turned their dining-rooms into work-rooms, and employed ten or so of these distressed dressmakers. For the last three weeks the Mayoress also has had a work-room, which has now received a grant from the National Relief Fund. On Monday another work-room is to be opened, so that the workers may be divided into two classes.

"Monday morning is to be left free, so that the workers will have an opportunity of looking for other work. The Mayoress herself and the investigators are always on the look-out for work for their workless dressmakers. As soon as an advertisement appears in the papers, applicants are sent from the existing work-room."

Gifts for Middle-Class Poor.

It is hoped that no woman will have to stay in the work-room more than a fortnight, or at the outside a month. It is to be used simply for emergency purposes. Fifty women will be started at work on Monday, and the number will be increased up to one hundred.

They are all to be employed making blue serge children's dresses. Only one kind of material has been bought, so that it can be cut to the greatest advantage. The clothes made are to be given to the distressed middle-class

The Daily News & Leader,
October 26th. 1914.

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THE WAR AND THE NATION.

THE CASE OF WOMEN OUT OF WORK.

HOW A GREAT PROBLEM IS TACKLED.

Everything considered, the Central Committee on Women's Employment—the executive body charged with the administration of Queen Mary's Work-for-Women Fund—might with justice claim to be proving itself the most effective of the official organisations engaged in the different departments of the work of national relief.

Its members have a large problem before them—it is computed that there are about 40,000 women out of work in London alone—and they have approached it in a spirit which gives ground for hope that not merely will immediate necessities be relieved, but foundations laid on which a permanent amelioration of women's social and industrial conditions may be based.

Guarantee of Efficiency.

One of the best guarantees of the efficiency of the Central Committee is its personnel. With Lady Crewe as chairman, and Mrs. H. J. Tennant as treasurer, Miss Mary Macarthur as honorary secretary, and a membership which includes Miss Margaret Bondfield, Miss Susan Lawrence, Miss Violet Markham, and Dr. Marion Phillips, it is not surprising that the outcome of the committee's labours is constructive work of quite unquestioned value. To mention particular names is perhaps a little invidious, and it should in any case be added that in the actual executive work the co-operation of a singularly capable body of women workers for women has been secured.

On the whole the women's relief work throughout the country is well co-ordinated. There are many bodies doing useful work—among them the Women's Emergency Corps, the various suffrage societies, and, of course, the Central Unemployed Body in London, with the distress committees corresponding to it in the provinces. Between these little overlapping is at present manifest. The Central Unemployed Body, for example, is concerned with ordinary distress not directly occasioned by the war, whereas Lady Crewe's Committee, as part of the National Relief Fund organisation, has as its field what may be termed war-distress alone.

In the large department of women's unemployment it stands in the same relation to the 330 Local Representative Committees up and down the country as the Government Committee under Mr. Samuel does in the wider field of distress as a whole.

Hopeful Outlook.

It is clear that in either case the real effectiveness of the work done must depend on the local committees. What makes the outlook encouraging in the case of women is the initiative and resource of which the Central Committee is giving evidence. While some of its schemes either contemplated or in progress demand detailed attention, the immediate purpose of indicating the lines of action pursued may be served by summarising what has actually been achieved in three or four departments of the work. It should be understood that the function of the committee is not to carry out relief work itself, but rather to stimulate, check, or counsel local bodies in their execution of the task they have been created to discharge. Grants are made to a local committee for women's relief work only after their scheme has been approved by the central body.

A statement of what Lady Crewe's Committee is effecting may be arranged most conveniently under two heads, the Maintenance of Employment and the Relief of the Unemployed.

I. The Maintenance of Employment.

In spite of the obvious difficulties of attempting to direct the flow of industry, the committee has been able by foresight and organisation to maintain thousands of women in work who would otherwise be unemployed by securing the diversion to blouse-making, dressmaking firms and the like of orders for shirts, knitted belts, and similar articles—a diversion wholly legitimate at a time like the present, when the shirt and hosiery factories are quite unable, even with heavy overtime, to cope with the demand. Over a hundred firms in London alone (dressmakers, machinists, etc.) have been enabled in this way to retain employees whom otherwise they would have been compelled to discharge. An order just received for several thousand belts will be sufficient, it is calculated, to keep thirty almost workless firms going for at least two months.

The fostering of new or undeveloped trades—most of them by the nature of things experimental—is a line of activity with great possibilities. Among the schemes are included such activities as:

Making of artificial flowers.
Doll-making.
Fruit-pulping and vegetable-drying.
Training of women on the land.

A committee at present sitting is investigating the prospects of further progress along these lines.

II. The Relief of Unemployment.

In its work for the relief of unemployment the committee has kept consistently in view the importance of increasing the efficiency of the worker as well as of supplying her material necessities.

The most general form of relief work is the establishment of workrooms, with the essential proviso that the employment thus given shall not be competitive, in which case it would only result in the displacement of employed workers. The problem is being solved by producing garments which are given away under careful supervision to families so poor as to have practically no purchasing capacity, who, in other words, would not have bought clothes in any case, but would have gone in rags.

Trained instructresses are employed to give guidance to the inexpert worker, and the women themselves receive a minimum of 3d. an hour for a forty-hour week. The Health Insurance contribution is paid in addition.

A Practical Scheme.

As an alternative to actual manual work, or in combination with it, useful training courses are being instituted as a condition of the receipt of relief. Instruction in cookery and domestic economy and the training of sick-room helps are cases in point. A scheme is at present being matured by which it is hoped that the difficult problem of the unemployed women clerks and typists may be in a large measure solved, by training courses which will enable them to perfect their mastery of their own profession and at the same time increase their business efficiency, as, for instance, by the acquisition of some foreign language.

I have only briefly indicated the main principles of the work of the Central Committee, and of necessity have omitted many details and explanations, the inclusion of which might have forestalled possible criticism. One point, however, must be emphasised, that most of the actual work of Lady Crewe's Committee—it has, for example, a certain number of workrooms of its own—is simply intended as a model and a stimulus to the local committees. It is with them that the main responsibility for the executive work must rest.

H. W. H.

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for for the district, and 50 per cent. are reported by her to be in urgent distress.

"Only three of the people I have visited," she said yesterday, "have proved unsatisfactory. These are the kind of women I find:—

"A skilled dressmaker, regularly earning 18s. to 25s. per week, went for her holiday at the beginning of August. When she returned there was nothing for her to do. For about three years she has supported her brother, who has tuberculosis, and she has 7s. rent to pay per week. Of course, she has been selling things, and they have both been half-starved, but they never say anything about that. The reason people think that there is no distress among the better-class workers is that they keep their troubles to themselves. They are too proud to say they are hungry.

Sixpence for Twenty-Four Hours.

"There is a young dressmaker of seventeen who is practically the breadwinner of her family. Her mother is a widow, one sister is paralysed and cannot work at all, and the younger sister of fourteen is apprenticed, and is hoping to have 1s. a week pocket-money. The dressmaker used to earn 12s. 6d. a week, and with 7s. 6d. which the mother earned for three days' charing work every week, they managed very comfortably. Since the girl was thrown out of work, those four people have been existing on the 7s. 6d. the mother earns. That is not the worst.

"An old woman of sixty had to make 6d. last from Saturday noon till Tuesday noon, and that money a neighbour, who was nearly as badly off as herself, had given her for making a baby's frock. I shall not forget her face when I told her she could come to the Mayoress's work-room.

"Several ladies in the district have individually turned their dining-rooms into work-rooms, and employed ten or so of these distressed dressmakers. For the last three weeks the Mayoress also has had a work-room, which has now received a grant from the National Relief Fund. On Monday another work-room is to be opened, so that the workers may be divided into two classes.

"Monday morning is to be left free, so that the workers will have an opportunity of looking for other work. The Mayoress herself and the investigators are always on the look-out for work for their workless dressmakers. As soon as an advertisement appears in the papers, applicants are sent from the existing work-room."

Gifts for Middle-Class Poor.

It is hoped that no woman will have to stay in the work-room more than a fortnight, or at the outside a month. It is to be used simply for emergency purposes. Fifty women will be started at work on Monday, and the number will be increased up to one hundred.

They are all to be employed making blue serge children's dresses. Only one kind of material has been bought, so that it can be cut to the greatest advantage. The clothes made are to be given to the distressed middle-class poor in the neighbourhood.

The Woman Investigator will be at the work-rooms, so that if a woman comes in real need she will be given a day's work at once and inquiries made afterwards.

"When a woman comes to me," said the Investigator, "and her white face twitches as she speaks, and her eyes fill with tears at a kind word, and when I say 'What have you had for breakfast?' and she whispers 'Nothing,' I know that she is in need of work at once."

Some of the women are so dazed with semi-starvation that for a few hours they can scarcely hold a needle. No one knows what the tea and bread and butter given in the afternoon mean to these women who starve and "say nothing."

Training schemes are not being contemplated in Paddington under the grant, for the obvious reason that the women mostly have their own trade. Further, a training centre has already been started by Miss Katherine Bruce where girls are taught upholstery, toy-making, advance dresscutting, and the use of a knitting machine.

don alone—and they have approached it in a spirit which gives ground for hope that not merely will immediate necessities be relieved, but foundations laid on which a permanent amelioration of women's social and industrial conditions may be based.

Guarantee of Efficiency.

One of the best guarantees of the efficiency of the Central Committee is its personnel. With Lady Crewe as chairman, and Mrs. H. J. Tennant as treasurer, Miss Mary Macarthur as honorary secretary, and a membership which includes Miss Margaret Bondfield, Miss Susan Lawrence, Miss Violet Markham, and Dr. Marion Phillips, it is not surprising that the outcome of the committee's labours is constructive work of quite unquestioned value. To mention particular names is perhaps a little invidious, and it should in any case be added that in the actual executive work the co-operation of a singularly capable body of women workers for women has been secured.

On the whole the women's relief work throughout the country is well co-ordinated. There are many bodies doing useful work—among them the Women's Emergency Corps, the various suffrage societies, and, of course, the Central Unemployed Body in London, with the distress committees corresponding to it in the provinces. Between these little overlapping is at present manifest. The Central Unemployed Body, for example, is concerned with ordinary distress not directly occasioned by the war, whereas Lady Crewe's Committee, as part of the National Relief Fund organisation, has as its field what may be termed war-distress alone.

In the large department of women's unemployment it stands in the same relation to the 330 Local Representative Committees up and down the country as the Government Committee under Mr. Samuel does in the wider field of distress as a whole.

Hopeful Outlook.

It is clear that in either case the real effectiveness of the work done must depend on the local committees. What makes the outlook encouraging in the case of women is the initiative and resource of which the Central Committee is giving evidence. While some of its schemes either contemplated or in progress demand detailed attention, the immediate purpose of indicating the lines of action pursued may be served by summarising what has actually been achieved in three or four departments of the work. It should be understood that the function of the committee is not to carry out relief work itself, but rather to stimulate, check,

The fostering of new or undeveloped trades—most of them by the nature of things experimental—is a line of activity with great possibilities. Among the schemes are included such activities as:

Making of artificial flowers.
Doll-making.
Fruit-pulping and vegetable-drying.
Training of women on the land.

A committee at present sitting is investigating the prospects of further progress along these lines.

II. The Relief of Unemployment.

In its work for the relief of unemployment the committee has kept consistently in view the importance of increasing the efficiency of the worker as well as of supplying her material necessities.

The most general form of relief work is the establishment of workrooms, with the essential proviso that the employment thus given shall not be competitive, in which case it would only result in the displacement of employed workers. The problem is being solved by producing garments which are given away under careful supervision to families so poor as to have practically no purchasing capacity, who, in other words, would not have bought clothes in any case, but would have gone in rags.

Trained instructresses are employed to give guidance to the inexpert worker, and the women themselves receive a minimum of 3d. an hour for a forty-hour week. The Health Insurance contribution is paid in addition.

A Practical Scheme.

As an alternative to actual manual work, or in combination with it, useful training courses are being instituted as a condition of the receipt of relief. Instruction in cookery and domestic economy and the training of sick-room helps are cases in point. A scheme is at present being matured by which it is hoped that the difficult problem of the unemployed women clerks and typists may be in a large measure solved, by training courses which will enable them to perfect their mastery of their own profession and at the same time increase their business efficiency, as, for instance, by the acquisition of some foreign language.

I have only briefly indicated the main principles of the work of the Central Committee, and of necessity have omitted many details and explanations, the inclusion of which might have forestalled possible criticism. One point, however, must be emphasised, that most of the actual work of Lady Crewe's Committee—it has, for example, a certain number of work-rooms of its own—is simply intended as a model and a stimulus to the local committees. It is with them that the main responsibility for the executive work must rest.

H. W. H.

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Evening Standard & St. James' Gazette, Oct. 29th. 1914.

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THE QUEEN'S FUND.

WHAT LONDON HAS DONE FOR UNEMPLOYED WOMEN.

WIDESPREAD DISTRESS.

London is moving on behalf of her unemployed women.

Out of twenty-nine boroughs, seventeen have submitted schemes for providing work for women to the Central Committee on Women's Employment. In six very poor districts the Central Committee is itself establishing experimental schemes of work, and of the rest, Stoke Newington already has a work-room running successfully.

Marylebone has several private schemes, one of which may shortly be taken over by the local representative committee; Lambeth is preparing a scheme, and Kensington and Hampstead in all probability do not need relief work-rooms, the population being largely well-to-do.

Why Women are Suffering.

The latter present a striking contrast to other districts. Camberwell, the home of West End dressmakers, is naturally suffering on account of unemployment due to the war, so is Battersea, with its tailoring and dressmaking population. Bermondsey, one of the poorest districts in London, must provide for fluctuations in the biscuit and provision trades, and also for out-of-work dressmakers. Many Bethnal Green homes are in want because of the depression of the cabinet-making trade. Shoreditch has over a thousand women unemployed—French polishers, box makers, charwomen, and kitchen hands out of small eating-houses. Deptford has to deal with a great amount of poorly paid factory labour; Hoxton has an army of out-of-work cleaners.

In the Islington, Finsbury, and Holborn districts upholstery workers are suffering badly, the fur trade is at a standstill, French polishers, clerks, jewellers, book-cover and cardboard workers, book-folders, and milliners, waitresses, charwomen, and shop assistants are all out of work.

"A large number of the unemployed women have come to the end of their resources," wrote the chairman of the Women's Employment Sub-committee, "and it is feared that if relief is delayed many of them will sink and never rise again."

Chelsea has also its distress, with unemployed dressmakers, tailoresses, milliners, and artists, and the whole of South London is wondering what is to become of the hop-pickers, who are now returning. In every district the remark is the same: unemployment resulting from the war is much heavier among women than among men.

The City Worker.

The City of London has a special problem. It has very few inhabitants, but a daily population of workers. The question now to be settled is whether a scheme of work shall be devised by the City of London, or whether the workers shall be provided for in their local work-rooms. Westminster and Fulham have each applied for grants for two schemes, the distress being so great. The first work-rooms are already opened.

In almost every district in London help is being given willingly for the Work for Women schemes. In not a single instance has rent had to be paid, the accommodation for work-rooms, often with lighting and firing, being given free. Neighbouring tradesmen have lent or given chairs and tables, oddments of material have been sent as gifts, and when an appeal for second-hand clothing has been made the response has been generous.

The Queen's Visit.

The Queen, accompanied by Lady Katherine Coke and Mr. E. W. Wallington yesterday visited the work-rooms opened through the agency of the Central Committee on Women's Employment at Bethnal Green.

Her Majesty was received at St. Simon's Institute by representatives of the Central Committee, and by the Mayor and Mayoress of Bethnal Green, Sir Edwin Cornwall, M.P., L.C.C., Miss James, chairman of the women's sub-committee, and the Vicar of St. Simons.

At St. Andrew's Institute the Queen was received by Miss Young, hon. secretary of the women's sub-committee, and by the Rev. D. Rhys.

It was a very eventful day for the workers. The Queen talked with many individually. With the "Mother of the Work-room" at St. Simon's, an old woman of seventy-six, her Majesty had a long talk, asking about her eyesight, and commenting on the beautiful stitches made by the old worker.

To a forewoman, who has just lost her only brother at the front, the Queen showed all a woman's sympathy. It was a sad story to which her Majesty listened. This only brother had managed, as a result of a good deal of self-sacrifice on the part of four orphan sisters, to attain a medical degree, and now he is dead.

The forewoman is pluckily throwing her sorrow on one side, and putting all her heart into the activities of the work-room.

All communications should be addressed to Lady Roxburgh, 33, Portland-place, London, W., and all cheques be made payable to Mrs. C. Arthur Pearson, hon. treasurer, at the same address, and crossed "Queen's 'Work for Women' Fund Account."

All communications respecting the work of the Central Committee on Women's Employmen must be addressed to the secretary, 8, Grosvenor-place, Hyde Park Corner, S.W.

Western Morning News Oct. 28th.

A Serious Side.

Unemployment among the women of London, however, is serious and widespread. The local committees are bestirring themselves, and many have submitted schemes for providing work in connection with the Queen's "Work for Women Fund." Camberwell, where live the dressmakers who depend on the prosperity of the West End establishments, is naturally suffering severely, and so is Battersea with its tailoring and dressmaking population.

Bermondsey, Bethnal Green (where the distress among cabinetmakers is acute), Shoreditch, Deptford, and Hoxton, in each of which there are armies of out-of-work charwomen, kitchen-hands, boxmakers, and poorly-paid factory workers, are in urgent need of assistance. The same story comes from Islington, Finsbury, Holborn, and Chelsea and in this time of distress among the women of the London industrial boroughs it is true indeed that he who gives quickly to the Queen's Fund for providing work gives twice. Every effort is being made to extend the schemes for providing it, but urgency is the keynote of all the appeals which are pouring in upon the Central Committee.

In the various districts the inhabitants are doing their share nobly, and the committee gratefully acknowledges the fact that in no single instance has rent had to be paid for work rooms, which in some cases have also been furnished through local generosity, and often with the help of those to whom such assistance has meant considerable sacrifice.

The Times 29 th. Oct.

RELIEF FOR PROFESSIONAL CLASSES.

At a meeting of the Professional Classes War Relief Council yesterday it was announced that the Women's Emergency Corps and the Relief Organization of the National Union of Women's Suffrage Societies have offered to be responsible for the temporary employment workrooms for women. The council will pay the minimum wage of 10s. a week for its nominees, who will be entirely women of the professional classes.

This offer relieves the council from the necessity of opening new workrooms, and has been gratefully accepted. The Women's Emergency Corps and the National Union of Women's Suffrage Societies are represented on the council respectively by the Duchess of Marlborough and Mrs. Percy Boulnois, and Mrs. Henry Fawcett and Miss K. D. Courtney.

These temporary workrooms are to be used for women who require immediate aid, to bridge over the time necessary for finding them permanent employments.

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The Times, Oct. 29th.

THE QUEEN'S FUND.

AN EXHIBITION OF INGENIOUS WORK.

The King has approved of the use of the Queen's initials and the Royal Crown on all garments distributed under schemes conducted or approved by the Central Committee on Women's Employment.

An exhibition of garments made from second-hand clothes was held yesterday by the Central Committee on Women's Employment at 12, Park-street, Park-lane. The work was that of the forewomen who are being trained to teach unemployed women how to make old clothes new. A card was attached to each garment describing what it was made from, how long it took, and the cost, so that the work could be traced from beginning to end. Among the achievements of the forewomen was the making of 20 pairs of school slippers out of men's silk hats, tailor's patterns of habit cloth, felt, and old stockings. The Central Committee has been enabled to undertake this useful piece of training work through the generous response to their appeal for clothes. Trunks, boxes, sacks, and parcels of clothes arrive every day for the Committee, and all are welcomed. Among gifts are 124 blouses, 86 men's shirts, 69 dresses, 68 skirts, 33 coats and skirts, and 10 habits. Blankets are wanted urgently to cut for the cradles which are being made for the poor mothers.

The following subscriptions to the Queen's Fund were received yesterday :—

Collected by the Viscountess Clifden (including Viscount and Viscountess Clifden, £50; the Hon. A. Peckover, £10 10s.; Mr. and Mrs. Douglas Newton, £10; Mrs. Harding, £10)	£107	1	7
Collected by the Mayoress of Shaftesbury (including house-to-house collection and jumble sale, £36 2s. 4d.; proceeds of a café chantant given by the girls of Grosvenor House High School, £13 10s.)	56	9	0
Collected by the Urban District Council of Middlewich	34	18	6½
Grant from the Walthamstow Representative Committee for the Relief of Distress, first monthly instalment, per W. G. Berry ..	30	0	0
Mrs. Pelly	20	0	0
Collected by Lady Newton	17	15	0
Messrs. Brown Bros. (Limited)	15	0	0
Collected by Lady Mackenzie Davidson (including Mrs. J. S. Hendrie, of Toronto, £10)	13	3	0
Mrs. Stanley Baldwin (per Mrs. Krause), purchase of flowers for Kidderminster Flower Day	12	10	0
Other subscriptions	76	14	7½
To-day's total	£383	11	9
Previously acknowledged ..	79,159	9	3
Total to date	£79,543	1	0

The Mayoress of Dudley's collection of £125 acknowledged on Tuesday last includes £40 10s. 7d. from Netherton.

Viscountess Clifden's collection includes another of the church offertories which are so greatly augmenting the Fund—viz., £3 13s. 7d. at Lanhydrock Church, per the Rev. Canon Bone.

All communications should be addressed to Lady Roxburgh, 33, Portland-place, London, W., and all cheques be made payable to Mrs. C. Arthur Pearson, honorary treasurer, at the same address, and crossed "Queen's 'Work for Women' Fund Account."

All communications respecting the work of the Central Committee on Women's Employment must be addressed to the secretary, 8, Grosvenor-place, Hyde Park-corner, S.W.

Manchester Guardian, Oct. 29th.

UNEMPLOYMENT AMONG WOMEN IN LONDON.

The number of applications received by the Central (Unemployed) Body for London from unemployed women for work, for the period from July 1 to October 24 was 8,310, whereas the number from July 1 to November 8, 1913, was only 507. The applications from men do not show any sharp contrast; nevertheless the number increased from 3,033 in 1913 to 4,784 this year for the same period mentioned in regard to women.

The Local Government Board has informed the Central Body that the Board is willing to make a payment of £1,000 from the Parliamentary grant as an instalment towards the cost of maintaining four additional special workrooms for women on the understanding that they are carried on strictly in accordance with the conditions as to employment and payment of wages, and the manufacture and disposal of articles, laid down by the Central Committee on Women's Employment. With regard to the employment of young women in the special workrooms, the Women's Work Committee recommend that in those instances where girls between the ages of sixteen and eighteen are employed and are in receipt of the maintenance allowance of 1s. a day, the Committee be authorised in cases of special hardship to provide dinners and teas gratuitously.

The Daily Telegraph, October 29th. 1914

QUEEN'S "WORK FOR WOMEN."

His Majesty the King has been pleased to approve of the use of the Queen's initials and the Royal Crown on all garments which are distributed under schemes conducted or approved by the Central Committee on Women's Employment.

An exhibition of garments made from second-hand clothes was held yesterday by the Central Committee at 12, Park-street, Park-lane. The work was that of the forewomen who are being trained to teach unemployed women how to make old clothes into new. Among the visitors were many local representatives from different parts of London who have opened workrooms for unemployed women, or who intend to do so. A card was attached to each garment describing what it was made from, how long it took, and the cost, so that the work could be traced from beginning to end.

The Central Committee has been enabled to undertake this useful piece of training work through the generous response to their appeal for clothes. Gifts have come not only from the wealthy, but from those who have little to give away. A bundle came for "the poor Belgums," and was sent on.

Trunks, boxes, sacks, and parcels of clothes arrive every day, and every scrap is welcomed. Among gifts are 124 blouses, eighty-six men's shirts, sixty-nine dresses, sixty-eight skirts, thirty-three coats and skirts, and ten habits. Individual acknowledgments will be sent as soon as it is possible to open all the parcels. Blankets are wanted urgently, to cut for the cradles which are being made for poor mothers.

Subscriptions received yesterday, including £107 collected by Viscountess Clifden, and £56 collected by the Mayoress of Shaftesbury, bring the total of the fund up to £79,543.

WORK-ROOMS FOR WOMEN.

A GOVERNMENT GRANT.

The Local Government Board has informed the Central (Unemployed) Body for London that the Board is willing to make a payment of £1,000 from the Parliamentary grant as an instalment towards the cost of maintaining four additional special workrooms for women, on the understanding that they are carried on strictly in accordance with the conditions as to employment and payment of wages, and the manufacture and disposal of articles laid down by the Central Committee on Women's Employment.

The distress which prevails among unemployed women in London at the present time is shown in the remarkable increase in the number of applications received by the Central (Unemployed) Body for work. For the period from July 1 to Oct. 24, 8,310 applications were received, whereas the number from July 1 to Nov. 8, 1913, was only 507.

The applications from men do not show any sharp contrast; nevertheless the number increased from 3,033 in 1913 to 4,784 this year in the same period mentioned in regard to the women.

The Daily Telegraph, October 30th. 1914.

QUEEN'S FUND.

In their efforts to find new occupations for women, it has been impressed upon the Central Committee on Women's Employment that not only would more work be provided, but that British trade would be promoted, if more attention were paid to packing and display, particularly in the toy and fancy goods trades. In this connection an inquiry has been made into German methods, and a report drawn up with a view to bringing the importance of packing to the notice of British manufacturers.

If attention were paid to these and other details, it is pointed out, trade would undoubtedly be quickened, time and trouble would be saved in unpacking and repacking for exhibition, and goods would not become shabby through much handling. Boxmakers would also be benefited, for instead of being content with one big box, the manufacturers would give a dozen special orders. Incidentally more work would be found for women, who are chiefly the workers in this trade, which is one of those suffering most through the war.

Yesterday £702 was added to the Fund, which now amounts to £79,543.

The Daily News & Leader, October 31st. 1914.

WORK FOR WOMEN.

Scheme for Relief of Distress Due to the War.

From the Local Government Board there has just been issued an important memorandum prepared by the Central Committee on Women's Employment. It has been addressed to local representative committees, and deals with the subject of schemes of work for women temporarily unemployed owing to the war.

Any special schemes of employment, the memorandum points out, should be educational and socially beneficial, "and resort should not be had to the special type of workroom contemplated until every effort has been made to procure employment for the workers in a regular trade. As an example, it may sometimes happen that a local factory is at a standstill where it might be possible to produce some kind of garment or other article for which there exists an extraordinary demand resulting from the war. In such cases the Central Committee on Women's Employment may be consulted as to the possibility of orders being given for the locality in question."

"The question of what work should be carried on in a special workroom," the memorandum proceeds, "raises an important issue. The essential point is that while it should not compete in any way with ordinary industry, it should be of such a nature as to maintain or improve the efficiency of the unemployed women. Since the Central Committee are desirous of keeping trade as far as possible in its ordinary channels, they cannot approve any scheme of employment in which orders would be taken and paid for or the produce of which would be sold in any way. The employment provided in special workrooms opened in view of the distress due to the present exceptional circumstances, should consequently either take the form of educational or technical training or instruction, or of the production of articles which otherwise would not be produced or sold at all. Thus maternity outfits and all sorts of clothing to be distributed free amongst the very poorest classes, who have no purchasing power, are suitable articles to be made in workrooms of the kind in question."

As regards wages, which should be paid weekly, it should not be less, for women of 18 and over, than 3d. per hour, while the hours of work should not exceed 40 per week.

Southwark Recorder Oct. 31st.

WORKROOM FOR WOMEN.

The Mayor of Bermondsey will be very glad to receive loans of sewing machines in good working order, and also gifts of materials for the purpose of providing work for women thrown out of employment through the war. All garments made will only be distributed to those who are not able to purchase garments. Please address communications to F. Ryall, Hon. Secretary, Local Relief Committee, Town Hall, Bermondsey.

Daily Telegraph, October 31st. 1914

QUEEN'S "WORK FOR WOMEN."

While large numbers of dressmakers have been thrown out of employment through the war, shirtmakers are working at high pressure, turning out shirts for the Army. Under the direction of the Central Committee on Women's Employment, many dressmakers, collar workers, and others are being taught shirtmaking, with highly satisfactory results. Young collar hands are already on a weekly wage of 16s, and one dressmaker, after three days' tuition, earned 18s in her first week. This opportunity, the committee state, means a great deal to the girls, who are all supporting someone else.

All communications respecting the work of the Central Committee must be addressed to the Secretary, 8, Grosvenor-place, Hyde Park-corner, S.W. Applicants for work should apply to the Secretary of the Local Representative Committee, at the Town or County Hall, or Urban District Offices, in the locality in which they reside.

Yesterday's subscriptions, amounting to £230, bring the total of the fund up to £80,873.

Evening Standard & St. James's Gazette, October 30th. 1914.

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THE QUEEN'S FUND

275 WORKERS REGISTERED AT LABOUR EXCHANGES.

TRAINING IN COOKERY

A workroom entirely for unemployed girls has been opened in West Ham, and a grant given from the Queen's "Work for Women" Fund.

Two hundred and seventy-five workers over eighteen years registered at the Labour Exchange this week, and 250 under eighteen. In a recent week 400 registered in the senior division. The unemployment is worst among girls, for the neighbourhood abounds in factories which mostly employ young workers. The older women who are out of work, if suitable, are being included in the sick room help training scheme started by the Central Committee on Women's Employment at Plaistow.

Lees Hall, Barking-road, which belongs to the settlement, is an ideal centre for the work. The large room where the girls work will hold 150, there is a comfortable dining-room, where the girls are given a free meal daily, a large kitchen, where they learn to cook, and a roof garden for recreation. At present 72 are at work.

The contrast between these young workers and some of the sad-faced women in the other workrooms is very great. Even the awful looking for work has not been able permanently to depress them. The atmosphere of the workroom is that of a large girls' school. Yet the workers are not allowed to settle down. A girl who was sent back to her factory to work "stood herself off" at the end of the week because she wanted to come back to the workroom. But she found the door closed; the workroom is only for those who are shut out of their own work.

In Search of Employment.

Other girls, on the contrary, go to look for work at five o'clock in the morning, only to find fifty or sixty at the factory gates when only three can be taken on. If the managers realised the distances these girls walk in their search for work, they would only engage through the Labour Exchanges. They tramp down to Millwall, and then perhaps to the upper end to Stepney, and down to Woolwich.

One girl persevered until eleven o'clock in the morning, when she came in despair to the workroom. She was told that if she went to the Labour Exchange at two or three minutes' distance, and got a card, she would be taken on at once. She went to the Labour Exchange, but did not return. She had had no breakfast, and had fainted.

The circumstances of the girl are known very well to the head of the workroom, who is a worker from the Women's Settlement. She has been into the homes where there is no food; she knows that the girl, whose father died on Friday, is left with her mother entirely without money, for the man was only insured for six weeks, and they are not entitled to anything. She knows the story of the music-hall performers, two sisters, who were in Germany when the war broke out. The husband of the one was detained as a prisoner of war, and the girls, of course, have not been able to get music-hall work.

She knows all about the family where the father, a dock labourer, had only one day's work last week. There are four in family, and they help the children of a married sister who is dead. One girl is working short time, and a boy of fourteen has just begun work. She knows the home where the girls are driven out by a drinking mother and were practically starving.

Dinners at the Workroom.

Dinner is given at the workroom, and training in cooking is given while the dinners are being cooked, the girls taking week about in the kitchen.

Another contingent takes a week about washing up and cleaning in the afternoon. On Wednesday a class for housewifery started, which is to be continued every morning. The teacher is supplied by the technical institute, and the girls are to have a week's course of practical work. A trained teacher, also, takes a class twice a week for cutting out, so that the girls may learn to make their own clothes entirely. Health talks are given twice a week, when there is a quick sale of penny toothbrushes, halfpennyworths of tooth powder bath gloves, and other necessities.

Upon two other days the girls are taught Swedish drill, and while the mothers' meetings are being held in another part of the institute, there is a call for volunteers to help under trained guidance to look after the babies in the crêche.

Scraps of Flannelette.

A variety of work was going on yesterday. One girl was making stays for a child out of scraps of flannelette, another was piecing together a patchwork quilt, one was making three pinafores out of an old-fashioned petticoat, and the best workers were grouped together, learning fine needlework, which they may take up as a training.

All communications should be addressed to Lady Roxburgh, 33, Portland-place, London, W., and all cheques be made payable to Mrs. C. Arthur Pearson, hon. treasurer, at the same address, and crossed "Queen's 'Work for Women' Fund Account."

All communications respecting the work of the Central Committee on Women's Employment must be addressed to the Secretary, 8, Grosvenor-place, Hyde Park Corner, S.W.

Morning Post, October 31st. 1914.

WOMEN'S EMPLOYMENT.

The Central Committee on Women's Employment has issued a memorandum on schemes of work for women temporarily unemployed owing to the war. This memorandum supplements the report previously issued by the Committee. It is issued as a guide to Local Representative Committees contemplating the opening of workrooms for the employment of women unemployed as a consequence of the war. Any special schemes of employment should, it is pointed out, be educational and socially beneficial, and resort should not be had to the special type of workroom contemplated until every effort has been made to procure employment for the workers in a regular trade. As an example, it may sometimes happen that a local factory is at a standstill where it might be possible to produce some kind of garment or other article for which there exists an extraordinary demand resulting from the war. In such cases the Central Committee on Women's Employment may be consulted as to the possibility of orders being given for the locality in question.

Aberdeen Daily Journal, Nov. 2nd 1914

New Work for Fisher Girls.

Assistance to East Coast fisher girls is being given by the Queen's "Work for Women" Fund. Some 5000 girls who have been working on the nets at Lowestoft have almost entirely been brought to a standstill by the loss of the herring trade with Germany. The Central Committee of the Fund is investigating the possibilities of another trade as a source of employment for a considerable number of the young women in the East Coast towns. This is the collection of seaweed, which when burnt yields a percentage of potash salts for manure purposes. Among the Lancashire cotton weavers unemployment is very extensive, and in one town alone it amounts to 5000 women, with the prospect of an additional 10,000 soon. In the schemes of work adopted in the provinces are included provision for training, particularly in cooking.

Daily Telegraph, October 31st. 1914

WORK-ROOMS FOR WOMEN.

WAGES AND HOURS.

A supplementary memorandum has been issued by the Central Committee on Women's Employment, dealing with schemes of work for women temporarily unemployed owing to the war. It is intended mainly as a guide to those local representative committees in whose areas the opening of a special work-room is desirable.

Any special schemes of employment should, it is pointed out, be educational and socially beneficial, and resort should not be had to a special work-room until every effort has been made to procure employment for the workers in a regular trade. For the purposes of an approved work-room, only women who are themselves thrown out of work by the war will be taken into consideration.

Women to be employed in the work-room should be selected from the register of applicants at the office of the Local Representative Committee. In all cases workers should be required to keep themselves registered at the Labour Exchange, so that they may return to ordinary employment at the first available opportunity. It is suggested that, as a general rule, a work-room should not be opened for less than forty workers.

Wages are to be paid weekly. In the case of women of 18 and over the rate should not be less than 3d an hour, and the hours of work should not exceed forty per week. Thus, where the rate of pay is fixed at 3d an hour, each worker employed for the full number of hours would receive 10s a week. The Central Committee on Women's Employment have recommended that this should be the maximum amount of relief given to women in the form of work. This rule does not prevent the local committee from supplementing the wages in particular cases by relief given in other forms.

Where a higher hourly rate is fixed, the number of hours of work per week should be reduced, so as to keep the total weekly earnings at 10s. On the other hand, in districts where the normal rate of pay is so low that a wage of 10s would have the undesirable effect of diverting women workers from their ordinary occupation to the relief work-room, the hours of work should be so adjusted as to regulate the wages to the required amount.

EMPLOYMENT OF GIRLS.

A special arrangement is proposed for the payment of girls between 16 and 18 years of age. Where these young people are already skilled workers in a recognised trade, and have previously earned more than 3d an hour, they may be treated as adults and employed at the rates described above. But in other cases they should be given a maintenance allowance at the rate of 1s a day of six hours. The employment given in these cases should take the form of instruction and training, so far as possible in co-operation with the local education authority. Girls under 16 should not be employed at all in work-rooms of the kind here under consideration. They should be dealt with separately in schools or training centres.

Employment provided in special work-rooms should either take the form of educational or technical training or instruction, or of the production of articles which otherwise would not be produced or sold at all. Maternity outfits and all sorts of clothing to be distributed free amongst the very poorest classes, who have no purchasing power, are suitable articles to be made. The work should be, as far as possible, such that the particular class of workers to be employed may be reasonably expected to perform it with a fair degree of efficiency. Where the women are entirely unskilled, they should be taught something which will be of permanent domestic and educational value to them.

It is suggested that care should be taken to avoid the selection of such materials as grey flannel and wool, for which there is a great demand for the making of articles required by the troops.

Lady's Pictorial
31-10-14

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WOMEN'S WORK IN TIME

THE QUEEN'S "WORK FOR WOMEN" FUND. QUEEN INSPECTS WORK-ROOMS. CENTRAL COMMITTEE'S SPLENDID PROGRESS.

THE Queen's Work for Women Fund is helping women at many points. The girl who has put her name down at fifty different dress-making establishments is surprised when she receives a summons to go back to her old employer; the Central Committee which is administering the Fund has obtained a contract for soldiers' belts for that particular workshop.

The woman who had been "walking about" looking for work for weeks is suddenly told that she can begin on Monday: the Central Committee has opened a work-room in her district.

Factory girls who know that their particular trade was closed for some time to come took heart again when a large number of them were called to fruit pulping and vegetable drying.

Young women who have been used to supervising other women could scarcely believe it when they were told that they would be given training so that they could supervise new work.

How Women are Helped.

The Central Committee is working in several ways:—

By opening experimental workrooms, it is showing local representatives all over the country how work may be found for unemployed women without dislocating trade.

By securing contracts for more than ninety workshops which were closing down, it prevented further unemployment. These contracts could not be fulfilled in the ordinary way.

By investigating the possibilities of new trades for women, it is able to give advice and help to those in a position to start them.

In the six experimental workrooms, already opened, the women are receiving training in the domestic arts while they are doing useful work. Some are making cradles and baby clothes for the poor expectant mothers of the neighbourhood, and at the same time they are learning how to provide for their own children.

Making Model Mothers.

Some are preparing three-penny dinners for the women in the work-rooms, and they are receiving meanwhile practical lessons from the cookery teacher in charge. Some are being taught how to re-model second-hand clothes for the children in the schools who are ill-clad, with a view to learning how to cut down and mend for their own families. Other women are being definitely trained to be sick helps under the district nurses in the poor homes. Permanent work may thus be found for them.

The Queen and the Workers.

The Queen's interest in the work is keen. On one occasion she spent two hours going round the women's workrooms, she examined the various articles made and talked with the

[illegible] the pockets of the children's dresses which had been made, each holding a handkerchief.

To see the Queen in the midst of the workers, some with tape measures round their necks, others busily knitting; to see her examining their work, and to hear her keen questioning, was to realise how much her Majesty has the interest of women at heart.

The Scotsman,
Oct. 31 st. 1914.

WORK FOR WOMEN.

CENTRAL COMMITTEE'S REVISED RULES.

A supplementary memorandum was issued yesterday as a White Paper by the Central Committee on Women's Unemployment, dealing with the schemes of work for women temporarily unemployed owing to the war. In the introductory remarks it is stated that any special schemes of employment should be educational and socially beneficial, and resort should not be had to a special type of workroom until every effort has been made to procure employment for the workers in a regular trade.

Dealing with the composition of Women's Employment Sub-Committees, it is pointed out that they should contain a strong representation of working-class women's industrial organisations. For instance, some of the members should be drawn from local women's trade unions, co-operative societies, and other industrial or labour organisations.

For the purpose of an approved women's workroom, the report states, only women who are themselves thrown out of work by the war may be taken into consideration. Distress caused by unemployment amongst men should not be relieved by giving employment in special workrooms to wives who were not wage-earners before the war broke out. In all cases workers should be required to keep themselves registered at the Labour Exchanges, so that they may return to ordinary employment at the first available opportunity. They should be required to produce their Labour Exchange registration cards as a proof that they are duly registered.

MAXIMUM AMOUNT OF RELIEF.

The Central Committee on Women's Employment, the memorandum points out, has recommended that 3d. an hour, or 10s. a week, should be the maximum amount of relief given to women in the form of such work. This rule does not prevent the Local Representative Committee from supplementing the wages in particular cases—*e.g.*, where the woman has children dependent upon her, by relief given in other forms, having regard to the scale in the district. Where a higher hourly rate is fixed, the number of hours of work per week should be reduced, so as to keep the total weekly earnings at 10s. On the other hand, in some cases it may be desired to keep the weekly wage below 10s. This may be necessary in districts where the normal rate of pay is so low that a wage of 10s. would have the undesirable effect of diverting women workers from their ordinary occupation to the relief workrooms. Such cases should not be met by reducing the hourly rate of pay below 3d. Instead, the hours of work should be so adjusted as to regulate the wages to the required amount.

PAYMENT OF GIRLS.

A special arrangement, it is remarked, should be made for the payment of girls between 16 and 18 years of age. Where these young people are already skilled workers in a recognised trade, and have previously earned more than 3d. an hour, they may be treated as adults, and employed at the rates described above. But in other cases they should be given a maintenance allowance, and not wages. This allowance should ordinarily be at the rate of 1s. a day of six hours. The employment given in these cases should take the form of instruction and training, so far as possible, in co-operation with the Local Education Authority. Girls under 16 should not be employed at all in workrooms of the kind here under consideration, and they should be dealt with separately in schools or training centres.

COST OF MEALS.

If it is felt to be desirable, the report continues, arrangements may be made to supply meals. These should not form part of the wages. The cost should be covered by making a small charge. In all cases the women should have the option of taking the meals or not as they prefer. Girls under 18 receiving maintenance allowances may be given part of the allowance in the form of meals. Where possible, training and instruction may be given to unemployed women in the preparation of these meals.

EMPLOYMENT IN SPECIAL WORKROOMS.

The question of what work should be carried on in a special workroom raises an important questions, says the memorandum. The essential point is that while it should not compete in any way with ordinary industry, it should be of such a nature as to maintain or improve the efficiency of the unemployed women. Since the Central Committee are desirous of keeping trade as far as possible in its ordinary channels, they cannot approve any scheme of employment in which orders would be taken and paid for, or the produce of which would be sold in any way. The employment provided in special workrooms should consequently either take the form of educational or technical training or instruction or of the production of articles which otherwise would not be produced or sold at all. Thus, maternity outfits and all sorts of clothing, to be distributed free amongst the very poorest classes, who have no purchasing power, are suitable articles to be made in workrooms of the kind in question. Where the women are entirely unskilled, they should be taught something which will be of permanent domestic and educational value to them, such as the making, mending, or altering of clothes, or the preparation of simple meals, or the simplest elements of domestic hygiene. It is obviously desirable, the report adds, that as large a sum as possible should be paid in wages, and this sum may be achieved by choosing work in which normally the proportion spent in wages is high, by

The Scotsman.
6 Nov. 2nd 1914.

WORK FOR WOMEN IN THE PROVINCES.

All over the country now the schemes of work promoted by the Central Committee on Women's Employment are spreading. Seventeen provincial schemes have been approved, and a large number are in an advanced stage of preparation. Some towns also are running their own workrooms with money collected locally, and where the problem is to deal with sporadic cases of unemployment rather than with widespread distress it seems fitting that local enterprise should make itself equal to the emergency, contributing at the same time to the National Relief Fund whatever can be spared for the mitigation of the overwhelming distress in other localities.

But the Central Committee's schemes have in many instances been taken as models even for schemes supported by local funds, and members of local representative committees have come from all parts to see what is being done in London.

In a great many cases the need of the provinces for their unemployed women is greater even than that of London. In the mill districts there is nothing else for the women to do when the mills close; in London there are at least opportunities in other trades. In one Lancashire town nearly 5000 women are unemployed, and it is feared that an additional 10,000 women weavers may soon be thrown out of work through the closing down of the mills. In Nelson all looms were reported on short time at the end of September. Chatterton, Oldham, and Stockport all tell the same tale—mills closed and others on short time. Short time is rife also in the pottery district. It is a terror second only to unemployment, the money earned very often being much below the merest subsistence level.

Some of the ports and fishing towns on the East Coast have also their tale of woe. Southampton and Lowestoft are instances. The closing of Southampton as a commercial port was bound to cause suffering, while Lowestoft depends almost entirely on the herring trade. Owing to the condition of the German market and the impossibility of getting any other, the trade, it is feared, will practically come to a standstill. This will affect all subsidiary trades. Five hundred girls alone are working on the nets.

The Central Committee is, however, investigating the possibilities of another trade as a source of employment for a considerable number of young women in the towns of the East Coast. It is the collection of seawood which, when burnt, yields a percentage of potash salts.

The schemes of work adopted by the provinces include valuable provision for training, particularly in cooking. Birmingham is including the making of rag rugs in the scheme of work. High Wycombe, the chief centre for chair making, near London, has a scheme for teaching the art of chair-seat willowing, and Burnley, which already has a workroom, has been looking into the scheme of sick-room help training.

The special difficulties due to unemployment among child workers will, it is hoped, be evolved by local representative committees in close consultation with the local education authorities.

Unemployment is not, of course, prevalent in every district. Northampton, for instance, is very busy with the boot trade, and Leicester with boot and hosiery work. In some towns too, distress has been prevented by the billeting of troops. But those unemployed, it must be remembered, do not want charity; work must be provided for them. They are proud, independent people.

The words of the secretary of the Employment Committee of Nottingham apply to almost all the out of work women—"The work has been very distressing because of their terrible need and their difficulty in talking about it. There is hardly one that does not have tears of misery or relief in her eyes before the interview is over."

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Workers in special workrooms must be insured under the health insurance provisions of the National Insurance Act, but it is suggested that no deduction should be made from the wages of workwomen engaged upon relief work, the whole contribution being paid by the local Committee.

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Evening Standard, Oct. 31 st. 1914.

THE QUEEN'S FUND

DISTRESSED DRESSMAKERS BECOME SHIRTMAKERS.

MACHINISTS WANTED.

The work of helping girls to change their trades, when one is almost done, and the other very brisk, has been commenced by the Central Committee on Women's Employment.

The experiment is being made with young dressmakers and collar workers, who are now learning to be shirt makers. Outside a large shirt-makers in the City there is a notice which has been there for weeks:—

"Fifty experienced machinists wanted at once."

Almost every large shirtmaker is in the same position. They all want workers to help with the rush of work which has come with the demand for Army shirts. In London some shirtmakers have increased their workers by one-half since the war began. Here, then, in the opinion of the committee, is a chance for out-of-work dressmakers.

Busy Shirt-makers.

"The shirt-makers," said one London manager, "could absorb hundreds of unemployed dressmakers if they would change their trades."

A firm was found by the committee who were willing to take learners, and the girls began in company with millinery workers, blouse and robe makers, children's and ladies' underwear workers, corset makers, a boot-fitter, and a shop assistant, all of whom are changing their trades. They have only been at work since last Monday week, and they are all "on their own" already.

At first they were each put beside an experienced worker, who assisted them. Their proud record is that they "haven't spoilt anything." They are working away very happily to-day, each with a machine worked by power before her.

Expert in a Fortnight.

"It takes them a little while to get used to the power," said the manageress, "but in a week or a fortnight a girl who has been a dressmaker ought to be an expert shirt maker. Of course there is a great difference in the work. Girls think that because they have done dressmaking they can make shirts without any difficulty. Some make them up back to front, and they don't understand that the inside yoke must be on the straight and the outside on the cross. We tried sending out shirts to dressmakers, who were out of work when we were so busy, but they weren't successful. Everyone has got to learn the knack."

The young collar hands are already on a weekly wage of 16s., and one of the dressmakers, after three days' tuition, earned 18s. in her first week. One of the dressmakers said, "I wouldn't go back to the dressmaking; there's not the responsibility in this, and presently I think I shall be able to earn better money. I have heard that the girls here make up to 25s. in ordinary times. Just now, with overtime, some are making 30s."

This opportunity means a great deal to the girls sent by the Central Committee. They are all keeping someone else. A girl of twenty is supporting her mother and a little sister, who are both consumptive. Another had a father in an asylum and a sister with spinal complaint. Her mother, who does a little nursing, will soon be out of work.

It can be easily understood what it meant to them to be "walking about" (looking for work) for weeks, as they have been doing, before they were taken into the committee's workroom in Piccadilly, and then passed on to the shirt factory.

All communications should be addressed to Lady Roxburgh, 33, Portland-place, London, W., and all cheques be made payable to Mrs. C. Arthur Pearson, hon. treasurer, at the same address, and crossed "Queen's 'Work for Women' Fund Account."

All communications respecting the work of the Central Committee on Women's Employment must be addressed to the secretary, 8, Grosvenor-place, Hyde Park Corner, S.W. Applicants for work should apply to the secretary of the Local Representative Committee, at the town or county hall, or urban district offices, in the locality in which they reside.

The Times, Oct. 31 st. 1914

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TEACHING OF SHIRT MAKING.

WORK OF THE QUEEN'S FUND.

The work of helping girls to change their trades when one is almost done and the other very brisk has been begun by the Central Committee on Women's Employment. The experiment is being made with young dressmakers and collar workers, who are now learning to be shirt makers, who are wanted to help with the demand for Army shirts.

A firm willing to take learners was found by the committee, and the girls began in company with millinery workers, blouse and robe makers, children's and ladies' underwear workers, corset makers, a boot fitter, and a shop assistant, all of whom are changing their trades. They have only been at work since last Monday week, but the young collar hands are already on a weekly wage of 16s., and one of the dressmakers, after three days' tuition, earned 18s. in her first week.

The Queen's Work for Women Fund, which is providing the money for these valuable experiments, received the following subscriptions yesterday:—

First instalment of profits of sale of Mr. Paul A. Ruben's song, "Your King and Country Want You," published by Messrs. Chappell and Co. (Ltd.), through the *Daily Mail*	£250	0	0
Collected by the Mayoress of Maidenhead (including Lady Desborough, £15)	108	13	1
Collected by the Urban District Council of Ashton-in-Makerfield, including Mary Lady Gerard, £10	62	1	6
Collected by the Mayoress of Blackburn, further instalment, including, collected by the Women Teachers of Blackburn, £45 1s. 1d.	54	4	4
Collected by the Mayoress of Conway	20	13	9
Collected by the Mayoress of Dover, including, collected in boxes in shops, first and second week, £19 7s.	19	18	0
Collected by the Mayoress of St. Helen's, further instalment	19	11	6
Catholic Women's Suffrage Society, being amount collected at lecture on "Belgium," at Kensington Town Hall on October 27	13	17	0
Collected by the Urban District Council of Aylesbury, further instalment	11	0	0
S. C. and A. C.	10	0	0
OTHER SUBSCRIPTIONS	60	17	6
TO-DAY'S TOTAL	630	16	2
PREVIOUSLY ACKNOWLEDGED	80,245	3	9
TOTAL TO DATE	£80,875	19	11

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Daily Graphic, Nov. 2nd.

THE 'WORK FOR WOMEN' FUND

HELP FOR THE UNEMPLOYED IN THE PROVINCES.

All over the country now the schemes of work promoted by the Central Committee on Women's Employment are spreading. Seventeen provincial schemes have been approved, and a large number are in an advanced stage of preparation.

Some towns, also, are running their own work-rooms with money collected locally, and where the problem is to deal with sporadic cases of unemployment, rather than with widespread distress, it seems very fitting that local enterprise should make itself equal to the emergency, contributing at the same time to the National Relief Fund whatever can be spared for the mitigation of the overwhelming distress in other localities.

In a great many cases the need of the provinces for their unemployed women is greater even than that of London. In the mill districts there is nothing else for the women to do when the mills close; in London there are at least opportunities in other trades. In one Lancashire town nearly 5,000 women are unemployed, and it is feared that an additional 10,000 women weavers may soon be thrown out of work through the closing down of the mills. Some of the ports and fishing towns on the East Coast have also their tale of woe. Southampton and Lowestoft are instances.

The schemes of work adopted by the provinces include valuable provision for training, particularly in cooking. It would be too drastic a change of work to expect mill-workers to settle down to needlework all day; and having gone from school to the mill, training in the domestic arts is considered to be of more use to them.

The Morning Post. Nov. 2nd. 1914.

WORK FOR WOMEN.

THE QUEEN'S FUND.

By noon on Saturday the Queen's Work for Women Fund had reached the total of £80,989 14s. 5d., and the day's subscriptions included:

Lady Evelyn Mason	£25	0	0
Collected by the Mayoress of Oldham	20	0	0
Collected by the Mayoress of New Romney (further instalment)	18	19	9
Lady Borthwick	10	0	0
Collected by the Mayoress of Eastbourne (further instalment)	10	0	0

All communications relating to the Fund should be addressed to Lady Roxburgh, 33, Portland-place, London, and all cheques be made payable to Mrs. C. Arthur Pearson, Hon. Treasurer, at the same address, and crossed "Queen's Work for Women Fund Account."

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UNEMPLOYMENT IN THE PROVINCES.

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Some of the ports and fishing towns on the East Coast have also their tale of woe. Southampton and Lowestoft are instances. The closing of Southampton as a commercial port was bound to cause suffering, while Lowestoft depends almost entirely on the herring trade. Owing to the condition of the German market and the impossibility of getting any other the trade, it is feared, will practically come to a standstill. This will affect all subsidiary trades. Five hundred girls usually work on the nets. The Central Committee is, however, investigating the possibilities of another trade as a source of employment for a considerable number of young women in the towns of the East Coast. It is the collection of seaweed which, when burnt, yields a percentage of potash salts.

The Willesden War Committee are establishing a working women's café where meals will be provided at cost price, and women will be given a practical demonstration in relative food values.

Evening Standard & St. James's Gazette, November 2nd. 1914.

THE QUEEN'S FUND

INVESTIGATION OF SEA-WEED TRADE FOR FISHER-GIRLS.

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Some towns, also, are running their own workrooms with money collected locally, and where the problem is to deal with sporadic cases of unemployment, rather than with widespread distress, it seems very fitting that local enterprise should make itself equal to the emergency, contributing at the same time to the National Relief Fund whatever can be spared for the mitigation of overwhelming distress in other localities.

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Cookery Training.

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Rag Rugs and Chair-seat Willowing.

Birmingham is including the making of rag rugs in the scheme of work. High Wycombe, the chief centre for chair-making near London, has a scheme for teaching the art of chair-seat willowing, and Burnley, which already has a workroom, has been looking into the scheme of sick-room help training.

The special difficulties due to unemployment among child workers will, it is hoped, be solved by local representative committees in close consultation with the local education authorities.

Unemployment is not, of course, prevalent in every district. Northampton, for instance, is very busy with the boot trade, and Leicester with boot and hosiery work. In some towns, too, distress has been prevented by the billeting of troops. But those unemployed, it must be remembered, do not want charity; work must be provided for them. They are proud, independent people.

The words of the Secretary of the Employment Committee of Nottingham apply to almost all the out-of-work women.

"The work has been very distressing because of their terrible need and their difficulty in talking about it. There is hardly one that does not have tears of misery or relief in her eyes before the interview is over."

All communications should be addressed to Lady Roxburgh, 33, Portland-place, London, W., and all cheques be made payable to Mrs. C. Arthur Pearson, Hon. Treasurer, at the same address, and crossed "Queen's 'Work for Women' Fund Account."

All communications respecting the work of the Central Committee on Women's Employment must be addressed to the Secretary, 8, Grosvenor-place, Hyde Park-corner, S.W. Applicants for work should apply to the Secretary of the Local Representative Committee, at the Town or County Hall, or Urban District Offices, in the locality in which they reside.

652.

The Daily Telegraph, Nov. 3rd. 1914.

QUEEN'S FUND FOR WOMEN

LETTER TO MADAM CLARA BUTT

Madam Clara Butt has received the following letter from her Majesty the Queen:

Buckingham Palace, Oct. 29, 1914.

MY DEAR MRS. RUMFORD—I have handed to the Queen the cheque for £1,500 which you have sent to her Majesty as a result of a series of concerts so kindly given by you and Mr. Kennerley Rumford in aid of the Queen's "Work for Women" Fund.

Her Majesty is much touched by the generous thought which prompted you and your husband to give these concerts, and it is a great satisfaction to the Queen to know you have been able to arrange further concerts for the benefit of other war relief funds, at the same time giving employment to artists in the musical profession, who, through the war, have lost their sole means of livelihood.

Her Majesty is deeply grateful to you and Mr. Rumford for all the trouble you have taken to augment her fund, and the Queen is greatly interested to know what liberal support you receive from the people in connection with your concerts.

As I have already explained, her Majesty much regrets that she was prevented from attending your first concert at the Albert Hall on the 10th inst.—Yours sincerely,

(Signed) E. W. WALLINGTON,
Private Secretary.

Special trade instruction is to be given where possible to unemployed women and girls in the work-rooms opened through the agency of the Central Committee on Women's Employment. This is to meet the need of industrial workers who otherwise might lose their skill through want of practice, and to give training to others who seem likely to benefit by the opportunity. It is found, for instance, that in the experimental work-rooms in London there are girls belonging to the needlework trades who would profit considerably by further instruction.

The scheme is to be started almost immediately in the committee's own work-rooms, and will be extended as widely as possible in connection with London local representative committees. Training on the same lines is also to be recommended in connection with provincial schemes.

Yesterday's subscriptions to the fund amounted to £538, bringing the total up to £81,527.

652/12

Daily Telegraph,
Nov: 5th. 1914.

THE QUEEN'S FUND.

Many painful cases of distress among workless women are being brought to the notice of the Central Committee on Women's Employment, and the urgent need for the measures which the Queen's Fund supports becomes more and more apparent. This week a workroom is to be opened in Battersea, and already close on 300 women have applied to be admitted.

Those who have been thrown out of work by the war in this borough belong as a rule to the better class of workers—chiefly dressmakers who were employed in the West-end, and respectable charwomen. It is difficult, remark the committee, to realise from their neat appearance the straits they are in. A young mother who has been promised work had been in the employment of a West-end firm for seven years, but had had nothing to do since the second week in August. For two or three days she and her two young children had had only a little bread to eat. Practically everything had been sold to buy food. In such cases, which are only too numerous, the work provided by the committee comes as a relief from despair.

Subscriptions to the fund, which now totals £82,155, should be sent to 33, Portland-place, W.

Leeds Mercury.
Nov: 6th. 1914.

WORK FOR WOMEN.

ACTIVITY OF LEEDS COMMITTEE OF THE QUEEN'S FUND.

Considerable interest has been shown in the various schemes of the Central Committee for the Employment of Women, which was formed to make provision for women who have lost their work owing to the present industrial disturbance consequent upon the war, and both workrooms and training schools have been started in London.

Leeds also has its problem of unemployed women to meet, and owing to the generosity of the members of the Leeds branch of the National Union of Women Suffrage Societies, who have collected over seventy pounds and handed it over to the Local Committee for the Employment of Women for administration, it has become possible to open a sewing room at once. Care will be taken not to interfere with the course of ordinary trade, and the work undertaken will consist of the making and mending of garments to be given away to those who are not able to purchase for themselves.

In order that as far as possible the money available may be spent in wages, the committee appeal for gifts of odd lengths of material, both woollen for warm garments and cotton for babies outfits, and also for old clothing which can be mended, adapted, and remodelled.

It is hoped that in the future a grant will be obtained from the Queen's Work for Women Fund to run the workroom, and donations are earnestly asked for, for the local branch of this fund. All contributions of goods or money should be sent to the Lady Mayoress's Office, 1, East-parade.

Evening Standard,
Nov: 6th. 1914.

THE QUEEN'S FUND

SUCCESSFUL COOKERY CLASSES IN THE EAST END.

"POOR MAN'S TRIFLE."

INTERESTING LESSONS IN FOOD VALUES.

The Domestic Economy Training Centres for unemployed working women, established by the Central Committee on Women's Employment, are proving very popular.

The experiment is being appreciated in the homes of the women as well as by the pupils themselves. "Vegetable soup" bids fair to become famous in Stepney, for many of the women have tried the recipe given for their families with great success.

A Famous Soup.

"I never made soup before," one of the pupils explained, "and this is nice and cheap. You buy twopenn'orth of pot-herbs—that's three carrots, three turnips, and three or four onions—fry them in a bit of dripping, then pour on a quart of boiling water, and put in some rice or sago, and let it cook."

"I used up the cold potatoes from Sunday," said another; "smashed them up and stirred them round with a spoonful of dripping and a bit of onion, and then poured on a quart of boiling water. My mother says I'm learnin'!"

The hints gleaned at the cookery class are passed on also to neighbours; potato cakes made from cold potatoes being pronounced from outside as "just lovely."

Food Values Taught.

Home cookery lessons are given twice a week in the afternoon at the Stepney Centre, for in the morning the pupils are busy preparing dinner on a large scale for the women in the workrooms adjoining. This they are able to do now quite well under the supervision of the teacher. To-day's dinner, which was given to the women for threepence each, consisted of roast mutton, greens, and potatoes, and "poor man's trifle." A cup of tea and bread and butter later on is included in the charge.

It is to the afternoon class that the women look forward, for they are eager to learn something new. They are very much interested in food values, and they are taught how to make up simple, nourishing dinners. They can distinguish between what they call flesh-making, warming, and bone-making foods, and they know that pea soup, which contains no fat, should be followed by suet pudding. The value of fruit and vegetables is being brought home to some of them for the first time. They didn't "bother with them" before.

Every week some of the pupils change places with others from the mending and remodelling room. This is the second part of the domestic economy training, to be followed, if the classes can be arranged, by simple laundry lessons.

A Typist Pupil.

The girls are almost as pleased with the needlework as with the cooking. They are taught how to make down grown-up people's clothes for children, and how to mend and make the best of everything. In the dinner hour they can be seen studying the list of suggested alterations hung on the wall, and they bring newspapers with them to cut out patterns they want to take home.

The women chosen for the domestic economy

WESTMINSTER.

652/13 652.
Cambridge Independent Press,
Nov: 7th. 1914.

WOMEN'S WORK IN WAR TIME.

Schemes for Employment.

BRITISH TOY-MAKING.

A meeting to consider the subject of "Women's work in war time," arranged by the Cambridge Women's Suffrage Association, was held in the Guildhall on Tuesday evening. Mrs. Bethune Baker presided, and the speakers were Miss Marshall, Hon. Sec. of the Employment Schemes Sub-Committee of the Central Committee for Women's Employment, and Mrs. McCubbin, one of the founders of the toy-making industry of the Women's Emergency Corps. There was a large attendance of ladies. Although arranged by the C.W.S.A., the meeting was in no way a suffrage meeting.

OPPORTUNITIES OF SERVICE.

The Chairman said they had been fighting for a long time for opportunities of service, and circumstances had now brought them to hand. Women's special work must be to cherish, and where possible preserve life. The work of nurses was perhaps the most appealing form at the present moment, but work that also wanted doing was to help the poor mothers and young children, and if possible safeguard young girls and boys at times like that, and keep from starvation homes that depended on women's work where the work had gone owing to the war. That economic side of the work was one of the most difficult sides, and one that wanted knowledge as well as good hearts. They were really fighting against brute force and the domineering spirit. They were fighting on behalf of the right of even the smallest peoples to an independent mind and free spirit, and a right to develop on their own lines. They felt it was a righteous war, and one of its great consolations was that it was bringing home to everybody the importance of an independent mind and free spirit. Another of its consolations was the feeling of oneness they all had. They forgot party opinion, class, and sex. They were all heart and soul in the cause. She hoped and believed that when that war was over many more people would feel that although their duties as citizens were various, there was one standard of right and justice for them all.

IMAGINATION AND ADAPTABILITY.

Miss Marshall, Hon. Sec. of the Employment Sub-Committee of the Central Committee for Women's Employment, spoke of the various schemes and ways in which women were being helped to get work. They could not but notice the great difference in the attitude of the general public towards what they considered to be women's sphere in national life at that moment, and that difference was largely the outcome of the steady progress of the Women's Employment Committee during the past year. They had proved the value of the qualities of imagination and adaptability, imagination in looking ahead to what would be important in the future, and adaptability in turning their organisations to do that kind of work that needed doing there and then. She dealt in detail with the various branches of the work, and finally urged the duty of women to prepare for peace, a duty which especially fell upon those women who had worked in the women's movement. It seemed to her that all the work they were doing in relief was making up for harm done. They must also work for the prevention of the recurrence of the harm. If they used their imagination there were ways in which women could help, not only nationally, but internationally, in providing against the repetition of that fearful horror that had come upon the civilised world. They ought to do their share in building up the kind of public opinion that would make peace-making easy when the time came.

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Mrs. McCubbin spoke on toy-making as a means of employment, which had been started by the Emergency Corps. They decided not to have any German models, but to use purely British designs for the toys. They were getting orders for toys as fast as they could send them out. They found that there was a great deal of undeveloped talent in the country in this direction, and that the quality of the work was daily improving. It was found that it was possible to make toys in England which largely competed very favourably with the toys received from Germany. They had not to their knowledge touched anything that anyone was previously making. It was essentially a thing which could be carried out by girls and women. It would be an advantage if only they could get hold of the trade and keep it after the war was over.

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The women chosen for the domestic economy training are mostly young. A mother whose four children had no stockings or shoes when she came to the workroom is eagerly learning to sew. She has been employed in jam-making, and never had time before. Tailoresses, vest-makers, paper-bag makers, and a typist are all looking forward to their turn in the kitchen.

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Evening Standard & James's Gazette, Nov. 5th 1914.

652/14 652.

Hearth Advertiser, Nov. 7th 1914.

WOMEN AND THE WAR.

THE QUEEN'S FUND

Pathetic Cases of Unemployment in Battersea.

THOSE WHO ARE "NOT USED TO ASKING."

The urgency of their work is brought daily home to the Central Committee on Women's Employment. A workroom is to be opened in Battersea this week, and close upon 300 women have applied to be admitted. A forewoman who was rejected because she was not sufficiently experienced begged with tears in her eyes to be allowed to come as an ordinary worker.

A young mother came to the Town Hall with her little boy of four, and was promised work. She did not say that she was starving, but it was stamped on her face. She had had nothing but bread to eat since Sunday, and very little of that. She had scraped the condensed-milk tin for sops for her baby and to spread on bread for the little boy.

Her husband deserted her fifteen months ago, but she has been skirt hand in a West-End firm for seven years, and until the war began was able to keep her children. Since the second week in August she has had nothing to do. Last week she made 1s. 6d. for altering a skirt. Yesterday she borrowed a penny to buy some coal.

Workmen's Gift.

Her little home was bare of anything that would sell, and a jar full of pawntickets represented the comforts that had been. Her little boy's boots had gone, and most of the bed clothes. Workmen in the street below have made a pet of the child, and the mother has been depending on the halfpennies they give him on Saturdays for a Sunday dinner. She thinks that nobody knows her troubles. She has told no one, and she is "not used to asking."

This reserve or pride is characteristic of the women who are thrown out of work through the war in Battersea. They belong to the better class of workers—dressmakers who were employed in the West End chiefly, and respectable charwomen. It is difficult to realise from their neat appearance the straits they are in.

Breadwinner of Fifteen Years.

A young girl of seventeen opened the door of a neat little house with a tidy garden. She was dressed in a pretty blouse and skirt. She had been employed in corset making at 10s. a week, but has lost her work since the war began. Her father, a baker, is ill in the infirmary, her mother cannot get any cleaning or needlework to do, and the family is living on the wage of a boy of fifteen and the father's insurance. The rent is 9s. 6d., and yesterday there was nothing left.

"We're not used to it," was all the girl said. She did not tell what they had to go without, she did not mention that there would be no dinner that day for anyone, but tears she could not keep back continually filled her eyes.

The single woman who lives alone is even worse off. Last Friday week one of these, a respectable woman of forty-nine, who had plenty of daily cleaning before the war, was sent for to a lady's house. She was told to come to work on the following Tuesday. The woman's face went a shade whiter. Then she whispered: "Could you let me have the shilling now, and I'll work it off on Tuesday?"

Not Even Tea.

That was all she made till the next Friday, when she got 6d. for cleaning. And every penny she can do without goes towards the rent, 9s. 6d. She had no light and no fire, and she had sold even the skirt she had for "mother's funeral."

A widow with a delicate little boy has managed to get a few hours daily work, but yesterday she had not even a penny for the gas to make herself a cup of tea. She went out to work at six o'clock in the morning without anything

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and every one of them is doing good work. Even in one of the most newly formed and least experienced of these societies, Mrs. Fawcett found, when she visited it recently, a tent had been started for the soldiers, and arrangements made for refreshments, reading-rooms, French conversation lessons, and baths for the soldiers. Since the last meeting of the N.U.W.S.S. at the Kingsway Hall £2400 has been collected for the Scottish Hospital Fund for field service abroad. As each hospital costs about £1000, the collection of funds for the third hospital is already progressing, although response is needed to the present urgent appeal for more funds to complete the work which the union is carrying out.

Suffering in Holland.

Miss Walshe, who has just returned from Holland, which she visited two or three times for the purpose of relieving the Belgian refugees, had some interesting experiences. To quote her own words at a recent meeting, she said she would never forget the sight of Bergen-op-Zoom the day of the bombardment of Antwerp.

Dense masses of people, carriages, carts, dogs, cows, animals of all sorts, men, women, and children, utterly exhausted, begrimed with the smoke of the town from which they had fled, passed in a solid and never-ending procession from the frontier. It had taken this one and a half millions of people twenty-four hours to do twelve miles. She saw some actually sleeping as they were standing up. One family had escaped from the neighbourhood of one of the forts of Antwerp, and had had to crawl for four days to escape the shells which were falling.

Orphaned Babies.

At Rosendaal she saw trainloads of refugees deposited, and amongst them eight hundred lunatics and five thousand criminals who had been rescued. Miss Walshe saw at Bergen op Zoom fifteen newly born babies whose mothers had died. Dr. Aletta Yacobs, the leading Suffragist in Holland, and one of the most energetic relief workers, told her there were 25,000 children in her country who had lost their parents. Families are separated everywhere, and there is the greatest difficulty in retracing those who disappeared. The awful helplessness of the people is appalling. They have no money, food is scarce, and they are advised by their leaders not to return to their own country. If starvation is to be staved off, help from other countries is essential.

All contributions for the relief work of the National Union should be sent to the hon. treasurer, N.U.W.S.S., Parliament-chambers, 14, Great Smith-street, Westminster, S.W.

The Queen's Work for Women Fund.

One of the most interesting experiments, which owes its origin to the war, is that of taking girls, factory girls and others, from the dismal, overcrowded conditions of life in industrial centres, to the fresh air and vigorous life of the country. In the far West of England a factory is being erected, in which the working women of surrounding districts find a new employment in all forms of fruit pulping, in drying vegetables, in bottling new unsweetened fruit preserves. By means of this work hundreds of tons of fruit, which would otherwise have been wasted, have been dealt with; supplies for the Army and other public sources provided, and a trade hitherto centred in Germany, developed in this country. It is hoped that within a short time this industry will be established on a paying basis, and probably 100 girls will be enjoying the healthy life of the country.

Closer at hand, at Radlett, East London girls will soon be hard at work developing a good acreage of land with fruit and vegetables and flowers. Here the girls will be under the direction of two lady gardeners, who will train them in this work with a view to establishing them as skilled market gardeners and fruit growers in the future. The Central Committee for Women's Employment is, for a limited time, paying the wages of the workers, until they shall be ready for good employment elsewhere, and their work shall give them a livelihood without further assistance. The care of the committee does not end with the payment of wages, but they keep careful supervision as to the comfort and well-being of these young women, many of them between 18 and 20, who are necessarily away from their homes. The Central Committee is also devising schemes for the employment of clerical workers, and also for giving training, together with maintenance, to those who are partially trained. Among the first to suffer from the general cutting down of business were the clerical workers, many of whom found themselves thrown out of employment, with a week's salary in their pockets, and no prospect whatever of earning a livelihood. Mrs. Hester, whose work in improving the pay and status of clerical workers is well known to some people, has sent a letter to members of the Chamber of Commerce and the heads of a great number of firms in an endeavour to find suitable openings for educated women, thoroughly trained as clerks, foreign correspondents, or secretaries. It will thus be seen that the Central Committee for Women's Employment is doing good work on sound lines, and it is hoped that the response to the Queen's work for Women Fund will be such that the committee may be able to develop and extend schemes in such a way that the thousands of unemployed women may find work—and that quickly.

In St. Albans collecting cards have been issued, and we have to acknowledge help to the amount of £20 1s. 9d. A cheque for the full amount has been sent, and individual subscribers will receive an official receipt from Buckingham Palace, wherever possible. In some cases, however, only initials have been put on the cards. A request has been received from Buckingham Palace that arrangements be made for a "Favour" day, in further aid of the Queen's Fund, and accordingly it has been decided that Wednesday, November 18th, shall be "Favour" day in St. Albans. The working is on very similar lines to Queen Alexandra's Rose day.

The Mayoress is President, and Mrs. Elworthy, "Windygates," Battlefield-road, is the hon. sec. locally, and the Hon. Treasurer is Miss Webster, 19, Granville-road, St. Albans. Envelopes should be marked "The Queen's Work for Women Fund" in the top left hand corner.

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A widow with a delicate little boy has managed to get a few hours daily work, but yesterday she had not even a penny for the gas to make herself a cup of tea. She went out to work at six o'clock in the morning without anything.

In cases such as these the work initiated by the committee comes as a relief from despair.

All communications should be addressed to Lady Roxburgh, 33, Portland-place, London, W., and all cheques be made payable to Mrs. C. Arthur Pearson, hon. treasurer, at the same address, and crossed "Queen's 'Work for Women' Fund Account."

All Scottish subscriptions are to be sent to the Marchioness of Linlithgow, Hopetoun House, South Queensferry, Linlithgow.

All communications respecting the work of the Central Committee on Women's Employment must be addressed to the secretary, 8, Grosvenor-place, Hyde Park Corner, S.W. Applicants for work should apply to the secretary of the Local Representative Committee, at the Town or County Hall, or Urban District Offices, in the locality in which they reside.

WOMEN'S RELIEF WORK.

APPEAL FROM THE NATIONAL UNION OF WOMEN'S SUFFRAGE SOCIETIES.

A great effort is being made to extend the relief work undertaken throughout the country and abroad by the National Union of W.S.S.

Six hundred societies responded to the appeal of the Union on the outbreak of war, said she would never forget the sight of Bergen-op-Zoom the day of the bombardment of Antwerp.

Dense masses of people, carriages, carts, dogs, cows, animals of all sorts, men, women, and children, utterly exhausted, begrimed with the smoke of the town from which they had fled, passed in a solid and never-ending procession from the frontier. It had taken this one and a half millions of people twenty-four hours to do twelve miles. She saw some actually sleeping as they were standing up. One family had escaped from the neighbourhood of one of the forts of Antwerp, and had had to crawl for four days to escape the shells which were falling.

Orphaned Babies.

At Rosendaal she saw trainloads of refugees deposited, and amongst them eight hundred lunatics and five thousand criminals who had been rescued. Miss Walshe saw at Bergen op Zoom fifteen newly born babies whose mothers had died. Dr. Aletta Yacobs, the leading Suffragist in Holland, and one of the most energetic relief workers, told her there were 25,000 children in her country who had lost their parents. Families are separated everywhere, and there is the greatest difficulty in retracing those who disappeared. The awful helplessness of the people is appalling. They have no money, food is scarce, and they are advised by their leaders not to return to their own country. If starvation is to be staved off, help from other countries is essential.

All contributions for the relief work of the National Union should be sent to the hon. treasurer, N.U.W.S.S., Parliament-chambers, 14, Great Smith-street, Westminster, S.W.

The Central Committee for Women's Employment is, for a limited time, paying the wages of the workers, until they shall be ready for good employment elsewhere, and their work shall give them a livelihood without further assistance. The care of the committee does not end with the payment of wages, but they keep careful supervision as to the comfort and well-being of these young women, many of them between 18 and 20, who are necessarily away from their homes. The Central Committee is also devising schemes for the employment of clerical workers, and also for giving training, together with maintenance, to those who are partially trained. Among the first to suffer from the general cutting down of business were the clerical workers, many of whom found themselves thrown out of employment, with a week's salary in their pockets, and no prospect whatever of earning a livelihood. Mrs. Hester, whose work in improving the pay and status of clerical workers is well known to some people, has sent a letter to members of the Chamber of Commerce and the heads of a great number of firms in an endeavour to find suitable openings for educated women, thoroughly trained as clerks, foreign correspondents, or secretaries. It will thus be seen that the Central Committee for Women's Employment is doing good work on sound lines, and it is hoped that the response to the Queen's work for Women Fund will be such that the committee may be able to develop and extend schemes in such a way that the thousands of unemployed women may find work—and that quickly.

In St. Albans collecting cards have been issued, and we have to acknowledge help to the amount of £20 1s. 9d. A cheque for the full amount has been sent, and individual subscribers will receive an official receipt from Buckingham Palace, wherever possible. In some cases, however, only initials have been put on the cards. A request has been received from Buckingham Palace that arrangements be made for a "Favour" day, in further aid of the Queen's Fund, and accordingly it has been decided that Wednesday, November 18th, shall be "Favour" day in St. Albans. The working is on very similar lines to Queen Alexandra's Rose day.

The Mayoress is President, and Mrs. Elworthy, "Windygates," Battlefield-road, is the hon. sec. locally, and the Hon. Treasurer is Miss Webster, 19, Granville-road, St. Albans. Envelopes should be marked "The Queen's Work for Women Fund" in the top left hand corner.

The Morning Post, Nov: 9th. 1914.

OLD CLOTHING.

Mrs. H. (Leominster): *The things in your list would not seem to be of much value in themselves, but they might well be remade into useful garments. This is undertaken by the Central Committee on Women's Employment (Hon. Sec., Miss McArthur, 8, Grosvenor-place, Hyde Park Corner), which is working in conjunction with the Queen's Work for Women Fund. Write to Miss McArthur about the goods.*

GOOD NEWS FOR NEEDLEWOMEN AND BOXMAKERS.

Work for about 1,000 dressmakers and others, which should last for many months, has just been placed with the Central Committee on Women's Employment. The order is for a fixed number of shirts to be delivered weekly. Large quantities of flannel will be received by the Committee for this order, and to make things easy for the many small establishments among whom the work is to be distributed, arrangements have been made to open a large central cutting-room. The shirts will thus be cut by experts before being sent out from the Committee to be made.

A plan which has been adopted by a wealthy Glasgow lady for helping distressed dressmakers may offer suggestions to others. She has given orders for garments for Belgian refugees, herself supplying the material, to a high class dressmaker who is suffering from lack of orders. The superintendence of the work and the workers is left entirely to the dressmaker, who is free to undertake any special orders she may receive from her own customers. Thus the workers are kept fully employed, for when they are not executing orders they are doing relief work. The lady is trying to stimulate others to keep various dressmaking employers similarly busy. Such a scheme, adopted in the West End of London, might be the means of saving many dressmakers from giving up business and throwing hundreds of girls out of work.

The Committee have been considering the condition of the paper-box makers in Kettering and Northampton districts who are employed almost solely in making boxes for the boots manufactured in the neighbouring factories. These factories are now given up to the supply of Army boots which do not need boxes, and the box manufacturers are unable to find employment for their workers. Learning that some hundreds of thousands of boxes were needed for the purpose of sending presents to the troops at the front, the Committee have made representations with a view to ensuring that at least a portion of these boxes shall be made up in the paper-box factories in question.

Manchester Guardian, Nov: 10th. 1914.

QUEEN MARY'S FUND.—The secretaries of the Women's Trades and Labour Council write from 5, John Dalton Street, Manchester:—May we call your attention to a resolution passed by the Women's Trades and Labour Council on the question of the insufficient rate of pay given in Queen's Fund workrooms? The resolution is as follows:—"That this Council protest against the wage of 3d. an hour, or 10s. a week, as a maximum wage for women working in workrooms in connection with Queen Mary's Fund. This wage is below the minimum fixed by the Trade Board in the clothing trade, and is not only far below the amount earned by a skilled operative in any trade whatsoever, but it is less than the market rate for the ordinary worker in the tailoring and shirt-making trades. They view the fixing of this very low maximum as an industrial disaster for women, as the money standard crystallised by the workshops under the National Fund is bound to have its effect on the rates given by private employers. Ten shillings a week cannot be considered a living wage, and the Council desire to point out that other societies engaged in relief work are paying better rates. For example, in one case 4d. an hour is being given, and in another 10s. has been made the minimum, the maximum in this case being £1. It seems disastrous that the wages under the National Fund should undercut, not only the ordinary rates of private employers, but the wages given by private committees engaged in the same kind of relief work."

Evening Standard & St. James's Gazette.

THE QUEEN'S FUND

RENOVATING & REMODELLING SECONDHAND GARMENTS.

MARKET GARDENERS.

PRINCESS MARY'S GIFT BOOK FOR HALF-A-CROWN.

London's poor should be better clothed this winter than they have been for some time.

Besides the renovation and remodelling of secondhand garments in the workrooms initiated by the Central Committee on Women's Employment, the committee are arranging for the supply of materials for the purpose of making up maternity outfits and garments for women and children. This work will furnish occupation to large numbers of unemployed women workers, and the made-up garments will be given away to persons who cannot afford to buy them.

Outfits are being supplied by Queen Mary's Needlework Guild for the East London girls who have been sent by the Central Committee to be trained as market gardeners and fruit growers at Radlett, Herts. Coming straight from town to the fields, it is necessary that the girls should be warmly clad, and they are each to be provided with a jersey.

Seven Hundred Contributors.

Mrs. Ingram Keir sends a contribution of £34 from the women of Melksham, Wilts.

The popularity of the Queen's "Work for Women" Fund in Melksham is marked by the fact that Mrs. Keir's collection was made by 700 contributors, and averaged about 1s. a head.

Portrait by Shannon.

A very important method of helping the Queen's "Work for Women" Fund is to be found in the pages of "Princess Mary's Gift Book."

Quite apart from the object for which it is published, it is a book which appeals to all, for it represents probably the most wonderful value ever offered to the great public of book lovers. For the sum of half-a-crown you can obtain in one beautifully bound volume a unique collection of stories and poems by the most famous authors of the day. Nearly every page is decorated by a line drawing by a well-known black-and-white artist, and in addition the volume is embellished by a series of new paintings, specially contributed by the most famous painters of the day, beautifully reproduced in colour, each plate being separately mounted.

The frontispiece is a new portrait of Princess Mary by J. J. Shannon, R.A. Altogether "Princess Mary's Gift Book" is a volume which every household will treasure, one which for the years to come will serve as a worthy memento of what the Empire wrought for the women who suffered through the ravages of the great war.

Various Contributors.

J. M. Barrie is represented in "Princess Mary's Gift Book" by "A Holiday in Bed," which has never before been published in book form.

Mr. Napier Hemy, the famous Royal Academician, has contributed a painting illustrating "Charlie the Cox: A Life Poem by Hall Caine."

The Baroness Orczy has written a new tale of the "Scarlet Pimpernel," while Mr. Arthur Rackham contributes drawings and a painting illustrating "The Land of Let's Pretend," by Lady Sybil Grant.

Rudyard Kipling is represented in "Princess Mary's Gift Book" by his poem entitled "Big Steamers," for which Mr. Norman Wilkinson, R.I., has painted a remarkable illustration.

65215 6052.

The Daily Telegraph, Nov: 12th. 1914.

QUEEN'S "WORK FOR WOMEN."

TRAINING FOR TYPISTS.

One hundred and fifty unemployed women and girl clerks are to be offered a great opportunity by the Central Committee on Women's Employment. Instead of finding temporary work for the girls who have been displaced through the closing of offices or the reduction of staff, it has been thought desirable in some cases to give training with maintenance.

Fifty scholarships offered by Clark's College have therefore been accepted by the committee for women and girls between the ages of 16 and 25. These scholarships will provide free training for business or secretarial work. Other arrangements are being made by the committee to give education of a similar character to another fifty typists, and classes in special subjects to fifty skilled workers.

The pupils will be given 10s a week maintenance during training, and if necessary expenses up to 4s a week. Only those who have actually been employed as clerks will be eligible, the committee having no desire to increase the number of people in the clerical profession, but only to help those already in it. In making a selection, the committee will have regard to girls who would most benefit by the education, bearing in mind also the means of support available at the moment.

Last night the fund reached a total of £87,083, yesterday's subscriptions including a third donation of £100 from Sir Francis Trippel, and a similar amount representing the proceeds of a concert at the Grand Stand, Ascot, organised by Lady Keppel and Miss Hermione Kennedy.

Nottingham Guardian, Nov: 14th. 1914.

WORK FOR WOMEN.

USEFULNESS OF QUEEN'S FUND.

A useful part continues to be played in the relief of distress in Nottingham by the Queen's Work for Women Fund. There is no interference with legitimate trade, for the garments made are not sold, a distributive sub-committee having been formed of representatives of the religious and larger philanthropic organisations in the city.

An appeal is made by Miss Hackett, 271, Woodborough-road, for any odd foreign coins readers may have in their homes. Francs, marks, roubles, kroners, and antique coins are being collected, classified, and exchanged, the proceeds being sent to the fund. The scheme has the approval of the Queen's committee.

Already acknowledged	£551	16	3
Lady Yorall	2	2	0
Mrs. W. R. Tyler (Bridge Drive)	5	5	0
Total	£559	3	3

We are asked to explain that the Queen's Distributive Committee in London, with Miss Mary MacArthur as its hon. secretary, is the distributive committee for the whole country for the Queen's Fund. The local Queen's Fund Committee, which has also been doing a great deal of executive work, must now come under the Prince of Wales's Fund Committee before it can get recommended for a grant. The Advisory Committee of the local branch being responsible for the wages for the workroom at 12, Short-hill, feel that they must immediately get into line and secure the grant. They have, therefore, accepted the invitation of the Relief Fund Committee to be a sub-committee of that fund.

A committee meeting yesterday was held to separate the two branches of the work. The War Fund Employment of Women Sub-Committee, with Mrs. Ball as treasurer, and Mrs. W. E. Dowson as hon. secretary, will go on with the work of finding employment for women thrown out of work through the war, and the Queen's Fund Committee, with Mrs. Arkey as hon. secretary, and Mrs. McCraith as treasurer, will carry on the work of collecting the Queen's Fund from the city and county of Nottingham.

Donations will be announced in our columns, and can be paid to the Nottingham and Notts. Bank, or sent direct to one of the ladies signing the appeal at the Guildhall, or to Mrs. McCraith, The Park, Nottingham, treasurer of the Queen's Fund. Gifts of material should be sent to 24, Stoneboat street, or to the workroom at 12, Short-hill.

The Times,
November 12th. 1914.

TRAINING OF GIRL CLERKS.

NEW DEPARTURE BY THE QUEEN'S FUND.

Training with maintenance is to be given by the Central Committee on Women's Employment to 150 unemployed women and girl clerks. Many of the girls have had very little training, and the time of enforced unemployment would be most profitably used by them in completing it. Others who are skilled in their profession could with advantage to themselves acquire some special branch of knowledge, such as commercial Spanish or Russian. Fifty scholarships offered by Clark's College have therefore been accepted by the Central Committee for women and girls between the ages of 16 and 25. Other arrangements are being made by the committee to give education of a similar character to another 50 typists, and classes in special subjects to 50 skilled workers.

The pupils will all be given 10s. a week maintenance during training, and, if necessary, expenses up to 4s. a week. Only those who have actually been employed as clerks will be eligible, the committee having no desire to increase the number of people in the clerical profession, but only to help those already in it.

The Queen's "Work for Women" Fund last night reached a total of £87,083 11s. 1d. The day's subscribers included :—

Proceeds of Concert at Grand Stand, Ascot, organized by Lady Keppel and Miss Hermione Kennedy	£100 0 0
Sir Francis Trippel (third donation)	100 0 0
Collected by Ex-Mayoress of Haverfordwest, further instalment, including :—Concert arranged by Mrs. W. J. Jones, £26 2s. 2d.; and Flower Day, arranged by Mrs. Wheatley and Mrs. Hugh Thomas, £12 11s. 1d... ..	39 18 9
£25 EACH.—Lord Fitzhardinge, Mr. Fred Whinney.	
Contribution from the Students and Staff of Pitman's Schools	20 0 0
Mayoress of Islington's Branch, further instalment, collected by the Mayoress	19 4 11
Messrs. Coode, Matthews, Fitzmaurice, and Wilson	15 15 0
Collected by Urban District Council of Porthcawl	13 12 6
Collected by Mayoress of South Molton	10 18 2

£10 EACH.—Sir Horace Plunkett, Miss Herring, Staff of Messrs. L. Hammond and Co.

All communications should be addressed to Lady Roxburgh, 33, Portland-place, London, W., and all cheques be made payable to Mrs. C. Arthur Pearson, Hon. Treasurer, at the same address, and crossed "Queen's 'Work for Women' Fund Account."

All communications respecting the work of the Central Committee on Women's Employment must be addressed to the Secretary, 8, Grosvenor-place, Hyde Park Corner, S.W.

The Daily Telegraph,
Nov: 14th 1914.

QUEEN'S "WORK FOR WOMEN."

One of the most promising of the experiments initiated by the Central Committee on Women's Employment is the training of unemployed women as sick-room helps. Already seventeen are employed in the East-end under the direction of the Plaistow Maternity, Charity, and District Nurses' Home, and the number will shortly be increased to twenty-five. There is said to be a constant demand for the services of women able to undertake such work, and it is proposed to train many more in London and the provinces.

A total of £88,241 has now been collected for the Queen's "Work for Women" Fund.

Madras Mail,
Nov: 14th. 1914.

EMPLOYMENT FOR WOMEN.

Queen Mary has also started a Fund for giving employment to women, which already amounts to £46,000. It is admitted everywhere that the best way to help in the present crisis is by giving work rather than grants of money, and a scheme is under consideration by which much relief in these lines will be afforded. Lady Wimborne has lent her house in Arlington Street to the Central Committee of working-class women, and among those serving on it are Miss McArthur, of the Women's Trades Union Societies, Miss Clapham, of the Women's Branch of the Labour Exchanges, Miss Anderson, Principal Lady-Inspector of Factories, and Miss Durham, organiser of technical teaching for the London County Council. It is proposed at present to provide women with work which is to be paid for at the rate of 3*d* per hour, and for them to work 40 hours a week, the time to be arranged as to afford them opportunities for going in search of regular employment.

Daily Herald, 14th. November 1914.

THE Manchester, Salford, and District Women's Trade and Labour Council has protested against ten shillings a week as a maximum wage in the Queen Mary's workrooms. The Council is representative of women employed in the printing and bookbinding, machine and electric, tailoring, shirtmaking, weaving (two branches), cigar-making, clay pipe finishing, ring-spinning, patent cop winding, and bobbin winding trades.

Sussex Daily News,
Nov: 13th. 1914.

RELIEF OF DISTRESS AMONG WOMEN AND GIRLS.

Sir,—The Local Committee at Brighton for the Prevention and Relief of Distress have now opened a workroom in the Pavilion, for women and girls who have lost their employment owing to the war, and who have registered with the Local Relief Committee and are in urgent need. A thoroughly competent Superintendent has been engaged, who is capable, not only of supervising, but also of so teaching the best methods of cutting out, fixing and finishing the work that many will leave the workroom far better fitted to support themselves than they were before the room was opened.

The Central Committee on women's employment gives definite instructions both as to the payment of the workers, and also as to what work may or may not be done. The payment must be not less than 3d. an hour, and the hours may be as many as 40 per week. As the regulations provide that the workroom should not take business orders, nor make any goods for sale, it will be seen that the work done must be such that the output will consist chiefly of articles suitable to be given away. It is proposed to make garments for the necessitous poor of our town, and every care will be taken to see that these reach the right hands.

On behalf of the Managing Committee, we are writing to ask for help in the form of gifts of materials or of money for obtaining them. Dark serges or other woollen materials, natural-coloured flannels, shirtings (not flannelette), white nun's velling, and wools for knitting will be warmly welcomed. All parcels should be addressed to The Superintendent, Local Relief Committee's Workroom, Royal Pavilion, Brighton. Gifts of money should be sent to Mrs. Ryle, 11, Madeira-place, Brighton. On behalf of the Managing Sub-Committee, we are,

Yours, &c.,

CATHERINE RYLE.
MAY L. COLLINS.

Town Hall, Brighton, 12th November.

652/16 652.

Nottingham Express, November 19th. 1914

New Statesman 14-11-14

HELPING THE POOR.

Employment Found for 100 Girls in Nottingham.

PRAISEWORTHY MOVEMENT.

The workroom established at Short Hill for the assistance of Nottingham women and girls out of work through the war is now in full swing. The room, which is styled the Nottingham Emergency Workroom, has now no connection with the Queen's Work for Women Fund. It is being administered by a sub-committee associated with the Prince of Wales's National Relief Fund.

It will be recalled that the movement was inaugurated in the city by the Nottingham branch of the National Union of Women's Suffrage Societies Later, a committee thought they might manage the workroom with help from the Queen's Work for Women Fund. Miss Mary MacArthur, the secretary of the Queen's Fund distributive committee for the entire country, explained recently, however, that this could not be continued. The Queen's Fund committee might, if they thought fit, make a grant towards the management expenses, but in the meantime the workroom must be under the patronage of the Prince of Wales's Fund.

The change was accomplished at a meeting last week, the new managing authority being the Employment of Women Sub-committee of the War Relief Fund, It is hoped and expected that a grant may be secured from the Queen's Fund, but until then the Prince of Wales's Fund is financing the institution.

A visit to the workroom is sufficient evidence of the good results attending upon the praiseworthy movement. There, approximately a hundred girls who have fallen into whole or partial unemployment through the war, are busily engaged in making up garments to be distributed free to the poor of the neighbourhood or to the distressed Belgian refugees at present entertained in the town and vicinity. The principles of the fund aim at the prevention of distress rather than relief of destitution, and the responsible committee, in accomplishing these aims for Nottingham, are fulfilling an important and truly sympathetic function.

How Others Can Help.

Mrs. A Ball, the Deputy Mayoress, who was in charge of the workroom when the "Express" representative called, explained the sources of supply and output of material. As much fabric as possible is obtained from the general public. While new material is, of course, welcomed, old dresses and garments will be accepted gratefully. The girls will either repair them or take them to pieces to be converted into children's apparel The room is managed on the lines suggested by Miss Mary MacArthur's committee in London, and, in addition to the voluntary lady helpers, is in charge of two experienced overlookers, who superintend the cutting-out with the help of other girls who are sufficiently expert. The remaining hands, with the aid of between 30 and 40 sewing machines, which have been lent, complete the operation.

The finished articles reach the needy through the services of a distributive committee composed of representatives of all denominations and the principal philanthropic organisations, and application for them should be made through Mrs. Marshall, at 12, Short Hill. Up to the present the public have been generous in their supply of material, but there is need for more in order to obviate a call upon the Prince of Wales's Fund.

The necessity for the work is emphasised by the fact that last week the returns at the Nottingham Labour Exchange showed that the number of registered women over 17 years of age jumped up from 410 to 487, and, of course, large numbers are not registered.

A distressing feature of the present situation is the number of charwomen unemployed. A subcommittee is endeavouring to find them work, and it is to be hoped that households requiring help will give all assistance in their power to accomplish this end.

We congratulate the Central Committee on Women's Employment on having extorted from the Cabinet Committee a further application of the principle of "maintenance under training," as that to be adopted when genuinely productive employment cannot be found for the unemployed. Among the workers suffering most severely in London are the women clerks and typists of the humbler grades. Of these, 150 are now being sent for training in languages and special subjects, so that they may utilise their enforced leisure by acquiring greater proficiency in their normal occupation. Ten shillings a week is provided towards their maintenance, together with travelling expenses up to four shillings where requisite. It is greatly to be wished that Local Committees should promptly put in operation the similar policy for unemployed girls under 16, at length, as we understand, approved by the Cabinet Committee, but apparently not yet promulgated. These girls are now rightly excluded from the women's workrooms. They may be granted four shillings a week towards their maintenance to enable them to attend the day classes that the Local Education Authority should provide.

* * *

The provision of training for unemployed women clerks brings unmistakably to the front the policy which the Central Committee on Women's Employment has, with the aid of the Queen's Fund, throughout wisely adopted. Instead of attempting to "employ the unemployed," for whom no situations could be found in their own trades, in any commercial production, the Committee expressly declares its policy to be "one of education, training and maintenance." In the "workrooms" which it is trying to induce the Local Representative Committees to start, the women come, not to produce but to be taught—taught to sew, to cut out, to adapt, to mend, to cook, and even, where possible, to exercise new trades. What things they make, in the course of this training, are not allowed to be sold at all, but must, in so far as they are not retained by the workers themselves, be given away to those who could not have purchased them. Unhappily, it proves to be almost the most difficult thing in the world to make the members of the Local Representative Committees, and even the Government inspectors, understand this policy of training. They all want to set the women to produce, usually to make shirts or socks for the troops, or else to execute privately obtained dressmaking orders—thus merely robbing Jane of employment for the benefit of Julia!

* * *

A similar misunderstanding exists in other quarters about the rate of threepence per hour, with a maximum

New Statesman
14-11-14

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£52/17

employed in their own occupations at anything that can be called wages, the Central Committee, as we are informed, rightly insists on the fullest Standard Rates being paid (such as fivepence per hour in London to the charwoman employed). It is an indispensable principle of all emergency provision for the unemployed—the only way of preventing the involuntarily unemployed from being crowded out by the rush of those who throw up their jobs —that not more shall be paid to those for whom "maintenance under training" is provided than is actually being earned by others as wages. Unfortunately, to our disgrace be it said, the wage earned by literally millions of women, for long days of severe and monotonous toil, under distasteful and sometimes brutalising conditions, is even less than ten shillings a week. Before we can safely offer more to women who come to be taught, we must extend the Trade Boards Act and raise the legal minimum wage for women actually employed in production.

* * *

There is a simple explanation, which is also quite adequate, of the result of the American congressional elections. They were fought everywhere upon the prosperity issue; and the bad trade of the year has brought with it the almost complete annihilation of the immense Democratic majority in the House of Representatives. Big business goes solid against President Wilson, and his opponents have been able to make crushing use of the old cry that whenever the Democrats are in power the prosperity of the country declines. The new tariff has necessarily meant disturbance. But the Administration has been successful in such matters as the currency scheme and, less conspicuously, Mexico. President Wilson, in what we should call his election address, claimed that his party's term had been rich in good laws, and asserted that a practical nation was not likely, in the midst of great tasks, to reject a team full of the spirit of public service in favour of a party upon which deep demoralisation had fallen. There was a widespread impression that the Democrats would be able to put all the blame of the bad times upon the war. This has not happened, and, curiously, the President said nothing about the war in his election letter. The extinction of the Progressives does not mean the end of Mr. Roosevelt. He will not be done with until he is dead. But his failure to create a new party is important. The Progressives had recruited many of the ablest and most earnest social reformers, and they had made a valiant effort to form the nucleus of a party organisation in every electoral district. All this went for nothing: the Republican machine has triumphed once again.

The New Statesman,
November 14th. 1914.

652/18 652.

...r the Socialist Party should support the ... in the prosecution of the war. It would however, be unwise to assume that this indicates any very extensive breach in the ...mity of the German people. We see, by the way, ...at Dr. Frank, whose death was referred to in these columns a few weeks ago as a serious misfortune for the German Social Democratic Party, is now reported—we know not how reliably—to be not killed, but only seriously wounded.

* * *

We congratulate the Central Committee on Women's Employment on having extorted from the Cabinet Committee a further application of the principle of "maintenance under training," as that to be adopted when genuinely productive employment cannot be found for the unemployed. Among the workers suffering most severely in London are the women clerks and typists of the humbler grades. Of these, 150 are now being sent for training in languages and special subjects, so that they may utilise their enforced leisure by acquiring greater proficiency in their normal occupation. Ten shillings a week is provided towards their maintenance, together with travelling expenses up to four shillings where requisite. It is greatly to be wished that Local Committees should promptly put in operation the similar policy for unemployed girls under 16, at length, as we understand, approved by the Cabinet Committee, but apparently not yet promulgated. These girls are now rightly excluded from the women's workrooms. They may be granted four shillings a week towards their maintenance to enable them to attend the day classes that the Local Education Authority should provide.

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* * *

A similar misunderstanding exists in other quarters about the rate of threepence per hour, with a maximum

P.T.O.

The Daily Telegraph,
November 18th. 1914.

The Hon. Mrs. A Lyttelton has been added by the President of the Local Government Board to the Central Committee on Women's Employment, of which the Marchioness of Crewe is chairman.

The Daily News & Leader,
Nov. 18th. 1914.

SCHOOLING WITH WAGES.

Practical Scheme for Girls Who Are Out of Work.

For the girl of sixteen and under who has been thrown out of employment by the war a scheme of education with maintenance has been devised by the Central Committee on Women's Employment, and has received the approval of the National Relief Fund.

The essential feature is that these girls, while attending day classes for general and technical education, will be paid four shillings a week. Besides this, they are to have a mid-day meal on five days a week.

The scheme provides that, while the girls are attending school, partly to improve their general education, they shall also attend classes of the trades in which they have been employed, in order to increase their chance of good employment later.

These classes are in direct communication with the Labour Exchanges and the Junior Advisory Committees, and as soon as any vacant posts arise in the labour markets word is sent by telephone to the schools, and the pupils are allowed to leave the classes and to apply for the situation. Preference is, and will be, given to the young people attending these classes.

The Herald, Nov. 21st. 1914.

THE relief problem does not grow easier. In Poplar at Queen Mary's Workroom we are informed that young women under seventeen years of age are paid 1s. a day; this means 5s. a week. This is defended because they are being trained, and are not really earning a living. This does not make matters easier for the girls. If they are in lodgings or even at home with parents they can't pay their way by telling their friends of the excellency of their training. There is only one method by which this can be settled, and that is to close the workrooms to these young people, and all of us unite in an agitation to compel the London Education Authority to take the matter in hand.

We know quite well that many of the women engaged in administering the Queen's workrooms agree with our criticism, but unfortunately do not see what else they can do. We suggest to Misses Mary MacArthur and Susan Lawrence that a strike would be a very effective means by which to bring about a settlement. There is every justification for so drastic a step, for the very worst thing that could happen because of the war would be a lowering of the standard of life and morals amongst young women, and wretched incomes, such as 5s. a week for girls of seventeen, is bound to bring about a general lowering of standards and values.

The Draper's Record,
November 28th 1914.

Distress Among Dressmakers.

THE distress among London dressmakers on account of the war, it is stated, continues, in spite of the fact that the Central Committee on Women's Employment is allocating a contract for 10,000 shirts per week among 110 workshops. The work applied for by these shops exceeds 20,000 shirts per week. In addition, 13,000 belts per week for the French troops are given out to be made. It is found that nearly 1,000 workshops are in distress. It is the best kind of Court dressmakers who are feeling the effects of the war most keenly.

The Queen's Work for Women Fund has reached a total of £91,380 7s. 10d.

All communications should be addressed to Lady Roxburgh, 33, Portland-place, London, W., and all cheques be made payable to Mrs. C. Arthur Pearson, hon. treasurer, at the same address, and crossed "Queen's 'Work for Women' Fund Account."

Statesman, Nov 14th 19

of ten shillings a week, which is fixed as the allowance for the maintenance of each woman whilst attending for training. We have even received a formal complaint from the Manchester and Salford Women's Trades Council against the adoption of so low a standard of "wages." But it is not a case of wages at all. The women are not being employed, they are being trained; and, as we have said, if they do produce anything it is not allowed to be sold. Where a woman has children or other dependents, she is supposed to draw further allowances from the Local Committee. In those cases in which women are employed in their own occupations at anything that can be called wages, the Central Committee, as we are informed, rightly insists on the fullest Standard Rates being paid (such as fivepence per hour in London to the charwoman employed). It is an indispensable principle of all emergency provision for the unemployed—the only way of preventing the involuntarily unemployed from being crowded out by the rush of those who throw up their jobs —that not more shall be paid to those for whom "maintenance under training" is provided than is actually being earned by others as wages. Unfortunately, to our disgrace be it said, the wage earned by literally millions of women, for long days of severe and monotonous toil, under distasteful and sometimes brutalising conditions, is even less than ten shillings a week. Before we can safely offer more to women who come to be taught, we must extend the Trade Boards Act and raise the legal minimum wage for women actually employed in production.

* * *

There is a simple explanation, which is also quite adequate, of the result of the American congressional elections. They were fought everywhere upon the prosperity issue; and the bad trade of the year has brought with it the almost complete annihilation of the immense Democratic majority in the House of Representatives. Big business goes solid against President Wilson, and his opponents have been able to make crushing use of the old cry that whenever the Democrats are in power the prosperity of the country declines. The new tariff has necessarily meant disturbance. But the Administration has been successful in such matters as the currency scheme and, less conspicuously, Mexico. President Wilson, in what we should call his election address, claimed that his party's term had been rich in good laws, and asserted that a practical nation was not likely, in the midst of great tasks, to reject a team full of the spirit of public service in favour of a party upon which deep demoralisation had fallen. There was a widespread impression that the Democrats would be able to put all the blame of the bad times upon the war. This has not happened, and, curiously, the President said nothing about the war in his election letter. The extinction of the Progressives does not mean the end of Mr. Roosevelt. He will not be done with until he is dead. But his failure to create a new party is important. The Progressives had recruited many of the ablest and most earnest social reformers, and they had made a valiant effort to form the nucleus of a party organisation in every electoral district. All this went for nothing: the Republican machine has triumphed once again.

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Evening Standard & St. James's Gazette, November 16th. 1914.

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THE QUEEN'S FUND

TRAINING UNEMPLOYED WOMEN AS SICKROOM HELPS.

SUCCESS OF SCHEME.

The training of unemployed women as sickroom helps, initiated by the Central Committee on Women's Employment, is now in full working order at Plaistow.

Already the scheme is described as a great success by the district nurses under whom the women are trained, by the patients, and by the sickroom helps themselves. Exactly why they think so is understood best by a visit to the homes where sickroom helps are at work.

They are in four districts—Plaistow, West Ham, East Ham, and the Docks—for the Plaistow Maternity, Charity and District Nurses' Home, under which the women are being trained, has branches in all these parts, and the helps have been sent where they are most needed.

Down by the docks are two old-age pensioners, living together. The old woman is ill, but not so ill that the old man cannot look after her with the aid of the visiting district nurse during the week. On Saturday, however, the sickroom help comes, and cleans and washes for the old pair.

On other days the help visits other homes which do not need a permanent sickroom help.

Mother of Six Ill.

In West Ham is a young mother paralysed in the head and back, with six children. She has been in the infirmary for months, but her husband wanted her home. She is able to sew, but that is all she can do for the family, and the eldest child is only twelve. Because she kept her at home from school the education authorities were worrying. Then the sickroom help arrived, and the child is back at school, the poor, helpless mother is cared for, and the husband is happy.

In an East Ham home the patient originally was the husband, who was suffering from pneumonia. The sickroom help was sent in to assist the wife because she could not give constant attention to the sick man and look after the children and the home also. The husband died, the wife fell ill, and the help is still fully engaged.

A poor woman suffering from gastritis and with her mind a little affected is one of the patients at Plaistow. The difficulty is to keep her in bed, and to see that she does not eat solid food. So long as the help is in the house she is content to lie still; formerly she would slip out into the yard, she would bake a cake and eat it, or start to turn out a room.

Duties of the Help.

The sickroom help is a kind little widow with a child of seven to keep, and she likes looking after sick people. Before the husband goes in the morning he leaves some money on the mantelpiece, and she buys what is wanted in the house, and leaves an account for him to see when he returns at night.

She keeps the house clean, and does the washing and cooks dinner for the boy who comes home from school. Exactly what they would do without her is difficult to imagine.

In every case the nurses are relieved to have this help, for they know that the patient will get regular food and medicine, the home will be kept clean, and the patient will not be in a constant state of worry.

The sickroom help does not stay longer than a fortnight in the same house, for as her training only lasts for three months, as much experience as possible is given her.

"Household Hints" Class.

Every Friday all the women in training attend a lecture at the Nurses' Home on what the matron calls "Household Hints." Advice is given on such matters as how to manage a family, how to lay out money, how to make food go farthest, on ventilating the house, keeping a sanitary dustbin, and simple hygiene generally.

The women are very eager to learn, and they bring their own difficulties to the teacher. "I've heard consumption is catching," said one who is help to a patient with phthisis. "What do I do to prevent it spreading?"

A card of simple instructions is to be drawn up which the women may carry with them. They are, of course, visited in their patients' homes by the superintendent, who directs the practical part of the training.

Jumble Sale Agency.

A Jumble Sale Agency has been opened with the object of helping the Queen's "Work for Women" Fund. It appeals for articles of every kind and variety—personal belongings, trinkets, household effects, clothing which has been discarded. Everything sent to the jumble sale will be sorted and classified before sold, and the best prices obtained.

The agency also appeals to wholesale and retail firms and manufacturers to send everything that can be spared out of old stock and samples.

All gifts, which will be most thankfully received, should be sent as soon as possible to the Hon. Secretary, the Jumble Sale Agency, 39a, Charing Cross-road, London, W.C., when a Royal acknowledgment will be sent from Buckingham Palace.

The Lady, November 19th. 1914.

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A VISIT TO ONE OF THE QUEEN'S WORKROOMS.

SINCE those momentous days in early August when the war-cloud burst so suddenly, "aid" societies have become almost as numerous as autumn leaves in Vallombrosa. Most of them were organised so rapidly that they seemed to anticipate—indeed, almost create—the need they were meant to alleviate. But the experienced social workers who were pulling the strings knew quite well what they were about. So many members of the community live on the narrow line that divides poverty from actual want that any increase of unemployment is necessarily viewed with alarm. Comparatively slight distress crystallises with appalling rapidity into a problem of Gargantuan proportions if not promptly tackled.

Luckily, the great national crisis found us furnished with great national reserves, not only of fighting men, but of home forces eager to help and serve. Skilled knowledge, organising ability, time, strength, devotion, and money are being poured out like water for the common weal.

And in no direction are these qualities being used to better purpose than by the Central Committee on Women's Employment. Immediately after the outbreak of hostilities the question of unemployment amongst women became urgent, and Queen Mary, acting on the wise principle that work is better than charity, invited some of the best-known social workers and experienced women organisers in the country to help her to bring relief and succour to those in distress. No wonder the efforts of the Central Committee have been crowned with success! Lady Crewe (chairman), Miss Mary Macarthur (hon. sec.), Mrs. H. J. Tennant (hon. treasurer), Lady Askwith, Miss Margaret Bondfield, Mrs. Austen Chamberlain, Miss Susan Lawrence, L.C.C., Miss Violet Markham, Miss Lily Montagu, and Dr. Marion Phillips are names to conjure with in matters of this kind.

It was a happy and appropriate thought on the part of the Committee to establish the first experimental relief workrooms in Stepney and Bethnal Green, for these two districts boast between them the biggest infant population in London, and the work that is being done in the workrooms circles round babies and their needs in the most wholehearted fashion.

"We have women of all trades here," said the courteous voluntary supervisor of the Stepney Relief Centre when I had the privilege of going over it the other day. "French polishers, box-makers, charwomen, kitchen hands. dressmakers, typists, factory hands, waitresses, and shop assistants are all represented among the two hundred odd workers we are employing. The war has made no distinction of persons, but unemployment seems to be more widespread amongst women than men so far. No one is eligible for employment under schemes approved by the Central Committee who has not been genuinely thrown out of work by the war, but from the large number who have already been helped both in London and in the provinces, you may gain some idea of the extent of the need for assistance. All those who are given relief work are required to register their names at the local Labour Exchanges every week, and accept any suitable employment that turns up. There are always numbers waiting to come in, and it would obviously be unfair to provide some with permanent work at the expense of those needing relief."

I asked a question about the rate of payment.

"We pay threepence an hour, a rate for relief work that has been approved by the National Federation of Women Workers, and the maximum time of employment is forty hours a week, so that a sum of ten shillings may be earned. Many of the women can, of course, earn considerably more than that when they are employed in their own trade. But we only set out to provide relief work, not to give settled employment."

I was shown rows of quiet workers sitting round the long tables. The premises in Cannon Street Road previously occupied by the Raines' Foundation School for Girls have been generously placed at the Central Committee's disposal for the Stepney Centre. They are cheerful, airy, well-lighted rooms, with fresh-looking green-washed walls. Two big fires spread a comforting warmth through the sewing-room. Women and girls of all ages from sixteen to seventy were there. Crooked, stiff fingers, bearing marks of years of hard toil, were slowly manipulating soft white wool and shining knitting-needles. Tired, worn faces bent over seams and hems of flannel and cambric.

In order not to interfere with established trades, none of the articles made in the Queen's Fund Workshops is sold. They are distributed through the local representative committees and other approved agencies, such as maternity charities, to women who have no purchasing power. Grants of maternity outfits and cradles are also made to lying-in hospitals, and children's garments are given to necessitous pupils of the elementary schools.

The maternity outfits that I saw being made were delightful. Little knitted belts, hoods, and jackets of a Spartan simplicity, flannels and monthly gowns cut on the most sensible and hygienic lines, fastening down the front so as to avoid all unnecessary movements when dressing the little helpless wearer, devoid of all superfluous length and fussiness, but perfectly comfortable and cosy. The sight of one of these outfits would be a valuable education to many young mothers of the well-to-do classes, for the fetish of superfluous ornamentation is still worshipped by some who should know better.

transformed into articles as far removed from their original form as are the poles from each other. Stocking-tops masqueraded as fascinating children's caps; old coats were turned into warm little corset bodices; discarded felt hats furnished slippers with substantial soles.

"Not an inch of material is wasted," boasted the person responsible for these amazing transformations as she showed me dozens of pairs of cosy cloth, flannel, and felt slippers of various sizes. They are to be distributed to the schools for the children to wear on wet days, a sensible and protective gift that will ward off hundreds of bad colds, and possibly worse ills. "All the pieces that are too small to be used as bodices or frocks or bonnets are utilised for these. The small sizes can be cut out of a few inches of material."

I could not help reflecting that it is an ill wind that blows nobody good. The children of the poor are certainly going to have comforts this winter that they have probably never had before. Perhaps the appalling waste of life across the Channel is sub-consciously impressing us to harvest our most precious—and, alas! often pitifully wasted—national asset.

The cradle-making department was the next to be visited, and proved the most fascinating of all. Women were vigorously pulling out nails from a number of banana crates, and then rubbing the rough laths with sandpaper to a satinlike smoothness. Other workers were busy sewing covers for the crates of unbleached calico, and finishing off with a border of fancy stitches in blue and red cotton. Mattresses filled with chopped chaff and pillows stuffed with the flannel cuttings from the sewing-rooms, two blankets fashioned from travellers' samples of thick "woollies," a couple of pillow-cases, and an outer cover of calico decorated with the coloured stitching completed the outfit of a cot as comfortable and pretty as it was simple and hygienic. The crates, I was told, were bought for a few pence from the docks, and the whole cradle could be made for eighteenpence or thereabouts. Fifteen hundred of them are in hand, and are to be given, when completed, to poor mothers in the neighbourhood who cannot afford to buy them. Perhaps I ought to mention that the wise precaution will be taken of stamping all these gifts so that they can be recognised everywhere as having been given through the Queen's Work for Women Fund.

A substantial and well-cooked dinner and tea are provided for the workers on the premises at the low price of threepence. The dining-room is a cheery one, and the tables, covered with white American cloth and decorated with flowers, looked clean and inviting. On the day of my visit the dinner consisted of fresh herrings, potatoes, bread, and cottage pudding. For tea a large slice of bread-and-butter or bread-and-jam is provided. Roast mutton or beef, with vegetables, and rice pudding or apple-tart are served twice a week, and soup or fish and pudding on the remaining days.

"We are taking full advantage of the opportunity these meals give us to train some of the workers in cooking and domestic economy," said my guide. "A skilled teacher of cookery is in charge of the kitchen, and gives simple talks once or twice a week on cooking and food values, with practical illustrations. Any of the women who wish can attend them. We are arranging, too, to let them do the marketing at the neighbouring shops and stalls. All the local people have given us generous gifts of crockery and furniture and cooking utensils, and we have also had invaluable help from the Toynbee Hall authorities."

The organisation of these workrooms by no means represents the whole of the measures set afoot by the Central Committee. Many schemes have been started which will have far-reaching and beneficial results, and in some cases open up new and lucrative trades for women. Sick-room and domestic helps are being trained by their agency in maternity and district nurses' homes to take charge of households and do simple nursing during the temporary indisposition of the housewife.

In the West of England a "back to the land" project is attracting considerable interest and support, and also giving employment to a number of displaced workers. A fruit-preserving and vegetable-drying centre has been formed, at which fruit is canned and bottled, and vegetables, such as potatoes, onions, carrots, and so on, dried and preserved. As the Navy, the Army, the merchant service, and many restaurants are considerable users of dried vegetables, there is every opportunity for building up a permanent industry.

The establishment of domestic economy training centres for working women is again one of the most useful schemes put into operation by the Queen's Fund. A twelve-weeks' course of lessons in cookery, washing, and needlework is to be given at the various centres by teachers supplied by the London County Council. Courses have already been started at the Bethnal Green, Islington, and Finsbury Centres, and out-of-work women are being trained at each. The cookery taught is such as will be suitable and possible to carry out in the pupils' own homes, and lessons in needlework are mostly confined to making over second-hand garments and cutting down clothes for children.

Naturally, all these schemes call for generous support of both service and money if they are to be carried through successfully. A good deal has been forthcoming, but the Central Committee has an Oliver Twist-like appetite for more. Over eighty thousand pounds has been subscribed, and premises in Park Street, Piccadilly, Grosvenor Place, and other convenient centres placed at the committee's disposal for depots and offices, and they hum all day with activity.

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I thought of that ancient cry "new lamps for old" in the "second-hand" room, to which I went next. There old garments are not only turned into new, but, under the supervision of the ingenious forewoman, pillow-cases, and an outer cover of calico decorated with the coloured stitching completed the outfit of a cot as comfortable and pretty as it was simple and hygienic. The crates, I was told, were bought for a few pence from the docks, and the whole cradle could be made for eighteenpence or thereabouts. Fifteen hundred of them are in hand, and are to be given, when completed, to poor mothers in the neighbourhood who cannot afford to buy them. Perhaps I ought to mention that the wise precaution will be taken of stamping all these gifts so that they can be recognised everywhere as having been given through the Queen's Work for Women Fund.

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This passion for service is the silver lining to the black cloud that overshadows us. It is shared alike by the rich and leisured woman and the sweated worker, the old-age pensioner and the millionaire. But a common sorrow is the real alchemist. It transmutes the base alloy of selfishness into the gold of sacrifice more surely and quickly than any scientific process devised by the wit of man.

MARION HOLMES.

Evening Standard, Nov: 19th. 1914.

Sheffield Daily Telegraph. Nov: 19th. 1914.

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THE QUEEN'S FUND

Maintenance and Training for Unemployed Girls at Deptford.

COOKERY AND HOME NURSING.

An experimental scheme for training unemployed girls under seventeen years of age has been started at Deptford with the approval of the Central Committee on Women's Employment. Large numbers of girls between fourteen and seventeen years usually employed in factories, in dressmaking, and in daily service at Deptford, have been thrown out of work through the war.

Keeping a Family.

In one instance, a girl of fifteen, who had worked in a biscuit factory, and a sister, who is a typist, have been keeping the family going, the father being out of work. In another, a girl is living with her grandmother, and the old age pension is all they had.

A maintenance allowance of 4s. a week for girls from fourteen to sixteen years, and 1s. a day for girls of sixteen is, therefore, to be given to those in training in addition to meals. Fifteen girls were at work yesterday in a large schoolroom, which has been lent by the Gifford-street Ragged School, and the numbers are gradually to be increased to sixty.

During the mornings they are taught to mend their own clothes, which they bring with them, to make underclothing, and rag dolls, a superintendent being provided to teach them. In the afternoons, on five days a week, teachers are supplied by the London County Council, and classes given in cookery, dress-cutting and making, home-nursing, singing, and drilling.

L.C.C. Classes.

The Council has given the use of its own cookery centre for the cookery lessons, and is lending the outfit for the home-nursing. In the English class the girls are to read "A Midsummer Night's Dream," and they are being provided with penny copies. Other suitable books with a sufficient number of copies would be welcome presents. The singing lessons are to be devoted to the old English songs.

At the first dress-cutting lesson, the girls drew to measure and cut patterns for their own blouses. The lessons are intended to be useful not only in their home life, but to those girls who are already in the dressmaking trade. Similarly, the girls, who are usually in service, are learning valuable lessons at the cookery class.

The girls are given dinner every day in addition to the weekly wage, a typical meal consisting of roast mutton, vegetables, and potatoes. Tea, which they make themselves, is also provided, with biscuits.

Employment.

Anxious that young girls of sixteen and under who have lost their employment in consequence of the war should be provided with suitable occupation and maintenance, the Central Committee on Women's Employment has prepared a scheme for dealing with this question, and which has received the approval of the National Relief Fund. The essential feature of the scheme is that the education authority shall provide special classes suitable for the girls, and that the local relief committees should send girls to school instead of giving them employment in workrooms. The London County Council has already opened classes at the Borough Polytechnic. Girls attending school will be paid 4s. a week each.

All communications should be addressed to Lady Roxburgh, 33, Portland-place, London, W., and all cheques be made payable to Mrs. C. Arthur Pearson, at the same address, and crossed "Queen's 'Work for Women' Fund Account."

All communications respecting the work of the Central Committee on Women's Employment must be addressed to Miss Mary R. Macarthur, hon. secretary, 8, Grosvenor-place, Hyde Park Corner, S.W. Applicants for work should apply to the secretary of the Local Representative Committee, at the town or county hall or urban district offices in the locality in which they reside.

[Photo. and block: Le

One of the workrooms for women at Abbeyfield Park, just opened to give employment to women out of work owing t war. See article in our ladies' column.

Sheffield Daily Telegraph, Nov: 19th. 1914.

FOR OUR LADY READERS.

WORK-ROOMS FOR WOMEN.

GOOD SCHEME FOR MEETING UNEMPLOYMENT.

By invitation of one of the members of the committee, we paid a visit yesterday to the work-rooms for women at Abbeyfield House. The Town Council have granted the house for the purpose and put it in order, and the Tramways voted £150 for wages, while all the other expenses come out of the Lord Mayor's Relief Fund. The arrangements are under the excellent management of a sub-committee appointed jointly by the Distress Committee and the Civic Aid Committee.

This sub-committee has arranged for a staff, including a manageress, an assistant manageress, and a lady who is giving voluntary services as housekeeper and is in charge of a cook. The cook is one of the women who applied for relief and is being trained in cookery.

Abbeyfield lends itself admirably for its present use. A couple of excellent rooms, with large windows, have been turned into work-rooms, while another equally well-lighted apartment is used for cutting-out and machining.

So far all the work done has been for the Civic Aid Committee, and includes the altering and renovating of garments, and the making of new clothes. A further development is to be the making of baby clothes for distribution by the Sanitary Inspectors and the Motherhood League.

Although the work-rooms have only been in existence a week, there are already 50 names on the books. All applications for work must be made through the Labour Exchange, and those applicants who are accepted are obliged to keep their names on the register at the Labour Exchange. The work-rooms open at nine and close at five. Some of the women go in at 8.30 to do the cleaning and sweeping. Among those employed are dressmakers, tailoresses, charwomen, office cleaners, and a number of laundry workers. Many, it is found, know practically nothing about mending, and require a good deal of teaching, for which the committee is dependent on lady visitors. One of the great advantages of this work-room scheme is the opportunity it affords of instructing the women in such household arts. Members of the Guild of Helpers have kindly promised to read aloud to the workers.

These workrooms have been started only for women who are out of work owing to the war, and it is intended that every case shall be carefully investigated. The committee will take orders for work, provided that these would not otherwise have gone through some ordinary commercial channel, and no work will be done under regulation prices.

An excellent part of the scheme is the twopenny dinner which is laid on two long tables in the big kitchen. We found a couple of big pancheons filled with the most savoury-looking haricot and onion stew, being kept hot in front of a red-hot fire, while the opening of the oven door revealed an array of beautifully-made ginger puddings.

"Some of the women," said the lady in charge, "look much better since they came. One poor soul said she had only had 6d. a week since the war began." Another woman had related how her husband, in delicate health, was a tailor, and had been getting practically no work, and her boy also was delicate. To such cases these workrooms will be a veritable boon.

Glasgow Herald, Nov: 18th. 1914.

EMPLOYMENT OF YOUNG GIRLS.

Anxious that young girls of 16 and under who have lost their employment in consequence of the war should be provided with suitable occupation and maintenance, the Central Committee on Women's Employment has prepared a scheme for dealing with this question which has received the approval of the National Relief Fund. The essential feature of the scheme is that the education authority shall provide special classes suitable for the girls, and that the local relief committees should send girls to school instead of giving them employment in workrooms. The London County Council has already opened classes at the Borough Polytechnic. Girls attending school will be paid 4s a week each.

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The New Statesman, November 21st. 1914.

THE QUEEN'S WORKROOMS

To the Editor of THE NEW STATESMAN.

SIR,—I am interested to read your statement that the money paid to women in the Queen's Workrooms is "not wages at all," but maintenance. I have never before heard of maintenance paid per hour—not of life but of work. I understand from a woman who works at one of these workrooms that they are being told not to regard the employment as permanent, but to look out for regular work. This is perfectly consistent with the "training" theory, but as they are not paid during the hours they would have to take off, in order to look for a permanent job, the "maintenance" theory rather falls through. I understand that 10s. per week is the *maximum* paid to any worker. I do not wish to enter into the vexed question as to whether this is adequate, but no one, as far as I am aware, has contended that it is an extravagant estimate for a woman's food, fuel, light, and rent. Yet the framers of this "training and maintenance" scheme apparently assume that a woman in receipt of 10s. a week can afford to be fined 3d. an hour (for that is what it comes to on the "10s. maintenance" assumption) for every hour she fails to put in at workrooms where she is bidden to "look for regular work." Anyone who supposes that a woman can "look for regular work" before 9 a.m. or after 5 p.m. is unacquainted with the conditions of the women's labour market.

The obvious argument for this maintenance-per-hour-worked is that it ensures attendance. But the same object could be secured by making the "maintenance" conditional upon the women availing themselves of the "training," so that it was automatically forfeited by any woman who missed more than, say, two hours in a week *without adequate reason*. Time could then be given, after the worker had reported herself at the workroom, to go after any definite prospective job.

Until some such arrangement exists it is hard to see how THE NEW STATESMAN can defend any system of payment per hour of work as one of "training and maintenance."

Personally, from the experience of the workrooms in East London, I should say that neither training nor maintenance is being afforded at present.—Yours, etc.,

Hampstead. G. D. S.

To the Editor of THE NEW STATESMAN.

SIR,—The provision of "maintenance under training" has got a step further than was indicated in your notes last week.

Miss E. Morton, the local secretary for Deptford of the Queen's Work for Women Fund, has obtained premises at Giffen Street, Deptford, and has started a workroom for unemployed girls under seventeen, with grants of four and five shillings weekly, according to age, and mid-day dinners and tea free.

The Higher Education Sub-Committee of the L.C.C. has agreed to provide teachers for fifteen hours' instruction in dressmaking, cookery, physical exercises, singing, home nursing, and English, and has made arrangements for the classes to start this week.

The cost of the instructors is to be defrayed by the Council, and the maintenance of the girls is, I believe, for the moment, defrayed out of funds provided by the City Corporation, but will later be defrayed in the ordinary way out of the Queen's Fund.—Yours, etc.,

R. C. PHILLIMORE.

Battler's Green, Herts.
November 17th.

Daily Telegraph, Nov. 21th. 1914.

QUEEN'S WORK FOR WOMEN

Distress among London dressmakers on account of the war still continues, in spite of the fact that the Central Committee on Women's Employment is allocating a contract for 10,000 shirts per week among 110 workshops. The work applied for by these shops exceeded 20,000 shirts per week. In addition, 13,000 belts per week for the French troops are given out to be made by the Contracts Department of the committee.

From information in possession of the committee it is found that close upon 1,000 workshops are in the deepest distress. It is the first-class hand workers—the best kind of Court dressmakers—who are feeling the effects of the war most keenly.

Milliners are suffering similarly, also some good-class furriers, and a number of people in small trades such as certain kinds of lace-making and lamp shade making.

The total of the Queen's "Work for Women" Fund is now £91,580.

Sunday School Chronicle, November 26th. 1914.

Paid to Learn.

One of the problems of the war is to provide suitable employment for young girls thrown out of work. The Central Committee on Women's Employment have boldly recognised the difficulty by inviting the L.C.C. to open continuation classes for these girls, and by offering the latter 4s. a week for attending them. The plan is not without ingenuity and humour, but it is clearly preferable to doles, when no work can be provided. We have long had in education the class that is paid to teach. This new war scheme has brought us in sight of the vaster class that, if education is to justify its promise, will have to be paid to learn.

The Daily Telegraph, Nov. 26th. 1914.

QUEEN'S "WORK FOR WOMEN."

EMPLOYMENT SCHEMES.

It is reported by Miss Mary Macarthur, hon. secretary of the Central Committee on Women's Employment, that, while unemployment amongst women is more serious than among men, it is in the present month less acute than it was in August and September. Unfortunately, there is little reason to doubt that unemployment will be much greater later on, and it is reassuring to know that machinery is now available to cope with the increasing distress.

Seven experimental work-rooms have been opened in London and four domestic economy experimental training schemes. These provide employment for about 786 women. Sixteen London boroughs are carrying out similar schemes, and have all received grants from the Queen's Fund. The total number of women estimated for in the applications for the grants amounts to about 1,500. In addition, about 1,000 women are being employed in the Central Unemployed Body's work-rooms on lines approved by the Central Committee.

Outside London grants have been made for work-rooms in seventeen towns, and schemes have been approved for those of another twelve. Plans are also in progress for giving employment in various other boroughs, urban districts, and counties. Much is being done by the committee in the way of steadying trade in its regular channels. About 130 firms, which would otherwise have been obliged to reduce their staffs or shut down altogether, have been supplied with contract work. At the present time 1,200 women are being employed by this means.

On Nov. 28 and Dec. 3 Miss Jean Sterling Mackinlay will give special matinées of old songs and ballads at the Little Theatre in aid of the Queen's "Work for Women" Fund.

With yesterday's subscriptions, which included £81 collected by Lady Rothschild, the total of the Fund is now £92,208.

Common Cause, Nov. 27th. 1914.

PROFESSIONALS AND VOLUNTEERS.

We are informed by Mrs. Olive MacLehose that she has received a categorical denial from Lady Roxburgh and Miss Mary Macarthur to the charge brought against the Central Committee on Women's Employment of having dismissed paid workers for volunteers. We are glad to know that it is not true. The charge was made in a signed letter, published in a prominent position in *The Times*. As no contradiction was made to this very conspicuous assertion, we concluded, after waiting some days, that none was forthcoming. We cannot help feeling that it would have been wise to confute the charge where it was originally made.

Evening Standard & St James's Gazette, November 27th. 1914.

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Blackburn Weekly Telegraph
Nov. 28th. 1914

THE QUEEN'S FUND

OFFER WHICH AUSTRALIA HAS MADE TO HER MAJESTY.

GIRLS' CONFERENCE.

Australia has offered to help the Queen in finding work for her unemployed women.

Four States—New South Wales, Victoria, Queensland, and Western Australia—have promised to find employment as home helps and domestic servants, not only for girls trained in this work, but for typists, dressmakers, and other business girls. New South Wales also invites young widows with not more than two children.

To Australia for £1.

The girls will be taken to Australia for £1 down, the rest of the greatly reduced passage to be paid in monthly instalments after arrival. This would be £2 in the case of three States and £4 for those going to New South Wales. The only condition is that the girls remain in domestic work for one year.

The Queen has been greatly interested in this offer, herself appointing a sub-committee of the Queen Mary's Work for Women Collecting Committee to see what advantage could be taken of it.

The following conditions laid down by the Central Committee on Women's Employment will apply:—

That in no case should the refusal to emigrate affect the individual's right to receive relief of any other kind.

That for women and girls who agree to go to Australia, arrangements should be made in Australia at convenient centres for homes to which the girls might go when out of employment. This is of the utmost importance in order that the girls may not from lack of a home be forced to stay in any undesirable situation.

That all women and girls should be employed at not less than the rates of pay current in the district to which they go.

A Grant of £1100.

The Central Committee have obtained a grant of £1100 from the Queen's Fund, which will pay the registration fee of £1 for 550 girls, and give each one £1 in cash on landing. In addition, complete outfits are to be provided also for the emigrants. These are being made in the women's workrooms or given out to firms which need work for their women employees. They consist of:—

Four sets of underclothing, two print dresses, two overalls, four aprons, one coat and skirt, one afternoon dress, one shirt blouse, one ulster, three pairs stockings, six handkerchiefs, one pair boots, one pair house shoes, one rough towel, two face towels, brush and comb, tooth brush, and trunk, etc.

Since one advertisement for a typist in the City the other day brought 600 replies in twenty-four hours, the opportunity is a great one for clerical workers who are not yet very expert. Highly trained girls will naturally not wish to throw away the time already spent in education.

Whole parties of girls from offices might go together. Friends or sisters would be placed close to one another, and in six months' time the privilege of nominating relatives for assisted passages is given by Australia.

18s. to 20s. per Week.

The girls emigrating would be paid a minimum wage of 8s. to 10s. per week, with board and lodging, if untrained, and as much as 18s. to 20s. if a competent household worker. The chances in life are so much greater in Australia than they can be here. With only a population of five millions, in comparison to the seven millions of London alone, it is possible for every one to have a "place in the sun." The climate, too, and the temperament of the people make life infinitely brighter and happier.

Thirty girls have already made up their minds to go, and as soon as ships can be found to take them, they will sail. A parlour maid and two sisters are going together, two friends are off to Western Australia, where they have other friends, and a woman who has been in bookbinding for fourteen years has made application to be sent with a friend.

How to Apply.

Girls who want to go should apply to the British Women's Emigration Association (Imperial Institute), who, with the Central Unemployment Body, is making the selection. The age is fixed at eighteen to thirty-five by three States, and seventeen to thirty-five by Queensland. For girls who have not been in domestic service before, New South Wales makes an age limit of twenty-four and Victoria of twenty-one.

Two good references are required as to character, health, and capability for domestic service. A medical certificate is necessary, and the parents' consent if the girls are under twenty-one years.

Those emigrating are asked if they have any preference as to the State to which they should be sent, and all are accompanied by a matron, who takes care of them on the voyage.

On arrival, they are welcomed and given twenty-four hours' free board and lodging in order to be thoroughly rested. Then the prospective employers arrive. No definite commitments are made beforehand, so that the girl can choose her future home just as she does in England.

A tea party is being arranged by the council of the British Women's Emigration Association for typists, dressmakers, and other business girls at the Imperial Institute on Saturday, November 28, so that the offer to the Queen may be discussed.

All communications concerning the Queen's "Work for Women" Fund should be addressed to Lady Roxburgh, 33, Portland-place, London, W., and all cheques be made payable to Mrs. C. Arthur Pearson, hon. treasurer, at the same address, and crossed "Queen's 'Work for Women' Fund Account."

All communications respecting the work of the Central Committee on Women's Employment must be addressed to Miss Mary R. Macarthur, hon. secretary, 8, Grosvenor-place, Hyde Park Corner, S.W. Applicants for work should apply to the secretary of the local representative committee at the Town or County Hall or Urban District Offices in the locality in which they reside.

Daily Citizen, Nov. 26th. 1914.

WOMEN'S WORK IN WAR-TIME.

"La Belle Alliance" is the title of a unique little enterprise, which has been launched by a few women workers—painters, writers, actresses, and the like, who have been "pushed by the war into Poverty Street," as their secretary explained to a representative of *The Daily Citizen* yesterday.

The idea is to design and make simple and picturesque negligées, gay little breakfast coats, evening wraps, and blouses in peasant fashion for work-a-day occasions.

The members of the alliance have been at work for six weeks, and the dainty display yesterday testified to their knowledge of how to produce pretty effects by simple means.

"La Belle Alliance," which is situated at 2, Boyle-street, Savile-row, claims that it does not compete with any of the established women's workrooms.

Sixty-three unemployed girl clerks who had been selected by the Central Committee on Women's Employment as candidates for fifty scholarships offered by Clark's College sat for an examination on Saturday. Competition was ruled out, it being understood that all the girls would be taken for training if their papers proved them to be teachable. Thousands of clever girls "plucked" at examinations have only failed because the test happened to be competitive. Not all girls, or boys either, for that matter, can do themselves justice in examinations of that character, and the abler student is frequently "left." "It's what I've longed for ever since I left school," one pale-faced girl of seventeen said. Another was to have been sent to L.C.C. classes by her brother, who reached his own position in this way. "But now," she said, "he's got to make up to Mother for the loss of my earnings."

The girls start work on Monday, November 30. They are to receive 10s maintenance allowance from the National Relief Fund, with up to 4s expenses if necessary. They came from all parts of London, but it has been arranged that they shall receive training at local branches of the college if they wish. The examination, says the "Evening Standard," consisted of dictation and arithmetic, but it was possible to tell from the preliminary forms the girls filled up the kind of education they had received. A girl of eighteen wrote nearly every word with capital letters, and another who could do 100 words a minute shorthand wrote like a child of seven. Spelling, too, seemed weak. To get over the difficulty of writing "marchioness" one girl abbreviated to "mar."

Miss Mary R. Macarthur, whom many Blackburn women know, is the hon. secretary of this committee, and her office is at 8, Grosvenor-place, Hyde Park Corner, S.W. There are local representative committees in several provincial towns.

The Observer, November 29th.

HELPING THE DRESSMAKERS.

A meeting of the best-class dressmakers who have been worst hit by the war was held yesterday at the headquarters of the Central Committee on Women's Employment to discuss the possibility of taking up temporarily different work.

Mr. J. J. Mallon spoke of the difficulty of finding suitable employment for those who have been accustomed to doing fine handwork and have no machinery to undertake articles of clothing which can be turned out quickly in large quantities, and for which the only demand is, at present.

With regard to the making of socks, however, it is thought that something might be done. The War Office is understood to require large quantities beyond the ordinary resources of the hosiery trade, and the committee proposes to tender to supply these and to allocate the work of making them among firms short of employment who would be willing to undertake the work.

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The Daily News & Leader,
November 28th. 1914.

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"Back to the Land." At Radlett, Herts, 28 factory girls are being trained in farm work. They are cultivating twenty acres of land under the direction of the Central Committee on Women's Unemployment, and instruction in market gardening is being given by two ladies. The girls are paid a wage of 12s. per week.

Diamond Fields Advertiser,
November 28th. 1914.

AND SOME OTHER LADIES.

But feminine activity, like feminine sorrow and suffering, is not confined to the Royal House. Among the many excellent schemes which have arisen from the war is one engendered by the Central Committee on Women's Employment. It is a "Back to the land" movement, for providing work for the numerous East London factory girls who have been thrown into unemployment, and consequent destitution, owing to the closing down of works during the war. But the scheme has an additional value besides the excellent one of staving off unemployment; it includes a very determined skirmish in the war against German trade. Upon the model farms that are being established, besides the normal employments of fruit, flower and vegetable growing, the industries of fruit pulping, vegetable drying, and bottling new unsweetened fruit preserves are being inculcated, all of them for the first time in this country, and all of them formerly centred in Germany.

This is indirect, but very real help. The most serious question here at home is unemployment at present, and especially in the case of women.

Upon women, too, so much of the state of mind of the nation depends, and the temper of the men who go out to keep the barbarian from the quiet English homes. In a letter recently issued by the wives of the Archbishop of Canterbury and the Bishops of Rochester and Southwark, this is very fully and very beautifully remarked; it is addressed to the girls of England, and speaking of the soldiers and the effect upon them of the women's attitude, it says: "For the men and lads who are now leaving to take their part in it, it is a matter of life and death. For many of them it may mean death. Be very careful that, so far as you are concerned, no one of them shall carry away with him, as his last remembrance of the women and girls of England, anything but what is pure and gentle, and straight and true." Are not those last four adjectives unerringly chosen? They sum up all that has made the women of this country, maids, wives, or mothers, the keepers of the best ideals, and the most sacred beliefs of the British race.

Evening Standard, November 30th 1914.

THE QUEEN'S FUND

NEW WORK TO ASSIST LONDON DRESSMAKERS.

KNITTING PLANT.

A meeting of the best-class dressmakers who have been most badly affected by the war was held yesterday at the headquarters of the Central Committee on Women's Employment. They came at the invitation of the committee to discuss the possibility of taking up temporarily a different class of work.

Mr. J. J. Mallon, on behalf of the committee, spoke of the difficulty of finding suitable employment for those who have been accustomed to doing fine hand-work, and have no machinery to undertake articles of clothing which can be turned out quickly in large quantities, and for which the only demand is at present.

The Making of Socks.

With regard to the making of socks, however, it is thought that something might be done. The War Office is understood to require large quantities beyond the ordinary resources of the hosiery trade, and the committee proposes to tender to supply these and to allocate the work of making them among firms short of employment who would be willing to undertake the work.

The difficulties of the dressmakers in going into a trade entirely strange to them were described by the speaker, who outlined a scheme by which, with the assistance of the committee, they might be overcome.

Thus, machines might be bought by the committee and hired to the firms undertaking the work.

For the training of the workers, a knitting firm has offered to lend two or three instructors, and the committee would engage a number in addition, who would go from workshop to workshop to give practical assistance to the employees.

The financial outcome of the undertaking would depend upon the price at which the contract could be obtained, but interesting figures were submitted to the meeting, and stood the strain of examination.

Important Details.

The meeting was undoubtedly interested. Questions flew at Mr. Mallon: "Would the committee purchase the raw material and sell it in smaller quantities?" "How much would the hire of the machines cost?" "Could someone try it first?" Finally the meeting spoke almost as one woman. "Tender by all means!"

The reason was clear. Said one speaker: "It's a matter of doing this or shutting down altogether for some of us." Said a second: "I've been losing £50 a month, and my workers have been with me for thirteen and fourteen years. If I could only pay their wages I should be satisfied."

"We've got to pay the rent, anyway," agreed another. "I have fifty workers, and I've been losing since June. If one got other work, it could be done at the same time. There wouldn't be much loss in letting machines stand idle at that price."

Further encouragement came to the enterprising dresmakers, for one of their number said that she had already tried the work, and calculated she could pay good wages to her staff and make a small profit. This, she said, was not affluence, but it would perhaps bridge the trying period until better days returned. The meeting heartily concurred.

Islington Gazette, Dec: 1st. 1914.

THE CANONBURY WORK ROOMS FOR WOMEN.

VISIT OF THE QUEEN

Her Majesty Commends the Effort.

Yesterday afternoon Her Majesty the Queen paid a private visit to the workrooms for women, established at the building once known as the Canonbury High School for Girls, Canonbury-place.

These workrooms have been established by the Unemployed Committee, which is a branch of the Executive Commitee entrusted with the administration of relief through the Queen's Work for Women Fund and the Prince of Wales' Fund in Islington.

Her Majesty saw in progress yesterday precisely the work which we have already described in detail, and expressed her great pleasure at the results achieved.

At half-past three o'clock, the Queen who was accompanied by Lady Bertha Dawkins, Mrs. Tennant, and Mr. Edward Wm. Wallington, C.V.O., C.M.G., was received at the entrance of the building by the Mayor and Mayoress of Islington (Mr. Geo. S. Elliott, J.P., and Mr. Elliott), Mrs. Abbott, chairman of the Ladies' Unemployment Committee; Mrs. Holman, secretary, and conducted to the committee-room.

The MAYOR then presented to Her Majesty the Mayoress, Ald. and Mrs. Saint, Ald. and Mrs. Manchester, Mrs. Councillor Fenny Marshall, Mrs. H. Trounce, Mr. G. C. E. Fletcher (Town Clerk) and Mrs. Fletcher, Mrs. Abbott, Mrs. Holman, Miss Michael, Mrs. McNair, Mrs. Jamieson, Mrs. Dolson, Miss Clarke, Miss Brown, and Miss Gill.

Her Majesty was then conducted through the building by the Mayor, Mayoress, Mrs. Abbott, Mrs. Holman, and other ladies of the committee.

All the workrooms were visited, Mrs. Abbott explaining that last week no fewer than 260 women and girls were engaged in executing needlework, in knitting, or in the training centre. This week there were 210 employed, and yesterday no fewer than 147 were provided with dinner on the premises. Dinner and tea are provided at a cost of threepence for the two meals, and, strange to relate, this branch of the work is self-supporting.

Her Majesty showed great interest in the workrooms and chatted freely with some of the girls and women employed. The Queen was particularly interested in the training scheme, fifty of the women now employed being included under this head.

The cookery, laundry, and needlework departments were also explained by Mrs. Abbott, who added that health lectures were being given to the women and girls.

Her Majesty commented favourably upon the garments, many of which were displayed for inspection in the several rooms. The Queen made many inquiries concerning the details of the work executed, and was particularly pleased with the comfortable looking cradles which, when unmasked, were found to be banana cases. The conversion of these apparently useless articles into useful furniture for the homes of the poor is not the least ingenious side of the Canonbury workrooms.

The Queen, seeing a number of quilts made by the women to fit the cots in

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Evening Standard, December 1st. 1914.

THE QUEEN'S FUND

HER MAJESTY VISITS THE WORK-ROOMS AND TALKS TO THE WORKERS.

QUILTS AND BANANA CRATES

The Queen's great interest in her "Work for Women" Fund was again made evident yesterday when her Majesty, attended by the Lady Bertha Dawkins and Mr. E. Wallington, visited three of the mayoral workrooms. These rooms are run on lines approved by the Central Committee on Women's Employment, and with the aid of the Queen's Fund.

At St. Pancras Workrooms the Queen was received by Mrs. H. J. Tennant and Miss Mary R. MacArthur, on behalf of the committee, and by the Mayor and Town Clerk of the borough.

One hundred and fifty women were at work making clothes which will be given away to the very poor. Obviously, and as they confessed afterwards, they "found it very hard to go on with their work." But the Queen stopped every now and then to speak to a worker. Her Majesty told a girl who was embroidering a dress that it was good to train the eye, and a woman who was knitting was complimented on her speed.

Little Shoes Made from Silk Hats.

In the little shoes which had been made out of men's old silk hats the Queen took a particular interest, and she delighted everybody by signing her name in the visitors' book.

"It's like leaving us a bit of herself," remarked one worker to another.

At Islington, the domestic economy training scheme claimed the Queen's first attention. Her Majesty asked the young laundresses if they were washing flannels or linen, she inspected the kitchen, and watched a cutting-out lesson.

When the Queen saw the banana crate cradles, she inquired if the crates could still be obtained. "I remember that there was a danger of the supply running short, and that would have been a pity."

The knitted quilt seemed to her Majesty a splendid idea, "so light and warm." The Queen passed through eleven workrooms with Mrs. Abbott, the hon. manageress, seeing 207 workers busily engaged.

"They seem very keen," was her remark, "and the training is excellent."

Garments for Belgian Children.

At the Holborn workroom, her Majesty was shown piles of little garments made for the Belgian children. As in all the workrooms, the Queen turned first to the baby table. She inquired how many garments were included in the layette to be given away to the poor mothers, and she felt the garments to see if they were soft and warm.

The oldest woman in the workroom will never forget that the Queen inspected her work and asked her about her own trade. "To think that she should take an interest in us!" said the old woman.

If she had heard the Queen talking to the officials afterwards about the work, she would have been even more surprised. Her Majesty inquired about every detail and every class of worker. She remembered everything that had been done and was going to be done. The progress of the carpet factory which turned to spinning yarn when there was no longer employment for the women workers was discussed; inquiries were made as to what was being done for other factories, and her Majesty wanted to know precisely the kind of outfit which is to be made for the girls going to Australia, on the invitation sent to the Queen for them. Her Majesty said also that she had been watching the statistics of distress, and she was glad to see they were a little lower this month.

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Her Majesty showed great interest in the workrooms and chatted freely with some of the girls and women employed. The Queen was particularly interested in the training scheme, fifty of the women now employed being included under this head.

The cookery, laundry, and needlework departments were also explained by Mrs. Abbott, who added that health lectures were being given to the women and girls.

Her Majesty commented favourably upon the garments, many of which were displayed for inspection in the several rooms. The Queen made many inquiries concerning the details of the work executed, and was particularly pleased with the comfortable-looking cradles which, when unmasked, were found to be banana cases. The conversion of these apparently useless articles into useful furniture for the homes of the poor is not the least ingenious side of the Canonbury workrooms.

The Queen, seeing a number of quilts made by the women to fit the cots, inspected them and was both surprised and pleased to learn that they had been woven from the selvedge of rolls of flannel.

It was pointed out to Her Majesty, in one of the rooms, that the plaster ceiling was worked in commemoration of the defeat of the Spanish Armada, and a hint was dropped that that was the last time any real attempt was made to invade England. "I hope it will never come to that," whispered the Queen.

In spite of the inclement weather, quite a considerable number of Canonbury folk, upon hearing the Queen was in the neighbourhood, flocked to the High School and cheered lustily when Her Majesty entered her motor-car and drove off.

Her Majesty, before leaving, instructed Lady Bertha Dawkins to inform the ladies that she was extremely pleased with all she had seen, and regarded the effort as highly successful.

making clothes which will be given away to the very poor. Obviously, and as they confessed afterwards, they "found it very hard to go on with their work." But the Queen stopped every now and then to speak to a worker. Her Majesty told a girl who was embroidering a dress that it was good to train the eye, and a woman who was knitting was complimented on her speed.

Little Shoes Made from Silk Hats.

In the little shoes which had been made out of men's old silk hats the Queen took a particular interest, and she delighted everybody by signing her name in the visitors' book.

"It's like leaving us a bit of herself," remarked one worker to another.

At Islington, the domestic economy training scheme claimed the Queen's first attention. Her Majesty asked the young laundresses if they were washing flannels or linen, she inspected the kitchen, and watched a cutting-out lesson.

When the Queen saw the banana crate cradles, she inquired if the crates could still be obtained. "I remember that there was a danger of the supply running short, and that would have been a pity."

The knitted quilt seemed to her Majesty a splendid idea, "so light and warm." The Queen passed through eleven workrooms with Mrs. Abbott, the hon. manageress, seeing 207 workers busily engaged.

"They seem very keen," was her remark, "and the training is excellent."

Garments for Belgian Children.

At the Holborn workroom, her Majesty was shown piles of little garments made for the Belgian children. As in all the workrooms, the Queen turned first to the baby table. She inquired how many garments were included in the layette to be given away to the poor mothers, and she felt the garments to see if they were soft and warm.

The oldest woman in the workroom will never forget that the Queen inspected her work and asked her about her own trade. "To think that she should take an interest in us!" said the old woman.

If she had heard the Queen talking to the officials afterwards about the work, she would have been even more surprised. Her Majesty inquired about every detail and every class of worker. She remembered everything that had been done and was going to be done. The progress of the carpet factory which turned to spinning yarn when there was no longer employment for the women workers was discussed; inquiries were made as to what was being done for other factories, and her Majesty wanted to know precisely the kind of outfit which is to be made for the girls going to Australia, on the invitation sent to the Queen for them. Her Majesty said also that she had been watching the statistics of distress, and she was glad to see they were a little lower this month.

Dublin Daily Express,
December 1st. 1914.

BUCKINGHAM PALACE, Monday.

Princess Victoria of Schleswig-Holstein visited the Queen this morning.

Her Majesty, attended by the Lady Bertha Dawkins and Mr. E. W. Wallington, visited this afternoon the workrooms at the Prince of Wales' Baths, St. Pancras, Canonbury place, Islington, and Russell square, Bloomsbury, which are under the auspices of the Central Committee on Women's Employment.

VICEREGAL COURT.

On Saturday afternoon her Excellency the Countess of Aberdeen presided at a meeting of the Central Committee on Women's Employment for Leinster, Munster and Connaught, held at 63 Dawson street.

Later on her Excellency presided at a meeting of the Committee of Management of Peamount, held at Peamount.

Glasgow News,
Dec: 1st. 1914.

Dressmakers' Hard Case.

During the past week attention has been turned in London, as in Paris, to the hard case of dressmakers, who have been thrown out of employment through the war. Women who have been accustomed to fine handwork can find nothing to do, though machine-made clothing is required in large quantities on short notice. The Central Committee on Women's Employment is to tender to the War Office for the supply of socks, and is to allocate the work to firms willing to undertake it.

Glasgow Herald,
Dec: 7th. 1914.

WORK FOR WOMEN FUND.

The Queen's Work for Women Fund on Saturday reached a total of £94,927 11s 4d. How small workshop employers faced by troubles caused by the war can escape from them was explained to a meeting of traders convened by the Central Committee on Women's Employment. Mr J. J. Mallon, on behalf of the committee, pointed out that in a time of war large orders for supplies of clothing can only be expected from Government sources. The difficulty is that small firms who desire to apply for such orders are in doubt as to the suitability of their machines to do the War Office work, or their knowledge of the trade is not sufficient to warrant the authorities in placing contracts with them. The consequence is that the demands of the Army are being met less readily than would otherwise be the case, and at the same time large numbers of women and girls are wholly or partially unemployed. The committee proposes to tender for a large contract, and to share it among various small firms. It would be necessary to train the workers for the new work, and the Central Committee hope to arrange that the foremen or forewomen of the various firms should be taken into an up-to-date Army clothing factory for a week's experience. The meeting expressed a desire that the experiment should be tried, and the necessary arrangements with regard to the contracts are in progress.

The Scottish Committee on Women's Employment, through which is administered the Queen's "Work for Women" Fund in Scotland, has received a communication from the Secretary for Scotland conveying royal permission to make use of the Queen's crown and initials upon articles made in the work-rooms under the committee's control. A similar permission had already been accorded to the English workrooms under the Central Committee on Women's Employment, and the extension of the privilege to the Scottish Committee is a gratifying proof of Her Majesty's unfailing interest in all that concerns the work of the Queen's Fund. The Scottish treasurer is the Marchioness of Linlithgow, Hopetoun House, South Queensferry, to whom subscriptions should be addressed. All communications respecting the work of the Scottish Committee on Women's Employment should be addressed to the hon. secretary, Miss Mary M. Paterson, 20 Melville Street, Edinburgh.

Evening Standard & St. James's Gazette,
December 3rd. 1914.

THE QUEEN'S FUND

EMPLOYMENT IN EXPERIMENTAL WORKROOM.

FIRELESS COOKERS.

A new employment is proposed for unemployed women in an experimental workroom to be opened shortly by the Central Committee on Women's Employment.

In conjunction with other domestic work it is suggested that the women shall be shown how to make fireless cookers and be given lessons on how to use them.

As the women employed in the workrooms have little time for cooking and less money for firing, it is thought that hot box cooking would be most useful to them. They would be able to prepare the dinner, bring it to the boil, put it in the box, and find it cooked on their return home.

Margarine or Butter Box.

A margarine or butter box would be used for the experiment. It is lined with felt paper, and three parts filled with straw or hay. The latter is then covered with a sheet of the felt paper, in which a hole large enough to admit a "Billy" can is made. The nest for the can is also lined with paper. A flannel cushion is used for a cover, and this is very loosely filled with oat-chaff, so that it fills up every possible air space.

In order that similar boxes can be made in small homes, the cheapest materials would be used in the making. The packing-case is procurable for a penny or twopence, the straw for packing would probably be given for nothing, and a sheet of mill board at about 2d. would answer the purpose of the felt paper.

Those actually made in the workrooms would be given to the women who make them, and they would be taught how to prepare dishes suitable for hot-box cooking. These include stews of all kinds, braised meat, and puddings.

Printed Instructions.

Printed instructions, also, on how to use the box would be nailed inside the lid. They include the following hints:—

The pot must be kept close shut.

It must really boil when it goes in.

It must be covered with a cushion and shut quickly.

Warning is also given that the time allowed for cooking must be twice as long as in the usual way.

All communications concerning the Queen's Fund should be addressed to Lady Roxburgh, 33, Portland-place, London, W., and all cheques be made payable to Mrs. C. Arthur Pearson, hon. treasurer, at the same address, and crossed "Queen's 'Work for Women' Fund Account."

All communications respecting the work of the Central Committee on Women's Employment must be addressed to Miss Mary R. Macarthur, hon. secretary, 8, Grosvenor-place, Hyde Park-corner, S.W. Applicants for work should apply to the secretary of the local representative committee, at the town or county hall or urban district offices in the locality in which they reside.

Daily Telegraph,
Dec: 4th. 1914.

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QUEEN & WOMEN WORKERS.

TOUR OF WORK-ROOMS.

Queen Mary, accompanied by Princess Alexander of Teck, and attended by Mr. E. W. Wallington, visited yesterday afternoon the mayoral work-rooms at Poplar, Greenwich, and Southwark, approved by the Central Committee on Women's Employment. Since its inception her Majesty has taken a deep interest in the movement, supported by the Queen's "Work for Women" Fund, for providing employment for workless women and girls, and has now inspected ten of the dark centres in London.

At Poplar the Royal visitors were received by the Marchioness of Crewe, Lady Askwith, and Miss Mary R. Macarthur, on behalf of the committee, and by the Mayor and Mayoress of Poplar, the town clerk, and Mr. Yeo, M.P. The Queen and Princess Alexander made a close inspection of the work in hand, which included the cutting down of adult garments for children, and the making of infants' clothes, to be distributed among the poor of the district.

At Greenwich, where she graciously accepted a bouquet of pink and white carnations purchased by the workers, her Majesty was much interested in the manufacture of ottomans from packing-cases. These, together with mats knitted by the women, are to be sent to homes for Belgian refugees.

At the Southwark work-rooms the Queen was received by the Marchioness of Salisbury, the Mayor, Mr. J. A. Dawes, M.P., Mrs. Herbert Stead, and others. There her Majesty talked with two women at each table, and inspected a great variety of the garments turned out by the workers.

The Morning Advertiser,
December 4th. 1914

QUEEN VISITS WORKROOMS.

CHAT WITH A GIRL EMIGRANT.

The Queen, accompanied by Princess Alexander of Teck, and attended by Mr. E. W. Wallington, for the second time this week, paid visits yesterday afternoon to Mayoral workrooms approved by the Central Committee on Women's Employment. The Queen was received at Poplar by the Marchioness of Crewe, Lady Askwith, and Miss M. R. Macarthur on behalf of the committee, and by the Mayor and Mayoress of Poplar, the town clerk, and Mr. Yeo, M.P.

Her Majesty was observed on several occasions to draw the attention of the Princess to specially interesting pieces of work. Of the mayor her Majesty inquired about the unemployment in Poplar, and then when she heard that one of the girls was going to Australia on the invitation sent for unemployed women to the Queen, Her Majesty sent for her. They stood alone together in a little empty room, and the Queen asked questions, showing keen interest in the delighted girl's welfare. Her Majesty inquired when the girl was going, and if she would like domestic work. "I hope you will do well," she said. As she turned to go, Her Majesty nodded to all the girls in the workroom, and said "Good bye." They were not allowed to cheer her in the workroom, but the girls put their heads out of the window and cheered her as she went.

At the Greenwich work-rooms mats which the women had knitted and lined for the Belgians pleased Her Majesty, and when she saw little basket cradles which had been made by the blind, and fitted up in the workroom, the Queen said, "I should like some of those. Will you send them to Friary Court?"

A deaf and dumb girl was made very happy because the Queen spoke to her, and the Borough Hall employees were equally delighted when Her Majesty carried away the bouquet of pink and white carnations which they had bought for her.

The Queen was received at the Southwark workrooms by Lady Salisbury, the Mayor, Mr. J. A. Dawes, M.P., Mrs. Herbert Stead, and others. The finish of a great variety of garments made pleased the Queen very much. Her Majesty talked with two women of every table. There was a mother of 16 children, and a clever lacemaker, and a woman who proudly relates that the Queen said "I can see you're a thorough good dressmaker." Outside in the street the Queen's car could scarcely pass along for the cheering children.

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The Daily Telegraph, December 5th. 1914.

QUEEN'S "WORK FOR WOMEN."

TRAINING FOR GIRLS.

How to employ girl wage-earners under 16 years of age who have been thrown out of work by the war has been under the consideration of the Central Committee on Women's Employment. Thousands of these girls in London alone, who have been bread-winners in their families, are now displaced. It is not thought advisable that the girls should ordinarily be employed in the relief work-rooms, and the committee feel that a great opportunity offers to give them useful training.

It is proposed that the training should be undertaken wherever possible by the local education authority, and that a maintenance grant from the Queen's Fund should be given to girls who have been wage-earners through the local relief authority. The Board of Education are prepared to facilitate the formation of classes, and have offered to instruct their inspectors, including those who have expert knowledge of different trades and industries, to give any assistance in their power. They have suggested also that, in the present emergency, fees for such classes could be remitted. Girls receiving training may be given grants of 4s to 6s per week with a mid-day meal in addition.

The total of the Queen's "Work for Women" Fund is now £94,573.

Manchester Courier, Dec. 8th. 1914.

Unemployed and Insurance.

From the Queen's "Work for Women" Fund comes the information that the question of insurance for unemployed women who are being trained in domestic and other work in relief workrooms has been puzzling the local employment committees. It has now been decided that the women are insurable, even though they are spending some of their time in training. As a matter of fact, in most cases they are giving a return in work. At the cookery centres they are preparing dinner for the women doing needlework in remodelling garments; they are making clothes for children, and as sick room helps they are giving necessary assistance in the homes of the poor. Where the women are spending their whole time in training and are not producing articles of value while receiving maintenance grants their cases will be specially considered by the Central Committee on Women's Employment. It has already been suggested by the Central Committee that the workers' contribution for insurance should be paid by the local representative committees as well as that of the employer.

Daily Telegraph, December 9th. 1914.

QUEEN'S "WORK FOR WOMEN."

One of the new trades suggested by the Central Committee on Women's Employment for giving work to women is the making of dolls' tea-sets. This work is now progressing favourably in the Potteries, particularly at Stoke-on-Trent. Before the war dolls' tea-sets were all made in Germany, and the demand for them, particularly at Christmas time, is large. Toy dinner, tea, dessert, and toilet sets are being made by a process which is easy for the girls to learn, and at which they can speedily earn good wages.

One employer reports that he is also copying German vases, for which there are good orders. Employment is thus being found for an additional number of women. The making of boxes for the sets will give further work to women, while the packing is another definite employment.

The total of the Queen's Fund is now £95,614. Yesterday's contributions included £200 from Sir Mark Sykes, M.P., and £50 from Mr. Henry Graves.

Nottingham Guardian, December 7th. 1914.

THE DEMAND FOR KHAKI CLOTHING

The Queen's Work for Women Fund on Saturday reached a total of £94,927 11s. 4d.

How small workshop employers faced by trouble caused by the war can escape from them, was explained to a meeting of traders convened by the Central Committee on Women's Employment.

Mr. J. J. Mallon, on behalf of the committee, pointed out that in a time of war, large orders for supplies of clothing can only be expected from Governmental sources. The difficulty is that small firms who desire to apply for such orders are in doubt as to the suitability of their machines to do the War Office work, or their knowledge of the trade is not sufficient to warrant the authorities in placing contracts with them. The consequence is that the demands of the army are being met less readily than would otherwise be the case, and at the same time large numbers of women and girls are wholly or partially unemployed. The committee proposes to tender for a large contract, and to share it among various small firms.

It would be necessary to train the workers for the new work, and the Central Committee hope to arrange that the foremen or forewomen of the various firms should be taken into an up-to-date army clothing factory for a week's experience.

The meeting expressed a desire that the experiment should be tried, and the necessary arrangements with regard to the contracts are in progress.

Evening Standard, December 8th. 1914.

FIRELESS COOKERS.

Much interest has been shown in the fireless cookers mentioned in our article of December 3. Although the "hot boxes" made in the work-rooms proposed by the Central Committee on Women's Employment would be given away and not sold, we understand that these cookers can be bought from Miss Clementina Black, 734, Holloway-road, N., who has been carrying out experiments there, on a commercial basis, since August.

Nottingham Guardian December 10th. 1914

WORK FOR WOMEN.

MISUNDERSTANDING AS TO OPERATION OF THE FUND.

The following statement is officially issued:—

"From many communications received there obviously exists considerable misunderstanding about the Work for Women Fund. Some weeks after the National Relief Fund was inaugurated by H.R.H. the Prince of Wales it became evident that the provision of work for women was an urgent necessity. For this reason her Majesty the Queen started a special fund to be devoted to providing employment for women unemployed through the war.

"The Central Committee on Women's Employment, of which the Marchioness of Crewe is chairman and Miss Mary R. Macarthur hon. secretary, was thereupon appointed by Mr. Herbert Samuel, with the approval of the Queen, to devise, initiate, and supervise the necessary schemes, subject to the approval of the Government Committee for the Prevention and Relief of Distress and the committee of the National Relief Fund. Upon those bodies final responsibility for the expenditure rests. All money collected in her Majesty's name by the Queen's Work for Women Fund (and its council), of which Lady Roxburgh is hon. secretary and Mrs. C. A. Pearson hon. treasurer, is handed to the National Relief Fund, and can only be spent on schemes for the benefit of unemployed women.

"Her Majesty the Queen's co-operation with the Central Committee on Women's Employment is confined to the collection of money to finance the schemes. All suggestions, therefore, for employing or helping women should be sent to the hon. secretary of the Central Committee on Women's Employment at 8, Grosvenor-place, S.W., and not to Buckingham Palace, whilst contributions should, as announced, be sent to the hon. treasurer of the Queen's Work for Women Fund at 33, Portland-place, W.

"Applications for employment or help for individual women should be addressed to the secretary of the local representative committee at the Town Hall or Urban District Council offices in the locality in which the applicant resides. Communications in respect of professional women should be addressed to the secretary, Professional Classes Sub-Committee, Board of Education, Whitehall, S.W."

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Evening Standard & St. James's Gazette, Dec. 9th. 1914.

THE QUEEN'S FUND

PRACTICAL INSTRUCTION IN THE ART OF PATTERN-MAKING.

CLASS FOR WORKING WOMEN

"What is the use of teaching working women to make patterns? They can buy a pattern for a penny in a magazine."

So say the critics of the cutting-out class for unemployed women at the Islington Domestic Economy Training Centre, belonging to the Central Committee on Women's Employment. The girls answered for themselves.

"We haven't got no pennies for patterns."

Method of Instruction.

The work they have done has answered too. From one close-fitting blouse pattern they have cut out and put together a blouse with tucked front, a kimono blouse, a blouse with raglan sleeves, and blouses with all kinds of fancy yokes. The original pattern was cut to the measurements of one of their number, and made up and fitted before their eyes. Then they were shown several blouses, and asked which they would like to copy.

The work they are doing now would answer any criticism. They are learning to cut undergarments from that wonderful blouse pattern. The last lesson was on the nightdress.

Never Cut Out Before.

The critics would likewise get their answer by watching the girls at work. They all used their scissors the wrong way when they began, and even now they have to be told to take a long, clean cut; jagged edges were never of any account before.

The girls have been employed as packers, bookbinders, corset-makers, hair-preparers, one as a blouse-improver, another as a nursery governess, and scarcely any of them have ever cut out before. There is not a dressmaker in the class at present, although preference in the training is to be given to dressmakers who may be able to improve their skill.

Paper-Folding Patterns.

For the rest, it is hoped that they will become efficient needlewomen. They all want to make their own clothes, and presently they are to be allowed to bring material, if they have any, in order to cut their own clothes, or old garments they would like to recut. At present they are working on paper the same width as calico.

They are to be shown also how to adapt patterns found in magazines to suit themselves. For children's clothes they are to be taught more simple pattern-making by folding.

Twelve lessons of two hours each are to be given at first to those in the training scheme, but it is hoped that they may be increased.

Working Women Pupils and Insurance.

The question of insurance for unemployed women who are being trained in domestic and other work in relief workrooms has been puzzling the local employment committees.

It has now been decided that the women are insurable, even though they are spending some of their time in training. As a matter of fact, in most cases they are giving a return in work. At the cookery centres, they are preparing dinner for the women doing needlework; in remodelling garments, they are making clothes for children; and as sick room helps they are giving necessary assistance in the homes of the poor.

No Deduction for Workers.

Where the women are spending their whole time in training, and are not producing articles of value, while receiving maintenance grants, their cases will be specially considered by the Central Committee on Women's Employment.

It has already been suggested by the Central Committee that the worker's contribution for insurance should be paid by the local representative committee, as well as that of the employer.

The dismay of unemployed women who have entered on a course of domestic economy at relief workrooms when places were found

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The dismay of unemployed women who have entered on a course of domestic economy at relief workrooms when places were found for them by the Labour Exchanges has led the Central Committee to make another decision.

In coming to it, not only had the disappointment of the girls to be considered, but the fact that the training could not be expected to benefit, if it were not continuous.

Training Not to be Interrupted.

Women and girls in the workrooms are required to register at the local Labour Exchange, but in future, those who join a course of instruction will not be asked to re-register weekly until the training is nearly complete. Those in the workrooms who are not taking a course of lessons will now have first chance of the posts notified by the Labour Exchanges. The cookery classes for these working women proved so popular at one centre that numerous applications were received from women who were not unemployed, asking if they might join them. The committee, however, has laid down a rule that only women unemployed as a consequence of the war may be admitted to the centres. The training is merely being given in place of employment.

Only women who are considered suitable and who are willing to pass through the whole course are accepted. They are specially selected from the workrooms or from among applicants for relief.

Daily Citizen, December 9th. 1914.

WOMEN'S EMPLOYMENT.

The plight of the unemployed woman at any time is very terrible, and at the present time, with prices going up, with the chances of obtaining work restricted, with many thousands of women struggling against each other in the Labour market, the prospect is sufficiently black to bring unemployed wage-earners to the brink of despair. The whole question bristles with difficulties and requires the handling of those who see the waste and futility of mere charitable relief, and who, despite adverse criticism, are strong enough to resist showy, untenable schemes that could only end in economic disaster.

The Central Committee on Women's Employment—which is the administrative side of the Queen's Work for Women Fund—wisely decided from the start to tackle its big problem with some regard to economic consequence, bringing to the task the qualities alike of head and heart. Hence the Committee has been more anxious to develop a sound policy in the interests of working women than to obtain tinsel advertisement. The line that has been followed will be amply justified in the light of knowledge. The Central Committee has been criticised on various grounds. It has been criticised, for example, because it does not sell the products of its workrooms, but gives them free to people without purchasing power. This criticism is, of course, short-sighted and ill-informed, for if the Committee dumped its goods on the ordinary competitive market it would obviously be creating as much unemployment as it cured, throwing Elizabeth out of a job in order to find work for Jane. The Committee has been criticised because in its workrooms it does not make shirts, socks, and comforters for the soldiers, and certain well-meaning women appear to jump to the conclusion that this betokens some lack of sympathy for the soldiers. Nothing could be further from the truth. It would be the height of folly, in order to gratify a sentiment, to fling out of employment the women who are doing this work efficiently in factories.

Entire misunderstanding of these facts is largely responsible for many criticisms concerning rates of pay. In one self-supporting workroom run by the Committee piece-work rates are paid which yield the workers from 20s. to 30s. a week. For charwomen employed in connection with relief workrooms, a rate of 5d. per hour is paid, that being the Trade Union rate recognised by the London County Council. In regard to all contract work placed by the Committee the Fair Wages Clause is insisted upon, and in helping to establish new trades the Committee has recognised throughout that a high standard of wages should be paid. By far the best and biggest part of the Central Committee's work is done outside the workrooms altogether. Through its Contracts Department about 130 firms engaged in dressmaking, blouse-making, and the like, that would otherwise have been compelled to close down, have been kept going, and in the West of England schemes of fruit-pulping and vegetable drying are going forward.

The Central Committee on Women's Employment has done and is doing much excellent work in circumstances of great difficulty, and the Queen's Work for Women Fund is deserving of support from all who agree with the dictum laid down by the Queen herself that the best remedy for distress is to prevent it.

The Daily Chronicle Dec: 10th. 1914. 652/28

WAR AND WOMEN.

DEVISING SCHEMES OF EMPLOYMENT.

TRAINING CENTRES.

One of the most interesting, valuable, and far-reaching pieces of work being done in this country at the present time is that of the Central Committee on Women's Employment. Formed to create and perfect machinery to deal with the problem of women who are out of employment owing to the war, it is initiating a movement for training and educating them, which cannot fail to have results out of all proportion to the immediate need. Indeed, it is not easy to imagine a sowing presaging more or finer harvests to women than that which is now going on.

Briefly, the committee responsible is a Government Committee appointed by the President of the Local Government Board. Its members are the Marchioness of Crewe, Mrs. H. J. Tennant (treasurer), Mrs. Alfred Lyttelton, Mrs. Austen Chamberlain, Lady Midleton, Lady Askwith, Miss Margaret Bondfield, Miss Violet Markham, Miss Susan Lawrence, Dr. Marion Phillips, Mrs. Gasson, Miss R. E. Lawrence, of the Central Unemployed Body, and Miss Mary Macarthur, hon. secretary.

The committee has no powers of spending; its task is to devise and examine schemes of employment for women in England and Wales, and to submit them to the Government Committee for the Prevention and Relief of Distress. If the Government Committee approves of the scheme it makes a grant in aid out of the National Relief Fund. In this connection the Queen's "Work for Women" Fund is co-operating with admirable skill, but the funds it raises are not handed to the Women's Employment Committee but to the National Fund.

During the three months the Employment Committee has been in existence its chief work has been not only to organise machinery for unemployment, but to lay down the principles upon which women may be occupied and maintained without interfering with the ordinary trade of the country, or in any way accentuating its present dislocation.

IMPROVED EFFICIENCY.

Much time has also been spent in securing that in any such occupation the efficiency of the women may not in any way be impaired, but may be maintained and as far as possible improved. This is no easy task, and the committee is, indeed, fortunate to have secured the services of Miss Mary Macarthur, for no one living possesses greater knowledge or experience of women's work or is so justly trusted by the workers themselves.

Unemployment among women, whilst more serious than amongst men, is at the present time less acute than it was in August and September. There is, however, reason to believe that it will be much greater shortly, but by that time machinery will be available to cope with the distress, although much still remains to be done to perfect it, notably as regards the registration of applicants for work.

The experimental schemes organised by the Central Committee are intended mainly as examples and illustrations to local representative committees upon whom, or upon whose women's employment sub-committees, lies the duty of providing occupation for unemployed women on lines approved by the Central Committee.

These local representative committees for the prevention and relief of distress due to the war in counties, boroughs, and urban districts with a population of over 20,000, are generally responsible for dealing with men and women, but in the case of women they work through a women's employment sub-committee appointed by, and responsible to, the local representative committee. It rests with the local representative committee to show that unemployment is abnormal and is due to the war, and to satisfy the Government Committee that there is genuine and special need for a special workroom in the district in question.

THE WORKROOMS.

The workers to be employed in these workrooms are selected from a register of applicants at the office of the local representative committee.

The object of these workrooms is to train and teach girls and women, the scope of the work including:—(1) Training workers in trades in which new openings are now offered for British trade; (2) training in skilled trades in which there is normally a shortage of labour, such as machinists, hand ironers, &c.; (3) training in domestic economy, especially cooking; (4) production of useful articles, such as all kinds of garments; (5) altering, making and mending of workers' own garments.

In selecting articles of production nothing may be undertaken which would, but for the scheme, be produced and purchased in the ordinary way of business; nor may articles produced be offered for sale, but must be given, through the local representative committee or other approved sources, to those who have no means of buying.

Outside London grants have been made for these workrooms, at West Ham, Southampton, Barking, Leyton, Ilford, Walthamstow, Birmingham, Burnley, Tottenham, Middleton, Chipping Wycombe, Reading, Bacup, Exeter, Edmonton, Tynemouth, Eccles, Cardiff, and Willesden.

There is accommodation for over 1,400 workers in these workrooms. The minimum rate of pay in the workrooms is 3d. per hour net, and the maximum number of hours worked by any woman per week is 40.

Domestic Economy experimental training schemes have also been started in Bethnal-green, Stepney, St. Pancras, and Islington, and experimental workrooms in Bethnal-green, Stepney, Hackney, St. Pancras, Camberwell, and Shoreditch. In addition, 22 London boroughs are carrying out similar schemes, all of which have received grants from the Queen's Fund.

The Queen's Work for Women Fund is part of the National Relief Fund, but is specially earmarked for schemes of employment for women. In some London boroughs the grants may cover two workrooms, and in Deptford, for instance, a very interesting scheme for juveniles has been approved, in addition to a workroom.

No return has yet been received of the exact number of women employed in these mayoral workrooms and training centres, but the total number estimated for in the applications for the grants amounts to over 1,600. In the committee's London experimental schemes over 900 women and girls are employed in addition, and there is accommodation for over 1,000. About 1,000 women are also employed in the Central Unemployed Body workrooms on lines approved by the Central Committee.

Schoolmistress 10.12.14.

Women's Work.

THE QUEEN'S FUND.

Miss Mary Macarthur, honorary secretary of the Central Committee for Women's Employment, reported last month that unemployment amongst women was less acute now than it had been in August and September. To meet the need for employment seven experimental workrooms have been opened in London and four domestic economy experimental training schemes set on foot. These provide employment for about 796 women. Sixteen London boroughs are carrying out similar schemes and have all received grants from the Queen's Fund. The total number of women estimated for in the applications for the grants amounts to about 1,500. In addition, about 1,000 women are being employed in the Central Unemployed Body's workrooms on lines approved by the Central Committee. Outside London grants have been made for workrooms in seventeen towns and schemes have been approved for those of another twelve. Plans are also in progress for giving employment in various other boroughs, urban districts, and counties. Much is also being done by the committee in the way of steadying trade in its regular channels. About 130 firms, which would otherwise have been obliged to reduce their staffs or shut down altogether, have been supplied with contract work. At the present time, 1,200 women are being employed by this means.

A jumble sale agency has been opened at 26a, Charing Cross road, W.C., where gifts of discarded clothing, personal belongings, trinkets, household effects, old stock, samples, and any other articles are received and disposed of for the benefit of the fund. The fund is now approaching a total of £100,000.

WOMEN WORKERS' SHOP.

A shop for the sale of the work turned out under the auspices of the Women's Emp[illegible]

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Entire misunderstanding of these facts is largely responsible for many criticisms concerning rates of pay. In one self-supporting workroom run by the Committee piece-work rates are paid which yield the workers from 20s. to 30s. a week. For charwomen employed in connection with relief workrooms, a rate of 5d. per hour is paid, that being the Trade Union rate recognised by the London County Council. In regard to all contract work placed by the Committee the Fair Wages Clause is insisted upon, and in helping to establish new trades the Committee has recognised throughout that a high standard of wages should be paid. By far the best and biggest part of the Central Committee's work is done outside the workrooms altogether. Through its Contracts Department about 130 firms engaged in dressmaking, blouse-making, and the like, that would otherwise have been compelled to close down, have been kept going, and in the West of England schemes of fruit-pulping and vegetable drying are going forward.

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Women Workers' Shop.

A shop for the sale of the work turned out under the auspices of the Women's Emergency Corps has been opened in Oxford-street, London, and will be run on the same business lines as have proved so successful in promoting Irish industries. Toymaking now engages between eighty and a hundred girls, and some clever models of animals, Tailor dolls' houses, and quaint figures are offered at reasonable prices. Space is also given to the work of the Three Arts Club and to that of the Soldiers' and Sailors' Help Society. The corps has a department for mending garments and household linen, and is also employing several women in making Christmas puddings to be sold at a shilling a pound. At the opening ceremony it was pointed out by Viscountess Castlereagh that the committee hoped that the shop would be of long duration, as the toymaking industry, at least, was likely to become a settled one. Parcels of warm clothing for soldiers in the field and layettes for their babies at home could be made up at moderate prices. At the back of the shop there is a dainty tea-room. All profits are to be used for extending employment among other unemployed girls.

The Standard, Dec: 10th. 1914.

WORK FOR WOMEN FUND.

DUTIES OF COMMITTEES.

THE INCEPTION OF THE SCHEME.

It is obvious from communications received by the officials that considerable misunderstanding exists about the "Work for Women" Fund.

Some weeks after the National Relief Fund was inaugurated by the Prince of Wales, it became evident that the provision of work for women was an urgent necessity. For this reason the Queen started a special fund to be devoted to providing employment for women unemployed through the war. The Central Committee on Women's Employment, of which the Marchioness of Crewe is chairman and Miss Mary R. Macarthur honorary secretary, was thereupon appointed by Mr. Herbert Samuel, with the approval of the Queen, to devise, initiate, and supervise the necessary schemes, subject to the approval of the Government Committee for the Prevention and Relief of Distress and the Committee of the National Relief Fund. Upon those bodies the final responsibility for the expenditure rests.

All the money collected in the Queen's name by the Queen's "Work for Women" Fund (and its council), of which Lady Roxburgh is the honorary secretary and Mrs. C. A. Pearson the honorary treasurer, is handed to the National Relief Fund, and can only be spent on schemes for the benefit of unemployed women.

THE QUEEN'S CO-OPERATION.

The Queen's co-operation with the Central Committee on Women's Employment is confined to the collection of the money to finance the schemes. All suggestions, therefore, for employing or helping women should be sent to the honorary secretary of the Central Committee on Women's Employment, at 8, Grosvenor-place, and not to Buckingham Palace, while contributions should, as announced, be sent to the honorary treasurer of the Queen's "Work for Women" Fund at 33, Portland-place.

Applications for employment or help for individual women should be addressed to the secretary of the Local Representative Committee at the town hall or urban district offices in the locality in which the applicant resides.

Communications in respect of professional women should be addressed to the secretary, Professional Classes Sub-Committee, Board of Education, Whitehall.

WORK BEFORE CHARITY.

There has been a magnificent response to the special appeal for shillings by Mrs. C. Arthur Pearson, the hon. treasurer, and Lady Roxburgh, the hon. secretary.

Every shilling subscribed is devoted not to charitable doles, but to providing employment for some woman or girl thrown out of work by the war. It was the Queen, when she inaugurated the fund, who laid down the principle that the "prevention of distress is better than its relief, and that employment is better than charity." The problem which the fund had at first to face was an appalling one. In London alone 40,000 women were thrown out of work. Acute distress immediately arose in the ranks of women workers throughout the country.

By an effective method of labour exchange, however, thousands have been provided with work which does not displace other women; and where they cannot be found employment on a strictly commercial basis, the products of their labour, such as cradles, layettes, and children's clothing, are distributed in homes where such necessaries could not possibly be obtained.

HELP FOR HOMES.

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Yorkshire Post, December 10th. 1914.

The Central Committee on Women's Employment, who, under the auspices of the Queen's Fund, have been instrumental in providing many new avenues for female labour, have induced the Staffordshire potteries to take up the making of dolls' tea sets. Hitherto this has been an industry almost monopolised by Germany, and one result of its adoption by our own potters is that the unemployment of women and girls in the pottery towns, which at the commencement of the war was considerable, has been very materially reduced. The British-made article has commanded a ready sale, and the Christmas-tide demand has kept manufacturers working at high pressure. By a process which it is easy for the youngest employee to learn, toy dinner, tea, dessert, and toilet sets, and other articles of pottery ware indispensable to the complete doll's house, are being turned out in large quantities.

Daily Citizen, Dec: 10th. 1914.

WORK FOR WOMEN.

HOW HELP CAN BE OBTAINED.

The "Work for Women" Fund exists for the provision of work for women whose occupations have been affected by the war, and the hon. secretary is Miss Mary R. Macarthur, of the National Federation of Women Workers.

Money collected for the fund can only be spent on schemes for the benefit of unemployed women, and suggestions for employing, or helping women should be sent to the honorary secretary, 8, Grosvenor-place, S.W., while contributions should be sent to the honorary treasurer, 33, Portland-place, W.

Applications for employment or help should be addressed to the secretary of the local representative committee at the town hall in the locality in which the applicant resides. Communications in respect of professional women should be addressed to the secretary, professional classes sub-committee, Board of Education, Whitehall, S.W.

The Star, Dec: 11th. 1914.

The women in the workrooms opened by the Central Committee on Women's Employment are to be paid for the Christmas holidays.

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The Standard, Dec: 11th. 1914.

WORKLESS WOMEN.

THE QUEEN'S FUND FOR WAR SUFFERERS.

MORE HELP NEEDED.

So quietly and unostentatiously has the Queen's Fund for Work for Women set about its labours that the general public probably does not realise at present the amount of work which it has already done in the way of finding employment for women and girls who have lost their occupations through the war.

Some idea of what it has accomplished and what it hopes to achieve may be gathered from the fact that the Central Committee has already sanctioned 50 schemes which will involve an annual expenditure of £250,000. This may appear a colossal sum, but it is not very large when one considers the proportion of hardship and misery which the war has brought into scores of thousands of homes supported by women workers throughout the country. Matters indeed would be a great deal worse if sound economic principles had not governed all the activities of the fund.

TRAINING WORKERS.

By a judicious employment of labour exchange methods it has not only succeeded in keeping open hundreds of workshops which would otherwise be closed, but has already started a great number of new workshops where women are either found employment or are trained for posts which are immediately open to them.

In all cases the work given to the women is not competitive; that is to say the work they do does not deprive any woman worker elsewhere. In circumstances, too, where it is impossible to run the work on strictly commercial lines the articles manufactured, such as clothing, etc., are distributed in homes where they are sadly needed but cannot possibly be bought.

Fresh funds, however, are urgently needed to cope with the distress which will unfortunately be only too prevalent in the homes of women workers this Christmas. That is the reason for the special appeal which is being made this week by Mrs. C. Arthur Pearson, the hon. treasurer, and Lady Roxburgh, the hon. secretary, to other women throughout the country who have a shilling to spare.

There must be millions of shillings which might easily find their way to the fund without inconvenience to the donors, and on receipt of these shillings depends the very smallest modicum of food and comfort in thousands of homes this Christmas time.

All subscriptions should be sent to Mrs. C. Arthur Pearson, hon. treasurer, Queen's "Work for Women" Fund, 33, Portland-place, W.

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By an effective method of labour exchange, however, thousands have been provided with work which does not displace other women; and where they cannot be found employment on a strictly commercial basis, the products of their labour, such as cradles, layettes, and children's clothing, are distributed in homes where such necessaries could not possibly be obtained.

HELP FOR HOMES.

There are already 300 branches of the fund established in the country, and these have been the means of keeping together thousands of homes supported by women which would otherwise have been penniless. The distress this Christmas, however, will be none the less acute. Funds are urgently needed, inasmuch as there are already schemes in progress which entail an expenditure of a quarter of a million of money.

This special appeal closes on Sunday next, December 13. Mrs. Pearson expresses the hope that all subscriptions may be sent in not later than December 10, in order that the total may be announced on New Year's Day.

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The Times,
Dec: 12th. 1914.

THE QUEEN'S WORKROOMS REVISITED.

HELP FOR THE MOTHERS.

In the poor districts of London the Central Committee on Women's Employment in connexion with the Queen's Fund have started model workrooms, which are relieving local distress where it is most bitter. These workrooms do not in any way interfere with existing employment, as the work done is in all cases given away to necessitous women and children.

The Bethnal-green workrooms in Warby-road and Viaduct-street were among the first to be started, and in the institute in Viaduct-street, where the work of making cradles for the maternity outfits for poor mothers is in progress, a representative of *The Times* was given some idea of the dire poverty with which the fund is coping, and also of the great courage of the poor women who come to the labour exchanges and the distress committees, not with the plea that they are hungry and want relief, but with an urgent demand for work. Seeing them in their little groups at tables in the long room that holds about 75, working away in the main silently, one realizes what the sudden stoppage of work means to many of them. In Stepney alone there are 1,500 expectant mothers who are out of work themselves or have husbands unemployed. The trades of these women had been trouser-making, boot sewing, paper folding, feather curling, or French polishing.

From one table in that room one may select a few typical cases. There was Mrs. P——, a clean-looking old woman of 64, painfully thin. She was the *doyenne* of the room and the best worker in it, though the work was new to her. A trouser-maker by trade, she had lost her work on the Saturday before Bank Holiday—that was the black date in the calendar of most in that room—and for eight weeks, until the Queen's workrooms opened, she had been out of work. At the best of times she had not been well off. She used to make 5s. 6d. or 6s. a week finishing trousers at 2¼d. a pair, a farthing of which was stopped for sewing on the buttons by machinery. Her husband was a cabinetmaker, but he was too old for work, so he was told, and her earnings kept the meagre home together. When they ceased she had been pawning and selling until the home was almost gone.

A PATHETIC CASE.

Next to her was Mrs. D——, a young-old woman looking wretchedly ill, speaking with difficulty because of an abscess in her mouth, but clean and tidy and strangely patient. She had been a house-worker, and her husband was in the infirmary with a wasting disease. But she was intensely proud of him, and was most desirous to have it known how anxious he was to go to the front. He had been a sergeant in the Surrey Regiment, and after serving his time had become a tea-packer. "His poor legs are getting fatter," she said, "and he says he'll soon be able to be up and fight for the old flag again. He's that restless to be up."

On the other side of her, a strange contrast, was a very pretty girl of 17, the eldest of a family of eight, whose father, a comparatively young man of 39, was a permanent invalid in the infirmary. She had been a French polisher, but explained that, though cabinet-making was not quite stopped, French polishing was, because the furniture was only polished when it was going to be sold, but not if it had to be stored. She had been out of work since August Bank Holiday. A young sister had got some work making "patriotic buttons," but that was now at an end. There was a young married woman near her, who got married on the Bank Holiday, the great wedding day of the East-end, and she and her husband had both found themselves out of work ever since. The room was full of such stories.

At 138, Piccadilly, there is a workroom of another kind, where contract work which will not interfere with the workrooms is undertaken with the intention of making it self-supporting. Here the workers are those who have lost their work owing to the closing of West-end workrooms, and most of them belong to the special class of skilled tailoresses and dressmakers who are suffering from the vaunted economy in buying new clothes of their richer sisters. In all the workrooms arrangements for cheap meals have been made.

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Glasgow Herald,
Dec: 10th. 1914.

"WORK FOR WOMEN" FUND.

From many communications received there obviously exists considerable misunderstanding about the "Work for Women" Fund. Some weeks after the National Relief Fund was inaugurated by the Prince of Wales it became evident that provision of work for women was an urgent necessity. For this reason the Queen started a special fund to be devoted to providing employment for women unemployed through the war. A Central Committee on Women's Employment, of which the Marchioness of Crewe is chairwoman and Miss Mary R. Macarthur hon. secretary, was thereupon appointed by Mr Herbert Samuel, with the approval of the Queen, to devise, initiate, and supervise necessary schemes, subject to the approval of the Government Committee for the Prevention and Relief of Distress and the Committee of the National Relief Fund. Upon those bodies final responsibility for the expenditure rests. All money collected in Her Majesty's name by the Queen's "Work for Women" Committee (and its council), of which Lady Roxburgh is hon. secretary and Mrs C. A. Pearson hon. treasurer, is handed to the National Relief Fund and can only be spent on schemes for the benefit of unemployed women. The Queen's co-operation with the Central Committee on Women's Employment is confined to the collection of money to finance the schemes. All suggestions therefore for employing or helping women should be sent to the hon. secretary of the Central Committee on Women's Employment at 8 Grosvenor Place, London, S.W., and not to Buckingham Palace, whilst contributions should, as announced, be sent to the hon. treasurer of the Queen's "Work for Women" Fund at 33 Portland Place, London, W. Applications for employment or help for individual women should be addressed to the secretary of the local representative committee at the town hall or urban district offices in the locality in which the applicant resides. Communications in respect of professional women should be addressed to the secretary, Professional Classes' Sub-Committee, Board of Education, Whitehall, London, S.W.

The North Mail,
Dec: 11th. 1914.

WORK FOR WOMEN FUND.

The Queen's Work for Women Fund was explained by Mrs H. J. Tennant, wife of the Under-Secretary for War, and treasurer of the Central Committee on Women's Unemployment, in an interesting speech at the opening of a sale of work at Paxton House, near Berwick, yesterday.

The fund, the annual expenditure of which was £200,000, was, she said, supplying 10,000 shirts per week to the Army. It kept steadily in view the prospects at the end of the war, and so not only steadied employment and relieved unemployment, but aimed at training centres to improve the industrial value of women workers.

In their workrooms the difficulty with the girls which they had to meet was that the impetus of competition was lacking. But they encouraged a pride and interest in the work by giving to good machinists the chance of employment in busy trades at 20s to 30s per week, instead of the rather carefully measured wage.

They were also trying to foster new trades, which have up to now been monopolised by Germany, such as the dried vegetable trade, the making of dolls' tea-sets, and the making of dolls' heads. The last two were of considerable importance in reducing unemployment in the Potteries.

[redacted]. M.P.

QUEEN'S WORK FOR WOMEN FUND.

IMPROVING THE INDUSTRIAL VALUE OF WOMEN WORKERS.

Mrs H. J. Tennant, treasurer of the Central Committee on women's unemployment, gave some particulars regarding the Queen's Work for Women Fund in opening a sale of work at Paxton House, Berwickshire, yesterday. The fund, she said, was supplying ten thousand shirts weekly to the Army, but kept always in view the prospects at the end of the war, and so not only steadied employment and relieved unemployment but aimed, through training centres, to improve permanently the industrial value of the woman worker. They had the difficulty with girls in the Fund's workrooms that the impetus of competition was removed, but they encouraged pride in the work by giving good machinists, instead of the rather carefully measured wage from the Fund, the chance of employment in busy trades at twenty to thirty shillings a week. The Fund also helped to foster new trades formerly German, and Mrs Tennant instanced specially the dried vegetable trade, the making of dolls' tea sets and the making of dolls' heads, both the latter being of considerable importance in reducing unemployment in the Potteries.

Lady Marjoribanks, the Honourable Mrs Askew Robertson, Miss Swinton of Swinton, and Mrs Milne Home of Paxton were among those present.

Evening Standard,
Dec: 11th. 1914.
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THE QUEEN'S FUN

TRAINING FOR UNEMPLOY CITY CHARWOMEN.

INFANT-CARE CLASSE

The Polytechnic for Unemployed Ci Women Workers at Bridewell House, E.C., proved by the Central Committee on Women Employment and financed by the Queen Fund, will be opened next Wednesday.

Mr. Brinsley Harper, chairman of th Women's Sub-Committee for the City of Lo don, said recently that already 690 une ployed women clerks have registered at th Typists' Registry at St. Bride Institute. O ninety-eight, who have others dependent upo them, fifty have been chosen for free commer cial training at Bridewell House.

Fares Paid.

They will be given a maintenance grant o 10s. per week, and their fares will be paid up to 2s. 6d. per week. Only workers who were employed in the City before the war are eligible for the training.

Unemployed City charwomen are also to be given a course of domestic economy, and twenty of their number are to be trained as home helps to give assistance in the homes of the sick poor.

Bridewell House has been lent by the City Corporation for the purpose, with a resident caretaker. They have also made a gift of £100 to make the place suitable, and provided the tables and chairs. A dozen typewriters have been lent and a gas-cooking stove given.

A trained teacher of domestic economy has been engaged, and under her direction the industrial workers will keep the house clean and cook dinner for the women clerks, who will be charged a nominal sum for the food. There is a washhouse attached, where laundry classes will be held.

L.C.C. Teachers.

London County Council teachers are to give lessons in shorthand, typewriting, bookkeeping and French to the young typists, and a certificated dressmaker is to teach the girls how to cut their own patterns and to make their own clothes. They are also to have a course of gymnastics.

The girls chosen for the training are mostly young and with very little experience, and it is hoped to make them into competent commercial clerks.

Infant Care Classes.

The home helps, who are to be women of about forty years, will have preliminary training at Bridewell-place in cleaning, washing, cookery, infant care, and hygiene. Afterwards it will be continued in the homes of the sick in Bethnal Green in conjunction with the London Hospital district.

Further cookery lessons will be given at Bridewell-place twice weekly, and lessons on infant care. Infant consultations will also be held twice every week.

Christmas in the Queen's Workrooms.

The women in the workrooms opened by the Central Committee on Women's Employment are to be paid for the Christmas holidays.

The workrooms will be closed on December 25 and 26, and re-opened on the Monday morning, and the women returning to work will be paid for the two days missed. The workrooms will also be closed if possible at midday on December 24, the workers being paid for the whole day.

A very welcome Christmas gift of 500 thimbles has been sent by Sir George Pragnell to be distributed among the women and girls working under the auspices of th Queen's Fund.

Irish Times,
Dec: 11th. 1914.

Dolls' china tea services and household requisites have hitherto been monopolised by the German manufacturers, and it is, therefore, good news that the Central Committee of Women's Employment have been instrumental in inducing the Staffordshire potteries to take up the making of these toys. Many years ago beautiful toy sets used to be made in England, and to this day are preserved in cabinets as works of art. The revival of this work has aided greatly in the reduction of unemployed women and girls

The Sedanner.
Dec: 12th. 1914.

TRADE AFFAIRS.

MANCHESTER'S DEMAND FOR WOMEN MACHINISTS.

AN EXPERIMENT IN TRADE TRANSFERENCE.

The demand for women power machinists in Manchester to complete the large Army clothing contracts has made possible an important experiment in trade transference. The endeavour of the Central Committee on Women's Employment is to prevent unemployment as well as to reduce it, and it is felt that the present time of unemployment is an opportunity for showing what can be done by taking one class of worker into another trade when the occasion demands it. In Manchester 31,169 women are employed in the dressmaking trades, which suffer most seriously from seasonal slackness. A scheme has therefore been devised whereby skilled treadle machinists who are thrown out of employment by the war will be trained as power machinists. Promises have been made by several firms to employ the women, when trained, at a weekly wage of not less than 16s. The cost of training will be very little, for the workroom has been lent free, and the owner of the premises will pay for the electric power. A firm of machinists are lending and fitting up the power machines, and the Manchester Corporation is lending the motor.

Illustrated Chronicle,
Dec: 12th. 1914.

CHRISTMAS IN THE QUEEN'S WORKROOMS.

There are about 900 women employed in the work-rooms opened by the Central Committee on Women's Unemployment in connection with Queen Mary's Work for Women Fund. Arrangements have been made for giving the whole of these two days' holiday at Christmas, with full pay for the time lost. The workrooms are, in fact, to be closed from midday on the 24th, and will not be re-opened until Monday morning, when those returning to work are to receive payment for the two days missed. This is welcomed by the women who did not look forward with pleasure to Christmas holidays accompanied, as many feared, by short pay.

Northern Daily Telegraph,
Dec. 12th. 1914.

DOLLY AND THE TEA-SET.

The Central Committee on Women's Employment, who, under the auspices of the Queen's Fund, have been instrumental in providing many new avenues for female labour, have induced the Staffordshire potteries to take up the making of dolls' tea sets. Hitherto this has been an industry almost monopolised by Germany, and one result of its adoption by our own potters is that the unemployment of women and girls in the Pottery towns, which at the commencement of the war was considerable, has been very materially reduced. The British-made article has commanded a ready sale, and the Christmas-tide demand has kept manufacturers working at high pressure.

The Outlook, Dec: 12th. 1914.

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A VERY interesting industrial experiment is now being conducted at Radlett in connection with the Queen's "Work for Women" Fund. Twenty-eight girls from East London, mostly factory hands, are being trained as market gardeners and fruit-growers in the fields of Radlett, whither they have been sent by the Central Committee on Women's Employment. Poultry-rearing is also to be taught, and we may hope that in this small beginning will be found the nucleus from which will derive a real revival of countryside industry and a population ready to take up the small-holdings which the Unionist Party has promised us. So far, it seems, the girls have taken eagerly to country life, and when it is remembered how large a part the French woman has played in the development of the land in France, we have every reason to hope that the scheme adopted here to meet an unemployment emergency will grow into a national movement to ease the congestion of our great towns and to increase our native food-supply.

The Daily Chronicle, December 12th 1914.

WOMEN AND WAR.

MAKING 80,000 BELTS FOR THE FRENCH.

WORK OF THE WOMEN'S EMPLOYMENT COMMITTEE.

One of the most interesting sections of the Women's Employment Committee is the Contracts Department. The dislocation of trade by the war threw upon many firms the option either of shutting down altogether or of severely reducing their staff. For example, many of the large drapery firms which under ordinary circumstances would be busy preparing spring goods have come to a full stop owing to the dearth of orders. The Contracts Department has come to their aid, and about 130 firms—dress makers, blouse makers, &c.—have been kept going; at the present time 1,200 women are being employed on contract work given out by this committee, which acts as a bridge between the War Office and the individual firms.

The committee's contracts included 80,000 belts for the French Army and 10,000 shirts per week for the Government's clothing store at Pimlico. They are now tendering to supply socks and large quantities of khaki clothing.

Why, it may be asked, cannot the firms deal direct with the War Office? For several reasons, the main one being that individual firms cannot turn out enough work for the War Office to deal direct with them. Further take the supply of khaki clothing; drapery, dress, and blouse making firms have no knowledge of this trade, and their employees are not accustomed to its technique. The Central Committee will, therefore, select the trades on the evidence of the unemployment and short time returns. If khaki clothing is to be made, the two essentials are that the firms have the assistance of power machinery and that their employees have been engaged in manufacturing some kind of clothing.

The committee will then arrange for a limited number of foremen or forewomen of the firms to spend a week at a well-equipped clothing factory in order that they may learn the best way to meet the War Office requirements and the various details of manufacture.

Next the committee will enlist the aid of a number of machinists and others skilled in making military clothing and loan them for limited periods to the factories undertaking work in order that they may act as instructors in the making of khaki. Certain operations, however, such as the cutting and distribution of the material among the firms that make it up, and buttonholing, the committee will retain in its own hands.

During the first month the workers will be paid a standing wage which conforms with the requirements of the Tailoring Trade Board. At the end of the month the workers will be paid on a piece rate, subject to the understanding that they will receive a wage of not less than that received during the preliminary four weeks.

It should be clearly understood that none of this contract work is aided by a single farthing from the National Relief Fund. It is wholly self-maintaining, nor does the committee enter any contract field until it is proved that the trade, which ordinarily would produce the goods, cannot, under the present circumstances, do so. A small part of the committee's contract work is being done at their own contract workshop, where 40 women are employed. These women are paid piecework rates and can earn good wages; some of the more skilled workers have earned as much as 30s., and, indeed, in certain instances, over 30s.

Hand dressmakers have been hit hard by the war, and the Women's Employment Committee has come to their aid. The committee, which has tendered for 2,000,000 pairs of socks, hopes to offer orders to these dressmakers, letting them have the necessary machines on hire, as well as the aid of an experienced instructress. The committee is also distributing amongst a number of dressmakers and other firms in London and the provinces the supplying of outfits for the 550 women who are being assisted to emigrate to Australia under the special terms offered by the Queen.

It will be remembered that four States of the Commonwealth offered to convey unemployed women and girls to Australia for £1, on condition they entered domestic service for one year. This means their going free of cost, for the Central Committee has recommended that £1 shall be paid from the Queen's "Work for Women" Fund, and another £1 be given to them on landing.

Another class of women who have suffered owing to the war are the lower-grade clerks and typists. Schemes to deal with these are well in hand, and arrangements have been made to provide training in the higher branches of the clerical profession, such as accountancy, languages, verbatim shorthand and typewriting. A maintenance grant of 10s. a week is paid during training, with an additional grant for expenses not exceeding 4s. a week. Places have also been found for a large number of such workers.

HORTICULTURE FOR WOMEN.

For another class of unemployed women schemes of fruit-pulping and vegetable drying in the West of England are being successfully developed, whilst a back-to-the-land experiment is being made at Radlett for unemployed women in the East-end of London, who are being trained in fruit-growing and horticulture.

The committee have given much care and attention to the establishment of a central depôt, from which all materials will as far as practicable be supplied to mayoral workrooms throughout the country. In this connection the committee have received generous contributions of material from many wholesale firms. It is anticipated that by controlling the expenditure on materials at one centre great economies will be possible. This will ensure a larger proportion still of the Relief Fund going in wages. How high the proportion going in wages already is may be gathered from the fact that in a single month's work at the experimental workrooms in London the cost of material amounted to only 12½ per cent., other disbursements 1 per cent., while the remaining 86½ per cent. was paid in wages.

In contemplating the work of the committee it must always be remembered that the object of the relief work-rooms is not production for profit.

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Evening Standard & St. James's Gazette,
December 16th. 1914.

THE QUEEN'S FUND

DOLLS' TEA-SETS MADE AT BRITISH FACTORIES.

PROBLEM OF GIRLS UNDER SIXTEEN.

One of the new trades suggested by the Central Committee on Women's Employment for giving work to women is the making of dolls' tea-sets.

This work is now progressing favourably in the Potteries, particularly at Stoke-on-Trent. One firm reports that they are able to employ more women than they have been able to do for a very long time by reason of the new industry.

The work is very suitable to the girls, who have clever hands, and whose usual employment is in pottery ware. In Stoke-on-Trent alone 23,000 women and girls are normally employed in this work. Since the war began the unemployment has been considerable, and there is practically no other trade in Stoke to which the women can turn.

Miniature Dinner and Dessert Sets in China.

Before the war the dolls' tea-sets were all made in Germany, and the demand for them, particularly at Christmas-time, is large. The shopkeepers at Stoke have themselves urged the manufacturers to take up this class of work. Since it has been commenced there has been a quick sale for the British-made article. Toy dinner, tea, dessert, and toilet sets are being made by a process which is easy for the girls to learn, and at which they can speedily earn good wages.

One employer reports to the Committee that he is also copying German vases of good shape and pattern, for which there are good orders. Employment is thus being found for an additional number of women.

Box-making Another Industry.

The trade is circulated through the ordinary channels, and is conducted on commercial lines. It is considered to be very important that this should be the course pursued in every case, in order to make the work of a permanent character.

The making of boxes for the tea-sets will give further work to women, while the packing is another definite employment. If the suggestions of the Committee are followed, the latter will be developed into an art, as it is in Germany.

Girl Wage Earners.

How to employ girl wage-earners under sixteen years of age who have been thrown out of work by the war has also been under the consideration of the Central Committee on Women's Employment.

Thousands of these girls in London alone, who have been breadwinners in their families, are now displaced. In the West End dressmakers' assistants and apprentices are thrown out of work, in West Ham and other districts factories have closed, and in the outlying districts of London generally, bottle-washers and other unskilled workers in pickle-making and jam-making are unemployed. The provinces, too, have their distress. In Lancashire it is very urgent. Wherever a mill has closed down, or reduced its workers, young girls are out of work.

Child Rent Payers.

The first advice to them was to go back to school, and this, where practical, is undoubtedly the best plan. Unfortunately the girls cannot do it. Their parents cannot afford that they should do so. Even the 4s. or 5s. per week which a child earns at "matching," because the mother is too poor to apprentice her, very often pays the rent.

Socially and industrially these girls are at the most critical age. It is feared that they will become practically useless if they are not given occupation, released as they are from school discipline. Some would attend the trade schools, but the difficulty is that they do not earn any money, and their mothers would rather they stayed at home to help them. It is not thought advisable that the girls should ordinarily be employed in the relief workrooms, and the Committee feels that a great opportunity offers to use this time of enforced unemployment in giving the girls useful training. The local representatives have been asked to co-operate with the local education authorities in looking after these juveniles. It is proposed that the training should be undertaken wherever possible by the local education authority, and a maintenance grant coming from the Queen's Fund be given to girls who have been wage-earners through the local relief authority.

Useful Subjects.

The committee suggests that the programme of education provided might usefully include any of the following subjects:—

For those who have been engaged in a skilled trade, instruction in the higher branches of that trade where practicable. Schemes of this kind would depend on the local occupations, and must largely be left to those acquainted with the locality. Generally speaking, it should be desirable to provide further trade instruction for all previously occupied in clothing trades such as tailoresses, shirt-makers, blouse-makers, milliners, etc., while classes in shorthand, bookkeeping, commercial arithmetic, and office routine might be provided for typists.

Instruction in cookery, laundry work, making and mending clothes, household management, or elementary housewifery for the unskilled.

English, physical exercises, hygiene, singing, etc., might also profitably form a part of such courses.

Maintenance and Meals.

The Board of Education are prepared to facilitate the formation of such classes, and they have offered to instruct their inspectors, including those who have expert knowledge of different trades and industries, to give any assistance in their power. They have suggested also that, in the present emergency, fees for such classes could be remitted.

Girls receiving such training may be given grants of 4s. to 6s. per week, with a midday meal in addition.

All communications with regard to the Queen's "Work for Women" Fund, and gifts for sale, should be addressed to Lady Roxburgh, 33, Portland-place, London, W., and all cheques be made payable to Mrs. C. Arthur Pearson, hon. treasurer, at the same address, and crossed "Queen's 'Work for Women' Fund Account."

All communications respecting the work of the Central Committee on Women's Employment must be addressed to Miss Mary R. Macarthur, hon. secretary, 8, Grosvenor-place, Hyde Park Corner, S.W. Applicants for work should apply to the secretary of the local representative committee at the town or county hall or urban district offices in the locality in which they reside.

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Daily Graphic,
Dec: 16th. 1914.

THE QUEEN & WORK FOR WOMEN.

HOW AND WHERE TO APPLY TO HER MAJESTY'S FUND.

From many communications received there obviously exists a considerable misunderstanding about the "Work for Women's Fund."

Some weeks after the National Relief Fund was inaugurated by the Prince of Wales it became evident that the provision of work for women was an urgent necessity. For this reason the Queen started a special fund with this object. The Central Committee on Women's Employment, of which the Marchioness of Crewe is chairman and Miss Mary R. Macarthur hon. secretary, was thereupon appointed by Mr. Herbert Samuel, with the approval of the Queen, to initiate and supervise the necessary schemes, subject to the approval of the Government Committee for the Prevention and Relief of Distress and the Committee of the National Relief Fund. Upon those bodies the final responsibility for the expenditure rests.

All the money collected in Her Majesty's name by the Queen's "Work for Women" Fund (and its council), of which Lady Roxburgh is the hon. secretary, and Mrs. C. A. Pearson, the hon. treasurer, is handed to the National Relief Fund, and can only be spent on schemes for the benefit of unemployed women.

The Queen's co-operation with the Central Committee on Women's Employment is confined to the collection of the money to finance the schemes. All suggestions, therefore, for employing or helping women should be sent to the hon. secretary of the Central Committee on Women's Employment, 8, Grosvenor Place, S.W., and not to Buckingham Palace, while contributions should be sent to the hon. treasurer of the Queen's "Work for Women" Fund, 33, Portland Place, W.

Applications for employment or for help for individual women should be addressed to the secretary of the Local Representative Committee at the local town hall or urban district office, and communications in respect of professional women should be addressed to the secretary, Professional Classes Sub-Committee, Board of Education, Whitehall, S.W.

Manchester Courier,
Dec: 18th. 1914.

Girls for Australia.

I am informed that Australia's invitation to unemployed business girls has already had a response from 104 young workers. They include typists, dressmakers, accountants, shop girls, and factory workers. By a scheme approved by the Central Committee on Women's Employment, the Queen's Work for Women Fund is paying the registration fee of £1, which is all the passage money required before sailing, and £1 is to be given to each girl on landing. She will also be provided with an outfit made in the Queen's workrooms, and a situation will be found for her by the Government of Australia. The rest of the assisted passage, which amounts to £2 in most cases, is to be repaid in instalments from the monthly wages. Most of the girls who are going out are unemployed in consequence of the war, and they are looking forward with eagerness to the time when they will know "want" no more.

Evening Standard & St. James's Gazette, December 17th. 1914.

THE QUEEN'S FUND

TYPISTS AND SHOP GIRLS FOR AUSTRALIA.

YOUNG EMIGRANTS.

Australia's invitation to the Queen for unemployed business girls has already had a delighted response from 104 young workers.

They include typists, dressmakers, accountants, shop-girls, and factory workers.

"What more do you want?" said one of the shop-girls. "Why! We're almost paid to go!"

By a scheme approved by the Central Committee on Women's Employment, the Queen's Work for Women Fund is paying the registration fee of £1, which is all the passage-money required before sailing, and £1 is to be given to each girl on landing. She will also be provided with an outfit made in the Queen's workrooms, and a situation will be found for her by the Government of Australia. The rest of the assisted passage, which amounts to £2 in most cases, is to be repaid in instalments from the monthly wages.

Cannot Save in a Shop.

"I've always wanted to emigrate," the girl continued, "but I never thought I should be able to. You can't save in a shop. You have to spend all your money on food if you want to keep healthy."

This girl is going with her friend, and they are both nice-looking, healthy, refined girls, just the kind from which an Empire should be built. Far from despising the housework to which they are going, these shop-girls are looking forward to it.

"I'm sick to death of business," one girl said, "and I know all about housework. I'm the eldest girl of eleven, and I was always a kind of 'mother' to the others. But I'd rather go into service there than here. You're looked down upon here, but they say Australian ladies would be ashamed not to be able to scrub a floor."

The girls took very little time to make up their minds. They "took a fancy" to Melbourne, limelight pictures of which were shown to them at a tea-party given by the British Women's Emigration Association. Now they think they know more about Australia than the Association itself. They have every pamphlet which has been written on the country, and they have traced their voyage out on the map.

"I don't think anything on earth would stop us from going now," said one friend, and the other nodded a vigorous assent.

From Typewriting to Service.

Two sisters, shorthand-typists, are going together. One is a quiet, steady-looking girl, who will take care of her pretty young sister. They are children of a sensible, respectable father, and they think they will stay in domestic service in Australia. They know all about the new country, too, and the eldest one thinks there will be more opportunity for them both, as there are nine brothers and sisters at home.

"Father doesn't mind, and we have a stepmother, and she wouldn't say anything."

A little factory girl is just longing to go, but she is barely seventeen, the minimum age fixed by Australia. She is the eldest of eleven, and 'father is so cruel, that's why mother wants us to go away."

She would make a splendid little emigrant, strong, energetic, and determined, with healthy, rosy cheeks, and bright dark eyes.

Even the fact that her cousin, who was going with her, is "doubting it" now does not put her off

"I don't mind how long I wait," she said, "if I can go in the end. There's too many of us at home Father gives mother money and I give her my 8s. or 9s., but you couldn't call us comfortable. There's so many boys, and they eat such a lot, and kick out their boots in no time"

She is to be "put off" work at Christmas, for she is employed in the confectionery trade and it will be the slack season. Until she is old enough to go to Australia the British Women's Emigration Association have offered to put her into a domestic training home.

Narrow-minded Relatives.

"Do you think you can get us off by January 6?" was the eager query of a young glove-maker who is going to Australia with her friend, a cashier.

"I've been out of work for three weeks, and now I've got a temporary job for a fortnight, which finishes on Christmas Eve. I can't save anything of my money, for you have to keep up an appearance or else you get the sack. And it's not that we spend it on amusements, for we never have any. My friend has been helping me when I've been out of work, but she can't do it any longer."

She is a bright-faced, nice-looking girl, whose father has been out of work for two years, and whose mother has been the bread-winner. She wouldn't like her relations to know she is going to service in Australia, for they are "narrow-minded," and might "look down on father and mother for not putting me into business."

She would not mind housework herself. "I don't think English girls do mind work," she said, "only they don't like being spoken to anyhow. I'd work my fingers to the bone for anyone who treated me properly. And I've always wanted to travel. I've been to the Museum, and learned all about Australia and the products and everything."

Her friend is equally eager to be off at the beginning of January, for she "doesn't know what Louie is to do," and she herself will be out of work. She is not afraid of being homesick, for her home is in the country, and she is only able to see her people about once a year Her father wouldn't stand in her light, and she has a step-mother.

Three Shillings to Pay the Rent.

A young dressmaker lives alone with a younger sister who is "going to be engaged at Christmas," so she wouldn't mind her going to Australia. She was a bodice assistant, and she was given a fortnight's holiday at the beginning of August, and then told not to come back till she was sent for.

Seven weeks ago she was taken into one of the Queen's workrooms. She does not want to face unemployment again, for she remembers the day she got work at the workroom. She was in despair, for she had spent all her little savings, and had only 3s. left to pay the rent.

"It's best for me to go," she said, "for they say dressmaking won't be any good for a long time to come."

All communications and gifts for sale should be addressed to Lady Roxburgh, 33, Portland-place, London, W., and all cheques be made payable to Mrs. C. Arthur Pearson, hon. treasurer, at the same address, and crossed "Queen's 'Work for Women' Fund Account."

All communications respecting the work of the Central Committee on Women's Employment must be addressed to Miss Mary R. Macarthur, hon. secretary, 8, Grosvenor-place, Hyde Park Corner, S.W. Applicants for work should apply to the Secretary of the Local Representative Committee, at the Town or County Hall or Urban District Offices in the locality in which they reside.

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Evening Standard, Dec. 18th. 1914.

THE QUEEN'S FUND

WORK FOR WOMEN IN CLOTH-MAKING FACTORIES.

IMPORTANT CONTRACTS.

Not the least valuable part of the activities of the Central Committee on Women's Employment has been its efforts to obtain orders for firms which would otherwise be at a standstill.

Thus, during the last few days an order for khaki clothing sufficient to maintain a considerable number of women in employment for several months has been obtained for a large firm at Liverpool, where distress existed among the employees.

Contract for Overcoats.

In the same way, a mantle factory in London on the advice of the committee, tendered to the War Office for a contract for 8000 great-coats.

The committee has also interested itself in the increase of the supply of khaki clothing, and certain carpet-weaving factories have been led to arrange to manufacture this cloth on a great scale. These firms have now tendered to the War Office and to the Allied Governments for orders which, if given, will lead to the re-employment of some thousands of girls and women weavers reduced by the stoppage of the carpet trade to idleness.

Thousands of Belts in Five Days.

It is creditable to the committee and to Mr. J. J. Mallon, who supervises this side of its work, that the organisation created is capable at short notice of adjusting itself to fresh demands. A fortnight ago an order to make 7000 flannel belts was suddenly offered on condition that the belts were finished within five days. The order was taken and satisfactorily executed in the specified time. Again, three days ago, an order for 8000 belts was undertaken in the same way, and will be delivered by the end of the week.

The work of the contracts department, it should be noted, is entirely self-supporting, and does not involve expenditure from the National Relief Funds.

All communications and gifts for sale should be addressed to Lady Roxburgh, 33, Portland-place, London, W., and all cheques be made payable to Mrs. C. Arthur Pearson, hon. treasurer, at the same address, and crossed "Queen's 'Work for Women' Fund Account."

All communications respecting the work of the Central Committee on Women's Employment must be addressed to Miss Mary R. Macarthur, hon. secretary, 8, Grosvenor-place, Hyde Park-corner, S.W. Applicants for work should apply to the secretary of the Local Representative Committee at the town or county hall or Urban District Offices in the locality in which they reside.

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The Medical Times
Dec 19/1914.

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THE QUEEN'S "WORK FOR WOMEN" FUND.

THE women in the workrooms opened by the Central Committee on Women's Employment are to be paid for the Christmas holidays.

The workrooms will be closed on December 25th and 26th, and re-opened on the Monday morning, and the women returning to work will be paid for the two days missed. The workrooms will also be closed if possible at mid-day on December 24th, the workers being paid for the whole day. One of the new trades suggested by the Central Committee on Women's Employment for giving work to women is the making of doll's tea-sets. This work is now progressing favourably in the Potteries. One firm reports that they are able to employ more women than they have been able to do for a very long time by reason of the new industry. The work is very suitable to the girls, whose usual employment is in pottery ware. In Stoke-on-Trent alone, 23,000 women and girls are normally employed in this work. Since the war began the unemployment has been considerable, and there is practically no other trade in Stoke to which the women can turn. Before the war the doll's tea-sets were all made in Germany, and the demand for them, particularly at Christmas-time, is large. The shopkeepers at Stoke have themselves urged the manufacturers to 'take up this class of work Since it has been commenced there has been a quick sale for the British-made article. Toy dinner, tea, dessert and toilet sets are being made by a process which is easy for the girls to learn, and at which they can speedily earn good wages. One employer reports to the Committee that he is also copying German vases of good shape and pattern for which there are good orders.

Daily Citizen,
Dec: 19th. 1914.

3-COURSE LUNCH FOR 3D.

MODEL MENUS OF THE QUEEN'S COOKS.

Cooks and housekeepers are being trained by the Central Committee on Women's Employment at the restaurant just opened at the headquarters in Grosvenor-place. The unemployed women who are learning to cook while they are preparing meals for the staff have been quick to grasp their present opportunity.

Practically two luncheons are prepared every day, for the staff and for the workers of the committee's neighbouring workrooms. Typical menus are as follows:—

SEVENPENNY LUNCHEON	THREEPENNY LUNCHEON
Stewed steak, potatoes, and boiled rice.	Cottage Pie or Haricot bean soup.
Trifle.	Treacle pudding.
	Cup of tea.

The cooks are being trained as part of the work of the Queen's work for Women's Fund. Most of them have had no experience of a kitchen before, but the instructors find them the most willing of learners. All sorts of plain and fancy cooking are taught.

Labour News,
Dec: 19th. 1914.

Work for Women.—The "Work for Women" Fund exists for the provision of work for women whose occupations have been affected by the war, and the hon. secretary is Miss Mary R. Macarthur, of the National Federation of Women Workers. Money collected for the fund can only be spent on schemes for the benefit of unemployed women, and suggestions for employing or helping women should be sent to the hon. secretary, 8, Grosvenor Place, S.W., while contributions should be sent to the hon. treasurer, 33, Portland Place, W. Applications for employment or help should be addressed to the secretary of the local representative committee at the town hall in the locality in which the applicant resides. Communications in respect of professional women should be sent to the secretary, professional classes sub-committee, Board of Education, Whitehall, S.W.

Morning Post, Dec: 21st.

WORK FOR WOMEN AND GIRLS.

The Government Committee on the Prevention and Relief of Distress have forwarded to local authorities copies of memoranda prepared by the Central Committee on Women's Employment for the guidance of local committees in whose areas considerable distress exists among women and girls as a result of the war, and in which it is desirable to give facilities for instruction and training either in connection with or apart from a work-room scheme. The Central Committee point out that the object of combining relief with schemes of work is not merely to avoid the dangers which attend relief through doles but to afford an opportunity of maintaining or increasing the efficiency of the girls and women concerned.

Nottingham Guardian,
Dec: 21st. 1914.

WOMEN'S WORKROOMS.

SCHEMING TO KEEP UNEMPLOYED DURING THE WAR.

The Central Committee on Women's Employment have issued a memorandum on training and instruction in connection with schemes of work for women and girls temporarily unemployed owing to the war. It is stated that the object of combining relief with schemes of work is not merely to avoid the dangers which attend relief through doles, but also to afford an opportunity of maintaining or definitely increasing the efficiency of the girls and women concerned. It is hoped that the Local Representative Committee will make every effort to see that the character of the work and training provided and the management and discipline of the workrooms will be such as to leave results of real and permanent benefit.

In some case it may be evident that some of the applicants for assistance, being young and teachable would benefit especially by the training and discipline of a workroom or by the educational facilities associated with it. On the other hand it may be preferable in giving assistance to a married woman who has children to attend to, not to give her work, or, at any rate, full-time work in a workroom. It should be clearly understood that in selecting the workers for employment in a workroom no inquiries of an inquisitorial nature should be made into the character of the women and girls who apply. Inquiries from a worker's previous employer should be avoided unless there is positive reason to doubt the accuracy of an applicant's statement as regards the fact of previous employment and loss of work Where it is necessary to communicate with the employer, the inquiry should extend only to the question of whether the woman was dismissed as a result of the war, and should not touch on any question of character or competence.

It is not intended that a girl who has normally maintained herself should be disentitled to a full 40 hours' work in a workroom on the ground that she is living with her family, or that the hours should be reduced unless the girl has some other source of personal income. When deciding on the admission of applicants to the workroom the family income must be taken into account, and the work allotted with due regard to the necessities of the different cases It is not, however, contemplated that the amount of relief to which the applicant's family may be entitled should determine the admission of the applicant to the workroom or the number of hours which she should be employed.

The Daily Telegraph,
Dec: 21st. 1914

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The Observer,
December 20th. 1914.

THE QUEEN'S CROWN.

HOW IT IS MAKING WORK FOR UNEMPLOYED WOMEN.

Additional work has come to unemployed women through the plan of embroidering the Royal monogram on every garment made in the relief workrooms of the Central Committee on Women's Employment. A small staff of unemployed embroideresses are now engaged at the committee's depôt on this final work.

These skilled workers are very glad of the employment, for their trade is one of those which have suffered most during the war. Elaborate dress embroidery in which they have all been employed is a luxury, and as such is being dispensed with at present. The forewoman herself supplied 150 firms before the war, but not one can give an order at present.

The garments which are now being made are stamped and embroidered before they leave the workrooms. At first the embroidery presented what seemed an insuperable difficulty to the workers, many of whom could not sew at all when they came to the workrooms. A skilled embroideress visits them in turn, however, spending two days in each workroom in order to teach the women.

The Daily Chronicle,
Dec: 21st. 1914.

NO INQUISITORIAL INQUIRIES.

Two memoranda, prepared by the Central Committee on Women's Employment, have been issued by the Government Committee on the Prevention and Relief of Distress. They are supplementary to memoranda previously published, and deal with certain points connected with women's workrooms and with cases of distress, due to the war, that may exist among women and girls and in which it may be desirable to provide facilities for instruction and training either in connection with or apart from a workroom scheme.

One of the new regulations forbids inquiries of an inquisitorial nature into the character of the women and girls who apply for work, and inquiries at a previous employer are to be avoided unless there is positive reason to doubt the accuracy of an applicant's statement.

Rebbited Indicator,
December 26th. 1914.

EMPLOYMENT AMONG WOMEN.

THE Central Committee on Women's Employment have issued a memorandum on training and instruction in connection with schemes of work for women and girls temporarily unemployed owing to the war. It is stated that the object of combining relief with schemes of work is not merely to avoid the dangers which attend relief through doles, but also to afford an opportunity of maintaining or definitely increasing the efficiency of the girls and women concerned. It is hoped local representative committees will make every effort to see that the character of the work and training provided, and the management and discipline of the workrooms will be such as to leave results of real and permanent benefit. In some cases it may be evidence that some of the applicants for assistance, being young and teachable, would benefit especially by the training and discipline of a workroom or by the educational facilities associated with it. On the other hand, it may be preferable in giving assistance to a married woman who has children to attend to, not to give her work, or at any rate full-time in a workroom. It should be clearly understood that in selecting the workers for employment in a workroom no enquiries of an inquisitorial nature should be made into the character of the women and girls who apply. Where it is necessary to communicate with the employer the enquiry should extend only to the question of whether the woman was dismissed as a result of the war and should not touch on any question of character or competence. As regards the different kinds of work that may be suitably undertaken in workrooms, the committee emphasise the importance of making the work so far as possible educational in character. Work, for instance, which will tend to develop ingenuity and a certain amount of taste such as prettily-cut children's dresses, etc., is preferable to a merely mechanical production of stock articles; and, especially with the work of teachable women, it is worth while to be content with a smaller number of finished articles if the women can be induced to take a pride in their work. The committee recommend the setting up of a scheme of cooking and domestic economy in conjunction with the workroom, and state the course should include instruction in needlework, simple home cookery, home laundry work, and lectures on infant care and hygiene. A certain number of openings for other women can be found by training them as [illegible]

Evening Standard & St. James's Gazette,
December 22nd. 1914.

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Islington Gazette,
Dec: 24th. 1914.
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THE QUEEN'S FUND

UNEMPLOYED WOMEN'S WORK PRESENTED TO HER MAJESTY.

BEAUTIFUL EMBROIDERY.

Eight sets of clothing which have been made in the workrooms initiated by the Central Committee on Women's Employment, with eight cradles made out of banana crates, have been sent to the Queen.

The clothing consists of complete outfits for babies, clothes for mothers, and for school-children. They have not been specially made, but have been taken from several workrooms, so that they represent very good samples of the women's work. On one nightdress is the following note:—

"Made by a woman who could not sew at all when she came here a fortnight ago. She spent two days learning the various stitches, and has since made a set of garments for a mother."

The gown is even featherstitched, and the whole work is as fine and neat as could be. The worker was previously a cleaner in a public-house.

Scope for Individual Talent.

The decoration of the garments has evidently given the women keen pleasure. It is open to them to use any stitch they like in beautifying the garments, and a great deal of original work is the result.

On the corner of one baby's head flannel a shamrock is embroidered, with "Darling" written below, and the wavy-feather-stitching round the edges is intercepted with French knots. The women have also used their own patterns in making crochet edging for the neck and sleeves of the baby-gowns.

The monogram on each garment—a crown with M.R. beneath—is a decoration in itself, and the workers have made the most of it. On the baby's gown it is placed as a tiny medal might be, and on the mother's it is in the centre of the front box-pleat.

Additional work has come to unemployed women through the plan of embroidering the royal monogram on every garment made in the Relief Workrooms.

Many hundred garments were made before this distinction was conferred on the workrooms initiated by the Central Committee on Women's Employment, and a small staff of unemployed embroidresses are now engaged at the committee's depot on this final work.

Elaborate Hand-work.

These skilled workers are very glad of the employment, for their trade is one of those which have suffered most during the war. Elaborate dress embroidery, in which they have all been employed, is a luxury, and as such is being dispensed with at present. The forewoman herself supplied 150 firms before the war, but not one can give an order at present.

The garments which are now being made are stamped and embroidered before they leave the workrooms. At first the embroidery presented what seemed an insuperable difficulty to the workers, many of whom could not sew at all when they came to the workrooms. A skilled embroidress visits them in turn, however, spending two days in each workroom in order to teach the women.

The best needleworkers are picked out for the lessons, but even the roughest worker wants to try. Her pride in finishing her own work entirely is reinforced by the desire to learn something new. The spirit of the workrooms was well expressed by one woman: "I never done it before," she said, "but it's nice to be larned."

Feather-stitching in Colours.

Individual taste has been shown also in the colours used.

A dainty blue-green bed jacket is feather-stitched in green, and a child's dress is a study in red, white, and blue. It is of navy serge, with buttons down the centre, on which are embroidered stars in red. The turn-down collar and cuffs are of blue and white check cambric, featherstitched in red.

Home-made Buttons.

The set of children's clothes represents the ideal in comfort and economy. For a girl there are flannel combinations, knickers on a bodice, with knitted suspenders attached, and a frock; for a small boy, flannel combinations, knickers on a bodice and a flannel blouse, or a knitted jersey for an older boy.

All the clothes are made to fasten down the front, so that the child can quickly learn to help himself, and the buttons in every case are home made. Washing collars and cuffs are on nearly every little girl's frock, and these are detachable. They have been made in every case from small sample pieces presented to the committee by manufacturers.

All communications regarding the Queen's "Work for Women" Fund and gifts for sale should be addressed to Lady Roxburgh, 33, Portland-place, London, W., and all cheques be made payable to Mrs. C. Arthur Pearson, hon. treasurer, at the same address, and crossed "Queen's 'Work for Women' Fund Account."

All communications respecting the work of the Central Committee on Women's Employment must be addressed to Miss Mary R. Macarthur, hon. secretary, 8, Grosvenor-place, Hyde Park Corner, S.W. Applicants for work should apply to the secretary of the Local Representative Committee at the town or county hall or urban district offices in the locality in which they reside.

Mary Ball,
Dec: 26th. 1914.

THE QUEEN'S "WORK FOR WOMEN" FUND.

WORK FOR DRESSMAKERS.

How small workshop employers, faced by troubles caused by the war, can escape from them, was explained to a meeting of traders convened by the Central Committee on Women's Employment.

Mr. J. J. Mallon, on behalf of the Committee, pointed out that in a time of war large orders for supplies of clothing can only be expected from Governmental sources. The difficulty is that small firms who desire to apply for such orders are in doubt as to the suitability of their machines to do the War Office work, or their knowledge of the trade is not sufficient to warrant the authorities in placing contracts with them.

The consequence is that the demands of the Army are being met less readily than would otherwise be the case, and at the same time large numbers of women and girls are wholly or partially unemployed.

Upon this unsatisfactory position the Central Committee enters with a scheme for the removal of the causes that hinder the spreading of War Office employment.

The Committee proposes to tender for a large contract and to share it among various small firms. The Committee would take the responsibility of buying the cloth and trimmings, and arrangements would be made for the cutting, if the firms felt that they could not do it economically themselves. Large central premises would be taken, and the necessary appliances installed.

In other ways help might be given. For instance, small factories might not have a button-holing machine, but one could be bought for the central workroom, and the button-holing be done there.

It would be necessary to train the workers for the new work, and the Central Committee hoped to arrange that the foremen or forewomen of the various firms should be taken into an up-to-date Army Clothing Factory for a week's experience. They would thus obtain a knowledge of the best methods of War Office requirements. The address of the Hon. Sec. Central Committee for Women's Employment is Wimborne House, Arlington Street, London, S.W.

THE ISLINGTON TRAINING CENTRE

THE ART OF PATTERN MAKING.

CLASS FOR WORKING WOMEN.

A recent issue of the "Evening Standard" contained an interesting and valuable article which dealt with the Islington Workrooms for Women which have been started in connection with the Queen's Work for Women Fund.

We have already devoted much space to the movement, but the "Standard" describes the classes from a new standpoint, and we have pleasure in bringing the article to the notice of our Islington readers:—

What is the use of teaching working women to make patterns? They can buy a pattern for a penny in a magazine."

So say the critics of the cutting-out class for unemployed women at the Islington Domestic Economy Training Centre, belonging to the Central Committee on Women's Employment. The girls answered for themselves.

"We haven't got no pennies for patterns."

The work they have done has answered, too. From one close-fitting blouse pattern they have cut out and put together a blouse with tucked front, a kimono blouse, a blouse with raglan sleeves, and blouses with all kinds of fancy yokes. The original pattern was cut to the measurements of one of their number, and made up and fitted before their eyes. Then they were shown several blouses, and asked which they would like to copy.

The work they are doing now would answer any criticism. They are learning to cut undergarments from that wonderful blouse pattern. The last lesson was on the nightdress.

The critics would likewise get their answer by watching the girls at work. They all used their scissors the wrong way when they began, and even now they have to be told to take a long, clean cut; jagged edges were never of any account before.

The girls have been employed as packers, bookbinders, corset-makers, hair-preparers, one as a blouse-improver, another as a nursery governess, and scarcely any of them have ever cut out before. There is not a dressmaker in the class at present, although preference in the training is to be given to dressmakers who may be able to improve their skill.

For the rest, it is hoped that they will become efficient needlewomen. They all want to make their own clothes, and presently they are to be allowed to bring material, if they have any, in order to cut their own clothes, or old garments they would like to recut. At present they are working on paper the same width as calico.

They are to be shown also how to adapt patterns found in magazines to suit themselves.

Twelve lessons of two hours each are to be given at first to those in the training scheme, but it is hoped that they may be increased.

The question of insurance for unemployed women who are being trained in domestic and other work in relief workrooms has been puzzling the local employment committees.

It has now been decided that the women are insurable, even though they are spending some of their time in training. As a matter of fact, in most cases they are giving a return in work. At the cookery centres they are preparing dinner for the women doing needlework; in re-modelling garments, they are making clothes for children; and as sick-room helps they are giving necessary assistance in the homes of the poor.

Where the women are spending their whole time in training, and are not producing articles of value, while receiving maintenance grants, their cases will be specially considered by the Central Committee on Women's Employment.

It has already been suggested by the Central Committee that the worker's contribution for insurance should be paid by the local representative committee, as well as that of the employer.

The dismay of unemployed women who have entered on a course of domestic economy at relief workrooms when places were found for them by the Labour Exchanges has led the Central Committee to make another decision.

Treacle pudding.

Cup of tea.

The cooks are being trained as part of the work of the Queen's work for Women's Fund. Most of them have had no experience of a kitchen before, but the instructors find them the most willing of learners. All sorts of plain and fancy cooking are taught.

Nottingham Guardian,
Dec. 21 st. 1914.

WOMEN'S WORKROOMS.

SCHEMING TO KEEP UNEMPLOYED DURING THE WAR.

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In some case it may be evident that some of the applicants for assistance, being young and teachable would benefit especially by the training and discipline of a workroom or by the educational facilities associated with it. On the other hand it may be preferable in giving assistance to a married woman who has children to attend to, not to give her work, or, at any rate, full-time work in a workroom. It should be clearly understood that in selecting the workers for employment in a workroom no inquiries of an inquisitorial nature should be made into the character of the women and girls who apply. Inquiries from a worker's previous employer should be avoided unless there is positive reason to doubt the accuracy of an applicant's statement as regards the fact of previous employment and loss of work. Where it is necessary to communicate with the employer, the inquiry should extend only to the question of whether the woman was dismissed as a result of the war, and should not touch on any question of character or competence.

It is not intended that a girl who has normally maintained herself should be disentitled to a full 40 hours' work in a workroom on the ground that she is living with her family, or that the hours should be reduced unless the girl has some other source of personal income. When deciding on the admission of applicants to the workroom the family income must be taken into account, and the work allotted with due regard to the necessities of the different cases. It is not, however, contemplated that the amount of relief to which the applicant's family may be entitled should determine the admission of the applicant to the workroom or the number of hours which she should be employed.

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Rebbited Inquirer,
December 26th. 1914

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THE Central Committee on Women's Employment have issued a memorandum on training and instruction in connection with schemes of work for women and girls temporarily unemployed owing to the war. It is stated that the object of combining relief with schemes of work is not merely to avoid the dangers which attend relief through doles, but also to afford an opportunity of maintaining or definitely increasing the efficiency of the girls and women concerned. It is hoped local representative committees will make every effort to see that the character of the work and training provided, and the management and discipline of the workrooms will be such as to leave results of real and permanent benefit. In some cases it may be evidence that some of the applicants for assistance, being young and teachable, would benefit especially by the training and discipline of a workroom or by the educationa facilities associated with it. On the other hand, it may be preferable in giving assistance to a married woman who has children to attend to, not to give her work, or at any rate full-time in a workroom. It should be clearly understood that in selecting the workers for employment in a workroom no enquiries of an inquisitorial nature should be made into the character of the women and girls who apply. Where it is necessary to communicate with the employer the enquiry should extend only to the question of whether the woman was dismissed as a result of the war and should not touch on any question of character or competence. As regards the different kinds of work that may be suitably undertaken in workrooms, the committee emphasise the importance of making the work so far as possible educational in character. Work, for instance, which will tend to develop ingenuity and a certain amount of taste such as prettily-cut children's dresses, etc., is preferable to a merely mechanical production of stock articles; and, especially with the work of teachable women, it is worth while to be content with a smaller number of finished articles if the women can be induced to take a pride in their work. The committee recommend the setting up of a scheme of cooking and domestic economy in conjunction with the workroom, and state the course should include instruction in needlework, simple home cookery, home laundry work, and lectures on infant care and hygiene. A certain number of openings for older women can be found by training them as sickroom helps. A maintenance allowance of 4s. with meals to girls receiving instruction is recommended, but in special cases the amount may be varied according to the financial circumstances of her family.

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Mary Bull,
Dec. 26th. 1914.

THE QUEEN'S "WORK FOR WOMEN" FUND.

Work for Dressmakers.

How small workshop employers, faced by troubles caused by the war, can escape from them, was explained to a meeting of traders convened by the Central Committee on Women's Employment.

Mr. J. J. Mallon, on behalf of the Committee, pointed out that in a time of war large orders for supplies of clothing can only be expected from Governmental sources. The difficulty is that small firms who desire to apply for such orders are in doubt as to the suitability of their machines to do the War Office work, or their knowledge of the trade is not sufficient to warrant the authorities in placing contracts with them.

The consequence is that the demands of the Army are being met less readily than would otherwise be the case, and at the same time large numbers of women and girls are wholly or partially unemployed.

Upon this unsatisfactory position the Central Committee enters with a scheme for the removal of the causes that hinder the spreading of War Office employment.

The Committee proposes to tender for a large contract and to share it among various small firms. The Committee would take the responsibility of buying the cloth and trimmings, and arrangements would be made for the cutting, if the firms felt that they could not do it economically themselves. Large central premises would be taken, and the necessary appliances installed.

In other ways help might be given. For instance, small factories might not have a button-holing machine, but one could be bought for the central workroom, and the button-holing be done there.

It would be necessary to train the workers for the new work, and the Central Committee hoped to arrange that the foremen or forewomen of the various firms should be taken into an up-to-date Army Clothing Factory for a week's experience. They would thus obtain a knowledge of the best methods of War Office requirements. The address of the Hon. Sec. Central Committee for Women's Employment is Wimborne House, Arlington Street, London, S.W.

article to the notice of our Islington readers:—

What is the use of teaching working women to make patterns? They can buy a pattern for a penny in a magazine."

So say the critics of the cutting-out class for unemployed women at the Islington Domestic Economy Training Centre, belonging to the Central Committee on Women's Employment. The girls answered for themselves.

"We haven't got no pennies for patterns."

The work they have done has answered, too. From one close-fitting blouse pattern they have cut out and put together a blouse with tucked front, a kimono blouse, a blouse with raglan sleeves, and blouses with all kinds of fancy yokes. The original pattern was cut to the measurements of one of their number, and made up and fitted before their eyes. Then they were shown several blouses, and asked which they would like to copy.

The work they are doing now would answer any criticism. They are learning to cut undergarments from that wonderful blouse pattern. The last lesson was on the nightdress.

The critics would likewise get their answer by watching the girls at work. They all used their scissors the wrong way when they began, and even now they have to be told to take a long, clean cut; jagged edges were never of any account before.

The girls have been employed as packers, bookbinders, corset-makers, hair-preparers, one as a blouse-improver, another as a nursery governess, and scarcely any of them have ever cut out before. There is not a dressmaker in the class at present, although preference in the training is to be given to dressmakers who may be able to improve their skill.

For the rest, it is hoped that they will become efficient needlewomen. They all want to make their own clothes, and presently they are to be allowed to bring material, if they have any, in order to cut their own clothes, or old garments they would like to recut. At present they are working on paper the same width as calico.

They are to be shown also how to adapt patterns found in magazines to suit themselves.

Twelve lessons of two hours each are to be given at first to those in the training scheme, but it is hoped that they may be increased.

The question of insurance for unemployed women who are being trained in domestic and other work in relief workrooms has been puzzling the local employment committees.

It has now been decided that the women are insurable, even though they are spending some of their time in training. As a matter of fact, in most cases they are giving a return in work. At the cookery centres they are preparing dinner for the women doing needlework; in re-modelling garments, they are making clothes for children; and as sick-room helps they are giving necessary assistance in the homes of the poor.

Where the women are spending their whole time in training, and are not producing articles of value, while receiving maintenance grants, their cases will be specially considered by the Central Committee on Women's Employment.

It has already been suggested by the Central Committee that the worker's contribution for insurance should be paid by the local representative committee, as well as that of the employer.

The dismay of unemployed women who have entered on a course of domestic economy at relief workrooms when places were found for them by the Labour Exchanges has led the Central Committee to make another decision.

In coming to it, not only had the disappointment of the girls to be considered, but the fact that the training could not be expected to benefit if it were not continuous.

Women and girls in the workrooms are required to register at the local Labour Exchange, but in future those who join a course of instruction will not be asked to re-register weekly until the training is nearly complete. Those in the workrooms who are not taking a course of lessons will now have first chance of the posts notified by the Labour Exchanges. The cookery classes for these working women proved so popular at one centre that numerous applications were received from women who were not unemployed, asking if they might join them. The committee, however, has laid down a rule that only women unemployed as a consequence of the war may be admitted to the centres. The training is merely being given in place of employment.

Only women who are considered suitable and who are willing to pass through the whole course are accepted. They are specially selected from the workrooms or from among applicants for relief.

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Mary Bull,
December 26th. 1914.

A NEW CAPTURE.

HOW WE HAVE WON AN INDUSTRY WHICH WILL KEEP US ALL.

The war has enabled many quick, sensible women to find new outlets for their talents and energies, and it is surprising how well they are doing under new conditions. I could point to a score of ways in which women have served their country as no one but women could. But not the least interesting is a step of which few of you can have heard.

By a quick and practical attention to the needs of the moment the Central Committee on Women's Employment, thanks largely to Mrs. H. J. Tennant and Lady Crewe, has set going an industry which is not only doing immediate good but which will certainly outlast the war, giving decent employment to a large body of women workers and benefiting the purse of every housewife in the land.

The industry is the canning of fruit and the drying of vegetables. Soon after the war broke out, you may remember, there were grave fears about the nation's food. On top of that, in certain parts of the country great crops of fruit were going bad in the fields for want of labour to bring them in; and alongside of the wastage one saw more than the usual number of workless women.

Evidently the remedy was quite simple, but simple remedies are not always seized upon amongst us, even when Parliament has no other business on hand. And at that time Parliament, busily engaged in canning Germans, very naturally had more to do than turn to the problem of canning fruit.

It was here that the Central Women's Committee stepped smartly in and did a bit of work for the Parliament of men. They prepared a scheme, coaxed the Development Commission into helping them to finance it, and thereupon presented it to the Board of Agriculture. They recommended the neighbourhood of Studley Agricultural College, on the borders of Warwickshire and Worcestershire, as a suitable spot to begin the experiment. Not only that, they appointed a Committee to control the undertaking and sent along an expert to give it advice.

In a little more than one month from the time that the idea was first suggested the canning factory had opened its doors, and at Dunnington Heath, near by, another establishment for drying vegetables had also been set going.

Is not that a triumph for the practicality of women folk in the things which concern us?

This vegetable drying business is a knock-down blow for one more German industry. During our last war Germany just coined money sending dried vegetables to our men in South Africa, and it is agreeable to think that now we are so neatly getting our own back.

We are not only busy drying vegetables for Thomas Atkins to keep him cheery on "the long, long way to Tipperary"; we are at the same time lifting trade from the enemy.

The fruit canning is not so new an industry with us, but the present application of it is altogether new and altogether excellent. Not only will it benefit the women to whom it gives work—they can rise to £2 a week as forewomen. It is proposed to set up these factories close to small holdings throughout the country. Thus the small-holder will benefit by selling his produce at his own back door, so saving the heavy freightage rates of forwarding fruit elsewhere.

And consequently every housewife will ultimately benefit, too, because the can of fruit must go down in price the moment more of these factories go up.

May they open soon! And my congratulations to the Central Committee on Women's Employment!

Evening Standard & St. James's Gazette,
Dcember 28th. 1914.

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Evening Standard,
December 29th. 1914.

THE QUEEN'S FUND

WORKERS RECEIVE WAGES THROUGHOUT THE HOLIDAYS.

SOCIAL EVENINGS.

FITTING OUT GIRLS FOR DOMESTIC SERVICE.

The Queen has sent a present of several hundred dressed dolls and fancy handkerchiefs to the Central Committee on Women's Employment for distribution among the children of unemployed women.

Christmas has been celebrated in many ways in the workrooms. At Stepney, Christmas puddings were presented by two ladies interested for the women's Christmas Eve dinner, and cake for tea. Another friend is providing the Shoreditch workroom with a party in the workroom, and the girls being trained in cooking are to make the cakes.

A series of social evenings is to be held for the workers in the Islington workrooms, the first to take place on January 2. The workers are to be invited to take part in the concerts, and the women themselves will act as stewards. The piano will be lent, and tea and coffee are to be supplied at cost price.

The Christmas holidays arranged for the women in the workrooms from midday, December 24, have been extended until to-morrow, Tuesday. The women returning to work to-morrow will be paid for the intervening days.

A New Departure.

Something is being done towards making it easy for young girls to go to domestic service by the Queen's Fund.

The difficulty is often one of clothes. "She can't go to service, she ain't got no clothes," said a respectable mother only yesterday, and there the matter ends so far as she is concerned. Daily work is to be found for the girl—if possible in a factory.

"Working for Nothing."

The Metropolitan Association for Befriending Young Servants will find clothes for the girl if she agrees to pay for them after she is in service, but very often the mother needs the girl's money, and cannot afford to let her pay for an outfit.

"It's like her working for nothing for a year," this particular mother said, "and I want her wages at home."

Another mother, who has twelve children, and only two girls in service earning anything, complained: "They begin by spending their wages all on themselves and their clothes, and they forget we want anything at home. My eldest girl never offers me anything."

This woman is not one to wish to take everything from the girl. She has brought all her children up, as she proudly says, without relief from anyone.

Central Committee's Welcome Gift.

The Association itself feels that paying back for an outfit, which costs from 35s. to £2 or £3, is a drag on a girl who is just starting, particularly when she only earns about 2s. 6d. per week. The secretaries of the different branches are therefore very glad of a gift of clothing which has been made from the workrooms of the Central Committee.

It includes warm underclothing, serge dresses, overalls and aprons, all very neatly made. From this store the girls who cannot afford everything they need will be assisted. At present they can only get the bare necessities, and these are often worn out almost before they are paid for. A girl who went to a good situation lately was bound to have a good stock of clothing and to run up a long bill, but even then she had not enough, for she had nothing to help to make a start. Now she is to be sent a gift of underclothing.

Factory Girls Want Places.

Doubly precious is this gift just now, for many girls who have been employed in factories and are out of work through the war are turning towards service. It would be useless to expect them to spend half their wages in paying for an outfit, and yet without clothes they cannot get domestic work.

The Islington branch has a young laundry-worker going into a situation. She had no father or mother, and she had been living with a step-sister. Between them they are keeping six small brothers and sisters. Before the clothes came from the workrooms, the secretary had been wishing that she could give her something. The number of local girls wanting places from this branch has almost doubled since the war began.

Opportunities for Daily Work.

There is a great demand also for daily girls, many people now considering that they cannot afford a resident domestic. The neat blue and white overalls made in the workrooms are therefore to be lent or given to girls who are not tidy enough to go to daily service without them.

A girl now in the workhouse is to be given a new start with some of these clothes. She had been living in lodgings and going out to daily work. She lost her work, pawned her clothes for the rent, and then, when there was nothing left, went into the workhouse.

At present she is wearing the white cap, print dress, and little shawl that seem to belong to the old woman whose active life is past, and since a situation was offered to her she has been worrying about clothes. "I've a decent coat and skirt," she said, "and one other garment, but that's all."

When she found that the Queen's Fund was to help her with an outfit, a gleam of interest came into the dead-looking face. The girl, who has no father or mother, and no one to care what becomes of her, quite evidently felt that the earth was a warm, human place once more.

Girls in Training Homes.

Some of the clothes are to be kept for the girls who come into M.A.B.Y.S. Training Homes.

These girls are sent by care committees and others, and coming from very poor homes, they rarely have enough clothes, even if they are fit to wear. Nightdresses are almost unknown. In some branches the girls have to be washed and dressed before they can even appear before the prospective mistresses.

THE QUEEN'S FUND

FROM TYPEWRITING TO DOMESTIC SERVICE IN AUSTRALIA.

ANXIOUS TO TRAVEL.

Many unemployed women have already responded to Australia's invitation through the Queen to them.

For £1, which the Queen's Fund will pay, the girls are to be taken to Australia, and work in domestic service found for them. £1 is also to be given to them on arrival, and complete outfits for each girl are being made in the workrooms initiated by the Central Committee on Women's Employment.

Widows Eager to Go.

So eager are widows to go—for the invitation is extended to them—that it is necessary to ask for birth certificates from women over thirty. The age limit is thirty-five years. Marriage certificates have also been found necessary, for deserted wives are apt to think they are widows. A great many business girls are going very willingly to take up domestic service. Among them are typists, dressmakers, cashiers, shopgirls, and factory workers.

The girl in whose career the Queen took such an interest on her visit to the Poplar workroom hopes to get a place as children's nurse in Australia. She has been called "Her Majesty" by the other girls since the Queen talked to her.

"I've always wanted to go away," said the young emigrant, "but I knew if you emigrate it costs a lot of money. That's why I said I'd go whenever I heard the Queen was going to pay for us."

"There is no one to keep the girl in this country. Her father and mother are both dead, and her aunt with whom she lives wouldn't stand in her light."

"There's no one else to take any notice," the girl said, "and I shan't be homesick. I haven't got any friends, only acquaintances, and I shall save up, and perhaps come home in about five years. They say there won't be much work here after the war, and I was ten weeks out before they took me into the workroom. My work's packing at a confectioners', but I'm fond of children. Everyone gets on in Australia, don't they?

All communications regarding the Queen's "Work for Women" Fund, and gifts for sale, should be addressed to Lady Roxburgh, 33, Portland-place, London, W., and all cheques be made payable to Mrs. C. Arthur Pearson, hon. treasurer, at the same address, and crossed "Queen's 'Work for Women' Fund Account."

All communications respecting the work of the Central Committee on Women's Employment must be addressed to Miss Mary R. Macarthur, hon. secretary, 8, Grosvenor-place, Hyde Park Corner, S.W. Applicants for work should apply to the secretary of the local representative committee at the town or county hall or urban district offices in the locality in which they reside.

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PROBLEMS OF THE DAY

The Difficulties of Small Industries

At the beginning of the war, every one, even the optimists, thought that we were faced with a prolonged and unexampled period of trade depression and unemployment, and that at the end of four or five months an appreciable proportion of our population would be out of work and dependent upon relief funds for subsistence. The course of events has been very different, and December finds us still anxious, but at present very little hurt. The first shock has been withstood, the early panic has been lived down, and even the industries and professions which felt the impact of the state of war most severely have now begun to recover. The *Manchester Guardian* reported on November 6th that unemployment in the Manchester district was then less than usual, and this in spite of the fact that the cotton mills were working short time even before the war. The Bethnal Green cabinet-makers were very hard hit in the early weeks of autumn, and are still far from prosperous, but the distribution among them of Government work for the huts for the new army and for prisoners' camps has much relieved the situation.

All trades connected with material of war, shipping, army clothing, boots, and certain kinds of provisions, aré of course extremely prosperous, working full time or overtime and employing more than their usual complement of nands. Some distress there is, no doubt, among unorganized women workers, especially those engaged in the production of luxuries; but at present the number of unemployed persons in the industrial classes is few, and the persons most affected are members of the professional classes, clerical workers, small employers of all kinds, and persons living on very small fixed incomes.

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This being so, the very large relief funds raised by private generosity remain almost undiminished. Nor has the Government been obliged to have recourse to any far-reaching and elaborate plan of relief works. The money is in hand, the exceptional distress is not yet upon us, and consequently both public and private effort can be devoted rather to the prevention of destitution than to its relief by immediate doles. And naturally enough there is a kind of pause in the proceedings of the Government and the relief committees. They are marking time because they have amassed huge sums to meet a situation which has not arisen, and they are undecided as to whether they shall proceed on the theory that the sudden and terrible wave of unemployment is merely postponed, or whether they shall address themselves to the amelioration of conditions now existing, and likely to continue, whatever the course of the war.

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For it must be remembered that though we have waged war now for four months with a wise lavishness of expenditure, we have not as yet paid for it. Either the bill has not come in, or it has not been paid, or it has been paid with borrowed money. The dislocation of industry which might have resulted from a war so widespread has been avoided or recovered from, the freedom of the seas to our merchant ships has saved us from any extreme disaster; but no measures can entirely neutralise the depression which must accompany heavy taxation and high cost of living. We shall have not the expected great wave of distress, but a slow tide which must take time to rise and to recede. When it recedes we may find our industrial world altered, but it will not be transformed. Even if we have 'captured' much German trade, we must be prepared for most of it to escape or to die in captivity. It is better to keep our own industries alive than to capture any number of foreign trades, or to bolster up any number of 'relief' works, because in the case of our own

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industries we are able, if we make the effort, to keep up what is the real essential. When the time comes for the revival of any trade, it will respond if there is still an adequate number of skilled workers whose hands have not lost their cunning. Capital can be borrowed, machinery can be bought with borrowed money, but the skilled worker cannot be improvised. If we allow his training to be interrupted, both the worker and the community will suffer. The worker already trained is fortunately hardly in question; he or she may have to work short time or at reduced wages, but can at all events work rather than rust, since it is trade depression, not trade dislocation, we shall meet. It is the learner, the apprentice, the partially skilled and the beginner who is the present difficulty and future hope of a depressed industry, and it is the learner who can reasonably claim to be helped by the Government or by some public agencies of assistance. He cannot yet 'earn his keep,' but if we let him go away and waste the training he has already had, he will be a charge on the State or the relief funds, and the industry to which he belongs will fail to 'revive' satisfactorily after the war, when we shall be depending on our industries and trades for money to meet our liabilities, and when we must find room for a very large number of ex-soldiers to return to civil life, and consequently must allow for expansion in industry.

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The administrators of relief funds recognise in principle that money spent in education and training is well spent. The new scheme of Army and Navy Pensions extends the pensions of soldiers' sons from the age of fourteen to sixteen if the boys remain at a State-aided school. The Queen's Fund for Women gives a maintenance grant of 10*s.* weekly to a certain number of women, thrown out of their usual employment, while they are learning a new trade or occupation; many relief funds teach women to sew and knit, as well as providing sewing and knitting for those already skilled. All this is good, but while it is

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going on there are many little industries on the verge of ruin for want of financial help. If they are closed all their learners and apprentices will be thrown out of employment, half-trained—and, it must be remembered, half-trained in a skilled trade which in times of peace affords a fair wage and good working and living conditions. The skilled worker in these handicrafts—weaving, spinning, cabinet-making, and many others—is in a very different position to the factory-worker at one small process. He may not command so high a wage, but he is adaptable; his labour is therefore what the political economists call more 'mobile' than that of most workers with power-machinery, he has much of the agricultural labourer's skill in turning his hand to anything. His training, then, is of the kind that should count as education, the discipline that our Trade Schools have demonstrated is so excellent. If it can only be safeguarded by assisting the small industries to which he is actually or nominally apprenticed, then the small industries have this added strong claim to assistance.

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Consider, for example, an industry which employs a considerable number of boys and men in a sea-side town otherwise without manufactures, where the boys are tempted on leaving school to crowd into the 'blind alley' occupation of golf-caddy. The boys trained here are paid 5*s.* a week from the first, and though they are not formally apprenticed, their position is really that of an apprentice who receives board and lodging less in respect of his present than of his future worth to his employer. If the Government, through the Education Office, were to pay the 5*s.*, they would be paying for the boy's education just as much as though he were at school; they would be doing a very little, but still something towards lessening the current expenses of the industry, and they would be making ready for a future expansion of trade, and all the time the boy would be lodged and fed. We believe that much more than this could be done to tide small and well-

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conducted industries over a hard time without infringing the laws of the strict political economist, but this minimum could and should be done.

The London Trade Schools are admirable, but they actually do nothing to meet the difficulties of the country districts, and it is precisely in country districts that handicraft industries, with their thorough training amid surroundings favourable to mental and physical development, can do very much the same work that the Trade Schools do in London. The War has shown us that we must still depend largely upon the agricultural districts for our best fighting material, and that it is therefore common prudence to maintain employment for men, women, and particularly for young persons in villages and small country towns.

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The case will not be met by a Government grant for apprentices strictly so-called, because few learners in handicraft are actually bound by indentures. A very usual plan is that followed by a South-country weaving industry which employs both men, women, and girls. The learners are nominally paid no wages, but at the end of three months they are given 1*s.* a week pocket-money; at the end of four months, 1*s.* 6*d.*; after six months, 2*s.* or 2*s.* 6*d.*; and after twelve months, 5*s.* This bonus or pocket-money wage is to a certain extent dependent on the worker's progress. It is clear that in cases like this the learner's work is not valuable to the industry, which is here concerned in training future craftswomen rather than in employing labour. Here something in the nature of school fees should be paid on behalf of the learner to the industry which is providing instruction. These fees might very fairly be paid out of relief money or by the Education Authority.

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The case of industries employing cripples and disabled persons has also a very great claim upon relief funds. It

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is, of course, extremely difficult to make workers of this kind self-supporting. They stand very little chance in the ordinary labour-market, and only considerable powers of organization on the part of the managers of such industries can save them from working at a loss. These managers are often unpaid, or if paid do not receive remuneration in proportion to their abilities and to the time spent. If they are not helped, at any rate to some small extent, in the coming winter, the work must inevitably be stopped altogether, and if once stopped the industry will not easily be revived. If cripples who have been laboriously trained to be self-supporting are thus thrown out of employment, they will not be able to re-enter other fields of labour, and it will cost the community quite as much to maintain the workers in dreary idleness as to keep them at work.

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Of course, the matter is not without its special difficulties, the chief of which is that enterprises which have never held their own in times of peace, and others which do not give their workers an adequate or sufficiently prolonged training, might apply for grants towards training their apprentices or paying their crippled workers. Investigation must naturally be made, but investigation is necessary even in the distribution of relief funds to the unemployed. When a distributing authority shall once have satisfied itself as to the value of the training given by any industry, there will be no need to repeat the inquiries when the industry takes on a new learner. Investigators would, of course, satisfy themselves as to the qualifications of the instructors, and would require evidence that the industry had been well-established previously to the War, that the working conditions were good, the hours of labour not excessive, and the output of a good standard as to workmanship. We do not think that the circumstances should baffle a trained investigator.

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It may be that the administrators of the relief funds are without the services of trained investigators, and, indeed, they almost boast that this is the case when they announce that the work of distribution is voluntary. This is hardly a subject to touch upon in the course of an article on a much smaller point, but we must put on record the widespread misgivings aroused by the spectacle of sums amounting to nearly 4,000,000*l.* being dealt with by amateurs. It is because we cannot believe that four millions, or even half that sum, could be given away in doles without doing an immense amount of harm as well as good, that we are emboldened to ask that some few hundreds or thousands should be devoted to the prevention of distress, to a really productive expenditure, and to a form of relief which will touch the rural districts, and check that disastrous emigration to the towns which so usually takes place in times of national upheaval. The principle of paying allowances to learners in any industrial process, as also that of paying 'school fees' to the industry on account of learners, might with advantage be extended to other than handicraft industries; but the difficulties in the larger field would be greater and the advantages to the learner not so many, on account of the longer hours and greater physical strain of factory life. These payments for training of learners should in our opinion be made by the Government, and any payments for maintenance to learners should be made from public relief funds. Over and above these amounts, we may appeal to local authorities and private persons to come to the aid of their own particular local industries by giving orders, and by contributing financially during the period when sales must necessarily be reduced below their usual level. It is much pleasanter and much easier to help the industries of one's own county than those of one's neighbour, but in these days charity sometimes begins with the Prince of Wales' Fund and does not hold out to reach home.

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There is one industry, that of toy-making, which is

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on a rather different footing from those already mentioned. Before the outbreak of war it shared the advantages and disadvantages of other handicrafts. Hand-made toys were a good deal more expensive than machine-made of either English or foreign origin, but they were more original, more durable, and as a rule, of better design. They also competed against foreign toys, partly or wholly hand-made, which were cheaper and perhaps almost as good as those produced by British craft-workers. This is now all changed: the supply of foreign-made toys has stopped, and the demand for toys is but little reduced; the British toy industries are therefore capable of large expansion. But expansion entails expenditure upon workrooms, tools, and materials, and also upon advertisement, and very few industries have command of more capital than will provide for very small and gradual extension of the trade. The organizers of several of these toy-industries have contributed very much artistic skill and talent in design, and have received for this no remuneration. If a small amount of capital could be advanced by one of the relief funds, these industries might be placed on a really commercial basis, and be able even after the war to compete successfully with toys of foreign manufacture. Money so advanced would not be so speculatively employed as in establishing an entirely new industry, it would have the advantage of skilled workers and approved designs. The fact that any industry had received a Government grant would also necessitate a formal audit of its accounts, and that would be of the greatest advantage to many enterprises whose weak point is the lack of varied business experience on the part of their managers.

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Morning Post, January 1st. 1915.

THE QUEEN'S WORK FOR WOMEN FUND.

RECORD OF ACTIVITIES.

In a review of the operations of the Queen's "Work for Women" Fund during the four months of its existence it is pointed out that the Collecting Committee has obtained a total sum of £119,289 for the Fund, and that the Central Committee on Women's Employment has set up machinery for providing work for women wherever it is needed.

As part of its prevention policy, and with a view to steadying trade in its usual channels, 30 workshops in the West End of London which would otherwise have closed down were at once re-started, the Central Committee having obtained a large contract for Army shirts. The same prospect was held out to other workrooms in a similar position. In order to obtain a more organised distribution of work ordinarily done by women, big orders were diverted by the committee into the most needy directions. A contract for making 40,000 flannel belts for the French Army was obtained, and orders were placed through the committee for belts for the Queen's Gift to soldiers at the front. The placing of a large Army clothing contract through the committee brought the hope that in a few weeks' time tailoring establishments throughout the country would be fully employed. Through the advice of the committee, carpet weaving firms whose business was at a standstill adapted their machinery for the production of yarn for knitted garments, and orders were obtained for them.

Alleviating Distress.

To meet the distress of the women and girls already unemployed provision for work-rooms had to be made in every district where the need was great. The work done was not to interfere with ordinary trade, but the garments made were to be given to those who have no purchasing power. Plans for training and instructing semi-skilled and unskilled workers were also laid. Throughout the country the Mayors, in areas where there was considerable unemployment among women, were invited to form a sub-committee of the local representative committee having a strong representation of women from working-class industrial organisations, and to submit schemes of work on the lines indicated to the Central Committee. It took a long time for the out-of-work women to realise that work would come through the machinery being devised. Several work-rooms were opened immediately in co-operation with the local representative committees, and within the month 60 to 70 local representative committees were in correspondence with the Central Committee over schemes of work. A new industry of fruit pulping was started in the West of England, and unemployed factory girls set to work.

The schemes of work promoted and approved by the Central Committee by December involved an annual expenditure of nearly a quarter of a million. A grant had been approved to send 550 unemployed girls to Australia, for whom the Central Committee is providing outfits, one hundred paid women clerks had been offered to give assistance to the Soldiers' and Sailors' Families Association, and maintenance was arranged for 50 girls who had been offered training scholarships. The Committee's experimental workrooms had been increased to 13, apart from the Domestic Economy centres. Twenty-one London Boroughs had opened work-rooms, some having training schemes in addition, and 35 outside London. In addition the committee had helped to organise a number of the workrooms which are at present being financed from local funds. December saw the first juvenile training scheme for unemployed girl wage-earners in working at Deptford, and a plan for further helping unemployed dressmakers by lending them knitting machines and obtaining a contract for socks to divide among them was devised.

Princess Mary's Gift Book was the feature of the Fund in December, when the amount rose to £100,000; 500,000 copies of the book have been sold, and cabled orders are still coming in from India, Canada, and other far-off parts of the King's Dominions.

The Queen's Interest.

The Queen showed her interest in every step taken by paying ten separate visits to centres of the work. Not only has the committee given employment to thousands of women who would otherwise have been in deepest distress, but it has steadied trade in its regular channels by continuing to obtain important contracts and giving them out to firms in low water. It has prevented unemployment by encouraging and aiding the transference of workers in a trade at a low ebb to one at full tide. And it is raising the standard of woman's work throughout the country. The schemes of training for juveniles carried out in co-operation with the educational authorities are making the young clerical workers efficient, the workers in skilled trades capable, and the unskilled workers good home-makers. The Domestic Economy Training Centres for the older women are teaching women who could not sew, or cut out, or cook before. The training for sick room helps is providing a new and permanent and congenial occupation for working women, while the investigations into new trades give hope that a better way for women may be found than, as hitherto, in some of the sweated trades. The machinery is ready now to provide more and more work.

All communications and gifts for sale should be addressed to Lady Roxburgh, 33, Portland-place, London, and all cheques be made payable to Mrs. C. Arthur Pearson, hon. treasurer, at the same address, and crossed "Queen's Work for Women Fund Account."

All communications respecting the work of the Central Committee on Women's Employment must be addressed to Miss Mary R. Macarthur, hon. secretary, 8, Grosvenor-place, Hyde Park-corner. Applicants for work should apply to the Secretary of the Local Representative Committee at the Town or County Hall or Urban District Offices in the locality in which they reside.

SUCCESS OF THE "SHILLING" APPEAL.

Mrs. C. Arthur Pearson, the Hon. Treasurer, and Lady Roxburgh, the Hon. Secretary, of the Queen's "Work for Women" Fund, announce that their special Christmas time appeal for shillings to provide women with work has produced the splendid total of 167,446 shillings, equivalent to £8,372 6s. Mrs. Pearson and Lady Roxburgh desire to thank all those who have so generously responded to the appeal. They regard the total realised as exceedingly gratifying, not only as evidence of the confidence of the public in the practical nature of the measures of help which are being carried out, but also as a guarantee of the popularity and prosperity of the Fund in the future.

Common Cause, Jan: 1st. 1915.

THE QUEEN'S WORK FOR WOMEN FUND.

Trade Transference.

The Central Committee is endeavouring to prevent unemployment as well as to reduce it. In Manchester, for example, 31,169 women who are employed in the dressmaking trade always suffer through seasonal slackness. Many of these are treadle machinists, and during the war will be trained as power machinists, for whom there is a large demand at present, in order to cope with the army clothing contracts. The training is completed in four weeks, during which time the women will be paid 10s. a week, while, when trained, they will be able to earn a weekly wage of not less than 16s.

Training for City Typists.

A Polytechnic for training unemployed City women-workers has been opened at Bridewell House, E.C., and already fifty have been chosen for a free commercial training, during which time they will receive a maintenance grant of 10s. a week, and their fares will be paid up to 2s. 6d. per week. Only workers who were employed in the City before the war are eligible for the training.

Evening Standard, Jan: 1st 1915.

THE QUEEN'S FUND

SPLENDID WORK FOR VICTIMS OF THE WAR.

The Queen's own words, "Employment is better than charity," have been the inspiration of the Central Committee on Women's Employment.

In the strength of their appeal, two committees have done strenuous work. On the one hand, the collecting committee has achieved a total of £119,289 for the Queen's Work for Women Fund, and on the other, the Central Committee on Women's Employment has set in motion the machinery for providing work for women wherever it is needed.

Side by side, the two committees have worked, and as the money has been subscribed the schemes of work have multiplied. On September 4 the Queen made her appeal, and in the first month £67,218 was contributed.

The committee intended to work in two directions: in preventing unemployment and in dealing with that already prevailing.

Steadying Trade.

As part of its prevention policy, and with a view to steadying trade in its usual channels, thirty workshops in the West End of London which would otherwise have closed down were at once re-started, the committee having obtained a large contract for Army shirts. The same prospect was held out to other workrooms in a similar position.

In order to obtain a more organised distribution of work ordinarily done by women, big orders were diverted by the committee into the most needy directions. A contract for making 40,000 flannel belts for the French Army was obtained, and orders were placed through the committee for belts for the Queen's gift for soldiers at the front.

The placing of a large Army clothing contract through the committee brought the hope that in a few weeks' time tailoring establishments throughout the country would be fully employed. Through the advice of the committee, carpet weaving firms whose business was at a standstill adapted their machinery for the production of yarn for knitted garments, and orders were obtained for them.

Meeting Distress.

To meet the distress of the women and girls already unemployed, provision for workrooms was to be made in every district where the need was great. The work done was not to interfere with ordinary trade, but the garments made were to be given to those who had no purchasing power. Plans for training and instruction to semi-skilled and unskilled workers were also laid.

Many other activities were started, and an interesting back-to-the-land experiment was also put into operation.

Last month saw the first juvenile training scheme for unemployed girl wage-earners in working at Deptford, and a plan for further helping unemployed dressmakers by lending them knitting machines and obtaining contracts for socks to divide among them, was devised.

Princess Mary's Gift Book was the feature of the fund in December, when the amount rose to £100,000. Five hundred thousand copies of the book have been sold, and cabled orders are still coming in from India, Canada, and other far-off parts of the King's Dominions. "Shilling Week" was also immensely popular, £8312 6s. being realised from this source alone. The collection totalled 167,146 shillings.

The Queen's Activity.

The Queen showed her interest in every step taken by paying [illegible] visits to centres of the work.

Not only has the committee given employment to thousands of women who would otherwise have been in deepest distress, but it has dealt a blow in its regular channels by [illegible] to obtain supplies [illegible] giving them [illegible]

The Gentlewomen, Jan: 2nd. 1915.

THE QUEEN'S "WORK FOR WOMEN" FUND.

BEGINNING OF IMPORTANT MOVEMENT.

The demand for women power machinists in Manchester to complete the large Army clothing contracts has made possible an important experiment in trade transference. The endeavour of the Central Committee on Women's Employment is to prevent unemployment as well as to reduce it, and as, even in normal times, one trade contracts while another expands, it is felt that the present time of unemployment is an opportunity of showing what can be done by taking one class of worker into another trade when the occasion demands it.

The benefit to the worker of giving her another trade when her own is liable to seasonal depression can easily be imagined. The usual obstacles—training and the means of subsistence while in training—to such a course can now be overcome with the aid of the Queen's Fund. In Manchester 31,169 women are employed in the dressmaking trades, which suffer most seriously from seasonal slackness. A scheme has therefore been devised whereby skilled treadle machinists who are thrown out of employment through the War will be trained as power machinists. Promises have been made by several firms to employ the women when trained at a weekly wage of not less than 16s.

During the training—which extends over a period of four weeks—they will receive instruction from a skilled forewoman, and will be paid 10s. a week. Girls and women from eighteen to thirty years are eligible for this trade transference. The cost of training will be very little, for the workroom has been lent free, and the owner of the premises will pay for the electric power. A firm of machinists are lending and fitting up the power machines, and the Corporation is lending the motor. The materials for the girls to experiment with will be supplied by the Central Committee on Women's Employment, favourable results being given to refugees or other needy persons.

On the completion of the first £100,000 Her Majesty telegraphed congratulations to Lady Roxburgh, expressing her hearty appreciation of the excellent work the Committee had done.

Blackburn Weekly Telegraph January 2nd. 1915.

Many unemployed women have already responded to Australia's invitation sent to them through the Queen. For £1, which the Queen's Fund will pay, the girls are to be taken to Australia, and work in domestic service found for them. £1 is also to be given to them on arrival, and complete outfits for each girl are being made in the workrooms initiated by the Central Committee on Women's Employment. The age limit is 35 years. Marriage certificates have also been found necessary, for deserted wives are apt to think they are widows. A great many business girls are going very willingly to take up domestic service. Among them are typists, dressmakers, cashiers, shopgirls, and factory workers. The girl in whose career the Queen took such an interest on her visit to the Poplar workroom hopes to get a place as children's nurse in Australia. She has been called "Her Majesty" by the other girls since the Queen talked to her.

MADGE.

Eight sets of clothing made in the workrooms initiated by the Central Committee on Women's Employment, with eight cradles made out of banana crates, have been sent to the Queen. The clothing consists of complete outfits for babies, clothes for mothers, and for school-children. They have not been specially made, but have been taken from several workrooms, so that they represent very good samples of the women's work. On one nightdress is the following note: "Made by a woman who could not sew at all when she came here a fortnight ago. She spent two days learning the various stitches, and has since made a set of garments for a mother." The gown is even feather-stitched, and the whole work is as fine and neat as could be. The worker was previously a cleaner in a public-house.

652/48 652.

The Star, Jan. 5th. 1915.

"WORK FOR WOMEN."

Official Reply to Criticisms in "The Star."

Miss Mary Macarthur, hon. secretary of the Central Committee on Women's Employment, sends us the letter printed below in reply to our article of Saturday.

What We Asked.

We there suggested, in view of criticisms that had reached us, that instead of the review in general terms of its four months' achievements which the "Work for Women" Fund had just issued, definite figures should have been given of the numbers of women who had been found employment, and of the rate of payment. We also quoted a specimen of the complaints that had reached us.

The Reply.

Miss Macarthur now supplies the figures asked for. They are very creditable to the fund's work. From other inquiries made, we believe the specific complaint we quoted arose from one of those unauthorised actions which are difficult to prevent in the working of a complicated organisation; and that the under-payment criticised by some correspondents may have occurred in isolated instances in which the Fair Wages Clause insisted upon by the fund when it gives out contracts to small shops has been violated.

A Clear Statement.

Miss Macarthur's letter is, we believe, the clearest and most informative statement on the fund's work that has yet been made. She writes:—

"The writer of the article 'Work for Women' in your issue of the 2nd inst. is under some misapprehension as to the policy and the scope of the Queen's Work for Women Fund.

Annual Cost of £250,000.

"Schemes promoted and approved by the Central Committee on Women's Employment, and endorsed by the Government Committee, include the provision of employment or training, with maintenance, for over 5,000 women weekly. In addition, 13 workrooms, under the auspices of local representative committees, with accommodation for some 650 workers, have been recommended, and are eligible for grants, but are at present being financed by local funds.

"Schemes for an additional 14 mayoral workrooms, with accommodation for 800 women, are at present under consideration.

The Central Unemployed Body in London are also employing about 1,000 women on lines approved by the Central Committee.

"The schemes promoted and approved by the Central Committee already involve an annual expenditure of £250,000.

"No woman employed under any scheme approved by the Central Committee can be paid a lower rate of remuneration or maintenance than 3d. an hour, although a higher hourly rate may be, and is, paid according to circumstances. Piece work is not permitted.

The Wages Paid.

"Forewomen are paid 25s., 28s., and 32s. per week, according to capacity, experience, and responsibility; while their assistants receive from 18s. to 22s. per week. All necessary labour engaged in connection with schemes of employment is paid at the recognised standard rate of wages.

Not Offered for Sale.

"In no case are the products of any of these workrooms offered for sale. They are given to people without purchasing power. In this way ordinary trade is safeguarded, and no unemployed woman is given employment at the expense of her employed sister.

"The Contracts Branch of the Committee's work is entirely self-supporting, receiving no financial aid from any fund. Through it employment has been provided for over 1,000 women weekly, and each of the 130 firms who are sharing in the distribution of this work is required by the committee to pay a fair rate of wages. Complaints as to the infringement of this requirement are carefully investigated.

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"In conclusion, it should be clearly understood that applicants for assistance should apply to the local authority in

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The Observer. 3/1/15

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SHOPPING LESSONS.

HOW TO SPEND TEN SHILLINGS IN BETHNAL GREEN.

Marketing has been added to the curriculum at the Domestic Economy Training Centre for Unemployed Girls at Bethnal Green, opened by the Central Committee on Women's Employment.

Under the charge of an older woman, experienced in what she calls "baiting" (bargaining) about six girls go out each morning to buy food for a dinner for forty women. The latter come to the dining centre from the neighbouring workrooms.

The shopping party has 10s. to spend, but it is their pride to bring back change. They go to the shops or stalls at which they are accustomed to shop themselves, giving them all a turn, because, in the sympathetic thought of these girls who know what unemployment means, "They've all got to live." "Them as buried a mother" are given special consideration at a vegetable stall.

The girls are taught to pick out fresh-looking vegetables and sound fruit, and they are careful to shun "bad boilers" among potatoes. The different pieces of meat for various ways of cooking are pointed out to them, and they were taught to distinguish between English and frozen meat.

They only buy the quantity required for the day, so that they shall know for themselves exactly what is needed. Afterwards they cook what they have bought, being open to criticism of the dinner customers. The girls who once bought hard meat have never forgotten it.

The World, Jan. 5th. 1915.

"WORK FOR WOMEN."

Brief Review of a Very Noble Campaign.

MRS. C. ARTHUR PEARSON, the Hon. Treasurer, and Lady Roxburgh, the Hon. Secretary, of the Queen's "Work for Women" Fund, announce that their special Christmas-time appeal for shillings to provide women with work has produced the splendid total of one hundred and sixty-seven thousand, four hundred and forty-six shillings, equivalent to £8,372 6s. Mrs. Pearson and Lady Roxburgh desire to thank all those who have so generously responded to the appeal.

They regard the total realised as exceedingly gratifying, not only as evidence of the confidence of the public in the practical nature of the measures of help which are being carried out, but also as a guarantee of the popularity and prosperity of the Fund in the future.

Four months have passed since this banner was unfurled. Since then the Queen's own words, "Employment is better than charity," have been adopted as the war cry for women throughout the country. The well-to-do woman has whispered it as she sent off her cheque to the Queen's Work for Women Fund, the woman in employment has repeated it as she deducted a share of her salary for her unemployed sister, the out-of-work woman has kept hope alive on the words, and they have been the inspiration of the Central Committee on Women's Employment. In the strength of their appeal, two Committees have done strenuous work. On the one hand the Collecting Committee has achieved a total of £119, 289, and on the other the Central Committee on Employment has set in motion the machinery for providing work for women wherever it has been needed. Side by side the two Committees have worked, and as the money has been subscribed the scheme of work has multiplied.

As part of its prevention policy, and with a view to steadying trade in its usual channels, 30 workshops in the West-end of London which would otherwise have closed down were at once re-started, the Committee having obtained a large contract for Army shirts. The same prospect was held out to other workrooms in a similar position. In order to obtain a more organised distribution of work ordinarily done by women, big orders were diverted by the Committee into the most needy directions. A contract for making 40,000 flannel belts for the French Army was obtained, and orders were placed through the Committee for belts for the Queen's gift for soldiers at the front.

To meet the distress of the women and girls already unemployed provision for workrooms had to be made in every district where the need was great. The work done was not to interfere with ordinary trade, but the garments made were to be given to those who had no purchasing power. Plans for training and instruction to semi-skilled and unskilled workers were also laid. Throughout the country the mayors, in areas where there was considerable unemployment among women, were invited to form a sub-Committee of the Local Representative Committee having a strong representation of women from working-class industrial organisations, and to submit schemes of work on the lines indicated to the Central Committee.

The schemes of work promoted and approved by the Central Committee already involve an annual expenditure of nearly a quarter of a million. A grant has been approved to send 550 unemployed girls to Australia, for whom the Central Committee is providing outfits, one hundred paid women clerks had been offered to give assistance to the Soldiers' and Sailors' Families Association, and maintenance was arranged for 50 girls, offered training scholarships.

The Queen has shown her personal interest in every step taken by paying ten separate visits to centres of the work. Princess Mary's Gift Book was the feature of the Fund in December when the amount rose to £100,000. 500,000 copies of the book have been sold, and cabled orders are still coming in from India, Canada, etc.

The Domestic Economy Training Centres for the older women are teaching women who could not sew, or cut out, or cook before. The training for sick-room helps is providing a new permanent and congenial occupation for working women, while the investigations into new trades give hope that a better way for women may be found than, as hitherto, in some of the sweated trades. The machinery is ready now to provide more and more employment.

Birmingham Gazette, Jan: 5th. 1915.

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HEAR ALL SIDES.

Cradley Women Workers.

[TO THE EDITOR OF THE "BIRMINGHAM GAZETTE."]

Sir,—The Rowley Regis and District Women's Employment Joint Sub-committee, established under the authority of the Central Committee on Women's Employment, have opened experimental workrooms at the Workers' Institute, Cradley Heath, to find employment, as far as possible, for women who have been thrown out of work in consequence of the war. The areas covered by the sub-committee are Dudley, Cradley, Quarry Bank, Lye, and Rowley Regis.

Included in the scheme of work will be the making up of garments and the mending and altering of cast-off clothing, and the sub-committee make an urgent appeal to all residents in the above areas for gifts of travellers' samples, remnants, and cast-off clothing. The finished garments will be distributed free amongst the very poorest classes.

We understand from the Central Committee in London that in other districts where experimental workrooms have been opened an appeal of this kind has been most liberally responded to, and the sub-committee feel sure that the residents in this locality will not be lacking in equally generous support of so worthy an object.

All gifts of this kind should be sent to the joint hon. secretaries at the Workers' Institute, Cradley Heath.—Yours, etc.,

W. LASHFORD GRIFFIN,
Chairman.

AMY HUNTER,
CHARLES H. SITCH,
Joint Hon. Secretaries.

Workers' Institute, Cradley Heath,
4 January, 1915.

The Times, Jan. 6th. 1915.

THE NEW BRIDEWELL.

CONTRAST WITH OLD CRUELTIES.

An interesting attempt to cope with one of the incidental evils of the war is the polytechnic, or training centre, for women formerly employed in clerical occupations in the City who have lost their situations through the war, which has been established at Bridewell House in Bridewell-place, E.C.

Bridewell House seems to be doomed to vicissitude, but at no period could it have been put to a more worthy purpose. One of its earliest uses was in strange contrast to that for which it is now occupied. Once known as a manor house, it was presented to the City of London by Edward VI., upon the prayer of Bishop Ridley, that it might be made a house of correction for "the idle person, for the rioter that consumeth ale, and for the vagabond that will abide in no place."

About this time it became notorious in the old dramas for the flogging both of men and women by "rogues in blue coats." Of later years Bridewell was a "house of correction for persons of either sex sentenced by the City magistrates to imprisonment for terms not exceeding three months."

The scheme now in operation has been approved by the Central Committee on Women's Unemployment, and it is financed by the Queen's Fund. The City Corporation has given the use of Bridewell House, with the service of a resident caretaker, as well as a sum of money for putting the place in order and buying furniture and so forth. A number of well-known firms and individuals have also made contributions to the support of the scheme.

The need of such a movement is shown by the fact that, though as yet little publicity has been given to it, there are some 50 applications a day for admission, and it is evident that the amount of distress which has been caused in this particular class of workers is considerable. At present the house has 53 pupils, or inmates, or whatever the correct term for them should be. It hopes soon to be accommodating 200, with a possibility of increase much beyond that number. Applicants are selected from those recommended by the Typists' Registry established by the Prince of Wales's Fund in the City or by local representative committees of the borough councils, and those accepted are expected to undergo 40 hours of training a week for which they are paid 10s. They can receive a further small allowance for travelling expenses and are supplied with dinner and tea at the house for a charge of 2d. a day. Instruction is given, by L.C.C. teachers and others, in shorthand, typewriting, book-keeping, French, dressmaking, and domestic economy, with the care and hygiene of infants, and so forth. The institution is under the charge of the Women's Unemployment Sub-Committee for the City, Miss E. E. Morton, organising secretary, and F. Brinsley Harper, Esq., J.P., chairman.

The Daily News & Leader. January 6th. 1915. 652/5

WAR-TIME WORK FOR WOMEN.

Factory Girls at the Plough.

SCHEMES THAT AVERT DISTRESS.

While unemployment in men's trades continues abnormally low the numbers of women displaced from their industries shows little diminution, and the Central Committee on Women's Employment is finding its capacity fully taxed in meeting the needs that the slightest investigation reveals.

The greatest distress is probably among the higher-class dressmakers and ladies' tailors, whose work has been very seriously affected by the economies of customers compelled by financial pressure to retrench. The efforts of the Women's Committee to avert unemployment (as opposed to relieving it) among girls and women of this class have been strikingly successful. For some months the Committee has been executing a contract of 10,000 soldiers' shirts a week for the War Office and distributing the work among more than a hundred dressmaking firms which otherwise would quite certainly have been compelled to discharge the majority of their employees.

A WELCOME SCHEME.

This number of shirts, it is true, is not sufficient to meet the need. At least three times as large an order is required to sustain employment, but so far as it goes the scheme has much to recommend it. There is no question of competing with existing industries, which in this particular line are hopelessly overtaxed, and to keep girls employed with their own firms is far better than drafting them into relief workrooms.

The cutting out is all centralised in a convenient house in Piccadilly, where experienced cutters (men) prepare the flannel to be sent out to the different firms and also to the one workroom which the Committee maintains for this work. Here girls receive a training in shirt-making, which has enabled many of them already to obtain good employment in the trade, while of those who remain in the workroom the majority are earning (on piece) over £1 a week. The contract was, of course, accepted at the regular War Office rate, and it is satisfactory to learn that the result of three months' working is a balance to the credit of the Committee. In addition to the shirts, an order for 100,000 belts has been executed, and it is hoped that a contract for two million socks may shortly be obtained.

Meanwhile relief workrooms established by Local Representative Committees with the approval of the Women's Committee have in all large towns been providing employment, combined with training, in dressmaking, sewing, and various domestic arts. In this connection an important economy has been effected by the centralising of the buying of material (flannel, wool, etc.) for the workrooms all over the country. The services of an experienced buyer from one of the Government departments have been obtained, and a system introduced which forms a marked improvement on the wasteful methods involved in independent purchase by Local Committees. It is an example which the Territorial Force Associations might well take to heart.

THE GIRL FARMER.

Meanwhile certain isolated schemes with an interest of their own are making satisfactory progress. The handful of factory girls who have gone on the land in Hertfordshire are sticking to their ploughing and trenching and planting undaunted by the weather conditions and the physical demands the work entails. It is an experiment that will have much to teach if permanently successful.

At Cradley Heath the women chainmakers (old friends of the readers of "The Daily News"), work being slack in the extreme, have been enlisted, with a maintenance grant, in classes just opened at the local workmen's institute. Here the women, many of them for the first time in their lives, are receiving competent instruction in sewing and home management and cooking and infant hygiene. Their unemployment is thus a misfortune that should prove a profit to the coming generation.

The case of the typist is being dealt with in various local schemes, of which that initiated only a day or two ago by the City of London Committee is a good example. The training centre established by this committee is situated at Bridewell House, which up to a few weeks ago was one of the City police-stations. Here accommodation has been provided for some two hundred unemployed clerks and typists. The City Corporation has granted the use of the premises and £100 to adapt them for the requirements of their new inmates.

EDUCATIONAL LECTURES.

The principle on which the scheme is based is the utilisation of this period of unemployment to increase the proficiency of the ladies affected in their own profession. Accordingly a number of lectures have been arranged in French, shorthand and typewriting, bookkeeping and commercial subjects, while instruction equally, though less directly, profitable is given also in dressmaking and gymnastics. The usual maintenance grant of 10s. for a week of forty hours is paid, with travelling expenses up to 4s. a week, and dinner and tea can be obtained on the premises (thanks to the generosity of one or two catering firms) at a cost of 2d. a day.

The only discouraging feature of the scheme is the demonstration it has provided of the existence of numbers of clerks and typists who have crowded into the lower ranks of the profession with neither the capacity nor the equipment to justify the hope of their ever earning a respectable salary. From every point of view it would be better for them to turn aside, while they are still young, to some more hopeful vocation, even to domestic service. But to the wisdom of such counsel they are by general testimony determined to be blind.

Evening Standard, Jan: 8th. 1915 652.

THE QUEEN'S FUND.

HOLIDAY TASKS CARRIED ON IN WOMEN'S WORKROOMS.

PATCHWORK WEEK.

A memorable week has just closed in the experimental workrooms opened by the Central Committee on Women's Employment.

Anxious that the women who have suffered so much through unemployment should have something to mark the gift season, the committee sent a large bundle of oddments and sample pieces to each workroom with the invitation to the women to make what they liked for themselves. A whole week was given up to present making.

School of Ideas.

The committee had a second object, which has been as successful as the first; it desired to encourage initiative in these women who have until now had little chance of being anything but machines. The results have been as good as an examination in the lessons given in the workrooms during the war weeks.

At the Bethnal Green Training Room some pieces were given to each woman, and she was allowed a quarter of an hour in which to think what she would do with them. A former flower-seller matched four mantle-border samples and joined them together with a lattice-work of green ribbon for a cushion cover, a cardboard worker made a blouse for the first time out of some pieces of pink sateen, a jam maker turned pieces of velvet into well-shaped collars and cuffs for a blouse, and a printer some more oddments into a little girl's Dutch bonnet.

The young mother of two boys made knickerbockers for them, and several girls remade large old-fashioned hats into small up-to-date shapes. Some had as many as four presents to take home with them at the end of the week.

Fancy for Royal Monogram.

Every stitch the women have learned was used in beautifying their work. Out of scraps of calico they have made babies' bibs at Stepney, and each one is beautifully embroidered. Five pieces of curtain muslin have been joined together by hemstitch and have made a dainty curtain. Feather-stitch, French knots, and buttonhole-stitch have been used in making needle-cases out of scraps of tapestry, and one woman proudly embroidered each of her presents with the Royal monogram, which was given for use in the workroom.

Nothing has been wasted from the precious rag-bag. Tiny scraps of material were cut up to stuff the pincushions, and to make cord for decoration strands of embroidery silk were twisted together.

A Gift for Everyone.

In the second workroom at Stepney the chef d'œuvre is a nightdress case, which the women have made out of scraps of calico. Small circles have been cut and gathered into what the women call tam o'shanters and then joined all altogether, and placed over a lining of pink silk.

For every woman who has a little girl another woman has made a dainty bonnet, and every woman has made a ribbon bow for her own hat and another for her neck. Each worker also has a needle-case, an iron-holder, and a Dorothy bag. Half a dozen pairs of slippers have been made to keep in the workroom for the use of workers who come in bad boots in wet weather.

Ready-made patches were most popular in a third work-room. The women had cut them to shape for re-seating a boy's trousers and prepared them ready for sewing on. In another workroom children's feeders and iron-holders were in greatest demand. Many of the workers had never made them before, and some expressed the opinion that the week had been a great "enlightenment."

Forty Garments Mended.

The cradle makers at Bethnal Green have used part of the time in patching and mending their own clothes. A mother of eight has tidied up her family with the help of other workers, mending in all nearly forty garments. A woman brought her husband's shirt and ripped it with the rest, being supplied with

strikingly successful. For some months the Committee has been executing a contract of 10,000 soldiers' shirts a week for the War Office and distributing the work among more than a hundred dressmaking firms which otherwise would quite certainly have been compelled to discharge the majority of their employees.

A WELCOME SCHEME.

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Some of the women took off the skirts they wore in order to renovate the bottom, for they had no other, and one woman who brought her husband's undervest to mend had to take it back at night, finished or unfinished (for fear of "ructions").

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654(a)

Evening Standard & St. James's Gazette, January 7th. 1915.

THE QUEEN'S FUND.

DOMESTIC ECONOMY TRAINING FOR YOUNG GIRLS.

MARKETING AND COOKING.

The Queen's Work for Women Fund has made possible the work the London County Council hoped to do for the girls of St. Pancras between the ages of fourteen and sixteen years.

These children were thrown out of work through the war, and the L.C.C. decided to fill up their time by giving them domestic economy training. The basement of Bainbridge House, a residential home for working girls off Tottenham Court-road, was fitted up therefore, in September, as a centre, and teachers supplied.

The girls, however, did not come. After having earned wages, they could not settle to work without them, and their parents could not do without their money. The centre had to close for want of pupils. Thus it was that the Central Committee on Women's Employment, which had the same idea as the L.C.C. with regard to the training of the girls, found the machinery ready for their own scheme.

A grant was given from the Queen's Fund, and the girls offered 4s. per week maintenance and a daily meal.

Those now attending the classes come from a diversity of trades. There is a shell-box factory worker, a toy maker, a feather cleaner, a girl from a penny bazaar, a cap maker, a carpet sewer, a picture frame mounter, a boot finisher, a circular folder, a wig maker, and an errand girl.

Lady's Maid of Fourteen.

There are several who have been in dressmaking, tailoring, and millinery. One who has been in a rug store, and one child fourteen with a wisp of yellow hair tied with a bow at the back of her neck calmly announced that she had been a lady's maid.

"I did her work in the morning," she said, "and then I sat with her and did needlework in the afternoon."

All the girls look no older than school-children, and they revel in the privilege of being able to "talk as you like."

In the morning they attend the Passmore Edwards Settlement where a L.C.C. teacher of dressmaking and tailoring supervises their needlework. Meanwhile, four of their number cook dinner for the rest at Bainbridge House, under the direction of the Council's Organiser for the Higher Education of Women in St. Pancras.

The little cooks do the marketing before they begin to cook. One day they bought neck of mutton and prepared a stew with vegetables, and a boiled suet pudding with jam.

Four Helpings of Meat.

By one o'clock they were quite ready, with the table laid, for the girls who walked over from the workroom. Then is seen the necessity for the grant from the Queen's Fund. One little girl had four helpings of meat and three of pudding. She is one of a family of eleven. The father is an invalid, one sister earns 8s., a brother in the Army sends his mother 7s. 6d., and this child earns 4s. "Mother manages to make the money do fairly well," said the child, who was obviously half starved.

The lady's maid is the only earner in her family, and she is the eldest of six. Her father has been ill, and her wages "buy the food." There is the child of a widow, too, who depends on lodgers, who have all gone but two through the war. The child's 4s. is the only other income.

Another has a father who "can't never work any more, 'cos he's got heart disease, dropsy, yellow jaundice, and bronchial catarrh." Her mother earns a little charing, and with the girl's money they "have to make it do."

Bread and Jam Dinners.

No wonder that they "like all the meals." In arranging the dinners they were asked at first what they have at home. "Bread and dripping," was the answer, or "Bread and jam." A piece of fried fish and potatoes is looked upon as a rare luxury.

After dinner the little cooks go for a walk, and the other girls are taught how to wash up in a methodical manner. Then, at two o'clock, they all attend the L.C.C. classes. The course is as follows:—

Monday.—Making patterns and dressmaking.
Tuesday.—Cookery.
Wednesday.—English reading, writing, dictation, and arithmetic.
Thursday.—Laundry, drill.
Friday.—Hygiene, singing, and drill.

In the cookery classes they plan the meals for the week, and dinner is prepared for the next day. The girls are learning the kind of dishes to put together to make a proper meal, and they are taught also how to cater for a family.

At the laundry classes they bring their own clothes to wash, "and boil, and blue, and iron," as a child explained.

In the cutting-out class they take each other's measurements and cut out patterns for themselves. Presently they are to bring their own material and make blouses.

The hygiene class is conducted by a lady doctor, and consists of lessons on personal health, home-nursing, and infant care.

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Miss Taylor, the instructress.

A Poplar girl working on the land.

Miss Taylor has undertaken to train London girls out of work owing to the war in cultivation of the soil in Hertfordshire, under the auspices of the Committee for Women's Employment.

Manchester Courier, January 9th. 1915. 652.

MENDING FOR MOTHERS.

WHAT THE QUEEN'S FUND HAS DONE FOR WOMEN.

A week's time has been given to the women in the experimental workrooms, opened by the Central Committee on Women's Employment, in which to mend and renovate their own or their families' clothes, and to make presents for themselves out of oddments of material.

The results show the value of the lessons in making old clothes new, which have been given during the past few weeks. Many of the workers could not sew at all when they came to the workrooms, yet one woman during "patching week" brought her married daughter's skirt and made what looked like a new skirt out of it for her youngest girl; a mother brought her husband's old trousers and cut them down to a neat pair of knickerbockers for her boy; a wife mended her husband's flannel shirt with the tail, and added a new tail of a different material; a sheet for a cot was made out of a nightshirt, and dozens of pairs of stockings were refooted.

To a mother with eight children the week has been the best of her married life. A single woman sitting next to her had soon finished her own mending, and she helped with that of the family. Others did likewise, and between them they tidied close upon forty garments for the mother.

Every morning the women brought a bundle of clothes with them "not worth mending" some of them thought, but every night they took one home full of neatly renovated garments. Some did not possess a change, and they simply took off the skirts they wore and renovated them. A woman who brought her husband's undervest to mend took it home at night before she had finished it, for, she said, if it happened to be mislaid there would be ructions. Altogether, 100 new garments were made out of old in one workroom during this week, and 360 were patched and darned. The women also took home many ready-made patches cut to shape and prepared for reseating boys' trousers.

The rule of the workroom is to be "no pins" in future, and any worker coming with her clothes pinned together will be invited into a private room where she can mend her apparel.

Every stitch the women have learned in the workrooms was used to beautify the work. One woman even embroidered her presents with the Royal monogram, which is given for the use of the workrooms. Every scrap was made use of; the tiny, useless bits were cut up to stuff cushions, strands of embroidery silk were twisted together to make cord, and rings were crocheted for the stocking bag. In one workroom each woman made as many as four presents for herself.

Kensington News, Jan. 9th. 1915.

THE QUEEN'S "WORK FOR WOMEN" FUND.

RESTAURANT FOR TRAINING COOKS.

A restaurant run by unemployed women under the supervision of the Central Committee on Women's Employment has been opened at the headquarters of the committee. Luncheons for 3d. and 7d. are served every day, and a number of dishes *a la carte*. The menu to-day was as follows :

Sevenpence.	*Threepence.*
Roast beef, Carrots, turnips, potatoes.	Irish stew, — Jam tart.
Stewed fruit & junket.	Cup of tea.

An average 100 customers are served every day, these being confined to the staff of the Central Committee and the workers from the adjacent contract workrooms and central depot.

The need for such a restaurant has been felt since the work of the committee began, both on account of the distance of the workrooms from restaurants, and the expense to working women engaged in a West-end district. Since very suitable premises were available in the basement of the large house lent to the committee for offices, it was resolved to combine a restaurant with a cookery training centre for some of the unemployed women of Westminster.

GOVERNESS AND DRESSMAKER COOKS.

Dining rooms have been simply furnished, and the kitchen is of good size, and convenient. There are ten women at present under the instruction of a cook instructress from the National Training School of Cookery. They have all been thrown out of work through the war, and to the majority cookery is a new art.

The governess who says that she knows four languages has "always been waited on hand and foot before," but she cannot get her own work and she thinks she may fit herself to be a housekeeper. The dressmaker who has had her own business moves rather slowly about the kitchen, but she is keenly interested in the work, and the young blouse assistant means to make cooking her career if she likes it, for she wisely thinks that there are not so many cooks as dressmakers.

There is a book-keeper from an hotel who wants to qualify for looking after residential flats, and a girl who was twelve years in the Penny Bank. A little woman who has done some cooking has come to learn "the fancy," for she has been promised a situation if she can improve herself.

WEIGHING BY CUP AND SPOON.

There is ample opportunity of teaching in the variety which the different meals afford, and in the afternoons special lessons are given with the practical purpose of preparing for next day's luncheon. For instance, yesterday, stock for to-morrow's pea soup was made and a boiled fruit pudding.

The women are taught how to measure with a spoon or a cup, so that they may not be at a loss in their own homes without a weighing machine, and they are shown how to clarify dripping, and to use every piece. After the lesson they write down the recipes and rules in their own note-books.

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Sunday Times, Jan. 10th. 1915.

WORK FOR WOMEN.

AID FROM THE L.C.C.

The Queen's Work for Women Fund yesterday reached a total of £123,710.

A large number of dressmakers and tailoresses thrown out of work from West End business houses owing to the warfare now employed in the workrooms opened by the Central Committee on Women's Employment, in connection with the fund. The training in needlework, which is part of the domestic economy course for unemployed girls at the St. Pancras workroom, is specialised in two directions : dressmaking and tailoring. A skilled forewoman is in charge of both workrooms and the girls spend a month in each.

The London County Council has agreed to give further instruction in needlework and home dressmaking classes. Lectures on health are also to be given and a course of physical drill.

It is hoped that the girls will spend three months of the time of unemployment in this domestic economy training, which includes a course of cooking. For this reason vacancies notified by the Labour Exchanges are filled from the workrooms rather than the training centres.

Southampton Times, Jan: 16th. 1915.

Women's Employment.

Steady Work of the Mayor's Sub-Committee.

The work of the Mayor's Sub-Committee on Women's Employment (Chairman, Miss Green) goes steadily on, so quietly, in fact, that outsiders know but little of what has been and is being accomplished.

The Sub-Committee receive women and girls who have been thrown out of employment by the war and draft them, whenever possible, into work-rooms and business places. During the past four months they have themselves employed an average of from eighty to ninety workers per week, first at the Drill Hall, St. Mary's Road and latterly at 22, Carlton Crescent, which is now the headquarters of the committee. Though the minimun wage of 3d. an hour is paid, care is taken to meet local employers by reducing the number of working-hours in certain cases so that the girls do not earn more than when in ordinary employment. In order not to compete with existing trades no paid work is undertaken by this committee, the garments made in the workroom being given away to people whose cases have been pronounced eligible after thorough investigation. Materials sent by the Red Cross Society, the Soldiers' and Sailors' Families Association, and similar organisations are made up free of charge. A request is made to the puplic for disused clothes, evening dresses, opera wraps, and dress suits being specially suggested ; these are re-made for Belgian refugees and others. Unskilled workers are taken over by the Sub-Committee, which is also about to undertake the training of girls between the ages of fourteen and sixteen, this branch of the work being in connection with the Education Committee and Juvenile Advisory Committee. This scheme is a large and important one, and we understand that the Local Goverment Board is anxious that it should be carried out efficiently. Lectures upon various subjects will be given, and domestic economy and other classes are to be held.

It is interesting to note that the war-relief workroom in Carlton Crescent, managed by the Mayor's Sub-Committee on Women's Employment, is really the outcome of the employment bureau, which was opened at the Art Gallery, Above Bar, in the early days of the war, the difference being that the members of the Sub-Committee may now describe themselves with truth as "unpaid Government officials." Some confusion appears to have arisen between their work and that of the Women's Emergency Corps, which is also accomplishing so much that is good, and the very name of which suggests its excellent qualities, and brings it perhaps more directly under the public eye. The members of the Emergency Corps are free agents, working with, but not under, the Mayor's Committee and the Local Government Board. The Sub-Committee express gratitude to the Mayor for supplies of bread, flour, potatoes, cheese, etc., which have been of great assistance in the provision of the penny dinners and half-penny teas which are much appreciated by the workers. At Christmas time a successful social evening was held at St. John's Mission Hall.

At a recent meeting of the Chamber of Commerce a letter was read from Mr. H. Wilding, J.P., a passage in which ran as follows :—"I am glad to say that the Ladies' Committee have tackled the question of employment for women much more adequately than the men have attacked their share of the difficulty." Mr. Wilding also referred to the great need then existing of finding employment for girls. This matter, also, as we have intimated, the Sub-Committee mean to "tackle."

Christian Commonwealth 652
Jan. 13th. 1915.

Women's Work in War.

Since the outbreak of war unemployment in women's trades has proved to be much more considerable than in men's trades. The Central Committee on Women's Employment, whose activities are supervised by half-a-dozen of the leaders of the working women's organisations, has gradually got the situation in hand, and progress is being reported in the direction of reducing the volume of unemployment amongst various classes of women workers. Not only among dressmakers and tailoresses, where lack of employment was most severely felt at the beginning of the war, but among other grades of workers, from factory girls to clerks and typists, the pressure is being relaxed through the efforts of the Committee. Relief work-rooms have been started in all the large towns, War Office contracts have been distributed to firms, who are thus enabled to keep their work-people employed, and a number of interesting experiments in the training of girls and women to new forms of work have been organised by the Committee. Perhaps the most remarkable of these is the experiment of setting a number of factory girls to work on the land in Hertfordshire, where they are learning ploughing, digging, planting, and other agricultural work under skilled supervision and instruction. Among the Cradley Heath women chain-makers, where work is slack, a maintenance grant has been given, classes have been started in which the women, perhaps for the first time in their lives, are being taught sewing, home management, hygiene, cooking, and other domestic virtues. In the City a training centre has been opened at Bridewell House, once a City police-station, where some 200 unemployed girl clerks and typists are being taught French, shorthand, typewriting, book-keeping, and commercial subjects, with the view of making them more efficient in their profession. The girls get a maintenance grant, with travelling expenses, which enables them to live while out of work, and they are provided with dinner and tea on the premises at a cost of only 2d. a day. By these and other methods, thoroughly worked out by the competent women who run the Central Committee, the great evil of unemployment is reduced, and those who are compulsorily idle owing to the dislocation of industry and business through the war are kept from deterioration and made fit for better positions in the future.

Glasgow Herald, January 18th. 1915.

TRAINING FOR LAUNDRY WORK.

The task of finding trades for unskilled women workers who are thrown out of work through the war is one of those to which the Central Committee on Women's Employment has set its hand. Laundry work has been found to offer good openings both in London and in the country, and the Central Committee has made arrangements with the Borough Polytechnic to take 16 girls from the committee's workrooms as pupils in their trade laundry schools. After the training the Polytechnic has no doubt that places can be found for the girls. There is always a shortage of skilled hand-ironers in London, while in some country districts laundries cannot get on for want of workers. Careful selection of suitable women has been made by the lady principal of the Polytechnic from workrooms in three boroughs—Bermondsey, Southwark, and Lambeth. The committee will pay travelling expenses, and the women will receive a wage of 10s a week, the time not spent in the laundry being occupied in their own workrooms. Only those who were engaged in unskilled trades before the war have been chosen, and only those who are really anxious to learn the trade.

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Evening Standard & St. James's Gazette, January 15th 1915.

652/54 652

Sunday Times, Jan: 17th. 1915.

THE QUEEN'S FUND.

COOKERY AND LAUNDRY CLASSES FOR UNEMPLOYED CHILDREN.

FOUR SHILLINGS WEEKLY.

Over forty unemployed little wage-earners of St. Pancras, between the ages of fourteen and sixteen, joined the L.C.C. classes for Business Training and Domestic Economy when the centre at Bainbridge House, Tottenham Court-road, reopened after the Christmas Holidays.

The majority of the children are receiving a grant of 4s. per week and a midday meal from the Queen's "Work for Women" Fund under a scheme approved by the Central Committee on Women's Employment. The parents could not afford to let the children come to the classes otherwise. They have all been serious wage-earners before, having been employed in Court dressmaking, tailoring, surgical instrument making, Christmas card folding, printers' folding, and packing of various kinds.

Brown Overalls.

Nearly all the children wanted to go first to the cookery class, but only those who had aprons were allowed to do so.

In future they are to be provided with n overalls so that t..e pathetic difference .e children's dress shall no longer be cent. To-day a child neatly clad in a blue dress sat beside one who obviously had a old blouse of her mother's. Pinafores adly torn also, or aprons many sizes too ok their places.

ost Onion.

were there more eager, interested pils. The cookery class sat round a le watching a demonstration lesson in stewing steak. So attentive were the children that one little girl even put the teacher right. "You haven't got no onion," she said, for she remembered the list of ingredients which had been given. After the demonstration they each prepared their own stew, and a lesson on sausage rolls followed.

In the scullery a laundry class was engaged washing flannels, and at a table in the corner three unemployed girl clerks were busy practising on a typewriter.

Every inch of space has to be used, for the classes have all to be held in the kitchens and dining-room which have been lent by the Girls' Residential Hostel.

The rest of the girls were having a dressmaking lesson upstairs. Each one measured her neighbour and then drew and cut a blouse pattern. Next lesson they will work on the material.

"They need arithmetic lessons so badly," the teacher said, "some girls cannot tell the half of sixteen."

The L.C.C. course includes English lessons, and also hygiene, drill, and singing. The girls are divided into three classes, so that those who know a good deal shall not be kept back by the others. Those in the first cookery class are simply taught to make certain dishes. The second grade girls make up dinners for families, and the third learn cooking which is intended to fit them as cooks if that is their wish.

House-cleaning Classes.

It is hoped to start a domestic economy training course immediately, when the matron of the Girls' Home will lend dormitories for house-cleaning lessons, and twelve girls will spend a certain number of weeks in the kitchen. At present four of the girls cook dinner for the others under the guidance of the council's lady organiser for St. Pancras. The menu for the day was sausage pudding, cabbage, and potatoes, followed by boiled rice and syrup.

Business classes are held in the morning for unemployed shorthand typists. Some of the girls attending have actually lost the chance of work through their speed being reduced by want of practice. Many have made up their minds to stay at the classes until they have reached at least a speed of 100. Others are only waiting until they find places.

They are all registered at the Labour Exchange, and when there is a vacancy a message is sent to the teacher. The girls are also learning book-keeping and business routine. Instruction in drill and country dancing is given twice a week.

All communications regarding the Queen's Work for Women Fund and gifts for sale should be addressed to Lady Roxburgh, 33, Portland-place, London, W., and all cheques be made payable to Mrs. C. Arthur Pearson, hon. treasurer, at the same address, and crossed "Queen's Work for Women Fund Account."

All communications respecting the work of the Central Committee on Women's Employment must be addressed to Miss Mary R. Macarthur, hon. secretary, 8, Grosvenor-place, Hyde Park-corner, S.W. Applicants for work should apply to the secretary of the local representative committee at the town or county hall or urban district offices in the locality in which they reside.

The Daily Graphic, January 16th. 1915.

WORK FOR WOMEN.

LAUNDRY TRAINING.

The Queen's Work for Women Fund yesterday reached a total of £125,915 5s. 1d., including a sum of £144 12s. 8d. collected by the Countess of Waldegrave.

The task of finding trades for unskilled women workers who are thrown out of work through the war is one of those to which the Central Committee on Women's Employment has set its hand. Laundry work has been found to offer good openings, both in London and in the country, and the Central Committee has made arrangements with the Borough Polytechnic to take sixteen girls from the Committee's workrooms as pupils in their trade laundry schools. After the training, the Polytechnic has no doubt that places can be found for the girls.

Messrs. Perry, Ltd., London, have presented to the Fund 20,000 boxes of a new pen which has received the approval of the Queen, and Her Majesty has allowed it to be called the "Queen Mary" pen.

Northern Daily Telegraph Jan: 20th. 1915.

SOCKS FOR THE ARMY.

A contract for two million pairs of Army socks has come as a windfall to the Central Committee on Women's Employment, which is working under the Queen's "Work for Women" Fund. It will provide work for over a thousand women weekly until August. The Committee offers to buy and lend the machines, and, where necessary, to supply teachers to instruct the girls. The yarn will be obtained from a carpet yarn firm, which, from lack of usual orders, was about to close down. A sub-contract will be made with a hosiery finishing firm in Leicester for the finishing of the socks—a more difficult process than the knitting. It is noteworthy that the whole contract will be carried through without the slightest interference with ordinary trade. Indeed, the action of the Central Committee is welcomed by the trade, which cannot supply more than half of the War Office requirements.

SOLVING THE PROBLEM OF WOMEN'S EMPLOYMENT IN HERTFORDSHIRE.

From the East End of London to the country: Town-bred women start out for their day's work on the land. This picture comes from the new cultivation area opened in Hertfordshire by the Central Committee on Women's Employment as one step towards the solution of the problem which is the reason for the committee's existence. The women all come from the district of Poplar, and look as though the healthy outdoor life on the farm thoroughly agrees with them. At all events, it is better than factory work. (Photographed by Clarke and Hyde.)

Evening Standard & St. James's Gazette, January 16th. 1915

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THE QUEEN'S FUND.

TRAINING FOR UNEMPLOYED GIRL CLERKS AND TYPISTS.

OFFER OF SCHOLARSHIPS.

A meeting of unemployed girl clerks was held recently by the London County Council at the Regent-street Polytechnic.

The girls had been selected by the Central Committee on Women's Employment as candidates for commercial training, for whom they have approved a maintenance grant from the Queen's Fund of 10s. per week, with up to 4s. for expenses.

Improving General Education.

The committee is desirous during this time of widespread unemployment among women clerks to encourage them to improve their qualifications, rather than to find temporary occupation for them. A very large number of those unemployed are only partially trained for business, and there is much need for improvement in general education.

The meeting was held with a view to finding out the attainments of the girls and deciding the classes suitable for them. Representatives of both the Central Committee on Women's Employment and the London County Council were present, also the Director of Education of the Regent-street Polytechnic and the Principal of the City of London College.

Photographer's Daughter.

Fifty-two unemployed girl clerks attended, representing a good class of business girl. There was a photographer's daughter who had typed for her father before the war broke out. Then the business broke up from lack of orders. A girl whose father had never been accustomed to work himself, but who had lost all his money, was very anxious to get training. She had only been in one or two temporary places, and had very little experience. "I feel so different when I've got work," she said.

Another was the eldest of ten, and only one sister in the family has work; her father keeps a stationery shop. A plucky girl of sixteen has been trying to get employment for three months. "I thought I'd like to try myself," she said, "before I asked anyone for help."

Little Experience and Few Qualifications.

Twenty-two of the girls present had been less than six months in business, twenty-seven were shorthand typists, six were bookkeepers, and only three had knowledge of a foreign language.

They were quickly divided off into three grades—those who could do a speed of over sixty words a minute shorthand, those who could only manage up to forty, and those who had no speed at all.

Three of the higher grade girls will be sent at once to the City of London College, where they will have a first-class business education. For nineteen with a lower speed, classes at Balderton-street, W., are suggested, and for the remaining thirty-four it is hoped to arrange a special course at the Langham-place Polytechnic.

L.C.C. Action.

The Council's intentions with regard to the girls were explained to them.

They would be expected to attend the whole course of classes, not merely the lessons which interested them, or which they found easiest. They would be regarded as ordinary students of the centres to which they were sent, and would be expected to attend regularly and conform to the regulations.

The course of instruction would include general education and probably commercial geography, commercial arithmetic, and the principles of economics.

It was pointed out to them that with such opportunities they would be able to get better posts when they returned to employment again.

Competition for Studentships.

Four of the six free studentships offered by the City of London College have been taken by girls unemployed through the war, and recommended by the Central Committee on Women's Employment.

The studentships extend over at least a year, and the classes include instruction in the following subjects: English, French, Spanish, descriptive economics, office procedure, commercial correspondence, book-keeping, shorthand, typewriting, physical exercises, general arithmetic.

The girls, who won the places by examination, are all over sixteen years, and include the daughters of a warehouseman, a commercial traveller, and a sculptor.

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Liverpool Courier, Jan. 21st. 1915.

LESSON IN LAUNDRY WORK.

The "Queen's Workroom" at Islington has this week become a centre for L.C.C. classes. Fifty-four unemployed women who are being trained under the domestic economy scheme of the Central Committee on Women's Employment are attending practical lessons in cookery, laundry, health, and physical exercises. The London County Council probably never had a stranger class than that which met for laundry work yesterday. There was a quiet-faced, superior-looking teashop manageress in black dress and neat white apron; a sad-looking little private dressmaker, who can get nothing to do; a young lampshade maker, who had been at the same work since she was 14; a waitress from a fish and oyster bar in the City; several young factory girls, and one or two daily domestic workers.

Few of them had ever done any washing before. The manageress and one or two others had kept servants of their own before the war. Everyone, however, saw the benefit of the training, and very intelligent questions were put to the Council's teacher. The women had been asked to bring their own flannels to wash, but when the moment of producing them came their shyness was apparent. One woman, however, bolder than the rest, had brought the family washing, which she distributed among her friends. There was no make-believe about the washing; they were really dirty clothes. One shirt belonged to a girl's uncle who was an engineer, and the fact was evident. The use of a demonstration was seen at once. "'Ere, you monitors," said one girl; "I ain't got no soap." "You don't need soap for flannels," was the crushing reply from a sister washerwoman.

The Daily Telegraph, Jan. 20th 1915.

QUEEN'S "WORK FOR WOMEN."

A contract for 2,000,000 pairs of Army socks has been secured by the Central Committee on Women's Employment. This will provide work for well over 1,000 women weekly. The knitting alone will absorb about 800 unemployed women until August, and will be distributed among workers in hand dressmaking.

Yesterday the Queen's "Work for Women" Fund reached a total of £126,364. The day's contributions included:

Balance of fund from Distressed Needlewomen's Institution, now closed, per Archdeacon Lawrence and Mr. John Palmer, £80; collected by the Urban District Council of Padiham, £53; the Ladies of Valparaiso Vina del Mar and District (per Mrs. Fenn), £49 10s; collected by the Mayoress of Battersea, £39 12s 6d; Bangkok British Women's Needlework Guild, £25; collected by the Mayoress of Gloucester (further instalment), £11 12s 3d; collected by the Urban District Council of Wadebridge, £10 15s 2d; Mrs. Perkins, £10; collected by the Urban District Council of Teddington, £10.

All communications and gifts for sale should be addressed to Lady Roxburgh, 33, Portland-place, W., and all cheques made payable to Mrs. C. Arthur Pearson, hon. treasurer, at the same address, and crossed "Queen's 'Work for Women' Fund Account."

Christian Globe, Jan. 21st 1915.

The Queen's "Work for Women."

Training for Laundry Women.

Laundry work has been found to offer good openings both in London and in the country for unskilled women workers and the Central Committee, Women's Employment, has made arrangements with the Borough Polytechnic to take 16 girls from the Committee's Workrooms as pupils in their trade laundry school.

After the training, the Polytechnic has no doubt that places can be found for the girls. There is always a shortage of skilled hand-ironers in London, while in some country districts laundries cannot get on for want of workers.

Competent "finery" ironers can command a good wage, as can also Head Sorters and Packers. There are also regular chances of rising. As soon as the girls who have just started training at the Polytechnic are able to earn as much in laundry work as they can do in the Relief Workrooms, they will be sent out to laundries where they can quickly rise if they have ability.

The course of lessons arranged, should only take about two months, but the girls will be kept until they are fit to earn a living. They are given 16 hours teaching every week, coming every evening to the Polytechnic and on Saturday mornings.

Complete Trade Plant.

The teachers have both been manageresses of laundries having worked their way up, and the plan is for each woman to go through every department of the work, making up her mind as she goes along in which she would prefer to find employment. Then if she cannot get work in one way, she will always be able to do so in another.

A demonstration on sorting was given first of all, and on marking, and "throwing off." The value of learning the expressions used in the trade was impressed upon the women in order that they should enter it with confidence.

Customers Weaknesses.

"Noting" caused some amusement. "When you find something very torn," said the teacher, "you know your customers, and if they are the kind to blame the laundry whatever happens, you must take it to the office and report it. Some customers you can rely upon to take your word, then you simply tack lightly round the place with red cotton to mark it."

The teacher had a pile of clothes of every description beside her, and she showed the women the right place to put the laundry mark. Collars were opened up, doubled and dipped in water and squeezed dry before being marked, and the women were warned not to decorate the end of an evening tie.

The girls will learn in the ensuing weeks preparation, starching, folding, the various processes of ironing, examining, "tacking up"—in different packages for various customers—and a certain amount of booking up. This general and thorough knowledge will prepare them for becoming forewomen later on, if they have the ability.

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The Daily News & Leader,
January 20th. 1915.

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EYE-WITNESSING

AT THE FRONT IN LONDON.

By ARNOLD BENNETT.

Although they fear no censor, and run no risk of doing good to the enemy, the authorities of the National Relief Fund, after nearly six months, have still not made up their minds to report their work to the public. And if you ask them why they are still hesitating, they will overwhelm you with battalions of reasons. Such is the effect of officialism upon even the enlightened. However, it cannot be said that these men and women carry secretiveness to excess. Some weeks ago they permitted me to transmit information to the public, and last week I was offered the opportunity to see some of the actual fighting operations in the war of the Fund against unemployment and distress among women in London. Although no war correspondent, I took the chance.

The Queen's Work for Women Fund is now absorbed into the administration of the National Fund, and the Central Committee on Women's Employment is the equivalent of the General Staff in the aforesaid war, while Miss Mary Macarthur, its honorary secretary, may be called the Chief of the General Staff. The leading points of the Committee's campaign, as I have briefly explained in a previous article, are (1) a minimum pay of 3d. per hour, (2) a short week, so as to give the women opportunity to find other work, (3) training of workers in domestic economy and for new trades or short-handed trades, (4) production of useful articles, such articles not to be sold, but to be given away through the Local Representative Committees of the Fund, (5) mending and altering of workers' own garments.

What is Being Done.

I went first to the Depot, housed free of charge in a vast untenanted residence close to Park Lane, on which the rates alone would probably keep an attaché in comfort. Here all the material is collected and sent out to be made up, and the resulting garments are then gathered in and distributed. I saw a report dealing with 15,020 articles, ranging from long-flannels to blouses. I also saw a garment stitched by a woman who had never used a needle before the war. In peace time she is a public-house cleaner. When told that she must learn to sew, she wept, pined for a whole fortnight, and then rapidly picked up. The garment I inspected was her second attempt. As the Editor of a ladies' paper for a number of years I may pose as an authority on needlework, and I assert that the garment was marvellous. The chief characteristics of the infinity of apparel which I beheld here were brightness, gaiety, and originality. Some people had said that the poor would not know themselves in such attire, and that it would make them dissatisfied with their lot, etc., etc. I hope it will, and the more dissatisfied the better. A considerable assortment of colonial outfits for emigrating girls compelled attention, and will certainly compel attention when worn even in the most advanced colonies, doubtless with beneficial results on the marriage-rate.

But the chief pride of the Depot was the visible consequences of what was called "Patchwork Week," being the last seven days of 1914, devoted to the fabrication of a gift for each woman employed, and to the renovation of the workers' own garments. In the matter of mending, this week, with its pathetic episodes, must have been an education not merely to the taught, but to the teachers. It was a week of definite social progress. The inventive exercise of fabricating gifts out of nothing had also high moral value. I was shown an exquisite pair of house-shoes which had once been an old tweed hat and a bit of ribbon. Waste was inconceivable. A rag heartbrug glowed like a ruby. Recollect that all articles are given away to those who need them. Nothing is sold, except the very rags of rags, which are secretly disposed of to a rag merchant. The cheerfulness, systematised order, unobtrusive efficiency, helpfulness, and humanity displayed in that house in Hanover were notable. And in somebody

twenty-five hours a week, and receive four shillings a week (as against perhaps five shillings for at least fifty hours in ordinary employment), and a good dinner daily, and tea on drill nights. Some were pretty; others plain; and a few downright ugly; but all were conspicuously neat. One's first thought was that there must be something wrong with a civilisation in which girls so young have to earn their living, and one's second that they would assuredly be far more valuable to themselves, their families, and their future families at the conclusion of peace than they were at the outbreak of war.

In North London.

From Bainbridge House to a great swimming-bath in St. Pancras, boarded over and turned into a work-room. Here were older girls and women of all ages, under the eye of an expert who before the war was a highly-paid fitter at a court-dressmakers. I saw a hundred and ninety-nine sempstresses—previously waitresses, clerks, tailoresses, bookfolders, charwomen, etc.—who do a short week of forty hours of highly miscellaneous sewing for ten shillings. The workers seemed very contented; but I should have enjoyed this resort quite as much if the hum of small-talk had been about ten times as loud. (Perhaps the supervisors would have enjoyed it less.) It was at this place that women had to sit in their petticoats in order to mend their skirts during Patchwork Week, possessing one skirt only. Here also was the public-house cleaner who had never held a needle; and other strange cases. There was a coster-girl who had an absolute need to get up and walk about. One day this girl arrived with a full black eye which she attributed to her "bloke." In consequence of certain remarks she came next day with a written document in which her "bloke" certified under his hand that he loved her and would love her till hell was frozen over! The tragic thing about this paradise was that a hundred candidates were unable to get into it, the Fund allowances not sufficing for an enlargement.

A fourth establishment was the creation of the Borough of Islington, housed in a girls' school, and partly financed by the Fund. It was a large affair, with several department, sewing being as usual the basis of it. Sewing, knitting, cookery, laundry-work, etc., were taught. The wages were as at the previous place. The labours of the kitchen were utilised to supply meals to the inmates at the cost of the raw materials. A dinner costs threepence, and tea is included in the price. When I called the entire population—once false-teeth makers, wax-modellers, dressmakers, and God knows what!—was at tea in an agreeably titivated hall which on Saturday nights is used for concerts arranged and managed by the workers, who also supply the vocal and other talent. Here I saw one of the banana-crate cradles so celebrated in certain strata of society. Made on the spot, it was a very complete and sightly cradle, with a full selection of linen, including a coverlet knitted out of flannel selvedge. The bodily condition of the workers was disquieting, but it was on the upgrade. Low vitality, defective vision, etc., were rife. At the start fainting from lack of food was so common an occurrence that somebody had to give a bedstead and bedding on which the sufferers could recover. Local employers had found out the virtues of the establishment and were filling situations from it.

Sick-room Helps.

Finally I must mention the War Relief Committee Room in St. Pancras, where I met an assemblage of "Sick-room Helps" who had gathered together for tea and their wages (ten shillings a week of forty hours). These women, motherly and with the gentle glance of much experience in their eyes, receive instruction in hygiene, cookery, etc., and in the remainder of their time they go out to houses where the housekeeper is incapacitated or gone in

conceivable. A rag hearthrug glowed like a ruby. Recollect that all articles are given away to those who need them. Nothing is sold, except the very rags of rags, which are secretly disposed of to a rag-merchant. The cheerfulness, systematised order, unofficialism, efficiency, hopefulness, and humanity displayed in that house in Mayfair were notable. And in consideration of what I saw I forgave the National Fund for some of its sins of callousness and contumacy in other departments of activity.

Work for Unemployed Girls.

That house may be counted as a base. Thence I went to Bainbridge House, Cleveland-street (north of Oxford-street), which was within at most fifty yards of the enemy trenches. Bainbridge House is a County Council centre, lent for the purposes of the Central Committee on Women's Employment. When I saw the place it was full of young girls—errand-girls and factory-girls, thrown out of their situations by the war. In one large room I saw at least fifty of them seated round a very large table and listening to the clear, comprehensible wisdom of a lady doctor on the subject of infectious diseases. The sinister word "diphtheria" was written on a blackboard, but the doctoress was talking about scarlet fever. "Now when you notice the discharge," asked the doctoress, "what do you do?" "You move her away from all the other people," piped a voice. "Yes," said the doctoress, "of course you move her away from all the other people, but what do you do next?" And so on. Personally I learnt something new about scarlet fever, although I have had it.

In another large room a similar party of similar girls were going through breathing exercises under another instructress. Then they sang—well and in tune, but their frail, thin voices almost intolerably touched the heart. Down below still another party were acquiring the craft of the laundry. I saw them up to their elbows in the suds. Best of all was the warm and odorous kitchen, where a fourth party were learning to cook. They were then in aprons, some of which had certainly been made for their elders, and fell below the skirt hem, preparing stock for next week's soup. Before cooking the food they go out and buy it themselves at street-stalls. They are taught how to choose and to buy, and when they choose too badly they have to go out again and negotiate exchanges. I suppose I saw between one and two hundred girls—of an average age of perhaps fifteen. They work not an assemblage of "Sick-room Helps" who had gathered together for tea and their wages (ten shillings a week of forty hours). These women, motherly and with the gentle glance of much experience in their eyes, receive instruction in hygiene, cookery, etc., and in the remainder of their time they go out to houses where the housekeeper is incapacitated or partly incapacitated, and they keep the home in its self-respect of tidiness and cleanliness. In maternity cases, for example, they make daily visits for a fortnight, dress the children and start them for school, etc. When a mother is recovering from an operation they go once a week to do the washing (and they do it scientifically). Trained nurses love them—for good reason. Newly-made widowers with many young children regard them as archangels. I daresay this idea and this assemblage appealed to me even more than the others. That is why I put them last.

I was driving about North London all the afternoon until dark. I did not waste a moment, but I managed to see only five places. There were others—perhaps many others, and different varieties. I am sure, however, that there were not enough. The immensity of the metropolis and the fewness of these tiny cases made a contrast almost theatrical. £130,000 has been collected for the Queen's Work for Women Fund. If the National Fund out of its millions multiplied this sum by ten, it would show sagacity. Five thousand women are now in employment, thanks to the schemes of the Central Committee. Fifty thousand would be better. Spending its money on these lines, devised with commonsense, with imagination, and with knowledge of conditions, the National Fund cannot go wrong. Value, and very full value, is obtained for all expenditure. The race itself is being ameliorated. Cheerfulness and hope are being increased. I know that the work is carried out in the teeth of certain famous poor-law experts; but forty thousand famous poor-law experts would not convince me that it is not a thoroughly good work, destined to admirable results. Women are doing it all. Women invent it, scheme it, plan it, supervise it, and execute it in every detail. Not one solitary male did I encounter in any of the five establishments.

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i.e. Evening Standard & St. James's Gazette 21st Jan. 1916.

THE QUEEN'S FUND

A GOOD TRADE FOR WOMEN IN HAND-IRONING.

The task of finding trades for unskilled women workers who are thrown out of work through the war is one of those to which the Central Committee on Women's Employment has set its hand.

Laundry work has been found to offer good openings both in London and in the country, and the Central Committee has made arrangements with the Borough Polytechnic to take sixteen girls from the committee's workrooms as pupils in their trade laundry school.

Places to be Found.

After the training, the Polytechnic has no doubt that places can be found for the girls. There is always a shortage of skilled handironers in London, while in some country districts laundries cannot get on for want of workers. Being less of a luxury trade, laundry work has not been so greatly affected by the war as other trades, and as work for women, hand ironing compares very favourably with other less skilled occupations.

Competent "finery" ironers can command good wage, as can also head sorters and packers. There are also regular chances of learning. As soon as the girls who have just started training at the Polytechnic are able to earn as much in laundry work as they can do in the relief workrooms, they will be sent out to laundries, where they can quickly rise if they have ability. In regular work it is thought that they will get on even faster than in training, and they will make way for other learners.

The course of lessons arranged should only take about two months, but the girls will be kept until they are fit to earn a living. They are given sixteen hours' teaching every week, coming every evening to the Polytechnic and on Saturday mornings.

Paid to Learn.

Careful selection of suitable women has been made by the lady principal of the Polytechnic from workrooms in three boroughs—Bermondsey, Southwark, and Lambeth. The committee will pay travelling expenses, and the women will receive a wage of 10s. a week, the time not spent in the laundry being occupied in their own workrooms.

Only those who were engaged in unskilled trades before the war have been chosen, and only those who are really anxious to learn the trade.

"I could have got work many a time in a laundry," said a young widow, who has four children, "if I'd known a little more. I know a lot of things, but not enough of anything. I never had the chance of getting into a trade, and if they're willing to learn us, it'll make me independent."

A plucky middle-aged woman said, "I'll master it! I'm a waitress, and good at my trade, too; but I'm getting too old—that's what they think—though I'm better at it than some of the young ones. But in laundry it don't matter if I'm fat or thin." There are many women over forty years at the first class.

White and Tiled Ironing-Room.

The Borough Polytechnic has a complete plant for trade laundry work, including a washing machine worked by power, a shirt and collar machine, and thirty-five gas irons. The large ironing room—36ft. by 31ft.—is white tiled, and with its long tables with laundry trays for receiving clothes underneath, and clothes-hangers above, it has the appearance of a real laundry.

The work conducted in it is exactly similar. The teachers have both been manageresses of laundries, having worked their way up, and the plan is for each woman to go through every department of the work, making up her mind as she goes along in which she would prefer to find employment. Then, if she cannot get work in one way, she will always be able to do it in another.

One of the pupils said that she had been a collar curler—a skilled worker—but now that machines were so largely used she couldn't get enough to do. Another woman said that she could "back" the shirts nine years ago, before she was married, but she wouldn't "take it on" now; she didn't know enough.

A demonstration on sorting was given first of all, and on marking, and "throwing off." The value of learning the expressions used in the trade was impressed upon the women in order that they should enter it with confidence.

Customers' Weaknesses.

"Noting" caused some amusement. "When you find something very torn," said the teacher, "you know your customers, and if they are the kind to blame the laundry whatever happens, you must take it to the office and report it. Some customers you can rely upon to take your word, then you simply tack lightly round the place with red cotton to mark it."

The teacher had a pile of clothes of every description beside her, and she showed the women the right place to put the laundry mark. Collars were opened up, doubled, and dipped in water, and squeezed dry before being marked, and the women were warned not to decorate the end of an evening tie.

The advantage of trying to satisfy customers was pointed out, and therefore they were enjoined to take out ribbons and mark them, so that they could be returned to garments before packing. A little practice was given in marking various letters, the women finding out for themselves the proper place to put the mark.

"Throwing off" consisted in dividing the garments into various qualities, fine and coarse, soiled and very dirty, ready for the washers. The girls were warned to shake the garments out, or otherwise an odd stocking might be washed with something else with disastrous results.

The girls will learn in the ensuing weeks preparing, starching, folding, the various processes of ironing, examining, "racking up"—in different packages for various customers—and a certain amount of booking up. This general and thorough knowledge will prepare them for becoming forewomen later on, if they have the ability.

Daily Chronicle, Jan 25th.

CITY WOMEN VICTIMS OF THE WAR.

OLD BRIDEWELL BECOMES A TRAINING CENTRE.

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The scheme, which has the approval of the Central Committee on Women's Employment, and is financed by the Queen's Work for Women Fund, is also supported by the City Corporation, which has given the services of a resident caretaker and a donation of £100 to convert the room of the old Bridewell Police Station, New Bridge-street—now known as Bridewell House—into comfortable headquarters.

Many occupations are represented among the clients of the City sub-committee. Typists and shorthand writers, however, comprise the majority, but all have this in common, that either they were self-supporting or were the support of their parents, and are now entirely without means beyond that supplied by the City sub-committee.

Teachers, provided by the City Corporation, give lessons where they are needed, in shorthand, bookkeeping, French, English, commercial arithmetic, commercial geography, and personal hygiene, while dressmaking lessons are part of the curriculum, and opportunities for practice in typewriting are given, so that typists may not lose their nimbleness of finger.

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Miss Morton, organising secretary, sees callers at Bridewell House between the hours of 2 and 3 in the afternoon.

Evening Standard, 652.
22nd Jan. 1916.

THE QUEEN'S FUND.

NEW WORK-ROOM CLASSES IN DOMESTIC ECONOMY.

The "Queen's Workroom" at Islington has this week become a centre for L.C.C. classes.

Fifty-four unemployed women who are being trained under the domestic economy scheme of the Central Committee on Women's Employment are attending practical lessons in cookery, laundry, health, and physical exercises.

The London County Council probably never had a stranger class than that which met for laundry work yesterday.

There was a quiet-faced superior-looking tea-shop manageress in black dress and neat white apron, a sad-looking little private dressmaker who could get nothing to do, a young lampshade maker who had been at the same work since she was fourteen, a waitress from a fish and oyster bar in the City, several young factory girls, and one or two daily domestic workers.

Washerwomen who Kept Maids.

Few of them had ever done any washing before. The manageress and one or two others had kept servants of their own before the war. Everyone, however, saw the benefit of the training, and very intelligent questions were put to the Council's teacher: "Could you use soda to soften the water for flannels?" and "Did it hurt the fibre of flannel to put it through the mangle?" Some of the girls were surprised that the flannels were not to be boiled with the white clothes.

A demonstration by the teacher came first on washing flannels and ironing handkerchiefs. Afterwards the women wrote down what they had learned before putting it into practice. One of the notebooks read as follows:—

"Avoid steeping, rubbing, hard water, great heat, extreme cold, keeping wet long."

"Small scraps of soap with boiling water added can be used to make the water soapy when soap must not be used."

"Shake occasionally when drying."

The Family Laundry.

The women had been asked to bring their own flannels to wash, but when the moment of producing them came, their shyness in bringing thin, worn clothes was apparent. One woman, however, bolder than the rest, had brought the family washing, which she distributed among her friends. There was no make-believe about the washing; they were really dirty clothes. One shirt belonged to a girl's uncle who was an engineer, and the fact was evident. The use of the demonstration was seen at once. "'Ere! you monitors," said one girl, "I ain't got no soap."

"You don't need soap for flannels," was the crushing reply from a sister washerwoman.

Washing in Class.

The girls found the new methods a little strange at first. "I'm used to a rubbing board," said the girl who was washing her uncle's shirt. "These cuffs won't come clean with no squeezin'. We'd have to do a bit different with our washin' at home, else we shouldn't never get done. It's eleven o'clock when I'm finished as it is."

The girl has no mother, and has to do the family washing when she goes home from her work at night.

As the clothes came out of the water, bright and clean, the women began to see the benefit of getting their own washing done in the lesson, and one or two took their handkerchiefs out of their pockets and washed and ironed them straight away.

Public opinion kept them all up to the mark. "Who left this bath dirty?" was a quick remark. "She'd make a fine housemaid!"

The laundry-room has been fitted up with a boiler, mangles, and all ironing stove, but the women wash as they would do at home, on small baths on the table.

Future lessons are to cover the means of

ork has not been so greatly affected by the ar as other trades, and as work for women, nd ironing compares very favourably with ner less skilled occupations.

Competent "finery" ironers can command good wage, as can also head sorters and kers. There are also regular chances of ing. As soon as the girls who have just rted training at the Polytechnic are able to n as much in laundry work as they can do the relief workrooms, they will be sent out laundries, where they can quickly rise if y have ability. In regular work it is ought that they will get on even faster than training, and they will make way for other rners.

The course of lessons arranged should only e about two months, but the girls will be pt until they are fit to earn a living. They e given sixteen hours' teaching every week, ming every evening to the Polytechnic and Saturday mornings.

id to Learn.

Careful selection of suitable women has been de by the lady principal of the Polytechnic m workrooms in three boroughs—Bermondy, Southwark, and Lambeth. The committee ll pay travelling expenses, and the women ll receive a wage of 10s. a week, the time t spent in the laundry being occupied in ir own workrooms.

Only those who were engaged in unskilled des before the war have been chosen, and y those who are really anxious to learn the le.

"I could have got work many a time in a ndry," said a young widow, who has four ldren, "if I'd known a little more. I know ot of things, but not enough of anything. I ver had the chance of getting into a trade, if they're willing to learn us, it'll make me dependent."

A plucky middle-aged woman said, "I'll aster it! I'm a waitress, and good at my ade, too; but I'm getting too old—that's hat they think—though I'm better at it than me of the young ones. But in laundry it on't matter if I'm fat or thin." There are any women over forty years at the first lass.

hite and Tiled Ironing-Room.

The Borough Polytechnic has a complete ant for trade laundry work, including a ishing machine worked by power, a shirt and ar machine, and thirty-five gas irons. The ge ironing room—36ft. by 31ft.—is white ed, and with its long tables with laundry ys for receiving clothes underneath, and ouse-hangers above, it has the appearance a real laundry.

The work conducted in it is exactly similar. e teachers have both been manageresses of ndries, having worked their way up, and plan is for each woman to go through every partment of the work, making up her mind she goes along in which she would prefer to d employment. Then, if she cannot get rk in one way, she will always be able to do in another.

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The laundry-room has been fitted up with a boiler, mangles, and an ironing stove, but the women wash as they would do at home, on small baths on the table.

Future lessons are to cover the means of softening water, the removal of stains, print and coloured cotton washing, starching—giving the use of starch—damping down, folding and ironing, washing lace and fine articles, and paraffin washing or bran washing.

All communications regarding the Queen's "Work for Women" Fund, and gifts for sale, should be addressed to Lady Roxburgh, 33, Portland-place, London, W., and all cheques be made payable to Mrs. C. Arthur Pearson, hon. treasurer, at the same address, and crossed "Queen's 'Work for Women' Fund Account."

All communications respecting the work of the Central Committee on Women's Employment must be addressed to Miss Mary R. Macarthur, hon. secretary, 8, Grosvenor-place, Hyde Park-corner, S.W. Applicants for work should apply to the secretary of the local representative committee, at the town or county hall, or urban district offices in the locality in which they reside.

652/58

Evening Standard & St. James's Gazette
January 23rd. 1915.

THE QUEEN'S FUND.

HOW UNEMPLOYED WOMEN LEARN NEW TRADES AT SCHOOL.

There are women who have come to bless the day when they were thrown out of employment through the war.

They are those who have been given the opportunity by the Central Committee on Women's Employment of learning a trade, or of further training in that to which they belong. A new future is opening up before them in which interest in individual work and better wages loom large.

The Hammersmith Trade School is one of the L.C.C. centres where trade lessons are now being given free to women sent from the committee's neighbouring workrooms. Girls who have been in upholstery, tailoring, dressmaking, or millinery, and in one or two cases girls who want to come into a trade, are given expert teaching during the evening.

All the women attend also a class in designing and embroidery where individual teaching is given, having reference to the trade the pupil is learning. Arrangements are made in the relief workrooms from which the girls come, whereby the time they spend at class in the evening is taken off the day work, or a whole day's holiday in the week is given. One young dressmaker, however, who is taking ladies' tailoring classes, asked her supervisor if she might spend her free day in the workroom, so that she might have more practice.

Dressmakers Learn Tailoring.

Every woman has been interviewed by the lady principal of the trade school, who takes a keen individual interest in each, and advises her as to her future work. The dressmakers generally see the advantage of going into the tailoring class, even with only the view of being able to make good coats and tailored skirts. A lady's maid is among them who is anxious to learn both dressmaking and tailoring. A dressmaker who is not very good at her trade has been advised to take up simple upholstery, since she is lame and has not very good sight.

The women, as a whole, recognise the fact that they will find it much easier to get places when they can say that they have learned their trade. "If I could just say I'd been taught by a man!" said a girl who is determined to learn tailoring thoroughly.

The lessons are so arranged that if the girls have an opportunity of taking a place in the trade after only a short time at school, they would yet have learned something to their advantage.

Sprats' Heads and Buttonholes.

In tailoring, all the details are taught first, so that the girls may be fitted quickly to become assistants to tailors. They are now practising buttonholes and learning stitchery. "Sprats' heads" for ornamenting coats are their first endeavour in the latter work. Braiding will come later, when they will be able to make use of their lessons on design.

Other work to be done includes strapping, tailor felling, all kinds of pockets, proper machining, seaming together, and neatening.

If the girls continue their evening classes, even after they have gone back to work, they will be able to learn to make the different items which comprise a coat, such as collars, cuffs, and sleeves, and then they will come to the drafting and cutting of the coat itself.

Evening Standard & St. James's Gazette
January 30th. 1915.

THE QUEEN'S FUND.

SCHOOL OF KNITTING FOR LONDON DRESSMAKERS.

BEGINNER'S SIX SOCKS DAILY.

A school for sock-making has been opened for London dressmakers by the Central Committee on Women's Employment, at 138, Piccadilly.

It is for the benefit of dressmakers who want to share in the contract for making 2,000,000 pairs of Army socks, obtained by the committee.

The difficulties of the dressmakers in undertaking this work has been overcome by the offer of the committee to loan hand-knitting machines where necessary, and to teach the employees to use them.

Dressmakers at Class.

Fourteen new machines have been installed for the lessons, and three instructresses are busily engaged teaching the dressmakers themselves, their forewomen, or their workgirls.

In most cases, two representatives from every firm are attending the lessons. Some are giving all their time to it, and others come in when they can best be spared. It is expected that the pupils will become proficient in a week or ten days' time, and be able to teach their firms' other employees.

The best pupil at present is a girl of sixteen, who, after a week's practice, made six socks yesterday. She is now hoping to make ten in a day. An efficient worker can, of course, make at least twelve pairs in a day.

The sock-making class forms a very interesting part of the work of the Central Committee, representing, as it does, one of the sections of women's work most distressed through the war, and the most satisfactory solution of the dressmakers' difficulties yet found. The sock contract, including knitting and yarn spinning, will give employment to well over 1200 women per week until July.

Proprietress Pupil.

Among the pupils is a proprietress, who, with her sister, is responsible for thirty workgirls.

"Anything to keep them employed," she said. She has come to learn herself, because she "never likes to give people work to do that she cannot do herself."

The forewoman of a firm of embroiderers has brought one of her girls with her. Her employer, she said, has paid the girls' wages since August, but he has had no work to give them; they have been occupied in doing charity work, or in working for themselves.

"We all want to learn this knitting," the forewoman said, "so that it will pay the girls' wages, and relieve our employer a little."

A young dressmaker has much the same tale to tell. "Madame has kept all the girls on. Before we got shirts to make, we were on short time and had to manage. It isn't easy when your father's on short time too, like mine, or you've got your mother to keep, like some of the girls. But no one couldn't have acted fairer by us than Madame, and we all want to learn the knitting to give her a little return. They'll all be round me to-night when I go back, to see how I got on."

Good Memories Wanted.

All the pupils are delighted with the work. "It's very interesting," said an unemployed hand shirt maker, "and not monotonous like making shirts. Besides, anyone can make shirts, and you feel you're doing something all on your own in this."

A dressmaker was a little disappointed that she could not become proficient in one lesson, while another thought she had nothing to do but turn a handle. Those who know better bewail their past memories.

"If you could only remember that you've got to change the needles for the top of the sock, and again for the leg, and put the ribber out of action for the heel!"

One woman is carefully writing it all down, although she knows that practice is the great essential. The beginners' finished socks are something of a curiosity. Instead of only splicing the heel and toe with a darker wool, one girl forgot, and made the whole of the foot variegated. And this in spite of the fact that the counter on her machine tells her how many rows she has done.

Yards of Socks.

Other socks look as if a mouse had found them dainty morsels, in consequence of the number of dropped stitches. The socks which are no use at all are unwound again by means of a hand-winder, so that there is practically no waste in the learning process.

The girls who have become proficient are reeling off yards and yards of socks, at first greatly to their own astonishment.

The Central Committee is appealing for gifts, or the loan of machines, so that every dressmaker who applies may be lent machines at once, and her employees set to work. When the committee purchases machines, instructresses will probably be sent by the manufacturers to the dressmakers to whom they are lent.

All communications and gifts for sale should be addressed to Lady Roxburgh, 33, Portland-place, London, W., and all cheques be made payable to Mrs. C. Arthur Pearson, Hon. Treasurer, at the same address, and crossed "Queen's 'Work for Women' Fund Account."

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Croydon Advertiser. 30.1.15.

WAR WORK FOR WOMEN.

To the Editor of the Croydon Advertiser.

DEAR SIR,—On February 1st a workroom will be opened at the Branch Polytechnic in Selhurst-road for the employment of women who have lost their work on account of the war. The Central Committee on Women's Unemployment has made a grant for the payment of wages and will supply materials on which to begin work. When making these grants the Central Committee urges the Local Committee to make an appeal to the public for materials of various kinds on which our women can work.

Renovation and remodelling of garments is a great feature of the work done in these war-workrooms, and we should be much obliged if people who have garments of good material, which are old-fashioned or partly worn, would send them to us. Discarded frock coats can be made into suits for small boys, and old dress suits will make coats for little girls. Many wonderful resurrections can be brought about by the wise expenditure of skill and energy.

Upholsterers' patterns of cretonnes, serges, etc., and bits of galoon trimming, odd lengths of ribbon, oddments of silk and velvet can all be utilized in some way.

Our garments depend on stitchery of various kinds for their embellishment, so that gifts of embroidery, cottons and silks will be very greatly appreciated.

Slippers can be made of thick serge and felt; these are very useful in the schools to lend to the children on wet days and for use in hospitals.

Nothing made at this workroom can be sold, so that we do not interfere in any way with ordinary trade. Our things are all given to people who are so unfortunate as to have "no power to purchase." Therefore gifts to our workrooms confer a double benefit, first to the workers, and then to the recipients of the things made.

In conclusion, may we beg that parcels may be sent carriage paid, as all available money is needed to pay the small wages allowed to the women employed in the workroom? Parcels should be addressed to "The Forewoman, War Workroom, The Branch Polytechnic, Selhurst-road, South Norwood."

Yours faithfully,
MARY BRIGHTON
GRACE CAMERON SWAN
ISABEL MARSHALL
ROSE GOODWIN
CHARLOTTE INWOOD
Members of the Workroom Committee.
Town Hall, Croydon, 29th January, 1915.

Blackburn Weekly Telegraph. 28-1-15.

An order for 15,000 double flannel body belts for the French Army has been received by the Central Committee on Women's Employment. The belts, which will be completed within ten days, are of the same pattern as the 100,000 made for our own War Office through the same agency last year. Work for seventy or eighty girls whose firm was on the point of dismissing them because of lack of orders has also been found by the Central Committee in the making of gaiters for the girls who are emigrating in response to Australia's invitation to the Queen.

A further contract for 2,000,000 pairs of Army socks has been secured. This will provide work for well over 1,000 women weekly. The knitting alone will absorb about 800 unemployed women until August, and will be distributed among workers in hand dress-making. The Queen's "Work for Women" Fund has reached a total of £127,000.

Liverpool Post 13-3-15

BOOT MAKING FOR WOMEN.

WOKKERS TO BE TRAINED TO MEET DEMAND.

Training in boot upper fitting and leather machining generally, for unemployed women, is the latest enterprise of the Central Committee on Women's Employment in co-operation with the London County Council.

On Monday, 25 women will begin a course o training at the Cordwainers' College, Bethna Green. The use of the premises and the com plete set of up-to-date power machines require have been offered by the college, the Principa of which has promised to overlook the work o the students. Trade teachers have been supplie by the London County Council. The idea is t provide for women thrown out of work by the war and for whom there is not likely to be employ ment for some time to come. At present there i said to be a strong demand for good leather ma chinists, owing to the activity in the boot trade

Women from 18-25 years of age have been chose out of the applicants, and they include workers i branches of leather or bootwork; corset machinists workers in stationery, printing, french-polishin and other branches of the furniture trade; an also quick workers who have been hand-finishers i tailoring. These are considered by the Londo County Council, who have made the choice in co operation with the Principal of the college, to b suitable pupils for the new work.

They are drawn mostly from Bethnal Green and Shoreditch, but the training is open to workers in neighbouring districts. The free course at the Cordwainers' College is to extend over twelve weeks, the women working five days a week. They will be paid during this time, through the Queen's "Work for Women" Fund, 3d. an hour in a 40-hour week.

The training is to be both practical and theoretical, and the course covered is so wide that the women will be really well qualified at the end. It is expected that at the end of their training they will be able to earn good wages, ranging in normal times from 16s. to 20s. a week. In emergency accoutrement work they will probably earn at a still higher rate.

The women appear to be very anxious to learn, and those selected will work for a week on trial, so that the Principal may ascertain if they are really promising workers for the trade.

B. O. T. Labour Gazette. Feb./15. 652

652/59

WOMEN'S EMPLOYMENT BUREAUX IN JANUARY.

[NOTE.—*These are not connected with the Board of Trade Labour Exchanges.*]

THE number of applications registered in January, 1915, showed an increase of 12 per cent. compared with January, 1914, and the number of situations offered decreased by 16 per cent. The decrease in the demand as compared with a year ago, is almost entirely in the domestic servant branch, although the supply of cooks and parlourmaids is still not nearly equal to the demand:—

	Applications by Workpeople during		Situations offered by Employers during		Number of Workpeople engaged by Employers. Permanently.		Temporarily.	
	Jan., 1915.	Jan., 1914.	Jan., 1915.	Jan., 1914.	Jan., 1915.	Jan., 1914.	Jan., 1915.	Jan., 1914.
SUMMARY BY BUREAUX.								
Central Bureau:—5, Princes Street, Cavendish Square, W. ..	139	125	101	109	23	31	10	16
Y.W.C.A.:—26, George Street, Hanover Sq., W. (1)..	00	340	467	643	53	50	18	29
(2)..	177	110	48	61	19	25	15	4
Girls' Friendly Society, 39, Victoria Street, S.W...	277	207	309	311	61	42	3	1
Liverpool, Manchester, Birmingham, Leeds, Glasgow and Dublin Bureaux	299	282	177	188	70	66	3	8
TOTAL of 10 Bureaux ..	1,192	1,064	1,102	1,312	226	214	49	58
SUMMARY BY OCCUPATIONS.								
Superintendents, Forewomen, &c.	87	77	27	39	11	9	2	1
Shop Assistants	11	10	4	3	2	—	—	1
Dressmakers, Milliners, &c.	111	42	22	25	10	15	10	4
Secretaries, Clerks, Typists	153	149	58	53	19	25	14	15
Apprentices and Learners	14	14	20	30	17	15	—	—
Domestic Servants ..	633	592	862	1,061	135	125	18	32
Miscellaneous	183	180	109	101	32	25	4	5
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Dublin Express - 10-3-15.

THE QUEEN'S "WORK FOR WOMEN" FUND

Intensive Poultry Farming

How middle-class women may be trained in intensive poultry farming has been occupying the attention of the Central Committee on Women's Employment. The cost of expert teaching prevents for the moment the starting of a large scheme, and the Committee is contenting itself with making an experiment. Girls of the clerk type have been offered free training by a successful woman poultry farmer at Boreham Wood, Herts, for three months; and, if they are satisfactory, for six months. In order to enable them to take advantage of this offer, the Central Committee has recommended a maintenance grant for them of 3d an hour in a sixty-hour week. Very good prospects are now before these girls who were thrown out of work through the war. The Manageress of the Poultry Farm is confident that they will easily find employment after their training, as applications for fully-trained poultry managers of the intensive system are numerous. She has herself received half-a-dozen applications within a fortnight.

The opening for intensive poultry farming in this country is good, for much of the produce has hitherto come from abroad. As for the system itself, the returns of the Chicago market show that intensive farming supplies them with all the eggs needed; and the same may be said of all the large cities throughout the United States. The Committee feels that in training women for this work, they are not only giving present relief, but employment which will be of permanent value. It is particularly suitable for women, because skill, rather than physical strength, is the qualification most needed. The girls, who are to be chosen by the Manageress of the Poultry Farm, will be selected for their intelligence and their evident capacity of taking responsibility.

Lodgings have been found for them in the village at Boreham Wood, and they will start their training immediately. The syllabus suggested by their instructress is as follows:

Practical work in the poultry houses, consisting of routine work such as cleaning, feeding, watering, etc.

Instruction in feeding methods comprising the necessary knowledge of food values, given either by lectures or individual tuition, or by both means.

Instruction by demonstration in hatching both with hens and incubators.

Instruction by demonstration in rearing methods from shell to maturity.

Instruction by demonstration of killing and plucking and trussing.

In order to keep the girls fully employed

Evening Post 13-3-15

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WOKKERS TO BE TRAINED TO MEET DEMAND.

Training in boot upper fitting and leather machining generally, for unemployed women, is the latest enterprise of the Central Committee on Women's Employment in co-operation with the London County Council.

On Monday, 25 women will begin a course o training at the Cordwainers' College, Bethna Green. The use of the premises and the com plete set of up-to-date power machines require have been offered by the college, the Principa of which has promised to overlook the work o the students. Trade teachers have been supplie by the London County Council. The idea is t provide for women thrown out of work by the war and for whom there is not likely to be employ ment for some time to come. At present there i said to be a strong demand for good leather ma chinists, owing to the activity in the boot trade

Women from 18-25 years of age have been chose out of the applicants, and they include workers i branches of leather or bootwork; corset machinists workers in stationery, printing, french-polishin and other branches of the furniture trade; an also quick workers who have been hand-finishers i tailoring. These are considered by the Londo County Council, who have made the choice in co operation with the Principal of the college, to b suitable pupils for the new work.

They are drawn mostly from Bethnal Green and Shoreditch, but the training is open to workers in neighbouring districts. The free course at the Cordwainers' College is to extend over twelve weeks, the women working five days a week. They will be paid during this time, through the Queen's "Work for Women" Fund, 3d. an hour in a 40-hour week.

The training is to be both practical and theoretical, and the course covered is so wide that the women will be really well qualified at the end. It is expected that at the end of their training they will be able to earn good wages, ranging in normal times from 16s. to 20s. a week. In emergency accoutrement work they will probably earn at a still higher rate.

The women appear to be very anxious to learn, and those selected will work for a week on trial, so that the Principal may ascertain if they are really promising workers for the trade.

dish Square, W. ..	139	125	101	109	23	31	10	16
Y.W.C.A.:—								
26, George Street, (1)..	00	340	467	643	53	50	18	29
Hanover Sq., W. (2)..	177	110	48	61	19	25	15	4
Girls' Friendly Society, 39, Victoria Street, S.W...	277	207	309	311	61	42	3	1
Liverpool, Manchester, Birmingham, Leeds, Glasgow and Dublin Bureaux	299	282	177	188	70	66	3	8
TOTAL of 10 Bureaux ..	1,192	1,064	1,102	1,312	226	214	49	58
	SUMMARY BY OCCUPATIONS.							
Superintendents, Forewomen, &c.	87	77	27	39	11	9	2	1
Shop Assistants	11	10	4	3	2	—	—	1
Dressmakers, Milliners, &c.	111	42	22	25	10	15	10	4
Secretaries, Clerks, Typists	153	149	58	53	19	25	14	15
Apprentices and Learners	14	14	20	30	17	15	—	—
Domestic Servants ..	633	592	862	1,061	135	125	18	32
Miscellaneous	183	180	109	101	32	25	4	5
TOTAL of 10 Bureaux ..	1,192	1,064	1,102	1,312	226	214	49	58

Dublin Express - 6-3-15.

THE QUEEN'S "WORK FOR WOMEN" FUND

Intensive Poultry Farming

How middle-class women may be trained in intensive poultry farming has been occupying the attention of the Central Committee on Women's Employment. The cost of expert teaching prevents for the moment the starting of a large scheme, and the Committee is contenting itself with making an experiment. Girls of the clerk type have been offered free training by a successful woman poultry farmer at Boreham Wood, Herts, for three months; and, if they are satisfactory, for six months. In order to enable them to take advantage of this offer, the Central Committee has recommended a maintenance grant for them of 3d an hour in a sixty-hour week. Very good prospects are now before these girls who were thrown out of work through the war. The Manageress of the Poultry Farm is confident that they will easily find employment after their training, as applications for fully-trained poultry managers of the intensive system are numerous. She has herself received half-a-dozen applications within a fortnight.

The opening for intensive poultry farming in this country is good, for much of the produce has hitherto come from abroad. As for the system itself, the returns of the Chicago market show that intensive farming supplies them with all the eggs needed; and the same may be said of all the large cities throughout the United States. The Committee feels that in training women for this work, they are not only giving present relief, but employment which will be of permanent value. It is particularly suitable for women, because skill, rather than physical strength, is the qualification most needed. The girls, who are to be chosen by the Manageress of the Poultry Farm, will be selected for their intelligence and their evident capacity of taking responsibility.

Lodgings have been found for them in the village at Boreham Wood, and they will start their training immediately. The syllabus suggested by their instructress is as follows:

Practical work in the poultry houses, consisting of routine work such as cleaning, feeding, watering, etc.

Instruction in feeding methods comprising the necessary knowledge of food values, given either by lectures or individual tuition, or by both means.

Instruction by demonstration in hatching both with hens and incubators.

Instruction by demonstration in rearing methods from shell to maturity.

Instruction by demonstration of killing and plucking and trussing.

In order to keep the girls fully employed, carpentry may be added to the curriculum as there is not a great deal to do in Intensive Poultry farming. The girls will thus learn how to make their own coops and will prepare themselves by learning how to provide their own plant for the most economical methods of farming.

The Instructress believes very strongly in practical training. As a proof of her success, it may be said that she has been able to sell eggs all the winter at 2s. 6d. and 2s. 9d. per dozen.

Croydon Times, Jan: 30th. 1915

WAR WORK ROOM FOR WOMEN

At Selhurst Road Polytechnic.

To the Editor of the "Croydon Times."

Sir,—On February 1st a Workroom will be opened at the Branch Polytechnic in Selhurst-road for the employment of women who have lost their work on account of the war. The Central Committee on Women's Unemployment has made a grant for the payment of wages, and will supply materials on which to begin work. When making these grants, the Central Committee urges the Local Committee to make an appeal to the public for materials of various kind on which our women can work.

Renovation and remodelling of garments is a great feature of the work done in these war-workrooms, and we should be much obliged if people who have garments of good material, which are old-fashioned or partly worn, would send them to us. Discarded frock coats can be made into suits for small boys, and old dress suits will make coats for little girls. Many wonderful resurrections can be brought about by the wise expenditure of skill and energy.

Upholsterers' patterns of cretonnes, serges, etc., and bits of galoon trimming, odd lengths of ribbon, oddments of silk and velvet, can all be utilised in some way. Our garments depend on stitchery of various kinds for their embellishment, so that gifts of embroidery, cottons and silks will be very greatly appreciated. Slippers can be made of thick serge and felt—these are very useful in the schools to lend to the children on wet days, and for use in hospitals.

Nothing made at this workroom can be sold, so that we do not interfere in any way with ordinary trade. Our things are all given to people who are so unfortunate as to have "no power to purchase"; therefore, gifts to our workrooms confer a double benefit, first to the workers, and then to the recipients of the things made.

In conclusion, may we beg that parcels may be sent carriage paid, as all available money is needed to pay the small wages allowed to the women employed in the workroom. Parcels should be addressed to "The Forewoman," War Workroom, the Branch Polytechnic, Selhurst-road, South Norwood.

Yours, etc.,
(Signed) MARY HEIGHTON,
GRACE CAMERON SWAN,
ISABEL MARSHALL,
ROSE GOODWIN,
CHARLOTTE INWOOD,
Members of the Workroom Committee.

Daily Telegraph 29.3.15

WOMEN'S WORKROOMS.

WAGES RAISED TO MEET HIGHER COST OF LIVING.

Owing to the increased cost of living, the Central Committee on Women's Employment have decided that the minimum rates of pay of 3d. per hour, with a maximum weekly wage of 10s., in the women's workrooms may be raised by not more than 10 per cent.

The maximum number of hours to be worked has been increased from 40 to 46.

In the case of girls between 16 and 18 years of age, who receive a maintenance allowance of 1s. per day, a corresponding increase may be made by raising the rate to 1s. 3d. per day; and the allowance of 4s. a week paid to girls between 14 and 16 years may be increased to 5s.

The question of making a corresponding increase in the number of hours of work or instruction still remains in the discretion of the local committee.

Evening Standard, February 4th. 1915.

THE QUEEN'S FUND.

SECOND EXPERIMENTAL WORK-ROOM FOR ST. PANCRAS.

The fact that a workroom for unemployed women has not been opened in her district need no longer fill a woman in distress through the war with despair.

Where unemployment is not great enough to warrant opening a workroom in a particular district, the Central Committee on Women's Employment has approved that arrangements shall be made by which workers in one district can obtain admission to the workroom in the other.

Generous Gifts.

In order that the expenses of the workrooms shall be kept as low as possible, local representatives are urged by the committee to make every effort to obtain material for the work of the workrooms locally without cost. In a great many cases this has been done, large and generous gifts having been made by local tradesmen and others. Where gifts are not forthcoming, the committee supplies the material, which is bought more economically in bulk.

When a worker is insufficiently clad, clothes can be made for her in the workrooms and sent to her as a gift through the local representative committee.

Owing to the fact that 100 unemployed women are on the waiting list for the St. Pancras workroom, the Central Committee has decided to open a second experimental workroom in St. Pancras.

All communications and gifts for sale should be addressed to Lady Roxburgh, 33, Portland-place, London, W., and all cheques be made payable to Mrs. C. Arthur Pearson, hon. treasurer, at the same address, and crossed "Queen's 'Work for Women' Fund Account."

All communications respecting the work of the Central Committee on Women's Employment must be addressed to Miss Mary R. Macarthur, Hon. secretary, 8, Grosvenor-place, Hyde Park Corner, S.W. Applicants for work should apply to the secretary of the Local Representative Committee at the Town or County Hall or Urban District offices in the locality in which they reside.

652/60 652.

Dundee Advertiser 13.9.15

WAR ITEMS.

Training in boot upper fitting and leather machining generally, for unemployed women, is the latest enterprise of the Central Committee on Women's Employment in co-operation with the London County Council.

The Daily Telegraph,
No date given.

QUEEN AND WORKERS.

A GIFT OF DAFFODILS.

The Queen paid a visit to the Central Hal Tooting-broadway, yesterday afternoon, ar inspected the work-room for unemploye women initiated by the Central Committee o Women's Employment. Her Majesty havin been presented with a bouquet of carnatior and asparagus fern by the Mayoress of Wand worth, a little old woman approached he shyly. She offered the Queen a bunch of daffo dils, a gift from her fellow-workers. "Than you very much," said her Majesty, "and le me shake your hand."

The Queen handed the bouquet of carnatior to Lady Isobel Gathorne-Hardy, who, wit Mr. E. W. Wallington, was in attendance, bu she carried the daffodils throughout her visi The women's pleasure and pride were un bounded.

Her Majesty was received by the Mayor an Mayoress (Alderman and Mrs. Dawnay), Mr Nicol (the town clerk), Mrs. Glanville, an Miss Hill, and by Lady Midleton, Mrs Tennant, and Miss Mary Macarthur, repre senting the committee.

Her Majesty is very well acquainted with th work carried on in the rooms, and when sh saw the women making outfits, she inquired i they were for the girls going to Australia. Th Queen paused at every table, and spoke to a least one of the workers at it. The widow of man who had served on the Victoria and Albert in King Edward's reign, was presented to he Majesty, who made close inquiries as to th welfare of her children. Before leaving, th Queen visited the kitchen, and watched th making of rock-cakes by the girls whose turn i was to do the cookery for the workers' meals.

VISIT TO BATTERSEA.

Her Majesty also visited Battersea work rooms. The unemployed little clerks of 14 t 16 years were having a bookkeeping lesson given by the L.C.C. teacher, when the Quee arrived. Her Majesty asked the teacher t continue the lesson, and she examined th children's books.

Little girls thrown out of work in othe trades are being given domestic training, an they were busy cutting out and making blouse for themselves. One hundred and fifty wome were at needlework in the adult workroom many of them at "do ups," as they explained The Queen was so interested in a child's dres which had been made from a man's frock coa that she asked for it to be brought back that sh might show it to her lady-in-waiting.

A handkerchief embroidered with the Queen' initials and her Crown drew a smile from th Queen, who said that she liked to think of som little child having it. The working of th Crown on many of the garments was inspecte by her Majesty. "That's all wrong, isn't it?" she said, when the wrong side of a little dres happened to be turned to view.

As usual, the Queen spent most time lookin at the baby clothes, tiny bonnets made of scra of flannel, and embroidered, being particularl admired. Her Majesty noticed a piece of patch work on each square, on which words were em broidered, "Thanks to Queen Mary" occupie the corners, and "Bravo, King Albert" th centre. "You are Belgian?" said the Queen to the worker, and for a few minutes she con versed with her in French, asking if she had news of her husband in Belgium.

Almost every worker wore a little flag, and as the Queen left a corps of soldiers who had been passing were drawn up by the doorway to add their salute to the cheers of the women and children.

LAMBETH WORKROOMS INSPECTED.

Later the Queen went to Lambeth work room, which is lent by Alford House, a boys' an girls' club. Here her Majesty was received b the Mayor and Mayoress and Lady Askwith, re presenting the Central Committee.

The Queen asked many of the women abou their previous employment, and seemed anxiou to know if they were happy in this emergenc work. A sunshade-maker told her Majest that she had had the pleasure of making sun shades for her at the time of her wedding.

Her Majesty's evident enjoyment in th statement made, was remarked by all th women.

In each case the Mayors of the Boroughs wer present to receive the Queen.

The Standard,
Feb. 3rd. 1915.

652.

652/61

THE QUEEN'S FUND.

LESSONS IN DOMESTIC TRAINING FOR CHAIN-MAKERS.

The unemployed women chain-makers of Cradley Heath have brought about a new position in war relief work. No less than five local relief committees of as many districts have united in the management of a common workroom for their benefit.

Because the chain-makers were scattered over a wide area, and the difficulties of finding suitable work for them were so great, the Central Committee on Women's Employment decided to start an experimental scheme of work in their midst. The local representatives of the various districts were invited to co-operate with the central committee.

The great obstacle, which no single local committee felt equal to removing, was the unsuitability of the chain-makers for any other work. The majority, it was said, practically did not understand the use of a needle, and their hands were so hard with the rough work to which they were accustomed that to teach them seemed too great an undertaking.

The Central Committee was not daunted by this difficulty. The establishment of a domestic economy centre which would include a needle-workroom was suggested. There seemed no reason, in the view of the Central Committee, why the opportunity should not be used of instructing the women, who confessedly have little such knowledge in the domestic arts.

Five Local Committees.

The experiment has been a great success. The five local committees entered enthusiastically into the plan. A joint committee was formed of representatives from each and representatives from the Central Committee.

The Workers' Institute, a large, convenient building, was lent for the purpose, and the secretaries of the different committees approached the local education committees for help in forming instruction classes for the workers. Nurses and health visitors were promised for health talks and demonstrations, and the services of an expert cookery teacher were obtained.

The scheme included, in addition, the making and mending of clothes, cradle-making, and the training of sick-room helps.

The results of the work, which has been barely started a month, have been far ahead of all expectations. The workers have not only learned to use a needle, but to turn out very creditable work. They have even got the length of embroidery and making buttonholes. An improvement is remarked in their own personal appearance, and pumice stone and nail brushes are used energetically to the hard hands. Keen competition takes place in the making of the cleanest garment.

Home-Mending Day.

A home-mending day has been instituted, and permission asked for the women to bring their own material to the workroom once a fortnight, in order that the forewomen may cut out and direct the making of their own garments.

The domestic training is having effect upon the homes of the women, which already appear cleaner and more tidy. The food which the women cook at their lessons they are given the opportunity of buying at cost price and taking home.

All communications and gifts for sale for the Queen's Fund should be addressed to Lady Roxburgh, 33, Portland-place, London, W., and all cheques be made payable to Mrs. C. Arthur Pearson, hon. treasurer, at the same address, and crossed "Queen's 'Work for Women' Fund Account."

All communications respecting the work of the Central Committee on Women's Employment must be addressed to Miss Mary R. Macarthur, hon. secretary, 8, Grosvenor-place, Hyde Park Corner, S.W. Applicants for work should apply to the secretary of the local representative committee at the town or county hall or urban district offices in the locality in which they reside.

The Daily Telegraph. 10.2.15. Evening Standard. 10.2.15. 652. 652/62

QUEEN'S INSPECTION OF WOMEN'S WORKROOMS

TEACHING USEFUL CRAFTS.

The Queen paid a visit yesterday to the four centres which have been established by the Central Committee on Women's Employment for the relief of necessitous girls and the provision of facilities for training. These establishments assist girls who have been thrown out of work through the war to acquire a knowledge of bookkeeping, shorthand, typing, French, &c., and others are taught domestic economy, needlework, cooking, and various useful crafts. London County Council teachers attend daily, and the girls are greatly interested in their work.

Her Majesty selected Bridewell House, New Bridge-street, E.C., for her first call, and was there received by the Lord Mayor and the Lady Mayoress, Mr. Brinsley-Harper (chairman of the City Committee of the Queen's Fund, under whose control the establishment is carried on), Canon and Mrs. Alexander, Miss Scott (the superintendent), and Miss Morton (organising secretary). With her Majesty was Mrs. Tennant, Mrs. Austen Chamberlain, and Miss Mary MacArthur. The Queen at once expressed her desire to familiarise herself with the work executed in every room, and the inspection made was most thorough. In one place a large number of girls were undergoing instruction in physical and commercial geography—a very popular class, she was assured.

DRESSMAKING CLASS.

The Queen was particularly interested in the dressmaking tuition by Mlle. des Tureaux, and spoke to the teacher for some time in French. She was also pleased to observe that the young women were taught to cut their own patterns on scientific lines. With the French language mistress, Mrs. Clifford, the Queen also conversed, and on being told that all the girls could sing the Marseillaise in French she laughed heartily. Dictation exercises were in progress in the shorthand section. Having examined some of the girls' specimen sheets, her Majesty ascended to the top of the building, where the "industrial" women were learning domestic subjects. She was informed that these women, while under training, were being paid a small wage, and were being equipped with means for supporting themselves by skilled labour later on.

In the kitchen, the last place visited, her Majesty expressed gratification at the cleanliness and order that were everywhere apparent. Having carefully examined the various utensils and the crockery, her Majesty watched the cutting up of the bread and butter for tea, and then inquired what the girls had had for dinner for the day. "It is important to have sufficient means for cooking," she said, with a smile, "but it is not less necessary to have wholesome food to cook." The midday meal, it transpired, consisted of beef, haricot beans, and jam roly-poly pudding.

Before leaving the Queen graciously shook hands with the various members of the reception party, and expressed her satisfaction with all she had seen; she was very glad that she had come.

THREE OTHER VISITS.

Subsequently the Queen proceeded to three other premises of a similar character. Motoring first to Bainbridge House, Cleveland-street, her Majesty was received there by the Mayor and Mayoress of the borough, Miss Lupton, Mrs. and Miss Humphry Ward, and Miss Willcocks. At Hammersmith her Majesty was received by the Mayoress, Mr. Gordon (Town Clerk), Mr. Royal, and Mrs. Barrand; and at Fulham by the Mayor and Mayoress, Mrs. Sainsbury, Miss Williams, and Miss Gardiner. At each place the Queen stayed for about twenty to twenty-five minutes, returning to Buckingham Palace about five o'clock. The visits afforded her Majesty an excellent opportunity of observing for herself the uses to which part of her Work for Women Fund is being devoted. Her gracious appearance at the various work-rooms awakened the keenest satisfaction among the staffs and their charges.

THE QUEEN'S FUND.

WORK FOUND FOR UNEMPLOYED FOREWOMEN.

A workroom for forewomen unemployed owing to the war is one of the most interesting parts of the work of the Central Committee on Women's Employment.

Hard as the lot of the ordinary woman worker has been when thrown out of work, it is especially so for the forewoman. Better paid work is more difficult to get. She has been used to higher wages, and therefore to a higher standard of living, and in the majority of cases she has someone dependent upon her.

Supervising Relief Work.

The committee was able to meet her case in a measure by the need for very competent forewomen in the women's workrooms. The demand for women with special knowledge of the patterns and methods approved by the committee was at first in excess of the supply.

In addition to those needed in the committee's own experimental workrooms requests came from various local committees who were opening workrooms.

A department for forewomen was at once opened at the depot in Park-street, Park-lane, where 130 women have since been employed for periods varying from one day to a month, or in a few cases longer.

Forewomen were trained elsewhere in cradle-making, also, and one of the Piccadilly workrooms was given over to forewomen who were engaged in practising methods of renovating and re-modelling clothes, before going out to teach women in the Committee's Domestic Economy Centres.

Forewomen are still going in and out of the Park-street workroom, for new workrooms are constantly being opened, and the local committees are eager to avail themselves of the services of a forewoman who has been through the work they are just beginning.

Talent For Teaching.

The forewomen have all been engaged before, either as forewomen in dressmaking or they have had businesses of their own. They are chosen as much with a view to their ability to teach other women as to their experience.

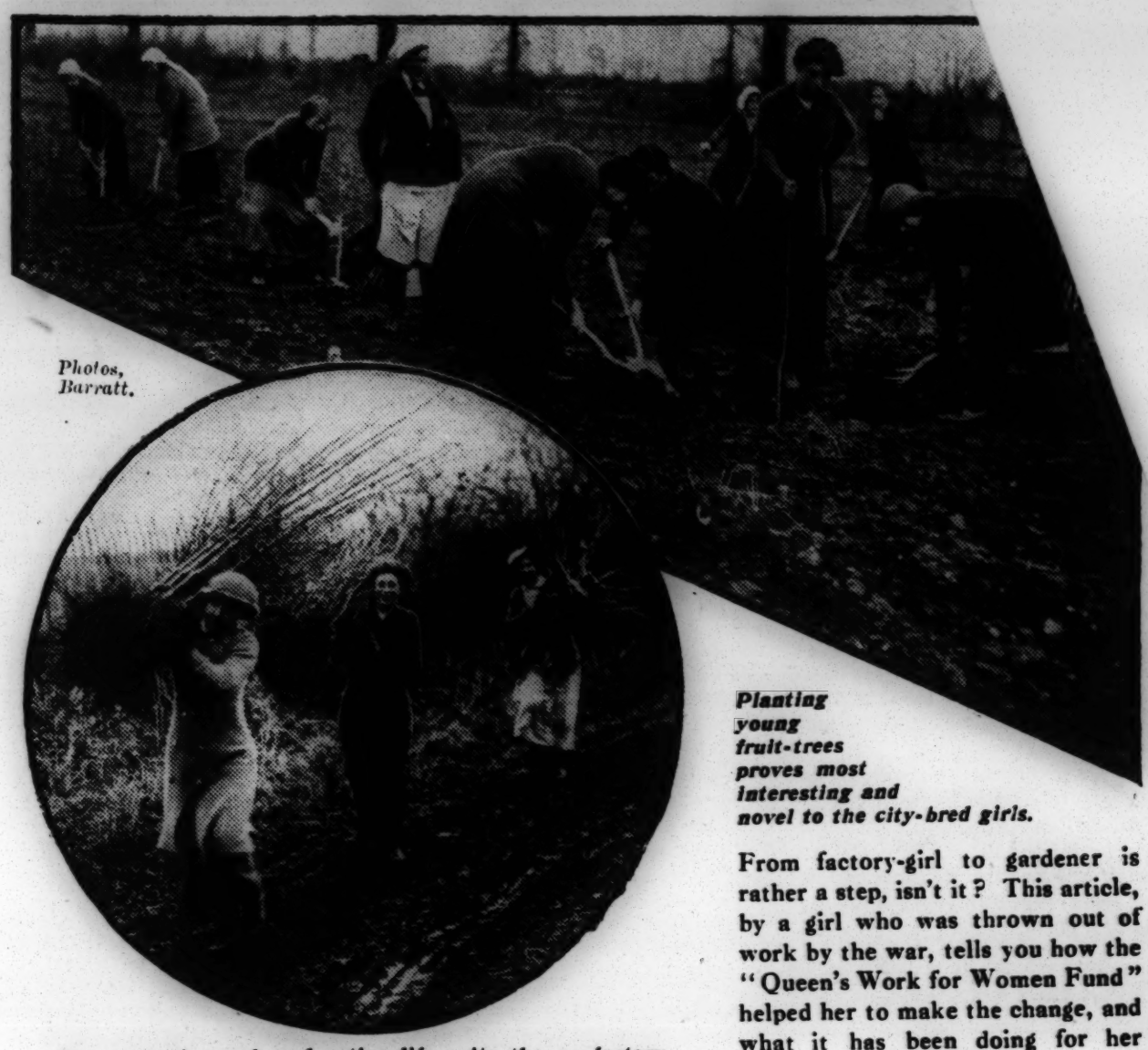
A forewoman of a relief work-room has to deal with young girls and older women of varying occupation, some of whom have never had a needle in their hands. A great deal of patience is, therefore, needed, and tact. Upon the forewoman depends very largely the success or otherwise of the work-room.

The time in the forewoman's work-room is looked upon as a test of suitability for the work. A sample set of infants', children's, and women's garments is also made by each woman, the patterns of which have been approved by the committee. These patterns have been specially designed as suitable and sensible clothing, and have won the approbation of doctors, health committees, and schools for mothers. The forewomen are themselves delighted with them, and go out in every case as enthusiasts of simple, sensible clothing. Each forewoman, in addition, makes an emigration outfit for girls going to Australia under the Queen's Fund.

Home Notes. 13.2.15. 65-2.

652/63

A FACTORY-GIRL GARDEN



Photos, Barratt.

The open-air work and active life suits the ex-factory girls down to the ground.

Planting young fruit-trees proves most interesting and novel to the city-bred girls.

From factory-girl to gardener is rather a step, isn't it? This article, by a girl who was thrown out of work by the war, tells you how the "Queen's Work for Women Fund" helped her to make the change, and what it has been doing for her since.

FACTORY-GIRLS we were, but we're buck-navvies now! The Queen's Fund done it, and what they call the Central Committee on Women's Employment.

"What say we go to the country, Flo?" my pal says to me after we'd been three months looking for work. Every morning we'd been out after it, till we were fair sick of it. And, you know! yer food fair sticks in yer throat when you haven't earned it. So when Kate heard this tale of teaching factory-girls to be gardeners, I said quick, "I'm on!"

We told the lady at the Labour Exchange that we wanted to go, and she wrote to the Central Committee at 8 Grosvenor Place, an' some lady come and asked us a lot of questions—were we unemployed through the war, an' were we over eighteen, an' were we willing to go and live at Radlett—a place about an hour down the line from St. Pancras.

We said "Yes" to them all, an' then she told us we could have training in gardening, fruit-growing, and market-gardening for a year, an' the Queen's Fund would pay us twelve shillings a week all the time. We'd have to keep ourselves, but we could take lodgings in the village or live in a house the Committee's got, and, anyway, she'd see we got a good dinner every day for threepence.

* * * *

We Wouldn't Come Back for Anything.

We'd be under an expert lady gardener, she said, and the land was all ready for thirty of us to start straight away, for a Mr. Phillimore had lent it. The fruit trees and the bulbs were there wait-

One girl's young man pays her fare up every Saturday.

Kate an' me's been planting plum trees. I thought as I should never like it at first, but now I can do the measuring an' sighting it's very interesting. We have to get them straight on four angles, then you see them straight which-ever way you look down the field. We made a hedge, too, with a path between. We've got four fields to plant, an' we work in three lots. We've got a bed of bulbs—narcissus and hyacinths—and another of cabbages, an' we planted plum trees an' apple trees, an' we've got currant bushes and gooseberry bushes in between. Oh, we've learnt a lot.

* * * *

We're Getting Quite Experts Now.

We can do the planting all by ourselves now, with just the forewoman about, an' we've done the clearing the ground an' putting manure in, and the bulbs under the trees, and washing the pots on Saturdays. We look after hens, too, and get lots of eggs every day.

Some of the girls want to be poultry farmers, two is goin' out to Australia to h[illegible] plot of land of their own. Me an' Kate have, but we wouldn't mind being [illegible]re.

We were frightened of the country at wouldn't move out without a lantern we never think of it now.

Kate an' me had two country chaps ldn't put up with them; they were y wanted us to do all the talking. fellow who's a bit chatty on the ro people here say we're too hot. They at the things we say. An' we laugh too.

Our landlord says, "Come into bed *all* An' when I asked the postman if th letter for Kate he says "Ne'er a on turned round to Kate and said, "N Kate!" and we both exploded.

* * * *

Love From Miss Macarthur.

On Sundays we go for joy rides in Mr. more's motor. He's a gentleman! He te us how to make toys in the evening. That's w we do on wet days, but we get sick of it t[illegible]. We'd all much sooner be out than in.

Miss Macarthur came to see us one Saturday. We saw her in a motor in the village. She was all in a hurry; she'd just got a few hours off. She doesn't have much time, does she? But she saw us, an' the house, and now she sends us her love!

They took our photos, but I don't care about being exhibited in these clothes. They're all right for here, but when they show up in the papers in London, they look funny, I think. We've fine colours, though, an' we think we're a bit improved by the country!

Anyway, I'm not going back. Not me!

(Next week: "Off to Australia!")

Part of ... Chronicle
Lexington 13/2/15

Evening Standard & St James. 652

WOMEN AND THE WAR.

652/64

THE QUEEN'S "WORK FOR WOMEN" FUND.

A GERMAN COTTAGE INDUSTRY.

EXPERIMENTS IN CROCHET BUTTONS.

Experiments with an Austrian and German cottage industry are being made in the workrooms of the Central Committee on Women's Employment. It is that of making crochet buttons, for which there is a large and steady demand in this country.

In the country districts of France these buttons are also made, but it is a higher class of work. The peasant women of Brittany are seldom to be seen without some such work in their hands.

The buttons are used for blouse and dress-trimming. They are usually of ball shape, and are completely covered with tightly-made crochet. They can also be elongated or made flat, and they form very decorative fringes. In the women's workrooms their use has been extended already to hat-pins, and golf jersey buttons, carried out in wool.

The Committee are hoping to prove by these experiments that the work could be sufficiently remunerative to be worth considering as a new trade for women. In such case, the girls would be taught the work in preparation for supplying labour for enterprising traders. As a matter of fact, one firm has already taken the work in hand, although not in connection with the Committee's experiment.

The work is very easily learned, an average worker becoming fairly proficient in about ten minutes. A competent worker takes about eight minutes to make a button.

Instead of buying moulds to cover with the crochet, for economy's sake, the women roll up strips of calico, which are left from other work, and crochet over them, the shape being quite as good as that of the model.

THE QUEEN'S FUND.

LONDON DRESSMAKERS MAKING 2,000,000 PAIRS OF SOCKS.

London dressmakers have now turned sock-makers in earnest, in order to carry out the contract for two million pairs of socks obtained for them by the Central Committee on Women's Employment.

The hand-knitting machines which are being lent to the dressmakers for the work by the Committee are being sent out as fast as possible. Already 400 machines have been allocated. One of the first of the West-end dressmakers to take the work in hand is allowing six of her girls a week in which to learn how to manipulate the machines.

The proprietress herself and the head bodice hand had previously spent two days at the Committee's sock-making school in Piccadilly, and they are assisting the girls to learn the work. An intructress lent by the manufacturer of the machines is also visiting the girls every other day.

Weekly Earnings.

Six machines have been lent by the Committee to this firm, and if the girls are successful in making money on socks, application will be made for more machines. The proprietress is not looking for any profit for herself, but she hopes that the girls will be able to earn about 15s. per week. Before the war an average worker made 25s. per week.

The majority of the women have been with her for twenty years, and, like other dressmakers, she has resorted to every expedient to keep them on. At present a number are making shirts, turning them out at the rate of 100 a week, and one or two of the older workers are attending to the few orders for renovations. Weeks have passed without a single order for a new frock.

Yet this is an old-established business of the first class, and with regular customers, who come in now to see how their dressmaker is faring, but who have "no heart for clothes."

Glad of Any Work.

A few spring models are being made also, but there is no enthusiasm about the work, which is expected to lie about until the fashion has altered.

The proprietress herself feels that it is "sacrilege" to see girls who are expert at Court gowns making shirts and socks, but she is glad to get anything for them to do. And they are glad to have it. They are all dependent upon themselves, and some are supporting other people. One girl is the mainstay of a home where there are father and mother and two sick brothers.

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The Christian Commonwealth

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(*By Our Special Commissioner.*)

Five months ago, almost to a day, I described in these pages how the Central Committee on Women's Employment intended to deal with the problem of finding work and wages for the women workers whom the war had rendered idle. This problem has now been solved. Last week, by the courtesy of the committee, I visited the workrooms, and found that the most interesting and important organisation of women's work that one wonders why it was necessary that the nation should be at war before their value could be seen. When one comes into actual contact with the committee's schemes in any one of the experimental workrooms, one finds it difficult to realise that they were in their origin purely tem-

[Barratt's Photo. Press.

The Photograph at the top illustrates the Farm Work at Redlett, organised by the Central Committee for Women's Employment; below is a Scene in a Workroom. Inset top the left, the Marchioness of Crewe, Chairman of the Central Committee; on the right, Miss Macarthur, the Secretary.

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The Commonsense Aspect

which obtrudes itself. For here one finds the brains of the organisation, the leaders of the industrially and politically organised women combining with titled people and members of the Civil Service to prepare the schemes which are carried into effect elsewhere. The constitution of the committee, however, was described in an earlier article (Christian Commonwealth, September 16, 1914), and the preliminary activities of Miss Mary Macarthur and her colleagues outlined. It is not necessary to go over that ground again. What is much more interesting now is to make it clear that the Central Committee has definitely established its claim to be regarded as one of the first of the emergency organisations called into being by the war which has secured results. These results are to be found, not at Grosvenor Place, but at the depot in Park Street and at the various experimental workrooms where the training schemes are being carried out.

Thither I went from the committee's headquarters. The depot is within a stone's throw of Park Lane, in a large and very handsome house. Here the committee's schemes quite literally begin and end. The interior of the depot bears a very close resemblance to a draper's warehouse. Great piles of dress material, of all textures and colours, are accumulated, travellers' samples, odds and ends of all sorts fill the rooms, and an air of ordered activity pervades the place. All the material upon which the workers are employed in the experimental workrooms is sent out from this depot. A small army of women, most of them dressmakers' forewomen of a superior sort, are engaged in cutting out the garments ready for the sewing women, and others receive the finished product from the workrooms and store it ready for distribution through the relief organisations to the needy people for whom it has been prepared.

At the depot one begins to see the full range of the committee's schemes, and to appreciate the

Economy and Care

with which every detail has been worked out. It was explained to me that a cardinal principle of the workrooms is to get a maximum of work upon every garment made at a minimum of cost. Not, of course, at the expense of the women workers: the committee at the very beginning fixed a minimum rate

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[*Barratt's Photo. Press.*

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At the depot one begins to see the full range of the committee's schemes, and to appreciate the

Economy and Care

with which every detail has been worked out. It was explained to me that a cardinal principle of the workrooms is to get a maximum of work upon every garment made at a minimum of cost. Not, of course, at the expense of the women workers: the committee at the very beginning fixed a minimum rate of wages—3d. an hour. The cutters-out, being highly skilled women, who in normal times earn much higher wages, are paid 4½d. to 6d. an hour. But in every other direction economy and beauty are the two ideals aimed at, and attained. Nothing is wasted, not even the scraps of material left over. I was shown several rag rugs made out of the odds and ends of the cutting rooms. It was also pointed out that the little bits of coloured material, travellers' samples, and so on, are admirably suited to the making of cuffs and collars for the children's overalls

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and other garments. I am not expert enough to say how these things are done. That they are done, with very wonderful consequences, I am prepared to affirm after seeing the finished garments in the store-rooms at Park Street.

The store-rooms, indeed, are the final glory. They would gladden any woman's heart. To a man the matter seems to be merely miraculous; he is shown

Pile upon Pile of "Things,"

children's dresses, coats, overalls, night-dresses, little tiny baby garments. He is told to admire the workmanship, the sewing, the fancy touches on every garment. He does admire the workmanship. He admires everything. He goes round and round the rooms. He sees a child's hat made (I think) from bits of brown corduroy, slippers made out of silk top hats, collars made out of the linen of men's shirts, belts on the overalls which have been stiffened inside with the starched fronts of the same shirts—this is economy. His conductress explains that it is economy. To him it seems like inspiration. He asks questions, timidly, as befits a man wandering among mysteries, and is told still more wonderful things; as, for instance, that the children's overalls are made on the principles laid down in Miss Synge's book, where, among other matters, it is insisted that children's garments should be so made that the difficulties of buttons—well known to be one of the larger terrors of small children—are overcome and a child soon learns to dress itself without adult help. And he is told that every single garment is made by one worker, save only the cutting out; there is

None of the Specialised Division

of labour whereby one woman is set to make (say) button-holes or sleeves or collars and nothing else—an infinitely tedious and monotonous thing, from which the worker learns nothing at all.

I understood this last point better when I went from the depot to the workrooms at Kingsway and St. Pancras. There one sees the women and girls at work upon the articles of dress under the kindly eyes of the very efficient forewomen and instructresses. At the Kingsway workroom there are several score of women and girls who would in normal times be employed in the printing trade. This workroom was started for their benefit. They are employed here for thirty hours a week at 4d. an hour and appear to enjoy their lives. The room presents a rather artistic appearance, since all of the workers wear the same sort of overall, each one of which was made by the wearer as her first task. Then they were set upon other tasks, making up the material sent to them from the depot. Herein they definitely learn a new accomplishment. Many of them knew practically nothing about sewing before they went into the workroom. The making of one whole garment was quite beyond them. I was told of one worker who could not at first settle down to sewing. It worried her.

She Dreamed of it at Night.

But she, too, is learning, and, what is more, taking pride in her work. Others, I gathered, rebelled at the make of the funny little buttons—no "real" buttons are used in these workrooms; and I should say that to make buttons the size of sixpences out of little bits of linen is rather trying to unaccustomed fingers. At this workroom, however, sewing is not the only employment. There are classes held under the L.C.C. for cookery, home laundry work, and for gymnastics, as well as lectures on health and child care.

The results justify the wisdom of the controllers. I was told at St. Pancras that since the workrooms were opened there has been a notable and very significant development of the pride of craft among the workers. At first some of them brought their work back carelessly rolled up in bundles. But now the things are carefully folded and neatly covered, with the worker's name pinned to the garment. There has, too, been a definite improvement in the personal dress of the workers; they are beginning to exercise their newly taught skill on their own clothes. Every one of the forewomen and superintendents to whom I spoke declared their confidence that when these women and girls go back to their ordinary occupations they will have a new standard of beauty, a better sense of economy in the matter of dress, a finer sense of colour. Cheap, ready-made finery will satisfy them less; the pleasure of making their own things and the clothing of their children will be keener. I remarked at St. Pancras upon the colour harmonies and the beauty of the embroideries upon the articles shown to me, and asked whether these were due to the instinct of lessons they are now learning will undoubtedly mean increased efficiency as wives and mothers. Few of them could sew really well when they entered the workrooms. But they are learning. It is a mistake, I gathered, to suppose that women learn to sew by instinct, or that they all find equal pleasure in it. But in the friendly atmosphere of the workrooms, where talking—though it is not exactly encouraged—is certainly not suppressed—they all make rapid progress and find delight in making beautiful things.

What becomes of the beautiful things they make? This is a question which brings one to what is the best side of the Committee's work. All these articles are being made for those who

"Have no Purchasing Power":

in other words, they are given away to necessitous people, through the various relief organisations, distress committees, health centres, baby clinics. Nothing is sold. In my earlier article I described the Committee's scheme for making maternity outfits, including the famous cradle made out of banana crates. These outfits are made in the workrooms, and very beautiful they are. One can well believe that to the pride of craft which the workrooms are creating must be added the pride of motherhood which must inevitably be increased when a poor mother sees her newly born child properly clothed in daintily made garments. Herein, too, the Committee's work is certain to have important after-effects; a new standard of motherhood is being set up, and the women in the dingy streets who see their neighbour's children clothed thus will themselves conceive a higher self-respect and love of beauty.

From the workrooms, with their curiously domestic atmosphere, to the open fields and the (superficially) more masculine work on the land is rather an abrupt transition. But it is necessary, since the work of the Central Committee includes a remarkable experiment in training girls for farm work on an estate at Radlett, in Hertfordshire. Some thirty London factory girls have been sent down there and are being taught

Fruit and Vegetable Farming

by two lady gardeners. These girls are learning the whole thing, from digging to the making of nets used to cover strawberry beds, and the baskets in which the fruit is gathered. At Radlett I was told that no girl had expressed any dislike for the work. They revel in it. Digging at first made their backs ache, but that is a healthy sort of fatigue which is in itself a pleasure. When these girls went home to London at Christmas time it was, I think, expected that some of them would feel the fascination of the city too great to resist. But they did not; everyone returned promptly at the end of the holiday, and seemed glad to be back. Most of the girls live in a hostel on the top of the hill, and others are boarded out in the near-by villages. The open-air life has made a wonderful improvement in the health of each of them.

Many of the details of the committee's schemes I have not mentioned. Arrangements have been made, for instance, to provide the workers in London with one good meal a day; for this they pay 3d., which includes a cup of tea in the afternoon. At St. Pancras it was found necessary to give the workers hot cocoa in the mornings, since many of them came to work without much breakfast and were often wet and cold on their arrival. This question of meals is really a problem. Some of the workers were reluctant to spend so much as 3d. a day on themselves, explaining that at home that small sum would help to provide a much

(*Concluded on page 260.*)

The Prime Minister and the Cost of Living.

By Philip Snowden, M.P.

(Mr. Snowden contributes an article every week exclusively to "The Christian Commonwealth.")

The urgency and gravity of the matter, and the debate upon the subject which took place last week in the House of Commons, must be my excuse for returning to the question of the rise in the prices of commodities. The gratitude of the Government to the Labour Party for its invaluable assistance to them in carrying on the war is evidently not going to take the form of treating them with any more respect in the House of Commons, or of showing any more consideration for the proposals which the party put forward. It was the trade unions and the Labour Press which gave articulate expression to the popular feeling about the increase in the cost of living. But for the Labour agitation on this matter no attention would have been given to it by the Government or the daily Press. It was due to a movement made by the Labour Party in Parliament on the first day of the present session that an opportunity was provided by the Government for the discussion of the subject. Naturally one would have thought that under such circumstances the counsel for the plaintiffs would have been permitted to open the case. A resolution was put down upon the Order Paper, in the names of three members of the Labour Party, which stated that the Government should fix maximum prices and acquire control of commodities.

The Government's Strategic Move.

In order to prevent the Labour Party from moving this resolution as a substantive motion, two innocent and inoffensive private members put down a resolution as innocent and inoffensive as themselves, and upon this the debate was taken. It was still open to the Labour Party to move their own resolution as an amendment to the motion, but their reverence for the political truce and the feelings of close comradeship which have been developed by the happy associations of Liberal and Tory and Labour on political and other platforms during the last six months would not permit them to do such an embarrassing and unfriendly act. The debate proceeded on the Government's resolution, and after it had been formally put before the House by its nominal sponsors the Prime Minister made his statement on behalf of the Cabinet Committee, which has been considering this question since last September expected. With that remark, I think, everybody will agree. But if the opinion of the Government at the outbreak of war was that "a much more substantial rise" would take place in the first six months of such a war, it makes the inaction of the Government all the more inexcusable. If "the sober-minded and best-informed judgments in the country apprehended a more substantial rise" than has taken place, then it was the bounden and immediate duty of the Government to take steps at the outbreak of war to provide against such a likelihood. The Cabinet realised the serious financial situation when war broke out. They called bankers and financial experts into consultation. For some days the banks of the United Kingdom were practically commandeered. The Stock Exchange was closed for months in order to prevent panic, and to conserve the financial stability of the bankers. To enable the banks to maintain a paper solvency, to enable them to quote their securities in their balance-sheets at a price at which they could not be sold, a minimum price for securities was fixed. It is true that the Government bought a large quantity of sugar. But why sugar only? Man does not live by sugar alone. It was more important to see that the bread supply of the people was protected against the ravages of famine and famine prices. Mr. Bonar Law's criticism of the Government was the most practical offered in the course of the debate last week. In his opinion, the Government ought to have bought large supplies of wheat last autumn. If they had done that it would have had a considerable effect on prices later. But, instead of doing that last September, the Government appointed a Cabinet Committee to consider and report. And it reports five months later that things are not as bad as they might have been, and that perhaps they will get better soon. This is like telling a man who is very ill that he might be worse—that a friend of his has just died.

Mr. Asquith's History.

Mr. Asquith's references to the period of the Franco-Prussian War were unfair and misleading. His facts and figures were not inaccurate, but the implications and parallels were false and unsound. It is true there was a rise in prices during that war, but there was something else—a rapid and considerable rise in wages. Mr. Asquith said people about present prices by reference to forty years ago. He forgot to mention that the increases which have taken place during the last six months have followed close upon a rise of prices going on for the last eight years. Before the recent advances prices were standing at about 15 per cent. above the figures of eight years ago. The recent rise has been higher than Mr. Asquith mentioned; at least, typical family budgets published in the Press have given a higher result. But if we put the recent rise at 25 per cent., that makes the cost of living 40 per cent. above the figure of 1907. And in the meantime wages have remained practically stationary. This is the reason why the recent rise is being felt so keenly. The pressure of outgo on income was so hard upon working-class families before the war came that the added force is now too strong to be resisted. It means actual starvation to tens of thousands of families. This war is going to have a serious effect upon the physique of the nation. The Napoleonic wars, it is said, reduced the average height of Frenchmen by four inches. The best part of our male population is being destroyed by this war; and at home, by starvation, the young children, the fathers and mothers of the next generation are being stunted in their growth.

The State of Employment.

Two other points made by Mr. Asquith are open to criticism. It is true that there is a state of employment which on the whole is very satisfactory. But some industries are suffering badly—notably the cotton trade, the greatest of our manufacturing trades. From figures which are published dealing with the largest weaving centre in Lancashire I find that in the last three months of last year the average number of weavers unemployed was 32 per cent. of those normally employed, and the earnings of those actually at work were only 75 per cent. of the average earnings per head before the war. These facts apply to tens of thousands of families in Lancashire. While in one-fourth of the families there is total unemployment for certain members, while the earnings are reduced by one-fourth through short time and partial work, the cost of living is up 25 per cent. That is surely a serious state of things, and it calls for some action on the part of the Government more effective than anything the Prime Minister has foreshadowed. One other important point was missed in the discussion on prices. The figures all relate to wholesale prices. When we come to retail prices we find that the advance is altogether out of proportion to the rise in the wholesale price. This is particularly hard on the poor, who have to buy their things in small quantities. Coal is being retailed in London this week at the rate of 52s. a ton.

What Can Be Done.

The powers of even a great State cannot altogether overcome world influences. It is not suggested that the Government could keep all prices down to the pre-war figures. The price of wheat is manifestly regulated largely by forces over which this country has no control. But the recent increases in the price of wheat are to a not inconsiderable extent caused by the rise in freight rates. For instance, on July 15 wheat was quoted at Rosario, Argentina, at 31s. per quarter. The freight was then 2s. 3d. per quarter. Six months later the price was 40s. 5d. per quarter, and the cost of freight 13s. 11d—that is, 10s. 10d. of the increase was due to increased freightage. The Government could deal with that. It might mean taking over the whole of the British mercantile marine, but that presents no insuperable difficulties. It could be done as easily, if not quite so quickly, as the control of the railways was assumed. The proposal of the Government to use some of the interned foreign ships is all right as far as it goes, but its effect upon rates and prices will be about as useful as to scratch an elephant's trunk with a toothpick to cure its neuralgia. We cannot prevent the foreign wheat-growers from getting the best prices for their crops, but the Government can prevent English wheat-growers from taking advantage of the ruling prices in Chicago or Winnipeg to put money they never earned or expended into their pockets. The purchase of the whole British crop at a price which would be a fair return on the cost of production would considerably reduce the average price of wheat. The cost of producing last year's crop was less than in the previous year owing to the increased yield. At the beginning of last year English wheat averaged 35s. a quarter. At present it is fetching 60s a quarter in the home market. The yield this year has been 10 per cent. higher than in the previous year. The farmers

ing, the fancy touches on every garment. He does admire the workmanship. He admires everything. He goes round and round the rooms. He sees a child's hat made (I think) from bits of brown corduroy, slippers made out of silk top hats, collars made out of the linen of men's shirts, belts on the overalls which have been stiffened inside with the starched fronts of the same shirts—this is economy. His conductress explains that it is economy. To him it seems like inspiration. He asks questions, timidly, as befits a man wandering among mysteries, and is told still more wonderful things; as, for instance, that the children's overalls are made on the principles laid down in Miss Synge's book, where, among other matters, it is insisted that children's garments should be so made that the difficulties of buttons—well known to be one of the larger terrors of small children—are overcome and a child soon learns to dress itself without adult help. And he is told that every single garment is made by one worker, save only the cutting out; there is

None of the Specialised Division

of labour whereby one woman is set to make (say) button-holes or sleeves or collars and nothing else—an infinitely tedious and monotonous thing. from which the worker learns nothing at all.

I understood this last point better when I went from the depot to the workrooms at Kingsway and St. Pancras. There one sees the women and girls at work upon the articles of dress under the kindly eyes of the very efficient forewomen and instructresses. At the Kingsway workroom there are several score of women and girls who would in normal times be employed in the printing trade. This workroom was started for their benefit. They are employed here for thirty hours a week at 4d. an hour and appear to enjoy their lives. The room presents a rather artistic appearance, since all of the workers wear the same sort of overall, each one of which was made by the wearer as her first task. Then they were set upon other tasks, making up the material sent to them from the depot. Herein they definitely learn a new accomplishment. Many of them knew practically nothing about sewing before they went into the workroom. The making of one whole garment was quite beyond them. I was told of one worker who could not at first settle down to sewing. It worried her.

She Dreamed of it at Night.

But she, too, is learning, and, what is more, taking pride in her work. Others, I gathered, rebelled at the make of the funny little buttons—no "real" buttons are used in these workrooms; and I should say that to make buttons the size of sixpences out of little bits of linen is rather trying to unaccustomed fingers. At this workroom, however, sewing is not the only employment. There are classes held under the L.C.C. for cookery, home laundry work, and for gymnastics, as well as lectures on health and child care.

The results justify the wisdom of the controllers. I was told at St. Pancras that since the workrooms were opened there has been a notable and very significant development of the pride of craft among the workers. At first some of them brought their work back carelessly rolled up in bundles. But now the things are carefully folded and neatly covered, with the worker's name pinned to the garment. There has, too, been a definite improvement in the personal dress of the workers; they are beginning to exercise their newly taught skill on their own clothes. Every one of the forewomen and superintendents to whom I spoke declared their confidence that when these women and girls go back to their ordinary occupations they will have a new standard of beauty, a better sense of economy in the matter of dress, a finer sense of colour. Cheap, ready-made finery will satisfy them less; the pleasure of making their own things and the clothing of their children will be keener. I remarked at St. Pancras upon the colour harmonies and the beauty of the embroideries upon the articles shown to me, and asked whether these were due to the instinct of the individual woman or girl. Some of them, I was told, display a good deal of natural taste in this direction, but others are slow to see (as my interlocutor put it) that certain colours cannot go together because they "swear at each other."

At St. Pancras the workers who show a natural talent, especially those who are employed normally in the tailoring and dressmaking trades, are

Selected for Special Training

and are given lessons by skilled dressmakers. Upstairs a dozen girls were at work remaking old garments—these were tailoresses who were being taught more of their craft than they would learn in an ordinary workroom, where the division of labour is carried to extremes, and where a "waistcoat hand" makes waistcoats and nothing else for ever. Most of the women, however, are drawn from a great variety of trades, factory work, perhaps, predominating, and for them the question which brings one to what is the best side of the Committee's work. All these articles are being made for those who

"Have no Purchasing Power":

in other words, they are given away to necessitous people, through the various relief organisations, distress committees, health centres, baby clinics. Nothing is sold. In my earlier article I described the Committee's scheme for making maternity outfits, including the famous cradle made out of banana crates. These outfits are made in the workrooms, and very beautiful they are. One can well believe that to the pride of craft which the workrooms are creating must be added the pride of motherhood which must inevitably be increased when a poor mother sees her newly born child properly clothed in daintily made garments. Herein, too, the Committee's work is certain to have important after-effects; a new standard of motherhood is being set up, and the women in the dingy streets who see their neighbour's children clothed thus will themselves conceive a higher self-respect and love of beauty.

From the workrooms, with their curiously domestic atmosphere, to the open fields and the (superficially) more masculine work on [illegible] They revel in it. Digging at first made their backs ache, but that is a healthy sort of fatigue which is in itself a pleasure. When these girls went home to London at Christmas time it was, I think, expected that some of them would feel the fascination of the city too great to resist. But they did not; everyone returned promptly at the end of the holiday, and seemed glad to be back. Most of the girls live in a hostel on the top of the hill, and others are boarded out in the near-by villages. The open-air life has made a wonderful improvement in the health of each of them.

Many of the details of the committee's schemes I have not mentioned. Arrangements have been made, for instance, to provide the workers in London with one good meal a day; for this they pay 3d., which includes a cup of tea in the afternoon. At St. Pancras it was found necessary to give the workers hot cocoa in the mornings, since many of them came to work without much breakfast and were often wet and cold on their arrival. This question of meals is really a problem. Some of the workers were reluctant to spend so much as 3d. a day on themselves, explaining that at home that small sum would help to provide a much

(*Concluded on page 269.*)

The Prime Minister and the Cost of Living.

By Philip Snowden, M.P.

(Mr. Snowden contributes an article every week exclusively to "The Christian Commonwealth.")

The urgency and gravity of the matter, and the debate upon the subject which took place last week in the House of Commons, must be my excuse for returning to the question of the rise in the prices of commodities. The gratitude of the Government to the Labour Party for its invaluable assistance to them in carrying on the war is evidently not going to take the form of treating them with any more respect in the House of Commons, or of showing any more consideration for the proposals which the party put forward. It was the trade unions and the Labour Press which gave articulate expression to the popular feeling about the increase in the cost of living. But for the Labour agitation on this matter no attention would have been given to it by the Government or the daily Press. It was due to a movement made by the Labour Party in Parliament on the first day of the present session that an opportunity was provided by the Government for the discussion of the subject. Naturally one would have thought that under such circumstances the counsel for the plaintiffs would have been permitted to open the case. A resolution was put down upon the Order Paper, in the names of three members of the Labour Party, which stated that the Government should fix maximum prices and acquire control of commodities.

The Government's Strategic Move.

In order to prevent the Labour Party from moving this resolution as a substantive motion, two innocent and inoffensive private members put down a resolution as innocent and inoffensive as themselves, and upon this the debate was taken. It was still open to the Labour Party to move their own resolution as an amendment to the motion, but their reverence for the political truce and the feelings of close comradeship which have been developed by the happy associations of Liberal and Tory and Labour on political and other platforms during the last six months would not permit them to do such an embarrassing and unfriendly act. The debate proceeded on the Government's resolution, and after it had been formally put before the House by its nominal sponsors the Prime Minister made his statement on behalf of the Cabinet Committee, which has been considering this question since last September. Surely never did any Committee labour so long to bring forth such a miserable mouse. Mr. Asquith spoke what for him was an exceptionally long time. His speech was in the main a long excuse for doing nothing. Three substantial loaves of comfort he offered to the working-class households which are trying to keep alive on starvation rations. He told them things are not so bad as we expected them to be after six months of a great European war, that the prices of some commodities are no higher than they were forty years ago, and, most cheering of all, if they could only manage to keep on starving till June there was a hope that some relief might come.

Mr. Asquith's What Might Have Been.

I want to examine some of Mr. Asquith's statements, particularly those referring to the conditions of things at the time of the Franco-Prussian War. But let me first offer a word of comment upon his observation that things are not so bad as might have been expected. With that remark, I think, everybody will agree. But if the opinion of the Government at the outbreak of war was that "a much more substantial rise" would take place in the first six months of such a war, it makes the inaction of the Government all the more inexcusable. If "the sober-minded and best-informed judgments in the country apprehended a more substantial rise" than has taken place, then it was the bounden and immediate duty of the Government to take steps at the outbreak of war to provide against such a likelihood. The Cabinet realised the serious financial situation when war broke out. They called bankers and financial experts into consultation. For some days the banks of the United Kingdom were practically commandeered. The Stock Exchange was closed for months in order to prevent panic, and to conserve the financial stability of the bankers. To enable the banks to maintain a paper solvency, to enable them to quote their securities in their balance-sheets at a price at which they could not be sold, a minimum price for securities was fixed. It is true that the Government bought a large quantity of sugar. But why sugar only? Man does not live by sugar alone. It was more important to see that the bread supply of the people was protected against the ravages of famine and famine prices. Mr. Bonar Law's criticism of the Government was the most practical offered in the course of the debate last week. In his opinion, the Government ought to have bought large supplies of wheat last autumn. If they had done that it would have had a considerable effect on prices later. But, instead of doing that last September, the Government appointed a Cabinet Committee to consider and report. And it reports five months later that things are not as bad as they might have been, and that perhaps they will get better soon. This is like telling a man who is very ill that he might be worse—that a friend of his has just died.

Mr. Asquith's History.

Mr. Asquith's references to the period of the Franco-Prussian War were unfair and misleading. His facts and figures were not inaccurate, but the implications and parallels were false and unsound. It is true there was a rise in prices during that war, but there was something else—a rapid and considerable rise in wages. Mr. Asquith said nothing of that rather pertinent fact. Moreover, the advances in prices at that time were in a few articles. *As a matter of sober fact, the cost of living beween* 1871 *and* 1875 (*the years Mr. Asquith took*) *was* 4.9 *per cent. lower than in the previous five years* (1865-1870). This is shown in the official Government Report on Wages and Prices. During these five years affected by the Franco-Prussian War there was a rise in money wages of no less than 27.3 per cent.! Mr. Asquith took one or two articles, compared the prices with what they are now, and ignored all other relevant matters, thereby conveying a totally wrong impression. Any workman who can remember those days will tell you that the working classes never had such prosperous times as they enjoyed during the time of the Franco-Prussian War.

The Last Straw. . . .

But Mr. Asquith ignored a good many things when he was trying to console the [illegible] the meantime wages have remained practically stationary. This is the reason why the recent rise is being felt so keenly. The pressure of outgo on income was so hard upon working-class families before the war came that the added force is now too strong to be resisted. It means actual starvation to tens of thousands of families. This war is going to have a serious effect upon the physique of the nation. The Napoleonic wars, it is said, reduced the average height of Frenchmen by four inches. The best part of our male population is being destroyed by this war; and at home, by starvation, the young children, the fathers and mothers of the next generation are being stunted in their growth.

The State of Employment.

Two other points made by Mr. Asquith are open to criticism. It is true that there is a state of employment which on the whole is very satisfactory. But some industries are suffering badly—notably the cotton trade, the greatest of our manufacturing trades. From figures which are published dealing with the largest weaving centre in Lancashire I find that in the last three months of last year the average number of weavers unemployed was 32 per cent. of those normally employed, and the earnings of those actually at work were only 75 per cent. of the average earnings per head before the war. These facts apply to tens of thousands of families in Lancashire. While in one-fourth of the families there is total unemployment for certain members, while the earnings are reduced by one-fourth through short time and partial work, the cost of living is up 25 per cent. That is surely a serious state of things, and it calls for some action on the part of the Government more effective than anything the Prime Minister has foreshadowed. One other important point was missed in the discussion on prices. The figures all relate to wholesale prices. When we come to retail prices we find that the advance is altogether out of proportion to the rise in the wholesale price. This is particularly hard on the poor, who have to buy their things in small quantities. Coal is being retailed in London this week at the rate of 52s. a ton.

What Can Be Done.

The powers of even a great State cannot altogether overcome world influences. It is not suggested that the Government could keep all prices down to the pre-war figures. The price of wheat is manifestly regulated largely by forces over which this country has no control. But the recent increases in the price of wheat are to a not inconsiderable extent caused by the rise in freight rates. For instance, on July 15 wheat was quoted at Rosario, Argentina, at 31s. per quarter. The freight was then 2s. 3d. per quarter. Six months later the price was 40s. 5d. per quarter, and the cost of freight 13s. 11d—that is, 10s. 10d. of the increase was due to increased freightage. The Government could deal with that. It might mean taking over the whole of the British mercantile marine, but that presents no insuperable difficulties. It could be done as easily, if not quite so quickly, as the control of the railways was assumed. The proposal of the Government to use some of the interned foreign ships is all right as far as it goes, but its effect upon rates and prices will be about as useful as to scratch an elephant's trunk with a toothpick to cure its neuralgia. We cannot prevent the foreign wheat-growers from getting the best prices for their crops, but the Government can prevent English wheat-growers from taking advantage of the ruling prices in Chicago or Winnipeg to put money they never earned or expended into their pockets. The purchase of the whole British crop at a price which would be a fair return on the cost of production would considerably reduce the average price of wheat. The cost of producing last year's crop was less than in the previous year owing to the increased yield. At the beginning of last year English wheat averaged 31s. a quarter. At present it is fetching 60s. a quarter in the home market. The yield this year has been 10 per cent. higher than in the previous year. The farmers are making enormous profits out of their crops.

The Cost of Coal.

The case of coal is equally scandalous. The rise of prices is due mainly to the greed of the mineowner. Railway rates have remained the same, but in some cases the price at the pithead has gone up by 50 per cent. This is not caused by any increase in the cost of production. It is plain and simple exploitation, though a shorter word would be more appropriate. There is no obstacle in the way of fixing a maximum price for coal at the pithead. The chairmen of the Minimum Wage Courts, who know all about the average prices, could act as assessors. The Government cannot go on fooling with this grave matter of the cost of living. The people are not going to suffer starvation in silence lest they cause some inconvenience to the Government, or disturb the harmony of the political truce.

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Correspondence Column.

De Amicitia.

By the time this article appears in print I shall have ceased to be the minister of East Finchley Congregational Church, and will have just entered upon my new work at Trinity Church, Glasgow. I accepted the call just a month ago, but ever since the publication of my decision my COMMONWEALTH postbag has been mainly composed of messages of comradeship and cheer. For the first time, then, since I took over the duties of this column I feel quite justified in replying to those letters in which no problems are propounded, in sending a response of sincere appreciation to those unknown writers whose kindly thought for me has expressed itself in such a generous manner, and laid me under a very real debt of gratitude for this inspiring witness to their sympathy and love. I want every one of you from whom these splendid letters have come to know how very deeply I appreciate them, and how very helpful it is to hear that I have been of any service to you. But it is not only for these letters that I thank you. I thank you far more for the friendship out of which our intellectual and spiritual comradeship has arisen. After all, you know, unless we *believed* in each other—you in the sincerity of my convictions and I in the sincerity of your questionings—I doubt if we could ever have helped each other, and by your letters I know that we have. I say "helped each other," for the tackling of your problems has made a stronger man of me.

You are quite right, friend, you who said, "I write to tell you this because I feel that if I were beginning a new and difficult task it would inspire me to know that I have

Mediated God

to my brother." There is no other message in the world can inspire a man like that, and with all my heart I thank you for it. Your expression is a daring one, and I dare say it will bring me another sheaf of denunciatory warnings from a certain sincere, well-meaning, and most untiring correspondent, who understands neither me nor my message. But the older I grow, and the deeper into life I see, the more fully do I realise that it is simply in this mediation of God to each other that all true friendship consists. Some of the noblest hours of insight that I have known have been realised in the common by-ways of human companionship, in the thoughtful discussion of some great theme with another kindred spirit, or the silent witnessing of some brave heart struggling upward to its ideal through misunderstanding and calumny, through perplexity and sacrifice. Every experience that awakens or deepens within the soul the consciousness of its own weakness and littleness, and flashes in upon that quickened vision a new sense of the moral significance and the spiritual values of life, is a medium of the eternal Spirit, and every [illegible] that mediation

good judgment."—*The Times.*

LONDON: JOHN MURRAY.

THE LATEST WORKS BY
Archdeacon Wilberforce, D.D.

Christian Commonwealth Fellowship.

Particulars about the C.C.F. may be had on application to Hon. Organiser, Christian Commonwealth Fellowship, Salisbury Square, London, E.C., enclosing stamped addressed envelope. The minimum annual subscription is 1s. Badges, pendants, studs, or brooches, large, 2d., small, 1s. each, post free.

Fellowship is thinking, doing, and being *our best*, not somebody else's best, but *our* best; and each according to his or her opportunity and genius, Fellows are finding ways to express their Fellowship in terms of daily life. Two letters this week illustrate this diversity in unity. One is from a working girl who spends her leisure in studying pond-life, flowers, and stars, to discover and realise for herself the oneness of all life. The other from three men in different stations—a landowner, a farmer, and a labourer—who have come into the C.C.F. that they may find together their common humanity. First these letters and then our soldiers at the Front want your help.

Pond Life, Flowers, Stars, and Fellowship.

Here is the letter from the working girl. 2581 (Leicester) writes: "For many years I have felt that the love spirit, irrespective of class, race, or creed, was the only thing that counted, but, although such a simple faith, there are so few who believe it in its simplicity; they cover it with dogmas and creeds until the spirit is almost lost sight of altogether." She goes on to tell us about her appreciation of the C.C.: "I am a regular reader . . . during the dark day, when I felt myself losing faith in all that I had believed since childhood, the C.C. came as a beacon of light;" and then about her interests: "One of my chief pleasures in life is to realise the oneness of all life, and I spend much of my leisure in studying pond life, flowers, and the stars. I am only an ordinary working girl, not clever at any of these, but simply with an interest in the world below and above, as well as around me." 2581 offers friendship, and no doubt some of those who love the Fellowship of Nature will respond.

Linking Three Classes.

And here is the letter demonstrating the unity of the owning class, the working class, and the middle class. 1735 writes:—"I should like to state what we three hope to do by becoming members of the C.C.F. Each of us represents a different class, the three principal classes in this parish; 1736 stands for the farm labourers, 2593 for the farmers, and I for the landlords. We all three intend to wear our badges and treat each other as brothers. It will be an inspiration for us to know that, although we are each living different lives, all three of us have the same ideal, that all three of us are fighting the same battles—that we are, in fact, three brothers-in-arms. We intend to let those around us see that we don't mean to allow any class differences to come between us, and that we are ready always to give ourselves up in service, not only to each other, but also to our fellow-men. And in this way we hope to prove that there is still a spirit of

all do not quite understand. Those who have not seen Leaflet 4 should send a stamped addressed envelope for a copy.

Fellowship Offered and Wanted.

2591 (Belfast), democratic Socialist, Communist, interested in writings of Tolstoy and Kropotkin, desires links.

1837 (Oxford), "lonely and shut away," has had to give up dressmaking owing to the war, needs fellowship.

1803 (Chelsea) offers information about Bahai literature and meetings.

2589 (Sheffield), a gardener, Christian Socialist, desires links.

1669 (Islington) "I could write a cheering letter."

2587 (Birmingham), companion-housekeeper, orphan, no relatives or home, interested in temperance work, desires friendship.

Answers to Fellows' Letters.

850 (Skegness): Please write G. S. (Dollis Hill), a teacher of the blind. He will help you with handicrafts.—2345 (Southampton): 2029 and 1693 are Congregationalists near you. You might write also 977.—989 (Southport): 987 and 1959 are members near you.—585 (Paddington) 2529 (Wimbledon) is fond of poetry.

Annual Subscriptions.

We acknowledge, with thanks, the following annual subscriptions:—C. R. (Southport, 2s.); L. R. (Eltham Park, 1s.); R. A. E. (Tunbridge Wells, 1s.); K. E. W. (Thornton Heath, 1s.); G. W. W. (W. Australia, 1s.); M. P. (Wimbledon, 1s.) N. K. (Menoth Copse, near Oxford, 1s. 6d.).

New Members.

We welcome the following new members:—O. G. (Belfast, 1s. 6d.); W. P. (Milwich, Staffs, 1s.); B. W. D. (Milwich, Staffs, 1s.); I. H. (Blackheath, 2s.); J. A. C. (Lower Edmonton, 1s.); Miss C. (S. Tottenham, 1s.); A. A. G. (S. Yardley, Birmingham, 1s.); T. T. (Sheffield, 1s.).

Our Fund for War Time.

We acknowledge, with thanks, the following donations for sending the papers to soldiers and sailors and for our mission to the sad and lonely:—C. R. (Southport), 1s., for papers for Y.M.C.A. camps; K. T. (E. Dulwich), 5s.; H. K. (Islington), 6d.; A. E. W. (Plymouth), 10s.

The address of all members of the C.C.F. is care of Hon. Organiser, Christian Commonwealth Fellowship, Salisbury Square, London, E.C. Put your number and initials in left-hand top corner of envelope.

The Prayer Book in Esperanto.

There are now about 140 members of the Church Esperantist League, and it has four sub-committees at work. A translation of the Anglican Prayer Book is being prepared, and it is hoped that the book will be published when the war is concluded, if not before. A guarantee fund of about £80 or £100 is being raised for this purpose. The League has already published a short form of service in Esperanto, with several hymns included (price 1d. a copy, by post 1½d., from Rev. A. J. Ashley, Hon. Sec. C.E.L., 26, Lea Street, Lindley, Huddersfield), and is compiling a brief form of private devotion in Esperanto. It [illegible] plans for the employment of

Welcoming Mr. McClelland.

A largely attended social meeting of the congregation was held in Trinity Church Hall, Glasgow, on Wednesday, when Rev. H. S. McClelland received a warm welcome. Mr. John Fairlie presided, and a pleasant time was spent in the personal introduction of members to the new minister. An attractive musical programme was varied by short addresses of welcome and congratulation. In the course of the meeting Mr. McClelland was presented with a pulpit robe and a new set of service books. The presentation was made by Mrs. Melville, the oldest member of the church.

Mr. McClelland returned thanks in a very humorous speech, in which, under the guise of playful exaggeration, he intimated some of the methods in which he hoped to carry on a good work among his people outside the pulpit. He said they would find him full of the weaknesses and vices which ministers usually had but did not usually confess. He smoked nearly everything that would burn, played golf badly, etc. But he explained that he did many of these things not merely for the pleasure they gave him, but chiefly for the opportunity they provided for getting near to men, of getting down to that common humanity which made them all one. In London he had often sat with young men into the small hours at the fireside and over their cigars, talking of the vital things of life. Some of these young men had said that he was at his best between twelve and two. He felt that the work one could do in that way was often more lasting than the work one could do in the pulpit. He appealed to the young men present to treat him as a friend and not to be afraid to be their real selves when in his company. He had no wish to be their minister if they did not want him to be their friend. Spiritual comradeship and fellowship was of the greatest importance to a church. Without this there was wanting that atmosphere which, quite apart from the pulpit and the services, drew people to the church.

Eckford's

THE ECONOMY OF BUYING GOOD SEED

no matter how much or how little you may require. A season's experience proves this to the gardener, and that is why all gardeners ultimately buy their seed from **Eckford—the "Sweet Pea Specialist."** There is sound wisdom in buying from the culturist who, more than any living man, has done so much to improve this charming Annual. Every packet of Peas—or other flower seeds—supplied by **Henry Eckford** represents the maximum of possibilities in regard to fertilization, growth and blossom. In every direction the gardener benefits; raising more and better plants, and with infinitely finer display of bloom. No one who has ever seen an

results are to be found, not at Grosvenor Place, but at the depot in Park Street

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Women's Wartime Work.

(*Continued from page 250.*)

better meal for the whole family. This is a glimpse of the

Unselfishness of these Women

and girls, of which the controllers have touching stories to tell. At the depôt I was told of one worker who fell ill, for whom the others made a collection out of their own small wages, which totalled 17s. At St. Pancras the superintendent spoke with genuine feeling and affection of the workers under her charge. Her discipline is strict—as it needs to be where 160 women and girls work together in one room—but her attitude towards them is a delightful blend of authority and friendliness. The committee, indeed, is exceedingly fortunate in its choice of people to whom authority is given; to this the harmony and orderliness of the workrooms are a sufficient testimony.

The work of the committee does not end with the workrooms. Every effort is made to

Get the Workers Back

into ordinary employment, either in their own trade or in any other in which there is a demand for workers. No woman is compelled to give up her place in the workroom to take a place at a sweated wage or under bad conditions. But she is encouraged to go out into any occupation which offers a prospect of a living wage. This does not made it impossible to return to the workroom if she fails at her new work. The workers at the Kingsway room often get a few days' work at jobbing, and then return to the workroom. Quite a number from all the workrooms have found permanent employment: at Kingsway between twenty and thirty found jobbing work last week, and from St. Pancras twenty went to permanent places.

This, in broad outline, is what the Central Committee has done. It has found work and wages under conditions as nearly ideal as they can be made in this imperfect world for hundreds of women who would otherwise have been almost destitute: work which is really training, and wages which are really earned. They are relief workrooms, certainly, but relief has been given on new lines, not in a grudging way that undermines the self-respect and pride of the recipient, but frankly as maintenance in return for serious work undertaken with the intent of raising the status of the individual woman, who will go back to other occupations with a new-born pride and dignity—if it is only the pride of being able to make their own clothes, and the dignity which comes of the knowledge that for the help they received when they could not help themselves in ordinary ways they returned a full measure of conscientious service which indirectly helped their still poorer sisters in adversity.

rooms where the training schemes are being carried out.

Requests for Prayer.

Two requests for prayer were mentioned by Rev. Arthur Pringle at the service last Thursday morning in the City Temple:—"May I ask for your prayers for my daughter, that she may recover her reason? We are trying to keep her away from the asylum, if possible. I have good reason to believe in the value of prayer." "For my son, returning to the front, that he may be preserved." Rev. J. S. Roose, Tooting, closed the service with prayer.

At the service on the previous Thursday, Rev. W. Charter Piggott mentioned that several requests for prayer had been received. But he first asked the congregation to engage in silent prayer for "the beloved and honoured minister of this church, so dear to all our hearts, that God may please to increase unto him a new measure of health and strength."

The requests included one for "one of the most unselfish men I ever met, that he may have a great gift of peace—he is so distressed at the brutality of this war that the writer of the letter dreads the result may be a nervous breakdown"; and another from "one who asks us to pray for a loved one who is fighting so bravely at the front, and that his family may also be enabled to bear with fortitude the loss of another loved one who has already passed away."

Thanksgiving was offered on behalf of a daughter for the recovery of her mother from a serious accident; and for "two sons fighting in German West Africa—one was taken prisoner, and has been already commended to the prayer of this congregation, and now the news has come that he has been able to escape."

The closing prayer was offered by Rev. J. H. Shakespeare.

A service of intercession is held daily (Saturday excepted) in the City Temple (12 to 1). It will be constructed as follows:—Feb. 17, R. C. Gillie and E. Aldom French; 18, H. S. McClelland; 19, F. L. Wiseman and J. Tolefree Parr; 22, J. H. Shakespeare and J. E. Rattenbury; 23, Thos. Yates and E. B. H. Macpherson; 24, E. B. H. Macpherson and C. Ensor Walters; 25, W. E. Orchard.

The City Temple.

February 17—24.

Thursday, 12, Intercession Service, Rev. H. S. McClelland, B.A., B.D. (Glasgow); 2, Ladies' War Working Party; 8, Literary Society (Memorial Hall), Rev. H. S. McClelland.

Sunday, 11 and 7, Rev. H. S. McClelland preaches; 4.15, Women's Conference, "Women's Work in Havre, Rouen, and Paris during the War," Mrs. Harry Jeffs.

Liberal-Christian League.

Headquarters: 23, Red Lion Square, W.C.

Every member should receive during this week a copy of report and treasurer's statement, which would have been submitted at the General Assembly last autumn could it have been held. Accompanying them is a copy of Rev. Dr. Miller's address on "God in Modern Thought," delivered at the Spring Assembly. Supply will be sent to secretaries of branches for distribution among members. Will any member who fails to receive

DON'T WEAR A TRUSS!

Brooks' Appliance is a new scientific discovery with automatic air cushions that draws the broken parts together, and binds them as you would a broken limb. It absolutely holds firmly and comfortably and never slips. Always light and cool, and conforms to every movement of the body without chafing or hurting. We make it to your measure, and send it to you on a strict guarantee of satisfaction or money refunded, and we have put our price so low that anybody, rich or poor, can buy it. Remember, we make it to your order—send it to you—you wear it—and if it doesn't satisfy you, you send it back to us, and we will refund your money. That is the way we do business—always absolutely on the square—and we have sold to thousands of people this way for the past ten years. Remember, we use no salves, no harness, no lies, no fakes. We just give you a straight business deal at a reasonable price. Write at once for our Illustrated Booklet

BROOKS APPLIANCE Co., 717a, Bank Bldg., Kingsway, London, W.C.

IT'S A MOTHER'S DUTY

to safeguard her health. If you suffer from any Abdominal complaint send now for my

FREE BOOKLET, FULLY ILLUSTRATED.

It contains priceless information on all Women's Ailments, and will be sent, post free, on request. It also explains, with the aid of illustrations, how

Ruptures of all kinds (Navel Umbilical), Displacement, Internal Weakness, &c., can be cured without Operations or Internal Instruments—the latter cause Cancers and Tumours, and should be avoided at all costs. Write to-day to Mrs. CLARA E. SLATER, Dept. F162, Belgrave, Finsbury Park, London, N.

Simple, External Home Treatment
FOR
Rheumatism, Neuralgia, Indigestion,
ETC.

Try COUTTS' Guaranteed ACETIC ACID. Small Bottle, 1s. 3d. Sponge on Handle, 6d. Manual of Spinal System of Treatment, 9d. Coutts' Acetic Acid sold by all Chemists.

The Practical Guide, post free, apply.

COUTTS & SONS, 6, Great Eastern Street, London, E.C.

There is a Special Offer to all "C.C." readers on page 252. Take advantage of it.

Cheap Prepaid Advertisements.

Advertisements of the following classes, viz.—***Situations Vacant, Situations Wanted, Apartments to Let, Apartments Wanted, Businesses for Sale, Businesses Wanted,***

EDUCATIONAL.

LINDUM HOUSE, BEXHILL-ON-SEA.—Boarding School for Girls on Progressive Thought lines. Principal, Miss Richardson, B.A. The school stands in its own grounds, where tennis, hockey, and cricket are played. Home care. Thorough tuition. Entire charge of children coming from abroad.

STAMMERING effectually cured by correspondence or personally. Treatise lent free. N. H. Mason, 50, Fleet Street, London. (Established 1875.)

STAMMERERS.—"Can Stammer be Cured by Correspondence?" Interesting booklet and expert advice free.—W. Warring, Netherville, Whalley, near Blackburn.

PUBLICATIONS.

MINISTER offers "Garnett's International Library of Famous Literature," 20 handsome volumes, 20s. Sample volume sent.—Clericus, Hillbrow, Peterafield.

MISCELLANEOUS.

RHEUMATISM.—To advertise our Marvellous Galvanic Ring, which absolutely cures Rheumatism, Gout, Neuralgia, and Nervous Disorders, we have decided to give a quantity away. Write to-day.—Galvanic Ring Co. (Dept. 6), Kew, London.

SKIRTS and Blouses of "Flaxzella"—Irish Linen Fabric, new silky finish, are perfect. 11¾d. to 2s. 4½d. yard; practically unerushable. 200 Patterns FREE!—Hutton's, 133, Larne, Ireland.

ARTIFICIAL TEETH (Old) Bought. On Vulcanite up to 5s. 6d. per tooth; silver, 10s.; gold, 12s. 6d.; platinum, £1 15s. Immediate cash or offers. Call or post mentioning Christian Commonwealth.—Messrs. Paget, 219, Oxford Street, London. Established 150 years.

BOOTS.—Save nearly 50 per cent. buying from Factory direct. Agents Wanted. Send postage 2d. for list and particulars.—British Boot Co. (305), Portland Square, Bristol.

INSOMNIA SPEEDILY CURED without drugs. Many striking testimonials attest the value of the New Treatment. Personal attendance unnecessary.—Nerve Clinic, 56 & 58, High Street, Croydon. Particulars free.

ARTIFICIAL TEETH (Old) Bought.—We pay absolutely highest genuine prices. Up to 6s. per tooth pinned on vulcanite; 11s. on silver; 13s. on gold; 36s. on platinum. Immediate cash. If offer not accepted, we return parcel post free. Satisfaction guaranteed.—S. Cann & Co., 69a, Market St., Manchester. Bankers, Parr's. Mention Christian Commonwealth.

CENTURY CHINA BARGAINS. Household and Individual Orders at Factory Prices. Single Dinner, Tea, Toilet Services, beautiful designs, from 3s.; Complete Home Outfit, 21s.; 30,000 satisfied customers. Church, School and Catering China, 100 persons set, 37s. 6d., name inscribed 49a. 6d. Profitable Bazaar Parcels, 10s. 6d. Complete Illustrated Catalogue Free. Presents offered. Write To-day.—Century Pottery, Dept. 145, Burslem.

SERGES, Scotch and English Tweeds for Suits, Suit Lengths, and Costume Cloths for the million. Direct from warehouse to wearer at wholesale prices. Quality guaranteed. Send at once for patterns.—John Sykes & Co., Woollen Merchants, Ltd., Dept. C.C., Chancery Lane, Huddersfield. Established 1903.

SEEING GOD. 1s. 6d. net.
Personal Recognition of Divine Love.
INWARD VISION. 3s. net.

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THE DAILY TELEGRAPH, THURSDAY, FEBRUARY 18, 1915

QUEEN'S INSPECTION OF WOMEN'S WORKROOMS

TEACHING USEFUL CRAFTS.

The Queen paid a visit yesterday to the four centres which have been established by the Central Committee on Women's Employment for the relief of necessitous girls and the provision of facilities for training. These establishments assist girls who have been thrown out of work through the war to acquire a knowledge of bookkeeping, shorthand, typing, French, &c., and others are taught domestic economy, needlework, cooking, and various useful crafts. London County Council teachers attend daily, and the girls are greatly interested in their work.

Her Majesty selected Bridewell House, New Bridge-street, E.C., for her first call, and was there received by the Lord Mayor and the Lady Mayoress, Mr. Brinsley-Harper (chairman of the City Committee of the Queen's Fund, under whose control the establishment is carried on), Canon and Mrs. Alexander, Miss Scott (the superintendent), and Miss Morton (organising secretary). With her Majesty was Mrs. Tennant, Mrs. Austen Chamberlain, and Miss Mary MacArthur. The Queen at once expressed her desire to familiarise herself with the work executed in every room, and the inspection made was most thorough. In one place a large number of girls were undergoing instruction in physical and commercial geography—a very popular class, she was assured.

DRESSMAKING CLASS.

The Queen was particularly interested in the dressmaking tuition by Mlle. des Tureaux, and spoke to the teacher for some time in French. She was also pleased to observe that the young women were taught to cut their own patterns on scientific lines. With the French language mistress, Mrs. Clifford, the Queen also conversed, and on being told that all the girls could sing the Marseillaise in French she laughed heartily. Dictation exercises were in progress in the shorthand section. Having examined some of the girls' specimen sheets, her Majesty ascended to the top of the building, where the "industrial" women were learning domestic subjects. She was informed that these women, while under training, were being paid a small wage, and were being equipped with means for supporting themselves by skilled labour later on.

In the kitchen, the last place visited, her Majesty expressed gratification at the cleanliness and order that were everywhere apparent. Having carefully examined the various utensils and the crockery, her Majesty watched the cutting up of the bread and butter for tea, and then inquired what the girls had had for dinner for the day. "It is important to have sufficient means for cooking," she said, with a smile, "but it is not less necessary to have wholesome food to cook." The midday meal, it transpired, consisted of beef, haricot beans, and jam roly-poly pudding.

Before leaving the Queen graciously shook hands with the various members of the reception party, and expressed her satisfaction with all she had seen; she was very glad that she had come.

THREE OTHER VISITS.

Subsequently the Queen proceeded to three other premises of a similar character. Motoring first to Bainbridge House, Cleveland-street, her Majesty was received there by the Mayor and Mayoress of the borough, Miss Lupton, Mrs. and Miss Humphry Ward, and Miss Willcocks. At Hammersmith her Majesty was received by the Mayoress, Mr. Gordon (Town Clerk), Mr. Royal, and Mrs. Barrand; and at Fulham by the Mayor and Mayoress, Mrs. Sainsbury, Miss Williams, and Miss Gardiner. At each place the Queen stayed for about twenty to twenty-five minutes, returning to Buckingham Palace about five o'clock. The visits afforded her Majesty an excellent opportunity of observing for herself the uses to which part of her Work for Women Fund is being devoted. Her gracious appearance at the various work-rooms awakened the keenest satisfaction among the staffs and their charges.

Nottingham Guardian · 20·2·15

WOMEN'S WORKROOMS AND TRAINING CENTRES.

THE INCREASED COST OF LIVING.

A circular letter has been issued by the Government Committee on the Prevention of Distress to local representative committees, dealing with the subject of the remuneration of women employed in workrooms and with the maintenance allowances payable to girls in attendance at approved juvenile training centres. It is pointed out that the Central Committee on Women's Employment, in their first circular, laid down that the minimum rate of pay in women's workrooms should be 3d. per hour, and that the maximum number of hours worked in any week should be 40. The maximum wage payable was fixed at 10s. per week.

In view of the increase in the cost of living which has recently taken place, the Government Committee has now decided to vary the limits thus imposed, so that the remuneration of the women employed in the workrooms may be raised by an increase not exceeding 15 per cent.

In accordance with this decision, the maximum number of hours to be worked by any woman in any week is increased from 40 to 46, and the maximum amount of 10s. payable in any one week is now altered to 11s. 6d.

In any case in which, for administrative reasons, it may not be practicable to effect the increase in the remuneration of the workers by an increase in the number of hours worked, it is open to the local committee to adopt one of the following methods:

(1) If the local committee are in a position to undertake the catering, meals may be supplied at a small charge. The cost of the meals, which should not exceed 4d. per head per day, may be paid out of the grant. The difference between the value of the meals and the charge made should be equivalent to the increase in the remuneration which it is intended to allow.

(2) Where it is impossible for the local committee to undertake the catering, either as a part of a cookery training scheme or otherwise, an allowance in lieu of meals (also equal to the increase in the remuneration which it is intended to allow) may be made to the worker at the discretion of the local committee.

Should neither of these alternatives be practicable, then either the hourly rate of pay may be increased, or a combination of any of the above methods may be adopted.

As to juveniles, in the case of girls between 16 and 18 years of age who receive a maintenance allowance of 1s. per day, a corresponding increase may be made by raising the rate to 1s. 3d. per day. The allowance of 4s. a week paid to girls between 14 and 16 years may be increased to 5s. The question of making a corresponding increase in the number of hours of work or instruction still remains in the discretion of the local committee.

It is laid down that any increase in remuneration made under these regulations should have regard to the increase in the cost of living in the locality concerned, and also to the risk of diverting workers from their ordinary occupations.

"It should be clearly understood by the local committee, and explained by them to the workers concerned," says the ruling body, "that any of the alterations made in accordance with this circular are of a temporary character, and are subject to revision should there be a material variation from the present cost of living."

The Christian World.
25-2-15.

Christian World 652
25-2-15.

THE WAR & CITY WOMEN.

New Work for the Unemployed.

A Silver Lining to the Cloud.

There is a silver lining even to the cloud of war, and whoever has the opportunity of seeing the work done for unemployed women by the Central Committee on Women's Employment may get a glimpse of it. In the dark days of August the problem of these workless women seemed insoluble. Old women, young women, girls in their 'teens, women unskilled, half-trained, skilled women from slum homes, daughters of artisans, women of the lower middle classes, were thrown idle, and there was every prospect of their numbers increasing. The Central Committee, of which the Marchioness of Crewe is chairwoman, and Miss Mary MacArthur, the women's trade union leader, the secretary, faced the problem with practical and courageous idealism. Time-worn methods of charity, they decided, were inapplicable. Doles of money grudgingly dispensed after harsh inquisition would leave the women at the end of their period of unemployment impaired in self-respect, demoralised by weary and fruitless searches for work, and liable, when the cycle of industrial depression recurs, to find themselves again in the ranks of the workless. The Committee resolved to avoid all these errors, and so to fashion their scheme that they would not merely tide the women over a difficult time, but make them more competent workers, and more self-reliant women. In brief, they determined to use an incidental evil of the war as an opportunity to increase the sum of human efficiency.

Are they succeeding? The workrooms and training centres in London and the provinces provide the answer. There is a training centre for women clerks at Bridewell House, E.C., a disused police station on the site of a building where Catherine of Aragon appeared before Wolsey and the Papal Commissioner to defend herself against the charges on which Henry VIII. based his case for a divorce. Here, women discharged from City offices, from causes solely due to the war, are taught English, arithmetic, commercial geography, French, book-keeping, shorthand, hygiene, drill, dress-making and sewing. During the period of training they are paid 10s. per week of thirty hours, given their travelling fares, and provided with an excellent dinner for twopence daily. The Committee are enabled to provide meals thus cheaply by presents of carcases of mutton and other foodstuffs from the National Food Fund, frozen rabbits consigned to the Lord Mayor from Australasia, and gifts from other donors. When I visited the centre, unemployed industrial women were busily preparing the dinner under the supervision of a cookery expert; a huge quantity of beef was being cut into portions, vegetables were being prepared for serving, and suet puddings were being boiled in a great washing-copper. The dinner was laid in what may have been formerly the policemen's mess-room, and the flowers and plants on the tables almost effectually banished the chill and penal suggestions of the room. On the upper floors classes were in full swing. The majority of the pupils were women in the 'teens and early twenties, but there was a sprinkling also of elderly women—a grim reminder of the remorseless sifting and rejection by the commercial machine in time of stress. Already many women have so benefited by their training that they have been re-employed, and the others are daily improving in capacity. It is anticipated that there will shortly be 200 women at Bridewell House receiving gratis what is really a first-class commercial education—a remarkable contrast from the days when the old Bridewell Prison earned notoriety for the flogging of women by "rogues in blue."

From a police-station to an adapted swimming bath! At the Prince of Wales's Baths in St. Pancras industrial women are as admirably catered for as their clerical sisters in the City. It is a significant fact that a large number of the women at this centre are dress-makers and ladies' tailoresses, the remainder being of divers occupations ranging from a wigmaker to a piano-forte parts maker. The women are taught to make their own clothes, and dressmakers who wish to "keep their hand in" and others are engaged in converting old garments into new. I was shown cunningly embroidered collars made from men's old shirts; children's slippers contrived from felt, and silk from discarded top-hats; and gaiters and perfectly tailored boys' suits made out of old riding habits and tweed suits. None of the garments and other articles made by unemployed women are sold. That would cause a dislocation of industry and an aggravation of the very evil it is sought to mitigate. They are given away by local relief committees to necessitous persons. A good dinner is given daily to the women at St. Pancras, but it has been found necessary there to supplement it with a morning cup of cocoa. Cookery and domestic subjects are taught to the women at L.C.C. centres. A girl who conducted me to one of these schools told me that she was formerly employed at a factory making playing-cards, and that since she had been under the committee's care she had learned to make "ever so many things" for herself and her family.

At Islington, London County Council teachers instruct the women in laundry work. They wash in small baths on tables, as they would at home. On one occasion, when the women were asked to bring articles of their own to wash, some of them were rather diffident about producing their own clothes; they were helped out by one of their number who brought the family washing with her, and thoughtfully distributed it among them. Some factory girls are being taught fruit and vegetable farming by lady gardeners at Radlett, in Herts. At various other centres women of the right temperament are being trained as sick helps. Printers' girls have been taught to make crochet coats. In some of the experimental workrooms it has been sought to train workers in the Continental cottage industry of making the crochet buttons that are used for blouse and dress trimming. Usually of ball shape, and completely covered with tightly-made crochet, one of these buttons can be made by a skilled worker in about eight minutes. Dressmakers at various trade centres are also being taught to tailor coats and skirts. Upholsteresses are being taught how to make loose covers, how to join velvet without interfering with the pile, and other technicalities of their craft. Milliners are also learning much they did not know of the designing and making of hats

Not the least successful results have been obtained among charwomen. In the East-end one elderly charwoman has learned to sew quite neatly, although, as she quaintly remarked, her "stitches were at first as long as the Pyrenees." In Manchester—the workrooms in the provinces are conducted on lines laid down by the Central Committee—charwomen have been taught to make rag rugs. Nottingham women have been trained in machining. The cleaning, painting and general renovation of old furniture are among the new acquirements in all departments of the church in various ways. To record steady up-building, though the war has had its effect in reg istered a year of progress all along the line.

Once again Crossway Central Mission has

Progress in Spite of War.

CROSSWAY'S GOOD FIGHT.

12.4.'15

MATTERS OF INTEREST TO WOMEN.

An Opening for Animal Lovers.

I was surprised the other day to see two large bird-cages in a room which was the family kitchen and sitting-room, and bedroom too for some two or three of the inmates. I felt inclined to protest at the presence of the birds, but fortunately before I had done so I was informed that they belonged to a brother who had joined the Army, and who was paying to have them taken care of. It seems that homes for dogs belonging to men who have enlisted are much in requisition. There are many such men who want their dogs taken care of during their absence, and at least one boarding-house for canine paying guests has been opened in a London suburb. The house readily adapted itself to the purpose, and it has been suggested that such a home might offer an opportunity to those out of employment. I cannot say the plan appealed to me, but to anyone who is really fond of animals, and really loves dogs, it might be worth considering.

Women as Farm Workers.

There has been a good deal of talk lately of women being employed to do farm work, and though the more laborious and exposed tasks are quite unfit for females to perform, there is much they could do efficiently and without fear of bodily harm to themselves. The Scottish Council for Women's Trades is experimenting in this direction, and sending unemployed workers from tailoring factories to farm work, this being one of the trades most affected by the war, and the scheme has been found to succeed. Careful inquiries are made before the girls are sent to a farm, and it is hoped in this way to raise the status and condition of farm work for women. Experts in other parts of the country are advocating that "the large reserve of women" able and willing should take the place of absent men in farm work in England. It is also pointed out that a serious position has arisen by the dearth of milkers. This was the case before the war, but has been accentuated since. An authority says that if a few young women, who are above foolish considerations as to what is fashionable, would learn in their home farms and recruit milkers from among the village girls, they would be doing a national service.

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In this way the Central Committee on Women's Employment is grappling with the distress that called it into being. Industrial workers and professional women are being made more proficient in their trades. Women whose knowledge of the housewifely arts was of the scantiest are learning the craft of home-making. They are being shielded from the worst forms of economic hardship by the payments of which the minimum is threepence an hour for a week not exceeding forty-eight hours. They secure these payments and the training without taint of pauperism, merely by proving that they have been rendered workless by the war, and that they have duly registered themselves at the Labour Exchange. The Central Committee have converted the women's misfortune into a blessing, and incidentally they have inaugurated a new chapter in social history.

S.

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Yorkshire Observer
5.3.15.

Manchester Guardian
25. 3. 15

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LACEMAKING IN LONDON.

Another of the Austrian cottage industries is being taught to the women in the Hammersmith Workroom.

At the request of the Central Committee on Women's Employment, an experiment in making German and Austrian crochet buttons has already been carried out in this workroom.

The women are now turning their attention to embroidery for fine underlinen, which has been done largely hitherto by women in their cottages in Austria, and also in convents in Belgium and the north of France.

It is hoped that after the war it may be possible to start a British industry of hand-embroidered underclothing.

Yorkshire Observer
7-10-16 Bradford

New Trades.

The Board of Trade has done very well to arrange so quickly for the second of its "New Trade Exchanges." The exhibition of German and Austrian toys was something more than an exhibition. It was a meeting place for manufacturers and dealers. The Board of Trade's main object was to make known to dealers British manufacturers who already made articles of the kind exhibited, and to encourage manufacturers to take up trades which are now free from German competition. Large immediate results were not to be expected. They are not to be looked for in trades which need workmen of special aptitudes only to be slowly developed. One understands that some definite results have, however, followed the meeting of toy manufacturers and wholesale dealers. A firm of perambulator makers is now making toy editions of the article, and there are other British made toys which will go to their first Christmas market this year. The second "Exchange" will be held to-morrow and the day after. It will be for the benefit of firms concerned in the china, earthenware, and glass industries. One is not sure that making babies' cradles from banana crates is a new industry, but women employed by the Central Committee on Women's Unemployment are now manufacturing these articles in a Bethnal Green workroom, just opened. The finished article will not come on to the market, so this trade is new in the sense that it will not throw anybody out of work. The cradles are to be given to mothers too poor to buy them.

WOMEN'S WORK-ROOMS AND INCREASED COST OF LIVING.

To meet the increase which has lately taken place in the cost of living the remuneration of those employed in the women's workrooms and training centres of the Central Committee on Women's Employment is to be raised by an amount not exceeding 15 per cent. In making known this decision to the local representative committees the Central Committee says:

"The maximum number of hours to be worked by any woman in any week is increased from forty to forty-six. The maximum amount of 10s. payable in any one week is now altered to 11s. 6d. In any case in which for administrative reasons it may not be practicable to effect the increase in the remuneration of the workers by an increase in the number of hours worked it is open to the local committee to adopt one of the following methods: (1) If the local committee are in a position to undertake the catering, meals may be supplied at a small charge. The cost of the meals, which should not exceed 4d. per head per day, may be paid out of the grant. The difference between the value of the meal and the charge made should be equivalent to the increase in the remuneration which it is intended to allow. (2) Where it is impossible for the local committee to undertake the catering either as part of a cookery training scheme or otherwise, an allowance in lieu of meals (also equal to the increase in the remuneration which it is intended to allow) may be made to the worker at the discretion of the local committee. Should neither of these alternatives be practicable, then either the hourly rate of pay may be increased or a combination of any of the above methods may be adopted."

In the case of girls between sixteen and eighteen years of age who receive a maintenance allowance of 1s. per day a corresponding increase may be made by raising the rate to 1s. 3d. per day. The allowance of 4s. a week paid to girls between fourteen and sixteen years may be increased to 5s.

Organising Women's Work.

One unmixed benefit that has sprung from the war is the attention that has been focused on the woman worker. She is already recognised as able to take man's place in the event of a dearth of labour, and there has now been published a really remarkable record of activity on her behalf in the shape of the report of a Committee appointed by Mr. Samuel in August to consider schemes for the provision of work for women unemployed through the war. The Committee have more than fulfilled the terms of their appointment. They have concerned themselves with distributing existing work so as to cause the least unemployment, with starting new work, and with relief. Under the first head they have secured War Office contracts and orders for flannel and woollen "comforts" for firms hard hit by the war, and, where necessary, they have given technical assistance to firms in carrying out these contracts. They have also gone into business on a considerable scale on their own account, securing such orders as that for 2,000,000 socks for the army, 105,000 body belts, and 10,000 shirts a week. Some of this work they have given out, making themselves responsible for it, and some they have had done in workrooms of their own. Trade union rates and conditions have, of course, been observed throughout, and the value of this clearing-house policy, carried out as it has been on sound economic lines, in reducing the whole labour problem must have been enormous. The Committee have also provided capital, to be repaid out of profits, for the furthering of new or neglected trades such as toy-making—a line of activity that will persist after the war. In the course of their relief work they have set going several interesting schemes. Their problem has been to find temporary employment for girls which shall not compete with ordinary business, and which shall have an educative value. To this end they have established experimental workrooms where girls are taught trades, domestic economy training centres, needlework classes, lectures in hygiene, and many other measures to fit the girls who come under their care to be valuable units in the labour market when work is available for them. By the competent way in which it has brought the supply of labour and the demand for it together, and by confidently beginning on a large scale training and relief schemes such as have been only in aspiration in less stirring times, the Committee have shown how the most stubborn social and labour problems may be forced to yield to the energy born of emergency.

Islington Daily Gazette. 4. III. 15.

Western Mail. 8. 3. 15.

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Islington Daily Gazette
AND
North London Tribune.

THE THREE WORKGIRLS

A PRETTY AND PATHETIC STORY

THE anxiety of the Mayor of Islington to find three little workgirls of Highbury furnishes a pretty and a pathetic story. From the beginning of the lamentable business in which we are now as a nation engaged, these three unknown workgirls of Highbury have sent week by week a small donation to the Mayor—Ald. Geo. S. Elliott, J.P.—for the Belgian Refugees who are in our midst. Like the widow's mite, which was accounted as precious as any other offering, the Mayor has regarded their tiny gift as one which he was better pleased to receive than many which far exceeded it in amount: for it was a real surrender of what could be hardly spared. It appears that the girls—earning very little—deprived themselves of their only luxury—an illustrated morning newspaper—in order to send this donation; and they were content to remain hidden under the initials of "M.," "E.," and "B." Who are "M.," "E.," and "B."—that is what the Mayor is now asking: for a change has occurred in the dainty little drama: and the Mayor has received a letter of regret. Of the three companions only "E." and "B." sign it. They express sorrow that their usual contribution cannot be sent. Of the comrades only "M." is at work. The other two girls had lost their employment a the beginning of the year: and they are now all in one room. We have not to be especially imaginative to picture the sad lot of this trio of sympathetic and kind-hearted workgirls. Their plight has been pitiable: but they have kept a smiling countenance, and tell the Mayor that they are hoping for better times so that they can renew the generous contributions which they have made towards the relief of their Belgian brothers and sisters. Now, we want to know who these girls are. The Mayor asks them to communicate with him at the Town-hall, telling him their names and where they live. For the Mayor, too, has a soft heart, and is as much touched by this graceful little story as the tenderest of our readers. We hope that the girls will be found and that work will be secured for them. As they have done to others so should they be done by.

WOMEN AND POULTRY FARMING.

Girl clerks who were thrown out of work through the war are now receiving free training by a successful poultry farmer at Boreham Wood, and, in order to enable them to take advantage of the offer, they are to receive a maintenance grant of 3d. an hour in a sixty-hour week. How middle-class women may be trained in intensive poultry farming has been occupying the attention of the Central Committee on Women's Employment for some time, but the cost of expert teaching prevents for the moment the starting of a large scheme. The Boreham Wood scheme will, however, be an interesting experiment, and the manageress of the poultry farm there has confidence that after their training the girls will easily find employment. There is, indeed, a persistent demand for fully-trained poultry managers of the intensive system, and the work is particularly suitable for women, because skill rather than physical strength is the chief qualification. The opening for intensive poultry farming in this country is good, for much of the produce has hitherto come from abroad. As for the system itself, the returns of the Chicago market show that intensive farming supplies it with all the eggs needed. The same may be said of all the large cities throughout the United States.

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WEEK ENDING MARCH 13, 1915.

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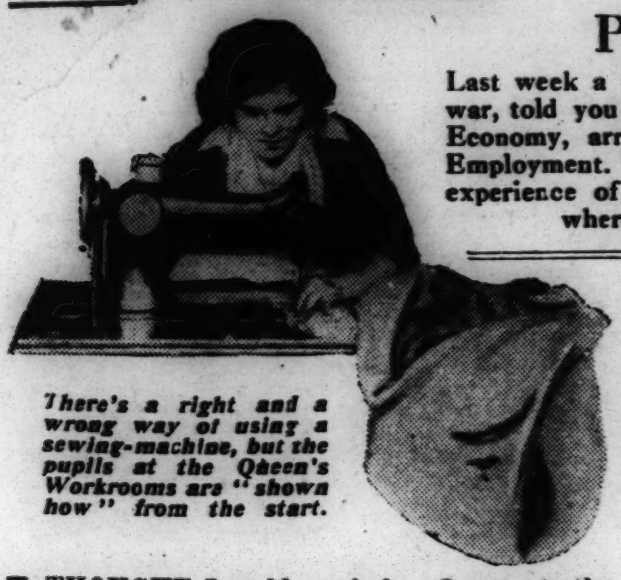
THANKS TO THE QUEEN!

PAID TO LEARN.

Last week a young widow, thrown out of employment by the war, told you how she was going through a course of Domestic Economy, arranged by the Central Committee of Women's Employment. This time another "out-of-work" tells you her experience of other classes of this same training scheme—where she learnt about sewing and health.



There's a right and a wrong way of using a sewing-machine, but the pupils at the Queen's Workrooms are "shown how" from the start.

I THOUGHT I could sew before I came to the workroom, but when you come to have it put to the test you find you do nothing right.

You see, when you have been married and had a home of your own, you get into a self-opinionated way, and I never had the chance of much education, only what I got from ladies. I was in service till I got married, and I had a nice home till last March, when they took my poor husband away to an asylum.

The baby was only three weeks old, but I got daily work through my old Missis, an' I managed pretty comfortable till the war. Then nobody wanted no cleaning. I tried crochet, but people wanted it for nothing.

Then I started selling things. I was pretty low down, though I was always one of the cheerful sort, and I was just turning round to see what I could do next when a neighbour told me about the Queen's Workrooms. I tell you I felt like singing "God Save the King!" when they told me I could come in at once.

Well, as I was saying, I thought I knew how to sew, but I'd be ashamed to let anyone see the things I used to run up for the children, although I bought most of them in clubs. You know, one woman holds a club an' you pay 3d. or 6d. a week, an' then you all have a turn at getting something at the draper's.

* * * *

We Mend Our Own Things.

When they said they were going to have patching week at the workroom, and we could bring our own things and mend them, I didn't like to bring mine. I thought the others would pick holes in them when we'd been doing such beautiful work. But there was a single woman sat next to me, an' she said, friendly like, "I've only myself an' not much to mend, but you've got a family, an' I'll help you with the mending, if you like."

So I just put my pride in my pocket an' between us we did up nearly forty things in a week. The children have never been so tidy!

They showed us all sorts of dodges to make the things decent. We took the legs of one pair of stockings and cut feet for another pair, an' I made a neat little skirt for my Edie as good as new out of an old one of mine. I've only got the one skirt myself, but the forelady let us take off our things an' mend them, so I did up the bottom just beautiful. And she showed me how to cut out patches and fix them up all ready for putting on Johnnie's trousers. Handy they've been, I can tell you!

I was that took with the things we did, that I asked the forelady if I could go through the Domestic Economy training they're giving to some of the women.

* * * * *

Shoes Out of Hats.

So on the Monday I started in the "making over" room—that's where they make old clothes into new. You should see the shoes we make for children out of gentlemen's tall silk hats!

We do them with bits of felt or carpet for soles, too, an' scraps of stuff for tops, or even the legs of old stockings. They're sent to the schools when we've finished with them, an' my Edie gets a pair given her at school when it's wet. Very handy they are, for I didn't like her going out in the wet with the old boots she has.

I made a little muff out of another gentleman's hat, and another time a cunning little bonnet. The way we turn the bits is something wonderful! I couldn't have believed it if I hadn't seen it. Give me a few old things, and I reckon I could fit a child out from top to bottom. Who'd ever think of cutting a child's pair of combinations out of a big pair?

But there's the shape right inside the old ones, missing out all the worn parts, too. I've made my Jimmy the best pair of knickers he ever had out of my sister's old skirt—an' it all comes of being showed how.

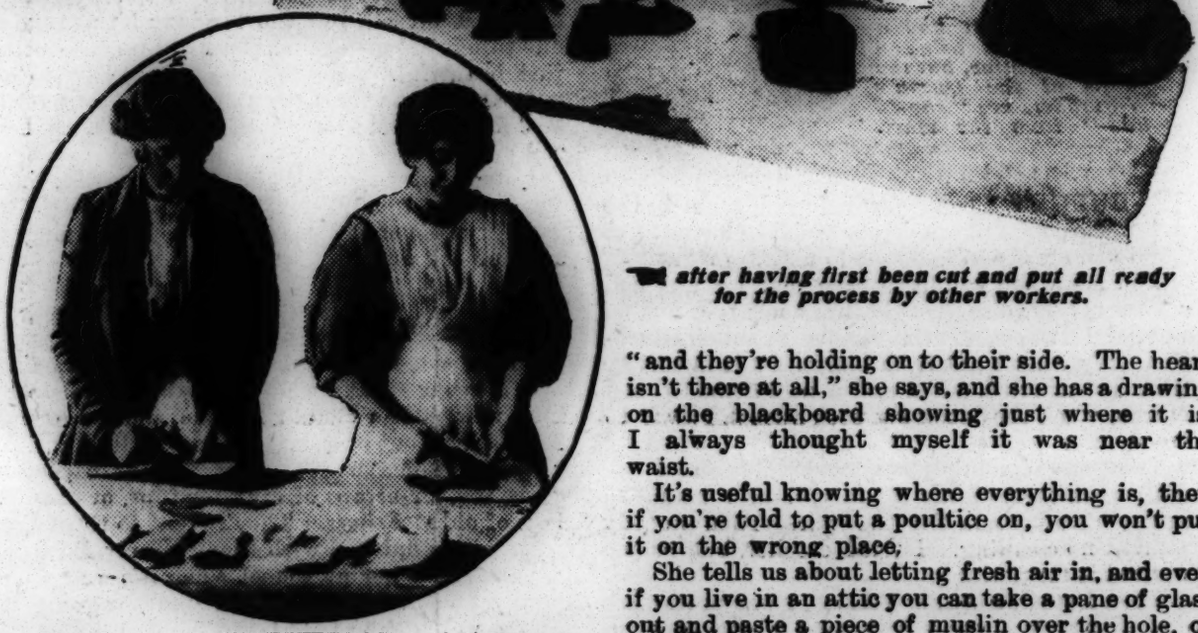
You wouldn't believe that some of us didn't know how to hold the scissors when we began! I wasn't the only one who used to cut the stuff up in the air. But, of course, none of us had been used to that kind of work. Girls that is packers, and corset makers, and hair preparers, and bookbinders and cleaners, hasn't had much time to practise with the scissors.

We're shown all the proper ways of sewing things, too, and how to use the machine. I never made buttonholes till I came here, and as for embroidery, I thought only ladies did that. But when the Queen sends her crown for you to sew on to the things you make, you've just got to learn. An' that crown is a finish! I wouldn't be

without it for much. When they gave us pieces to make presents for ourselves at Xmas, I put the crown on everything I made!

We make our own buttons out of bits of stuff, or calico, cut in rounds an' the edges turned in and buttonholed. They wash beautiful. There's a woman what was a cleaner in a public-house before the war, and she couldn't hold a needle when she came, and in a fortnight she'd made a whole set of clothes!

Delightfully serviceable little ... children can be manufactured from silk hats. They are carefully stitched together—



... after having first been cut and put all ready for the process by other workers.

Photos] [*Barratt.*

One thing I've learnt particular, and that is just how much a child should wear. Petticoats they don't need, it seems, so long as they have warm combinations and knickers on a bodice. Then with a frock over they're finished, and everything does up down the front, so as there's no worry doing half-a-dozen children up. Pockets, too, all the frocks have, so you haven't got to safety-pin a child's hanky on to save it being lost. If we bring our own stuff, the forelady will cut it out and we can make it up in the workroom.

This training is a chance I never thought to have, and my children is reaping the benefit in more ways than one. Look at the health class. I don't say as being a mother with children I don't know a good many of the things the lady doctor tells us. She's a very outspoken lady, but every word she says is true.

There's one girl that doesn't like her talking straight. It's funny to see her face. She shuts her eyes and looks that disgusted! But the most of them is very interested—all the women in the workrooms comes to the lectures. She tells us about the different parts of the body.

"You hear people say when they've come quickly upstairs, 'Oh, my heart!'" she says, "and they're holding on to their side. The heart isn't there at all," she says, and she has a drawing on the blackboard showing just where it is. I always thought myself it was near the waist.

It's useful knowing where everything is, then if you're told to put a poultice on, you won't put it on the wrong place.

She tells us about letting fresh air in, and even if you live in an attic you can take a pane of glass out and paste a piece of muslin over the hole, or if you haven't got that, make little holes in a piece of brown paper.

She told us how we could have a bath, too, even if we live in two rooms and haven't got the convenience. And she talks about having the place clean because of the germs. She's very particular about germs, but there's one thing I don't agree with her about. She says that after we've swep' up we should burn the rubbish, not put it in the dustbin. But I'd like her to feel the smell when you burn things in an open grate, and if you only live in one room you'd have to go out till it had quietened down. I don't agree with that!

But she do say the sensible thing about people not catching consumption if they're careful. I had a brother died of it myself, and we kept everything he used for himself.

There's a young girl at the class who answers up the questions very smart. She made me laugh. She lives with her sister who is married and has two children.

"I asked Lil how she fed the baby," she said, "after what that there doctor said about babies, but she done everything right!"

It makes these girls think a bit, these lessons, and they're learning what they couldn't learn nowhere else, better.

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THANKS TO THE QUEEN!

PAID TO LEARN.

A young widow who was thrown out of employment by the war tells in this article how she is spending the time until she gets work, in making herself a good housewife. She is receiving a course of Domestic Economy training arranged by the Central Committee on Women's Employment, while she is paid relief wages through the "Queen's Work for Women Fund."

The "cook in the making," with her pots and pans!

WHEN they told me I was to cook, I said, "But I can't cook."

"That's what we want you for," they said—they wanted to learn me; an' they have learned me a lot. Me an' six others is in the kitchen at St. Andrew's Hall cooking the dinners for the women at the Bethnal Green workrooms.

It's the happiest time I've had, an' I'm going to stay as long as they'll let me, although I do say if "Miss" goes I 'ops it. She's the head of us, you see, and I haven't learned nothink but what "Miss" 'as showed me.

I did silk work afore the war, but people can't afford no tassels now.

"Miss" says she couldn't do without me in the kitchen. I takes the girls down Green Street of a mornin' to buy the dinner. I'd never done so much buyin' afore, an' all I knows is what "Miss" 'as taught me.

I takes six of 'em along of me, an' they stands behind an' sees what I do, an' then they knows how. We gives all the shops an' stalls a turn—they've all got to live—that's what I say. I goes to three shops for the meat, an' to them as buried a mother for the 'taters.

Of course, you've got to bait 'em a bit. The girls can buy most things themselves, but they don't like buyin' the meat. When I've got the 'eadache they say, "You keep on till the meat's bought, Mrs. Baker, then you can get bad." They thinks of the time they bought it, an' it were 'ard. The women didn't forget to let 'em know it at dinner time, neither!

Great interest is shown in the culinary art by the pupils, and the teacher's trouble is well repaid.

One girl didn't know a scrag from a breast. I tell 'em the best bits for boiling or baking, an' we only buy just what's going in the pudding, so as the girls will know what to get themselves.

When we gets back "Miss" shows us how to cook the dinner. Forty there is comes for it, an' pays 3d., an' we gives 'em Irish stew and college pudding, or boiled mutton and parsley sauce, and greens and 'taters, and fruit tart—just what "Miss" thinks.

We do 'ave a bit of sport sometimes. Didn't the gas company go an' cut half the gas off! Savin' they called it, but they might have give folk warnin'. We'd got sheep's hearts in the oven, an' jam tarts, and half an hour afore dinner the hearts wasn't warm. We had to take 'em out and fry 'em. An' we had to give the women their teas while they was waitin' for the tarts. Lovely they were, those tarts!

We turned a cup over an' cut them out, and then we put the cup right side up on the paste an' mashed it up close, an' then put the jam in. Like out of a shop they were! We learned them at the cooking class—the London County Council gives it on Monday nights. Then we experiment next day.

Our soup was better than they made at the class, not 'arf it wasn't! An' our fig pudding was, too, 'cos they hadn't time to boil it enough. They let us buy the things we made, an' we eat the pudding on the way home, an' it stuck to the roof of yer mouth. But they do knows how to set abart it, I'd give them that credit.

Cheese tarts we've 'ad, too, an' breakfast an' supper dishes, but I don't hold with the likes of them 'cos I don't 'ave no

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breakfast or no supper; I don't have nothink but what I 'ave here, an' that's my dinner an' a cup of tea an' a piece of bread an' drippin'. I don't fancy nothink else, 'cos you see, I've got a boy to find hot supper for.

"Miss" gives us cooking lessons, too, when we have cleared up of an afternoon. She shows us how a big dinner could be made for three or four like, an' what it 'ud cost. For a stew we'd have to buy two pennorth o' pieces, an' a pennorth o' pot 'erbs (carrot an' turnip an' onion), an' half a pound of rice—that 'ud be ¾d.—an' a pennorth of taters. You'd have a good dinner like that for 4¾d. An' we uses up the scraps lovely.

You should have tasted the scones we made out of cold potatoes; they made you feel "moreish," I tell you! And the gingerbread, out of the taste of syrup that was over from the dumpling!

We've had things we've never heard of afore—potato soup, an' cheese an' potato pie, an' a cake pudding. My son sez to me, "You are getting a cook, mum!" Of course, we writes it all darn in a book in our own words, an' we puts in the bits about keepin' apple peelings for the top of the pudding to let the juice run in, an' to keep it from burnin'.

We goes to washin' lessons as well at the Council Schools, an' we can take our own clothes an' wash an' iron them. Some doesn't like to do that, so one woman brought something for everyone to wash, an' got it all done for nothink. They've got all the utensils there, lovely; tubs, an' sinks, an' irons an' all. But they don't put enough o' soda in for my liking.

The way I get stains out of my tablecloth is to rub the place with soap an' put a piece of soda on it an' then roll it in, an' soap the next stain an' put soda on it an' roll it up until the whole thing's in a ball. Then when the copper begins to boil, I pull it all out, an' you should see my cloth! You'd never think there'd been cups of tea spilt over it.

You do learn a thing or two at the class. I thought before that boiling the clothes made 'em white, but it seems that it just grinds the dirt in if they ain't clean when they go in to the copper.

There's all sorts goes to them lessons—dressmakers an' waitresses, an' tea-shop manageresses, an' factory girls, an' daily girls. It's funny to see them wash as never washed afore. I want to take it out of their hands, I do.

Some wanted to boil the flannels with the white things! An' of course there were those that wanted it all their own way, usin' a rubbin' board, an' all.

We took it all down in a book—like this for flannels:—Avoid: steeping, rubbing, hard water, great heat, extreme cold, keeping wet long.

They give us some hints, too, about melting the scraps of soap with boiling water, an' using the jelly to make the water soapy instead of having soap.

Ten weeks we're going on with this schooling; there's health classes, too, an' lessons in cutting out, an' making patterns, an' turning old clothes into new. You'll like to hear about them next week?

I didn't think my head would have held as much. My son, 'e says it's fair burstin' now!

Some "out-of-works" know a great deal about washing and some very little—but there is opportunity enough to learn!

Photos] [Barratt.

Shopping expeditions are headed by a more experienced woman, who knows what to buy and where to buy it.

Daily Sketch.
13. III. 15.

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QUEEN MARY, MRS. BRYAN AND THE CHILDREN.

Queen Mary arriving to see the work of the Women's Guild at Wood Green.

Second from the left is Mrs. Bryan, who made the Queen laugh at the Queen's workrooms in the Kingsway.

Queen Mary arriving to see the work of the Women's Guild at Wood Green.

Second from the left is Mrs. Bryan, who made the Queen laugh at the Queen's workrooms in the Kingsway.

The crèche at Queen Mary's workrooms in the Kingsway Hall.

The Queen spent a busy, happy day yesterday amongst her own workers. A joke with Mrs. Bryan about waist measurements greatly amused her Majesty. The Queen was much interested in the English v. German crochet button question.

The Star. 24.3.15.

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SHIRTS AND SOCKS FOR SOLDIERS.

STORY OF WEST-END MODISTE'S £1,500 ENTERPRISE.

An interesting report was issued by the Central Committee on Women's Employment appointed by Mr. Herbert Samuel last August.

It deals, naturally, with the work that has been already carried out under the auspices of the committee, and with relief works projected for the future, or carried out by other bodies through the initiative or encouragement of the committee.

Making of Body Belts.

As we have received many letters asking what the committee has actually done to find work as distinct from producing future schemes—we shall concentrate our notice upon this particular field of its activity.

The great difficulty has been, of course, to avoid injuring one set of workers already at work by employing others to compete with them in Government workshops.

The Queen entrusted the committee with the purchase of woollen body belts for soldiers, and the committee placed orders for wool with spinners whose staffs were only partially occupied. The making of the belts was done in towns like Kidderminster, Belfast, Strood, and others by women who were already out of work.

London Dressmaker's Experience.

The yarn was obtained from firms who previously manufactured yarn for carpets, and thus assistance was given to an industry which suffered severely by the war.

A London dressmaker employing 100 women, had her business brought to a standstill by the war, but asked leave to tender for the belts. She purchased wool and machinery, trained her staff to a new occupation, and the contract, amounting to £1,500, was carried out satisfactorily. The experience gained has since enabled this dressmaker to tender successfully for Army contracts for hosiery, on which her workers are now fully employed.

Army Shirts and Socks.

The committee undertook, among other orders:—

20,000 grey Army shirts up to October, and 10,000 per week since.
105,000 flannel body-belts.
2,000,000 pairs of Army grey socks.

The first 20,000 shirts were cut out at the Royal Army Clothing Department, and made up by 64 firms, but the department was no longer able to cut out the shirts, and the committee opened a short-cutting room.

Cutting and Buttonholing.

This necessitated a staff of experienced cutters, and they are indebted to the Shirt and Jacket Cutters' Union, who allowed their general secretary to become foreman and supplied several members to work under him.

These shirts are made up by firms where the employers are accustomed to rapid production by power or treadle machines, and wages have been satisfactory, but in others, where expensive garments have been in the past made by hand, the earnings have been less satisfactory. The committee has therefore relieved them of the button-holing, which is done on special machines, at the central workrooms in Piccadilly, where 40 to 60 women are constantly employed.

Increased Output.

The increased efficiency of the women is shown by the fact that at the beginning 59 workers were producing less than 800 shirts a week, while in January 44 workers were turning out 1,400 shirts a week, and earning £1 a week each in this central workroom—this, of course, is quite independent of the work done by the firms who undertook contracts from the committee.

The making of grey socks was taken up at the suggestion of the London dressmaker who was so successful with the hosiery business. On inquiry it was found that the requirements of the War Office as to socks were greatly in excess of the supply, and a meeting of the heads of West-end dressmaking firms passed a resolution asking the Central Committee to tender.

Employment for 800 Women.

The Central Committee will provide hand-knitting machines on loan, and the contract will provide employment for some 800 women until next September.

Up to January 23 the committee had distributed in this part of its work (shirts and body belts) £12,596, practically the whole of which represented payment for labour distributed among the employees of 200 different firms.

Other Avenues.

The committee have had under review as new openings for employment the making of stuffed toys, wooden toys, china dolls' heads and dolls' trunks, etc., the making of artificial flowers, baskets, bonbon bags, boot polish, brushes, crochet buttons, fireless cookers, gloves, Japanese cot quilts, hair nets, memorial wreaths, nets, polished wood fancy articles, potash (from seaweed), slippers, stockinette knickerbockers, surgical bandages, tapestry, and tinsel scourers, gold-beating, the weaving of willow and rush for mats, chairs, and baskets, and the cottage weaving industry.

Poultry and Fruit.

They have also considered plans for extending women's employment in agricultural enterprises, including intensive poultry farming and schemes for fruit-growing, vegetable-preserving and drying. At present their actual contribution to new enterprises consists of financing a fruit preserving and pulping factory at Studley College and the employment of working girls on the land at Radlett, which seems likely to become permanent.

Domestic Economy Centres.

In addition, six experimental workrooms have been started at Bethnal Green, Stepney, Hackney, St. Pancras, Camberwell, and Shoreditch, where 600 or 700 women are employed. They have made clothing for women and children, and have converted banana crates into cradles. The goods made have been distributed free to necessitous persons.

Domestic economy centres have been started to train women in useful occupations, while they have the advantage of cheap dinners in the workrooms. There are 1,500 dinners provided weekly in the six centres.

Millionaires' Flats.

It is interesting to note that the ground floor of that splendid block of flats, Gloucester House, Piccadilly, has been lent by the Duveen family as a cutting room, and that West-end residences like Wimborne House have also been lent to the committee for administrative and other work.

It is quite clear that altogether, apart from its future schemes, Miss Mary McAartur's committee has justified itself by what it has already done.

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Sussex Daily News.
25. 3. 15.

LONDON CORRESPONDENCE.

LONDON, Wednesday Evening.

Another very interesting report on Unemployment is issued to-day. It is that of the Central Committee on Women's Unemployment, which was appointed in August last to report on schemes for the provision of work for women and girls unemployed on account of the war. Lord Crewe is the chairman. The record of work done is in every way encouraging, and there is no doubt that the efforts of the Committee have had a very considerable influence in bringing about the remarkable improvement in the state of the female labour market to which the Board of Trade referred with such satisfaction in its report on the general condition of employment yesterday. One of the most useful functions performed by the Committee has been in securing such conditions in respect of War Office contracts and work as enabled firms which had not been accustomed to service jobs to undertake them. Thus, in the matter of Army clothing, suggestions which were made to the War Office resulted in modifications of the design of the Army service dress which permitted the manufacture to be done by wholesale clothing firms which would not otherwise have been able to undertake this work. The consequence has been that there has been full employment in the tailoring trade and a great improvement in the supply of Army clothing. In relation to the making of shirts for the troops, and in other particulars, the Committee was able to give valuable advice in regard to the placing of contracts. When the Army Clothing Department had to abandon the task of cutting out the shirts the Committee itself tendered to supply these garments, and secured a contract for 10,000 a week.

Nottingham Guardian.
25. 3. 15.

652.

652/79

QUEEN'S GIFT TO TROOPS.

HOW IT GAVE A STIMULUS TO EMPLOYMENT.

WOMEN'S WORK IN WAR TIME.

The Central Committee on Women's Employment, of which Lady Crewe is chairman, and which administers the schemes of employment for women who have lost work as a result of the war, in connection with the Queen's "Work for Women" Fund, issued an interim report yesterday. In this it is stated that the personal interest which her Majesty has taken throughout the many activities of the committee has given a great stimulus to the work. The main executive functions of the committee are classified under the headings of "Employment of Women under Economic Conditions" and "Relief Work."

With the object of increasing the number of firms and workers participating in the supply of Government requirements, a special contracts' department was created by the committee, who had thus been enabled to advise in regard to the placing of contracts and orders so that unemployment might be prevented or minimised, and to undertake orders for the Government to be carried out by firms adversely affected by the war, or in workrooms organised by the committee on a self-supporting basis.

THE HOSIERY TRADE.

In regard to the hosiery trade the scope of the work was much extended by the action of her Majesty, who entrusted the committee with the purchase of woollen belts to form part of the "Queen's gift to the troops." In executing the command of her Majesty the committee were able to place orders for wool with spinners whose staffs were only partially occupied, and in the actual making of the belts to provide employment for the workers of other firms similarly situated, and for a considerable number of women in Kidderminster, Belfast, Stroud, and elsewhere, who were already out of work. Altogether 75,000 woollen body belts were provided by the committee.

An interesting example of cases in which her Majesty's order was made the medium of the provision of employment was that of a London dressmaker whose business, employing upwards of one hundred women, was brought to a standstill by the war. On learning of the action of the Queen this dressmaker asked leave to tender to supply a number of the belts, and on the acceptance of her tender proceeded to purchase the required wool and machinery, and to train her staff to a new occupation. The contract entrusted to her, amounting to £1,500, was carried out to the satisfaction of the committee, while the experience gained by the dressmaker has since enabled her to tender successfully for army contracts for hosiery, on which all her workers are now fully employed.

ORDERS OBTAINED.

Among the orders obtained by the committee were the following:—20,000 cut out army grey shirts to be made up, followed by 10,000 similar shirts per week, in the latter case the committee becoming responsible for the cutting as well as the making.

105,000 flannel body belts for the French and British armies.

2,000,000 pairs of army grey socks.

In regard to these orders, the committee emphasise that:—

(1) The work is only undertaken where the ordinary trade is fully employed.

(2) The work is undertaken at trade prices, and is self-maintaining. Advances made from the National Relief Fund in connection with certain contracts are merely working capital which, at the completion of the contract, will be returned in full.

(3) The conditions as to the remuneration of workers have been (since October last) those usual in women's trades, that is to say, payment is mainly by piece, and the limits as to weekly earnings which apply in the relief workrooms are not observed.

By the contract for the supply of army socks, it is hoped to provide employment for some 800 women until September next, the date fixed for the completion of the contract.

MONEY DISTRIBUTED.

Up to the 23rd January the total amount of money distributed by the committee in the contracts department was £12,596 6s. 4d. The resultant output was 92,300 shirts, 105,576 belts, and a small quantity of special goods made up to the order of private individuals. Practically the whole of the £12,596 6s. 4d. represents payment for labour, either in the form of workers' wages, skilled supervision, or management, and was distributed among some 200 different firms.

The committee's desire to keep women as far as possible in employment under normal economic conditions led them to give consideration to the possibility of promoting new trades.

So far, the work has been mainly that of investigation and advice, but two small schemes have been partly financed on the committee's recommendation. The first of these was a fruit-preserving and pulping factory, established at Studley College, and the second an experiment in the employment of working girls on the land, started at Radlett. Both schemes promise well.

The report deals at length with the relief work accomplished by the committee, mainly by means of employment in relief workrooms, and by the provision of training centres for workers, and juvenile training centres. A specially interesting branch of work undertaken in some of the committee's workrooms is the making of cradles out of banana crates.

All the articles made in the workrooms have been distributed free among necessitous persons, in order to avoid competition, direct or indirect, with ordinary industry.

A number of domestic economy training centres have also been established in various parts of the Metropolis, with classes in cookery and dressmaking. Much of the cooking work consists in the preparation of dinners for women employed in relief workrooms. Some 1,500 dinners are provided weekly, at a charge of 3d. each.

Municipal Journal. 2.4.15.

RELIEF OF DISTRESS.

Wages in Women's Workrooms.

The Government Committee on the Prevention and Relief of Distress has issued to local representative committees a memorandum prepared by the Central Committee on Women's Employment upon the subject of the remuneration of women employed in workrooms maintained by such committees.

1. The Central Committee in its first circular laid down that the minimum rate of pay in women's workrooms should be 3d. per hour, and the maximum number of hours worked in any week 40. The maximum wage was fixed at 10s. per week. In view of the increase in the cost of living it has been decided to vary the limits thus imposed so that the remuneration may be raised by an increase not exceeding 15 per cent.

2. (a) In accordance with the above decision the maximum number of hours to be worked by any woman in any week is increased from 40 to 46.

(b) The maximum amount of 10s. payable in any one week is now altered to 11s. 6d.

3. In any case in which for administrative reasons it may not be practicable to increase the remuneration by an increase in the number of hours worked it is open to the local committee to adopt one of the following methods:—(1) If the local committee is in a position to undertake the catering, meals may be supplied at a small charge. The cost of the meals, which should not exceed 4d. per head per day, may be paid out of the grant. The difference between the value of the meal and the charge made should be equivalent to the increase in the remuneration it is intended to allow. (2) Where the local committee cannot undertake the catering either as part of a cookery training scheme or otherwise an allowance in lieu of meals (also equal to the increase in the remuneration which it is intended to allow) may be made to the worker.

4. Should neither of these alternatives be practicable, then the hourly rate of pay may be increased, or a combination of any of the above methods may be adopted.

5. In the case of girls between 16 and 18 receiving a maintenance allowance of 1s. per day, a corresponding increase may be made by raising the rate to 1s. 3d. per day. The allowance of 4s. a week paid to girls between 14 and 16 may be increased to 5s. The question of making a corresponding increase in the number of hours of work or instruction remains in the discretion of the local committee.

Evening Standard. 7.4.15. Scotsman. 25.3.15. 652.

652/80

THE QUEEN'S FUND.

NEW WAYS FOR CHARWOMEN AT SCHOOL.

A class for charwomen has been started at the Domestic Economy Training Centre at Islington, initiated by the Central Committee on Women's Employment.

The charwomen who have lost their work owing to the war are having lessons in household cookery, cleaning, and washing, in order that a register of really competent cleaners may be kept. The women came to the class at first "to oblige," and when the teacher complimented a woman on her washing, she replied: "Yes, my dear, I knew how to wash before you was born."

The majority, however, although none are under thirty years, and some are over fifty, are "not above learning."

Among the "new ways" is a bag to hang round the waist for holding clothes pegs, and a chair on which to stand the clothes basket. The teacher thinks that it is a pity that charwomen should become doubled up at the early age they do from over-much stooping. Some of the lessons given are as follows:—

1. Washing white clothes; turning out a sitting-room.

2. Folding, mangling, starching; beating rugs.

3. Boiling greens and root vegetables; washing up, cleaning saucepans and sink.

4. Baking joint, making gravy; cleaning knives, plated spoons and forks.

Hay-Box Cookery.

The cooking lessons include hay-box cookery, the women being shown how to make and use the fireless cooker.

Typical charwomen they are, dressed in neat blouses and bib-less aprons, and with hair tightly screwed into a neat knot behind.

The women are taught to use the cheapest methods of cleaning. Fine ashes and a drop of oil were applied to the steel of the gas stove, brasses were cleaned with paraffin and brick-dust, and pieces of soap had been boiled down to make soap jelly. One of the women who were scrubbing tables confessed that she used to scrub in a circle instead of with the grain of the wood, and that she did not know before that silver sand made the wood white, and too much soda in the water made it yellow.

The inside of the copper was cleaned with paraffin, and the pupils were told to dry the mangle and loosen the screw so that there should not be a continual strain upon the rollers.

The harmony which exists between these one-time competitors in cleaning is marvellous. They are careful always to talk of each other as "that lady," reserving the more familiar "my dear" or simply "dear" for the teacher.

WOMEN'S WORK IN WAR TIME.

CENTRAL COMMITTEE'S REPORT.

The Central Committee on Women's Employment, of which Lady Crewe is chairman, and which administers the schemes of employment for women who have lost work as a result of the war, in connection with the Queen's Work for Women Fund, issued an interim report yesterday. In this it is stated that the personal interest which Her Majesty has taken throughout in the many activities of the Committee, has given a great stimulus to the work. The main executive functions of the Committee are classified under the headings of Employment of Women under Economic Conditions, and Relief Work.

With the object of increasing the number of firms and workers participating in the supply of Government requirements, a special contracts' department was created by the Committee, who had thus been enabled to advise in regard to the placing of contracts and orders, so that unemployment might be prevented or minimised, and to undertake orders for the Government, to be carried out by firms adversely affected by the war, or in workrooms organised by the Committee on a self-supporting basis.

In regard to the hosiery trade, the scope of the work was much extended by the action of Her Majesty, who entrusted the Committee with the purchase of woollen belts to form part of the Queen's gift to the troops. In executing the command of Her Majesty, the Committee were able to place orders for wool with spinners whose staffs were only partially occupied, and in the actual making of the belts, to provide employment for the workers of other firms similarly situated, and for a considerable number of women in Kidderminster, Belfast, Stroud, and elsewhere, who are already out of work. Altogether 75,000 woollen body belts were provided by the Committee

WORK OF THE COMMITTEE.

Among the orders obtained by the Committee were the following:—

20,000 cut-out Army grey shirts to be made up, followed by 10,000 similar shirts per week, in the latter case the Committee becoming responsible for the cutting as well as the making.

105,000 flannel body belts for the French and British Armies, and 2,000,000 pairs of Army grey socks.

In regard to these orders the Committee emphasise that—

(1) The work is only undertaken where the ordinary trade is fully employed.

(2) The work is undertaken at trade prices, and is self-maintaining. Advances made from the National Relief Fund in connection with certain contracts are merely working capital, which at the completion of the contract will be returned in full.

(3) The conditions as to the remuneration of workers have been since October last those usual in women's trades—that is to say, payment is mainly by piece, and the limits as to weekly earnings, which apply in the relief workrooms, are not observed.

By the contract for the supply of Army socks it is hoped to provide employment for some 800 women until September next, the date fixed for the completion of the contract.

Up to the 23rd January the total amount of money distributed by the Committee in the contracts department was £12,596, 6s. 4d. The resultant output was 92,300 shirts, 105,576 belts, and a small quantity of special goods made up to the order of private individuals. Practically the whole of the £12,596, 6s. 4d. represents payment for labour, either in the form of workers' wages, skilled supervision, or management, and was distributed among some 200 different firms

The Committee's desire to keep women as far as possible in employment under normal economic conditions led them to give consideration to the possibility of promoting new trades. So far the work has been mainly that of investigation and advice, but two small schemes have been partly financed on the Committee's recommendation. The first of these was a fruit-preserving and pulping factory, established at Studley College, and the second an experiment in the employment of working girls on the land, started at Radlett. Both schemes promise well.

RELIEF WORK.

The report deals at length with the relief work accomplished by the Committee, mainly by means of employment in relief workrooms, and by the provision of training centres for workers and juvenile training centres. A specially interesting branch of work, undertaken in some of the Committee's workrooms, is the making of cradles out of banana crates. The crates are planed and cleaned, and then covered with unbleached calico, ornamented with simple fancy stitches in coloured cotton. Mattresses and bed clothing complete are also provided. This work has proved especially suitable for the less skilled women, accustomed only to rough factory work. All the articles made in the workrooms have been distributed free among necessitous persons, in order to avoid competition, direct or indirect, with ordinary industry.

A number of domestic economy training centres have also been established in various parts of the Metropolis, with classes in cookery and dressmaking. Much of the cooking work consists in the preparation of dinners for women employed in relief workrooms. Some 1500 dinners are provided weekly at a charge of 3d. each.

THE RESPONSE IN ABERDEEN.

As a result of the Board of Trade appeal in Aberdeen for women to register themselves as willing to take up employment for the purpose of increasing the production of war material, or to release men for active service, a hundred women, mostly from well-to-do families, have sent in their names to the local Labour Exchange.

The Star 25.3.15.

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The Court Dressmaker.

During the first trying months of the war there was a disposition to complain that the Central Committee on the Employment of Women was occupied too exclusively in collecting statistics and in adumbrating schemes of relief for the future. It is only fair to-day to say plainly that the interim report issued yesterday completely disposes of that criticism. The committee, it now appears, has not confined itself to the six workshops where women have been trained to make things that are afterwards distributed to the necessitous poor, so as not to interfere with the ordinary operations of the market. It has undertaken contracts for shirts and body-belts for soldiers, and has now taken a contract for 2,000,000 pairs of Army socks. When the Army Clothing Factory at Pimlico, owing to the pressure of other work, was no longer able to supply the shirts ready cut out, the Central Committee started a shirt-cutting department. With a boldness that would have taken the official breath away in normal times, they secured the secretary of the Shirt and Jacket Cutters' Union as the foreman, and the work has gone on so well that 10,000 shirts a week have been turned out ever since October. A specially cheering feature of the situation is the way in which some employers have been inspired to divert their energies. The story of the West-end dressmaker with 100 employees whose business was brought by the war to a standstill is as inspiring in its way as a battle. Securing a £1,500 contract for wool body belts, this lady purchased wool and knitting machinery, set her unemployed dressmakers to work, and trained them so successfully that she carried out her contract satisfactorily, and with the experience thus gained has been able to tender for Army hosiery contracts, on which her workers are now fully employed. We are learning from the Germans the need for the more scientific organisation and mobilisation of our labour force, and in that direction this Court dressmaker has set us an excellent example. The work of the Central Committee, which has been to inspire, to finance, or to co-ordinate patriotic efforts like this, seems to us to be worthy of the most cordial recognition.

12.8.15.

The Oxford Times

652/81

MISS MARKHAM ON WOMEN'S EMPLOYMENT.

On Tuesday morning Miss Violet Markham spoke on the question of unemployed women in war time, in special reference to the work of the Central Committee of Women's Unemployment, of which Miss Markham is a member. She said that she proposed to describe how the Central Committee came into being, and the particular problem with which it was faced; then to invite her hearers' consideration to some of the inherent difficulties of relief work and the point of view by which they approached their task, and the principles they laid down for their own guidance. Thirdly, she proposed to describe the two main executive functions of the Central Committee, which would explain to her hearers how to the best of their ability they applied those principles. The immediate outbreak of war followed with a great industrial confusion and upset, which was very natural. One and all, we were stunned by the catastrophe which had overtaken the world, and no one knew for a time, at least, which way to turn and what we were to expect. We should remember that a certain school of economists had taught us—and she had been one of their most docile disciples—that a European war could not happen, and, if it did, could only last six weeks. It was not an unnatural hypothesis, and was based upon the theory that the modern world had become such an organic being, and so extraordinarily interdependent in its various parts, that it was quite impossible to have an enormous dislocation of war without bringing the great social machine in all parts of the world to a standstill. The economists were wrong; they had been before, and no doubt they would be again. What had been one of the greatest surprises of the present struggle was to find the political machine, in a sense, as adaptable as the human organism, and despite the catastrophe which had befallen, and the appalling state of affairs with which they were confronted, nevertheless the political organisms of the various countries, especially those countries which were not directly suffering, had managed to adapt themselves in a very extraordinary and unexpected manner to

THE TRAGIC CONDITIONS

under which we were now all living and working. But in the early days of the war that was not so clear as it had become twelve months later. One of the first products of confusion and dismay was the alarming increase of unemployment among women, especially in the dress-making and luxury trades. The luxury trades all closed down almost with a snap at the outbreak of hostilities, and in the days of August last year it became obvious that some steps ought to be taken if they were to avert what promised to be a veritable landslide among the women in those trades. That was therefore the origin of the Central Committee of Women's Employment. Miss Markham then proceeded to give a detailed account of that Committee's work, and referred to the interest taken from the start by Queen Mary in this work, and the influence it had wielded. It was a platitude that the terrible struggle had united all classes of the community into a solidarity of spirit and purpose unknown before in our history, but the fact that the Queen had shown so much sympathy and understanding, and, if she might venture the word, imagination, on behalf of unemployed women in the war—that was to say, the weakest, the most helpless and unprotected section of the population—that fact ought to be a help and example to us in these times—(applause). Miss Markham also spoke of the difficulties of relief works and the promotion of ordinary economic and business employment, and referred to the phrase, "Capturing German Trade," which went at first through the country like wildfire, and ran to the heads of many like champagne. It was not generally understood that there was no reason why certain manufactures should be successful in England because they were in Germany. Many people felt that the phrase was entirely putting our duty in the war on a wrong footing. What we were concerned with was not so much the capturing of German trade as the capture of the German forces in the field—(applause). That was the first duty of the nation. And all that unfortunate talk about destroying German industries gave a bad impression in Germany, and was seized upon by the Germans as the sort of motives which England was out for in the war.

AS THE RESULT OF THEIR WORK

a total of 83 schemes had been adopted, with a total of about 10,500 workers, which, of course, was exclusive of the contract side. It might be said that that was a modest result, and so it was. By great good luck they had the chance of experimenting and exploring that difficult ground under fairly easy conditions, that was to say, they were not working all the time with the overwhelming pressure upon them of a large bulk of unemployment. What they had been able to do was to perfect their machine, to see what was and what was not possible, and when great distress arose, as she feared it must sometime, they would be in a better position to deal with it than in August of last year. There was no pretention of having solved that problem. Now there was the employment and artificial stimulus of industry which war had brought with it, but they would have to meet unemployment when the war was not going on, and that would be harder than the conditions at present obtaining. At the moment there was not much unemployment, and there was a premium on women's work. In conclusion, it was clear to her that the whole question of women's work was not going to be left by the war in the position where it was found. The old position, like a great many other things, had been swept away, or was in process of being swept away. Women's work was becoming essential to the nation in a way it had never been essential before. Woman was acquiring her place in industry as she had never done previously. It was to be hoped that, when the immediate period of dislocation succeeding the conclusion of war was over, it would be found that there was a large improvement in the women's economic position, and that when that position was won it would be retained and consolidated. There were two points to keep before us in these things unless we were going to pile up serious trouble in the

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652/82 Christian age 27.5.20 Sunday Picture

Daily Chronicle 12.9.19. 652

A Woman to Women.

(All letters to "Margot" should be addressed: C/o Editor, 37, Temple House, E.C.)

A PICTURE in a recent issue of THE CHRISTIAN AGE reminds me that I promised to tell you some more about

The Queen's Work for Women Fund.

This scheme was even more necessary than I thought, for owing to various causes for which the war was responsible, over 40,000 women in London alone were thrown out of employment last autumn. Her Majesty Queen Mary quickly grasped the situation, and I think she cannot fail to be satisfied with the success of her enterprise.

I told you before about how our slum sisters were being helped, but since then the idea has grown considerably, and large numbers of women, who are much higher up in the social scale, are now benefiting by the Queen's Fund.

Indeed, there are, at the present time, over 300 branches scattered about England, so the work is not now confined to London as at first.

Amongst many other things, poor women are being taught how to make an appetising meal for almost nothing. This is, of course, worth considering when every article of food has so advanced in price. I rather fancy, however, that you and I would be inclined to turn up our noses (even if unassisted by Nature) at the following recipe for a dinner dish:—

Two pennyworth of green herbs are fried in dripping, then boiling water is poured over them, and a sufficiency of rice, sago, and tapioca is added, together with a seasoning of pepper and salt. The whole is allowed to simmer until cooked, when it is served with slices of bread.

A most needed occupation—or should it be profession?—has been introduced, and poor women who are no longer young are being taught how to become what is known as

"Sick-room Helps."

Not that they may labour, when proficient, in the homes of the great or grand. Oh no! But they minister in the dwellings of their own fellow sisters in poverty who may happen to be ill. *Anybody* will not do for this important work. The candidates have to be selected with the greatest care, for tact and a sympathetic heart are essential, and these assets cannot easily be met with, although every other condition may be perfectly satisfactory.

As well as caring for the patient, the Sick-room Help has to take the place of the sick mother in the home, "do for" the husband and children, and spend the tiny income available for food, etc., to the best possible advantage.

Some of these "lady" helps are sent out to do daily duty in homes where the mother is not able to do the work. One day she will do washing and give the place a general clean-up; perhaps another client requires a night nurse; and thus the work is varied.

Once a week these "Helps" have to attend at their headquarters and listen to a helpful lecture on the best way of doing many things.

Cutting out paper patterns, typing, bookkeeping, re-modelling hats, and many other things are included in the curriculum of the course of instruction at the various centres.

I think I made it clear to you in my previous talk about Queen Mary's Fund that the women and girls who are thus taught are paid to learn. Is it not the duty, then, of each one of us to help the Fund in some way or other?

The Queen is indefatigable; she goes about from centre to centre and personally inspects all that is going on, to say nothing of the large amount of needlework and knitting she herself accomplishes.

But my attention has been drawn to

The Sad Plight of Some Poor Souls

who are left out in the cold, for the Queen's Fund does not benefit them at all.

I mean women of at least fifty years of age who have hitherto done dressmaking at home, and have been able to keep the "wolf from the door," but not to save anything. Now their late customers either make their own gowns or else buy them at the draper's ready to wear, because they are "so much cheaper," they say, and also "I am saved the trouble and fatigue of being fitted." The class of genteel women thus stranded cannot find employment in the wholesale workrooms even if they so wished, and there is a long gap to be bridged before the old age pension can be claimed.

What are they, then, to do in the interval? Some of us are in the position to relieve their destitution, for we can, if we will, refrain from buying our blouses and gowns ready made, and instead allow those who for so long served us so well to again cut, fit, and make for us in the ordinary, if perhaps old-fashioned, way. The finished articles, when sent home, will not *look* old-fashioned by any means, and I know they will wear better and give more real satisfaction than the ready-to-wear costumes, always so slightly made, are likely to do.

MANY INDUSTRIES FOR WOMEN OF FORTY.

WHY SHOULD THEY NOT LEARN TO WORK WITH THEIR HANDS?

HOMECRAFTS AND HANDICRAFTS.

By Mrs. Hugh Adams.

The bitter complaint recently voiced in the columns of this paper by "A Woman of Forty," that this grim Motherland has no room left for women over the flapper age, once more brings forth the question, "Why do not more women of education learn to work with their hands as well as their brains?"

For some unsolved reason girls who go in for scholastic and educational work seldom, if ever, are taught to work with their hands as well as their heads.

College-trained women are notoriously bad needlewomen, not because there is anything in their education that prevents them from sewing, but because they have never learned, or attempted to learn, to do so.

In the same way the majority are equally ignorant of the many occupations that come naturally enough to domesticated housewives, who, knowing nothing of "high certificates and qualifications," are often far better equipped to earn their livelihood than scores of educated women.

WHY NOT KNITTING?

Yet in these days when there is a craze for knitted jumpers and golf-coats there are plenty of women well past the fatal forties who are earning far more than a meagre sum by knitting jerseys that sell for such extravagant sums in the big London and provincial shops.

In the same way all the big dressmakers are ready to pay handsomely for expert embroiderers who can do that exquisitely fine needlework that adorns not only all the most fashionable day and evening dresses, but even tailor-made costumes and smart walking-coats as well.

The great scope that exists for gentlewomen to fill this gap and find profitable employment in this direction is best gauged by the lament of so many big firms who declare that "munitions have crippled hand-embroideries" at the very moment when there is an unlimited demand for the same.

For fine embroidery calls for fine hands if it is to be finely executed, and girls who have been working in factories and at munitions for four or five years are finding it impossible to return to their former delicate and dainty work.

THE AMATEUR'S CHANCE.

Clearly this is the chance for the amateur, who seems astonishingly slow at seizing it.

Plenty of work exists for women of forty and upwards, provided they will only be practical and do what is waiting to be done. Inadaptibility is a far greater handicap than age.

The great question of food alone provides opportunities that have never existed before for women of gentle birth to make money. Apart from the growing of small fruit and early vegetables, for which there is a steady demand, and which is work that women are quite capable of undertaking, the demand for home-made jams, sauces, pickles, &c., the cultivation of honey, the rearing of poultry or increase of the egg supply, opens up a money-making market that it seems impossible to overstock, while the high prices that have ruled since the war will compensate for any original outlay such a venture may entail.

Growing herbs for medicines, drying and preserving vegetables, are only a few occupations now open to women of any age, provided that they will be content to use their hands and take to what may be termed home-crafts, which offer them greater liberty and far less arduous work than occupations that call for mental exertion only.

652/83 652.

The Globe
April 30th. 1915.

MAKING RESPIRATORS.

Sir.—Your representative was in error in stating that no arrangements had been made by the Central Committee of Queen Mary's Work for Women Fund in order to supply respirators. The arrangements have been made, several orders have been taken, and the work will begin as soon as the official pattern has been supplied.—Yours truly, ELLEN ASKWITH.

*** The exact reply given to our representative's inquiry, made by telephone on Wednesday, was that "no arrangements had been made."—THE EDITOR.

The Yorkshire Observer,
May 6th. 1915.

WOMEN'S EMPLOYMENT COMMITTEE

At a meeting of the Bradford Women's Employment Committee yesterday it was reported that since April 1 seventy-nine women had been given relief work, 843 garments had been made, transformed, or repaired for distribution in the city by the Clothing Committee, and thirty-four different places notified by the Health Department had been cleaned by unemployed charwomen. As the need for relief work has steadily decreased during the month of April, the number on the books next week will be only thirty-five.

Morning Post,
May 8th. 1915.

THE QUEEN AT RADLETT.

The factory girls who are being trained as gardeners by the Central Committee on Women's Employment were visited by the Queen yesterday at Radlett, Herts. Her Majesty was attended by Lady Eva Dugdale. The Marchioness of Crewe and Mrs. Tennant, on behalf of the Committee, were waiting to receive the Queen at Common Lane House, the girl-gardeners' Hostel. Mr. and Mrs. Phillimore, on whose land the experiment is being made, were also present. Three girls, representing the various workers, were presented to her Majesty. One of the girls offered the Queen a spray of yellow and white orchids. The Queen was interested in the taste with which the girls had decorated their bed-rooms in the Hostel. The pupils had made a Royal route for her Majesty, digging a path for her between the fields, which they have planted with nearly 30,000 fruit trees and bushes, 10,000 logan-berries, 25,000 raspberries, 40,000 strawberries, and two acres with peas. The Queen walked from end to end of the 20 acres on which the girls were working. The girls have all lost the factory pallor and her Majesty remarked on their healthy appearance. At first they were paid 12s. per week during training, but since the cost of food has increased, their wages, paid by the Queen's Work for Women Fund, have gone up to 14s. They will be a year at Radlett, and afterwards they all hope to find work on the land.

Her Majesty drove with Mrs. Phillimore in a little pony carriage to her home at Battler's Green. The house is now the headquarters of the 3rd Royal Engineers. Her Majesty was much amused when Mrs. Phillimore presented her with what she described as her own property. It was a pair of tongs which one of the Engineers, when working as an electrician, had found under the floor at White Lodge at the time Sir Francis Laking entered into possession.

To the gardening instructress, Miss Taylor, and her assistant, who are training the girls, the Queen said that she had been very pleased to see the experiment working. The workers were all drawn up outside, and, with the soldiers and what seemed the assembled village, gave her Majesty a hearty cheer.

Watford Observer,
May 15th. 1915.

THE QUEEN'S VISIT TO GIRL GARDENERS.

The Queen paid a private visit to Mr. and Mrs. Phillimore, at Batlers Green, on Friday afternoon, in order to see the factory girls who are being trained as gardeners by the Central Committee on Women's Employment. Early in the afternoon a large number of people made their way to Batlers Green, and many obtained good seats on the high bank in Common-lane, opposite the gardens, where a good view could be obtained. Punctually at 3 p.m. the Queen, attended by Lady Eva Dugdale, arrived by motor and alighted at the entrance to the gardens, near Common-lane House. The Marchioness of Crewe and Mrs. Tennant, on behalf of the committee, were waiting to receive the Queen at Common Lane House, the girl-gardeners' Hostel. Mr. and Mrs. Phillimore, on whose land the experiment is being made, were also present. Three girls, representing the various workers, were presented to her Majesty.

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Nottingham Express,
May 17th. 1915.

...ITTING SOCKS FOR SOLDIERS

Work for Unemployed Lace Hands.

Unemployed lacemakers have taken very kindly to the knitting of Army socks. In spite of the boom in petticoats owing to the wide skirts, a revival in the lacemaking trade has not yet come and a large number of lacemakers have been obliged to seek work in the Queen's "Work for Women" Fund workrooms.

Some 50 of these girls have been transferred from relief workrooms at Long Eaton to the premises of a local manufacturer, where for several weeks they have been knitting Army socks on hand-knitting machines. The experiment, which was initiated by the Central Committee on Women's Employment, which lent the machines and provided the instructors, is considered very successful.

After short initial instruction the girls became expert in their new avocation, and are now producing between them 400 dozen socks per week of good quality. The rate of wages earned is quite as good as that which they are accustomed to in their own trade. Encouraged by the success of this experiment, a second local manufacturer is now in negotiation with the committee for the employment of workers on similar lines.

The Daily Telegraph, 29 May 1915.

RESPIRATORS FOR TROOPS.

An elaborate new respirator, said to be a certain protection against poisonous gases, has been manufactured in large quantities for the troops at the front, but the waterproof cover in which the respirator is contained was difficult to obtain at short notice. A large number of emergency covers were, therefore, demanded at the beginning of last week in order that a first delivery of the new respirator might be made immediately to the troops.

The Central Committee on Women's Employment organised the production of these covers with such expedition that 30,000 were turned out on each of three days, and within five days of attention being called to the matter about 90,000 were completed. The emergency covers were made from tough American cloth. This the shirt cutters in the Central Contracts Work room cut into appropriate portions in two days, the remainder of the work being completed with equal expedition by a large number of small manufacturers.

Daily News & Leader,
May 22nd. 1915.

QUEEN & GIRL WORKERS.

Her Majesty's Visit to the East End.

In connection with the Queen's Work for Women Fund the Queen and Princess Mary yesterday watched women learning boot-upper fitting and leather stitching for nearly an hour at the Cordwainers' College, Bethnal Green-road. The pupils are girls sent by the Central Committee on Women's Employment for three months' free training offered by the college and the London County Council.

The Queen followed the progress of the girls from the start, being interested in the first attempts at stitching on paper. The results of the exercises in button-holing, scalloping, and difficult turns were shown to her Majesty, who accepted one or two pieces to take away with her.

Princess Mary asked to be shown how the machines worked with which the girls were stitching. The zigzag machine which herring-bones two pieces together quite flat particularly fascinated her.

The Queen, meanwhile, was talking to a girl who is leaving next week for her first place in a boot factory. Her Majesty learned from the girl that she had formerly been a tie-boxer, but that she found the leather work very much more interesting.

Afterwards her Majesty visited the Lambeth Committee's branch workroom at Herne Hill, where the delighted women had their wish fulfilled. "I wish her Majesty would bring Princess Mary with her," they had said, and yesterday the Queen, dressed in parma violet, with a hat of a deeper shade, with the Princess in a grass-green tailor suit and a cream straw hat with pink roses, completely charmed them.

The Royal tour ended at the Central Committee's contract workroom, where her Majesty was received by Mr. J. J. Mallon, director of the committee's contracts. A number of girls, chiefly from the printing trade, where work is still very scarce, are here employed on hand-knitting machines making socks for soldiers.

Liverpool Courier
May 31st. 1915.

WOMEN'S WORK FOR WAR OFFICE.

30,000 Covers for Respirators per Day.

The Central Committee on Women's Employment has been able, at short notice, to render important service to the troops at the front.

An elaborate new respirator, said to be a certain protection against the poisonous gases, has been manufactured in large quantities, but the water-proof cover in which the respirator is contained was difficult to obtain at short notice. A large number of emergency covers were therefore demanded at the beginning of last week, in order that a first delivery of the new respirator should be made immediately to the troops.

The Central Committee organised the production of these covers with such expedition that 30,000 were turned out on each of three days, and within five days of attention being called to the matter, about 90,000 were completed.

The emergency covers were made from tough American cloth, which the shirt cutters in the Central Contracts Workroom of the Committee worked on with such energy that the material for all the covers was cut into appropriate portions in two days. The work was then distributed over a great number of small manufacturers whose staffs also entered into it with the greatest possible enthusiasm.

The value of the work will, of course, be paid by the War Office, and will not in any way be subsidised by relief funds, the cardinal principle of the committee that relief work should not compete with ordinary trade being thus fully observed.

The Daily Telegraph.
11/8/15.

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NOT TOO OLD AT FIFTY.

HELPS AND HOUSEWORKERS.

Although, to a very great extent, young women who were unemployed during the winter months have now found work, yet the problem of the older women wage-earners remains to be solved. This has been taken up in most energetic fashion by the Central Committee for Women's Employment, and in the Queen's Fund Work-rooms at Willesden the usefulness of the schemes approved by the Central Committee is being demonstrated. In the work-rooms over 100 women above 40 years of age are still to be found, and, as the majority of them have not been trained for any kind of work, Mrs. Ackworth, chairwoman of the Employment Committee, has commenced training them as home helps and houseworkers.

As home helps thirty of the women are in training, and it depends on the remainder as to how many will qualify as trained houseworkers. Certificates, first and second class, will be given, and when the women are trained it is Mrs. Ackworth's intention to start a bureau for the supply of first-class or second-class houseworkers. A scale of wages will be fixed according to the class, and it is estimated that all those who are trained will readily find employment in London as daily servants.

As to the home helps, they are in all cases women who have been thrown out of work by the war, and their age is the barrier which prevents them obtaining employment even at the present time, when women are so much needed. But in undergoing training in domestic work they are creating for themselves a future career, as the work which they will do will always be in demand in working-class families. During the period of training they spend a fortnight each in cooking, cleaning, and washing, and the women will later on work in homes where no fee can be afforded for their assistance. In these circumstances they will receive a grant from the Queen's Work for Women Fund of 11s 6d per week.

LARGE ORGANISING CENTRES.

The central committee has two large centres from which the work is organised, one in the West-end and one in the East-end of London. The home helps supervisor not only inspects the homes where the women are working, but also inspects their own homes. They have all done spring cleaning under supervision, and several have been moved to healthier quarters.

Several typical cases can be given where the help has been invaluable. A woman in Stepney is dying of consumption, and has three little children and no one to look after them. For a while they had to depend on what she could do by scrambling in and out of bed. Now, however, everything has changed, as the home help takes entire charge of the little family, and they are all happy, clean, and comfortable. Another instance: An old woman had an operation on her eyes, and had to remain perfectly still for twelve weeks. Her daughter, who was working in a sweet-making factory, had, perforce, to remain at home to look after her mother, and as a consequence the income of the family ceased. Here also the home help came to the rescue, and the daughter was enabled to resume her work with the comforting knowledge that her mother was being well cared for.

Already some of the women have obtained regular employment. One is with an invalid in Hampstead, where she earns 14s per week; another has a temporary situation at 12s 6d per week. Before long many others will be equally well placed.

The Daily Telegraph.
15/6/15

ELDERLY WOMEN AS HELPS IN THE HOME.

DETAILS OF THE SCHEME

COMING LEGISLATION.

"It is a little over eight months since the scheme for training home helps under the Central Committee on Women's Employment originated," said Miss Margaret Bondfield to a representative of *The Daily Telegraph*. "And since the scheme was first put into operation over 100 women have been trained, all of whom have been thrown out of work by the war, and are of middle age, thus rendering their chances of obtaining employment rather remote."

Asked as to the qualifications necessary to obtain the requisite training, Miss Bondfield replied: "In the first instance, the woman must be unemployed on account of the war, and must be on the list of a local relief fund. Such women, if capable of doing useful work, are brought into the work-rooms of the Queen's Work for Women Fund, and if they can sew are given needlework; if not, some other form of employment is found for them. From amongst those women in the work-rooms the home helps are carefully selected by the supervisors, and strict inquiries are made as to their personal character. It is usual, besides, for the women to be visited in their own homes to see in what manner their rooms are kept. This is most necessary, in order to find out whether any particular woman is suited for the special training.

"In some districts a week's trial is given before a definite decision is arrived at by the local authorities of the committee. If it is found that a candidate is not a good subject she is sent back to the work-room. All applicants must be clean, respectable, tidy, and willing to be taught. If the week's trial is successfully passed the candidate is entered on the list of home helps, and a definite course of training is given for not less than three months. After the expiration of the trial period, the home help is sent out to do cleaning in some poor home in the district, under the direction of the supervisor. All the women are employed for forty hours per week for training, four hours being devoted to class work, lectures, and demonstrations in some centre, usually a maternity home or nursing institution."

A DOUBLE AID.

The central committee has two large centres from which the work is organised—one in the West-end and one in the East-end of London. From Westminster, home helps are supplied to Chelsea, Holborn, and Southwark; while a branch operates in Battersea and Wandsworth. In the East-end Toynbee Hall has been lent as an office, and the women work in Stepney, Bethnal-green, Hackney, Bow, Poplar, and Shoreditch. In St. Pancras, Tottenham, and Plaistow the local representatives have a special grant from the National Relief Fund.

In South London all attend classes at Battersea Polytechnic in cookery and laundry, while a course in hygiene is being given at the headquarters of the central committee.

At Stepney the London County Council is giving classes in cookery, laundry, housewifery, and hygiene, and infant care at the School for Mothers. At Tottenham first aid is included in the curriculum. In Stepney there are seventeen women in training, in Westminster eleven, and Battersea and Wandsworth eleven at present. In Whitechapel three women are attending the crèche for a thorough training in the care of infants.

"We are assisting middle-aged women who want employment, and very poor families who want assistance in their homes," said Miss Bondfield. "We want to build up an organisation, and we are prepared to do everything within our power, but our powers are limited. We would like to have some permanent basis of employment in the way of day helps for women who cannot afford to keep servants, and in times of illness cannot employ anyone to look after their homes and their family. We are anxious that our Home Helps should get employment through the various charitable organisations, external departments of hospitals, and nursing associations, and we have received intimation that trained women would be most useful to such associations, as they would be able to assist the really expert woman and enable her to devote more of her time to the actual nursing. This would apply to district nurses especially, a great amount of whose time is at present taken up with putting a room to rights and looking after one or two of the children. If the Home Help worked in conjunction with the nurse she would do the housework and cooking and look after the home generally, things the neglect of which very often retards a patient's recovery. If a mother knows that she need not worry about her family, that her husband will find his meals cooked, that the children will be washed and sent out to school at the proper time, she will get

and cooking and look after the home generally, things the neglect of which very often retards a patient's recovery If a mother knows that she need not worry about her family, that her husband will find his meals cooked, that the children will be washed and sent out to school at the proper time, she will get well much faster, since her mind is at rest."

CARE OF MATERNITY.

"We find that our trained women take a great pride in being of assistance to others, and are delighted to go to a poor home to help, and their training makes them particularly useful where there is illness. At the start we were told that people would not care to have a woman sent to their houses, as the very poor might not wish to have their poverty known. But the proportion of objections has been very small indeed. Of course, we never send a help where she would not be welcome. Since the commencement of our scheme, indeed, we have received no complaints, and we are constantly hearing from hospitals and nursing associations warm testimony to the assistance rendered to the poor in their homes by our trained women.

"The other day," said Miss Bondfield, "I was a member of a deputation which waited on Mr. Walter Long to urge immediate legislation dealing with the care of maternity and infancy. We feel that, in the present time of crisis, too much importance cannot be attached to the care of the mother and child, and we hope that before long a bill will be introduced in Parliament by Mr. Long making the Notification of Births Act universal, giving additional powers to County Councils to cover the establishment of maternity centres and maternity hospitals, and providing also that sanitary authorities should have legal power to arrange for ante-natal advice and treatment, and carry on preventive health work among children. Mr. Long agreed that a bill on the lines suggested was most necessary, and would not be opposed, and he would have much pleasure in putting it before Parliament.

"In this," said Miss Bondfield, "the home help will have her proper place. There should be a certain number of home helps allocated to each municipal centre or borough. Wherever a health visitor considers it necessary to render some assistance in a home, whether for an ailing baby whose mother is not able to give it sufficient care on account of her housework, or for the mother who cannot lie up as she has no one to look after the house, the visitor ought to be able to secure that assistance from the local municipal authority, whether payment can be afforded or not."

As to the payment of the home helps, Miss Bondfield said that they were paid 11s 6d per week during their period of training, but, after they were trained, the committee considered that they should receive not less than 5d per hour, if employed by the hour. If employed by the week they should not be paid less than 12s 6d per week with food, but some had already found employment at 14s per week. "We have a certain number of really well-trained women at present, doing very useful work, but we feel that there ought to be some association or organisation outside a relief fund able and willing to employ these women. We want people to apply to the Central Committee for the names of these women who can do this [illegible] before, charitable agencies, Church and social funds, and hospitals.

"If anyone wishes to present money for an endowment, we feel that no better use could be found for such endowment than to give it to the extern department of a hospital to which a certain number of home helps would be attached. The assistance these trained women could render in poor districts, especially to the aged, pensioners, and infirm, is incalculable, as they could be employed to look after these poor people, keeping their rooms in order, and giving them those little attentions which are so necessary in such cases.

"My hope is that the municipal authorities will take up this scheme, and will undertake to train and employ the home helps as part of their organisation for raising the health of each particular district. The financial responsibility they would have would be trivial compared with the immense benefit gained by the community. There is no reason why the scheme should not be largely self-supporting, as the authority would have only the initial expenditure, and even the poorest could afford to pay a small sum by weekly instalments to cover the cost of attendance when required, or a lump sum might be paid. But, as regards the conditions of payment, doubtless each district would arrange a separate plan.

"In the suburbs there are thousands of middle-class women who cannot afford to be ill because they cannot pay a servant, but most of these could pay 12s 6d a week to a help to come and take charge for a few weeks, with the comforting knowledge that a reliable and competent woman was looking after household affairs, and that everything would be found in order when assistance was no longer needed. This," said Miss Bondfield, "is the scheme we have inaugurated, and it has boundless possibilities."

The Daily Chronicle
5/8/15.

NOT TOO OLD AT 50.

WORK FOR ELDERLY WOMEN IN WAR-TIME.

The training given to women thrown out of work by the war in the workrooms, initiated by the Central Committee on Women's Employment is proving of great value in finding them work.

Even those who are no longer young find that they have a chance. A widow of 51 years is now for the first time engaged in a trade. Before the war she kept herself and her little boy by taking in washing. She was taught to sew in the Stepney workroom, and proved so skilful that when an employer in mantle making asked for young girls the widow of 51 was specially recommended.

She is now earning 15s. a week, and expecting to make more every week as she becomes quicker at the work.

The older women have proved themselves very willing to learn at the committee's training centres. "Might we be so bold as to ask your age?" the women at Bethnal Green kitchen asked their certificated cookery teacher the first day she came, and she, being very young, was afraid that they meant to take advantage of her age.

Beyond taking a motherly interest in her, asking if she was "walking out" with anyone and giving her advice on how to manage a husband, they have never done so, however. As a matter of fact they think she has a "wonderful headpiece" because she keeps the accounts.

The Daily News & Leader
15/8/15.

THE COMPLEAT CHARWOMAN.

A scheme for training charwomen, formed by the Central Committee on Women's Employment, is held up for want of a house. It is felt that the ideal place for learning housework is in an unoccupied house, furnished in a way which would give the women practical experience of every form of housework. It is proposed to train ten to a dozen women at a time under a competent supervisor, and they would be selected from among the older women who are still in the committee's workrooms.

During the time of training they would receive a maintenance grant of 11s. 6d. per week from the Queen's "Work for Women" Fund. Offers of furnished houses for this purpose will be gratefully received by the Central Committee on Women's Employment. 8, Grosvenor-place, Hyde Park-corner, S.W.

Wood Green Weekly Herald, 20/8/15.

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The Queen at Edmonton & Tottenham

VISITS TO WORKROOMS.

For the second time since the outbreak of war Her Majesty Queen Mary has visited this district. The more recent occasion was on Friday afternoon, when she motored to Wood Green, Edmonton and Tottenham, to see the workrooms in connection with the Queen's Work for Women Fund. Much secrecy was observed in compliance, it is said, with the wishes of Her Majesty. Special police were detailed for duty at Green-lanes, Harringay, but beyond them and a few shop-keepers, no one in that neighbourhood knew of her coming.

After leaving Wood Green Her Majesty travelled to Edmonton, via Lordship-lane and Bruce Grove, Tottenham.

She was attended by Lady Eva Dugdale and Mr. E. W. Wallington, and accompanying her in another car were Miss Mary MacArthur, hon. secretary of the Central Committee of the Work for Women Fund, Mrs. Tennant and Miss Violet Markham.

The news had leaked out that the Queen was coming, and for upwards of an hour a large crowd awaited her arrival outside the Council buildings, where, in the second-class bath the workroom is carried on. The north side of Knight's-lane was practically blocked with people, and with those in Fore-street the gathering must have numbered two or three thousand.

Her Majesty was received at the entrance to the Public Baths by Cr. W. A. Cull, J.P., Chairman of the District Council, and the Rev. Preb. E. A. B. Sanders. In the carpeted vestibule, which was decorated with palms and other plants lent by Mr. Cull, the following ladies and gentlemen were presented :—Mrs. W. A. Cull, Mrs. E. A. B. Sanders, Cr. and Mrs. S. J. Sanders, Mr. and Mrs. Cuthbert Brown, Mr. and Mrs. H. W. Dobb, Mr. and Mrs. W. F. Payne, Miss Haughton and Mrs. Nuttall, the chairman and secretary respectively of the local sub-committee responsible for the workroom, and Miss Elsie Cull, the twelve-year-old daughter of the Council Chairman.

The Queen shook hands with each one with a winning smile, and was most gracious in her manner. She then entered the workroom, where about forty women were employed, and proceeded to a table on which some of the finished garments were displayed. Here Miss Vincent, the manageress, was introduced, and the Queen also shook hands with her and asked her a number of questions with affability.

Her Majesty next descended the empty bath, where the women were engaged on needlework of various kinds. There were four tables, and she went to each one, spoke to several of the women, and inspected various articles. Those whom she addressed were Mrs. Fitzgerald, Mrs. Neal, Mrs. Tripp, Mrs. Howard, Mrs. Hastings, Mrs. Hart, Mrs. Gledhill (to whom the Queen spoke about her former occupation as a farm hand), and Miss Venables, the latter an elderly lady, in whom she showed special interest. Some of them were asked what they had done before, and other questions. Her Majesty noticed that Miss Robinson, one of the two forewomen, had an embroidered garment, and remarked, "That is something more elaborate." She also passed a comment to Miss Giles, who was giving instruction with regard to a certain class of work.

Miss Vincent accompanied the Queen on her inspection, and when she mentioned that a number of those formerly employed there were now working at Hey's Factory, Her Majesty showed that she was quite

ODDS AND ENDS.

THE QUEEN'S VISIT.

Unostentatiously and unknown to the great majority of the inhabitants, the Queen visited the women's workrooms in Wood Green, Edmonton and Tottenham last week, and thus showed her real interest in these very praiseworthy efforts to help some of our less fortunate womenfolk. Nearly all ceremony was dispensed with—in fact directions were given that there should be nothing in the nature of a public display of loyalty—and Her Majesty was most gracious in her manner. We have heard that there has been a good deal of heartburning in some quarters with reference to the selection of those, who were permitted to be present, and one complaint has been that whilst active helpers in connection with the rooms were excluded, others who had not assisted in any way were allowed to attend. We can quite understand that those, who had the making of the arrangements in their hands, had by no means an enviable task. It should be stated that Mr. E. Frost, the Chairman of the Tottenham Council, was in no way responsible for the proceedings at the Polytechnic, although that impression seems to have got abroad.

Rather an amusing story is related by "Rover" in the "Wednesday Herald," in reference to the efforts to ensure secrecy at Tottenham. "Strict orders," he says, "were given that no Press representatives were to be admitted, although I happen to know that both the King and Queen have, on a number of occasions, encouraged the granting of proper facilities to members of the Fourth Estate in the performance of their duties. Following the Royal motor car was a taxi-cab containing four other ladies, two of whom were reporters from Fleet-street, and another, Miss Mary MacArthur, of the Central Committee of the Queen's Work for Women Committee. The Press women were thought to be members of the Royal party, and they followed the Queen during the inspection. It was not until the visitors departed that the officials were acquainted by a local journalist, who had seen the ladies in question in the workroom at Edmonton, that the newspaper world had had its agents there."

passed a comment to Miss Giles, who was giving instruction with regard to a certain class of work.

Miss Vincent accompanied the Queen on her inspection, and when she mentioned that a number of those formerly employed there were now working at Eley's Factory, Her Majesty showed that she was quite familiar with their new occupation by observing, "We must keep that going." The cards which record how the articles have been distributed were produced, and she looked through a number of them and expressed her satisfaction.

As the Queen returned to the entrance, Mrs. Parker, the sister of Lord Kitchener, was presented, and a brief conversation took place between them. Mrs. Parker was desirous that Her Majesty should pay a visit to the recently-opened club for soldiers and sailors' dependants on the Green, but as the Queen was already due at Tottenham she had to decline. Reaching the vestibule again, Her Majesty received a bouquet of pink carnations from Miss Elsie Cull, and inquired her age Then shaking hands with several of the company once more she rejoined her motor car, and departed, to the accompaniment of cheers from the assembled people.

Throughout the visit Her Majesty's manner was most natural, and she placed those with whom she conversed quite at ease.

At Tottenham.

Her Majesty next visited the workroom at the Tottenham Polytechnic, passing along the High-road in her car practically unobserved. There was a small knot of persons outside the building, but the secret of Her Majesty's coming had evidently been well-kept.

The Queen was received by Mr. Reginald Coupland Graves, LL.B. (the Clerk of the District Council), who presented to Her Majesty Mr. E. Frost, J.P. (the Chairman of the Council) and Mrs. Frost, Mr. W. H. Prescott, M.Inst.C.E. (the hon. secretary of the local representative committee of the Prince of Wales's National Relief Fund) and Mrs. Prescott, Dr. Sophia Seekings (the Chairman of the Tottenham Women's Employment Committee) and Miss Marie Sims (the hon. secretary of the Committee). Her Majesty having accepted a bouquet from Mrs. Frost, proceeded to the workroom, where Miss Jennings (the forewoman in charge) and Miss Jones, were also presented.

About sixty women were employed in the room at the time, and the Queen displayed an interest in their work and conversed freely with several of them during the few minutes that she remained there.

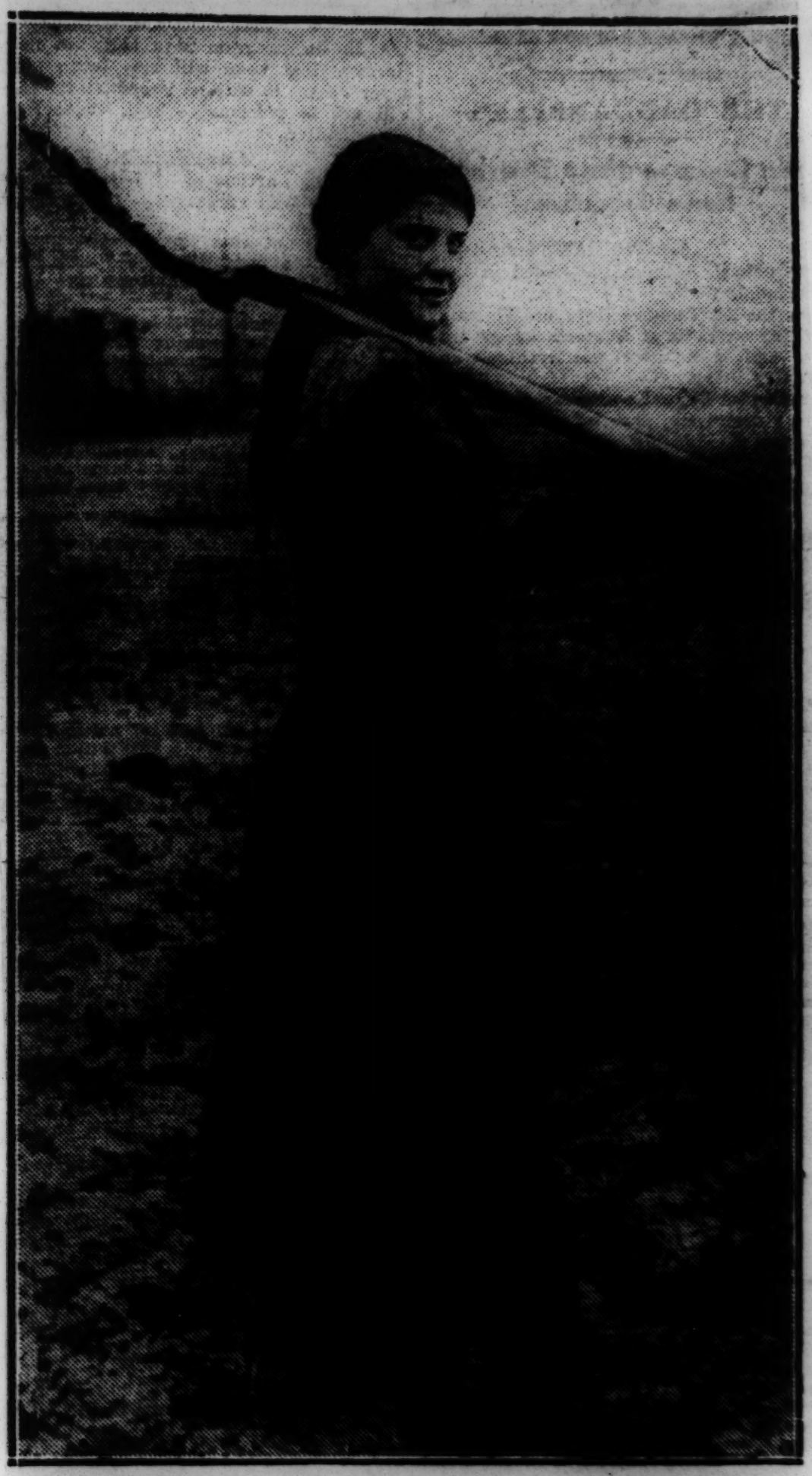
After her Majesty left the room, Mr. J. W. Tomlinson, the Secretary of the Polytechnic, and Mrs. Tomlinson, were presented to her, and she thanked Mr. Tomlinson for all he had done, observing that the workroom was a charming one. The Queen then inquired as to the number of students there are at the Polytechnic, and how the classes had been affected by the war. Her attention was drawn to the Roll of Honour, in which she was much interested. She asked Mrs. Tomlinson many questions about her son, Flight-Lieut. Noel Tomlinson, on special duty with the Royal Naval Air Service. She was greatly interested and remarked what good work the Naval airmen had done.

Upon taking her departure the Queen expressed satisfaction with the arrangements which had been made for her recep-

The Star. 28/8/15 652

652/88

THE BRIGHT SIDE OF WAR.



The transplantation of many women from work in the crowded towns to healthy and congenial labour in the country is one of the few good results of the war. This girl was a Poplar factory hand before the war. The Central Committee of Women's Employment has given her a happy occupation on the land. (Photo Clarke and Hyde.)

Standard.
19. 9. 15.

HOME HELPS SOCIETY.

To the Editor of "The Standard."

Sir,—We desire to bring to the notice of your readers the claims of the Home Helps Society—an outcome of one of the training schemes initiated by the Central Committee on Women's Employment. The object of the Home Helps Society is the organisation of a permanent supply of properly trained home helps. These home helps must not undertake any duties which belong to the sphere of the nurse or midwife, but are trained in domestic work, including cooking, washing, care of children, mending, marketing, etc. The need for this class of helper has been amply demonstrated during the period of the C.C.W.E. training scheme.

The Home Helps Society has the cordial support of nursing and midwifery associations, maternity centres, and working women's organisations, and it is connected with the Association of Infant Welfare and Maternity Centres. The management committee is composed of representatives of these groups. One thousand pounds is needed at once to place the scheme on a permanent basis. The Queen has expressed her interest in this work and has contributed to its funds.

Contributions should be sent to the Treasurer, Home Helps Society, 4, Tavistock-square.—We are, Sir, yours truly,

MARGARET G. BONDFIELD,
Chairman, Training Schemes Sub-Committee, C.C.W.E.

MARGARET CREWE,
Treasurer, Home Helps Society.
Crewe House, St. James's.

Morning Post.
14. 9. 15

THE HOME HELPS SOCIETY.

TO THE EDITOR OF THE MORNING POST.

Sir,—We desire to bring to the notice of your readers the claims of the Home Helps Society—an outcome of one of the training schemes initiated by the Central Committee on Women's Employment. The object of the Home Helps Society is the organisation of a permanent supply of properly trained home helps. These home helps must not undertake any duties which belong to the sphere of the nurse or midwife, but are trained in domestic work, including cooking, washing, care of children, mending, marketing, &c. The need for this class of helper has been amply demonstrated during the period of the training scheme. The Home Helps Society has the cordial support of nursing and midwifery associations, maternity centres, and working women's organisations, and it is connected with the Association of Infant Welfare and Maternity Centres. The Management Committee is composed of representatives of these groups.

The sum of £1,000 is needed at once to place the scheme on a permanent basis. The Queen has expressed her interest in this work, and has contributed to its funds. Contributions should be sent to the Treasurer, Home Helps Society, 4, Tavistock-square.—Yours, &c.,

MARGARET G. BONDFIELD,
Chairman Training Schemes Sub-Committee, C.C.W.E.

MARGARET CREWE,
Treasurer, Home Helps Society.
Crewe House, Curzon-street, Sept. 13.

Evening Standard.
9/15

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652/89

To the Editor of the "Evening Standard and St. James's Gazette."

Sir,—We desire to bring to the notice of your readers the claims of the Home Helps Society, an outcome of one of the training schemes initiated by the Central Committee on Women's Employment.

The object of the Home Helps Society is the organisation of a permanent supply of properly trained home helps. These home helps must not undertake any duties which belong to the sphere of the nurse or midwife, but are trained in domestic work, including cooking, washing, care of children, mending, marketing, etc. The need for this class of helper has been amply demonstrated. Two illustrations may be permitted:—

(1) Mrs. G. came out of hospital in March, having had a leg amputated above the knee. She has had many operations, and is very nervous and helpless, and she found the five children and the household completely out of hand. The home help has been working there for weeks, has got the children into order, and keeps the whole house spotless. They are all devoted to her, and feel very lost when she is not there on Saturdays and Sundays. Mrs. G. is waiting for a false leg, which we hope will make her more independent.

(2) An old woman who has lately gone blind and is very helpless was ordered by the hospital to keep her head quite still and to rest entirely for twelve weeks. Her only daughter, who is in a sweet-making factory, had to give up work and come home to look after her mother. The old woman was persuaded with some difficulty to try a home help, who went in with the daughter for a few days, and at the end of that time she willingly allowed the daughter to go back to work, as her wages were absolutely necessary, and the home help is still there taking care of her.

The Home Helps Society has the cordial support of nursing and midwifery associations, maternity centres, and working women's organisations, and it is connected with the Association of Infant Welfare, and Maternity Centres. The management committee is composed of representatives of these groups.

£1000 is needed at once to place the scheme on a permanent basis.

The Queen has expressed her interest in this work, and has contributed to its funds.

Contributions should be sent to the treasurer, Home Helps Society, 4, Tavistock-square, W.C.

MARGARET G. BONDFIELD, Chairman Training Schemes Sub-Committee, C.C.W.E.

MARGARET CREWE, Treasurer Home Helps Society.

Crewe House, Curzon-street, W.

Daily News.
14. 9. 15.

HOME HELPS SOCIETY.

£1,000 Wanted to Train Helpers in Domestic Work.

An appeal is issued on behalf of the Home Helps Society—an outcome of one of the training schemes initiated by the Central Committee on Women's Employment.

The object of the Home Helps Society is the organisation of a permanent supply of properly-trained Home Helps. These Home Helps are trained in domestic work, including cooking, washing, care of children, mending, marketing, etc. The need for this class of helper has been amply demonstrated during the period of the C.C.W.E. Training Scheme.

The society has the cordial support of nursing and midwifery associations and working women's organisations, and it is connected with the Association of Infant Welfare and Maternity Centres. The management committee is composed of representatives of these groups. £1,000 is needed at once to place the scheme on a permanent basis. The Queen has expressed her interest in this work, and has contributed to its funds.

Contributions should be sent to the Treasurer, Home Helps Society, 4, Tavistock-square, W.C.

Manchester Courier.
11/10/15.

Business Training for Girls.

That training with maintenance is better in the end than finding unemployed and inefficient girls temporary work was long ago recognised by the Central Committee on Women's Employment as answering in part the question, "What shall be done with our girls?" Even in those harassing days of last autumn and winter, when the dislocation of the industrial system affected women workers so generally and directly throughout the country, it was decided to give business training instead of temporary work to a number of girl clerks, and to enable this to be done successfully a grant was made by the Queen's Work for Women Fund. A hundred girls were nominated by the Central Committee jointly with the City Labour Exchange, and fifty were at once selected, after an elementary examination in general education, as qualified to take the course. These girls—many of whom had received a little training, but not sufficient to take over the duties of the city clerk—showed a keen appreciation of the offer, seeing that it was accompanied by a maintenance and expenses allowance. A report has now been prepared for the Committee which speaks eloquently of the achievements of the girls during their period of training. Dealing with 57 of the girls who have received instruction and maintenance at Clark's College and the City of London College, it appears that 51 have been placed in permanent employment, and all have secured a substantial advance on the wages they earned before the war, when their salaries averaged 15s. a week. The question, "What shall be done with our girls?" especially in these strenuous times, has thus received a practical answer.

The Westminster Gazette
13.10.15.

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652/90

"HOME HELPS."

To the Editor of the "Westminster Gazette."

Sir,—One year of war has shown an alarming drop in the birth-rate, which was already steadily decreasing. If we consider also the terrible daily death-rate, the need at once comes home to us of saving to the nation every possible infant life.

For this reason a society is being started in connexion with the Association of Infant Welfare and Maternity Centres at 4, Tavistock-square for the supply of Home Helps for working-class homes where the mother is temporarily laid up, either by illness or a confinement.

In many cases, of course, the need is adequately met by a kindly neighbour or relative; but there remain countless homes where for the want of a decent, capable "Help" the smaller children are neglected and half-starved, and the mother's own convalescence is seriously impeded by worry and by the necessity to get up and work before she is fit—a necessity which re-acts very seriously also on the health of the new-born baby.

For months past the Central Committee on Women's Employment has been training a number of carefully selected women, giving them practical instruction in cookery, laundry, housewifery, &c., and sending them to work daily in necessitous homes where there was sickness, at a wage of 11s. 6d. weekly, paid from the Queen's Fund. The success of the scheme has been amazing, and the devotion of the women to their adopted families is beyond all praise. Pressing appeals have been received from many districts (especially from nurses and midwives) for the scheme to be made permanent, and it is proposed to put it on a provident basis, collecting the wages of the Help in small weekly payments from the women.

This will, of course, take time, and funds are badly needed to start the scheme and to supplement the payments of the poorer women who cannot afford to give the full wage for the Help. Lady Crewe has kindly consented to be hon. treasurer, and the Queen has sent us a donation, with a message of goodwill to the society.

Further information may be obtained from Miss W. H. Moberly (hon. secretary Home Helps Society), 4, Tavistock-square, W.C., and any sums, however small, will be most gratefully received. The working expenses will be kept to a minimum, office room, clerical help, &c., being given free, so that any money sent is directly available for the services of the Helps in the poorer homes.

—I am, &c.,

ELISABETH S. HALDANE.

New Statesman 23.10.15.

HOME HELPS

To the Editor of THE NEW STATESMAN.

SIR,—At a time when the death rate is already higher and the birth rate lower than in any previous record of modern times, it is evident that we can afford to neglect no possible measures for the welfare of our mothers and babies. For this reason the "Home Helps Society" has come into existence. The home help is generally a middle-aged widow or spinster, and she goes daily to working-class houses where the mother is laid up for the time, to look after the home and children until she is well again. A society has just been formed to train and supply such women for various districts in London, thus effecting the double purpose of giving a profession to the elderly women, unskilled in all but domestic work, whose employment is such a difficult problem, and of satisfying a very long felt want in the homes of those who cannot afford the luxury of a servant, and who in illness are dependent on the kindness of a chance neighbour or relative. Nor should we attempt to replace these in many cases where, in spite of the claims of their own homes, they ungrudgingly do all that is necessary: but every nurse and midwife in London can tell gruesome stories of half drunk and

What I have called "the Southern Slav prospect on the Adriatic" is not merely, as the draughtsman of your map appears to indicate, a question of "possible outlets to the sea from Serbia": it is really summed up in the question, "What is the destiny of Dalmatia?" The map referred to is drawn in a manner which suggests that the Adriatic coast from Fiume to the Bocche di Cattaro lies outside the Balkans altogether, whereas that coast has now become the very key to the whole problem. To offer Serbia the Albanian ports of Durazzo and San Giovanni di Medua as her "outlets," and at the same time to deny her Dalmatia, would be a doubly flagrant violation of the

The Globe. 2.9.15.

HOME HELPS.

As an outcome of the training schemes initiated by the Central Committee on Women's Employment, the Home Helps Society has been organised to train and supply "home helps" for the times of emergency that so often occur in small households in times of illness. These trained helps must not undertake any duties in the sphere of nurse or midwife, but they can and do execute the domestic work, cooking, washing, cleaning, taking care of the children, and keeping the home going while the mistress of it is laid up, and their ministrations are proving a positive boon, not only in homes of the poorest class, but in others where no maid is kept. It is an excellent idea, which has the cordial approval of Queen Mary—who has sent a contribution to the funds—and also of the nursing and working women's organisations, and the Association of Infant Welfare and Maternity Centres, with which it is connected. A thousand pounds is needed to place the scheme on a sound and permanent basis, and contributions should be sent to the hon. treasurer, Lady Crewe, Home Helps Society, 4, Tavistock-square, W.C.

clerk—showed a keen appreciation of the offer, seeing that it was accompanied by a maintenance and expenses allowance. A report has now been prepared for the Committee which speaks eloquently of the achievements of the girls during their period of training. Dealing with 57 of the girls who have received instruction and maintenance at Clark's College and the City of London College, it appears that 51 have been placed in permanent employment, and all have secured a substantial advance on the wages they earned before the war, when their salaries averaged 15s. a week. The question, "What shall be done with our girls?" especially in these strenuous times, has thus received a practical answer.

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Further information may be obtained from Miss W. H. Moberly (hon. secretary Home Helps Society), 4, Tavistock-square, W.C., and any sums, however small, will be most gratefully received. The working expenses will be kept to a minimum, office room, clerical help, &c., being given free, so that any money sent is directly available for the services of the Helps in the poorer homes.

—I am, &c.,

ELISABETH S. HALDANE.

New Statesman 23.10.15.

HOME HELPS

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SIR,—At a time when the death rate is already higher and the birth rate lower than in any previous record of modern times, it is evident that we can afford to neglect no possible measures for the welfare of our mothers and babies. For this reason the "Home Helps Society" has come into existence. The home help is generally a middle-aged widow or spinster, and she goes daily to working-class houses where the mother is laid up for the time, to look after the home and children until she is well again. A society has just been formed to train and supply such women for various districts in London, thus effecting the double purpose of giving a profession to the elderly women, unskilled in all but domestic work, whose employment is such a difficult problem, and of satisfying a very long felt want in the homes of those who cannot afford the luxury of a servant, and who in illness are dependent on the kindness of a chance neighbour or relative. Nor should we attempt to replace these in many cases where, in spite of the claims of their own homes, they ungrudgingly do all that is necessary: but every nurse and midwife in London can tell gruesome stories of half drunk and wholly incapable women hurriedly summoned in time of need, because there was no one else, and left in sole charge of a helpless mother and little children; while it is no uncommon thing to find a woman dragging herself about, at the wash-tub perhaps, a day or two after her baby's birth, because the work *must* be done. For such as these the Home Help has proved a veritable "Angel in the House." One example, taken at random from many, will suffice:

Mrs. F. was desperately ill and the baby and four small children were being terribly neglected when the Home Help was sent in. She took entire charge of the house, which she kept "like a new pin," and she quite won the children's hearts, so that when the mother recovered enough to be sent away for a little change, she was more than content to leave them under the care of the Home Help, who went in daily at 6.30 and stayed with them until the father returned from work in the evening.

In very many cases, however, it is quite impossible for the families to pay a living wage for the help, and for these funds are badly needed to enable the Society to supplement their payments. A provident scheme is also being arranged by which they can pay in small weekly contributions, from 1d. upwards, towards the services of a Home Help in time of need.

The Central Committee on Women's Employment has for the last year been training such women and sending them to necessitous homes where there was sickness. They have been an immense success, but relief funds are no longer available for the purpose, and it, therefore, was decided to start a society, in connection with the Association of Infant Welfare and Maternity Centres. Lady Crewe has kindly consented to be Hon. Treasurer, and the Queen has expressed her interest and has sent a donation. I shall be very glad to receive any contributions or to give further information.—Yours, etc.,

(Miss) W. H. MOBERLY
(*Hon. Sec. Home Helps Society*).

4 Tavistock Square,
London, W.C.

The Globe. 30.9.15.

HOME HELPS.

As an outcome of the training schemes initiated by the Central Committee on Women's Employment, the Home Helps Society has been organised to train and supply "home helps" for the times of emergency that so often occur in small households in times of illness. These trained helps must not undertake any duties in the sphere of nurse or midwife, but they can and do execute the domestic work, cooking, washing, cleaning, taking care of the children, and keeping the home going while the mistress of it is laid up, and their ministrations are proving a positive boon, not only in homes of the poorest class, but in others where no maid is kept. It is an excellent idea, which has the cordial approval of Queen Mary—who has sent a contribution to the funds—and also of the nursing and working women's organisations, and the Association of Infant Welfare and Maternity Centres, with which it is connected. A thousand pounds is needed to place the scheme on a sound and permanent basis, and contributions should be sent to the hon. treasurer, Lady Crewe, Home Helps Society, 4, Tavistock-square, W.C.

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The Common Cause.
29.10.15.

HOME HELPS.

WORK FOR THE MIDDLE-AGED.

A new profession has been opened up for a class of woman who has so far been very difficult to " place "—the middle-aged widow or spinster of the working class, who is unskilled except in domestic work, and who is anxious to keep her home. The Central Committee on Women's Employment have for months past been carefully selecting and training a limited number of these women, giving their services free in poor homes where the mother was laid up, either through illness or a confinement, They are only taught domestic work, such as cookery, laundry, infant-care, &c., and are, in fact, meant to be " visiting mothers "; they are in no sense nurses, being forbidden to undertake such work; at the same time, they are the greatest boon to the nurse or midwife, for by their care of the home and children they secure the best possible conditions for the speedy recovery of the patient. For instance, Mrs. P. had for years had an ulcerated leg. She has a large family and a very small income, and, of course, rest was out of the question, till it got so bad that the hospital warned her that it might have to be amputated, and appealed to us for a Home Help. One was sent in and took entire charge of the family, making the mother rest to such good effect that in a few weeks her leg was quite healed, and she was able once more to take up her duties. This is only one of the countless cases where one is appalled to think of what happens when no Home Help is available; neighbours are often wonderfully kind, but they are very busy, and not always very capable, and it is no uncommon thing to hear a woman say, " I was paying Mrs. —— to come in, but she drank so I had to get rid of her."

Incidentally, the example of a woman who is one of themselves, doing the work really well and carrying out the teaching of the School for Mothers and the other training she has had, should be of great educational value to the families, who are reaping the direct benefit in increased comfort and economy.

So valuable have these women proved that now that the Relief Funds are no longer available for this work, a society is being established, to ensure the continuance of their services. Of course, the families themselves will have to contribute the bulk of the Home Help's salary, and there will be a provident scheme to enable them to pay in small weekly contributions from 1d. upward, towards the services of a Home Help in their time of need; but the utmost they can pay is, in most cases, not enough for a living wage for the Home Help, and the society has therefore to appeal for funds to supplement their payments. Lady Crewe has consented to be Hon. Treasurer, and the Queen has expressed her interest, and has contributed to the funds. The Society is connected with the Association of Infant Welfare and Maternity Centres, which is kindly giving us office room, and all contributions should be sent to the Hon. Sec., Miss W. H. Moberly, Home Help Society, 4, Tavistock Square, W.C.

Textile Mercury.
30.11.15

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Padiham

Thomson's Alma Mill has restarted, after having been closed 18 weeks. Altogether work has been found for 350 employees. A number of girls who have been working at the Technical School, under the Queen Mary's Work for Women Scheme, have resumed their occupations as ring spinners and weavers. Church-street Manufacturing Co. have started the looms at the new Levant Mill this week.

Evening Standard 30.11.15.

652/93 652.

RELIEF WORK-ROOMS.

The "Training Centre" as an Alternative Suggestion.

"Work-rooms have, over and over again, proved themselves to be a most expensive form of relief," says Miss Cicely L. Brown, in an interesting and critical article on relief work-rooms, which appears in the November number of "The Englishwoman."

That mushroom growth, "the Relief Work-room," which sprang up in all towns and villages, as a result of the great unemployment among women that marked the early months of the war, has had a fair chance. It helped many to tide over the time until a reaction in the labour market set in. And Miss Brown's thoughtful article does not criticise the work of the war relief work-rooms of last year, nor the value of the Queen's Work for Women Fund, but rather the system of the relief work-room as a permanent feature of our industrial life.

Against Relief Workrooms.

Two main arguments the writer brings forward against relief work-rooms. Briefly, they are harmful to our industrial system, and they are harmful to the workers employed in them. Work-rooms, the writer believes, encourage a form of undercutting, for garments made in work-rooms supported by charity can be sold for less than those made in work-rooms run on business lines.

Then, again, "relief work is demoralising," says the writer when referring to the harmful effect of the "Relief Work-room" atmosphere.

"The weekly wage is known to depend on need of help rather than ability to work, and sewing which would ordinarily entail dismissal is submitted without any fear of such consequences. The fact that many of the women are not skilled workers lowers the standard of the whole room."

If the relief workroom is to go, what is to take its place? "The training centre," says the writer. Two classes which are frequently to be found in relief workrooms are women employed in unskilled trades and skilled women in trades which are normally overcrowded.

"The only way of helping such women permanently and efficiently is to train them in some trade where there is a regular shortage of labour and where they will have the chance of earning a fair wage.

"If such women are sent to a workroom, they are no more fitted to earn their living when they come out than before they went in, and the slightest depression of trade will render them liable to lose their employment, and come once more for charitable assistance."

When workrooms are necessary, in times of slackness among skilled workers, they can be made of greater utility than in the past.

"The aim of the work provided," says the writer, "should be to increase the skill of the workers rather than to finish a piece of work, and there are opportunities, in connection with the cleaning of the rooms and the preparation of the dinners, for instruction in domestic economy and household management, in which the majority of girls are so sadly deficient.

"Work on these lines is worth doing and of definite value to the community, whereas the old system of herding the unemployed together in sewing-rooms and of giving them work irrespective of its actual or educational use was at best harmless and at worst dangerous."

The Guardian, 30.12.15.

HOME HELPS.

For some months past a number of charwomen and others who were thrown out of employment by the war have been going through a course of training as "Home Helps" under the Central Committee on Women's Employment. Home helps, it must be explained, are not ordinary domestic servants, but middle-aged working women, generally widows or spinsters, with homes of their own, who go daily to the houses of the working class where the mother is ill at home or away at hospital, and take care of the home and children until she is well again. They are very carefully chosen to begin with, and are trained by means of L.C.C. and Polytechnic classes, schools for mothers, and crèches, in cooking, laundry, housewifery, and the care of children, their work being arranged and looked after by a skilled supervisor. They are not allowed to do any nursing, but their work forms a valuable supplement to that of the nurse. They do much to improve the conditions of the home, so that the labours of doctor and nurse may take effect.

The scheme has proved an immense success. Numbers of letters are received testifying to the patients' appreciation of their "help." We hear of homes where the mother has been too ill to work reduced by the Home Help to order and cleanliness, the children washed, and fed, and tidied, and generally looked after; or if the mother is away in hospital her cares are lightened and her recovery accelerated by the knowledge that all is well at home. Many of the letters end, "I do not know what I should have done without her." The Home Help gets very much attached to her family, and often does them kindnesses quite outside her bond. Thus it was discovered by accident that one woman had been sitting up night after night with a sick baby while doing her day's work as usual. Another is doing the same now with a young woman in Stepney who is in the last stage of consumption because "she hasn't the heart to leave the poor thing," though for her own sake efforts have been made to dissuade her. These women, who are neighbourly and well trained, can often see something that is wrong in a home—can get a delicate child to attend the hospital, or can improve the family diet. They form a very useful educational channel for the ideas of the School for Mothers and the Baby Clinic, carrying them right into the homes, together with improved methods of cooking, cleaning, ventilation, and so on.

But the relief scheme, which was only a temporary expedient, is now at an end. The Society of Home Helps has been formed to carry on the work, and to prevent sick women and mothers from having to rely as before on the good offices of busy neighbours, or on women who, even if paid, are untrained, and often drunken and dishonest. The work was never so needful as to-day. The hospitals are full, and many cases which they would in normal times receive must be nursed at home. Young lives are more valuable to the nation than ever before. And though in few cases could the patient pay the Home Help a full living wage, she is better able now than she usually is to make small weekly contributions, especially in preparation for a coming baby. It is above all for maternity work that the Home Helps are so urgently required. Nurses, midwives, and social workers have alike welcomed them. The Honorary Secretary will send further information and literature to any one who is interested. Lady Crewe has consented to be Honorary Treasurer, and the Queen has sent a donation and a message of good will. The office of the Society, which is connected with the Association of Infant Welfare and Maternity Centres, is at 4, Tavistock square, W.C.

Daily Citizen 1-12-15

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WOMEN SUFFER IN SILENCE.

NATIONAL PROGRESS OF THE QUEEN'S FUND.

A vast network of local organisations all over the country is now connected with the Central Committee on Women's Employment of the Queen's Work for Women Fund. Thirty-two boroughs in London and Greater London have now opened workrooms approved by the committee and 34 provincial towns.

The result to the women of the country should be threefold: present distress is checked, the level of women's work is being raised by trade and commercial teaching, and training in domestic economy augurs well for the future home. The schemes of work have been adapted to meet the local needs, for the occupations of the women out of employment are widely different.

Domestic economy has proved the most popular of all the Central Committee's schemes. Swansea, for instance, has a training centre for the teaching of housewifery, laundry, cookery, hygiene, and baby-management. It is proposed also to teach further subjects approved by the Board of Education.

TRAINING SCHEME

Several towns, including Swansea and Gloucester, have taken up the committee's plan of training older women to be sick-room helps. Burnley, Lewisham, and Deptford are giving their unemployed juveniles a course of hygiene, home nursing, cooking, dressmaking, English, and physical drill, and there seems to be room for more schemes of this nature to help the young wage-earners thrown out of work through the war. A marked feature of all the training schemes is the co-operation, on the advice of the central committee, with local education authorities. The classes in most cases are being given free to the women in the relief workrooms.

Until a workroom is actually opened, it is felt by some local committees that the real extent of unemployment among women is not known. The self-respecting women who are thrown out of work by the war do not readily go to the committees for financial help, but when work is available the distress they have suffered becomes apparent.

Now that the Christmas trade is over the need of an ever-increasing Work for Women Fund is great and urgent.

Y. 24/1/16.

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652/95

WOMEN'S WORK SCHEMES IN SCARBOROUGH.

THE SHELL BAG FACTORY.

The alterations at the premises in Westborough, which are being converted into a factory for the manufacture of shell bags, are fast nearing completion. The installation of the necessary machinery is now being put in hand, and it is hoped that the factory will be opened early in February.

The shell bags will be manufactured under Government contract, and apparently there will be an ample supply of female labour to ensure the carrying on of Lady Galway's scheme. Applications have been numerous, and whilst by the circumstances of the case it will not be possible to begin with the full number of one hundred hands which it is expected will be reached, yet it is hoped in a very short time after the opening, when the initial difficulties have been overcome, to employ fully that number.

HOSIERY FACTORY ESTABLISHED.

WORK NOW PROCEEDING.

Another scheme for the employment of female labour in the town is being carried out at the Springwell Hosiery Works, at the back of St. Nicholas Cliff, in the premises there until recently occupied by Messrs. E. T. W. Dennis and Sons. The large, lofty and well-lighted room is admirably adapted to the purpose. A bench has been installed running along almost the length of the room and upon it are fixed the machines, which at present are exclusively for the knitting of socks; but it is proposed later to install other types of machine in addition so that woollen gloves and cardigan jackets may also be produced.

With to-day (Saturday) closes the first week of practical experience in the working of the factory. Fifteen girls have been employed and have made good progress in learning the manipulation of the machines. Another twenty will be taken on next week. Only a few learners can be dealt with at a time, but it is hoped soon to have not less than sixty employed at the Springwell Works.

The name, by the way, is after that of a hosiery establishment with which Mr. Fenton was associated before settling in Scarborough. Mr. Fenton is the man at the back of the enterprise, and as instructors to the girls he has the assistance of Mrs. Fenton, who has had experience in this class of work, and of Miss Standage, of London, who has been sent down by the Central Committee for Women's Employment. That Committee has lent the knitting machines, of which thirty have been installed, and the number is being added to as expeditiously as possible.

Through that Committee also the socks are being knitted under Government contract the material being supplied, and there is a strict understanding that the operators are to be paid a fixed sum per dozen socks. This price, we are informed by Mr. Fenton, will enable the girls, when they have established a mastery over the machines and become skilled operators, to earn an average wage of 15s. to 17s. per week. It is not to be expected that this can be done after a single week of practice, but even for the first week the learners should earn about 3s. or 4s. The second week she should earn more and in a month should be capable of earning not less than 12s. It is estimated to take a couple of months before a girl obtains the skill and speed requisite to the earning of an average weekly wage of 15s. to 17s. The really smart operator will earn an appreciably higher wage than that.

A similar establishment was opened in the Isle of Man about the middle of last year. Mr. Fenton says that he has communicated with its promoters and learns from them that it has proved successful and that the girls are making an average of 15s. to 17s. per week.

Replying to a question as to what might happen after the war was over and Government contracts had ceased, Mr. Fenton said that he hoped to be able to continue the works as a hosiery factory. By that time there will be a supply of skilled female workers, and it is not intended to restrict operations to socks, but to install also machines for the production of gloves and cardigan jackets.

At the present time Mr. Fenton has received over a hundred applications, so that he will have no difficulty in staffing all the machines which it is in contemplation to install.

Spectator
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652/96

SOCIETY FOR PROMOTING THE EMPLOYMENT OF WOMEN.

[To the Editor of the "Spectator."]

Sir,—At this moment when the question of the after training of educated women about to be demobilized from the various Government offices and war-work centres is a matter of great urgency, may I bring before the notice of your readers the work of the Society for Promoting the Employment of Women, 23 Berners Street, W., of which I am President? This Society advances loans, free of interest, for fees, to suitable candidates, to enable them to train for professions and spheres of usefulness. Amongst the careers which our grantees have taken up during the past year are such varied occupations as those of accountancy, dentistry, dispensing, domestic economy, gardening, massage and electrical treatment, maternity nursing, medicine, secretarial work, and elementary, secondary, and kindergarten teaching. During the last fifty-nine years the Society has done excellent work on these lines. With the view to increase our scope of work at the present time when the need for training is greater than it has ever been before, the Committee would gratefully welcome contributions to the funds, so as to enable them to meet the present urgent demand.

—I am, Sir, &c.,
Leigh, President.

Stoneleigh Abbey, Kenilworth.

Daily Chronicle.
11.9.19.

EFFICIENCY OF THE WOMAN OF FORTY.

VALUED IN COMMERCIAL LIFE WHERE SHE HAS TRAINING AND EXPERIENCE.

UNTRIED WOMEN HANDICAPPED.

Inquiries by "Daily Chronicle" correspondents in the provincial cities into the difficulties in the way of educated women of 40 securing and keeping employment confirm in the main the experience of London, as indicated yesterday.

Women with experience and training are in no peril of losing their posts when they are over 40. In fact, their efficiency and reliability makes them at that age more valuable to their employers.

Where the gentlewoman of 40 is disadvantaged, according to all provincial experience, is where she is compelled to make a belated entry into the labour market, and, unequipped by business training and experience, she finds herself in competition with the cheaper and more active and adaptable girl in her teens.

LADY MAYORESS'S VIEW.

HARD CASES OFTEN THE RESULT OF A BELATED START.

Inquiries among manufacturers in Leeds show that, so far from women being too old at 40, they very often are most useful employees at that age, steadier and more reliable in every way.

It is also abundantly clear that employers as a rule fight shy of the gentlewomen of middle life who seek to enter commercial life without previous experience.

In an interview on the subject the Lady Mayoress of Leeds (Mrs. A. E. Hartley), who is a prominent social worker, said:—

"I know that if a woman has to begin to earn her living at 40, and she has no sort of experience to fit her for the task, she is faced with a very serious problem. But of my own knowledge this does not apply to the woman who has been earning her living previously.

"I have not heard of women of 40 and over being turned off and thrown on the labour market merely because they have been deemed too old or to make way for younger women.

"Perhaps I may be thought hard, but I should say that in most cases where a woman of 40 and over is suddenly faced with the necessity of working for a livelihood, she ought to have foreseen the possibility of such a thing happening, and have fitted herself to cope with it when it occurred."

Another lady mentioned that she knew of a spinster lady over 40, a highly gifted artist in oils, a student of Herkomer and the best masters, who was suddenly faced with the necessity of earning money to live. After many weary months' searching, she was at last glad to accept a post as junior art mistress at £30 a year.

GIRLS GET PREFERENCE.

BUT OLDER WOMEN HAVE BEST CHANCE OF KEEPING THEIR JOBS.

Liverpool, except during the war, never offered much scope for women labour, and it is certainly the fact here, wires the "Daily Chronicle" correspondent, that the applicant for a job who is over 40 is regarded somewhat suspiciously.

She is handicapped in competition with the big army of girls, active and capable, though the staff superintendent of a big shipping line tells me an older woman who actually retains her position has the best chance of keeping it, inasmuch as she is more reliable and steady.

A Labour Ministry official who confirms the too-old-at-forty theory, takes the view that the situation will right itself with reviving trade and a flourishing condition of industry, which will increase the demand for workers and automatically re-absorb older women into industry.

Employers at present want youth, especially where manual work is concerned, and many pathetic instances could be told of war widows tramping in vain in search of jobs to supplement their meagre pensions.

"The idea," said a social worker, "that a woman is too old at 40 is preposterous. She has got all the flapper's nonsense shaken out of her head, is not absorbed in amusements and dress, and as she has probably reconciled herself to spinsterhood, she settles down to office work conscientiously; she makes it her profession, whereas the younger woman regards business merely as a convenient means of bridging an interval, and is woefully indifferent and unproficient in consequence."

MADE GOOD AT FORTY.

HOLDING HIGH POSITIONS IN SCHOOLS, BUSINESSES, & HOSPITALS

Mrs. Annot Robinson, organising secretary of the Manchester branch of the Women's International League, would not admit that women of 40 were too old for employment.

She pointed to the fact that in the schools, banks, nursing homes, hospitals, and the like it was the experienced woman over 40 who held the responsible positions. In the large warehouses in Manchester the heads of millinery and dressmaking departments were likewise over that age.

The woman at 40 had usually made good at that age, granted, of course, that she had any ability at all.

It was true that in offices employers would not engage older women, but this was because an elderly woman would not accept a position at the rate of pay which the younger girl would. Again, it was easier to train a girl to office routine.

Mrs. Robinson added that in her wide and varied experience she had not known that 40 was an age limit for responsible positions. In fact it was quite the reverse in the teaching profession, with which she was very intimate. Years of experience were absolutely essential before a woman could attain to the position of a headmistress, and she did not know of an instance where a woman under that age was in such a position.

WANTED AT NOTTINGHAM.

MANY OCCUPATIONS OPEN, BUT FALSE DIGNITY A HINDRANCE.

Educated women who complain of being told they are too old at 40 to obtain employment are recommended by Mrs. Phillips, organiser of the women's section of the Nottingham branch of the Worker's Union, to try their luck at Nottingham.

The city affords exceptional scope for women workers owing to the nature of its industries. "But," says Mrs. Phillips, "she must be prepared to come down from her high pinnacle to the level of the ordinary working woman.

"Unless she has experience in some higher form of work, such as clerical, or is a shorthand-typist, she must not expect without experience to be taken into an office, and if she goes in for manual labour she must bring her mind to associating with girls she regards as inferiors."

SHEFFIELD EXPERIENCE.

ONLY TROUBLE IN CASE OF WOMEN WITH HOME TIES.

"So far as Sheffield is concerned, I am glad to say that there is no too old at 40 problem," said Mrs. Wilkinson, district secretary of the Federation of Women Workers, to the "Daily Chronicle" correspondent yesterday.

"We do occasionally have trouble in finding employment for two types of women, those with infirm parents, whom they have to work for and be at home at different periods in the day to get their meals. The other type is the widow with children, who cannot take regular employment.

"Apart from those two classes, we have no trouble in finding employment for women, and the question of age has never been raised as far as I know."

WOMEN AND UNEMPLOYMENT.

The Industrial Conference, presided over by Sir Robert Horne, Minister of Labour, held at Westminster last week, was representative of the organised industry of the country, gathered from employers' organisations, trade unions, etc.

Sir Robert Horne said that the unemployment returns of the trade unions showed that unemployment was not greater now than it was in February, 1914. This statement cannot, however, afford much satisfaction to the men who are seeking work, *e.g.*, to the V.C. plumber, who cannot find employment, and who asserts his intention of going round the streets and to Buckingham Palace with a barrel-organ. Proceeding to deal with the woman worker, the chairman continued: "In regard to women, they found a very much larger proportion of unemployment. . . . Enormous bodies of women had gone into industrial work during the period of the war who previously did no work at all. These people to-day were swelling the figures of unemployment, but from all the information a very large proportion of these women did not desire now to go back to work at all." There is no doubt that this statement eased the mind of many present, and, though it conflicts with other evidence on the pages of the same issue of *The Times*, which contains the report of the Joint Industrial Conference, we will not question it at this juncture. We would rather ask the Minister of Labour and the prominent trade unionists present two or three questions which are suggested by the statement:—

(1) Are idle people who "do not want to work" a positive benefit to the community?

(2) If they do not work, upon whose shoulders does their support fall?

(3) Is it true, as trade unionists have often affirmed, that the working classes of the country have, by their labour, not only to support their own people, but also that section of the community who do no productive work?

(4) Is it, therefore, advisable to put every hindrance on the work of any section of the community?

(5) Is work so desirable that it must be kept for men, *i.e.*, as long as the work is adequately paid?

(6) Does the only hope for a prosperous industrial future for the country consist in increased production, and, if so, ought women to be discouraged from working?

The answers to these questions require some consideration. If answered to the effect that women should, as far as possible, be kept out of industry, we trust we shall hear no more of the "idle rich," or of the burden of labour which is thrown on the worker, owing to the fact that there are so many drones in the community.

Having explained that a very large proportion of women were not demanding to be reabsorbed into industry, Sir Robert Horne continued to say that unemployment among women could be attributed to the unemployment donation which women were receiving. He considered that, "perhaps unfortunately," the figure of 25s. a week "compared very favourably with what women were able to earn in many of the employments which they followed prior to the war." It does not seem to have occurred to the Minister of Labour that, if it was "unfortunate" that a woman should have had to live on less than 25s. before the war, it was still more unfortunate, in consideration of the fall in the value of money, that she should have to live upon this sum to-day. He conceded that the reluctance of women to go back to employment as long as the unemployment donation lasted was "natural." Did it not occur to him that the reluctance would very speedily be broken down by the offer of employment at a wage so substantially in excess of 25s. as to compensate for the increased prices which prevail to-day? He explained that the unemployment donation was to be continued for another three months, but at a reduced figure, and that for the second three months women would receive 15s. weekly instead of 25s.

Miss J. Stevens (representative of the National Federation of Women Workers on the workpeople's side of the Interim Industrial Reconstruction Committee for the Catering Industry) said that, if a girl was not going to get more than 15s. a week, she had got to sell herself to a sweating employer or go on the streets. In a district where she was organising women workers, there were firms which were paying 11s. a week to women of 19 and 20, and a 5s. time-keeping bonus, which they lost if they were absent from their work for half a day during the week. She condemned the proposal to reduce the unemployment benefit, and said the women were quite willing to work if the Government would provide them with suitable work at trade union rates of wages.

The Industrial Conference appointed a Joint Committee consisting of an equal number of employers and workers, to report to a further meeting of the Conference on the causes of the present unrest and the steps necessary to promote the interests of employers, workpeople, and the State, and especially to consider (1) questions relating to hours, wages, and the general conditions of unemployment; (2) unemployment and its prevention; (3) the best methods of promoting co-operation between capital and labour. Miss Margaret Bondfield and Miss Tynan were appointed to represent the women workers.

It is clear that there is a general feeling among both workers and employers that no reversion to pre-war conditions of industry is possible. The worker has a heightened sense of his value, and, even in the era of war prices, has enjoyed security of employment at a wage which has enabled him to live at a standard of comfort in excess of that at which he lived before the war. This applies to an even greater extent to women workers, and will have to be reckoned with in the near future. The problems connected with the industrial life of the nation are many and very varied. We have to insist that a woman has equal rights with a man to life, liberty, and the pursuit of happiness. Women will not consent to be regarded as adjuncts or finishing touches to life. They demand their share of the world's work and the world's rewards, and they are showing that any attempt to deprive them of that which they consider their due will rouse in them a spirit of resentment and opposition which will not be allayed by appeals to their patriotism. Indeed, who can say that either men or women ought to be content with anything less than justice?

E. M. N. C.

AUTHORITY: The Fundamental Problem of Society.

A course of Lectures on this subject will be given by Mr. Homer Lane (of the Little Commonwealth) at the

CENTRAL HALL, WESTMINSTER, every Tuesday at 8 o'clock.

On March 11th, 18th, 25th, April 1st.

Subject: **March 11th—"DYNAMICS OF MIND."**

Tickets for the Course, price £1 1s. and 10s. 6d., single tickets 2s. 6d., can be obtained from the Sec., Women's International League, 14, Bedford Row, W.C. 1.

The Scotsman, Oct. 11th. 1914.

RELIEF OF DISTRESS.

EMPLOYMENT OF WOMEN.

PROPOSED ACTIVITIES OF THE SCOTTISH COMMITTEE.

A general statement of the aims and proposed activities of the Scottish Committee on Women's Employment has been prepared, and the memoranda forwarded to the secretaries of the Local Committees of the National Relief Fund.

An explanatory memorandum states that the Scottish Committee on Women's Employment has been constituted by the Scottish Advisory Committee to deal in a comprehensive way with the questions of unemployment and under-employment among working women caused by the war. Many grave problems of this type will arise, and it is essential that they should be treated under a well co-ordinated national scheme and with due regard to sound economic principles. In particular, it is desirable that the numerous local and voluntary proposals which are being put forward shall be guided along the proper lines. For the purposes indicated above, money may be available either from the Prince of Wales's Fund or from the Queen's Work for Women Fund, or from special Government grants. One of the most important duties of the Committee will be to formulate principles and give considered advice as to the application of such funds. The Committee will have at its disposal reports from all parts of Scotland dealing with the degree and causes of unemployment among women, and the information so collected will form the basis of its recommendations for grants of money.

EMPLOYMENT SCHEMES.

It is essential that in any employment schemes there should be no interference with ordinary trade, or displacement of labour already employed under economic conditions. Further, it is desirable that, in distributing employment, regard shall be had to the needs of the different areas. No grants of money can be made unless these conditions are observed. The Committee will consider schemes of employment for women to be administered by the Local Committees already established in all the counties and principal burghs of Scotland. The details of such schemes must be submitted to the Scottish Committee on Women's Employment before grants of money can be made. Further, the Committee may suggest schemes to the Local Committees, and, where these are accepted, may recommend grants of money for their due execution. The Committee may also find it desirable to initiate schemes and carry these out in all their details. Such schemes will not be numerous, as it is desired to work through the recognised Local Committees as much as possible. But in certain cases, especially those of an experimental nature, the centralised method may have distinct advantages. As regards schemes administered by local or voluntary bodies from their own resources—e.g., rates, grants from Government Departments, &c., the activities of the Committee can only be of an advisory nature. But it is hoped that the originators of such schemes will bear in mind the need for proper co-ordination, the evils of overlapping and duplication, and the advantages of securing the guidance which the accumulated information of the Committee as to social and economic conditions will make possible. It is accordingly recomended that the advice of the Committee be sought when any new scheme is initiated, however small in scale or local in character. At the office of the Committee such advice will be given at any time, either by letter or by interview. The Committee will take such action as may appear advisable (in conjunction where possible with the Government Departments) to promote a more equal distribution of work with a view to preventing overtime and part-time (or unemployment) existing concurrently in the same trade or branch of a trade; and will also consider arrangements for transferring skilled workers from a depressed trade to any other trade in which the special skill of these displaced workers would be applicable. Schemes for the general or technical education and training of the unemployed, especially young persons, will be considered in co-operation with the education authorities. The question of the establishment of new trades for women will have the special consideration of the Committee. In this matter, it experiments are made, it will only be after the most careful examination of the issues involved and full consultation with representative employers and other experts. Offices for the Committee have now been opened in Edinburgh.

PROPOSED LOCAL SUB-COMMITTEES.

Another memorandum states that it is desirable that there should be in each locality a Sub-Committee of the Local Committee to deal with questions of unemployment amongst women. It should include among its members a strong representation of working women or those representing women's industrial organisations. Where it is desired to set on foot a special scheme of employment the Local Committee should have before it the views of this Sub-Committee before sending on the proposal to the Scottish Committee on Women's Employment, who may approve or suggest modifications in any scheme so submitted.

The following suggestions are made as to the nature of employments and occupations:—(1) Training workers in trades in which new openings are now offered for British trade. (2) Training in skilled trades in which there is normally a shortage of labour, such as machinists, hand-ironers, &c. (3) Training in domestic economy, especially cooking. Schemes of education or training should be carried out in conjunction, where possible, with the Education Authorities. (4) Production of useful articles, such as clothing for cases of distress, night-dresses, bed jackets for poor sick women nursed in hospitals or in their own homes, all kinds of garments, but especially knitted garments for poor babies, cradles, and various accessories which are often lacking, but are always desirable in the nursing of the sick poor and in maternity cases. In the selection of the particular articles to be made in any locality it would be necessary that no work should be undertaken the product of which would come into competition with ordinary business. (5) Altering, making, and mending of workers' own garments.

It is proposed that the conditions applying to schemes should be as follows:—(1) For skilled workers the usual rates in their trade should be paid, but in no case should the minimum rate fall below 3d. per hour net. (2) The wages earned in the week should not exceed in any case 10s., and the maximum hours worked should be 40, that number to be reduced where the rate of pay exceeds 3d. per hour. (3) The supervisors of women employed under any scheme should be skilled instructresses or competent forewomen paid at the market rate for similar work. The rule as to maximum number of hours might be modified in the case of the supervisors. (4) It will be the duty of the Local Committees to see that work is only given to those who are in distress through the war. (5) It is hoped that suitable premises (whether factories which are shutting down or other rooms) can be obtained for the scheme free of charge, or subject only to a charge in respect of light, power, and heating.

UNEMPLOYMENT AMONG WOMEN.

Lord Provost Inches presided yesterday at a meeting of the National Relief Committee held in the Edinburgh City Chambers, and the question of the unemployment of women was discussed. It was decided to form a sub-committee of ladies to deal with the whole subject with a view to bringing forward a scheme for the employment of various classes of labour.

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Glasgow Herald, Oct. 14th. 1914.

RELIEF OF DISTRESS.

EMPLOYMENT OF WOMEN.

Miss Mary M. Paterson, 121 George Street, Edinburgh, hon. secretary to the Scottish Committee on Women's Employment (which has just been instituted by the Scottish Advisory Committee), has issued explanatory memoranda to the secretaries of local committees of the National Relief Fund. It is explained that the committee is appointed to deal in a comprehensive way with the questions of unemployment and under-employment among working women caused by the war. For the purposes indicated above money may be available either from the Prince of Wales's Fund or from the Queen's Work for Women Fund, or from special Government grants. One of the most important duties of the committee will be to formulate principles and give considered advice as to the application of such funds. The committee will have at its disposal reports from all parts of Scotland dealing with the degree and causes of unemployment among women, and the information so collected will form the basis of its recommendations for grants of money. It is essential that in any employment schemes there should be no interference with ordinary trade or displacement of labour already employed under economic conditions. Further, it is desirable that, in distributing employment, regard shall be had to the needs of the different areas. No grants of money can be made unless these conditions are observed. As regards schemes administered by local or voluntary bodies from their own resources, e.g. rates, grants from Government Departments, etc., the activities of the committee can only be of an advisory nature. But it is recommended that the advice of the committee be sought when any new scheme is initiated, however small in scale or local in character. The committee will take such action as may appear advisable (in conjunction where possible with the Government Departments) to promote a more equal distribution of work with a view to preventing overtime and part-time (or unemployment) existing concurrently in the same trade or branch of a trade; and will also consider arrangements for transferring skilled workers from a depressed trade to any other trade in which the special skill of these displaced workers would be applicable. Schemes for the general or technical education and training of the unemployed, especially young persons, will be considered in co-operation with the education authorities. The question of the establishment of new trades for women will have the special consideration of the committee.

SUGGESTED OCCUPATIONS.

The following are the suggested nature of employments and occupations:—(1) Training workers in trades in which new openings are now offered for British trade. (2) Training in skilled trades in which there is normally a shortage of labour, such as machinists, hand-ironers, etc. (3) Training in domestic economy, especially cooking. Schemes of education or training should be carried out in conjunction where possible with the education authorities. (4) Production of useful articles, such as clothing. (5) Altering, making, and mending of workers' own garments. The conditions applying to schemes are as follow:—(1) For skilled workers the usual rates in their trade should be paid, but in no case should the minimum rate fall below 3d per hour net. (2) The wages earned in the week should not exceed in any case 10s, and the maximum hours worked should be 40, that number to b reduced where the rate of pay exceeds 3d per hour. (3) The supervisors of women employed under any scheme should be skilled instructresses or competent forewomen paid at the market rate for similar work. The rule as to maximun number of hours might be modified in the case of the supervisors. (4) It will be the duty of the local committees to see that work is only given to those who are in distress through the war. (5) It is hoped that suitable premises (whether factories which are shutting down o other rooms) can be obtained for the scheme free of charge or subject only to a charge in respect of light, power, and heating.

Aberdeen Free Press,
Oct. 26th. 1914.

QUEEN'S WORK FOR WOMEN FUND.

Owing to the rapid development of the work of the Scottish Committee on Women's Employment, it has been found necessary to move to new offices. These are situated at 20 Melville Street, Edinburgh, and all communications should now be sent to the honorary secretary of the committee at that address. Scottish subscriptions to the Queen's Fund should, however, be sent to Lady Linlithgow, Hopetoun House, South Queensferry, who will transmit them to Her Majesty the Queen.

Glasgow Evening Citizen
Oct. 29th. 1914.

RELIEF OF DISTRESS IN GLASGOW.

To enable the Glasgow Committee of the Prince of Wales's National Relief Fund to take steps for the relief of unemployment arising out of the war, Mr John Lindsay, Town-Clerk, and secretary to the committee, requests that men wholly or partially unemployed in consequence of the war shall at once register themselves at the Labour Exchanges, and that women shall register themselves at the women's department of the Labour Exchanges or at the Women's Central Office, 104 West George Street. Applicants must give full particulars of their circumstances and the work they have been doing.

The Scotsman,
Oct. 31st. 1914.

RELIEF WORK FOR WOMEN IN EDINBURGH.

WHAT IS A FAIR WAGE?

Under the auspices of Edinburgh Trades Council and Edinburgh Labour Emergency Committee, a conference of women workers was held in the Melbourne Hall, George IV. Bridge, last night, to consider the question of the employment of women at the present juncture. Mr R. Allan presided, and among the organisations and trades represented were the Shop Assistants' Union, tailoresses, female compositors, warehouse girls in the printing trade, clerkesses, the National Union of Women Workers, the Upholsterers' Society, St Cuthbert's Women's Guild, Women's Freedom League, National Union of Women's Suffrage Societies, and various Socialist bodies. There were about forty ladies present.

The Chairman said that while there was not much distress in Edinburgh as yet, it was true that certain sections of women's employment were affected, such as dressmakers, women and girls in the printing trade and in the confectionery trade. Criticising the composition of the Relief Committees, he said that if the working classes were not given a fair share in the representation of these Committees, then the working classes would have no other course but to withhold their subscriptions, and administer them through their own organisations. He moved a resolution urging upon the Local Central Committee of the National Relief Fund "the imperative need for providing schemes of employment for women in the city who are at present out of employment, and who are likely to be thrown out of employment by the war," and demanding that on all committees and sub-committees created to deal with this matter women's industrial organisations should be adequately represented.

Mrs Cheshire (National Warehousemen and Cutters' Society), who seconded, criticised the suggested wage of 10s. per week for women given relief work, because, in her opinion, that wage was going to drive these people below the poverty line.

The resolution was carried.

Mrs M'Lean, Mrs Geddes, and Miss Brown explained the steps already being taken in regard to employment schemes, in the way of toy-making and flower-making.

Mrs Morley Fletcher, Women's Emergency Corps, explained that a start would be made next week in Melville Street with a scheme of toy-making, under which beginners would receive 10s. a week, and later would be paid from 15s. to £1 a week.

Miss Mitchell suggested that pressure might be put on the authorities to employ women as postmen. It was work that was done in other countries, and she did not know why it should not be done here. (Applause.)

Among other schemes suggested was the washing of the common stairs of the city.

Councillor Crawford moved a resolution urging upon all women workers suffering through the war to at once apply to the ward sub-committees either for work or relief, "as the funds are subscribed for the purpose of assistance to those in distress."

Edinburgh Evening Dispatch,
Oct. 26th. 1914.

RELIEF OF DISTRESS.

STORIES OF WOMEN'S HEROIC SUFFERING.

Every case in connection with the Queen's Work for Women Fund is investigated by the Woman Investigator for the district, and fifty per cent. of them are reported by her to be in urgent distress.

"Only three of the people I have visited," she said on Saturday, "have proved unsatisfactory. These are the kind of women I find:—

"A skilled dressmaker regularly earning 18s. to 25s. per week went for her holiday at the beginning of August. When she returned there was nothing for her to do. For about three years she has supported her brother, who has tuberculosis, and she has 7s. rent to pay per week. Of course, she has been selling things, and they have both been half-starved, but they never say anything about that. The reason people think that there is no distress among the better-class workers is that they keep their troubles to themselves. They are too proud to say they are hungry.

"There is a young dressmaker of seventeen who is practically the breadwinner of her family. Her mother is a widow, one sister is paralysed and cannot work at all, and the younger sister of fourteen is apprenticed and is hoping to have 1s. a week pocket money. The dressmaker used to earn 12s. 6d. a week, and with 7s. 6d. which the mother earned for three days' charing every week they managed very comfortably. Since the girl was thrown out of work these four people have been existing on the 7s. 6d. the mother earns. That is not the worst.

"An old woman of sixty had to make 6d. last from Saturday noon till Tuesday noon, and that money a neighbour, who was nearly as badly off as herself, had given her for making a baby's frock. I shall not forget her face when I told her she could come to the Mayoress's workroom.

"Some of the women are so dazed with semi-starvation that for a few hours they can scarcely hold a needle. No one knows what the tea and bread and butter given in the afternoon mean to these women who starve and say nothing."

THE WORK IN SCOTLAND.

Owing to the rapid development of the work of the Scottish Committee on Women's Employment, it has been found necessary to move to new offices. These are situated at 20 Melville Street, Edinburgh, and all communications should now be sent to the Honorary Secretary of the Committee at that address.

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652a.

The Scotsman,
Oct. 26th. 1914

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The Committee were greatly indebted to the United Free Church for their courtesy in making available the office at 121 George Street, Edinburgh, during the initial period of the work.

The Scotsman,
October 27th. 1914.

EDINBURGH SCHEME FOR UNEMPLOYED WOMEN.

The Sub-Committee on the Employment of Women of the local Committee of the Prince of Wales's National Relief Fund held a meeting in the City Chambers, Edinburgh, yesterday—Mrs T. J. Millar presiding. A scheme for the institution of a workroom was approved by the meeting, and has been sent to the Prince of Wales's Committee for adoption. On the receipt of a grant from the Advisory Council the workroom will be put into operation. The offer of a house on loan has been made for use as a workroom, and it is proposed as a preliminary step to give employment to thirty women, who will be under the supervision of an experienced forewoman and an assistant. The women will make clothing for cases of distress, and also alter and repair garments suitable for wounded soldiers leaving hospital. It is proposed that those women who are entirely dependent on their own resources will be first assisted. The wages to be paid are those suggested by Miss Mary MacArthur, secretary of the Queen's Work for Women (London) Fund. Should this imtial effort prove successful, it is intended that the scheme should be developed.

Aberdeen Free Press,
29th. Oct. 1914.

EMPLOYMENT FOR WOMEN IN ABERDEEN.

WORKROOMS IN SCHOOL.

A special meeting of Aberdeen School Board was held last night—Mr John Keir, chairman, presiding. A letter was received from Mr J. A. Nicol, local acting secretary of the Prince of Wales' Relief Fund, proffering a request on behalf of the Works and Unemployment Sub-committee for the use of Northfield School, to be used as workrooms for unemployed women, and asking the board to assist in the establishment of classes in domestic subjects.

The board resolved to accord them the use of the school on the condition that they defray the outlays, and remitted the question of the establishment of classes in domestic subjects to its Continuation Class Committee to confer with a representative of the sub-committee with a view to the establishment of classes as far as it may be deemed practicable.

652a/2

RELIEF OF DISTRESS IN GLASGOW.

To enable the Glasgow Committee of the Prince of Wales's National Relief Fund to take steps for the relief of unemployment arising out of the war, Mr John Lindsay, Town-Clerk, and secretary to the committee, requests that men wholly or partially unemployed in consequence of the war shall at once register themselves at the Labour Exchanges, and that women shall register themselves at the women's department of the Labour Exchanges or at the Women's Central Office, 104 West George Street. Applicants must give full particulars of their circumstances and the work they have been doing.

The Scotsman,
Oct. 31st. 1914.

RELIEF WORK FOR WOMEN IN EDINBURGH.

WHAT IS A FAIR WAGE?

Under the auspices of Edinburgh Trades Council and Edinburgh Labour Emergency Committee, a conference of women workers was held in the Melbourne Hall, George IV. Bridge, last night, to consider the question of the employment of women at the present juncture. Mr R. Allan presided, and among the organisations and trades represented were the Shop Assistants' Union, tailoresses, female compositors, warehouse girls in the printing trade, clerkesses, the National Union of Women Workers, the Upholsterers' Society, St Cuthbert's Women's Guild, Women's Freedom League, National Union of Women's Suffrage Societies, and various Socialist bodies. There were about forty ladies present.

The Chairman said that while there was not much distress in Edinburgh as yet, it was true that certain sections of women's employment were affected, such as dressmakers, women and girls in the printing trade and in the confectionery trade. Criticising the composition of the Relief Committees, he said that if the working classes were not given a fair share in the representation of these Committees, then the working classes would have no other course but to withhold their subscriptions, and administer them through their own organisations. He moved a resolution urging upon the Local Central Committee of the National Relief Fund "the imperative need for providing schemes of employment for women in the city who are at present out of employment, and who are likely to be thrown out of employment by the war," and demanding that on all committees and sub-committees created to deal with this matter women's industrial organisations should be adequately represented.

Mrs Cheshire (National Warehousemen and Cutters' Society), who seconded, criticised the suggested wage of 10s. per week for women given relief work, because, in her opinion, that wage was going to drive these people below the poverty line.

The resolution was carried.

Mrs M'Lean, Mrs Geddes, and Miss Brown explained the steps already being taken in regard to employment schemes, in the way of toy-making and flower-making.

Mrs Morley Fletcher, Women's Emergency Corps, explained that a start would be made next week in Melville Street with a scheme of toy-making, under which beginners would receive 10s. a week, and later would be paid from 15s. to £1 a week.

Miss Mitchell suggested that pressure might be put on the authorities to employ women as postwomen. It was work that was done in other countries, and she did not know why it should not be done here. (Applause.)

Among other schemes suggested was the washing of the common stairs of the city.

Councillor Crawford moved a resolution urging upon all women workers suffering through the war to at once apply to the ward sub-committees either for work or relief, "as the funds are subscribed for the purpose of assistance to those in distress, and are national funds, to be disbursed without taint of charity or pauperism."

Mr F. Smithies seconded, and the resolution was carried, as was also another protesting against the niggardly and pauperising 10s. a week" allowed relief workers.

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The Inverness Courier, Nov: 3rd. 1914.

SCOTTISH COMMITTEE ON WOMEN'S EMPLOYMENT.

TO THE EDITOR OF THE INVERNESS COURIER.

20 Melville Street,
Edinburgh, 29th October 1914.

The following circular has been issued:—

Sir,—In Circular No. 111, issued to you by the Scottish Advisory Committee, reference was made to the question of collections for the Prince of Wales' Fund. In connection therewith, I am directed to inform you of the position as regards Scotland of the related Queen's Work for Women Fund. That fund has now been made applicable to Scotland, and grants are to be made from it to promote employment among Scotswomen unemployed and in distress owing to the war. The Marchioness of Linlithgow has been appointed honorary treasurer for Scotland, and all subscriptions for the fund from Scotland should be sent to her at Hopetoun House, South Queensferry, Linlithgowshire. The Scottish receipts will be incorporated with the Queen's Fund, and a letter of acknowledgment from Buckingham Palace will be sent to each contributor.—I am, yours faithfully,

MARY M. PATERSON,
Interim Hon. Secretary.

The Scotsman, Nov: 4th. 1914.

SCOTTISH COMMITTEE ON WOMEN'S EMPLOYMENT.

The Scottish Committee on Women's Employment appointed to administer the Queen's Work for Women Fund in Scotland has settled down to the serious consideration of the problems of women's unemployment where that is caused by the war. The problems are those of the future rather than of the present, for unemployment, even amongst women, who are undoubtedly more affected than men, is still far from general. This is an advantage, as obviating the necessity for hasty action on the part of Local Committees, and allowing time for preparation for the distress which will surely come. Sub-Committees of the Scottish Committee on Women's Employment have been formed to deal with (1) administration, (2) schemes of education and training, (3) schemes of work for the women of the crofting and fishing areas, (4) experimental workrooms. Information is being collected throughout Scotland which will guide the Committee in its work.

Already a number of schemes have been submitted by Local Committees, and approval has been given to a small number, while others are under consideration.

The Local Committee of Edinburgh has come early into the field, and will probably be the first to open a workroom.

The Scottish Committee on Women's Employment is representative of many interests. Lady Susan Gilmour is its chairman, Miss Paterson (National Insurance Commissioner) interim hon. secretary, and amongst its members are Miss Younger, chief woman officer of the Labour Exchange; the Hon. Mrs Stirling of Keir, Dunblane; and Miss Clarice M'Nab, member of Leith Town Council.

Glasgow Herald, Nov: 4th 1914. 6520a.

QUEEN'S WORK FOR WOMEN.

The problems associated with the unemployment of working women owing to the war are receiving the careful consideration of the Scottish Committee on Women's Employment appointed in connection with the Queen's Work for Women Fund in Scotland. In the meantime, it is believed, unemployment, even amongst women, cannot be said to be in any way general throughout the country. The problems which have to be dealt with accordingly relate rather to the future than to the present. There is therefore the less danger of hasty and ill-considered action on the part of local committees, and careful preparation can be made for the distress which is an inevitable consequence of the war. The Scottish Committee on Women's Employment have set up a number of sub-committees to specialise on various departments of the work. A sub-committee has been appointed to deal with administration, another with schemes of education and training, a third with schemes of work for the women of the crofting and fishing areas, and a fourth with experimental workrooms. Information bearing on the problems to be dealt with is being collected throughout the country, and the facts of the situation as so ascertained will guide the committee in their work. Schemes have already been matured and submitted by local committees, and a small number of these have been approved, the others being still under consideration. The Scottish Committee on Women's Employment is widely representative. It is presided over by Lady Susan Gilmour, and the members also include Miss Paterson, National Insurance Commissioner; Miss Younger, chief woman officer of the Labour Exchange; the Hon. Mrs Stirling of Keir, Dunblane; and Miss Clarice M'Nab, member of the Leith School Board. Further Scottish subscriptions to the fund have been received to the amount of £173 4s 4d. With subscriptions already acknowledged, amounting to £456 13s 8d, this makes a total up to date of £629 18s. The Scottish subscriptions are received by the Marchioness of Linlithgow, and are then forwarded to London.

Apart from the urgency of relieving distress, the problems before the Scottish Committee on Women's Employment afford an interest, from a detached, economic point of view, which should attract widespread attention. Such a Committee, formed on a national basis, with responsibilities which embrace the whole industrial system of the country, and under the necessity of carrying with it the confidence of the entire community, has to work under definite limitations, and requires to give to every scheme which qualifies for its support the most careful consideration. The general, as well as the local and particular, effects of any scheme have to be kept constantly in view. It is obvious that the provision of work for those out of employment in one locality should not have the effect, while relieving the local distress, of dislocating workers at a distance. The field of enterprise thus available to the Scottish Committee on Women's Employment is, therefore, limited to enterprises which are industrially non-competitive. The projects which may be taken up and approved by the Committee, and supported from the Queen's Work for Women Fund, have been generally defined in one of the Committee's circulars. They include "new industries" now open to British enterprise through the new situation created by the war; training in skilled trades in which there is normally a shortage of labour; training in domestic economy, especially cooking; and the production of articles destined for consumption not in the ordinary way—such as clothing for cases of distress, special articles of wear for poor sick women nursed in hospitals, knitted garments for babies in the poorer homes, and so on.

Generally, the Scottish Committee have in view the dispensing of the amount subscribed in a manner which will be genuinely economic and beneficial in the wider sense. The mere granting of doles is considered in most cases unsatisfactory. Subscribers to the Queen's Work for Women Fund in Scotland are assured that their money is not only providing subsistence for women workers who are in distress, but that along with this it is doing something either to educate and advance the individual receiving it, or is enabling that individual to dispense with relief of this kind at an early date, by fitting her to become once more a self-supporting and independent worker. In its broad general effects the Queen's Work for Women Fund, as administered by the Scottish Committee on Women's Employment, should relieve the drain upon the Prince of Wales's Fund by affording such training as will enable the unemployed women to become self-supporting even during the currency of the present industrial crisis.

It is considered necessary that the various schemes which are put in operation in the different localities should be carried on through the agency of the local Sub-Committees for Women's Employment, appointed under the Prince of Wales's National Relief Fund, and working under the general supervision of the Scottish Advisory Committee and the Scottish Committee for Women's

Aberdeen Free Press, Nov: 11th. 1914.

WOMEN'S WORK IN WAR TIME.

AN UNEMPLOYMENT PROBLEM.

NEW METHODS OF ASSISTANCE.

One of the most important phases of the industrial situation created by the war is that relating to women. The extent to which women are affected by unemployment or under-employment, or are suffering distress due to reduction of their rate of remuneration reveals in a striking manner the extent to which women are now engaged in the industries of the country. Women workers of all classes have been affected. The war has curtailed the earnings of factory workers of various kinds, of shop assistants, office employees, and of those engaged in occupations requiring specially skilled and well educated women. The problem of dealing with the situation is complex and difficult. The ordinary methods which have obtained in the past are no longer considered satisfactory. It is acknowledged on all hands that the mere granting of doles does not meet the case. Almost universally amongst the workers themselves money relief will be accepted only in the last extremity. What they want is work. But the provision of work, possibly of an emergency character, requires the most careful consideration in view of the numerous collateral interests concerned. Evil effects, which may easily spring from ill-devised schemes, must be avoided. It is an easy matter to meet the distress in any given locality by furnishing work, if no regard is to be had to the effect which any scheme of employment may have on employment elsewhere. It is to foster suitable schemes and to avoid undesirable indirect effects that the Queen's Work for Women Fund has been instituted, and that, in Scotland, the Scottish Committee on Women's Employment has been appointed to administer it. The fund provides the means for instituting schemes of training and employment; and the committee will supervise any projects with a view to meeting the situation which may be brought forward locally. The chief function of the committee is to see that such schemes do not disturb existing employment, are economical and essentially useful, and that in an adequate manner they meet distress which has been created amongst the women workers in the country. Where workrooms have been started, the premises have been generally obtained free of charge. "New industries" in contemplation will probably involve only modest capital charges to give them a start. Facilities for training in domestic economy, in cooking, and in making and mending, and for similar purposes, have been afforded by educational authorities and private individuals. Generally, the subscribers to the Queen's Work for Women Fund in Scotland, for which the Marchioness of Linlithgow is acting as treasurer, have the assurance that the money which they give is spent in the most beneficial manner for those whom it is intended to relieve.

Various agencies have already been brought into existence to deal with the situation. It is felt important, however, that there should be some method of co-ordination and supervision. This object is secured by the institution of the Scottish Committee on Women's Employment, which advises the Scottish Advisory Committee dealing with the Prince of Wales' National Relief Fund, and which considers and makes recommendations upon schemes submitted by the local sub-committees associated with the Prince of Wales' Relief Fund Committees in the various counties and towns. The Scottish Committee on Women's Employment, being on a national and ethical basis, must consider the general effects of any individual scheme; and with the information which is available, drawn from all parts of the country, the committee can deal with all such

The Scotsman, Nov: 5th. 1914.

PROVIDING EMPLOYMENT FOR WOMEN IN EDINBURGH.

At a meeting of the Women's Freedom League, which was held last night in 90 Lothian Road, Edinburgh—Mrs Bell presiding—a report was submitted dealing with the workroom scheme of the League and its probable extension. The League, it was explained, have had in operation for six months a scheme for providing work for women in the city who have been thrown out of employment on account of the war. The scheme, which is much in line with what is proposed by the Scottish Sub-Committee on Women's Employment, has been so successful that the League are anxious to extend its operations, and with that object in view have applied for a grant of money to the Sub-Committee. There is now, it was stated, the certainty of serious unemployment amongst women in the city.

The Scotsman, 12th Nov: 1914.

UNEMPLOYMENT PROBLEMS IN SCOTLAND.

WOMEN'S INTERESTS.

[CONTRIBUTED.]

THE remarkable extent to which the problem of unemployment and under-employment amongst women in Scotland is engaging attention is an inevitable consequence of the widespread participation of women in the work of the country. So far, the adverse industrial effects of the war have affected principally the women workers. For this there are various obvious explanations. The outlet for the unemployed in the shape of Army service is not open for women as in the case of men. Further, the general scale of remuneration amongst women being lower than that of men, earnings sooner sink below the subsistence level, when the workers are put on short time, or where the rate of remuneration has to be reduced. The various local committees administering the Prince of Wales's National Relief Fund have already realised the fact that in the meantime the unemployment problem is in Scotland chiefly a women's problem. The importance of this aspect of the industrial situation is also seen in the appointment of a special committee, under Government auspices, to deal with women's interests. The Scottish Committee on Women's Employment is the central authority for the various women's sub-committees which have been appointed in connection with the Prince of Wales's National Relief Fund local committees in the various counties and burghs. To this central committee is entrusted the general administration of the Queen's Work for Women Fund. Support in building up that fund is derived from those who are interested in schemes for the alleviation of distress amongst women in the first instance, but specially, and more particularly, in schemes which are devised not so much to relieve immediate distress as to provide for the future, in the way of devising new channels of industry, or of raising the standard and efficiency of individual workers.

Interim Hon. Secretary.

Aberdeen Free Press, Mon: 11th. 1914.

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It is considered necessary that the various schemes which are put in operation in the different localities should be carried on through the agency of the local Sub-Committees for Women's Employment, appointed under the Prince of Wales's National Relief Fund, and working under the general supervision of the Scottish Advisory Committee and the Scottish Committee for Women's Employment. Only in this way can the public be adequately assured that money will not be uneconomically spent, and that the evils of overlapping and absence of co-ordination will be avoided. Already various interesting schemes are in operation. Workrooms have been established in Edinburgh, and there are interesting proposals under consideration in connection with the "new industries" department of the scheme. The support from interested members of the public has already been of a very gratifying nature. Where workrooms have been started, the use of suitable premises is generally available free of cost. Such schemes are being carried through with the greatest economy, so that subscriptions to the Queen's Work for Women Fund, for which the Marchioness of Linlithgow has consented to act as Scottish treasurer, will afford the maximum relief to unemployed women involved. The movement will probably enlist the support of many who are sympathetically interested in women's employments in Scotland, and the development of the various schemes which are now in process of inauguration will no doubt be watched with interest by the general community.

Weekly Scotsman, November 12th. 1914.

WAR RELIEF SCHEMES.

SCOTTISH WOMEN WORKERS.

Distress owing to the war in the meantime is chiefly affecting the women workers in Scotland. Fortunately, only certain classes are concerned. In the Border districts, for instance, factories are working overtime, and the women's earnings are probably unprecedented. Some of them, indeed, are taking the place of men in the tweed and hosiery factories. The women workers who are adversely affected belong chiefly to what might be called the accessory occupations. Shop assistants, restaurant waitresses, clerkesses, and typists, as well as those engaged in artistic and educative occupations, are suffering to a considerable extent either from unemployment, under-employment, or reduction of remuneration. Even amongst the domestic servant class there are dislocation and difficulty owing to the war. This has chiefly arisen through persons who have large household staffs reducing the number of their servants for reasons of economy.

For the first time the question of unemployment is receiving systematic and expert treatment. The Government, instead of leaving unemployment questions to be dealt with privately and charitably, are lending their assistance and direction in minimising the hardships of war. Various committees have been set up in connection with the Prince of Wales's National Relief Fund. Their duties are to direct and control the flow of the generous funds which are being provided for the purpose of mitigating distress amongst the workers of the country.

The Committee in Scotland specially charged with the care of women's interests is the Scottish Committee on Women's Employment. The offices of this Committee, which is the central authority, are at 20 Melville Street, Edinburgh. There are, however, local women's sub-committees in each county or town for which there is a local committee of the Prince of Wales's National Relief Fund. These women's sub-committees deal directly with local problems, make suggestions regarding the opening of workrooms, the starting of "new industries" suitable for women who are out of employment owing to the war, or the inception of schemes for training in cooking, domestic economy, or in making or mending garments for special use—for poor persons nursed in hospitals, for infants in poor homes, and similar purposes.

The Scottish Women's Committee is widely representative. It includes amongst its members:—Lady Susan Gilmour, Chairman of the Queen Victoria's Jubilee Institute for Nurses, Inch House, Liberton, Midlothian; Mrs Hannay, of the Glasgow Voluntary Health Visitors; Miss M. H. Irwin, secretary of the Scottish Council of Women's Trades, Glasgow; Miss Clarice M'Nab, a member of Leith Town Council and School Board; Miss Marion Rutherford, Warden of the Queen Margaret Settlement, Glasgow; Mrs Lamont, of the Women's Co-operative Guild, Edinburgh; Mrs D. H. L. Young, Glasgow; Miss Alice Younger, Chief Woman Officer of the Labour Exchange; Mrs J. D. Hope, Fife House, Inveresk; Miss L. P. Young, secretary of the Scottish National Federation of Women Workers; and Miss Mary M. Paterson, of the National Health Insurance Commission (Scotland), who is acting as interim honorary secretary.

Edinburgh Evening Despatch, Nov. 19th. 1914.

START OF IMPORTANT SCHEME IN EDINBURGH.

One of the most difficult problems relating to distress due to the war is that of providing employment for skilled women workers.

It is gratifying to know, then, that workrooms have been established at 18 Melville Street by the Edinburgh Sub-Committee for Women's Employment, and that they represent the beginning of a great systematic effort to relieve distress among this class of the industrial population of the country on a sound economic basis. The establishment is one of the first of its kind inaugurated in connection with the Queen's Work for Women Fund and the Prince of Wales' National Relief Fund, and its cost is relatively small to the relief afforded.

The Melville Street premises, which are airy, well-lighted, and in every way suitable for the purpose, have been obtained free of any charge for rent. Skilled and capable voluntary workers are giving their services in connection with the management of the workrooms.

WAGES v. DOLES.

The grants made from the Queen's Work for Women Fund, on the recommendation of the Scottish Committee on Women's Employment, are expended in the form of wages. The superiority of this form of relief over money subsistence grants is seen in the fact that the money being productively spent, there is a return not only in the shape of the production of articles of equivalent value, but also in the fact that the workers themselves derive benefit from the training and tuition received during their employment.

To-morrow afternoon the workrooms will be formally opened by the Marchioness of Linlithgow, though they have as a matter of fact been in operation for some time and a considerable number of women workers in various occupations have already benefited from them.

Women and girls are engaged in making various kinds of garments. For the most part the materials are supplied by persons who wish to assist in providing clothing for charitable or special purposes, and who are willing to give the material but who cannot themselves pay for the cost of making it up.

CHARACTER OF THE WORK.

The Scotsman, Nov. 17th. 1914. 652a

UNEMPLOYMENT PROBLEM IN SCOTLAND.

20 Melville Street, Edinburgh,
November 16, 1914.

SIR,—I notice in *The Scotsman* of the 14th inst. a letter under the heading "Unemployment Problem in Scotland," in which it is suggested by the writer that employers of labour should be consulted, especially in connection with new industries. May I say that the Scottish Committee on Women's Employment appointed to deal throughout Scotland with schemes of training and employment of women who have lost their work through the war fully realises the value of the help which can be given by employers of labour. My Committee has had occasion already to ask the advice of employers, and it is expected that as the work develops it will frequently be necessary to do so. May I add that my Committee would be very glad to have the names of employers, not in Edinburgh only, but throughout Scotland, who are willing to help with suggestion or advice.—I am, &c.

MARY M. PATERSON (Interim), Hon. Secretary.

Glasgow Herald Nov. 20th. 1914.

WORK FOR WOMEN.

NEW SCHEME IN EDINBURGH.

The Marchioness of Linlithgow, Scottish treasurer of the Queen's Work for Women Fund, is to formally open this afternoon the new workrooms at 18 Melville Street, Edinburgh, which have been organised by the Edinburgh Sub-Committee on Women's Employment with a view to meeting unemployment and distress among women workers in the city. The premises in Melville Street have a capacity for 98 workers, and it is anticipated that at an early date further accommodation will be required to meet the demands which are being made upon the sub-committee. The work at Melville Street in the meantime is divided into two main departments. In one of these new garments for charitable or other special purposes are being made by dressmakers and others skilled in that occupation under the superintendence of an expert forewoman. Special care is being taken to guard against any production of the workroom coming into competition with ordinary sources of supply outside. In the main the articles produced are intended for the poor persons being treated in hospitals or otherwise, while a considerable number of garments are being made for the use of the Indian troops, the Government having required these urgently and factories being unable to supply them to the extent required in the ordinary course. An interesting order which is being executed in the workrooms at present is for a supply of garments to be used on the hospital train in France. In the other department the workers, under a teacher experienced in this special work, are engaged in renovating old garments or in converting an old garment into a new one of a different kind. A soldier's overcoat, for instance, is converted into a lady's cloak, and a lady's cape into a boy's overcoat. The training in this department forms a valuable item in ordinary domestic economy, and is one which is being specialised in by the continuation classes in Edinburgh. Meals at an exceedingly moderate rate are purveyed for the workers, who receive 10s a week during their employment at Melville Street. An appetising luncheon is purveyed at a cost of 3d, while teas are supplied at the low price of a penny. In this department expert volunteer assistance has been given from the Edinburgh School of Cookery. The premises at Melville Street have been secured free of any charge for rent. The grants from the Queen's Work for Women Fund are required only for the payment of the workers and incidental costs. The venture is the first that has been put into operation at the instance of the Edinburgh sub-committee, but already there are in progress arrangements for opening other premises in the city, especially to meet the case of part time workers. This form of relief, while beneficial in itself in respect that it affords training and the raising of the standard of efficiency on the part of those relieved, is also proving specially acceptable to the large class of women and girls suffering from unemployment owing to the war who are reluctant to accept money relief without any return, but who desire subsistence payment in return for their services.

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Women and girls are engaged in making various kinds of garments. For the most part the materials are supplied by persons who wish to assist in providing clothing for charitable or special purposes, and who are willing to give the material but who cannot themselves pay for the cost of making it up.

CHARACTER OF THE WORK.

Another interesting department of the workrooms consists of that in which second-hand garments are reconstructed, and in which mending and work of a similar character is carried on.

In the basement is the cooking department, which is under the supervision of experts in cooking and domestic economy from the Edinburgh School of Cookery, whose services are given voluntarily. Here wonders are performed in the way of providing nourishing and appetising meals at a small cost.

The workrooms in Melville Street afford accommodation for 98 workers, and the accommodation it is anticipated, will, at an early date, be insufficient.

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Edinburgh Evg. Dispatch,
Nov: 20th. 1914.

WORK FOR WOMEN.

COMBATING THE UNEMPLOYMENT CAUSED BY THE WAR.

The workrooms which have been opened at 18 Melville Street, Edinburgh, by the Edinburgh Sub-Committee for Women's Employment, were formally opened this afternoon by the Marchioness of Linlithgow. Mrs T. J. Millar, who presided, said the Committee's work was the beginning of an attempt to deal with the unemployment of women—one of the biggest problems which had come upon them since the war began.

The Marchioness of Linlithgow, in declaring the rooms open, said the problem of providing employment for women workers was one of the most difficult of the war. She thought that these rooms would do something towards relieving distress in that particular neighbourhood, although it was only part of a scheme which she hoped would be applied to the United Kingdom. The wages paid to the workers were taken out of the Queen's Work for Women's Fund, for which she was treasurer for Scotland. There was need for greatly increased support of this fund. (Applause.)

In moving a vote of thanks to the Marchioness, Professor Lodge said he did not think that we in Scotland could be sufficiently grateful for the fact that the distress and dislocation of industry consequent upon the war had hitherto reached comparatively small proportions. They owed that primarily to the success of their naval forces. So long as the defence of their commerce was maintained as it had been, he had the strong and confident hope that they might meet this crisis in their history without having any of the horrors of extensive poverty.

Referring to the suffering amongst women workers, he said that, unlike unemployed men, they had not been able to enlist, and there was on the whole a larger area of alternative employment for men than for women. The prevalence of unemployment among women was due to a general pressure of curtailment caused by the war, and there was a very considerable measure of distress which was not visible on the surface of things. It was due, not to a large number of women turned out of one factory, but just the steady pressure of want. Women were not so voluble in their complaints as men. When there was suffering among men they would soon hear of it. Accordingly, they were grateful to those who had set themselves to deal with this real national problem of unemployment among women by provision such as had been made there. They all knew that it was better for men and women that they should work than that they should have the money placed in their hands. He thought it was due to the women of Edinburgh that they very creditably desired to work for what they got from the Fund, instead of merely getting the money. (Applause.)

Weekly Scotsman,
Nov. 21st. 1914.

PROGRESS OF WOMEN'S EMPLOYMENT SCHEME IN EDINBURGH.—At a meeting of the Sub-Committee on Women's Employment held in the City Chambers, Edinburgh—Mrs T. J. Millar presiding—it was reported that the workrooms in Melville Street had been open for a week and that about two dozen girls were at work there under two experienced forewomen. There was a sewing room and a renovating room. The girls were paid 3d. an hour and 10s. a week, and cheap dinners, the preparation of which was superintended and assisted by voluntary workers from the School of Cookery in Atholl Crescent, were being supplied, and were much appreciated. Other premises had been offered and accepted, and it was hoped that the work might be considerably developed. There were many applications from people who had been thrown out of employment, and the Committee was anxious to have the scheme thoroughly under way before the unemployment problem became too pressing.

Edinburgh Evg. Despatch,
Dec: 7th. 1914.

THE WORK FOR WOMEN FUND.

The Scottish Committee on Women's Employment, which administers the Queen's Work for Women Fund in Scotland, has just received a fresh proof of Her Majesty's kindly interest in the extension to workrooms under control of the Scottish Committee of the privilege recently accorded to the English workrooms under the Queen's Fund—that of using Her Majesty's crown and initials upon articles turned out by the workrooms.

The Scottish treasurer of the Queen's Fund is the Marchioness of Linlithgow, Hopetoun House, South Queensferry, to whom subscriptions should be sent. Communications respecting the work of the Scottish Committee on Women's Employment should be addressed to the honorary secretary, Miss Mary M. Paterson, 20 Melville Street, Edinburgh.

Glasgow Herald,
Nov: 21st. 1914.

WORK FOR WOMEN.

EDINBURGH WORKROOMS OPENED.

One of the problems arising out of the distress created by the war is the provision of employment for skilled women workers, and, as already described, the Edinburgh Sub-Committee for Women's Employment has organised an establishment at 18 Melville Street, Edinburgh. This relief work is rendered possible through the Queen's Work for Women Fund, and the Marchioness of Linlithgow, who is the treasurer of the fund for Scotland, attended an inaugural meeting at 18 Melville Street yesterday and formally declared the workrooms open. There was a large attendance of ladies and gentlemen interested in this class of relief work, and among those present were Lady Gibson, Lady Susan Gilmour, Lady Carlaw Martin, Sir John and Lady Clark, and Sir Thomas Hunter.

Mrs Millar, the convener of the sub-committee, who presided, explained that after obtaining a grant they had set up the workrooms to meet the situation created by the unemployment of women.

The Marchioness of Linlithgow, who was accompanied by her father, Sir F. Milner, said that although the workrooms had been in use for some time she had been asked to open them formally with the object of making them more widely known. One of the most difficult problems due to the war was to provide employment for women workers, and she hoped the rooms would go a long way to relieve distress. The premises had been obtained free of charge of rent, and there was accommodation for 96 workers, and it was anticipated that at an early date further accommodation would be required. The workers were now engaged in making a large number of shirts and other garments for use on the hospital train in France and cardigan jackets ordered by the Government for Indian troops. There were also various articles suitable for hospital and other uses, and a feature of the work was the fashioning of new clothes out of old. There had been already a gratifying response to the appeals sent out, but there was need for greatly increased support.

Professor Lodge moved a vote of thanks to Lady Linlithgow. He said that he did not think that they in Scotland could be sufficiently grateful for the fact that the distress and dislocation of industry had hitherto reached, he was glad to say, comparatively small proportions if they looked at the country as a whole. They owed that primarily and largely to the success of their naval forces in protecting and maintaining their overseas commerce. The suffering of women workers was, however, far larger than the general public knew, and there was among that class a very creditable and honourable desire to work for what they could get from any fund rather than to receive from a fund without having done anything for it.

The company thereafter had an opportunity of inspecting the workrooms.

Scotsman, Nov. 23rd. 1914.

WOMEN'S WORKROOM FOR THE ST LEONARD'S DISTRICT.

In view of the large number of women workers, especially tailoresses and dressmakers, either unemployed or on short time, who were making applications under the National Relief Fund in the St Leonard's district, a representation was made to the Edinburgh Sub-Committee on Women's Employment in favour of the establishment of one of their workrooms in the St Leonard's Ward. The proposal was considered by the Edinburgh Sub-Committee, and it has been decided to put forward a scheme to the Scottish Committee for Women's Employment, and ask for a grant to open a workroom in this area of the city.

Glasgow Evg. Citizen,
December 7th. 1914.

QUEEN'S WORK FOR WOMEN FUND.

The Scottish Committee on Women's Employment, which administers the "Queen's Work for Women" Fund in Scotland, has received a communication from the Secretary for Scotland conveying Royal permission to make use of the Queen's crown and initials on articles made in the workrooms under the committee's control. The Scottish treasurer of the Queen's Fund is the Marchioness of Linlithgow, Hopetoun House, South Queensferry, to whom subscriptions should be sent. Communications regarding the work of the Scottish Committee on Women's Employment should be addressed to the hon. secretary, Miss Mary M. Paterson, 20 Melville Street, Edinburgh.

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Scotsman,
Edinburgh, 21.11.14.

THE QUEEN'S WORK FOR WOMEN FUND.

LADY LINLITHGOW OPENS EDINBURGH WORKROOMS.

PROFESSOR LODGE ON THE INDUSTRIAL SITUATION.

THE Marchioness of Linlithgow yesterday opened the workrooms at 18 Melville Street, Edinburgh, which have been obtained and fitted for the work of the Edinburgh Sub-Committee for Women's Employment, and which are now the scene of much useful activity. That the war has been felt seriously by many classes of skilled workwomen is a fact which is becoming more evident daily; and the efforts of the Sub-Committee, whilst directed to the relief of distress by the provision of employment, are guided to the end that neither the general state of work nor of wages shall be prejudiced by the operations under its control. The scheme and the premises in which it is being admirably worked out were outlined and described in our columns yesterday.

There was a good gathering at the opening ceremony. Mrs T. J. Millar presided. Lady Linlithgow was accompanied by Sir Frederick Milner, and the company included Lady Susan Gilmour, Professor Lodge, Sir Thomas Hunter, Sir John and Lady Clark, Lady Martin, Mrs Wauchope of Niddrie, Lady Gibson, Lady Salvesen, Mrs Leslie Mackenzie, Mrs Maitland, Miss Alice Low, Miss Lois P. Young, Mr A. Stuart and Mrs Stuart, Mrs A. P. Melville, Mrs Boeme, and Mrs Naismith.

Mrs T. J. Millar described the steps which had been taken by the Edinburgh Sub-Committee to date, and called upon Lady Linlithgow to formally open the workrooms.

The Marchioness of Linlithgow expressed the pleasure she had in formally declaring the workrooms open. It was desirable that the claims of this valuable work should be widely known, as one of the most difficult problems created by the war at the present time was that of providing employment for skilled workwomen. She hoped those rooms would prove of the greatest value in the relief of distress, and that that was only part of a scheme which would ultimately include the whole of the United Kingdom. (Applause.) There was accommodation in the building for 96 workers, and it was anticipated that that might be only the starting-point of a much larger scheme. (Applause.) Thanks were due to those energetic and capable workers who were giving their services voluntarily in connection with the management of the workrooms. (Applause.) There had already been a gratifying response to the appeals sent out, but there was need for greatly increased support before the scheme of the Queen's Work for Women Fund could meet adequately the great need which existed. (Applause.)

THE INDUSTRIAL POSITION.

Professor Lodge, hon. secretary of the Scottish Advisory Committee of the National Relief Fund, in moving a vote of thanks to the Marchioness of Linlithgow, said that in the position he occupied it had been his duty to watch carefully for the last three months the industrial condition of Scotland, and the possible rise of any serious distress from the dislocation of industry through the war. He did not think that we in Scotland could be sufficiently grateful for the fact that that distress and that dislocation of industry had so far been of comparatively small proportions, looking at the country as a whole. (Applause.) We owed that primarily and largely to the success of the naval forces of His Majesty—(applause)—in protecting and maintaining our overseas commerce. As long as that defence of our commerce was maintained as efficiently as it had been, he felt strongly, and confidently hoped, that we might meet this great crisis in our history without having added to the horrors of war the horrors of extensive poverty or even famine. He must qualify that hopefulness by saying that there was one part of the population whose sufferings, though not on a very extensive scale, were yet far greater than the general public knew—the sufferings of the women workers of the country, of more than one social class. There had not been in the case of women such a relief of the pressure caused by the war as had been afforded to men by opportunities of enlistment, and by the fact that a larger area of alternative employment was open to men. There had been general pressure from the curtailment of luxuries—inevitably and rightly curtailed—caused by the war, and very considerable distress among women workers, and material aid would be given by such provision as was being made that day. (Applause.) They all knew that it was better that people should have

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The Scotsman, November 21st. 1914.

UNEMPLOYMENT PROBLEMS IN SCOTLAND.

SIR,—With reference to the contributed article under this heading which appeared in *The Scotsman* of 12th instant, "Employer" suggests that the publication of the names of the members of committees and sub-committees would interest your readers.

The following are the members of the Scottish Committee on Women's Employment:—Lady Susan Gilmour, chairman of the Queen Victoria's Jubilee Institute for Nurses, Inch House, Liberton, Midlothian; Mrs Hannay, of the Glasgow Voluntary Health Visitors; Miss M. H. Irwin, secretary of the Scottish Council of Women's Trades, Glasgow; Miss Clarice M'Nab, a member of Leith Town Council and School Board; Miss Marion Rutherford, Warden of the Queen Margaret Settlement, Glasgow; Mrs Lamont, of the Women's Co-operative Guild, Edinburgh; Mrs D. H. L. Young, Glasgow; Miss Alice Younger, chief woman officer of the Labour Exchange; Mrs J. D. Hope, Fife House, Inveresk; Miss Lois P. Young, secretary of the Scottish National Federation of Women Workers; and Miss Mary M. Paterson, of the National Health Insurance Commission (Scotland), who is acting as interim honorary secretary.

The Edinburgh Sub-Committee is as follows:—Mrs T. J. Millar, 10 India Street (convener); Mrs Maitland, 6 Heriot Row, and Miss Alice Low (National Union of Women's Suffrage Societies), 68 Temple Park Crescent, joint honorary secretaries; Mrs Leslie Mackenzie, 4 Clarendon Crescent; Mrs Pringle, 2 Rothesay Terrace; Mrs M'Lean, 1 Marchmont Street (Co-operative Women's Guild); Miss Agnes Skinner, Labour Exchange, Lauriston Place; Mrs Stewart Gemmell, c/o Mrs Maitland, 6 Heriot Row; Mrs Alexander, 45 Cluny Drive (Edinburgh and East of Scotland Committee for Clothing Men on Active Service); Mrs Wauchope, Niddrie House, Craigmillar (Soldiers' and Sailors' Families Association); Mrs Melville, 16 Carlton Street (National Union of Women Workers); Lady Carlaw Martin, 4 Gordon Terrace; Mrs Naismith, 2 Ramsay Garden; Mrs Patrick Geddes, 14 Ramsay Garden; Mrs George Kerr, 1 Orwell Terrace (Charity Organisation Society); Miss Rosalipe Masson, 20 Ann Street (Conservative and Unionist Franchise Association); Mrs Lamont, 1 Orwell Terrace (National Federation of Women Workers); Mrs Cheshire (Printing and Kindred Trades Federation); Miss Isa Davidson (Shop Assistants' Union); Miss Alexia B. Jack (representative of Women's Freedom League); Miss N. Brown (Labour War Emergency Committee); Miss De la Cour (Principal of Edinburgh School of Domestic Economy.)

The members of the Leith Sub-Committee are as follows:—Councillor Clarice M'Nab, 43 Dudley Crescent (convener); Miss Balfour Melville, Pilrig House, Pilrig Street (S.S.F.A.); Mrs James Currie, Larkfield, Wardie; Mrs Malcolm Smith, Clifton Lodge, Boswall Road; Mrs Cameron, 27 Bangor Road; Mrs Wallace, Claremont Cottage, Claremont Road (Women's Labour League); Mrs Adams, 9 Burlington Street; Miss J. Hughes, 4 Admiralty Street; Miss Pressley Smith, 40 Shandwick Place (N.U.W.S.S.); Miss J. Wright, 46 Newhaven Road (secretary Ancient Order of Foresters, Court Helen); Miss Robbie (Labour Exchange.)—I am, &c.

H.

The Scotsman, December 14th. 1914.

DUMBARTONSHIRE AND THE QUEEN'S WORK FOR WOMEN FUND.

Hartfield, Cove, Dumbartonshire,
December 12, 1914.

SIR,—As one of the Queen's Council, I am commanded by Her Majesty to collect for this Fund in Dumbartonshire, and will be grateful if you will help me by publishing this letter. The Fund is a national one, and it is hoped that sympathisers who live in districts where there is little or no distress through unemployment amongst women will contribute towards the urgent help required in counties more unfortunately placed, and from which automatically a smaller amount in collections can only be expected. The Fund is to be immediately applied to the assistance of schemes promoted by the Central Committee on Women's Employment, and approved by the Government Committee on the Prevention and Relief of Distress.

Within the burghs in this county the Provosts have made or are making arrangements to receive subscriptions. I shall be glad to receive donations and subscriptions from the county area, or these may be sent to Mr T. S. Harrison, Clydesdale Bank, Helensburgh, who has kindly consented to act as hon. treasurer.

All subscriptions will be forwarded to the Marchioness of Linlithgow, hon. treasurer for Scotland, Hopetoun House, South Queensferry, and eventually each subscriber will receive an acknowledgment from Buckingham Palace. The smallest subscriptions and any offers of help will be very gladly received.—I am, &c.

CHARLOTTE INVERCLYDE.

The Scotsman, December 9th 1914.

PROVIDING EMPLOYMENT FOR WOMEN IN EDINBURGH.

Mrs T. J. Millar presided at a meeting of the Sub-Committee on Women's Employment, which was held in the City Chambers, Edinburgh, last night. The Sub-Committee, which now consists of 32 members, appointed an executive committee as follows:—Mrs Millar (convener), Miss Alice Low (secretary), Mrs Melville, Mrs Pringle, Mrs Leslie Mackenzie, Mrs Alexander, Miss de la Cour, Lady Carlaw Martin, Mrs Cheshire, and Mrs Naismith. Reports were given as to the work being carried on in the different workrooms. Sixty-nine girls were at present employed at 18 Melville Street. Part-time workers were employed at 29 Frederick Street. A number of girls who applied stated that previously they had been earning 17s. a week, and were now reduced to 3s. At a domestic training centre that had been opened at 1 Randolph Crescent, the workers, among other duties, were engaged in cooking dinners for the girls from the other workrooms who preferred to go there. A two-course dinner was provided for 3d. Reports were also submitted of interviews with representatives of the School Board, members of the Distress Committee, and members of the National Advisory Committee and other public bodies. Gratification was expressed at the success that was attending the efforts of the Sub-Committee.

The Scotsman, Dec 11th.

QUEEN'S WORK FOR WOMEN FUND.

20 Melville Street, Edinburgh,
December 8, 1914.

SIR,—As the paragraph which appears in your issue of to-day's date, under the heading "Queen's 'Work for Women' Fund," is likely to give rise to misunderstanding, I shall be obliged if you will kindly permit me to state that the conditions therein laid down do not apply to the working of the Fund in Scotland.

The Queen's Fund is administered in Scotland through the agency of the Scottish Committee on Women's Employment, and no such arrangements have been made in connection with the Scottish workrooms as those quoted in the above mentioned paragraph, which may refer to the English workrooms under control of the Central Committee on Women's Employment.—I am, &c.

MARY M. PATERSON,
Interim Hon. Secretary.

The Glasgow News. Dec: 11th. 1914.

The Queen and Women's Unemployment.

Her Majesty the Queen has been pleased to permit the Scottish Committee on Women's Unemployment to enjoy the privilege of using her Royal initials with the Crown, and certain articles made in the workrooms of the Scottish local committee will in future bear the Royal badge. In the Edinburgh workrooms a special feature is made of infants' outfits for distribution through the maternity hospitals and nursing associations, and the pride which many poor mothers will take in the cosy little flannel and woollen garments will doubtless be augmented by the tiny M.R. and the crown stamped upon each. The Queen's Fund is already doing valuable work in Scotland, and is assisting in the development of numerous practical schemes for opening up new industries and giving special training with a view to alleviating industrial distress among women. The Scottish treasurer of the Fund, which is in need of money to carry on its work, is the Marchioness of Linlithgow, Hopetoun House, and Miss Mary M. Paterson, 20 Melville Street, Edinburgh, is the hon. secretary.

Dundee Courier. Dec: 24th. 1914.

TRAINING SCHEME FOR WOMEN AND GIRLS.

The Scottish Committee on Women's Employment has been in consultation with the education authorities and with other organisations having a special knowledge of conditions among girls and women, and it is proposed that the School Board and the local committees of the National Relief Fund may usefully co-operate in organising and carrying out some scheme of training in addition to providing work.

There is no payment from the National Relief Fund or the Queen's Work for Women Fund to the School Board. The School Board, on the other hand, under the continuation classes code, provides the educational opportunities without charge. The scheme of training is not to keep girls and women from ordinary employment when the opportunity of returning to it is offered. On the contrary, all such women and girls in receive grants for maintenance are to be registered at the Labour Exchange, and their claim to maintenance would cease if they refused to accept suitable work when offered to them.

The Scotsman, November 20th. 1914. 652a.

EDINBURGH LOCAL SUB-COMMITTEE FOR WOMEN'S EMPLOYMENT.

WORKROOMS, MELVILLE STREET, EDINBURGH.

These workrooms at 18 Melville Street, Edinburgh, which are to be formally opened by the Marchioness of Linlithgow to-day, have been organised by the Edinburgh Sub-Committee for Women's Employment, and represent one of the first establishments of the kind inaugurated in connection with the Queen's Work for Women Fund and the Prince of Wales's National Relief Fund. One of the difficult problems relating to distress due to the war is that of providing employment for skilled women workers. The war has chiefly affected women workers, and the workrooms in Melville Street represent the beginning of a systematic effort to relieve distress amongst this class of the industrial population of the country on a sound economic basis. The cost of establishing the workrooms is relatively small to the relief afforded. The Melville Street premises, which are airy, well-lighted, and in every way suitable for the purpose, have been obtained free of any charge for rent. Skilled voluntary workers are giving their services in connection with the management of the workroom. The grants made from the Queen's Work for Women Fund, on the recommendation of the Scottish Committee on Women's Employment, are expended in the form of wages. The superiority of this form of relief over money subsistence grants is seen in the fact that the money being productively spent, there is a return not only in the shape of the production of articles of equivalent value, but also in the fact that the workers themselves derive benefit from the training and tuition received during their employment. This form of relief also is to be preferred to ordinary money payments, as it meets the wishes of the great body of women workers, especially in the skilled industries, who in most cases are unwilling to accept money relief without doing work in return.

The effect of the production of workrooms on the labour market has been carefully considered, and effective safeguards have been devised against work being done at 18 Melville Street interfering in any way whatever with outside employment.

The workrooms, although only formally opened this week, have been in operation for some time, and a considerable number of women workers in various occupations have already benefited from them. At present there are two main departments. In the first of these, the large well-lighted room on the first floor, women and girls are engaged in making various kinds of garments. For the most part the materials are supplied by persons who wish to assist in providing clothing for charitable or special purposes, and who are willing to give the material, but who cannot themselves pay for the cost of making it up. In every case where they are able to pay for the material and for the making they are directed to employ workers in the ordinary way outside. The articles produced in the workrooms are of considerable variety. A large number of shirts and other garments, for instance, are in process of being made for use on the hospital train in France. The Government have found some difficulty in securing supplies of cardigan jackets required for the Indian troops, and as these are urgently required and cannot be provided otherwise, a certain amount of the jackets has been allocated to the Edinburgh workrooms. Other articles of clothing of this kind which provides suitable work for dressmakers and others out of employment are being forwarded for use of poor persons in the hospitals. Material for garments of this description in some instances has been offered by manufacturers. In so far as work of this kind is being done at the instance of private persons, the workrooms are serving the purpose of an employment agency, and are bringing the unemployed workers into contact with those who wish to give them employment in the manner indicated. The workroom for the production of new garments is under the superintendence of a skilled forewoman. Sewing machines are used, and these and accessory materials represent the chief item of expenditure, apart from the payments of the workers out of the Queen's Work for Women Fund.

Another interesting department of the workrooms consists of that in which second-hand garments are reconstructed, and in which mending and work of a similar character is carried on. This workroom to the rear of the building is carried on under the superintendence of a lady who has special experience in this work in connection with the Continuation Scheme of Edinburgh School Board. Amongst other interesting examples of sartorial metamorphosis carried through in the workrooms may be mentioned the re-construction of soldiers' greatcoats to form ladies' useful cloaks, and an elegant cape re-constructed from a child's overcoat. This fashioning of new clothes out of old on scientific lines, as taught in the workrooms, forms a useful and valuable training in domestic economy.

In the basement is the cooking department, which is under the supervision of experts in cooking and domestic economy from the Edinburgh School of Cookery, whose services are given voluntarily. Here wonders are performed in the way of providing nourishing and appetising meals at a small cost. Dinners are provided for the workers at the rate of 3d. a head, and teas for 1d. each. The workers are not required to take these meals unless they please, but many are eager to avail themselves of such good value. It is found possible to meet the cost of the materials out of these sums, and any margin left over one day is used to supplement the fare for the next.

The workrooms in Melville Street afford accommodation for ninety-eight workers, and the accommodation, it is anticipated will, at an early date, be

Marchmont Street (Co-operative Women's Guild); Miss Agnes Skinner, Labour Exchange, Lauriston Place; Mrs Stewart Gemmell, c/o Mrs Maitland, 6 Heriot Row; Mrs Alexander, 45 Cluny Drive (Edinburgh and East of Scotland Committee for Clothing Men on Active Service); Mrs Wauchope, Niddrie House, Craigmillar (Soldiers' and Sailors' Families Association); Mrs Melville, 16 Carlton Street (National Union of Women Workers); Lady Carlaw Martin, 4 Gordon Terrace; Mrs Naismith, 2 Ramsay Garden; Mrs Patrick Geddes, 14 Ramsay Garden; Mrs George Kerr, 1 Orwell Terrace (Charity Organisation Society); Miss Rosalipe Masson, 20 Ann Street (Conservative and Unionist Franchise Association); Mrs Lamont, 1 Orwell Terrace (National Federation of Women Workers); Mrs Cheshire (Printing and Kindred Trades Federation); Miss Isa Davidson (Shop Assistants' Union); Miss Alexia B. Jack (representative of Women's Freedom League); Miss N. Brown (Labour War Emergency Committee); Miss De la Cour (Principal of Edinburgh School of Domestic Economy.)

The members of the Leith Sub-Committee are as follows.—Councillor Clarice M'Nab, 43 Dudley Crescent (convener); Miss Balfour Melville, Pilrig House, Pilrig Street (S.S.F.A.); Mrs James Currie, Larkfield, Wardie; Mrs Malcolm Smith, Clifton Lodge, Boswall Road; Mrs Cameron, 27 Bangor Road; Mrs Wallace, Claremont Cottage, Claremont Road (Women's Labour League); Mrs Adams, 9 Burlington Street; Miss J. Hughes, 4 Admiralty Street; Miss Pressley Smith, 40 Shandwick Place (N.U.W.S.S.); Miss J. Wright, 46 Newhaven Road (secretary Ancient Order of Foresters, Court Helen); Miss Robbie (Labour Exchange.)—I am, &c.

H.

The Scotsman,
December 14th 1914.

DUMBARTONSHIRE AND THE QUEEN'S WORK FOR WOMEN FUND.

Hartfield, Cove, Dumbartonshire,
December 12, 1914.

SIR,—As one of the Queen's Council, I am commanded by Her Majesty to collect for this Fund in Dumbartonshire, and will be grateful if you will help me by publishing this letter. The Fund is a national one, and it is hoped that sympathisers who live in districts where there is little or no distress through unemployment amongst women will contribute towards the urgent help required in counties more unfortunately placed, and from which automatically a smaller amount in collections can only be expected. The Fund is to be immediately applied to the assistance of schemes promoted by the Central Committee on Women's Employment, and approved by the Government Committee on the Prevention and Relief of Distress.

Within the burghs in this county the Provosts have made or are making arrangements to receive subscriptions. I shall be glad to receive donations and subscriptions from the county area, or these may be sent to Mr T. S. Harrison, Clydesdale Bank, Helensburgh, who has kindly consented to act as hon. treasurer.

All subscriptions will be forwarded to the Marchioness of Linlithgow, hon. treasurer for Scotland, Hopetoun House, South Queensferry, and eventually each subscriber will receive an acknowledgment from Buckingham Palace. The smallest subscriptions and any offers of help will be very gladly received.—I am, &c.

CHARLOTTE INVERCLYDE.

The Scotsman, Dec 11th.

QUEEN'S WORK FOR WOMEN FUND.

20 Melville Street, Edinburgh,
December 8, 1914.

SIR,—As the paragraph which appears in your issue of to-day's date, under the heading "Queen's 'Work for Women' Fund," is likely to give rise to misunderstanding, I shall be obliged if you will kindly permit me to state that the conditions therein laid down do not apply to the working of the Fund in Scotland.

The Queen's Fund is administered in Scotland through the agency of the Scottish Committee on Women's Employment, and no such arrangements have been made in connection with the Scottish workrooms as those quoted in the above mentioned paragraph, which may refer to the English workrooms under control of the Central Committee on Women's Employment.—I am, &c.

MARY M. PATERSON,
Interim Hon. Secretary.

The Glasgow News.
Dec: 11th. 1914.

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The superiority of this form of relief over money subsistence grants is seen in the fact that the money being productively spent, there is a return not only in the shape of the production of articles of equivalent value, but also in the fact that the workers themselves derive benefit from the training and tuition received during their employment. This form of relief also is to be preferred to ordinary money payments, as it meets the wishes of the great body of women workers, especially in the skilled industries, who in most cases are unwilling to accept money relief without doing work in return.

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The workrooms in Melville Street afford accommodation for ninety-eight workers, and the accommodation, it is anticipated, will, at an early date, be insufficient. The workrooms, however, form probably only the starting point of a large scheme which should prove of valuable aid in mitigating distress which may increase on account of the war. [illegible] meeting the cost of these and other schemes Queen's Work for Women Fund has been [illegible]ed, and the Treasurer for Scotland is the [illegible]oness of Linlithgow. There has been already [illegible] satisfying respons[illegible] to invitations fo[illegible]pport; but there is need fo[illegible] increas[illegible]efore the schemes unde[illegible] be sufficiently extensi[illegible] them.

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The Glasgow Herald, December 23rd. 1914.

SCOTTISH COMMITTEE ON WOMEN'S EMPLOYMENT.

The question of unemployment among women is one of the most urgent of the economic difficulties caused by the war. Efforts are being made to meet this problem by providing work for women, and Her Majesty the Queen has initiated a special fund for this purpose. But among the younger women and girls it is felt that something more should be done than merely giving them work to do, and that some attempt should be made to increase their economic and their civic value by supplying in addition a certain amount of training. On this question the Scottish Committee on Women's Employment has been in consultation with education authorities and with other organisations having a special knowledge of conditions among girls, and it is proposed that the school board and the local committees of the National Relief Fund may usefully co-operate in organising and carrying out such schemes of training. In order to avoid any misapprehensions two things must be noted:—(1) There is no payment from the National Relief Fund or the Queen's Work for Women Fund to the school board. All that comes from these funds is a grant for the maintenance of the women and girls who are unemployed through the war and who earn the grant by following an approved course of training. The school board, on the other hand, under the continuation classes code provides the educational opportunities without charge. (2) The scheme of training is not to keep girls and women from ordinary employment when the opportunity of returning to it is offered. On the contrary, all such women and girls as receive grants for maintenance are to be registered at the Labour Exchange, and their claims to maintenance would cease if they refused to accept suitable work when offered to them. The schemes which are at present under consideration include both trade instruction and practical domestic training similar to that already given in the "mothers' classes for thrift" already well known in Edinburgh and other districts.

The Scotsman, December 23rd 1914.

WOMEN'S EMPLOYMENT IN EDINBURGH.

A meeting of the Sub-Committee on Women's Employment for Edinburgh was held yesterday in the City Chambers—Mrs T. J. Miller, the Convener, presiding. There are now 32 women on the Sub-Committee, representative of women's interests throughout Edinburgh.

A long discussion took place with regard to certain garments which had been made in the workrooms. The Convener stated that a number of cardigans for the Indian troops had been made in the workrooms. At the time the order was placed it was impossible to obtain any quantity of these garments in this country, a number having to be obtained in America. Those made in the workrooms, it was pointed out, would either have been made by voluntary workers or not made at all, and the Indian troops might thereby have been the sufferers. The Scottish Committee on Women's Employment were very anxious that there should be no interference with legitimate trade, and it was stated by the Convener that great care was being taken to prevent interference in any way.

A letter was read from the Women's Freedom League suggesting that a Women's Day should be held in Edinburgh, and asking that the Committee should send a representative to make arrangements for holding such a day. It was decided to take no action, as the individual members would no doubt be present to represent their different societies.

Excellent reports were submitted dealing with the work at the Melville Street, Frederick Street, and Randolph Crescent workrooms, and it was pointed out that it was important that other workrooms should be opened as soon as possible.

A letter was read by the secretary stating that the Hope Park Square grant had been received. Mrs Maclean, of the Co-operative Guild, made a protest against the delay which had arisen between the time the application was made and the receipt of the grant. She said it would now be difficult to open the workroom till after the New Year, and there was a long waiting list of girls.

It was mentioned that the workers would get holidays from Thursday to Monday in both Christmas and New Year weeks, and they would be paid the same as usual.

Entertainments are being organised on Saturday, 26th December, for the girls employed in the workrooms, and on Saturday, 2nd January, for the women who are receiving home work from the home work department at the City Chambers.

It was reported that the whole work was being carried on in a satisfactory manner, and further workrooms would be opened as the need for them arose, if grants could be obtained from those in authority.

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The Queen,
January 2nd. 1915.

Glasgow Workrooms for Women.

Workrooms for unemployed women are being opened in Glasgow under the direction of the sub-committee on Employment of the Citizen's Relief Committee for Glasgow, and approved by the Scottish Committee on Women's Employment. At the workroom in South Woodside-road, twenty-five girls are employed, all those taken on being women or girls directly affected by the war. Even learners are able to earn a weekly wage of 10s., but in order to make the benefits go round and to give workers a chance of getting back into regular employment as soon as possible, it is usually thought best not to keep any but learners longer than four or five weeks, and the employees are all required to register at the Board of Trade office every week, so that situations may be secured. Most of the work done in these emergency workrooms is mending, altering, and remaking old garments, and making up Red Cross work, as it is not allowed that relief work should in any way compete with regular trades. The Women's Emergency Corps are opening workrooms in Cowcaddens, and early in January large premises granted by the Corporation of Glasgow will be opened at the "Spout Mouth." In these workrooms as many as 150 workers will be employed. Should distress break out in any other districts of the city, arrangements can be made almost immediately whereby employment can be supplied. So anxious, indeed, are the authorities to relieve distress caused among working women by the war, and also to give these women a trade which will stand them in good stead when the present crisis is over, that any branch of trade (however small) which needs learners, may be undertaken by the sub-committee on employment.

The Scotsman,
Jan: 9th. 1915.

RELIEF OF DISTRESS.

EMPLOYMENT OF WOMEN IN EDINBURGH.

At a meeting of the Edinburgh Committee under the National Relief Fund it was reported that the offer of domestic training for women and girls had not, up to the present time, been taken advantage of, and a further opportunity was to be offered to the ward sub-committees to recommend suitable cases. The workrooms, however, were proceeding satisfactorily, and authority was given to the Sub-Committee on Women's Employment to dispose of the articles which had been made to various charitable and other organisations. It was reported that there were 74 women and girls employed at Melville Street. The Hope Park Halls workroom had now been opened, and that would relieve the pressure elsewhere. For the purpose of this workroom a grant of £180 had been received. The scheme at this centre would provide for the employment of 60 women and girls. There were 27 employed at that date, but it was anticipated that within a short time the full number would be engaged.

THE EMPLOYMENT OF WOMEN IN DUNDEE.

The question of providing work for women in Dundee thrown out of employment on account of the war was discussed by two local Committees yesterday.

A sub-committee of the Dundee Women's Employment Committee of the Prince of Wales's Central Executive considered the question of opening workrooms to relieve distress in the city. It was felt that there was not sufficient evidence of unemployment to justify them taking action in the opening of workrooms. The Committee agreed to recommend the Central Executive to apply for a grant from the Scottish Committee on Women's Employment to develop the existing toy industry which was recently established by the Dundee Women's War Relief Fund.

The Dundee Advisory Board of the Scottish Council for Women's Trades passed a resolution deciding to co-operate with others, or, if need be, to originate and organise such temporary work for women and girls as might be considered necessary. The question was put as to whether there were sufficient numbers to justify the Board taking action, and the Rev. A. C. Mackenzie said that from his own personal knowledge he could contribute as many cases of under-employment and unemployment as they began with in Edinburgh. A sub-committee were appointed to consider and report upon the best methods of carrying the object into practical effect with the least delay.

The Glasgow Herald,
Jan: 9th. 1915.

DUNDEE WOMEN AND THE WAR.

Representatives of the Dundee Women's Employment Committee and the Advisory Board of the Scottish Council for Women's Trades met yesterday afternoon to discuss ways and means of finding work for women thrown out of employment by the war. The Women's Employment Committee felt that there was not sufficient evidence of unemployment to justify them opening workrooms to relieve distress, but they recommended that application should be made to the Prince of Wales's Fund Executive for a grant from the Scottish Committee on Women's Employment to develop the toy-making industry, which has been started in the city. The Advisory Board of the Scottish Council for Women's Trades passed a resolution that in view of the dislocation in certain departments of business due to the war with the consequent total unemployment or under-employment for women and girls, they resolved to co-operate with others or if need be originate and organise such temporary work for women and girls as might be considered necessary. It was pointed out that three centres had been opened in Glasgow and that the Local Government Board had recognised the work done there by giving grants.

The Queen's Work for Women Fund amounted yesterday to £123,538.

The Edinburgh Fund amounts to £106,628. The Paisley Fund has reached £22,030, and the Dalbeattie Fund £203.

The Scotsman,
Jan 14th 1915.

CLOTHING FOR EDINBURGH RELIEF FUND RECIPIENTS.

It has been decided to put certain goods made at the workrooms carried on by the Sub-Committee on Women's Employment in Edinburgh, under the National Relief Fund, at the disposal of the Ward Sub-Committees, for the purpose of relieving distress amongst those eligible for other forms of relief from the Fund, and applications are invited from the ward secretaries with a view to the allocation of goods and the nature of the garments desired. In the case of goods for which application is not made by the Ward Committees within a reasonable period, the Edinburgh Committee will hold itself at liberty to dispose of them otherwise. The garments, which will be of distinct service in the poorer areas at this time, include all forms of clothing for boys and girls as well as many garments for adults.

The Scotsman,
January 6th. 1915.

QUEEN'S WORK FOR WOMEN FUND.

THE Queen's Work for Women Fund yesterday reached a total of £122,009.

A memorable week has just closed in the experimental workrooms opened by the Central Committee on Women's Employment. Anxious that the women who have suffered so much through unemployment should have something to mark the gift season, the Committee sent a large bundle of oddments and sample pieces to each workroom, with the invitation to the women to make what they liked for themselves. A whole week was given up to present-making. The Committee had a second object, which has been as successful as the first. It desired to encourage initiative in these women, who have until now had little chance of being anything but machines. The results have been as good as an examination in the lessons given in the workrooms.

Glasgow Herald,
Jan: 10th. 1915.

EMPLOYMENT.

20 Melville Street, Edinburgh,
January 14.

Sir,—In the midst of so many demands upon a generous public one almost hesitates to issue yet another appeal, and especially an appeal for cast-off clothing, as it would seem that the urgent needs in this line of the nation's Belgian guests must have wellnigh exhausted the supply. Should there, however, be some amongst your readers who have not entirely come to an end of the resources of their wardrobe, I should like to call their attention to the needs of the workrooms which are being carried on in different parts of Scotland under the Queen's Work for Women Fund. These workrooms are providing employment for hundreds of women who have been thrown out of work owing to the war, and who are now engaged in making, amongst other things, clothing for the destitute poor and infants' outfits for distribution through the maternity hospitals and nursing associations. The cost of sufficient new material to keep so many workers constantly employed is a heavy drain upon the fund, and the various local committees managing the workrooms are most grateful for donations of cast-off garments in fairly good condition, which can be altered, repaired, and made down. The infants' outfits must necessarily be made of new material, but the workers are becoming expert in the fashioning of children's clothing out of old garments "of a larger growth," and very attractive little frocks, suits, and under-garments are made from what may seem at first sight to be rather unpromising material. The chief aim of the workrooms is not so much the production of large quantities of work in a given time as the encouragement of neat workmanship, and the giving of a thorough training in cutting out, making, and mending, which will not only serve to tide the workers over a season of unemployment, but will be of lasting benefit to them in after life. No one need therefore hesitate to present to the workrooms garments which may seem to require a good deal of time and work in order to render them fit for use. If any of your readers have clothing to dispose of it would be extremely kind if they would communicate with the Hon. Secretary, Scottish Committee on Women's Employment, 20 Melville Street, Edinburgh, stating what articles they would propose to send. The committee would then give information as to where such a gift might be most acceptable at the time, and the cost of carriage would be met. The garments would in this way be serving a double purpose, in clothing the destitute and in furnishing work for the unemployed.—I am, etc.,

MARY M. PATERSON,
Interim Hon. Secretary.

Edinburgh Evg Dispatch
2-2-15,

Flower Making for Women.

TO THE EDITOR.

Surely it is a great pity that the Edinburgh Sub-Committee of the Scottish Committee on Women's Employment should have felt themselves obliged to abandon the scheme for making artificial flowers. It is said to be an industry recommended by the Board of Trade as profitable. That the preliminary cost is considerable and that some time must necessarily elapse before it pays is no doubt the case, but is this sufficient reason for dropping the scheme? No doubt, work of this kind, which requires technical skill, cautious handling, and artistic instinct, cannot be used for purposes of immediate relief for the average unskilled worker. But many of us forget that the war has brought hard times to numerous skilled and artistic workers of what is called the middle class. They are more difficult to provide with work, and such work must necessarily be of a kind which takes time and money to set going. Yet there is no reason why it should not be done, so long as it does not interfere with existing trades.

A good deal is being done to meet the needs of the unemployed factory hand and the less skilled trade operative, but very little is being done to help the artists, designers, and highly skilled women workers.

Here is a case in which the Women's Emergency Corps might perhaps be of use. The whole question is worthy of their consideration. If the Executive Committee of the Corps were to decide to try to start flower making it would, of course, mean that a special appeal would have to be made to raise the necessary funds, as it has hitherto been impossible to obtain any help for the Corps from the national relief funds.

MARY H. EELES,
Hon. Secretary, Women's Emergency Corps,
29 Drumsheugh Gardens.

Evening Standard. 2.2.15.

VARIETY OF SCHEMES FOR RELIEF OF WOMEN'S UNEMPLOYMENT.

The Central Committee on Women's Employment, as a centre for finding work for unemployed women, now looks out to a vast network of local schemes spreading all over the country.

One by one the provinces have adopted the central committee's plans of giving work, and have linked up with the centre. Thirty-two boroughs in London and Greater London have now opened workrooms approved by the committee, and thirty-four provincial towns.

The result to the women of the country should be threefold: present distress is checked, the level of women's work is being raised by trade and commercial teaching, and the future of England's homes assured, by training in domestic economy.

The schemes of work have, of course, been adapted to meet the local needs, for the usual occupations of the women out of employment are widely different.

What the Provinces are Doing.

Nottingham is training women in machining, for when they are competent work can be found for them; Gloucester is teaching the mending and re-making of cloth, and proposing to train older women as sick-room helps to meet a local need.

Women who cannot sew, and are too old to learn, such as the unemployed charwomen of Manchester, are making rag rugs. When they are younger, as in the case of the winder pattern girls of Nottingham, they are being taught to sew.

A variety of work is done in the workrooms, very often with a view to the needs of the poor of the district, to which it will ultimately be sent. Bacup makes bed-quilts and dresses dolls; Burnley workers spend part of the time mending their own garments, and paper quilts and pillows are occupations at Stourport.

Baby Management and Hygiene.

Most popular of all the central committee's schemes has been the domestic economy training. Swansea has a training centre for the teaching of housewifery, laundry, cookery, hygiene and baby-management. It is proposed also to teach further subjects approved by the Board of Education.

Gloucester is proposing to train young women specially for domestic work, and the Gloucester School of Domestic Science has offered to take the girls at £1 per term, including dinner, and two students without charge.

Cardiff women are being taught general cleaning and the renovation of old furniture by cleaning and painting, as well as cooking and laundry work. Lectures which may be useful to them in the home are also given, including first aid and home nursing. Tynemouth is hoping to have a domestic training centre also.

In addition, several homes, including those

Scotsman.
6. 2. 15.

6529

6529/9

COMMITTEE ON WOMEN'S EMPLOYMENT.

20 Ann Street, Edinburgh, February 3, 1915.

SIR, — The members of the Sub-Committee on Women's Employment (Prince of Wales's Fund) will feel grateful to Mrs Eeles for calling the attention of the public, in her admirable letters in *The Scotsman* and in the *Evening Dispatch*, to the abandonment of the scheme for making high-class artificial flowers. May I, as a member of that Sub-Committee, and with the consent of our convener, be allowed to explain that why we felt obliged to abandon it in the meantime was not because we consider the scheme unworkable or inadvisable, but because our Committee has to submit all schemes to the Scottish Committee on Women's Employment before we can obtain any money from the Prince of Wales's Fund to carry out the schemes, and that, in the case of this scheme, the attitude of the Scottish Committee on Women's Employment was so unsympathetic and unhelpful that we realised that in spite of all our work and efforts the scheme would be doomed to fail. We abandoned this scheme in the meantime "regretfully," and with protest.

As a matter of fact, our Committee has had this particular scheme very much at heart a scheme for making what is known as "evening dress flowers." There is no trade of the kind in Scotland, and only two small firms in London which carry it on. It is the one scheme we have as yet put forward that is not merely the eternal sewing which seems to be the only work for women that is encouraged. It offers training for both hand and eye. It is, as Mrs Eeles points out, a training that might help the more skilled women workers, who form a class greatly in need of help, and likely to be even in greater need as the war goes on, and for long after it is over.

Our Committee, over three months ago, took steps to ascertain the financial possibilities of the business. Our hon. secretary went to London in October, made full investigations, and took expert advice, and submitted a report for our consideration. The fact that a leading London house has since bought up one of the two existing London firms as a going concern, taking over forewomen, workers, and plant, shows that the work can be made to pay; and in the hands of a Committee such as ours, comprising all the elements necessary for the able handling of such an enterprise in Edinburgh, the scheme might have resulted in the formation of a new trade for women in this city.

All this work was done by our Committee over three months ago; but in the meantime, we have, through delay that is not ours, lost many of the advantages that we could have obtained. After this long delay, we were informed that no money could be granted from the Prince of Wales's Fund for "plant," nor for the payment of the teacher, that all that could be given was weekly wages on the war-relief scale of 10s. per week; and even that not unless we could guarantee capital to provide plant and launch the business.

By the memorandum of the Scottish Committee on Women's Employment, training for, and the promoting of new trades for, women form part of the work the Committee undertake. But both these have been hitherto ignored by the Scottish Committee on Women's Employment. Our Local Committee has never received any suggestions from this Committee of any possible new trades or industries or of training which would improve a woman's value in the labour market; and our own suggestions, as in the case of this flower making project, have been met in a spirit entirely unhelpful and disheartening. Our initiative has been hampered by stereotyped formulæ.

If, in larger matters, the Government had acted in the same spirit, without the realisation that the extraordinary conditions have to be met by extraordinary measures, I venture to say the country would now be at the same stand-still as that in which our Committee is at the present moment.

The waste of our Committee's time and influence would not matter; but, at the back of it all stands the crowd of women bread-winners who are suffering from the war, for whom, among others, the Prince of Wales's Fund was subscribed, and for whose welfare, therefore, the various Committees that deal with that Fund are morally responsible.

After all, those who gave, and are still giving, so generously to the Prince of Wales's Fund for national relief did not ear-mark their subscriptions for the benefit of Trades Unions.—I am, &c.

ROSALIND MASSON.

to raise the necessary funds, as it has hitherto been impossible to obtain any help for the Corps from the national relief funds.

MARY H. ELES,
Hon. Secretary, Women's Emergency Corps,
29 Drumsheugh Gardens.

Evening Standard. 2.2.15.

VARIETY OF SCHEMES FOR RELIEF OF WOMEN'S UNEMPLOYMENT.

The Central Committee on Women's Employment, as a centre for finding work for unemployed women, now looks out to a vast network of local schemes spreading all over the country.

One by one the provinces have adopted the central committee's plans of giving work, and have linked up with the centre. Thirty-two boroughs in London and Greater London have now opened workrooms approved by the committee, and thirty-four provincial towns.

The result to the women of the country should be threefold: present distress is checked, the level of women's work is being raised by trade and commercial teaching, and the future of England's homes assured, by training in domestic economy.

The schemes of work have, of course, been adapted to meet the local needs, for the usual occupations of the women out of employment are widely different.

What the Provinces are Doing.

Nottingham is training women in machining, for when they are competent work can be found for them; Gloucester is teaching the mending and re-making of cloth, and proposing to train older women as sick-room helps to meet a local need.

Women who cannot sew, and are too old to learn, such as the unemployed charwomen of Manchester, are making rag rugs. When they are younger, as in the case of the winder pattern girls of Nottingham, they are being taught to sew.

A variety of work is done in the workrooms, very often with a view to the needs of the poor of the district, to which it will ultimately be sent. Bacup makes bed-quilts and dresses dolls; Burnley workers spend part of the time mending their own garments, and paper quilts and pillows are occupations at Stourport.

Baby Management and Hygiene.

Most popular of all the central committee's schemes has been the domestic economy training. Swansea has a training centre for the teaching of housewifery, laundry, cookery, hygiene and baby-management. It is proposed also to teach further subjects approved by the Board of Education.

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Cardiff women are being taught general cleaning and the renovation of old furniture by cleaning and painting, as well as cooking and laundry work. Lectures which may be useful to them in the home are also given, including first aid and home nursing. Tynemouth is hoping to have a domestic training centre also.

In addition, several towns, including Swansea and Gloucester, have taken up the committee's plan of training older women to be sick-room helps. Burnley, Lewisham, and Deptford are giving their unemployed juveniles a course of hygiene, home nursing, cooking, dressmaking, English and physical drill, and there seems to be room for more schemes of this nature to help the young wage-earners thrown out of work through the war.

Lectures on Poultice-Making.

A marked feature of all the training schemes is the co-operation on the advice of the Central Committee with local education authorities. The classes, in most cases, are being given free to the women in the relief workrooms. Even when there is not a complete training scheme, a course of lectures is often given to the women by educational authorities. At Birmingham, for instance, lectures are in progress on such subjects as linseed meal poulticing, with practical illustrations, invalid cookery, the feeding of infants, and food values.

One workroom for unemployed women is by no means the extent of local activity. In Burnley, where the unemployment is high, there are no less than four schemes of work.

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After all, those who gave, and are still giving, so generously to the Prince of Wales's Fund for national relief did not ear-mark their subscriptions for the benefit of Trades Unions.—I am, &c.

ROSALINE MASSON.

The Scotsman,
Jan: 14th. 1915.

RELIEF OF DISTRESS.

QUEEN'S WORK FOR WOMEN FUND.

ARRANGEMENTS IN FIFE.

The Countess of Elgin presided at a meeting at Dunfermline in connection with the effort which is being made by her Ladyship to raise money for the Queen's Work for Women Fund in the county of Fife. The meeting was attended by representative ladies from all parts of the district. In a memorandum accompanying her letter calling the meeting, the Countess of Elgin explained that the primary function of the Central Committee of the Fund was to think out and to put into operation schemes that would avoid any interference with ordinary trade, while providing work for women and girls whom the war had thrown out of employment.

After some discussion, Committees were appointed and arrangements made for taking collections at all religious services on the first Sunday in February; for a flag-day on the last Saturday in January; for a collection of subscriptions from shops, works, and warehouses; for a sale of picture post-cards by children attending Sunday schools; and for the holding of entertainments in connection with the last-mentioned, of which two halls have been placed free of charge at the disposal of the Committee.

Dundee Advertiser,
Jan: 16th 1915.

SCOTTISH COMMITTEE ON WOMEN'S EMPLOYMENT.

Under the Queen's Work for Women Fund employment has been found for hundreds of women who have been thrown out of work owing to the war, and who are now engaged in making, amongst other things, clothing for the destitute poor, and infants' outfits for distribution through the Maternity Hospitals and Nursing Associations. The cost of sufficient new material to keep so many workers constantly employed is a heavy drain upon the fund, and the various local Committees managing the workrooms are most grateful for donations of cast-off garments in fairly good condition, which can be altered, repaired, and made down.

Glasgow Evg News,
Jan: 29th. 1915.

SCOTTISH COMMITTEE ON WOMEN'S EMPLOYMENT.

A LABOUR EXCHANGE OFFICE IN TOLLCROSS.

20 Melville Street, Edinburgh, Jan. 28.

Sir,—As the Royal Commission on Housing in Scotland is resuming its sittings, the Scottish Committee on Women's Employment, which has been permitted to make use of a part of the Housing Committee's premises at 20 Melville Street, Edinburgh, will remove on Monday, 1st February, and will be temporarily located in the Labour Exchange Offices, 174 Lauriston Place, Tollcross.

Communications should therefore be addressed, on and after 1st February, to the Hon. Secretary, Scottish Committee on Women's Emloyment, Labour Exchange, 174 Lauriston Place, Tollcross.—I am, etc.,

LOIS C. P. YOUNG, Hon. Secretary.

The Scotsman,
Jan: 16th 1915.

SCOTTISH COMMITTEE ON WOMEN'S EMPLOYMENT.

20 Melville Street,
Edinburgh, January 14. 1915.

SIR,—In the midst of so many demands upon a generous public, one almost hesitates to issue yet another appeal, and especially an appeal for cast-off clothing, as it would seem that the urgent needs in this line of the nation's Belgian guests must have well-nigh exhausted the supply.

Should there, however, be some amongst your readers who have not entirely come to an end of the resources of their wardrobes, I should like to call their attention to the needs of the workrooms which are being carried on in different parts of Scotland, under the Queen's Work for Women Fund. These workrooms are providing employment for hundreds of women who have been thrown out of work owing to the war, and who are now engaged in making, amongst other things, clothing for the destitute poor and infants' outfits for distribution through the maternity hospitals and nursing associations. The cost of sufficient new material to keep so many workers constantly employed is a heavy drain upon the fund, and the various local committees managing the workrooms are most grateful for donations of cast-off garments in fairly good condition, which can be altered, repaired, and made down. The infants' outfits must necessarily be made of new material, but the workers are becoming experts in the fashioning of children's clothing out of old garments "of a larger growth," and very attractive little frocks, suits, and under-garments are made from what may seem at first sight to be rather unpromising material. The chief aim of the workrooms is not so much the production of large quantities of work in a given time as the encouragement of neat workmanship, and the giving of a thorough training in cutting out, making, and mending, which will not only serve to tide the workers over a season of unemployment, but will be of lasting benefit to them in after-life.

No one need, therefore, hesitate to present to the workrooms garments which may seem to require a good deal of time and work in order to render them fit for use.

If any of your readers have clothing to dispose of, it would be extremely kind if they would communicate with the hon. secretary, Scottish Committee on Women's Employment, 20 Melville Street, Edinburgh, stating what articles they would propose to send. The Committee would then give information as to where such a gift might be most acceptable at the time, and the cost of carriage would be met. The garments would in this way be serving a double purpose—in clothing the destitute and in furnishing work for the unemployed.—I am, &c.

MARY M. PATERSON, Interim Hon. Secretary.

The Scotsman,
Jan. 30th 1915.

WOMEN'S EMPLOYMENT IN EDINBURGH.

January 28, 1915.

SIR,—Surely it is a great pity that the Edinburgh Sub-Committee on Women's Employment should have felt themselves obliged to abandon the scheme for making high-class artificial flowers. It is said to be an industry recommended by the Board of Trade as profitable. That the preliminary cost is considerable, and that some time must elapse before it pays, is no doubt the case; but is this sufficient reason for dropping the scheme? Undoubtedly work of this kind, requiring technical skill and artistic instinct, cannot be used for purposes of immediate relief for the average unskilled worker. But many of us forget that the war has brought hard times to numerous skilled workers of the middle class. They are more difficult to provide with work, and such work must necessarily be of a kind which takes time and money to set going. Yet there is no reason why it should not be done, so long as it does not interfere with existing trades. A good deal is being done to meet the needs of the unemployed factory hand and less skilled operative, but little is being done to help the artists, designers, and highly-skilled women workers. Here is a case in which the Women's Emergency Corps might perhaps be of use. The whole question is worthy of their consideration. If the Executive Committee of the Corps decided to start flower-making, it would, of course, mean that a special appeal would have to be made to raise the necessary funds, as it has hitherto been impossible to obtain any help for the Corps from the National Relief or the Women's Work for Women Funds.—I am, &c.

MARY H. EDIE, Hon. Secretary,
Women's Emergency Corps,
29 Drumsheugh Gardens.

Glasgow Herald 652a.
Jan: 27th 1915.

WORK FOR WOMEN FUND.

The Scottish subscriptions to the Queen's Work for Women Fund to date amount to £2926 7s 7d. Last week's receipts included £61 12s 11d as a further contribution from Dumbartonshire, per Mr T. S. Harrison, Clydesdale Bank, Helensburgh; £27 12s from Cupar and district, per Mrs Gilroy, Clatto, Cupar-Fife; £10 9s 6d from Perthshire, per the Hon. Mrs Stirling of Keir; and £5 8s from Wigtownshire, per Lady Borthwick. The Scottish treasurer for the Queen's Fund, to whom subscriptions should be sent, is the Marchioness of Linlithgow, Hopetoun House, South Queensferry. Communications regarding the work of the Scottish Committee on Women's Employment should be addressed to the honorary secretary, Miss Lois Young, 20 Melville Street, Edinburgh. The Queen's Work for Women Fund amounted yesterday to £127,919.

SCOTTISH COMMITTEE ON WOMEN'S EMPLOYMENT.

Amongst the numerous activities set on foot by the Central Committee on Women's Employment dealing with the unemployment of women in England with a view to lessening the distress resulting amongst women workers from the war is the placing of contracts, and the committee has already done much useful work in giving advice as to the distribution of these in the most needy districts, where the employment so given is of the greatest value. In London a large number of workshops engaged in the manufacture of blouses, dresses, and men's clothing closed down soon after the declaration of war, causing acute distress amongst many hundreds of women workers, but through the efforts of the Central Committee contracts for shirts were obtained and the workshops reopened, the proprietors undertaking the work mainly in order to keep their staffs together. The Scottish Committee on Women's Employment is now developing work along similar lines in Scotland, and hopes to be able to arrange for the placing of contracts amongst dressmakers and other firms throughout the country who may be finding difficulty in providing employment for their workers and who may be willing to undertake work of this kind in preference to reducing their hours of work or closing down altogether. It is felt that in this way valuable assistance may be rendered in quarters where the problem of unemployment is hourly becoming one of increasing difficulty. Communications and inquiries regarding this work should be addressed to the hon. secretary, Scottish Committee on Women's Employment, 20 Melville Street, Edinburgh.

652a/10

The Glasgow Herald 11/6/15

652a 652a/11

EMPLOYMENT FOR WOMEN.

Owing to the war and the suspension of the fishing industry a large number of young women in the Western Isles who at this time of year are usually employed at the curing of herring at Yarmouth and Lowestoft are out of employment. The case of these young women has been taken up by the Scottish Committee on Women's Employment, and negotiations are in progress which may result in a large number of these young women being employed in Ayrshire and elsewhere at the digging of potatoes. They are said to be quite as well qualified for this class of work as the Irish migratory labourers, as they are all used to working on their own crofts at home in the spring and autumn.

17-2-15
Evening Standard
St James Gazette

THE QUEEN'S FUND.

SCHOOL-CHILDREN'S SHOES MADE BY UNEMPLOYED WOMEN.

LECTURES ON HYGIENE.

The results of the shoe-making for school children, carried on in the workrooms initiated by the Central Committee on Women's Employment, have been greatly appreciated in the schools to which shoes have been sent.

During the recent wet weather, the shoes have been in constant use. The object of making them and presenting them to schools has been to provide the children who come with bad boots with a change when they are wet.

A Wet Day at School.

On a wet day the schoolroom presents rather a curious appearance. Over the hot pipes hang a collection of pitifully ragged stockings, and underneath, a row of what were once boots. The children have bare feet comfortably tucked into slippers which have been made by unemployed women in the workrooms of scraps of material—felt, serge, cloth—the tops of old stockings, or silk top hats.

Each pair is neatly bound round the top with binding or braid, and pieces of carpet or some other stout foundation have been used for soles. Before the shoes came, the children sat in their bare feet.

In one school, to which sixty pairs of shoes were given, almost as many more are needed, and one of the teachers conceived the idea of asking the better clothed children to bring old socks to school to supplement the slippers.

The school contains the most mixed collection of children perhaps in London. Some are the children of clerks and shopkeepers, while others belong to families where the father is practically unemployable.

The better-class children bring all their old boots to school for the others, and a boot club has been instituted whereby the mothers pay a weekly contribution, and the school provides the child with boots. A record of the entries for one child is evidence of the difficulty of even paying back: ½d., 1d., ½d., ½d., ½d., ½d., 1½d., ½d., 1½d., ½d., 4½d., 1½d., ½d., 3d. . . . and so on until the price is paid.

Boots as School Prize.

In some instances the child is in such urgent need that the teacher looks about for an excuse to give her a pair of boots as a prize.

In spite of such assistance, more than half of every class comes with boots and stockings wet through on a bad day. One child, who is now walking about with almost the whole of the upper free from the sole of her boot, has had the same pair since the Country Holiday Fund gave them to her in August. Another was taking turn about, morning and afternoon, with her brother in coming to school, for they had only one pair of boots between them.

For the drill class the emergency shoes are used also, as the children can hardly walk in their bits of boots, and they certainly can not dance or do exercises.

A double benefit has been conferred by the gift of shoes, for some of the mothers have taken a hint from the work of the unemployed women, and themselves have made shoes for the children to wear at home. The pieces have been obtained, according to the children, from the "rag-and-bone."

Training College for Unemployed Clerks.

The Training College for unemployed clerks opened by the City of London Committee, with the approval of the Central Committee on Women's Employment, has now close upon 150 students. These are all clerks who have been employed in the City, and who are thrown out of work through the war.

They come from thirty-eight different boroughs, and, instead of occupying the time of unemployment in needle-workrooms in their own districts, they are having the opportunity of a thorough commercial training.

London County Council teachers attend every morning, and classes are held in English, economic history, geography, arithmetic, and personal hygiene. Every student is expected to attend these classes, but in book-keeping, shorthand, and French a choice of taking two subjects out of three is given.

Popularity of French Classes.

For shorthand, the pupils are divided into two classes. In the elementary class are many girls who have simply been typists, and any shorthand they knew was not good enough for them to use.

The French class is very popular, the girls recognising the fact that with a knowledge of commercial French they will be able to command better salaries.

A hot dinner is provided for the clerks every day at a nominal cost, the food being supplied by the National Food Fund. Other gifts to the college include cheese, salmon, flour, mutton, and potatoes from the Colonial Governments, and jam, meat, and butter from the London Chamber of Commerce.

A voluntary gymnasium class has been formed for the recreation hour, the teachers being supplied from the Greystoke Training College. This exercise forms a pleasant break to the usual sedentary occupation.

The afternoons are occupied in typewriting lessons and practice, and in dressmaking classes.

The girls are learning to make their own patterns and to cut out and make their own clothes. The day finishes with lectures in hygiene and other subjects, demonstrations being also given in cookery. The girls are encouraged to practise what they are shown at home, and a cookery competition is to be held for the dishes which the girls make themselves.

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Glasgow Herald.
11.11.15

652a/12

EMPLOYMENT FOR WOMEN.

The ninth annual meeting of the Women's Employment Bureau for Glasgow and West of Scotland was held in the office at Albany Chambers, Charing Cross, Glasgow, on Tuesday. The adoption of the report was moved from the chair by Mrs Thomas Johnston, and was seconded by Miss L. E. Mitchell. A satisfactory increase was shown in the number of posts offered and filled, and in the number of clients who had taken advantage of the information department. There was also an improvement in the financial position.

Miss E. B. Mitchell, hon. secretary of the Scottish Committee on Women's Employment, spoke of the effect of the war on women's work and prospects. She pointed out how successfully industrial women workers had taken advantage of the opportunities which the war had brought them. This had not been so easy in the case of clerical and professional women. Owing to a certain shortage of skilled workers a great many women who were eager to give their services to the nation had not so far been accepted. In view of this shortage of skilled workers the necessity was urged for women to prepare themselves for business, for social work, for gardening and agriculture, for all callings, in fact, which would be useful in the difficult times which we have to face, when undoubtedly a much plainer and simpler standard of living must be adopted than has existed for many years.

Miss M. K. Pickering, secretary of the Central Office for Women, gave an interesting account of the organisation of canteens for women workers in the munition factories. A vote of thanks to the speakers was moved by Miss Hannan Watson, of Laurel Bank School.

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Dundee Advertiser
17-1-17

652a/13

WOMEN'S WAR WORK.

SUCCESSFUL STATION BARROW.

There was a large attendance yesterday at the meeting of the Dundee Women's War Relief Committee, which was held in the Town Hall. Miss Kynoch presided.

Mrs Harry Walker expressed the gratitude of the 4th Black Watch Comforts Committee for the aid of the Dundee Women's War Relief Committee, and intimated that, in return, during the three months when the socks were being supplied the Comforts Committee would send to the Central Depot at Bank Street £20 worth of wool monthly.

On the motion of Miss Kynoch, seconded by Mrs J. B. Taylor, it was agreed that the various wards should in rotation receive a share of this wool.

Mrs Kerr, Hon. Treasurer, intimated that there was a balance at the Central Depot of £128 2s 1d, and a ward balance of £1147 4s 0½d.

The reports of the various wards and Sub-Committees were read and approved. These were in all instances extremely satisfactory.

Of especial interest was the report of the patriotic barrow, which was read by Mrs W. H Buist. Already over 2244 men had been served with tea. In all they had about 80 workers, but they would be very glad if more would come forward. The financial response had been exceedingly generous, and the thanks of the Committee were gratefully extended to Mr George Draffen, who so generously gave the barrow, and to the 4th and 7th Wards for their splendid contributions. Nor could they omit to mention the kindness which they had received from the station officials, who had all along evinced such a kindly interest in the work.

The names of Mrs Syme, 12 Clarendon Terrace, and Miss Ella Air, Dunmore, were added to the Committee.

Miss Duncanson, Hon. Secretary, stated that gifts had been received from the following:—Martyrs' Church Mothers' Meeting, Miss Brodie Wilson; St Mary's Church, Newport; Miss M. S. Barbour, Bonskeid; Meigle Work Party, Carnoustie Parish Work Party; Mrs Johnstone, Craighead, East Newport; Miss Low, Ashlea, Monifieth;, Mrs Cox, Drumkilbo; Mrs Philip, U.F. Manse, Invergowrie, Brown Street Hall Mission.

After some discussion it was decided to send 300 pairs of socks to Colonel Murray, Black Watch, and 100 pairs of socks to the following for distribution:—Captain Bowman, Lieutenant Crooks, Captain Richardson, and Lieutenant Colonel W. E. Foggie. It was also agreed that 100 pairs of socks and 90 pairs of hosetops should be despatched to the South African Scottish.

Evening Standard & St. James's Gazette, November 7th. 1914.

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THE QUEEN'S FUND.

TRAGEDY OF THE LONELY MIDDLE-AGED WORKERS.

GIRL GUESTS.

WAISTCOAT MAKERS AND THEATRICAL DRESSERS.

Workrooms for the girls employed through the agency of the Central Committee on Women's Employment have in almost every case been lent. In one district the provision is a public-house which has never been licensed, and Westminster's unemployed girls are given the hospitality of a private house in South Audley-street.

Beef-Cup and Rolls.

The girls enjoy many of the privileges of invited guests. Their hours are from one o'clock till 7.30, and at four o'clock they are entertained to coffee and buns, and beef-cup and rolls on Saturday, when they come in the morning. While they work they sing, and the daughter of the house plays for them. The pathos of "A long, long way to Tipperary" is perhaps nowhere so evident as in this workroom, where the girls seem a long, long way from their own work, lost through the war. They sing away happily, however, and on Saturday afternoons when the work is over many of them stay for the recreation which is provided. A lady has offered to teach them Spanish dancing.

Friendless No Longer.

The hostess takes a personal interest in her girls and women, forty-five of whom are now at work on maternity outfits and clothes for necessitous mothers and children. A little orphan who had hip-disease and is very lame, and who seems not to have a friend in the world, will be friendless no longer.

In Westminster it is the middle-aged women who live alone who have suffered most. They are waistcoat workers, theatrical dressers, and small dressmakers. There is a little bent seamstress of forty years who seems to concentrate in herself the tragedy of the war. She could hardly speak when she came to the workroom for want of food.

All communications should be addressed to Lady Roxburgh, 33, Portland-place, London, W., and all cheques be made payable to Mrs. C. Arthur Pearson, hon. treasurer, at the same address, and crossed "Queen's 'Work for Women' Fund Account."

All communications respecting the work of the Central Committee on Women's Employment must be addressed to the Secretary, 8, Grosvenor-place, Hyde Park-corner, S.W. Applicants for work should apply to the Secretary of the Local Representative Committee at the Town or County Hall or Urban District Offices in the locality in which they reside.

The Nation, Nov. 21st. 1914.

RELIEF WORK FOR WOMEN.

To the Editor of THE NATION.

SIR,—The fine protest you have made in to-day's NATION on the subject of the penalization of soldiers' wives encourages me to hope you will allow me to point out another and no less gross injustice. It is an accepted principle of relief work for men that it should take the form of some useful capital expenditure for the nation. Road-making and afforestation have been specially designated for the purpose. The Women's Employment Fund, by some amazing perversity of judgment, has gone back to the old bad system of bygone days—days of the Irish famine, forgotten in England but remembered still with bitterness across the Channel. The interest of the monopolist and the contractor were then put above the interests of the people, and relief work took the form of work that nobody wanted and nobody would pay for in the ordinary way.

It is a condition laid down by the Women's Employment Fund that no work done in the workrooms must be sold, and that the garments made must be given away to people who could not buy. The consequence is, of course, that the standard of work is very low, that there is often great slackness on the part of the workers, and that the distribution is liable to the ordinary abuses of amateur charitable management. The effect morally is deplorable. It is a degrading and pauperizing system that will leave the working women coming under its influence appreciably worse off, economically, than they were before the war. It does away with the stimulus of competition without substituting a compensating sense of communal responsibility.

Workrooms that are run frankly with a view to becoming self-supporting, whether toy-making or arts and crafts, or merely needlework, have an entirely different effect upon the worker. And the plan of giving a bonus for good work, or for paying by piece-work, has a very healthy effect in combating the depression caused by the sudden drop of wages in all departments of women's work.—Yours, &c.,

J. T. KINGSLEY TARPEY.

33, Buckingham Mansions, West End Lane, N.W.
November 14th, 1914.

The Common Cause - 20 - 9. 14.

At time of going to press no particulars are yet forthcoming of the schemes that are being drawn up by the Central Committee on Women's Employment for providing work for professional women. Sympathy is being expressed in many quarters for the clerical workers, and other trained and capable women, who are forced to remain idle while work which they could well perform is attempted by voluntary helpers who are often inefficient; and it is hoped that some effort will be made by the Committee to induce various organisations to employ at least a proportion of salaried workers. In the meantime, Mrs. Hoster has already had several answers to the appeal mentioned in our last issue, and in one day was able to fill five good posts.

Help for women hitherto engaged in music, drama, and the fine arts and crafts is being organised by a Committee of the Three Arts Club, 19a, Marylebone Road, W., who have opened an Employment Fund, and are asking for donations. The object of the fund is to fit artists who cannot, owing to present conditions, find work in their own professions for some productive industry. The Committee states that:—

"In order not to encumber the labour market, only industries with present scope for enlargement will be chosen, either in connection with the land, where such occupations as poultry farming and market-gardening may be usefully extended, or in connection with manufacturing trades which now find room for development in this country owing to the war. The toy-making industry may be taken as an example.

"The Women's Emergency Corps, with which this fund will co-operate, is already finding establishments in which free training will be given in the various industries, and is taking steps ultimately to provide employment."

The Press Contributors' Emergency Fund, to which an office has been lent by the National Union, has already found work for several journalists, both men and women. The Secretary of the Fund would be glad to hear of any suitable paid posts in connection with literary and journalistic work, in libraries, as secretaries, investigators, or organisers. All communications should be addressed to Miss Hall, Press Contributors' Emergency Fund, Parliament Chambers, 14, Great Smith Street, Westminster, S.W.

Several other organisations are also arranging assistance for the professional classes. The "Professional Classes War Relief Council," composed of nominees of the majority of the principal professional institutions, and representatives of the chief societies engaged in relief work, are organising assistance in matters of education, training, emigration, maternity aid, and temporary employment. All those interested are invited to give support by sending donations to the Treasurer, Professional Classes War Relief Council, 13 and 14, Princes Gate, London, S.W.

Irish Times, Nov. 19th. 652a.

6526/2

QUEEN'S WORK FOR WOMEN FUND.

6526

UPWARDS OF £90,000 RAISED.

APPOINTMENT OF COMMITTEE FOR IRELAND.

The Queen's Work for Women Fund reached, last night, a total of £90,195.

In connection with the fund, the following have been appointed as a Committee on Women's Employment for Ireland for the provinces of Leinster, Munster, and Connaught:

President—The Countess of Aberdeen.

Members—Misses E. Buchanan, C. Cahalan, Mary E. Duggan, E. Gleeson, Lady Emly, Lady Everard, Countess of Fingall, Mrs. Noel Guinness, Mrs. Stephen Gwynn, Countess of Mayo, Miss D. Mellone, Mrs. Vere O'Brien, Miss Richardson, Miss M. L. Robinson, and Mrs. T. Russell.

Commercial advisers and official advisers have been appointed, as follow:—

Mr. J. C. Clements, managing director, Messrs. Switzer and Co., Grafton street, Dublin; Mrs. L. Gordon, manageress, Crochet and Lace Depôt, 44 Mary street, Dublin; Miss Rowan, of Rowan and Co., 64 South Great George's street; Mr. E. Walpole, 9 Suffolk street; Mrs. Dickie, National Health Insurance Commissioner, Ireland; Mr. W. T. McCartney Filgate, Department of Agriculture; Mr. G. Fletcher, Department of Agriculture; Miss Haire Forster, organising officer for women's work, Labour Exchange Unemployed Insurance, Board of Trade; Mr. Geo. Russel, editor "Irish Homestead," Dublin; Miss E. J. Slocock, H.M. Senior Lady Inspector of Factories.

An Ulster Committee has been appointed as follows:—

Dowager Marchioness of Dufferin and Ava, Lady Mayoress of Belfast (Mrs. Crawford McCullagh), Mrs. T. Sinclair, Belfast; Mrs. R. J. McMordie, Belfast; Mrs. E. Macnaghten, Co. Antrim; Hon. Lady Kennedy, Co. Down; Mrs. Nagle, Belfast; Miss McCance, Co. Antrim; Mrs. J. M. Andrews, Co. Down; Mrs. Harold Barbour, Co. Antrim; Mrs. Stevenson, Derry; Miss Galway, Secretary of Belfast Branch of Textile Operatives of Ireland, Belfast; Miss F. Clark, Belfast; Mrs. Nancy Letts, Belfast; Miss Magee and Mrs. Mercier Clements, Belfast.

Board of Commercial Advisers—Lord Mayor of Belfast (Councillor Crawford McCullagh, J.P.), Mr. James Johnston, J.P., linen manufacturer, Lurgan; Mr. Guy Morris, shirt and collar manufacturer, Londonderry; Mr. J. Stirling, Flax Spinning Company, Belfast; Mr. F. Anderson, manager Linen Weaving Factory, Portadown; Mr. T. Somerset, manufacturer hand embroidery, Belfast; Mr. Garrett Campbell, flax spinner, Belfast; Mr. James Johnston, J.P., merchant, Belfast; Mr. H. Berrington, manufacturer, Belfast; Mr. J. Milne Barbour, D.L., flax spinner, Co. Antrim.

Board of Official Advisers—Miss Dickie, Insurance Commission; Miss Slocock, H.M. Senior Lady Inspector of Factories; Miss Haire Forster, Miss A. M. Daunt, Labour Exchange; Mr. A. S. Eraut, H.M. District Inspector of Factories.

The Irish Independent, Nov. 19th. 1912.

WOMEN'S EMPLOYMENT.

652b

QUEEN'S FUND IRISH COMMITTEE.

In connection with the Queen's "Work for Women" Fund, the following Committee has been appointed on Women's Employment in Ireland for the Provinces of Leinster, Munster, and Connaught, with Lady Aberdeen as President:—

Members—The Countesses of Fingall and Mayo, Miss E. Buchanan, P.L.G.; Miss C. Cahalan, Miss M. E. Duggan, LL.B.; Lady Emly, Lady Everard, Miss E. Gleeson, Mrs. Noel Guinness, R.D.C.; Mrs. Stephen Gwynn, Miss D. Mellon, Mrs. Vere O'Brien, Miss Richardson, Miss M. L. Robinson, and Mrs. T. W. Russell.

Commercial Advisers—Mr. J. C. Clements (Switzer and Co.), Dublin; Mrs. L. Gordon (Lace Depot), Mary street, Dublin; Miss Rowan (Messrs. Rowan and Co.), 8th. Gt. George's street, Dublin; Mr. E. Walpole, Suffolk street, Dublin.

Official Advisers—Mrs. Dickie, Insurance Commissioner, Ireland; Messrs. W. T. Macartney Filgate and M. G. Fletcher, of the Department; Miss M. Haire Forster, organiser women's work, Labour Exchange; Mr. G. Russell, Dublin; and Miss E. J. Slocock, Senior Lady Inspector of Factories.

A separate Committee has been appointed for Ulster.

Dundee Courier.
November 25th. 1914.

SHORTAGE OF WOMEN WORKERS IN CUPAR DISTRICT.

A meeting was held in the Town Hall, Cupar, yesterday, under the chairmanship of Miss Marshall, Lochmalony, to arrange for giving support to Queen Mary's Work for Women Fund, and to form a Women's Committee to deal with unemployment of women in the district.

Representatives of various parishes were appointed members of the committee, and these, it was stated, would be co-opted by the Central Committee appointed in connection with the National Relief Fund.

Mr J. M. Mitchell, solicitor, the secretary of the District Relief Fund Committee, stated there was very little distress in the district caused by unemployment. Indeed, in some places there was a shortage of women workers, and the only place where women workers were on short time was at Springfield. There, it was suggested, the women might be given knitting to do in their spare time.

A remit was made to the committee to take what steps was considered necessary.

Irish Independent
Dec: 21st. 1914.

On Saturday afternoon the Countess of Aberdeen presided at a meeting of the Central Committee on Women's Employment for Leinster, Munster, and Connaught held at 63 Dawson street. Afterwards her Excellency visited the Danemer Guild's sale of work organised by Miss Gleeson at the United Arts Club. Subsequently her Excellency presided at a meeting of the Committee of Management of Peamount.

Belfast News Letter
December 10th. 1914

THE EMPLOYMENT OF WOMEN.

Meeting of Ulster Central Committee

A meeting of this committee was held on Tuesday, at the City Hall, under the presidency of the Dowager Marchioness of Dufferin and Ava. Among those present were—The Honourable Lady Kennedy, the Honourable Ethel Macnaghten, Mrs. Thomas Sinclair, Miss M'Cance, Mrs. Harold Barbour, Mrs. Letts, Mrs. Nagle, Miss Magee, Miss Galway, Mrs. Stevenson (Londonderry), Mrs. Dickie, Miss Slocock, Miss Daunt, Mrs. Mercier-Clements, honorary secretary; Mr. R. Garrett Campbell, Mr. J. Milne Barbour, Mr. Anderson (Portadown), Mr. J. H. Stirling, Mr. Morrish (Londonderry), Mr. Gageby, Mr. James Johnston, J.P.; Mr. T. Somerset, and Mr. S. Eraut. There were also present—Mr. G. Fletcher and Mr. M'Cartney-Filgate, representing the Department of Agriculture and Technical Instruction, and Mr. F. C. Forth, Principal of the Belfast Municipal Technical Institute. Apologies for absence were received from the Lady Mayoress and Mrs. M'Mordie. A scheme for employment of women thrown out of work by the war was submitted by the Local Distress Committee of Lurgan. Schemes from Londonderry and Lurgan (power loom weavers) have already been approved by the Ulster Central Committee and are in operation at the present time. A deputation from Belfast County Borough brought up a scheme. The advisability of encouraging technical training for unemployed women was fully discussed after much useful information has been placed before the committee by Mr. George Fletcher and Mr. Forth. The honorary secretary submitted to the committee a return of unemployment owing to the war.

652b.

Belfast News Letter
December 16th. 1914.

THE EMPLOYMENT OF WOMEN.

Meeting of Ulster Committee.

A meeting of the Ulster Committee on Women's Employment was held in the City Hall yesterday. The Marchioness of Dufferin and Ava presided, and the attendance included the Lord Mayor and Lady Mayoress, the Honourable Lady Kennedy, Mrs. M'Mordie, Mrs. Harold Barbour, Mrs. Letts, Miss Galway, Miss Slocock, Miss Clark, Miss M'Cance, Miss Magee, Miss Daunt; Messrs. James Johnston, J.P.; H. Berrington, S. Eraut, Garrett Campbell, John Johnston (Lurgan), J. Milne Barbour, D.L.; F. Anderson (Portadown), T. Somerset, R. Gageby, J.P.; and Mrs. Mercier Clements, hon. secretary. Apologies were received from the Honourable Miss Macnaghten, Mrs. David Stevenson (Londonderry), Mrs. Dickie, Mrs. Garrett Nagle, and Mrs. Thomas Sinclair. Schemes for Belfast and Lurgan were submitted, and after discussion were finally approved and forwarded to the Local Government Board. It should be pointed out that the Ulster Central Committee on Women's Employment is only an Advisory Committee, to whom all schemes for the employment of women out of work owing to the war must be submitted by the local relief committees. Schemes approved by the Central Committee are forwarded to the Local Government Board and recommended for grants, the Central Committee having no power to make grants.

652b/3

The Irish Times,
Jan: 4th. 1915.

THE CITY OF DUBLIN COMMITTEE.

The General Committee met in the Mansion House last Thursday evening. Mr. John Irwin, J.P., presided. Also present:—The Marchioness of Aberdeen, Mrs. Cox, Miss Gargan, Miss E. O'Reilly, Mr. William Fry, J.P.; Mr. George D. Williams, Mr. Richard Booth, J.P.; Rev. R. M. Gwynn, F.T.C.D.; Mr. William E. Taylor, J.P.; Mr. J. H. Webb, Mr. Charles Eason, M.A., J.P., and M. J. Fitzpatrick (Secretary). Mr. E. A. Aston, Local Government Board Inspector, was also present.

Reports of the work done during the past fortnight by the Finance, Allotments, and Works Sub-Committee were submitted and approved. The financial statement and estimate of the amount requird to cover cost of wages and relief for unemployed persons for the month of January was adopted, and ordered to be forwarded to the Local Government Board. Correspondence was read conveying the decision of the Department of Agriculture and Technical Instruction in reference to the proposal to establish certain additional classes for instructing young girls in other branches of trade which the Committee understand are not carried on in this country, and a Sub-Committee was appointed to wait upon the Department and discuss the points at issue.

Miss E. O'Reilly submitted a report upon the state of employment in the various workrooms; also a recommendation with a view to carrying on a certain industry which has suffered severely owing to the effects of the war.

The Chairman and Miss O'Reilly were requested to take all necessary steps in connection with this matter.

The Secretary was directed to communicate with the Central Committee on Women's Employment, and elicit their opinion in reference to certain suggestions for the employment of girls.

It was reported that up to the eve of Christmas 150 cheeses of 80lbs. each and 300 bags of flour had been distributed, and Her Excellency informed the Committee that the Lord Lieutenant had received a communication from the Premier of Canada expressing pleasure with the manner in which the Irish portion of their gift had been received.

After disposing of other business the Committee adjourned.

The Irish Times,
Jan: 8th. 1915.

CITY OF DUBLIN COMMITTEE.

The Finance and General Purposes Committee met in the Mansion House last Wednesday evening. Mr. John Irwin, J.P., presided. The Marchioness of Aberdeen was present. Correspondence with the Local Government Board and the Central Committee on Women's Employment for Leinster, Munster, and Connaught, was submitted and dealt with. The Chairman and Mr. Henry MacLaughlin (Chairman of the Works Sub-Committee) were requested to meet the Central Committee on Women's Employment next Saturday afternoon, and discuss with them matters affecting the existing workrooms, and arrange for a joint inspection of the same, also to consult with the Central Committee proposals with regard to other workrooms for women, which have been suggested. The Secretary submitted correspondence from the Hon. Secretary of the Women's Training Centre in reference to the registering of the names of young girls employed therein, and the Committee ordered that the wishes of the Local Government Board be given effect to.

Proposals were submitted from the Hon. Secretary of the Committee in charge of the toy industry in reference to the re-opening of this workroom, which has proved such a success under the management of Miss MacTier, and the hope was expressed that this industry, new as it is in Dublin, may be taken over at the conclusion of the next term, and carried on as a commercial concern, the desire of the Relief Fund Committee being to avoid clashing in any way with private enterprise. The Allotments Committee, composed of all the members of the General Committee, reported that they had met regularly and dealt with all applications for relief received to date, and the grants of Canadian flour and cheese were approved. The financial statement was presented, and accounts passed for payment. The Committee then adjourned till next week.

The Irish Times,
Jan: 16th. 1915.

652b.

MEETING OF DUBLIN COMMITTEE.

The general meeting of the Dublin Committee for the Prevention and Relief of Distress was held in the Mansion House on Thursday evening, the 14th January. Mr. John Irwin, J.P., in the unavoidable absence of the Lord Mayor, presided. Present:—The Marchioness of Aberdeen, Mr Henry M'Laughlin, Mr. Wm. Fry, J.P.; Miss E. O'Reilly, Mr. R. W. Booth, J.P.; Sir Wm. Thompson, M.D., Mr. C. Eason, J.P.; Mrs. M. F. Cox, Mr W. E. Taylor, J.P., and Mr P. J. Little.

It was arranged that Mrs. Michael Cox would, at the request of the Soldiers' and Sailors' Help Society, represent the Dublin Relief Committee at the Committee meetings of that Society.

The Chairman reported the result of a deputation to the Central Advisory Committee on Women's Employment, and the arrangements that were being made for the collective inspection on behalf of the two Committees to the workrooms receiving wages grants from the Relief Committee.

The Secretary reported on the grants made by the Allotments Committee in relief and wages since last meeting. Upwards of 260 persons are at present receiving relief wages from the Committee.

In connection with the distribution of gifts of cheese from Quebec and of Canadian flour, numerous letters of thanks were received from the institutions and centres to which these gifts were forwarded, showing that they were greatly appreciated. Two hundred cheeses, weighing 80lbs. each, and 520 bags of flour, have so far been distributed by the Committee.

A report submitted by the Women's National Health Association of their workrooms was read and approved.

An application on behalf of the Sisters of Charity, St Laurence O'Toole's, for grants in connection with proposed classes in cookery and domestic science was considered and approved of in principle.

Mr. Henry M'Laughlin, Chairman of the Works Advisory Committee, made a report on the position of unemployment in the city as revealed by the returns of the Labour Exchange, an increase of unemployment being evident in the building trade, portion of which, however, might be regarded for the season as normal.

Mr. M'Laughlin reported that he was in negotiation with the Local Government Board regarding the development of the playgrounds scheme inaugurated by the Women's National Health Association.

Dundee Advertiser.
13.9.15.

SCOTTISH COMMITTEE ON WOMEN'S EMPLOYMENT.

Appointment of Miss Elizabeth Mitchell.

On the resignation of Miss Lois Young, owing to the pressure of her work in connection with the National Federation of Women Workers, the Scottish Advisory Committee has appointed Miss Elizabeth Mitchell to be Hon. Secretary to the Scottish Committee on Women's Employment. Miss Mitchell has connections both in Edinburgh and Glasgow, being a daughter of the late Andrew Mitchell, Sheriff-Substitute of Stirling (who was previously for some years a Bailie of the City of Edinburgh), and a granddaughter of the late Mr J. B. Mirrlees, of the well-known firm of engineers in Scotland Street, Glasgow. Miss Mitchell was educated at the St George's High School, Edinburgh, and went on to the Universities of Edinburgh and Oxford; at Oxford she had a very successful career, winning firsts both in "Mods" and "Greats." Miss Mitchell is the author of a study of social conditions "In Western Canada before the War," published this year by John Murray. Since last autumn she has been working in the service of the Scottish Committee of Women's Employment. All communications as to the administration in Scotland (not the collection) of the Queen's Work for Women Fund should now be addressed to Miss Mitchell at the central office of the Scottish Committee on Women's Employment, 174 Lauriston Place, Edinburgh.

652b/4

Freeman's Journal.

DUBLIN RELIEF COMMITTEE.

RAINING WOMEN WORKERS.

NEW INDUSTRIES ESTABLISHED.

VISIT TO THE CENTRES.

The work which is being carried out in the city of Dublin by the Local Representative Relief Committee to alleviate distress amongst young girls and women thrown out of employment by the war is of a most practical and encouraging character. It is practical in the training which is imparted to hitherto unskilled workers. They are being taught and rendered efficient in occupations which will enable them to earn their livelihood at work requiring skill and application. It is also encouraging from the industrial standpoint, as the tuition will enable the workers to engage in the manufacture of articles, eminently adapted for the development of successful home industries. The work consists of shirt, sock, glove, and toy-making. In the successful production of these articles the decision of the Government Committee that the training of those in distress should form a leading [illegible] relief is being performed in most satisfactory manner. The centres where this splendid work is executed are at the Exchange Buildings, Parliament street; Lower Baggot street, the Convents of the Sisters of Charity, Seville place and Gardiner street, and at the Dublin Toy Factory, 152 Great Brunswick street, Dublin. Representatives of the Press were given an opportunity by Sir John Irwin and Miss Browning yesterday of inspecting the varied activities of this great enterprise. The relief wages are provided by the National Relief Fund and the Unemployed Workmen Act Grants, and a Joint Employment Board, of which the Lord Mayor is Chairman, controls the expenditure. The Women's Employment Advisory Bureau has been established at the Exchange Buildings, where information and advice are given to the applicants for relief and work. If they had been previously engaged at skilled occupations, every effort is made to obtain employment for them at their own distinctive calling. Should they be inefficient or unskilled workers, they are advised for what they ought to train, and are put into training centres.

At the Exchange Buildings Centre they are instructed in the working of shirts, gloves, and army bandoliers. From 80 to 90 girls and young women are engaged in their manufacture, and as a result of the efficient training 98 other workers have been enabled to secure remunerative employment in other spheres. The shirts of flannel and the gloves of wool are an Army contract. The machines used are driven by electric power, and the finished articles seem of a high class standard. 600 gloves per week are being turned out, and several of the girls are earning 10/- a week. As they become more expert they will be in a position to command more wages, but the most favourable feature is that when the war is over the knowledge and skill acquired can be utilised in the manufacture of these articles as home industries.

The Headquarters of the Central Committee on Women's Employment for Leinster, Munster, and Connaught are at Lower Baggot street, Dublin. There the shirts are cut out by young women and sent to the various centres in Cork, Killarney, New Ross, Sligo, Bray, Baldoyle, to be made up. The material is Irish flannel, and already 75,000 shirts have been sent to the Army. About 90 workers are employed at this centre.

The Supper Room of the Mansion House, with the permission of the Lord Mayor, has been utilised as another centre. There the work is being performed by elderly women, and the glove making is done by hand. The Department of Technical Instruction provided the instructors for the different centres, and the Local Government Board have been exceedingly helpful in placing the funds at the disposal of the Committee. Gloves are made for the Army, and orders are being fulfilled for several local firms. Indeed, the articles reflect the highest credit upon the workers. Over 100 women are engaged, and the training they have received will enable them to supple-

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TOY-MAKING.

The toy-making industry is another feature of the Committee's work, and as the result of their well-directed aid a flourishing little factory has been established at 152 Great Brunswick street. After the outbreak of war, when distress was acute, the Women's Suffrage Emergency Council and Miss McTier requested the Relief Committee to send them girls, who would be trained in the making of toys. The Committee granted the request, and paid the maintenance grant of the girls whilst they were being trained. The young women, who were thrown out of work, have been engaged at their original employment, and others were trained. The industry, which consists in the manufacture of dolls, is now self-supporting. The price of the dolls made range from 6d. to 2/6. They are finished in the most artistic and stylish manner. Already, a big export trade is being done with the Colonies, South Africa, and Buenos Ayres. Lady Aberdeen has secured a big order from Boston, whilst Mr J. P. Boland, M.P., has given valuable assistance in the promotion of the industry. Thirty young girls are employed.

At Seville place and Gardiner street, under the supervision of the Sisters of Charity, the work done in the manufacture of dolls and toys is a revelation. Sixty girls are engaged at Seville place, and forty at Gardiner street. In Seville place the doll made is unbreakable, and through the enterprise of Mr. M'Clean, managing director of Cahill and Co., Ormond quay, in providing the face of papier machie, a difficulty has been solved. The wholesale trade is catered for, but no export. The price is from 6d to 1/-. This centre is also self-supporting. Work is also provided for women in the mending and patching of gifts of clothing for the poor. At Gardiner street, a cheap doll is manufactured, as well as a dearer class, and the variety and style of the designs are clever and artistic. The finished articles are beautiful. Dolls' houses of a substantial kind are made, and the whole work is neatly done. Certainly the National Relief Committee in the work it has provided and the training given to unemployed females [illegible] great good.

DUBLIN UNEMPLOYED

Suggested Dismissal of 50 Poor Women

LORD MAYOR'S SOLICITUDE

29.6.17.
Freeman Journal.

In the course of a letter to a contemporary, Mr. Wm. Richardson states that the Dublin Relief Committee, of which the Lord Mayor "is the head and absolute master" has dismissed 52 helpless women, mostly widows, and conveys the suggestion that the Lord Mayor is responsible for this course of action.

When seen last night in reference to this statement the Lord Mayor said he was at the office of the Committee in Parliament street on Mon[illegible], and it was mentioned to him that it was in contemplation to knock off 50 women in order to cut down expenses.

At the time he made the following memorandum, which he handed to the Secretary, for the information of the Committee:—"The Lord Mayor understands from Miss O'Reilly that the Central Committee on Women's Employment will consider this afternoon the necessity of dismissing 50 women to cut down expenses, as per the terms of a letter received by the Lord Mayor from the Local Government Board. As, unfortunately, we have too many unemployed in the city at present, both men and women, the Lord Mayor thinks it would not b eat all advisable to dispense with the services of 50 women at present, and he undertakes to see Sir Henry Robinson about the matter."

Before he had an opportunity of seeing Sir Henry Robinson, the Lord Mayor received the following letter from the Relief Committee:—

Dear Lord Mayor—

Referring to the memorandum which you dictated in this office on Monday, and having reference to the undesirability of disemploying some 50 women, I beg to inform you that this matter was considered at a meeting of the Finance and General Purposes Committee yesterday in connection with a letter which had been received from the Joint Employment Boar. In the letter referred to it is stated:—"The Chairman informs this Board that, having carefully considered the question of the members at present employed in workrooms in conjunction with Sir Henry Robinson's letter to the Lord Mayor, he (the Chairman) recommended that the reduction in members employed in handknitting workrooms in Seville place workrom, as dealt with in his report to the Lord Mayor, be given effect to at once, in order that the expenditure be kept within the limit of £130 weekly, as decided by the Local Government Board. The classes in munition training to be discontinued.

The order of the Joint Employment Board regarding the foregoing was as follows—"The Board agree to the course recommended by the Chairman should be followed, as it appears inevitable the proposed reduction be given effect to inorder that the farm colonies be worked on such lines as to safeguard the expenditure already incurred, and obtain the best possible results by way of crops. The Central Committee, the Rev. Mother, Seville place, and Technical Education authorities to be notified accordingly. The Local Relief Committee to be notified of the foregoing decisions.

Having discussed the situation, the Finance and General Purposes Committee, "though most anxious to fall in with your lordship's decision, regret that in the face of the decision of the Local Government Board, and of a conevrsation which the chairman had with Mr. C. H. O'Conor, Local Government Board Inspector, in this office on Monday last, it is imperative to reduce the number of women in receipt of relief wages, as already indicated."

It is only right that your lordship should know of the decision of the Finance Committee, as above conveyed, in regard to the decisions of the Joint Employment Board, as set out above.—I am, dear Lord Mayor,

Yours faithfully,
W. J. FITZPATRICK,
Secretary.

Commenting on the terms of this letter, the Lord Mayor said—I consider the action of the Committee somewhat hasty, in view of my suggestion to see Sir Henry Robinson. I saw Sir Henry Robinson to-day in reference to the matter, and he agreed that the 50 women should be kept on, and not alone that, but he promised that more of the unemployed should be taken on likewise. In reference to these women, if they have been dismissed, their dismissals have taken place without my sanction, and they will be reinstated immediately.

Daily Chronicle 10.2.20.

FACTORY GIRL MAY BECOME A DOCTOR.

MUNITION WORKERS WHO ARE WORTH TRAINING.

CLERKS AS TEACHERS.

It is possible, under the Ministry of Labour's new scheme for training unemployed women, announced in the "Daily Chronicle" yesterday, that a factory girl may become a doctor.

Miss Mary Macarthur, secretary of the committee which is to make the scheme effective, told a "Daily Chronicle" representative yesterday that the training offered is available for every class of woman.

"We have not a great deal of money to dispose of," she pointed out, "and naturally the number of expensive trainings, such as medical and legal courses, must be limited. But if we find a factory girl, eligible for assistance under the rules, who wants to be a doctor, and is likely to make a good doctor, we shall be able to give her the necessary training.

TRAINING AS TEACHERS.

"The grants are not intended to take the place of the monetary assistance which well-to-do parents are able to give their daughters. But all women whose training was interrupted by the war, or who find themselves out of work or their earning powers diminished because of the war, will be available for help. The exact terms will be stated in a few days.

"Women will be trained only for careers in which there is a demand for more workers. At present there is a shortage of 9,000 women teachers. We hope to be able to train many of the demobilised clerical workers up to the standard demanded by the Board of Education for women taking the elementary teacher's course.

"Games mistresses are wanted, and teachers of domestic science, and later on we hope to increase the number of training centres where nurses can get their C.M.B. certificate. At present most of these training schools are full

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"The headquarters of the committee will be at St. Ermin's Hotel, but although we shall use Government machinery, there will be no red tape about our methods, and the committee will be free to develop its plans in the way it believes to be best."

Miss Lilian Barker, one of the committee members, was helping Miss Macarthur with preliminary plans yesterday.

"The great point about the scheme, to my mind, is that it applies to all classes," she said. "I quite expect to find some of my old girls at Woolwich, who drifted into all sorts of temporary occupations after the armistice, demanding training. And many of them would be well worth the training."

Daily Mirror 31.3.20

TRAINING FOR WOMEN.

Maintenance Scholarships for the Professions.

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The committee, which is largely the same as that which was responsible for the administration of the money collected by the Queen's "Work for Women" Fund during the war, has had £500,000 allotted to it by the Executive Committee of the National Relief Fund, and has also the machinery of the Ministry of Labour behind it.

It is intended to provide a number of maintenance scholarships for women whose positions have been injuriously affected by the war, to enable them to train for various professions, to appoint interviewing boards throughout Great Britain and Ireland so as to enable selected women to qualify in the higher professions such as medicine, dentistry and law.

Reynolds Newspaper 8.2.20.

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Special consideration will be given to ex-Service and other women whose entry into war work has necessitated the interruption of their professional training, and whose circumstances are now so altered as to make it difficult to continue their studies.

The committee are prepared to consider any schemes which may be submitted to them for carrying out objects for which they have been appointed, but no individual applications can be considered at the moment.

Daily Telegraph 16.2.20

WOMEN WORKERS' DEMANDS.

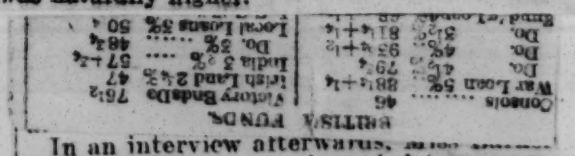
GOVERNMENT'S TRAINING SCHEME.

The Women's Industrial League have issued a report of the deputation to Sir Robert Horne. Assurances were asked that the Ministry of Labour's training scheme for women should be continued beyond June 30, and that its scope should be much wider. The Ministry, it was also urged, could take a more favourable attitude towards the claim of equality as between men and women workers, and a claim was made for woman war workers to be admitted to the building trades. It was maintained that, in many cases, quite short periods of training would make the invaluable and efficient workers, and some would be able to take up the work at once.

Sir Robert Horne, in replying to the deputation, said there were more women in employment than there were before the war, but the great bulk of our pre-war markets now took little or nothing of our goods. This necessarily retarded industry, and prevented many obtaining employment. Once things got going, he believed, there would be employment for all who desired it. He sympathised with women who had been employed on work previously done by men and who had to leave it, but the Government's duty of fulfilling its pledges to the trade unions must be realised. With regard to the relative positions of male and female dilutees, it rested with the trade unions to enforce the obligations if they so desired. The Government was under an obligation to employ discharged soldiers in all departments; women must not forget this.

With regard to the training allowance, Sir Robert agreed that 20s or 25s a week was not a large sum, but it was a training grant, and was not to be regarded as a wage for work done. He did not feel able to give any hope that the amount would be raised, but promised to consult the Treasury. He was, however, prepared to consider the continuation of the scheme. Shorthand and typewriting courses, he pointed out, were not restricted to women with a secondary education, but it was given only to those whose education enabled them to profit by them. With regard to the admission of women to the building trades, it would be holding out false hopes to say there was any prospect of the building trade unions admitting them.

In reply to the question as to whether women's maintenance allowance could be made equal to men's, on the principal of equal pay for equal work, Sir Robert Horne said that payment during training was not made for work done, but as a maintenance grant, and as it cost a man more to live, his grant was naturally higher.



BRITISH FUNDS.

Consols	46	Victory Bonds	76½
War Loan 5%	88¼+¼	Irish Land 2¾%	47
Do. 4½%	79¼	India 3½%	57+½
Do. 4%	93¼+½	Do. 3%	48¾
Do. 3½%	81¼+¼	Local Loans 3%	50¼

In an interview afterwards, [illegible] explained that it was intended to arrange a series of intensive courses for women who desired to become teachers, in order to bring them up to the matriculation standard, and qualify them for a training college under the Board of Education.

"I am afraid," she concluded, "that the teaching profession is at present even more unpopular than domestic service!"

Forms of application can be obtained after Easter from any Employment Exchange, or from the Professional Women's Registry, 99, Queen's Gate, London, S.W.1.

Manchester Guardian 9.2.20.

The Demobilised Woman.

So many minds and pens are busy at the moment with the problem of the returned soldier and how to find work for him that perhaps a good many people are inclined to overlook the fact that the same difficulty applies equally to a large number of women. Some very significant figures were given to us the other day by Dr. MURRAY LESLIE on the existing preponderance of women over men. Those figures mean a good many things, but one of the most important of them is that more women will have to earn their own living than ever before. Yet there are great numbers of young women whose choice of a way of achieving their own economic independence is at the present moment as thoroughly restricted as that of any demobilised officer or man. Very many of them actually served in uniform as auxiliaries to the armed forces, and entered on this valuable service at the very moment when in happier times they would have been training themselves for some permanent career. Still more women put themselves at the civil disposal of the country and were content temporarily to take the place of the men on active service—no one can have forgotten how wonderfully the man-power of the nation was transformed into woman-power in the later days of the war. These temporary needs have now disappeared, and the women who filled them are fronted with the task of finding or training for a real and permanent career of their own. They are entitled to all the help that can be given them at a very critical time, and the Ministry of Labour, in transforming the Central Committee on Women's Training and Employment into a Standing Committee that is specially concerned with the problem that has been outlined, has obviously taken a just and necessary step. The details that are announced to-day give merely the proposed basis of the scheme, but it is interesting to see that it is to be partly financed by a grant of £500,000 from the National Relief Fund. That fund was largely subscribed to at the beginning of the war under the impression that we should then have to deal with a great amount of unemployment and distress. Events falsified that apprehension, and the unemployment now confronts us at the other end of the struggle. Money that was subscribed to meet it can hardly be better applied than in helping both men and women to the clear start in life that was forgone by them when they took up all the innumerable aspects of "work of national importance."

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Schemes are also contemplated for enabling women to qualify in higher grade cookery and higher clerical work.

6521/1.

Daily Chronicle 10.2.20.

FACTORY GIRL MAY BECOME A DOCTOR.

MUNITION WORKERS WHO ARE WORTH TRAINING.

CLERKS AS TEACHERS.

It is possible, under the Ministry of Labour's new scheme for training unemployed women, announced in the "Daily Chronicle" yesterday, that a factory girl may become a doctor.

Miss Mary Macarthur, secretary of the committee which is to make the scheme effective, told a "Daily Chronicle" representative yesterday that the training offered is available for every class of woman.

"We have not a great deal of money to dispose of," she pointed out, "and naturally the number of expensive trainings, such as medical and legal courses, must be limited. But if we find a factory girl, eligible for assistance under the rules, who wants to be a doctor, and is likely to make a good doctor, we shall be able to give her the necessary training.

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In reply to the question as to whether women's maintenance allowance could be made equal to men's, on the principal of equal pay for [illegible] Sir

Miss Lilian Barker, answering questions, said: "We want to cater for women who wish to become chefs, sanitary inspectors, and dispensers, and who wish to enter the legal and medical professions. We also aim at doing something to ease the present urgent need of teachers, but I may say, unofficially of course, that the profession is not sufficiently well paid to be attractive."

In an interview afterwards, Miss Barker explained that it was intended to arrange a series of intensive courses for women who desired to become teachers, in order to bring them up to the matriculation standard, and qualify them for a training college under the Board of Education.

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Manchester Guardian 9.2.20.

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It is hoped also to afford a small number of carefully selected women the opportunity of qualifying in such higher professions as medicine and the law.

Schemes are also contemplated for enabling women to qualify in higher grade cookery and higher clerical work.

65 2 1.

Illustrated Sunday Herald. 8.2.20.

HIGH POSTS FOR WOMEN.

Sir Robert Horne Initiates Far-reaching Scheme.

LAW AND MEDICINE.

Preference for Girls Who Helped to Win the War.

Quiet, industrious, patriotic, a large body of women sacrificed all in the great struggle against Germany. Demobilisation found them either without employment or forced to engage in work entirely unworthy of their capacity.

To the help of these and other women has now come the Minister of Labour.

LADY CREWE.

It was officially announced last night that a Central Committee of well-known women had been appointed,

to consider, devise and carry out schemes of work and training for women who are unemployed, or whose earning capacities and opportunities have been injuriously affected as a result of conditions arising out of the war.

The committee is empowered to dispense the residue of the Queen's "Work for Women" Fund and a further sum of £500,000 allocated by the Executive Committee of the National Relief Fund.

Lady Crewe's Committee.

The Marchioness of Crewe is chairman of the committee, Miss Mary Macarthur hon. secretary, and Mrs. H. J. Tennant treasurer. Members are:—

Lady Askwith,	Miss A. S. Lawrence,
Lady Roxburgh,	Hon. Mrs. A. Lyttelton,
Miss Lilian Barker,	Miss Violet Markham,
Miss M. G. Bondfield,	Lady Midleton,
Mrs. Austen Chamberlain,	Hon. Lily Montagu,
Mrs. Gasson,	Dr. Marion Phillips,
Miss R. E. Lawrence,	Miss Squire.

The *Illustrated Sunday Herald* understands a number of maintenance scholarships will be provided immediately to enable women to qualify for:—

Domestic science.
Physical culture.
Ministry of Health work.
Higher grade cookery.
Higher clerical work.

Training for the Law and Medicine.

In suitable cases it is hoped to afford the opportunity of qualifying in such higher professions as medicine and the law.

Special consideration will be given to ex-Service and other women whose entry into war work has necessitated the interruption of their professional training, and whose circumstances are now so altered as to make it difficult to continue their studies.

It is also proposed, in conjunction with the local authorities, to provide special schemes whereby women of suitable qualities may receive an intensive course of training to enable them to fulfil conditions prescribed by the Board of Education for entering into training under the terms offered by the local education authorities.

Any woman is eligible who can prove her circumstances bring her within the Committee's terms of reference.

Daily News 9.2.20

£500,000 FOR WOMEN.

Committee to Consider a Special Scheme of Training.

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Daily Telegraph 9.2.20

TRAINING OF WOMEN.

We all profess our admiration and gratitude for the work of women during the war. Indulgence of those pleasant emotions ought to stimulate us to provide larger opportunities for women's work in peace. We cannot afford to dispense with any efficient force in the tasks of recuperation and development which lie before us. It would be injustice and folly to bar the roads to independence and prosperity to the hundreds of thousands of women whose future cannot be in married life. Therefore, all must welcome the announcement which we make today that the Minister of Labour has made arrangements for the training of women who are unemployed, or whose earning capacities have been injuriously affected as a consequence of the war. The body, which is known as the Central Committee on Women's Training and Employment, is appointed to devise and put into operation the necessary schemes. It is endowed not only with the residue of the QUEEN'S "Work for Women" Fund, but with a further sum of £500,000 assigned to it by the Executive Committee of the National Relief Fund. We venture to say that the money at the disposal of that body could not be more wisely or more fruitfully expended. The amount is large, but when the capital sum is translated into terms of annual scholarships it will be seen that the number of students who can be provided for is none too great. We have to remember that almost the whole of the educational endowments of this country are at present devoted to the other sex. Such a division, considering the inadequate funds available for education, may be reasonable. But we should bear it in mind when we ask how far the new half-million will go. The Committee to administer it command general confidence; the Marchioness of CREWE is chairman, Miss MARY MACARTHUR hon. secretary, and Mrs. H. J. TENNANT hon. treasurer. These names are sufficient evidence that neither knowledge of the conditions of women's employments nor sympathy with women's aspirations, and with diverse classes, will be lacking. The other members represent all parties in the State, and contribute valuable experience and ability. The Committee intend to establish at once a large number of scholarships providing maintenance and training for women to qualify as teachers of domestic science and physical culture, and for posts under the Ministry of Health. A comparatively small body of students will be set on the road to the learned professions. It is intended to enable women to qualify for training under the schemes of Local Education Authorities. Other branches of work already in contemplation relate to the higher kinds of clerical employment and advanced cookery. The selection of students will be made first by the possession of those qualities which are likely to make successful valuable workers, and, secondly, by the degree of individual need. There is to be no endowment of those who require no help, nor any attempt to train square pegs to fit round holes. The sketch we have given must not be understood as representing all the work of the Committee, for other schemes of training may be, and we hope will be, planned. But in its broad outlines the policy of the Committee may be judged, and there is no doubt that it will be heartily supported. The task is one of the most important of our time, and its successful performance will add much to the prosperity and even more to the happiness of the community.

Scotsman 652
22. 3. 20. I

Numerous complaints, the outcome of a lively agitation, have been received from Scotland as to the arrangements for distributing the sum of half a million sterling allocated from the National Relief Fund for the training of women whose position has been injured by the war. These complaints, to the effect that a separate Committee should have been formed for Scotland and a specific share of the fund allotted to Scotland, have been addressed to the Labour Ministry under the belief that that Department is responsible. It is not so. The administration is in the hands of a committee nominated b ythe National Relief Fund, with Miss Mary M'Arthur as chairman. The Labour Ministry's only connection with the matter is that it agreed to give the Committee the assistance of its organisation in order to avoid the expense of setting up separate machinery. It was laid down that the Committee should avoid industrial training, which is in the hands of the Ministry, and that it should be clear that the Minister was not responsible for the acts of the Committee. Interviewing Boards are being set up in Scotland at Edinburgh, Glasgow, Perth, Aberdeen, and Inverness to see the applicants for grants, investigate their qualifications, determine whether they are likely to profit from the assistance, and to recommend a grant or refuse it. The recommendations of these Boards will come before a Central Committee in London in order to secure that the grants should be given on a uniform principle. Sir Robert Horne has always contemplated that it would be necessary to have on the Central Committee representatives of Scotland and Ireland, and in pursuance of that view he has just nominated the Hon. Mrs Hope and Miss M. M. Paterson to the Committee. These two ladies will besides act respectively as president and secretary of a Scottish Committee consisting of the heads of the five interviewing Boards. This Committee will have power to co-opt additional members on the understanding that nothing is done to cause delay. It is suggested that those interested in the movement in Scotland should direct their efforts to the nomination of suitable members to form the interviewing Boards rather than to an agitation which proceeds on a wholly false assumption. The ear-marking of a part of the fund, I am told, is regarded as impracticable, as it would lead to differentiation in classification and the amounts of the awards in different parts of the country. Moreover, it does not follow that separatist treatment would redound to the benefit of the Scottish applicants.

Liverpool Courier 9. 4. 20

TRAINING FOR WAR WORKERS.

Miss Mary MacArthur, at a meeting recently held at St. Ermin's Hotel, stated that "Millions have been spent on training ex-service men, but so far nothing has been done to meet the needs of women whose capacity for earning a livelihood had been injured or handicapped through conditions produced by the war." It is therefore a matter for congratulation that the Ministry of Labour has allocated a sum of half a million for the training of ex-service women. Certain other funds will be added to this amount, and a thoroughly representative committee has been appointed for the disbursement of the money. All the machinery of the Ministry of Labour will be at the disposal of the committee. It has been decided that this scheme shall have nothing to do with industrial training. The aim of this new endeavour will be to fit for a career those women who willingly interrupted their own educational courses to enter one or other of the women's auxiliary services or to make munitions.

6521/2

Manchester Guardian
9.2.20

£500,000 FOR WOMEN'S TRAINING.

LABOUR MINISTER APPOINTS COMMITTEE.

AN OPENING TO PROFESSIONS.

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Mrs. Austen Chamberlain,
Mrs. Gasson (Women's Co-operative Guild),
Miss R. E. Lawrence,
Miss A. Susan Lawrance (L.C.C.),
The Hon. Mrs. Alfred Lyttelton,
Miss Violet Markham,
Lady Midleton,
The Hon. Lily Montagu,
Dr. Marion Phillips,
Lady Roxburgh,
Miss Squire.

Sir Robert Horne has also appointed Mr. F. G. Bowers, the Accountant General of the Ministry of Labour, to be financial adviser to the Committee.

The Committee has already met to consider its new work. It will be in close co-operation with the present Training Department of the Ministry of Labour, and will not in any way overlap with its schemes. The Committee will also have the co-operation of the Employment Department of the Ministry of Labour. The universities and the local education authorities are being invited to assist in providing training and additional facilities.

Scholarships.

The Committee hopes to provide immediately a large number of maintenance scholarships, which will enable women to qualify as teachers of domestic science, physical culture, &c., and also to enable women to qualify for posts under the Ministry of Health in connection with public health work generally. It is hoped also to afford a small number of carefully selected women the opportunity of qualifying in such higher professions as medicine and the law. Special consideration will be given to ex-service and other women whose entry into war work necessitated the interruption of their professional training and whose circumstances are now so altered as to make it difficult to continue their studies.

It is also proposed, in conjunction with the local authorities, to provide special schemes whereby women of suitable qualities may receive an intensive course of training to enable them to fulfil the conditions prescribed by the Board of Education for entering into training under the terms offered by the local education authorities. Schemes are also contemplated for enabling women to qualify in higher grade cookery and higher clerical work. Any woman will be eligible provided that she can show conclusively that her circumstances bring her within the Committee's terms of reference.

Candidates will be selected from those who apply according to the degree of their need, and to the possession of those qualities and abilities which will make them most likely to benefit permanently from the courses of training and to render the most valuable and permanent work when trained. The Committee are prepared to consider any schemes which may be submitted to them for carrying out objects for which they have been appointed, but no individual applications can be considered at the moment. It is hoped in a few days to make a further announcement regarding the procedure which applicants must adopt.

£500,000 FOR WOMEN
Times — 9.2.20
COMPREHENSIVE PLANS FOR TRAINING.

SPECIAL CONSIDERATION TO WAR WORKERS.

The Minister of Labour has appointed the Central Committee on Women's Training and Employment to be a standing committee to consider, devise, and carry out special schemes of work and training for women who are unemployed, or whose earning capacities or opportunities have been injuriously affected as a result of conditions arising out of the war. The committee is empowered to dispense the residue of the Queen's "Work for Women" Fund, and a further sum of £500,000 has been allocated by the Executive Committee of the National Relief Fund. The committee is largely the same as that which was responsible for the administration of the money collected by the Queen's "Work for Women" Fund during the war, with the addition of a few new members. The members are:—

Lady Crewe (chairman), Miss Mary R. Macarthur (honorary secretary), Mrs. H. J. Tennant (honorary treasurer), Lady Askwith, Miss Lilian Barker, Miss Margaret G. Bondfield, Mrs. Austen Chamberlain, Mrs. Gasson (Women's Co-Operative Guild), Miss R. E. Lawrence, Miss A. Susan Lawrance (L.C.C.), the Hon. Mrs. Alfred Lyttelton, Miss Violet Markham, Lady Midleton, the Hon. Lily Montagu, Dr. Marion Phillips, Lady Roxburgh (secretary, Queen's "Work for Women" Fund), and Miss Squire.

Sir Robert Horne has appointed Mr. F. G. Bowers, the Accountant-General of the Ministry of Labour, to be financial adviser to the committee.

The committee has already met to consider its new work. It will be in close co operation with the present Training Department of the Ministry of Labour, and will not in any way overlap with its schemes. The committee will also have the co-operation of the Employment Department of the Ministry of Labour. The universities and the local education authorities are being invited to assist in providing training and additional facilities.

MAINTENANCE SCHOLARSHIPS.

It is hoped to provide immediately a large number of maintenance scholarships, which will enable women to qualify as teachers of domestic science, physical culture, &c., and also to enable women to qualify for posts under the Ministry of Health in connexion with public health work generally. It is hoped also to afford a small number of carefully selected women the opportunity of qualifying in such higher professions as medicine and the law. Special consideration will be given to ex-service and other women whose entry into war work necessitated the interruption of their professional training and whose circumstances are now so altered as to make it difficult to continue their studies. It is also proposed, in conjunction with local authorities, to provide special schemes whereby women of suitable qualities may receive an intensive course of training to enable them to fulfil the conditions prescribed by the Board of Education for entering into training under the terms offered by the Local Education Authorities. Schemes are also contemplated for enabling women to qualify in higher grade cookery and higher clerical work.

Any woman will be eligible provided that she can show conclusively that her circumstances bring her within the committee's terms of reference. Candidates will be selected from those who apply according to the degree of their need and to the possession of those qualities and abilities which will make them most likely to benefit permanently from the courses of training and to render the most valuable and permanent work when trained. The committee are prepared to consider any schemes which may be submitted to them for carrying out the objects for which they have been appointed, but no individual applications can be considered at the moment. It is hoped in a few days to make a further announcement regarding the procedure which applicants must adopt.

WIDE SCOPE OF SCHEME.

HOPE OF TRAINING 5,000 WOMEN EFFECTIVELY.

The grant from the National Relief Fund was foreshadowed in *The Times* on Saturday. The Queen is much interested in the scheme, which was primarily initiated on the nucleus of the Fund which she was so largely instrumental in raising.

Miss Macarthur discussed the scheme with a representative of *The Times* on Saturday.

"There is no doubt," she said, "that the present position of employment in higher grade posts is worse than it was before. There is, of course, plenty of work to do and plenty of women who cannot do it. Take the women who have been employed in the different Government services, the disbanded naval and military services, and the Government Departments. A certain number have reached a high standard of education and in many cases courses of studies were interrupted for patriotic reasons, and the women now have not the means to resume their interrupted studies.

"At present the Board of Education announces a shortage of 9,000 women teachers. A large number of those dismissed from Government Departments would, if they had a short intensive course to bring them up to the standard of the Board of Education, be suitable for training as elementary teachers. A scheme to provide a short course with maintenance has been arranged in conjunction with various education authorities throughout the country. Manchester is very keen, and has already several hundred applicants. As to the many thousands of dismissed clerical workers, if they had a knowledge of stenography and one or more modern languages, particularly Spanish, a large number could get employment, in view of the trade openings with South America. We propose, therefore, to offer a number of maintenance scholarships.

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"NO FAVOURITISM OR PATRONAGE."

"The Executive Committee of the National Relief Fund have laid special stress on the fact that only women who can show that their unemployment is due to the war, that their opportunities have been detrimentally affected, and that their capacity for availing themselves of the training is sufficient, will be accepted. There will be no favouritism and no patronage. It will be possible to deal only with a portion of the women who apply. If we deal with 5,000 effectively we shall have done well. There seems no reason why any working class girl should not be equally eligible with the high grade clerk in a Government department or W.A.A.C. offices. We want to add to the pool of national efficiency. The women will be chosen for training, not only according to the degree of their need, but the likelihood of their getting permanent benefit from it.

"We intend that the money shall be spent in a scientific way, for though it is not Government money, Government machinery will be used instead of frittering away a large number of small sums among charitable or semi-charitable schemes. No age limit has been considered, but in giving training the age of the applicant for training in certain professions is important. The labour exchanges and the professional registries will be used in selecting candidates, and for the highly expensive courses, like medicine or degrees in commerce, applications will be considered by a special committee of selection."

Manchester Despatch
10.2.20

WOMEN'S £500,000.

Training Scheme for All Classes.

COOKS TO LAWYERS.

So many women have found themselves and their economic conditions injuriously affected by the war that the news that something definite is to be done to relieve such cases will be hailed with general approval.

It is now definitely announced that the Minister of Labour has appointed the Central Committee on women's training and employment to be a Standing Committee to consider, devise, and carry out special schemes of work and training for women whose earning capacities have suffered by the war. Mr. F. G. Bowers, Accountant General of the Ministry of Labour, has been appointed financial adviser to the committee, which, except for the addition of a few new members, is largely the same as the former "Work for Women" Fund Committee. The residue of that fund has been placed at the committee's disposal, and a further grant of £500,000 has been made by the Executive Committee of the National Relief Fund. The Marchioness of Crewe is chairwoman, Miss Mary R. Macarthur hon. secretary, and Miss H. J. Tennant hon. treasurer.

Speaking yesterday to a representative of the *Daily Dispatch*, Miss Macarthur appeared optimistic regarding the future of the new scheme.

No Favouritism.

"There are several points," continued Miss Macarthur, "that I want to emphasise about this scheme. There will be no class barriers and no element of favouritism or patronage in the selection of those eligible.

"Recently we have been in correspondence with the Manchester educational authorities. They advertised for women desirous of training as teachers, so we sent them a circular, and they have now asked us if we are prepared to help them and give them financial aid."

Lady Roxburgh, who was formerly secretary of the Queen's "Work for Women" Fund, is also on the committee of the new scheme. "It is," she said yesterday, "to early yet to enter into much detail regarding the work we hope to do, but generally speaking, this half-million and the residue of the Queen's Fund will provide a large number of maintenance scholarships to help women to qualify not only as good domestic servants and clerks, but as higher grade cooks, teachers in domestic science, and, in carefully selected cases, as doctors and lawyers."

Times
9.2.20

Women and Work.

An important step has been taken by the MINISTER of LABOUR for the assistance of women whose capacity of earning a livelihood has been injured or handicapped by conditions produced by the war. As we announce today, he has appointed the Central Committee on Women's Training and Employment to act as a Standing Committee for the consideration and execution of special schemes of work and training for their benefit. LADY CREWE is the chairman of the Committee, which is almost identical with that which administered the Queen's Work for Women Fund during the war. In addition to the unexpended residue of the QUEEN'S Fund they will have at their disposal a sum of £500,000, which has been allocated by the Executive Committee of the National Relief Fund. The need for the work which they have undertaken for their fellow-women is urgent. After the Armistice, and again after the signing of the Peace Treaty, many thousands of girls and women of all classes who had been doing almost everything except fight for their country, in Service units, in hospitals, in munition works, in Government offices, and scores of other branches of municipal and national service were automatically thrown out of employment. The units were disbanded, the munition works were closed, the fighting men whose places they had taken came home, and there was nothing left for them to do but to retire. Many, if not most, of them had, so far as their future occupations were concerned, lost from one to five of the most valuable years of their lives. Whatever their degree of education and intelligence, their training for their normal careers had either not been begun or had been cut short. Every woman who is now in that position, and at the same time is out of work, will eventually have the right to submit her case for the consideration of the Committee. Medicine and law, domestic science and physical culture, advanced cookery and clerical work, poultry keeping and needlework, are some of the subjects in which instruction leading to professional careers and a living wage will be offered. The Committee have already secured the cooperation of the employment and training departments of the Ministry of Labour and are endeavouring to enlist the practical sympathy of the universities and local education authorities. The distressing case of thousands of women who are only or can only be fitted for the humbler classes of work, such as domestic service, is well shown in an appeal issued by the Young Women's Christian Association. Every night they are forced to turn away a hundred respectable girls who have nowhere to go. Before the Association can open more domestic servants' training hostels, they must pay off their present debt of £10,000, and although by no means all those who apply to them are suitable for housework, the scarcity of servants is so great that the endeavour to meet it deserves every encouragement. The more general and comprehensive proposals of the Committee presided over by LADY CREWE command, we understand, the heartfelt sympathy of the QUEEN. It must be the wish of every woman and every man in the country that their efforts to lend a helping hand to the unemployed girls and women who dared and endured so much during the war may be wisely guided to a triumphant success.

British Citizen
12.2.20.

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AN IMPORTANT WOMEN'S COMMITTEE.

BUT WHY ARE EX-SERVICE WOMEN IGNORED?

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A committee has been appointed by the Minister of Labour to consider, devise, and carry out schemes of work and training for women who are unemployed, or whose earning capacities or opportunities have been injuriously affected as a result of the conditions arising out of the war. This is an excellent move, and the residue of the £1,250,000 subscribed to the Queen's Work for Women Committee is to be allocated to the new committee, together with £500,000 from the National Relief Fund.

So far, so good. It is when we come to the personnel of the committee that we have doubts. The list of seventeen contains the names of harmless though probably excellent ladies such as Lady Crewe (chairman), Lady Midleton, Miss Violet Markham, and Mrs. Austen Chamberlain, such well-known ladies as Miss Susan Lawrence, Miss Lilian Barker, Mrs. H. J. Tennant, Lady Askwith, and Miss Squire. Other names are of such doubtful national repute—at least so far as their record during the war was concerned—as Dr. Marion Phillips, Miss Margaret Bondfield, and last, but not least, as secretary, Miss Mary Macarthur.

But not a single representative of the women's services which rendered such loyal and invaluable assistance during the war. Is this a deliberate snub, or have the W.A.A.C.'s, the W.R.N.S., the V.A.D.'s' the Women's Legion, the W.R.A.F.'s, and the Land Corps, not to mention others, been overlooked by some quaint coincidence? Perhaps Sir Robert Horne can explain.

Daily Express
9.2.20.

£500,000 TO TRAIN WOMEN.

CANDIDATES FOR LAW AND MEDICINE.

The Minister of Labour has appointed central committee on women's trainin and employment to administer a grant o £500,000 from the National Relief Fund t assist unemployed women.

The Marchioness of Crewe is chairman Miss Mary Macarthur honorary secretary and Mrs H. J. Tennant honorary treasurer.

"No woman can be entitled surplus who is efficiently trained to do necessary work," said Miss Macarthur to a "Daily Express" representative yesterday. "The only surplus men or women are those who are not doing their share of the world's work. There are jobs enough to go round, to all trained workers. Application for assistance must not, however, be made yet."

SCHOLARSHIPS.

The scheme will not interfere with any of the Government training schemes already in existence, but will be carried on in conjunction with them. A large number of maintenance scholarships will be provided which will give women the opportunity of qualifying as teachers of domestic science, physical culture, and other subjects.

Other women will be assisted while qualifying for public health work. A few may be chosen as suitable for medicine and law.

Schemes are contemplated for giving some the opportunity to study higher-grade cookery and higher clerical work.

Special consideration will be given to ex-service and other women whose entry into war-work necessitated the interruption of their professional training, and whose circumstances are now so altered as to make it difficult to continue their studies.

In addition to the half-million from the National Relief Fund, the committee is empowered to use the residue of the Queen's Work for Women Fund. It will have the co-operation of the Ministry of Labour, the universities, and local education authorities.

Daily Herald
9.2.20.

UNEMPLOYED WOMEN

New Maintenance and Training Scheme

£500,000 GRANTED

As a result of suggestions from the National Federation of Women Workers a grant of £500,000 has been made from the National Relief Fund to assist unemployed women, and, in addition, the residue of the Queen's Work for Women Fund is to be applied to that end.

The funds will be administered by the Central Committee of Women's Training and Employment, which the Minister of Labour has now appointed as a Standing Committee and its work will be to devise and carry out special schemes of work and training for women who are unemployed or whose earning capacities or opportunities have been injuriously affected as a result of the war.

Maintenance Scholarships

The scheme is to provide at once a large number of maintenance scholarships, which will enable women to qualify as teachers of domestic science, physical culture, and other subjects. Other women will be assisted while qualifying for public health work. A few may be chosen as suitable for medicine and law.

Schemes are contemplated for giving some the opportunity to study higher-grade cookery and higher clerical work. In conjunction with local authorities, it is proposed to provide special intensive courses to enable women to fulfil the conditions prescribed by the Board of Education for entering into training under the terms offered by local education authorities.

Interrupted Careers

Special consideration will be given to ex-Service and other women whose entry into war-work necessitated the interruption of their professional training, and whose circumstances are now so altered as to make it difficult to continue their studies.

Of the Central Committee Miss Mary Macarthur is honorary secretary and the members of the Committee include Miss Margaret Bondfield, Mrs. Garson, Miss Susan Lawrence, and Dr. Marion Phillips.

Woman's Leader
13. 2. 20

£500,000 for Women.

The residue of the Queen's "Work for Women" Fund, with a further sum of £500,000 allocated by the Executive Committee of the National Relief Fund, will be used for training women who are unemployed, or whose earning capacities or opportunities have been affected by conditions arising out of the war. The Ministry of Labour has appointed the Central Committee on Women's Training and Employment to be a Standing Committee to carry out the scheme; the Marchioness of Crewe is Chairman of the Committee, Miss Mary Macarthur hon. Secretary, and Mrs. H. J. Tennant Treasurer. A number of maintenance scholarships will be provided immediately to enable women to qualify for Domestic Science, Physical Culture, Ministry of Health Work, Higher Grade Cooking, and Higher Clerical work. A scheme to provide a short course with maintenance has been arranged with various education authorities throughout the country, and hundreds of Government clerks, by short intensive courses, will be brought up to the standard required by the Board of Education for training as elementary school teachers. There will also be opportunities for suitable applicants to qualify for the Higher Professions, such as Law and Medicine. Many hundreds of the more competent dismissed clerical workers will go on to higher clerical work, where they will learn Spanish with a view to our trading with South America. Women will be trained only in those professions when there is a demand for more workers, such as highly qualified nurses, teachers of domestic science, physical culture, and health supervisors. The Commitee have already secured the co-operation of the Employment and Training Department of the Ministry of Labour, and hope to secure the sympathy and services of the Universities and local Education Authorities. We trust that the efforts of the Committee to help the unemployed war workers will be crowned with success; that they will bear fruit in the years to come we cannot doubt.

Times
26. 2. 20

TRAINING OF WOMEN.

SIR R. HORNE, Minister of Labour (Hillhead, C.U.), in reply to MAJOR HILLS (Durham, C.U.), said:—The Central Committee on Women's Training and Employment, to whom the sum of £500,000 has been allocated from the National Relief Fund, are giving careful consideration to the problem of women whose education or training was interrupted in consequence of the war. The Committee are working in the closest cooperation with the heads of the women's services and other organizations concerned.

CAPTAIN REDMOND (Waterford, Nat.) asked whether any portion of this sum was allocated to the training of women in Ireland. SIR R. HORNE replied that the Committee dealing with the matter were allocating the money entirely at their own discretion. He had no doubt that they would consider every proposal that came before them. The fund (he added in answer to another question) was in no way under his jurisdiction, nor were the Committee. The Committee of women who were charged under previous funds with the duty of helping women whose interests were injured in the war were awarded this sum from the National Relief Fund. They asked for and he was giving his help, but he had no jurisdiction over anything they did or supervision over their executive action. He had put the whole machinery of his Department at their disposal, and that was their relation with the Ministry of Labour.

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The Gentlewoman Feb 21. 20.

The VOICE of WOMAN.

THE GOVERNMENT'S NEED OF US.

DAYBREAK

WHEN the war came to an end, and reconstruction plans were drawn up by the Government, the sum of six million pounds was voted to the Board of Education, to be spent on helping demobilised soldiers, whose training had been interrupted by the war, to complete their education at the University or elsewhere, so that they might fit themselves to fill responsible posts later on. Besides voting six million pounds, our Government sought to find other ways in which to help these men who had sacrificed so much for their country, and consequently deserved so much from it, and it established various technical schools and courses of training which it arranged for ex-Service men to attend, either on special terms or free of charge.

But among all these excellent schemes the woman citizen might search in vain for one which benefited the woman worker, and in particular those of us who were interested regretted that no official recognition was given to members of the women's forces who had also sacrificed much, who also wished to make up for lost time and complete their education, and who in many cases stood in need of a Government grant to help them. At first we confined ourselves to regretting, for we felt that, great as was the claim of the women's forces upon the nation, the claim of the men was even greater, and we knew only too well that there might not be "enough to go round." But when rumours reached our ear that more money had been voted to the Board of Education than was being applied for, then certain leaders of women's organisations approached the Powers that Be, and asked that the grant might be available for demobilised Service women as well as for demobilised Service men.

GOOD NEWS, AND UNEXPECTED.

All this is somewhat ancient history. At the time, the Government made no alteration in its arrangements, and one jumped, perhaps rather hastily, to the conclusion that no provision for women's education would be made for the present. The delight of last week's announcement was therefore increased, because the news came unexpectedly to us all. Last week, whether as a result of the representations of organised women on the grave unemployment among women, or whether for some other reason, the Ministry of Labour announced its decision to appoint a Standing Committee to devise and carry out schemes of work and training for women who are unemployed or whose working capacities have been impaired by war conditions.

Five hundred thousand pounds have been allotted to this Committee for its work as well as what remains unspent of the Queen's "Work for Women" Fund, raised during the war. The Marchioness of Crewe is the chairman of the committee, and its members are all women well known for their public work and their knowledge of women's affairs. It is particularly interesting to notice that these Committee members are of no one party or line of life, but are known to be of widely varying political views and activities. Who says that women can never co-operate? The Committee has already met to discuss general schemes of work. Universities and local bodies are being asked for sympathy and assistance, and the training and employment departments of the Ministry of Labour are to work in close collaboration with the new body.

EARTH

HIGH HOPES AND ENDEAVOURS.

The Committee not only hopes to provide scholarships to enable women to qualify as teachers of the domestic sciences, but also to train women for posts under the Ministry of Health, and, in the case of specially selected women, for entry into the medical and legal professions. Cookery, clerical work, teaching in schools, teaching in physical culture—all these and many other forms of employment the Committee will arrange for training. Truly this is an ambitious scheme, and one which, when carried out, should prove of the very greatest possible value to women. No woman citizen who knows anything or cares anything for women's position as workers to-day, will fail to take a keen interest in the work of the Committee and to give it her loyal support should the opportunity occur.

The practical working of the scheme will, of course, benefit many demobilised members of the women's Services. Perhaps it seems ungrateful to express regrets in face of the establishment of this new and most welcome Committee, and yet I cannot help wishing that our women's forces as such had been recognised in the provision of training facilities for the demobilised. However, what women's work during the war has failed to win, women's work in peace time will surely achieve, and every woman who profits by the proposed new training schemes and fits herself to fill and ultimately successfully fills the post for which she is trained, will be doing something towards persuading the country that women's service is one of its greatest assets which it does well to render efficient and make use of as widely as it can.

Portia.

Yorkshire Observer
Bradford. 17. 2. 20

Civil Servants held an election last week to decide which members of the staff should sit as representatives on the newly-formed Whitley Council, which is to include both the heads of departments and representatives of the various grades in the service, and is to consider all recommendations for alterations in conditions of work, promotion, or pay in the various Government Departments.

Electorates were somewhat small, as in one Department there were only thirty voters, but this served to accentuate the personal interest. The successful candidate of this particular Department, I am told, was a "promoted abstracter," which meant a clerk who had obtained promotion from the lowest grade automatically during the war owing to the shortage of men, and not by public examination. The ex-soldiers also ran a candidate, but he was defeated by one vote, a result which his supporters attribute to the fact that he abstained from voting while the successful candidate did not.

* * *

The Government training schemes are due to end on June 30 next, and Sir Robert Horne, in response to the urgent request for a deputation of the Women's Industrial League, is considering whether they shall be extended beyond that date. In view of the possibility of their being terminated at the conclusion of the original period during which grants were intended to operate, added interest is lent to the formation of the new Central Committee on Women's Training and Employment, which has been formed to disburse the surplus of the Queen's Work for Women Fund and the £500,000 which has been allocated out of the National Relief Fund.

The primary object of this Committee will be to train suitable women whose prospects have been affected by the war for the professions, and the question that is now occupying women interested in such subjects is how far the Committee will go towards carrying on the lower grade training schemes.

The new Committee, I am told, has secured the service of Miss Lilian Barker as organising secretary. Miss Barker has been lent by the Ministry of Labour, and will be a tremendous asset to the new Committee, of which Miss Mary MacArthur is secretary. During the war Miss Barker was in charge of all the welfare work for women at Woolwich Arsenal, but her real task came after the armistice in endeavouring to re-settle the girls as they were discharged daily by the thousand.

Glasgow Herald
29. 3. 20

QUEEN'S FUND AND SCOTTISH WOMEN

March 26.

Sir,—A letter from Sir Robert Horne to Sir Richard Lodge, published in Thursday's press, expounds the method by which it is proposed that the Central Committee on Women's Employment and Training should administer the residue of the Queen's Work for Women Fund and a sum of £500,000 given by the Executive Committee of the National Relief Fund. The machinery which is proposed for Scotland provides a committee which would have merely advisory powers.

We, the undersigned, ask you through the medium of your valuable paper to give publicity to the expressed desire of many women's organisations in Scotland that a separate Scottish Committee should be set up with powers to deal with Scottish applications and to dispense any part of the funds which may be set aside for Scotland.

In the letter from Sir Robert Horne it is alleged that it was "well known to many women in Scotland who take an interest in these matters that this application was being put forward by the committee in question." We regret that Sir Robert Horne has apparently been misinformed, as the earliest information generally available that the grant had been made was obtained through the daily papers some time in February, and steps were at once taken to put the claims of Scotland before the responsible authorities.

Past experience has proved that regulations laid down by bodies sitting in London, composed of those who have not special knowledge of Scottish conditions, cannot always be usefully applied to Scotland. For example, in the autumn of 1919 a sum of £11,000 was allocated to Scotland from the National Relief Fund for the benefit of young persons whose education had suffered through the war. This sum was entrusted to a special Scottish committee to administer under regulations laid down in London. The Scottish committee were unable to bring any of the cases which applied to them within the terms of their remit. The £11,000 was thus lost to Scotland, though in general it will be agreed that the education of young persons in Scotland had suffered during the war. This Scottish committee occupied approximately the position that is contemplated for the interviewing boards.

Whilst we agree that it is necessary to have a uniform principle for making grants, we contend that this could be secured by setting up a Scottish committee to act as a "sieve," independent of but in communication with the committee in London.

The money to be used was given by the public of the three kingdoms, Scotland contributing a generous proportion, and the public have the right to insist that it shall be administered with more careful regard to the individual claims of those who apply for the fund than is possible by means of an over-centralised system. —We are, etc.,

(Signed) ISOBEL, ABERDEEN AND TEMAIR, Convener, Standing Committee of the Scottish Branches of the National Council of Women.
J. E. HANNAY, Vice-Convener, Standing Committee of the Scottish Branches of the National Council of Women.
J. J. M. SALVESEN, Joint Convener, Scottish Training School for Policewomen and Patrols.
HELEN LESLIE MACKENZIE, President, Scottish National Association of Women Health Visitors and Women Sanitary Inspectors.
A. W. GILL, President, Scottish Matrons' Association.

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103 West Regent Street, Glasgow,
March 27.

Sir,—I fear the laboured and somewhat disingenuous explanation on the above by Miss Macarthur which appears in your columns of yesterday is likely rather to increase than to allay the distrust and resentment felt in Scotland by those who are conversant with the facts of the case. It is an explanation which explains nothing.

I need only deal with the essential point at issue:—(1) Miss Macarthur takes exception to my saying that the sum of £500,000 was "handed over" to her committee to be "used at their discretion," and that instead "no sum of £500,000" but "an equivalent sum" (whatever that may mean) has been "allocated as a fund" from which her committee "are permitted to draw from time to time as required under new and specific terms of reference." It is unnecessary to comment on such a statement as this.

The actual facts have already been set forth in your columns. Permit me once more briefly to recapitulate them. The women's committee in London, of which Miss Macarthur is secretary, has not only made claim to the administration of the whole residue of the Queen's Work for Women Fund, but has also obtained the above substantial sum from the National Relief Fund, both of which were raised throughout the United Kingdom, and are, therefore, joint property. With much complacency they next proceeded to make arrangements for setting up throughout the country what they termed "interviewing boards," which would be nominally under the Ministry of Labour, but really, it now appears, under the entire control of this women's London committee. These were to have no executive powers, and their functions were to be restricted to interviewing candidates and recommending them for grants—all such applications and recommendations having to be submitted to the London committee before any of the money (including Scotland's share of the same) would be granted. This is neither "administering" nor "financing." Therefore Miss Macarthur's statement that the "selection and financing of Scottish applicants—in fact, the whole administration of the Scottish work, will be exclusively in Scottish hands," does not appear to be an accurate presentation of the facts. Needless to say such a proposal, which would place Scotland on the same level as an English county, does not commend itself to Scottish people, and to re-name these bodies "selection boards," as Miss Macarthur now does, will not make them any more acceptable.

(2) Miss Macarthur does not reply to my question as to what the residue of the Queen's Fund amounts to. It is a question to which the public who subscribe have a right to an answer.

(3) It is hardly necessary to deal with Miss Macarthur's trifling inaccuracy in regard to three of her leading officials being Scotswomen, while, I understand, only two can claim this distinction. Scotland is not really concerned as to the precise spots in the United Kingdom which have the honour of being the birthplaces of these ladies. What it is concerned about is the proposal to place the supreme control of a joint fund under a women's committee sitting in London, to which appeals for assistance and money from Scottish women must be referred This we hold to be neither consistent with the dignity of Scotland nor practical from a business point of view.

(4) The appointment, as a second thought, of two women from Scotland to sit on this London committee is an arrangement which was neither asked nor desired. On the contrary, in the influentially signed memorial appearing in the "Herald" the other day a strong protest is made against this as "giving a false sense of security which has no foundation in reality."

If instead of claiming the whole of a joint fund Miss Macarthur's committee had contented themselves with a just share, and in place of thus assuming (unasked) a dictatorship for Scotland these ladies had confined their energies to England (surely a large enough field for even the most ambitious), no objection would have been offered. If Scotland has been behindhand with England in asking for a grant, that is an omission which can easily be remedied.

One more point. If Miss Macarthur had the knowledge of Scottish women's affairs which would justify her interference in this matter she would have been aware that schemes and suggestions for training and employment have been submitted repeatedly by expert women's societies in Scotland to various Departments in the State, including the Ministry of Labour.

The crucial question is this, By whose authority have Miss Macarthur's committee assumed these powers, and who has authorised them to bring forward out and dried schemes for the administration for the whole of the United Kingdom? Sir Robert Horne disclaims all responsibility, and, so far as I am aware, no other Government Department stands sponsor for them. It would appear, therefore, that these ambitious proposals have been brought forward by these ladies "on their own," and that they have trusted to sheer bluff and the apathy of the public for carrying them through. It is well, therefore, that, thanks to the vigilance of our Scottish women's societies, the circumstances have been brought to light and their action challenged.—I am, etc.,

A. BALLANTYNE.

Morning Post
31. 3. 20.

How the Women's Training and Employment Committee was enriched against its UNSOUGHT will was told yesterday by Miss PROFITS. Mary Macarthur, the Hon. Secretary. "We have," she said, "a little nest-egg of £10,000 which we got out of some Government contracts without trying. We obtained certain contracts for shirts and socks and similar goods on our merits for the sole purpose of finding employment for women and with no idea of making any profit. In fact, we tried hard not to make any profit, but we simply couldn't help doing so, although we paid higher wages and used less efficient labour than did other contractors, and were not able to command the same mechanical facilities." One wonders what profits were made by those contractors who paid lower wages for more efficient labour, who possessed adequate machinery, and who did *not* try to work without gain?

Star
11. 3. 20

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LAST 2½ MILLIONS OF PRINCE'S FUND.

Money Being Used in Relief of Unemployment.

The unallocated balance of the National Relief Fund is now under a million. According to the balance-sheet up to June 30, 1919, the undistributed money amounted to 2½ millions, and the public will be interested to know how it is proposed to spend it.

"The Star" is informed by a high official of the fund that recently £500,000 was granted to the Central Committee on Women's Employment, of which Lady Crewe is chairman and Miss Mary Macarthur the secretary.

Training Women Workers.

This grant is for the purpose of training women war workers and others brought into employment during hostilities who have found themselves stranded on the return of the men.

Their work in many cases was highly specialised, and while they acquired great dexterity at it the knowledge gained is of no value whatever except with the country in a state of war. And unless they are trained they have no prospect of obtaining work.

Another of the objects is to assist girls to complete their education and studies in medicine, in hygiene, etc., which they forsook in order to become Waacs or Wrens. Many find the financial position of their parents has altered, and they are unable to take up their studies without assistance.

Helping Emigrants.

A grant of £500,000 has been made for the assistance of ex-service men, women and civilians who have suffered on account of the war and who wish to emigrate.

Although it is no part of the policy of the Committee to encourage emigration, it has been reported to them that a large number of people intend to emigrate anyhow, and Lord Milner urged the view that it was in the interests of the mother country and equally of the dominions that these people should be helped to go out under conditions which would give them a fair chance of success.

In many cases the Government is paying the passage and the Relief Fund is making grants towards equipment

The £500,000 is the maximum grant, but it is not certain the whole of this sum will be needed to meet the needs of intending emigrants

£100,000 for Ex-Officers

This grant is administered by a joint committee consisting of representatives of the executive committee of the fund and of representatives of the overseas settlement committee appointed by the Colonial Office

Other recent allocations are £100,000 to Lord Haig's Officers' Association; £100,000 to the Soldiers' and Sailors' Help Society, and £50,000 to the Soldiers' and Sailors' Families' Association. These grants were supplementary to the out-of-work donation and to the grants of the War Pensions Fund.

The Committee is now considering a scheme for continuing the out-of-work donation fund.

Distress Due to Unemployment.

When it ceased last November as far as civilians were concerned, the Government appealed to the Committee to arrange for the relief of distress due to unemployment so far as that unemployment was due to the war.

The Committee accordingly circularised the local authorities, who would know where special circumstances existed, and where necessary special local relief committees have been appointed to make the grants.

How much money the latter scheme will absorb is not known. "It may even consume the remainder of the balance," said the official. "We don't know, as the inquiries have not yet been completed."

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Westminster Gazette
1.4.20

WOMEN'S WELFARE.

THE TRAINING & EMPLOYMENT SCHEME.

POST-WAR PLANS.

The Central Committee on Women's Training and Employment, St. Ermins, Westminster, S.W.1, is largely the same as that which was responsible for the administration of the money collected by the Queen's "Work for Women" Fund during the War, with the addition of some new members. The members are:

The Marchioness of Crewe (chairman), Miss Mary R. Macarthur (hon. secretary), Mrs. H. J. Tennant (hon. treasurer), Lady Askwith, Miss Lilian Barker, Miss Margaret G. Bondfield, Mrs. Austen Chamberlain, Mrs. Gasson (Women's Co-operative Guild), Miss R. E. Lawrence, Miss A. Susan Lawrence (L.C.C.), the Hon. Mrs. Alfred Lyttelton, Miss Violet Markham, Lady Midleton, the Hon. Lily Montagu, Dr. Marion Phillips, Lady Roxburgh (secretary, Queen's "Work for Women" Fund), Miss Squire, the Marchioness of Londonderry (to represent the North of Ireland), Miss F. H. Durham, Miss A. Anderson, and Miss G. Tuckwell.

The Hon. Lady Hope and Miss M. M. Paterson have been asked to represent Scotland on the Central Committee, and Lady Kenmare to represent the rest of Ireland.

The committee is empowered to dispense the residue of the Queen's "Work for Women" Fund, and a further sum of £500,000 has been allocated by the Executive Committee of the National Relief Fund. The Minister of Labour has put the machinery of the Department at the disposal of the committee, and has appointed Mr. F. G. Bowers, the Accountant-General of the Ministry of Labour, to be financial adviser to the committee.

Wide Scope of Training.

The scheme will cover a wide scope of training, and it is hoped to provide a number of maintenance scholarships which will enable women to qualify as teachers for posts under the Ministry of Health in connexion with public health work and to afford a small number of carefully selected women the opportunity of qualifying in such higher professions as medicine, dentistry, and the law. (Schemes are also contemplated for enabling women to qualify in higher-grade cookery and higher clerical work.)

The committee do not at the present time propose to undertake industrial training for women, as this is being provided by the Women's Training Branch of the Ministry of Labour.

Apart from this restriction, it will be open to applicants to put forward suggestions in regard to any kind of training which they may wish to undertake, and each application will be considered by the committee on its merits.

The training provided is for the assistance of women whose capacity of earning a livelihood has been injured or handicapped by conditions produced by the war.

Local Interviewing Committees.

It is proposed to establish local interviewing committees in the following centres: London, Birmingham, Leeds, Manchester, Newcastle, Cardiff, and Bristol. Similar arrangements are under consideration for Scotland and Ireland.

In addition to holding meetings at their headquarters, local interviewing committees will also meet at any other centre where a number of applicants can be conveniently brought together for interview. The local interviewing committee will consist of:

Representative of the Central Committee on Women's Training and Employment will act as chairman;

Representative of the Local Education Authority. In addition a University representative or other expert will be asked to attend when necessary;

Representative of the Women's Training Branch of the Ministry of Labour;

Representative of the Employment Department of the Ministry of Labour.

Many Universities and education authorities have already appointed their representatives to serve on the local interviewing boards, and all have expressed their interest in the committee's schemes and their desire to do all in their power to assist.

The committee also have the sympathy and co-operation of the women's services, many societies interested in women's training, and the personal help and advice of numerous persons who have expert knowledge of various branches of education and training.

Forms of application for training can be obtained after Easter from any employment exchange, or the Professional Women's Registry, 99, Queen's-gate, London, S.W.1. The form will be filled in by the applicant, and will be made returnable to the most conveniently situated interviewing committee.

The forms will be dealt with by the interviewing committee, and in suitable cases the applicant will be invited to interview the committee, who will discuss with her the career for which she proposes to train, and the possibilities of finding employment after training. The applicant will subsequently be informed as to the result of her application by the Central Committee on Women's training and Employment, St. Ermin's, Westminster, S.W.1, who will consider each case, and all correspondence in connexion with the place of training, payment of fees, maintenance, &c., will be conducted direct between the central committee and the applicant.

Manchester Guardian
31. 3. 20

TRAINING GRANTS FOR WOMEN.

WHERE AND HOW TO APPLY.

(From a Woman Correspondent.)

LONDON, TUESDAY.

It will be remembered that some time ago a newly formed Central Committee on Women's Employment was empowertd to expend the residue of the "Quen's Work for Women" Fund on a scheme for the training of women, and that to this sum a grant of £500,000 was added by the Executive of tthe National Relief Fund. The Minister of Labour put the machinery of the department at the disposal of the Committee of which Lady Crewe is chairman, Miss Mary Macarthur hon. secretary, and Mrs. H. J. Tennant hon. treasurer. This afternoon a meeting of the Committee was held to discuss its work, a scheme of co-operation, and method of dealing with applications.

The scheme will cover a wide scope of training, and it is hoped to provide for a number of maintenance scholarships which will enable women to qualify as teachers, for posts under the inistry of Health in connection with public health work, and to afford a small number of carefully selected women the opportunity of qualifying in such higher professions as medicine, dentistry, and the law. Schemes are also contemplated for enabling women to qualify in higher grade cookery and higher clerical work, while applicants may also make inquiries about other kinds of training which they may wish to undertake.

The Qualification.

The training provided was for the assistance of women whose capacity of earning a livelihood has been injured or handicapped by conditions produced by the war. Women and girls who are entitled to apply for assistance in training should obtain a form of application from an employment exchange and fill it in. This will be dealt with by the Interviewing Committee, and in suitable cases the applicant will be invited to interview the Committee, who will discuss with her the career for which she proposes to train and the possibilities of employment.

Local interviewing committees, with whom education authorities and many women's societies will co-operate, will be set up in London, Birmingham, Leeds, Cardiff, Manchester, and other towns, and a committee will also meet at any other centre where a large number of applicants can be conveniently brought together.

A great number of applications have already been received, and are being attended to by the Committee.

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Unavoidable Profits.

Miss Mary Macarthur, explaining the new training scheme for women yesterday, said: "We've got half a million of money, and to add to it we have a little nest-egg of £10,000 we made out of War Office contracts. We tried not to make any money, but we couldn't help it."

This nest-egg was made on 4 million shirts, 2 million socks, and 1 million other garments. If £10,000 is the result of not trying to make a profit, what happens when you really try?

Birmingham Gazette
1.4.20.

PICKING IT UP.

Miss Mary Macarthur, explaining the new training scheme for women said: "We've got half a million of money, and to add to it we have a little nest-egg of £10,000 we made out of War Office contracts. We tried not to make any money, but we couldn't help it." The nest-egg was made on four million shirts, two million socks, and one million other garments. If £10,000 is the result of not trying to make a profit, what happens when you really try? It reminds one of Mr. Punch's picture of the Yorkshireman, "We don't make money in Bradford, we joost pick it oop."

Pall Mall Gazette
31. 3. 20.

TALK OF THE TOWN

By DAMARIS.

Dover-street, Wednesday,

Tea at a Ministry.

Tea and cakes at the Ministry of Labour seems something of a contradiction, but it was significant yesterday, I think, of a determination to do away as far as possible with red tape—a determination held by the Central Committee on Women's Training and Employment which, through the medium of the hon. secretary, Miss Mary MacArthur, and Miss Lilian Barker, set out to tell us all about their scheme.

* * *

Briefly, it is to train for various professions ex-Service girls of special ability whose intention to enter various professions has been rendered impossible by the war. A typical "emergency" case was that of a girl who had passed her intermediate at the Royal College of Science, but threw up her work to join one of the women's services. Her parents belong to the New Poor now, and she is anxious to study agricultural insect pests, so the Committee is paying her fees and maintenance until she passes her final examination.

* * *

They hope to get a number of girls up to the standard at which the Board of Education will step in and train them for teachers, and every applicant for training can put forward her own ideas of what she wants to do and it will be carefully considered.

Rather Funny.

The Committee is a very representative body, ranging from Lady Londonderry to Miss Margaret Bondfield, and from Mrs. Austen Chamberlain to Miss Susan Lawrence, so you see there is not one political party predominant—at least it will be the fault of the moderates if they leave all the work to the others, and thus allow them all the power. What I thought awfully funny was that Scotland is up in arms against affairs being administered down here, although the chairwoman is the Marchioness of Crewe, the hon. secretary, Miss MacArthur, and the hon. treasurer, Mrs. H. J. Tennant—all of them more Scotch than English.

Birmingham Gazette
31. 3. 20.

SCHOLARSHIP PLAN.

Helping Women Hit by the War.

£500,000 IN GRANTS.

As everybody knows, thousands of young women voluntarily cut short their University education during the war to go into munition works or join one or other of the women's Army corps. Others with a University training in prospect now find themselves unable to attain to it because their parents' income will no longer allow of that expenditure.

To help such women as these the Central Committee of Women's Training and Employment, of which the Marchioness of Crewe is chairman and Miss Mary Macarthur, the secretary, have planned a maintenance scholarship scheme that is to be financed out of the £500,000 allocated to them by the Executive Committee of the National Relief Fund.

To Enter the Professions.

These scholarships are to help women to enter the professions of medicine, dentistry, and the law, and to qualify as teachers for posts under the Ministry of Health in connection with public health work. Possibly too they may be available for women who wish to train as cooks and housekeepers for big schools or hospitals, but the point to bear in mind is that the applicants for such scholarships must have been war "hit."

Influence and letters of recommendation from, say, members of Parliament and highly-placed personages will not count with the Selection Committee. The scheme is for the assistance of those women without money and influence whose capacity of earning a livelihood has been injured or handicapped by conditions produced by the war.

How to Get the Grant.

As to the procedure to follow in getting one of these maintenance scholarships, the first thing is to fill up a form to be obtained from the Professional Women's Registry, 99, Queen's Gate, London, S.W.1, or from the nearest Unemployment Exchange. After that an applicant must wait until requested to appear before an Interviewing Board, but she is not likely to have to wait long or to travel far.

Immediately after Easter these Interviewing Boards are to be set up in several big cities—Birmingham, Leeds, Manchester, Newcastle, Cardiff and Bristol are among the places mentioned. But if it is found that there is a bigger group of applicants, say, at Dudley than at Birmingham then the Interviewing Board will travel to Dudley to meet the convenience of the majority.

The Possibilities.

The scheme, which is the first of its kind for women, is one of splendid possibilities, chiefly for the reason that it will not be bound with red tape. Each case will be considered individually, and while it may be necessary in some instances to make a bigger grant to free such applicants from monetary worries during training the Committee has no intention of squandering the half-million lavishly and recklessly.

No person so trained will be expected to pay back the scholarship grant. That would be to hang a millstone of debt round the neck of a woman at the very beginning of her professional career which would nullify the value of the training. But every woman will be expected to make a success of her training and justify the scholarship by her future work.

Evening Standard
1. 4. '20

How to Apply.

Forms are now ready at the Divisional Offices of the Ministry of Labour, and interviewing committees will soon be at work at various centres. Lady Londonderry will represent the North of Ireland, and in Scotland—well, Miss Macarthur and Miss Lilian Barker are proceeding thither to explain that with a chairman (the Marchioness of Crewe), a secretary and a treasurer all of Scottish birth there need be no fear that its claims will be overlooked. Some very interesting "emergency cases" have already received attention—but do not suspect "jobbery." The very mixed committee forbids that.

Star
31. 3. 20.

TRAINING FOR WAR WOMEN.

Spurt to Fit the Eligible For Professions.

"We are out to train the right women for the right job," said Miss Mary Macarthur, speaking at a private meeting of the Central Committee on Women's Training and Employment yesterday. "Millions are being spent on the training of ex-service men, but so far nothing is being done for the women."

Half a Million to Start With.

"The committee, which is largely the same as that which was responsible for the administration of the money collected by the Queen's "Work for Women" Fund during the war, has had £500,000 allotted to it by the Executive Committee of the National Relief Fund, and has also the machinery of the Ministry of Labour behind it.

It is intended to provide a number of maintenance scholarships for women whose positions have been injuriously affected by the war, to enable them to train for various professions, to appoint interviewing boards throughout Great Britain and Ireland, so as to enable selected women to qualify in the higher professions, such as medicine, dentistry, and the law.

Making Teachers.

Miss Lilian Barker, answering questions, said: "We want to cater for women who wish to become chefs, sanitary inspectors, and dispensers, and who wis hto enter the legal and medical professions.

"We also aim at doing something to ease the present urgent need of teachers, but I may say, unofficially, of course, that the profession is not sufficiently well paid to be attractive."

In an interview afterwards, Miss Barker explained that it was intended to arrange a series of intensive courses for women who desired to become teachers, in order to bring them up to the matriculation standard, and qualify them for a training college under the Board of Education.

The Unpopular Occupations.

"I am afraid," she concluded, "that the teaching profession is at present even more unpopular than domestic service!"

Forms of application can be obtained after Easter from any Employment Exchange or from the Professional Women's Registry, 99, Queen's Gate, London, S.W.1.

Yorkshire Observer
31. 3. '20.

LONDON LETTER.

How many professional women whose earning capacity has been impaired by the war, young women whose training for a profession has been interrupted by the same circumstances) know that there is a fund of over £500,000 for their assistance, provided they possess the necessary qualification? Miss Mary Macarthur, the hon. secretary of the fund, which is known as the Central Committee on Women's Training and Employment, told me to-day that the committee is empowered to dispense with the residue of the "Queen's Work for Women" Fund, together with £500,000 allocated by the National Relief Fund.

The committee does not at the present time propose to undertake industrial training for women, but applicants may put forward suggestions as to the kind of work they want to take up, and local interviewing committees are being established in London and the provinces. A centre at Leeds will deal with applications from Yorkshire. Miss Macarthur gave me two instances of the sort of help the committee has already offered. One was that of a girl who had taken an intermediate examination at the Royal College of Science in 1915. She was recently demobilised and found herself in great difficulties, and the committee provided an emergency grant to enable her to continue at college for two years with a view to taking an honours degree in botany.

The other case was that of a girl who wished to qualify as a solicitor. A firm of solicitors had agreed to dispense with a premium, but the committee is supplementing her finances for maintenance during study, and is also paying her stamp fees for articles.

Scotsman
31. 3. 20.

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The claim which has been put forward by certain Scottish organisations for autonomy in the administration of the funds at the disposal of the Central Committee on Women's Training and Employment is, I understand, holding up to some extent the completion of the arrangements in connection with the Scottish part of the training scheme. The amount of money at present available for the United Kingdom is only about £600,000, including the money collected by the Queen's Work for Women Fund during the war, and it is obvious that if this money is to be used to the best advantage it is essential there should be one central body in charge of the purse strings. The presence of Miss Mary Macarthur on the Committee is guarantee enough, if any be required, that Scotland will get its fair share of the money. Miss Macarthur, who is the hon. secretary of the Committee, has arranged a conference in Glasgow next Tuesday with those who claim separate administration for Scotland, and she is hopeful of smoothing out the difficulties which have arisen. In the meantime arrangements are progressing for the establishment of local interviewing committees in Scotland, the places selected being Edinburgh, Glasgow, and Aberdeen. These Committees will be peripatetic, and will be ready to proceed to any other centre where numbers of applicants can be conveniently brought together for interview. I am told that the Scottish Universities have entered into the scheme with enthusiasm, and have promised their full support. It is necessary to emphasise the fact that the training to be provided is solely for the assistance of women who now find their earning capacity injured or handicapped as a result of their employment on war service. Those who at the end of their training may find themselves in a position to repay the cost will be encouraged to do so, but this will not be compulsory, as the Committee decline to tie a millstone of debt round the necks of those whose efforts may gain them an entrance to any of the professions and callings for which training is provided. They are to be asked rather to repay the debt by usefulness to the community.

It is well to understand the real reason for the intervention of a Sinn Fein candidate at an English by-election. Sinn Feiners do not conceal their object. They have no false hopes about Alderman O'Brien's chances, but his candidature will have fulfilled its mission to their entire satisfaction if the votes cast for Sinn Fein succeed in keeping out one or both of the official Labour candidates. Sinn Fein Ireland has clear and pronounced views on the British Labour party, which are thus summed up by one of its best known organs:—"Labour is palming itself on the Irish voters in England with soft words and lip sympathy such as we were accustomed to get from the old political trickster, Asquith." It is plain enough, according to Sinn Fein, that if the Labour party—"this parcel of cowardly sycophants"—got into power to-morrow with the help of the Irish vote, "they would turn as deaf an ear to Ireland as the capitalists at whose coat-tails they are miserable imitators."

Evening Standard
Ap. 14. 20.

WOMEN'S TRAINING SCHEME.

OPPORTUNITY TO ENTER VARIOUS PROFESSIONS.

The £500,000 training scheme of the Central Committee on Women's Training and Employment will be formally inaugurated to-day, when application forms will be available at any employment exchange.

Only those women and girls whose capacity for earning a livelihood has been injured or handicapped by conditions produced by the war can take advantage of the training scheme, but girls who would have had a better education, and so improved chances in professional or business life, are eligible.

"We hope to train about 5000 women," explained Miss Mary R. Macarthur, the hon. secretary of the committee, which has now completed its preliminary plans, to a "Daily Express" representative yesterday. "This gives an average of £100 for each trainee, but, of course, the cost of training will vary greatly with the calling chosen.

"We intend to train women for the legal and medical professions, as health visitors, dentists, sanitary inspectors, chefs for hotels and schools, teachers, and domestic science workers."

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Daily Telegraph 3.4.'20.

TRAINING FOR WAR WORKERS

BIG OFFICIAL SCHEME.

"Millions have been spent on training ex-service men, but so far nothing has been done to meet the needs of women whose capacity for earning a livelihood had been injured or handicapped through conditions produced by the war," said Miss Mary Macarthur at a meeting at St. Ermin's called together earlier in the week to hear details of a big scheme approved by the Ministry of Labour for the instruction of women. The Executive Committee of the National Relief Fund has allocated a sum of half a million to be used in this way, and to that can be added the balance—about £100,000—left from the Queen's Work for Women Fund, while another £10,000 profit was earned in fair and open competition over Army contracts for about 4,000,000 shirts and 2,000,000 pairs of socks made by Leedy workers in areas which suffered severely through being prohibited ground for excursionists and visitors, such as the East Coast, the Isle of Wight, and the Isle of Man.

In connection with the disbursement of a sum so large, it was of course necessary first to appoint a thoroughly representative committee. Practically this includes all those who rendered such good and ungrudging service to the Queen's Fund, but strengthened yet further by others of special qualifications. The Marchioness of Crewe, as before, occupies the chair, and Miss Macarthur is honorary secretary. For the rest it will consist of:

Mrs. H. J. Tennant (honorary treasurer), Lady Askwith, Miss Lilian Barker, Miss Margaret G. Bondfield, Mrs. Austen Chamberlain, Mrs. Gasson (Women's Co-operative Guild), Miss R. E. Lawrence, Miss A. Susan Lawrence, L.C.C., the Hon. Mrs. Alfred Lyttelton, Miss Violet Markham, Lady Midleton, the Hon. Lily Montagu, Dr. Marion Phillips, Lady Roxburgh (secretary, Queen's "Work for Women" Fund), Miss Squire, the Marchioness of Londonderry (to represent the North of Ireland), Miss F. H. Durham (Princial Woman Officer, Ministry of Labour), Miss Adelaide Anderson (his Majesty's Principal Lady Inspector of Factories), and Miss Gertrude Tuckwell, J.P. (Women's Trades Unions).

All the machinery of the Ministry of Labour will be at the disposal of this committee, so far as it may be useful in carrying out the work to be done, and Mr. F. G. Bowers, the Accountant-General of the Ministry, will act as its financial adviser.

PREPARATION FOR THE PROFESSIONS.

Where this scheme differs from anything yet attempted is that it will not touch industrial training. That, it should be said, has its own branch at the Ministry, and has been at work for some months. The aim of this new endeavour will be to fit those women—and there were thousands of them—who willingly interrupted their own educational courses to enter one or other of the women's auxiliary services, or to make munitions. Miss Lilian Barker, who so ably directed the women's work at the Royal Arsenal, Woolwich, was able, in the course of her brief address at the meeting, to bear testimony to the fact that girls had come out of the secondary schools, the leading private schools, and the universities to take up hard, heavy, exacting work at the lathes or in the filling of shells with high explosives. In the meantime many parental incomes have diminished, and it would be an extremely difficult matter for such girls to resume, without financial assistance, the studies that would qualify them for the careers they had hoped to follow.

Here is a specific illustration of a typical case. A young lady had passed the intermediate examination at the College of Science, South Kensington, but felt it her duty to join Queen Mary's Army Auxiliary Corps. She rendered exceptionally useful service, winning the highest commendations from those over her in authority, until she was demobilised. She desired keenly to return to the college, which was willing to receive her back, but the payment of the fees and the cost of maintenance seemed to present insuperable difficulties. Her case was laid before the committee as it began to be formed, and it was decided that an emergency grant must be made to meet it, inasmuch as she proposed to devote special research work to dealing with the insect pests of agriculture.

Such cases as this are exceptional. The country needs something like 9,000 more teachers, and the Committee propose to establish the intensive courses through which they could present themselves for matriculation. For health visitors, sanitary inspectors, and as midwives, all coming under the Ministry of Health, there will be a huge demand. Miss Macarthur mentioned that communal kitchens are being more and more widely established, and there will be good openings as directors and chefs in these for competent women; while a far higher standard is now asked from those who would be matrons of large institutions for children. Forms of application for those who think they would be eligible for training will be available immediately after Easter, and can be obtained at the nearest Labour Exchange or from the Professional Women's Registry, 99, Queen's-gate, S.W. Local interviewing committees are being formed, and those deemed suitable will be referred to the one for her own town or district for further and personal discussion.

Morning Post 22.4.20

A public meeting in support of the League of Nations will be held at the Central Cinema Hall, Watford, to-morrow evening. The meeting will be addressed by Lord Robert Cecil, M.P., and Miss Mary Macarthur, the chair being taken by the Earl of Clarendon.

Daily Telegraph 5.4.'20.

SHOP ASSISTANTS' WAGES.

GLASGOW CONFERENCE.

When the twenty-ninth annual meeting of the National Amalgamated Union of Shop Assistants, Warehousemen, and Clerks opened yesterday at the Central Hall, Glasgow, a lady occupied the presidential chair, probably for the first time in the history of trade unionism. The president is Miss Mabel A. Talbot, a native of Plymouth, who now represents the employees of a large London firm.

In her presidential address Miss Talbot said the year 1919 would stand out in the history of their union as one of the most remarkable ever known for the increase of membership and wages and general trade union activity from one end of the country to the other. The financial position of the union was also satisfactory, the total funds standing at £102,916. The increased wages for their members during 1919 amounted to the magnificent sum of over two and a half millions, exceeding by over £1,000,000 the amount won in 1918. A striking recognition of the growing power of their organisation was the readiness shown by employers' associations to meet and discuss with them the conditions of employment. The distributing trade was in a more flourishing position now than ever before. Large profits continued to be made, and higher dividends paid; yet in spite of this and the increase of wages, the position of those working in the trade was far from satisfactory. The conference would have before it proposals to raise the national wage scale to bring it more in accord with the ever-increasing cost of living. The position of women in the distributing trade to-day was that there was a larger number employed than ever before, and women were filling higher and more responsible positions than hitherto. Some women were well paid, but generally the wages of women were still far below those paid to men. Equal pay for equal work was their national policy, and in their trade of all trades women should be able to compete equally with men and to obtain equal wages; but it had been much more difficult to establish the rates for women than it had been for men. As president, she welcomed any movement which made for a higher status for women, believing it to be for the benefit of men as well as women. They were on the threshold of greater developments, moving forward to the establishment of one union for distributive workers. (Cheers.) There appeared to be a growing desire on the part of the members for greater political activity. (Hear, hear.) It was undoubtedly to the disadvantage of their movement that they had not a direct representative who understood the condition of their trade to champion their cause in Parliament. Over 1,000,000 people were employed as distributive workers. To organise such a vast army was a task of great magnitude, and with the complete organisation of their trade they would rank as the most powerful trade union in the country.

In the discussion on the report, Mr. John Turner, general secretary, said they were still pressing on the multiple shop proprietors' association that while they would always be pleased to negotiate they could not hold up indefinitely any negotiations with individual firms. It would not do to abandon their right to strike because they had been referred to some association merely for the sake of gaining time.

Mr. J. A. Leslie, chairman of the Minimum Wage Committee, moved that the new national minimum scale, giving at least 125 per cent. increase on pre-war wages, be adopted.

Mr. Dunlop, Paisley, moved an amendment that a flat rate be established for men and women at the age of 21, namely, 80s for men and 64s for women. A long discussion followed. The opponents of the flat rate argued that it was impracticable, the jump being too great at 21 years of age. Some women delegates were opposed to both schemes, insisting upon equal pay for equal work. Mr. Leslie, replying, said it had been very difficult to get women to stand for even the four-fifths. He said the time was not ripe for a flat rate. Should, however, any branch feel strong enough to enforce better terms it might take action after placing all the facts before the executive for advice.

On a show of hands the Paisley flate rate was defeated by ninety-eight to thirty-nine, and the report of the executive, containing the recommendation of the National Minimum Wage Committee, was adopted.

The conference adjourned till this morning.

Yorkshire Post 1.4.20

The Standing Committee which was appointed a few weeks ago by the Ministry of Labour to devise and carry out special schemes of work and training for women, has now made its plans, and is ready to go ahead with them immediately after Easter. It will be remembered that the Government allocated £500,000 with the object of giving the scheme a practical start. In addition to this sum, the Committee is empowered to dispose of the residue of the Queen's "Work for Women" Fund. Names on the committee, of which Lady Crewe is chairman, include those of Miss Lilian Barker, Lady Askwith, Miss Mary Macarthur, Mrs. Alfred Lyttelton, Lady Londonderry, and Dr. Marion Phillips.

Glasgow Herald 31.3.20.

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Training of Women

Further details of the projected activities of the Central Committee on Women's Training and Employment are available to-day. The committee, which includes the Marchioness of Crewe, Miss Mary Macarthur, Lady Askwith, Miss Margaret Bondfield, and others, is empowered to dispense the residue of the "Queen's" Work for Women" Fund and a further sum of £500,000 which has been allocated by the Executive Committee of the National Relief Fund, the money to be devoted to the promotion of an ambitious scheme for the training of those women whose education has been interrupted or whose earning capacity has been diminished by the war. The Minister of Labour has placed the machinery of his Department at the disposal of the committee. The courses, which will include those of such professions as medicine, dentistry, law, domestic science, teaching, cooking, and higher clerical work, will be open only to those who give reasonable promise of achieving success in their particular vocations. Although the limited sum of money at the disposal of the committee renders it impossible to provide courses of a comparatively expensive character, save to those applicants endowed with exceptional abilities, neither is it at present proposed to undertake industrial training for women, as this is being provided by the Women's Training Branch of the Ministry of Labour. Apart from this restriction, it will be open to applicants to put forward suggestions in regard to any kind of training which they may wish to undertake. Forms of application will be available to-morrow at any Employment Exchange, and will have to be returned to the local interviewing committees, which will be set up after Easter in various towns in the United Kingdom.

The Scottish Aspect

The application of the scheme to Scotland presented no small difficulty to the Committee in view of the demand for "Home Rule," but Miss Macarthur, the secretary, is, I understand, leaving London for Glasgow to-morrow night to attend a conference on Tuesday of all those interested in the matter of extending the scheme to Scotland. Miss Macarthur told me to-day that Scotland need have no fear that a portion of the funds will not be made available to her, while the Hon. Lady Hope and Miss M. M. Paterson have been asked to represent Scotland on the Central Committee. The proposal at present is that interviewing committees will be established at Glasgow, Edinburgh, Perth, Aberdeen, and other big centres. Three committees, it is understood, will, in consideration of their importance, be set up at Edinburgh and Glasgow, to sit in rotation, and these committees will be left entirely in Scottish hands. Promises of ardent support have been received from women's societies, as well as universities and other educational institutions, which will be represented on the local interviewing committees. It may be pointed out that there is no obligation on the part of those to whom grants are allocated to refund any of this money to the Committee. All the reward the Committee desires is that the beneficiaries will make the scheme such a success that further grants for the fund will be forthcoming.

Westminster Gazette 21.4.20

Miss Lilian Barker.

Miss Lilian Barker, who had the extraordinary task during the war of supervising the welfare of about 27,000 women workers at Woolwich Arsenal, has, I hear, just been transferred to a new position. She has been appointed Executive Officer to the Central Committee for Women's Training and Employment, which is undertaking the training of women war-workers for civil positions. This Committee has in hand over half a million pounds, allocated from the Relief Fund and other war funds; and the wise expenditure of the money is a matter of national importance. The Committee is to be congratulated on obtaining the help of one so peculiarly competent for the task.

Evening News. Edinburgh 7.4.20

WOMEN'S TRAINING.

£600,000 for Sufferers by the War.

EDUCATIONAL SCHEME.

Miss Mary Macarthur, hon. secretary of the Central Committee on Women's Training and Employment, speaking at a meeting of the Committee at the Ministry of Labour yesterday afternoon, announced that the work of providing training and employment for women would be put in hand at once.

To-day every Unemployment Exchange throughout the United Kingdom will be supplied with printed forms of application for educational or professional training, and immediately after Easter these applications will be dealt with by Interviewing Committees in London, Birmingham, Leeds, Manchester, Newcastle, Cardiff, Bristol, and other provincial centres, as well as in the principal towns in Wales, Scotland, and Ireland.

These forms may be used by any woman who desires educational or professional training, "who is unemployed and whose earning capacity or opportunities have been injuriously affected as a result of conditions arising out of the war," but it is expressly stated that the Committee "do not at present propose to undertake industrial training for women, as this is being provided by the Women's Training Branch of the Ministry of Labour." Apart from this restriction, it will be open to applicants to put forward suggestions in regard to any kind of training which they may wish to undertake, and each application will be considered by the Committee on its merits.

Maintenance Scholarships.

The scheme will cover a wide scope of training and it is hoped to provide a number of maintenance scholarships which will enable women to qualify as teachers for posts under the Ministry of Health in connection with public health work and to afford a small number of carefully selected women the opportunity of qualifying in such higher professions as medicine, dentistry, and the law. Schemes are also contemplated for enabling women to qualify in higher grade cookery and higher clerical work.

The Committee, which is largely the same as that which was responsible for the administration of the money collected by the Queen's "Work for Women Fund" during the war, is empowered to dispense the residue of that Fund, and a further sum of £500,000 has been allocated to it by the Executive Committee of the National Relief Fund. Miss Macarthur stated yesterday that the funds which the Committee would have at its immediate disposal would amount to approximately £600,000.

The Ministry of Labour has put the machinery of the Department at the disposal of the Committee, and has appointed Mr. F. G. Bowers, the Accountant-General of the Ministry of Labour, to be financial adviser to the Committee, but it was explicitly stated yesterday that it is not a Government-controlled body. It is working in co-operation with the Universities and other educational and training institutions, and also with all the principal women's war service organisations.

It is calculated that the Fund at the disposal of the Committee will enable about 5,000 approved applicants to receive assistance to the amount of about £100 each on the average.

Glasgow Evening Times 7.4.20

EMPLOYMENT OF WOMEN.

The proposed Scottish Executive of the Central Committee on Women's Employment and Training will be discussed on Friday afternoon, when Miss Mary R. Macarthur, hon. secretary, and Miss Lilian Basher, executive officer, will attend at the board-room of the Employment Exchange, 222 Sauchiehall Street, Glasgow, at 3 p.m., to meet representatives of women's organisations or others interested in the provision of training grants for women whose earning capacities or opportunities have been diminished through the war.

Glasgow Herald 4.3.20.

TRAINING OF WOMEN

Miss Mary Macarthur, honorary secretary of the Central Committee on Women's Training and Employment, is at present in Glasgow. The committee has been entrusted with the duty of dispensing the residue of the Queen's Work for Women Fund, and a further sum of £500,000 which has been allocated by the Executive Committee of the National Relief Fund, for the training of women whose prospects and earning capacity have been injured as a result of the war. Much dissatisfaction has been expressed in Scotland, in view of the fact that a considerable proportion of the money was subscribed here, that an allocation of funds was not made specifically for Scotland, and that no separate organisation was set up in Scotland to deal with Scottish applicants. Already a number of applications from Scottish women for assistance in training have been received by the Central Committee, who, Miss Macarthur states, are extremely anxious that there should not be any unnecessary delay in dealing with them, but who feel that it is desirable that the selection of Scottish applicants and the methods to be adopted in dealing with them should be in Scottish hands. The proposal of the Central Committee, to which Lady Hope and Miss M. M. Paterson have been appointed as Scottish representatives, is that selection boards should be set up in large centres, and the formation of a Scottish executive, composed of the chairman of those boards is being considered. Miss Macarthur is making arrangements for a conference of those interested in the scheme in Scotland, which will probably be held this week.

Glasgow Herald 7.4.20

TRAINING OF WOMEN

Miss Mary R. Macarthur, hon. secretary, and Miss Lilian Basher, executive officer of the Central Committee on Women's Employment and Training, will be in attendance in the board-room of the Employment Exchange, 222 Sauchiehall Street, Glasgow, at 3 p.m. on Friday afternoon to meet representatives of women's organisations or others interested in the work of the committee and the participation of Scotland in the scheme to provide maintenance scholarships for women who are unemployed or whose earning capacities or opportunities have been diminished as a result of the war or conditions arising out of it. The question of the Scottish executive and its composition and powers will be fully discussed.

Glasgow Bulletin. 7.4.20.

WAR SUFFERERS

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Glasgow Evening News 7.4.20.

WOMEN'S EMPLOYMENT.

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Daily Mirror 31.3.20.

"COULDN'T HELP MAKING £10,000."

That the Central Committee for the training and employment of women had to their credit £10,000, "which they could not help making out of Government contracts during the war," was stated last night by Miss Mary Macarthur.

The committee has just launched a scheme of training and employment on a wide scale, embracing posts under the Ministry of Health, professions such as medicine, dentistry and the law, chefs, school matrons and teachers, housekeepers, etc., for which purpose the residue of the Queen's Work for Women Fund has been placed at their disposal and £500,000 allocated by the National Relief Fund Committee.

Globe 7.4.20.

ROUND THE TOWN.

The King and Queen will hold their first formal after-war Courts during the first and third weeks in June. These will doubtless be very brilliant functions, and already there is a great deal of surmise as to who will be among the fortunate debutantes.

The Royal circle will be very much larger than of old, for Princess Mary, Prince Albert, and Prince Henry are all likely to make their debut at a function of this character; while the Princess Royal is again expected to be present with her daughters, Princess Arthur of Connaugh and Princess Maud.

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Lady Astor's Pamphlet.

Under the heading "A Problem for Women," Lady Astor, M.P., has published in pamphlet form her maiden speech on the subject of the Drink Problem. Forewords have been written by many notable women, including Miss Margaret Bondfield, Lady Henry Somerset, Dr. Jane Walker, and Mrs. Lloyd George, J.P.

The question is of vital importance to women as wives and mothers and women workers, writes Miss Mary Macarthur; and now we share with our husbands and sons the powers, privileges, and responsibilities of citizenship it behoves us to examine the problem in all its bearings, to make it the subject of our most earnest consideration, and, having decided upon our policy, to back that policy by every ounce of legitimate influence we are able to exert.

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Middle Classes Union Action.

After survey of the composition of the committee appointed under the presidency of the Marchioness of Crewe to consider women's training, the Middle Classes Union have come to the conclusion that this committee, which is to have the administration of the residue of the Queen's "Work for Women" Fund and other sums allocatedfor this purpose, is far from representative of all sections of the community, and more especially of the middle classes, in whose interests such professional training should be organised.

In consequence of this, representations have been made by the M.C.U. to the Ministry of Labour to the effect that they are entitled to representation on this committee.

A reply has been received by the Union from the Minister of Labour, and steps are now being taken for a deputation of women delegates, representative of the branches of the Union, to wait upon the Ministry with a view to obtaining representation on the committee for the Middle Classes Union, in the interests of the middle classes.

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Women and the Home.

In spite of every discouragement, people's minds still dwell on dreams of the ideal home. First there were the Ideal Homes Exhibitions, now the builders hold sway at Olympia, and on Wednesday of this week the London Society for Women's Service is organising a conference on Women and Housing at the Central Hall, Westminster.

Lady Emmott, formerly chairman of the Women's Housing Committee of the Ministry of Reconstruction, is announced to take the chair, and among the speakers will be Miss Cochrane, of the Rural Housing Association; Mr. H. M. Fletcher, F.R.I.B.A., Miss Hall, and Miss Sutherland, all authorities having practical knowledge of their subject.

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The Outlook
Apr. 10. 1920.

TRAINING THE WOMEN.

By Lilian Barker, C.B.E.

IT is something like six years since women came forward in their thousands to aid by every means in their power the great work for which their men were giving all they had to give. And of these women who rose instantly to the sense of their own individual responsibility, very few stopped to count the cost to themselves, in the future, of that generous, impulsive answer to the call for V.A.D.'s, munition workers, W.R.A.F.'s, W.R.E.N.'s, or W.A.A.C.'s, and workers of every kind.

As the years passed on, and the terrible debts of toil and sorrow had to be paid, these women met each fresh demand as it was made with the same energy and courage. They made few speculations as to their own future, and were content to centre their hopes on the successful conclusion of the war.

The war ended, and their work came abruptly to an end also. Large numbers of factories and industries were closed to them, and these workers, together with the girls who would have entered domestic service had it not been for their war work, found themselves discharged with no future occupation before them. Thousands of girls were thrown on the industrial market with no training for any sort of career, and as industrially disabled as many of their men were physically disabled by their war service.

The scheme for training women, started by the Ministry of Labour, was able to a small degree to contend with this situation, but as their terms of reference were so definite they were only able to assist unemployed women who were willing to enter for industrial training. This meant that thousands of girls were left without help or direction as to any possible careers.

Before the war large numbers of these girls could have been trained by their parents for one of the professions, but owing to loss of income from one cause or another connected with the war, they were now unable to help them. Men who had suffered through the war were able to get assistance through various schemes, but no such assistance was available for women.

As far back as the autumn of last year, the Central Committee on Women's Employment (which worked so magnificently in organising the Queen Mary Needlework Rooms and attendant industries) resolved, with the assistance of Miss Mary Macarthur, their Hon. Secretary, to take up the position of champion for these thousands of women. Their efforts culminated in a grant of £500,000 from the National Relief Fund, with the specific terms of reference that this money was to be expended on training women who were unemployed and whose earning capacity had been reduced as a direct result of the war.

It is intended that any girl who comes within these terms should make a careful survey of her capabilities so that she may be trained for the right career. The Committee desires that she should then get as good training as possible, and should be kept in comfort—though not, of course, in luxury—during her training course; also that she should not feel hampered by financial loans, but that she should understand that she can best repay her training by the services which she will be enabled to render to the community by doing good work when she has been properly equipped for it.

It is not proposed to take responsibility from parents or relatives, and careful enquiries will be made as to the applicant's financial position, so that the grant given shall cover full maintenance, or a part only, as required. Interviewing Boards will be set up immediately all over the country, and these will enquire, not merely into the suitability of an applicant for a certain kind of training, but will also make sure that the best training available shall be given.

Such an opportunity has never before been given to women, and though the sum granted is very inadequate to meet the present great demands, it is a fine beginning, and one which we hope and believe will lead to the granting of further sums to carry on the work.

Woman Leader
A. 4. 20.

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TRAGEDY AND COMEDY.

The bitter farce of it! Regard it from the standpoint of the average party man, the diligent reader of the "correct" party newspaper, it is simply another of "those troublesome Irish crises always recurring, needs to be firmly dealt with, sir." Looked at from the standpoint of the detached Gallio-like observer of men and things it is excruciatingly funny. This is to be the long-expected "settlement," self-government for the section of the country which has proclaimed on housetop, at street corner, on its very china imprinted with the mystic legend "We will not have Home Rule" that the last thing it desires is self-government. For the rest of the country the *status quo*, until it shall decide to accept a measure which it has declared with equal emphasis it will never accept, until it has abandoned a dream for the sake of which it is risking its own soul. The Northern section, safe in its commercial prosperity, proclaims its willingness to accept the hated Partition Parliament, in the hope that it "may give an example to the rest of Ireland which may provoke to imitation and possibly emulation." A delightful vision of a docile Ireland sitting at the feet of Ulster, which could only be conjured up by a true born native of the Northern province. And yet they say politics are depressing. So much for the farce. For the tragedy of it, ask any of those who are striving to do something to remove those fundamental causes of Irish unrest of which so little heed is taken, and who find their difficult work rendered well nigh impossible by the general ferment, the recklessness, the cynicism, born of what was described last week as a state of war, without any of the heroisms or nobilities which do something to relieve its horrors. Last week a small deputation from a Mothers' Pensions Committee went to ask for some mitigation of the sufferings which inadequate relief imposes on the woman whom the Treasury cannot afford to assist. The deputation could do nothing, as the Board had just adjourned, "as a sign of disapproval" of never mind which of the daily happenings that have made life intolerable of late. The widow must starve for a little longer, if indeed she will persist in living, a most unreasonable course on her part, when, if she were dead, her children would be cared for in very costly institutions, maintained for the purpose by a truly economically minded State. Another day another deputation met to ask for some definite steps to be taken with regard to the neglected or uncontrolled children who roam the streets, selling the endless Stop Press editions for which there is such a splendid market, or begging from the ever-charitable public, one small specimen having raised 3s. 6d. by midday on one occasion, which shows how industry and perseverance in your trade are rewarded even south of the Boyne. The deputation could do nothing, as no quorum was present at the particular Committee, two-thirds of whose members were—well, let us call it absent for change of air.

So it goes on. The Central Committee for Women's Employment was dismissed last summer, leaving behind it a balance of over £2,000, the testimony of the official auditor as to the excellence of the business position, and the knowledge that the girls from the workrooms were almost the only ones who did not try to take advantage of the out-of-work donation. Recently a Committee was formed to elaborate schemes of training for women in connection with the Work for Women Fund, and the Irish part of the work is entrusted to two ladies with every capacity except knowledge of Irish industrial conditions, of course neither possessed the disqualification of being Irish. This kind of thing is perfectly normal; no one is even surprised, and is of course conducive to the desired settlement of the Irish question. Again, how much of the Red Cross surplus funds have been allotted to Ireland, in proportion to what was raised in the country? Mere trivialities these, not to be mentioned in comparison with the guilt of open assassination and open cowardly condonation of assassination. True. A bitter harvest is being reaped, and the reapers often were not guilty of the sowing. But do not think that there can ever be settlement without justice, justice to the utmost.

Meanwhile, as foretold, emigration is beginning again in full force, the girls being among the most eager to take advantage of every available boat. The sickness rate is still twice that in Great Britain, the Health Council has neither money nor power. The Executive, intolerably harassed and driven, has no leisure to deal with such problems. A mad world.

D. M.

Glasgow Herald
10. 4. 20.

TRAINING OF WOMEN

SCOTTISH CLAIM FOR LOCAL CONTROL

The position of Scotland in relation to the scheme of the Central Committee on Women's Employment and Training, to provide maintenance scholarships for women who are unemployed or whose earning capacities or opportunities have been diminished as a result of the war or conditions arising out of it, was discussed yesterday afternoon at a conference between Miss Mary R. Macarthur, honorary secretary of the committee; Miss Lilian Barker, executive officer, and representatives of a number of women's organisations in Scotland and others interested in the scheme. The meeting was held in the Employment Exchange at 222 Sauchiehall Street, Glasgow, and was attended by a representative number of Scottish women, including Lady Leslie Mackenzie, Lady Salvesen, Mrs J. E. Hannay, Mrs W. L. M'Kerrow, Miss Eunice G. Murray, and Miss Margaret H. Irwin. Representatives of a number of Labour organisations were also present, among them Mr William Shaw, chairman of the Parliamentary Committee of the Scottish Trade Unions Congress and secretary of the Glasgow Trades and Labour Council.

The Executive Committee of the National Relief Fund have allocated a sum of £500,000 for the promotion of the scheme of training for women undertaken by the committee, who are also empowered to dispense the residue of the Queen's Work for Women Fund. The Central Committee on Women's Employment and Training is a departmental committee of the Ministry of Labour, but Sir Robert Horne stated some time ago that that Department could not be held responsible for the administration of the money allocated from the National Relief Fund, which was not a Government fund. Strong representations were made from Scotland to the Secretary for Scotland and the Ministry of Labour that a specific sum should be allocated for the training of Scottish women to be administered entirely in Scotland by a Scottish committee.

CENTRAL COMMITTEE'S PROPOSALS

Miss Macarthur explained at the meeting in Glasgow yesterday that Miss Barker and she had not been sent in any official capacity by a Government Department to discuss the matter, but that they had arranged the conference "on their own" to find out what would be considered by those chiefly interested the best machinery to set up for the application of the scheme to Scotland, and to clear up if possible any misunderstanding that might have arisen. Miss Macarthur sketched the origin and development of the Central Committee, which she said was appointed in 1914, as a standing committee of the Local Government Board to consider and report upon schemes for the provision of work for women and girls unemployed on account of the war. The work of the committee developed, and it was later transferred to the Ministry of Labour. In addition to the allocation of £500,000 from the National Relief Fund, the committee had at its disposal about £70,000 remaining in the Queen's Work for Women Fund, and about £10,000 accumulated during the war from contracts undertaken by the committee. In securing the allocation from the National Relief Fund they had not in mind any geographical or national limits to its application, but that it should be used to assist women of brains whose position or prospects had suffered as the result of the war. They proposed that in the chief centres throughout the country there should be set up selection boards consisting of one representative of the Central Committee, one representative of the Training Department of the Ministry of Labour and one of the Employment Department, and one representative of the local education authority, with power to add experts. It was suggested that special boards, with a considerable degree of autonomy, should be established in London, Glasgow, and Edinburgh: and that in Scotland the chairmen of the Scottish selection boards should form a Scottish Central Committee. As a Scotswoman she appreciated and sympathised with the desire for "Home Rule" in this matter, but it took the Central Committee about nine months to get their allocation from the National Relief Fund, and what they were concerned about was that there should be no unavoidable delay in dealing with a number of applications—about 50 so far—which had already been received from Scottish women. A certain amount of co-ordination of the activities of the committees throughout the country was necessary. They wanted to train at least 5000 women, and they aimed at doing so at an average cost per head of £100. After that meeting they proposed to set up the boards and go ahead at least on a temporary basis, whatever might happen later on. The machinery of the Ministry of Labour throughout the country had been placed at the disposal of the committee.

SCOTTISH AUTONOMY WANTED

Mrs Hannay, who is vice-convener of the Standing Committee of the Scottish Branches of the National Council of Women, said the scheme outlined by Miss Macarthur was no doubt easier for administrative purposes, but there was a strong feeling in Scotland that the proposed boards would have no real voice in laying down the conditions under which scholarships would be granted, and they had already experience of cases in connection with other work in which conditions quite inapplicable to Scotland had been made in London. What they wanted was a special Scottish Committee, with separate funds to administer.

Mr Wm. Shaw said that the strong feeling on the matter in Scotland was partly due to the fact that a large portion of the fund had been collected in Scotland, but the ladies would not prejudice their claim for a Scottish committee and a Scottish fund by agreeing to work with the existing machinery meantime.

After further discussion, a motion proposing to set up boards on the lines proposed was made. Lady Leslie Mackenzie expressed the view that those who had made representations to the Secretary for Scotland should wait until they received his reply. The previous question was proposed, and on a vote, in which less than half of those present took part, was carried against the motion.

Aberdeen Free Press
10. 4. 20

SCHOLARSHIPS FOR WOMEN.

HELP FOR THOSE WHO SUFFERED THROUGH THE WAR.

The application to Scotland of the scheme of the Central Committee on Women's Employment and Training for the provision of maintenance scholarships for women whose prospects and position have suffered as the result of the war, was discussed at a conference in Glasgow yesterday. There was a large attendance of representatives of various women's organisations, including Lady Leslie Mackenzie, Lady Salvesen, and others

Mrs Mary R. Macarthur, hon. secretary of the Committee, said it was proposed to set up selection boards in various centres and that the chairman of those boards should form a Scottish Executive. A sum of £500,000 has been allocated by the Executive Committee of the National Relief Fund for the purposes of the scheme. Strong representations have been made to the Secretary for Scotland for the establishment of a special Scottish Committee and the allocation of a sum of money for Scottish women to be administered entirely in Scotland.

Dundee Advertiser
10. 4. 20

Scholarships for Women

SCOTLAND AND EMPLOYMENT QUESTION.

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Miss Mary R. MacArthur, Hon. Secretary of the Committee, said it was proposed to set up Selection Boards in various centres, and that the Chairmen of those Boards should form a Scottish Executive. A sum of £500,000 has been allotted by the Executive Committee of the National Relief Fund for the purposes of the scheme. Strong representations have been made to the Secretary for Scotland for the establishment of a Special Scottish Committee, and the allocation of a sum of money for Scottish women, to be administered entirely in Scotland.

Evening Standard
1. 4. 20.

For ex-Service Women.

Miss Mary Macarthur and Miss Lilian Barker explained to me yesterday exactly what the Central Committee on Woman's Training and Employment intend to do with the half a million pounds they have been given from the National Relief Fund. They are dispensing as far as possible with red tape, and taking each ex-Service woman's case on its merits—the only provision being that the war has caused some disability. Many girls gave up training for professions to take up war work regardless of the consequences to themselves, and are now among the New Poor class. These are the girls they wish to help.

Globe
1-4-20

ROUND THE TOWN.

News comes from New York of the marriage of Mrs. Nelz Sprague Stitness, the granddaughter of a former Governor Sprague of Rhode Island, to an Italian marchese. This engagement is said to be the culmination of a romance which had its beginning at a fashionable Parisian party where the tango was being danced.

Mrs. Stitness has lived for many years in Paris; but, after the wedding, the bridegroom will take the bride to his twelfth-century castle in Italy. No one will ever say after this that the tango is not worth dancing.

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Women's Unemployment.

With the idea of helping women whose capacity of earning a livelihood has been injured or handicapped by conditions induced by the war an important Committee has been formed for the administration of the money collected by the Queen's "Work for Women" Fund.

Members include the Marchioness of Crewe, as chairman; Miss Mary Macarthur, as honorary secretary; and Miss H. Tennant, as hon. treasurer.

Miss Margaret Bondfield, Miss Susan Lawrence, Miss Violet Markham, and Dr. Marion Phillips are some of the members of the Central Committee.

The Committee is empowered to dispense the residue of the Queen's "Work for Women" Fund, and a further sum of £500,000 has been allocated by the Executive Committee of the National Relief Fund.

* * *

For Girls.
With Brains.

The scheme will cover a wide scope of training, and it is hoped to provide a number of maintenance scholarships which will enable women to qualify as teachers for posts under the Ministry of Health in connection with public health work, and to afford a small number of carefully-selected women the opportunity of qualifying in such high professions as medicine, dentistry, and the law.

Apart from this restriction, it will be open to applicants to put forward suggestions in regard to any kind of training which they may wish to undertake, and each application will be considered by the Committee on its merits.

Forms of application for training can be obtained after Easter from any Employment Exchange or the Professional Women's Registry, 99, Queen's Gate, S.W.1.

Dundee Advertiser
31. 3. 20.

Training Schemes for Women.

The Central Committee on Women's Training and Employment, which was appointed by the Minister of Labour a short time ago to devise special schemes of training for women unemployed or whose earning capacities have been affected as a result of the war, have now completed their scheme of organisation. The Committee will dispense the remainder of the Queen's "Work for Women" Fund, as well as the £500,000 allocated to them by the Executive Committee of the National Relief Fund. I am informed by Miss Mary Macarthur, the Hon. Secretary, that a few emergency cases have been dealt with, but it is only now that the machinery of the scheme is in full working order. About 5000 women are likely to profit by the training offered. The scheme will cover a wide scope of training, and it is hoped to provide a number of maintenance scholarships, which will enable women to qualify as teachers for posts under the Ministry of Health in connection with public health work, and to afford a small number of carefully selected women the opportunity of qualifying in such higher professions as medicine, dentistry, and the law. It is not proposed to undertake industrial training for women, as this is being provided by the Women's Training Branch of the Ministry of Labour.

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Evening Standard & St. James's Gazette, Oct. 28th. 1914.

THE QUEEN'S FUND.

SUNDAY SCHOOL COLLECTIONS THROUGHOUT THE COUNTRY.

The Ecclesiastical authorities of the principal religious bodies in the British Isles have approved of a Sunday School collection being made in aid of the Queen's "Work for Women" Fund.

Expressions of opinion approving the scheme are as follows:—

The Archbishop of Canterbury:—

"Any wise endeavour to enlist the sympathy and interest of children in the men of our Forces, and in the cause in which their King and Country have sent them, has my warm approval. I hope it will be found that they too can bear their share in lightening some of the burden which presses upon us all at this momentous time."

(Signed) Randall Cantuar.

His Eminence Cardinal Bourne, Archbishop of Westminster and Metropolitan:—

"We trust that the children in our schools, notwithstanding their small means and the very many claims upon them, will do their best to assist the good work which her Majesty the Queen so earnestly commends to all the children of the country."

The Queen's Committee, in their letter of instruction for the guidance of the many officers and teachers throughout the country, state that her Majesty the Queen wishes it clearly understood that such collections are to be entirely a free-will offering, undertaken by the scholars themselves without coercion or persuasion. There is, of course, no idea of interference with the usual collections for other objects, but it is suggested that the scholars might like to devote at least one Sunday's general collection to the fund, apart from private collections which they may care to make among themselves.

A letter from the Chief Rabbi to the Jewish children is as follows:—

'My dear Children,—I am sending you an appeal issued by her Majesty Queen Mary on behalf of the 'Queen's 'Work for Women' Fund.'

"Jewish boys and girls are, I am sure, as anxious as anyone can be to help our good Queen in this noble cause. If you are not in a position to contribute much, you can, perhaps, give a few pence. But even if you only give a halfpenny, you will prove your goodness of heart and your sympathy with those who are suffering through the war."—I am, my dear children, Your sincere friend,

(Signed) J. H. Hertz,
Chief Rabbi.

All communications should be addressed to Lady Roxburgh, 33, Portland-place, London, W., and all cheques be made payable to Mrs. C. Arthur Pearson, hon. treasurer, at the same address, and crossed "Queen's 'Work for Women' Fund Account."

Oldham Evening Chronicle, Oct. 29th. 1914.

THE QUEEN'S "WORK FOR WOMEN" FUND

SUNDAY SCHOOL COLLECTION.

The ecclesiastical authorities of the principal religious bodies in the British Isles have approved of a Sunday school collection being made in aid of the Queen's "Work for Women" Fund. Many expressions of opinion approving the scheme have been received from representative men, including the following:—

The Archbishop of Canterbury: Any wise endeavour to enlist the sympathy and interest of children in the men of our forces, and in the cause in which their King and country have sent them, has my warm approval. I hope it will be found that they, too, can bear their share in lightening some of the burden which presses upon us all at this momentous time.

The Rev. Chevy Rouse, general secretary to the Sunday School Union: The officers of the Sunday School Union most cordially commend to all [illegible] the appeal for the Queen's Fund [illegible] the same effect.

Sheffield Telegraph, Oct. 28th. 1914.

INTERESTING EXPERIMENTS

BY THE QUEEN'S "WORK FOR WOMEN" FUND.

One of the most interesting experiments which owes its origin to the outbreak of the war is that of taking factory girls from the dismal, overcrowded conditions of industrial towns to the fresh air and vigorous life of the country. In the far west of England a factory is being created in which the working women of surrounding districts find a new employment in all forms of fruit-pulping, in drying vegetables, in bottling new unsweetened fruit preserves. By means of this work hundreds of tons of fruit which would otherwise have been wasted have been dealt with, supplies for the Army and other public sources provided, and a trade hitherto centred in Germany, developed in this country. It is hoped that within a short time this industry will be established on a paying basis, and probably 100 girls will be enjoying the healthy life of the country.

Closer at hand, at Radlett, in Herts., East London girls will soon be hard at work developing a good acreage of land with fruit and vegetables and flowers. Here the girls will be under the direction of two lady gardeners, who will train them in this work with a view to establishing them as skilled market gardeners and fruit growers in the future.

The Central Committee for Women's Employment is for a limited time paying the wages of the workers until they shall be ready for good employment elsewhere, and their work shall give them a livelihood without further assistance. The care of the committee does not end with the payment of wages, but they keep careful supervision as to the comfort and well-being of these young women, many of them between 18 and 20, who are necessarily away from their homes.—*The Common Cause.*

Bath Herald, October 28th. 1914.

Unemployment among the women of London, however, is serious and widespread. The local committees are bestirring themselves, and many have submitted schemes for providing work in connection with the Queen's "Work for Women Fund." Camberwell, where live the dressmakers who depend on the prosperity of the West-End establishments, is naturally suffering severely, and so is Battersea, with its tailoring and dressmaking population. Bermondsey, Bethnal Green (where the distress among cabinet makers is acute), Shoreditch, Deptford, and Hoxton, in each of which there are armies of out-of-work charwomen, kitchen hands, box-makers, and poorly-paid factory workers, are in urgent need of assistance. The same story comes from Islington, Finsbury, Holborn, and Chelsea, and in this time of distress among the women of the London industrial boroughs it is true indeed that he who gives quickly to the Queen's Fund for providing work gives twice. Every effort is being made to extend the schemes for providing it, but urgency is the keynote of all the appeals which are pouring in upon the Central Committee. In the various districts the inhabitants are doing their share nobly, and the committee gratefully acknowledges the fact that in no single instance has rent had to be paid for workrooms, which in some cases have also been furnished through local generosity, and often with the help of those to whom such assistance has meant considerable sacrifice.

The North Mail, October 29th. 1914.

WORK FOR GATESHEAD WOMEN

In connection with the Queen's Work for Women Fund, the Gateshead committee appeal to residents in the borough to send old clothing for repair and subscriptions to the fund. These should be forwarded to Mrs F. J. Lambert, the hon. secretary, at the Town Hall, Gateshead.

The committee have been allowed the use of a workroom by the vicar and churchwardens of Holy Trinity Church, and it is pointed out that the lowest rate of payment enables a woman to earn 10s per week.

Nottingham Guardian, Oct. 28th. 1914.

WORK FOR WOMEN.

USEFULNESS OF QUEEN'S FUND.

By providing employment the Queen's Work for Women Fund is playing a most useful part in the relief of distress in Nottingham. Apart from very small working charges, the only extra expense to the city in giving self-respecting women and girls work instead of offering them monetary relief is the outlay on material, and the poor of the city are the gainers by the garments made. There is no interference with legitimate trade.

Amount previously acknowledged	£458	10	0
Mr. and Mrs. A. N. Bromley	2	2	0
Miss R. Hudson	1	0	0
Miss E. F. Haywood	2	0	0
A. O. Anon.	0	1	0
W. C. S. H.	2	2	0
Mr. C. Underwood	1	0	0
	466	15	0

Anyone who can lend hand or treadle machines or chairs is asked to write to the Hon. Secretary, Mrs. W. E. Dowson, at the offices, 14, Sherwood-street South. Office hours, 11 to 1.

Donations will be announced in our columns, and can be paid to the Nottingham and Notts. Bank, or sent direct to one of the ladies signing the appeal at the Guildhall, or to Mrs. McCraith, The Park, Nottingham, treasurer of the Queen's Fund.

Sunday School Chronicle, Oct., 29th. 1914.

The Queen's "Work for Women" Fund.

The Queen's "Work for Women" Fund is rendering excellent service. Among its operations is the establishment of a new factory in the West of England where women are engaged in all forms of fruit-pulping, in drying vegetables, and in bottling new unsweetened fruit preserves. By means of this work hundreds of tons of fruit which would otherwise have been wasted have been dealt with. At Radlett, in Herts, East London girls will soon be at work developing a good acreage of land with fruit, vegetables, and flowers. The girls will be under the direction of two lady gardeners, who will train them in this work with a view to establishing them as skilled market gardeners and fruit growers. Good work is also being done by the Domestic Economy Training College for Working Women at Bethnal Green. Two more Colleges, one at Islington and one at Finsbury, will be opened in the course of a week or so. About fifty women will be trained at each of the new centres. The subjects to be taught are cooking, cleaning, washing and needlework. There will also be talks and discussions on hygiene and infant care. In addition to the Colleges two training kitchens have been opened, where women are trained to cook while they are preparing threepenny dinners for the women in the workrooms, who are employed in making baby clothes and making new clothes from old. The offices of the Committee are at 33, Portland-place, London, W.

The Christian, Oct. 29th. 1914.

The Queen's "Work for Women" Fund.—Lady Crewe writes to say that the committee of the Queen's "Work for Women" Fund has decided to make an appeal to Sunday-school scholars throughout the kingdom, for this branch of the National Relief Fund. "This can best be done by asking your officers and teachers to take the earliest opportunity of explaining the scheme to the scholars." A leaflet has been sanctioned by her Majesty for distribution to each child. Communications should be addressed to the Marchioness of Crewe, 33, Portland-pl., W., with "W.S.S." marked in the left-hand top corner of the envelope.

"We trust that the children in our schools, notwithstanding their small means and the very many claims upon them, will do their best to assist the good work which her Majesty the Queen so earnestly commends to all the children of the country."

The Queen's Committee, in their letter of instruction for the guidance of the many officers and teachers throughout the country, state that her Majesty the Queen wishes it clearly understood that such collections are to be entirely a free-will offering, undertaken by the scholars themselves without coercion or persuasion. There is, of course, no idea of interference with the usual collections for other objects, but it is suggested that the scholars might like to devote at least one Sunday's general collection to the fund, apart from private collections which they may care to make among themselves.

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'My dear Children,—I am sending you an appeal issued by her Majesty Queen Mary on behalf of the 'Queen's 'Work for Women' Fund.'

"Jewish boys and girls are, I am sure, as anxious as anyone can be to help our good Queen in this noble cause. If you are not in a position to contribute much, you can, perhaps, give a few pence. But even if you only give a halfpenny, you will prove your goodness of heart and your sympathy with those who are suffering through the war."—I am, my dear children, Your sincere friend,

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Oldham Evening Chronicle,
Oct. 29th. 1914.

THE QUEEN'S "WORK FOR WOMEN" FUND

SUNDAY SCHOOL COLLECTION.

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The Rev. Carey Bonner, general secretary to the Sunday School Union: The officers of the Sunday School Union most cordially commend to all affiliated unions the appeal for the Queen's Fund, believing that, notwithstanding the many efforts being made by Sunday schools, there will be a general desire on the part of Sunday school leaders to respond. The appeal has been taken up very thoroughly by the various denominational Sunday school organisations, but there is no doubt that the unions as such can render genuine service by co-operating with the denominations and promoting the gathering in of funds in the various districts concerned.

growers in the future.

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The Christian,
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The Times,
October 30th. 1914.

WORK FOR WOMEN FUND.

"PRINCESS MARY'S GIFT BOOK."

In aid of the Queen's "Work for Women" Fund Messrs. Hodder and Stoughton are about to publish "Princess Mary's Gift Book." All the profits of this book are to be devoted to the Fund. It will be issued at half a crown, and the contributors include the most eminent authors of the day, while famous artists have made special drawings and paintings to illustrate its pages.

The following subscriptions to the Fund were received yesterday:—

	£	s.	d.
Second Contribution from the Scottish Branch, per the Marchioness of Linlithgow, including the Scottish Teachers' Fund for War Relief, per Mr. H. McCallum, £200; Mr. R. M. Stevenson, £50; the Hon. Mrs. Stirling, £30..	288	2	0
National Union of Women's Suffrage Societies, being one half of Collection at Kingsway Hall on October 20, without deductions for expenses..	94	0	8
Collected by the Mayoress of Ramsgate, further instalment, including Sale of Flowers, £36 15s. 3d.	39	2	3
Collected by the Urban District Council of Milnrow	39	0	4
Collected by the Mayoress of Shrewsbury, including Mr. Alfred Darby, £10	33	8	6
£20 EACH.—Australian Branch of the British Red Cross Society, per Lady Helen Munro-Ferguson; Collected by Mrs. Joicey, including personal donation, £13 1s. 6d.; Miss Jessie K. Bonnar.			
Half Proceeds of a Concert held in the Village of Newbiggin-by-the-Sea, per the Chairman..	15	15	0
£10 EACH.—The Misses Mullins, Miss Gordon. Collected by the Urban District Council of Finedon, Messrs. Macmillan and Co. (Limited).			
OTHER SUBSCRIPTIONS ..	92	14	0
TO-DAY'S TOTAL	702	2	9
PREVIOUSLY ACKNOWLEDGED	79,543	1	0
TOTAL TO DATE	£80,245	3	9

All communications should be addressed to Lady Roxburgh, 33, Portland-place, London, W., and all cheques be made payable to Mrs. C. Arthur Pearson, Hon. Treasurer, at the same address, and crossed "Queen's 'Work for Women' Fund Account."

All communications respecting the work of the Central Committee on Women's Employment must be addressed to the Secretary, 8, Grosvenor-place, Hyde Park Corner, S.W.

Lancashire Post,
Oct. 30th. 1914.

WORK FOR WOMEN.

PRESTON CONCERT IN AID OF QUEEN'S FUND.

The Preston Music Appreciation Society keeps to its old programme of giving nothing but the best music—that which is universally appreciated and established. The concert given last night at the Harris Free Library, before a large audience, was not marked by any martial rhythms. There was quite a serene musical atmosphere. To adopt a popular expression "Business as usual" seemed to be the motto. An invincible catholicity of taste was manifested in the selection of the items.

Mr. J. T. Whiteside presented a sheaf of songs by Mozart, Schubert, Schumann, Brahms, and R. Strauss—songs which have been selected as test pieces mostly at the various northern festivals, and calling for great variety of interpretation and much vocal resource generally. Mr. Whiteside had a difficult task, but he accomplished it with great credit to himself.

The most lively impression one would carry away from the concert would be that of the violin performance of Miss Beatrice Woods. She displayed great technical skill in her treatment of Saint Saëns' "Rondo Capriccioso," and there was an exquisite restful feeling and a beautiful suavity of tone in her rendering of Schumann's "Traumerei," which was one of the pieces she gave in response to a double encore.

A well-equipped string orchestra, under the conductorship of Mr. W Pritt, opened the concert with a bright and engaging performance of Mozart's "Eine Kleine Nachtmusik." There was a fine breadth of tone manifested in the slow movement of Elgar's Serenade (Op. 20), and the characteristic motives of the Grieg selections were well brought out. The rest of the orchestral work consisted of Boccherini's Minuet and Percy Grainger's "Mock Morris." Miss E. Smith and Miss Woods accompanied the soloists.

The proceeds of the concert were devoted to the Queen's Work for Women Fund, as were also the proceeds of a stall of home-made jams and pickles.

Cambridge Independent Press,
Oct. 31st.

QUEEN'S WORK FOR WOMEN.

The Viscountess Clifden Appeals for Cambridge's Help.

We have received the following communication from Lady Clifden:—

TO THE EDITOR.

Sir,—In response to my appeal for the Queen's Work for Women Fund I have received several donations, a list of which, as the first instalment, accompanies this letter. More subscriptions are urgently needed to enable the Fund to carry on its useful work of providing employment for women who have been thrown out of work by the war.

Since the Fund was started it has widened its scope, and centres of work have been opened to give employment to skilled as well as unskilled workers. Contract work has been placed with nearly one hundred firms whose workers are out of employment, and amongst the many centres of work already started, or in process of being started, I may mention training kitchens, cradle making, fruit preserving, domestic economy training, market gardening training, and fruit and flower growing, and a large number of schemes submitted to local representative committees have been considered and approved.

May I appeal through your columns for further assistance? Subscriptions may be sent to the following ladies who have most kindly consented to collect and receive subscriptions in their various petty sessional districts:

Arrington and Melbourn—Lady Fordham, Odsey, Ashwell, Baldock, Herts.

Bottisham—Mrs. Jenyns, Bottisham Hall, Cambridge.

Linton—The Lady Marjory Binney, Pampisford Hall, Cambridge.

Caxton—Mrs. Newton, Croxton Park, St. Neots.

Littleport (town only)—Mrs. Tansley Ludditington, Plantation House, Littleport.

Chatteris—Lady Clarke, Thelema House, Chatteris.

Or to myself.

I have not been able to obtain representatives for Newmarket, Ely, March, Whittlesea, and Wisbech, but I hope to do so before long.—Believe me, yours faithfully,

MARY CLIFDEN.

Wimpole Hall, Royston, Cambs.
October 27th, 1914.

	£	s.	d.
Lord and Lady Clifden	50	0	0
Hon. A. Peckover, per Lady Clifden	10	10	0
Mr. and Lady Marjorie Binney, per Lady Clifden	6	0	0
Sir George Fordham, per Lady Clifden	2	2	0
Lady Fordham, per Lady Clifden ..	2	2	0
Hon. Mrs. Thornton, per Lady Clifden	1	1	0
Hon. Mary Jane Rebbeck, per			

Surrey Mercury,
Oct. 31st. 1914.

THE QUEEN'S FUND.

WORK FOR WOMEN.

To-morrow (Saturday) ladies will be at work in the streets of the Borough making a collection for the Queen's Work for Women Fund. This has been undertaken by a committee formed by the Mayoress (Mrs. G. A. R. Ince) in response to a pressing invitation received from the Queen, who is anxious that every town in the country should do something to ensure that the women of Great Britain do not stand unemployed to-day through stress of the war. There is a real and great danger of unemployment among the women of the country and it was a happy thought on the part of the Queen to open this fund. The idea is to see that every woman has an opportunity of earning her living and surely this is better than having to resort to doles from charitable funds. It is a noble effort and we hope to find the residents of Reigate and Redhill rising to the occasion. We know they have many calls upon their generosity at this juncture, but there is always room to do something more and to-morrow, everybody will have the chance of doing that something more.

The work will be done on lines similar to those which proved so successful in the case of the Hospital. Indeed, the same ladies have been asked to undertake this collection and have liberally responded to the call of the Mayoress. They will take up the same positions as on Hospital Saturday and will offer red, white and blue flowers in exchange for copper or silver coins. Indeed, gold will not be refused if one is so generously-minded and we hope to find that a noble sum has been sent up to the Queen's Fund as a result of the efforts of the ladies of the Borough.

The flowers, baskets and collecting boxes will be ready for distribution this (Friday) morning. At Reigate, Mr. J. W. H. Northover, Bell-street, has kindly placed premises at the disposal of the committee for the purpose, and at Redhill Mr. F. G. Pyne has granted the use of a room at the Conservative and Unionist Offices, Station-road. The latter will also be used as a centre on Saturday and in the evening the money will be counted there and paid into the bank the same night.

653.
Pullens Kent Argus,
Oct. 31st. 1914.

QUEEN MARY'S "WORK FOR WOMEN" FUND.

On Tuesday, the Mayoress (Mrs. G. G. Cook) and a number of willing lady workers indulged in a "Favour day," and hardly a passer-by escaped the ubiquitous sellers, the little red, white and blue flowers being seen everywhere. The favours were made by crippled children, and although the selling price was only a penny, a good many ladies used their persuasive powers on their friends to part with more valuable coins of the realm. The organisation work was carried out by the Mayoress, assisted by Mrs. Blasdale Clarke and Miss Cook as joint hon. secretaries. The nett result was £36 15s. 9½d.—a splendid effort considering the prevailing conditions. The results are as follows:—

	£	s.	d.
Mrs. Eastes, Thanet-road	3	17	10½
Mrs. Clarke, East Cliff	2	5	2½
Mrs. D'Eath and Mrs. Jenkinson, West Cliff	1	7	6
Mrs. Boulter, County School.....	3	2	9½
Mrs. Stock and Mrs. Baillie, Market	6	9	5½
Miss Solly, Harbour-parade	2	0	11½
Mrs. Hickmore and Miss Child, Town Station	7	13	10½
Mrs. Woodhall, Chapel-place	2	17	4
Mrs. Chayney, Chapel-place.....		10	5
Miss Dowling, Grange-road	1	4	9
Misses Russen, Queen-street..... ...	1	19	0½
Mrs. Sanders, Pegwell	1	18	1½
Miss Crow, St. Lawrence	1	7	11½
	£36	15	9½

The names of the helpers are as follows:—

Mrs. Boulter, County School, assisted by Mrs. Norman, Misses Boulter and Norman.

Mrs. Clarke, East Cliff, assisted by Mdlle. Fournier, Misses Taylor and J. Clarke, and Master J. Clarke.

The Misses Russen, Queen-street.

Miss Crow, St. Lawrence, assisted by Misses Vinson, Thomson, Finch and Holiday.

Miss Dowling, Grange-road, assisted by Misses Knight, Harnett and Lawrence.

Mrs. Hickmore and Miss Child, Town Station, assisted by Mrs. Denman and Miss Daly.

Mrs. Stock and Mrs. Baillie, Market, assisted by Misses Dye, Scott, Schofield and Acock.

Mrs. Eastes, Thanet-road, assisted by Mrs. Ellicott, Misses Martin, Russell, Henniker, Aldridge, White, Coveney, G. Louf, J. Louf and Pownell.

Mrs. D'Eath and Mrs. Jenkinson, West Cliff, assisted by Mrs. Reynolds, Misses Standley and Burgess.

Miss Solly, Harbour-parade, assisted by Misses Schooling, White, Sutton and Mack.

Mrs. Sanders, Pegwell, assisted by Mrs. Kenward, Mrs. Tapsell, Miss Sanders and Master J. Sanders.

Mrs. Woodhall, Chapel-place, assisted by Mrs. Piggott, Miss Knight and Master Fuggles.

Mrs. Chayney.

COLLECTIONS.

	£	s.	d.
Miss Salamons	3	9	0
Miss Harnett	1	0	0
Mrs. Davies.....		14	0
Miss Newman.....		7	0
Mrs. Mees		11	0
Collection from the Congregational Church, per the Rev. Duxbury Woods	6	7	5
Mrs. Bath.....		7	0
Mrs. Hodgkinson		17	7
Mrs. Dickenson		5	0
Miss Cook		10	0
Miss Caswell's Bible Class	2	13	9
Miss Enid Hayes	1	1	6
Christ Church Vicarage and friends	2	8	0
Mrs. Howe and Bible Class.....		11	6
Mrs. Langley, Holy Trinity Rectory	1	5	0
Miss Stokes.....		7	6
Collected on cards from shops.....	2	7	0
The Mayoress	1	1	0
	£36	3	3

The Mayoress (Mrs. G. G. Cook) and Miss Cook desire through the medium of this paper to record their sincere and grateful thanks to all who assisted in the event, and which has turned out financially so successful.

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Previously Acknowledged	79,543	1 0
Total to Date	£80,245	3 9

All communications should be addressed to Lady Roxburgh, 33, Portland-place, London, W., and all cheques be made payable to Mrs. C. Arthur Pearson, Hon. Treasurer, at the same address, and crossed "Queen's 'Work for Women' Fund Account."

All communications respecting the work of the Central Committee on Women's Employment must be addressed to the Secretary, 8, Grosvenor-place, Hyde Park Corner, S.W.

Surrey Advertiser, Oct. 31st, 1914.

THE QUEEN'S FUND.

WORK FOR WOMEN.

To-morrow (Saturday) ladies will be at work in the streets of the Borough making a collection for the Queen's Work for Women Fund. This has been undertaken by a committee formed by the Mayoress (Mrs. G. A. R. Ince) in response to a pressing invitation received from the Queen, who is anxious that every town in the country should do something to ensure that the women of Great Britain do not stand unemployed to-day through stress of the war. There is a real and great danger of unemployment among the women of the country and it was a happy thought on the part of the Queen to open this fund. The idea is to see that every woman has an opportunity of earning her living and surely this is better than having to resort to doles from charitable funds. It is a noble effort and we hope to find the residents of Reigate and Redhill rising to the occasion. We know they have many calls upon their generosity at this juncture, but there is always room to do something more and to-morrow, everybody will have the chance of doing that something more.

The work will be done on lines similar to those which proved so successful in the case of the Hospital. Indeed, the same ladies have been asked to undertake this collection and have liberally responded to the call of the Mayoress. They will take up the same positions as on Hospital Saturday and will offer red, white and blue flowers in exchange for copper or silver coins. Indeed, gold will not be refused if one is so generously-minded and we hope to find that a noble sum has been sent up to the Queen's Fund as a result of the efforts of the ladies of the Borough.

The flowers, baskets and collecting boxes will be ready for distribution this (Friday) morning. At Reigate, Mr. J. W. B. Northover, Bell-street, has kindly placed premises at the disposal of the committee for the purpose, and at Redhill Mr. F. G. Pyne has granted the use of a room at the Conservative and Unionist Offices, Station-road. The latter will also be used as a centre on Saturday, and in the evening the money will be counted there and paid into the bank the same night.

selections were well brought out. The rest of motives of the Grieg the orchestral work consisted of Boccherini's Minuet and Percy Grainger's "Mock Morris." Miss E. Smith and Miss Woods accompanied the soloists.

The proceeds of the concert were devoted to the Queen's Work for Women Fund, as were also the proceeds of a stall of home-made jams and pickles.

Cambridge Independent Press, Oct. 31st.

QUEEN'S WORK FOR WOMEN.

The Viscountess Clifden Appeals for Cambridge's Help.

We have received the following communication from Lady Clifden:—

TO THE EDITOR.

Sir,—In response to my appeal for the Queen's Work for Women Fund I have received several donations, a list of which, as the first instalment, accompanies this letter. More subscriptions are urgently needed to enable the Fund to carry on its useful work of providing employment for women who have been thrown out of work by the war.

Since the Fund was started it has widened its scope, and centres of work have been opened to give employment to skilled as well as unskilled workers. Contract work has been placed with nearly one hundred firms whose workers are out of employment, and amongst the many centres of work already started, or in process of being started, I may mention training kitchens, cradle making, fruit preserving, domestic economy training, market gardening training, and fruit and flower growing, and a large number of schemes submitted to local representative committees have been considered and approved.

May I appeal through your columns for further assistance? Subscriptions may be sent to the following ladies who have most kindly consented to collect and receive subscriptions in their various petty sessional districts:

Arrington and Melbourn—Lady Fordham, Odsey, Ashwell, Baldock, Herts.

Bottisham—Mrs. Jenyns, Bottisham Hall, Cambridge.

Linton—The Lady Marjory Binney, Pampisford Hall, Cambridge.

Caxton—Mrs. Newton, Croxton Park, St. Neots.

Littleport (town only)—Mrs. Tansley Luddington, Plantation House, Littleport.

Chatteris—Lady Clarke, Thelema House, Chatteris.

Or to myself.

I have not been able to obtain representatives for Newmarket, Ely, March, Whittlesea, and Wisbech, but I hope to do so before long.—Believe me, yours faithfully,

MARY CLIFDEN.

Wimpole Hall, Royston, Cambs.
October 27th, 1914.

	£	s.	d.
Lord and Lady Clifden	50	0	0
Hon. A. Peckover, per Lady Clifden	10	10	0
Mr. and Lady Marjorie Binney, per Lady Clifden	6	0	0
Sir George Fordham, per Lady Clifden	2	2	0
Lady Fordham, per Lady Clifden	2	2	0
Hon. Mrs. Thornton, per Lady Clifden	1	1	0
Hon. Mary Vere Agar Robartes, per Lady Clifden	1	1	0
Hon. Everilda Agar Robartes, per Lady Clifden	1	1	0
Hon. Violet Agar Robartes, per Lady Clifden	1	1	0
Mr. John Gilbert, per Lady Clifden	1	0	0
Mr. and Mrs. Douglas Newton	10	0	0
Mrs. W. Briscoe, per Mrs. Newton	5	0	0
Miss Cochrane, per Mrs. Newton	0	10	0
Miss F. Cochrane, per Mrs. Newton	0	10	0
Miss M. Newton, per Mrs. Newton	0	10	0
Mr. and Mrs. Marcus Dinsdale	1	0	0
Mrs. Harding, per Mrs. Marcus Dinsdale	10	0	0
Collection Landbrook Church, per Rev. Canon Bone	3	13	7
	£107	1	7

Mrs. Sanders, Pegwell	1	18	1½
Miss Crow, St. Lawrence	1	7	11½
	£36	15	9½

The names of the helpers are as follows:—

Mrs. Boulter, County School, assisted by Mrs. Norman, Misses Boulter and Norman.

Mrs. Clarke, East Cliff, assisted by Mdlle. Fournier, Misses Taylor and J. Clarke, and Master J. Clarke.

The Misses Russen, Queen-street.

Miss Crow, St. Lawrence, assisted by Misses Vinson, Thomson, Finch and Hobday.

Miss Dowling, Grange-road, assisted by Misses Knight, Harnett and Lawrence.

Mrs. Hickmore and Miss Child, Town Station, assisted by Mrs. Denman and Miss Daly.

Mrs. Stock and Mrs. Baillie, Market, assisted by Misses Dye, Scott, Schofield and Acock.

Mrs. Eastes, Thanet-road, assisted by Mrs. Ellicott, Misses Martin, Russell, Henniker, Aldridge, White, Coveney, G. Louf, J. Louf and Fousell.

Mrs. D'Eath and Mrs. Jenkinson, West Cliff, assisted by Mrs. Reynolds, Misses Standley and Burgess.

Miss Solly, Harbour-parade, assisted by Misses Schooling, White, Sutton and Mack.

Mrs. Sanders, Pegwell, assisted by Mrs. Kenward, Mrs. Tapsell, Miss Sanders and Master J. Sanders.

Mrs. Woodhall, Chapel-place, assisted by Mrs. Piggott, Miss Knight and Master Fuggles.

Mrs. Chayney.

COLLECTIONS.

	£	s.	d.
Miss Salamons	3	9	0
Miss Harnett	1	0	0
Mrs. Davies		14	0
Miss Newman		7	0
Mrs. Mees		11	0
Collection from the Congregational Church, per the Rev. Duxbury Woods	6	7	5
Mrs. Bath		7	0
Mrs. Hodgkinson		17	7
Mrs. Dickenson		5	0
Miss Cook		10	0
Miss Caswell's Bible Class	2	13	9
Miss Enid Hayes	1	1	6
Christ Church Vicarage and friends	2	8	0
Mrs. Howe and Bible Class		11	6
Mrs. Langley, Holy Trinity Rectory	1	5	0
Miss Stokes		7	6
Collected on cards from shops	2	7	0
The Mayoress	1	1	0
	£25	3	3

The Mayoress (Mrs. G. G. Cook) and Miss Cook desire through the medium of this paper to record their sincere and grateful thanks to all who assisted in the event, and which has turned out financially so successful.

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The Rugby Advertiser, Oct. 31st 1914.

THE QUEEN'S WORK FOR WOMEN FUND.

SCHEME EXPLAINED BY LADY ROXBURGH.

A well-attended meeting was held at the New Big School on Tuesday afternoon, when Lady Roxburgh (hon secretary) gave an interesting speech on the reasons which led to the formation of the above fund by Queen Mary and the means by which these objects were to be obtained. Dr A A David presided, and he was supported on the platform by Lady Roxburgh, Mrs Arthur James (a member of the Queen's Council), and Mr J J McKinnell (chairman of the Urban District Council). Others present were Mr Arthur James, Mrs David, Rev C M and Mrs Blagden, Rev W O and Mrs Assheton, Rev P M Herbert, Rev R S Mitchison, Rev H G Waters, Miss Townsend (Kings Newnham), Mrs St Hill, Mrs Simey, Mrs W S Stokes, Mrs Kennedy, Miss Colebrook, Mr E L D Cole, and many others.

The CHAIRMAN explained that they had not called them together that afternoon to appeal to their feelings; that sort of appeal was wholesome at most times and necessary at some times; but he did not think that it was necessary now. Those in Rugby, at any rate, might claim to have shown that they were fully alive to the need for sacrifice—for individual, as well as corporate, sacrifice on a great and an unprecedented scale during the next few months, and possibly longer than that. But while their hearts were already stirred, and while they had lent a ready ear to many calls to sacrifice, they might, perhaps, feel that they had not yet clearly enough grasped the method, principle and scope of the great central fund to which their contributions were remitted. He always thought that it was as important to

GIVE WITH UNDERSTANDING

at these times as it was to give with liberality. The general policy of the central fund in these various cases was, of course, decided for them. They might, or they might not, approve of it; personally he did. He was always for co-operation on the widest possible scale, and he thought that the alternative to the scheme, which was now being perfected, as they hoped, would have been something which would have landed them into confusion, which would soon have been really intolerable. There was no doubt that a national danger could only be met by a nationally-organised safeguard; and whatever they might think of the policy, there it was, and it was their duty to support that policy, not only financially—that they had done and would continue to do—but also by avoiding, even in their thoughts, hostile criticism of the methods and results already achieved. A great machine like that of the Queen's Fund, and still more like that of the National Fund, could not possibly run smoothly and quickly at first. They had to listen with great reserve to any criticism—whether in the Press or elsewhere—which complained that nothing was being done. The difficulties both in principle and detail were enormous and innumerable. Their duty, also, was to support it with understanding and to learn what they could about it, and by giving as much sympathy as possible to the people who were working extremely hard—much harder than the critics—to get it to work smoothly. On their part, too, they might claim that these people should take them into their confidence, and that was the first part of what Lady Roxburgh was going to do for them, to explain the methods and actual working of the machine which was going to avert a great national danger of unemployment amongst women. The second object was to take counsel together to try to discover the best and most business-like way in which the people of Rugby could play their part in that great machine. Taking heart at the way in which the National Fund had been organised in Rugby, he thought, without injuring themselves or anyone else, they could give to Lady Roxburgh a response worthy of the town and district and worthy of the great cause she had come to appeal for and to explain to them (applause).

LADY ROXBURGH EXPLAINS.

In the course of an interesting speech, enlivened with several amusing anecdotes, Lady ROXBURGH explained the scheme she was there to advocate. An old writer had said: "Men talk, men will talk, let them talk" (laughter). She quite agreed with the writer, who knew the sex well, and also probably knew an ancestor of Dr David, and knew what a gift of speech he had. She had never advocated a cause so near to her heart as this Queen's Work for Women Fund. There were two classes of people—those who did something and those who sat at home and asked incessantly why it was not done some other way. The Queen was very anxious to relieve the distress among women and to remove the temptations which would beset young girls if they were without money and in want of food and lodgings, and so she decided to call the Queen's Council to endeavour to mitigate that evil. One of the first ladies asked to serve on that committee was Mrs Arthur James, and a splendid worker the Queen had found in her. They raised the sum of £11,000 privately, but quickly discovered that this would be very inadequate to deal with the question of unemployment among women, which was already getting serious in many trades and places. Lady Roxburgh explained that in some centres there had never been so little unemployment, but that was due to the orders for boots, uniform, and underclothing for the army. They had endeavoured to spread these orders all over the United Kingdom, but owing to the fact that in many districts the necessary machinery did not exist, this work was inevitably of a local character. They were endeavouring, where possible, to keep factories open, and many dressmakers' rooms had been placed at their disposal, so that girls could be kept at work making shirts, etc. required for the army. These girls were not being paid quite so much as when they were in ordinary employment, because they had been advised by the wise heads of the permanent officials of the various departments that this would prevent the girls from trying to get back to their ordinary work, and would thus interfere with trade and do more harm than good. Thus, except in the case of young girls who were only receiving barely sufficient to keep themselves, they were paying the workers 1s or so per week less than their regular wages. Lady Roxburgh outlined the negotiations which had taken place between the Queen's Fund and the Chairman of the National Relief Fund, and stated that as the result of the Queen's appeal, whereby they had raised £76,000, they had received a definite promise from the National Relief Fund that in the event of their fund becoming exhausted, and any scheme that they had set up was doing well, they would make them a grant equivalent to what they themselves collected, and even more if there was any money left.

WHAT THE FUND IS DOING.

Dealing with the work which was being carried out, Lady Roxburgh stated that they were teaching women and girls the art of canning fruit and vegetables, a trade which had been entirely in the hands of the Germans heretofore, and had never been properly understood in England, and by this means they were also meeting the demands for tinned fruit, etc, for the army and navy, and preventing the great waste of fruit which annually occurred in England. They were also training girls for sick room helps, so that they could relieve nurses of a good deal of the drudgery of their work, thus enabling them to devote themselves more thoroughly to the surgical and medical side. Efforts were also being made to provide employment for the large numbers of typists, governesses, and secretaries, who had lost their employment in consequence of the war, while others were being taught cooking and domestic duties, and both sexes would, in the future, reap the benefit of this training, which was being satisfactorily carried out. Numbers of girls typists were by no means proficient in their duties, and these were being taught other trades, which so far had not been practised in England, and which would be of incalculable advantage when the war was over, and the men came back to the various industries, and the women, who were at present, in some cases, filling their places, had to give way to them. It was thus important that they should utilise the months which were before them, to find new trades and professions, which would make for the happiness, instead of the misery of all classes, because one class could not endure to see another class suffering. She personally knew a good deal of the conditions in the South of London, and how after a visit it haunted one to think of the people who had to live from hand to mouth. Some people said they should save, and this had almost made her loathe the word. How could people save on 10s per week (applause). She was as much in favour of thrift as anyone, but people who said these persons ought to save had no conception of how the poor women and girls had to live in South London (applause).

EVERYONE CAN HELP.

The speaker then went on to show how it was possible for everyone to help with their pence. They could not all afford to give shillings or half-crowns, but most of them could afford their pence, and small sums very quickly mounted up. The smallest contribution was acknowledged by a royal receipt, if it was only 1d or £10,000, which was equally welcome (laughter). She urged them all to do their part and help in this work, which was a work that would live. A man of old had said:—

"Lay sure foundations deep,
Lay them strongly, lay them true;
So they'll rise when you do sleep,
Builders building after you."

She knew that so they were laying the foundations of the Work for Women, and future generations would bless them for what they did.

Dr DAVID announced that, among other amounts, they had already received the following:—Mr Arthur James £30, Mrs James £10, Mrs Fenwick £5, Dr David £5, and Mr J J McKinnell £1.

Mrs ARTHUR JAMES then proposed a vote of thanks to Dr and Mrs David for the use of the room, and also for kindly inviting the company to tea (which was partaken of after the meeting), and to Lady Roxburgh for addressing them. If they knew how truly busy her Ladyship was, they would realise the sacrifice she was making by coming to Rugby that afternoon. She appealed to all present to take a collecting card, and return it to her (Mrs James), addressed to the Town Buildings, about the middle of November.—Mr J J McKINNELL seconded.

In reply, Lady ROXBURGH alluded to the fact that the Tsar was called the "Little father of his people," and she believed that the Queen would go down to history as "The little mother of her people" (applause). She then read the Queen's letter as follows:—"In the firm belief that prevention of distress is better than its relief and that employment is better than charity, I have inaugurated the Queen's Work for Women Fund. Its object is to provide employment for as many as possible of the women of this country who have been thrown out of work by the war. I appeal to the women of Great Britain to help their less fortunate sisters through this fund."—Dr DAVID also responded.

Nottingham Guardian, Oct. 31st. 1914.

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WORK FOR WOMEN.

USEFULNESS OF QUEEN'S FUND.

By providing employment the Queen's Work for Women Fund is playing a most useful part in the relief of distress in Nottingham. Apart from very small working charges, the only expense which is involved in giving self-respecting women and girls work instead of offering them monetary relief is the outlay on material, and the poor of the city are the gainers by the garments made. There is no interference with legitimate trade.

	£	s.	d.
Amount previously acknowledged	2471	3	6
Mr. and Mrs. G. H. Boyd	1	1	0
Messrs. Derry and Sons, Ltd.	1	1	0
Mr. William Odery	1	1	0
Miss E. M. Cowen	3	0	0
F. B. S.	0	10	0
	2477	16	6

Anyone who can lend hand or treadle machines or chairs is asked to write to the Hon. Secretary, Mrs. W E. Dowson, at the offices, 14, Sherwood-street South. Office hours, 11 to 1.

Donations will be announced in our columns, and can be paid to the Nottingham and Notts. Bank, or sent direct to one of the ladies signing the appeal at the Guildhall, or to Mrs. McCraith, The Park, Nottingham, treasurer of the Queen's Fund.

Kensington News, Oct. 31st

THE QUEEN'S WORK FOR WOMEN FUND.

HAMMERSMITH SUB-COMMITTEE.

Mayoress of Hammersmith (Mrs. L. R. Foreman)
President and Hon. Treasurer.

Dear Sir,—As your readers are aware a certain quantity of material for the making of garments for the Queen Mary's Needlework Guild was purchased a little time ago out of funds raised in the Borough for that purpose. A gratifying response to my appeal for help in the making of the garments has resulted in all the material being utilised for that object.

Before distributing the garments it is proposed to exhibit the same in the Council Chamber of the Town Hall, and this will be done on Tuesday, the 3rd November next.

The Local Committee and myself will be glad to welcome all who so willingly helped in the making of the garments, at the Town Hall on that day between the hours of 10.30 and 12.30 and 3 and 5 p.m. to inspect the same.

To all who have contributed either money or labour in connection with this admirable work I tender my sincere thanks.—Yours faithfully,

LUCY R. FOREMAN,
Mayoress.

Mayor's Parlour,
Town Hall, Hammersmith, W.
29th October, 1914.

LIST No. 5.

	£	s.	d.
Mrs. Hanson	3	1	0
St. Thomas' Church	3	15	0
Mrs. C. Wilson	1	1	0
Mr. G. P. Mantle's Employees .. .. —	0	4	0
Already acknowledged	232	3	6
List as above	9	0	0
	232	3	6

Caerphilly Herald, Oct. 31st. 1914.

Miss Mapplebeck, hon. treasurer to the Mayoress's Queen's Work for Women Fund has sent up to headquarters the sum of £243 13s. 9d. The local fund amounts to £70 19s. 8d. A sub-committee has been formed for the purpose of cutting out and distributing needlework to those dressmakers and seamstresses who are thrown out of employment by the war. The work takes the form of shirts for soldiers, clothing for Belgian refugees, and maternity bags. The local fund will be used, as far as it goes, for buying material and paying the women employed. The work, when finished, will be given away.

Daily Mail, Oct. 31st. 1914.

WORK FOR WOMEN.

£250 FROM "THE DAILY MAIL" RECRUIT SONG SALES.

The Daily Mail recruiting song, "Your King and Country Want You," by Mr. Paul A. Rubens, besides helping to fill the ranks of Lord Kitchener's new Army, is swelling the Queen's Work for Women Fund, which was established to find employment for women thrown out of work by the war.

This fund yesterday amounted to £80,875 19s. 11d., and included in the latest subscriptions is £250, the first instalment of the profits derived from "Your King and Country Want You." Published by Messrs. Chappell and Co., 50, New Bond-street, W., the song can be obtained (price 1s.) from music-dealers, booksellers, or newsagents all over the country.

Among other subscriptions to the Queen's Fund yesterday were:

£108 13s. 1d.—Collected by Mayoress of Maidenhead, including Lady Desborough.
£62 1s.—Collected by Urban Council, Ashton-in-Makerfield, including Mary Lady Gerard £10.
£54 4s. 4d.—Collected by Mayoress of Blackburn, further instalment, including £45 1s. 1d. collected by women teachers of Blackburn.
£20 13s. 9d.—Collected by Mayoress of Conway.
£19 18s.—Collected by Mayoress of Dover, including box collections in shops.
£19 11s. 6d.—Collected by Mayoress of St. Helens, further instalment.
£13 17s.—Catholic Women's Suffrage Society, collection at lecture on Belgium at Kensington Town Hall.
£11.—Collected by Urban Council, Aylesbury, further instalment.
£10.—S. C. and A. C.

Contributions should be addressed to Lady Roxburgh, 33, Portland-place, W., and all cheques made payable to Mrs. C. Arthur Pearson, hon. treasurer, at the same address.

WOMEN'S GIFT TO TROOPS.

So swift and generous a response has been made by the women of the Empire to the Queen's appeal for 300,000 body belts and 300,000 pairs of socks for the men of the Expeditionary Force that it has been found possible to close the fund.

The Lady-in-Waiting to the Queen states that **no new gifts are required**, but it is asked that those who have promised gifts shall redeem their promises at the earliest possible date, and that those who are making body belts and socks will finish and send in their gifts as soon as possible.

The money gifts to the fund have been used to provide wages and materials for unemployed women.

Daily Mail, Nov. 11th. 1914.

THE QUEEN'S FUND.

£81,972 FOR WORK FOR WOMEN.

The Queen's Work for Women Fund, established to find employment for women and girls thrown out of work by the war, now amounts to £81,972 16s. 5d. Yesterday's subscriptions included:

£108 0s. 2d.—Sixth contribution from Sale of "Gifts in Kind" by the Work for Women Fund department of Messrs. D. H. Evans and Co., Oxford-street, W.
£100.—Miss Houldsworth.
£50.—Miss Stancombe-Wills, monthly contribution.
£45 5s.—Collected by Mayoress of Scarborough (including Mr. Oscar Wilkinson, £25).
£34.—Collected from the women of parish of Melksham (per Mr. H. W. Taylor, chairman of Urban District Council).

Contributions should be addressed to Lady Roxburgh, 33, Portland-place, W., and all cheques made payable to Mrs. C. Arthur Pearson, hon. treasurer, at the same address.

The Prince of Wales's National Relief Fund yesterday reached £3,604,000. This week another allocation of sums for distribution for the relief of civil and military distress will be made by the executive committee.

Princess Mary's Christmas Gift Fund for the sailors and soldiers now amounts to £38,354, and the Indian Soldiers' Fund to £72,150.

Birmingham Post, 2nd. November 1914.

THE QUEEN'S WOMEN WORKERS' FUND.

AN APPEAL BY COUNTESS BEAUCHAMP.

A meeting of the Gloucestershire War Relief Committee was held at the Shire Hall, Gloucester, on Saturday, Mr. M. W. Colchester-Wemyss presiding over a large attendance.

The Chairman reported that the Duchess of Beaufort had been extremely successful in her appeal for the provision of a motor ambulance by the county. One ambulance had gone to the front, another was nearly ready, and a further sum had been contributed for the conversion of an ordinary car into an ambulance suitable for service with the Yeomanry. Beyond that, the Duchess of Beaufort had almost sufficient money in hand for the running expenses of these three motors.

Permission to describe the relief fund of the Lord Lieutenant of the county (Earl Beauchamp) as one administered in co-operation with the Prince of Wales's National Relief Fund was reported.

The Lord Lieutenant had intended being present to introduce the question of a grant by way of assistance to the Queen's Women Workers' Fund, but Earl Beauchamp telegraphed that owing to the critical nature of relations between the Allies and Turkey a meeting of the Privy Council might become necessary at any moment, and consequently as Lord President, it was impossible for him to leave London.

Mr. F. A. Hyett stated that this item had been placed on the agenda at the instance of the Lord Lieutenant, Countess Beauchamp having been approached by the Queen with a request to use her influence with the county to obtain financial assistance for that very desirable fund Lord Beauchamp wished, if it were possible, that a grant in aid should be made from the Lord Lieutenant's fund, and he mentioned that the Mayoress of Gloucester (Mrs. James Bruton) had also issued an appeal on behalf of the fund. Mr. Hyett pointed out that the application for a grant did not quite fall within the four corners of the resolution on which the Lord Lieutenant's fund was initiated, its purpose being the mitigation of distress arising in the county. The work of the Queen's Fund was very admirable, and if the committee did not think a grant towards it fell within the scope of the objects of the Lord Lieutenant's fund, no doubt members who were in sympathy with the Queen's appeal would forward individual subscriptions to Lady Beauchamp.

The Duchess of Beaufort mentioned that a month ago, having been approached in the matter, she collected £250 in Gloucestershire and sent the amount to the Queen.

Viscount St. Aldwyn urged that it would be better in every way to provide by a separate subscription rather than impose a charge on a fund raised for other and distinct purposes.

Sir Lionel Darell, Bart., concurred, and no action was taken in the matter

The Times, 2nd Nov. 1914.

TECHNICAL TRAINING FOR WOMEN.

THE QUEEN'S FUND.

The Queen has sent the following letter to Madame Clara Butt :—

Buckingham Palace,
29th October, 1914.

My dear Mrs. Rumford,—I have handed to the Queen the cheque for £1,500 which you have sent to her Majesty as a result of a series of concerts so kindly given by you and Mr. Kennerley Rumford in aid of the Queen's "Work for Women" Fund.

Her Majesty is much touched by the generous thought which prompted you and your husband to give these concerts, and it is a great satisfaction to the Queen to know you have been able to arrange further concerts for the benefit of other war relief funds, at the same time giving employment to artists in the musical profession, who, through the war, have lost their sole means of livelihood.

Her Majesty is deeply grateful to you and Mr. Rumford for all the trouble you have taken to augment her fund, and the Queen is greatly interested to know what liberal support you receive from the people in connexion with your concerts.

As I have already explained, her Majesty much regrets that she was prevented from attending your first concert at the Albert Hall on the 10th instant.—Yours sincerely,

E. W. WALLINGTON, Private Secretary.

Special trade instruction is to be given, where possible, in the workrooms opened through the agency of the Central Committee on Women's Employment. This is to meet the need of industrial workers who otherwise might lose their skill through want of practice, and to give training to others likely to benefit by the opportunity. Unmarried girls over the age of 16 and apparently teachable are to be chosen for the training in preference to older women.

The experiment is to be started almost immediately in the committee's own experimental workrooms in London. Inquiries are now being made in the workrooms as to the previous occupations of the workers with a view to forming classes accordingly.

The following subscriptions to the Queen's "Work for Women" Fund were received yesterday:—

Collected by Mrs. Benyon, Mrs. Leslie Wilson, Mrs. Alfred Palmer, and other ladies in the Reading district, including Mr. J. D. Mayne, £25	£72 10 1
Collected by the Mayoress of Nottingham, further instalment, including Mrs. James Forman, £10	53 2 6
£50 EACH.—Mr. Samuel Insull, Chicago; Mrs. Macleod, Bombay.	
Collected by the Urban District Council of Barrington	30 0 0
Collected in Rugby by Mrs. Arthur James, first instalment	26 4 9
Collected by the Urban District Council of Redcar, proceeds from a concert	24 13 0
Collected by the Mayoress of Plymouth, further instalment	20 9 9
£20 EACH.—Collected by the Countess of Pembroke and Montgomery, including Capt. Harold Brassey, £10; collected by the Mayoress of St. Albans; Miss Bodkin.	
Lady St. Davids	15 15 0
Collected by the Urban District Council of Newport Pagnell	15 0 0
Miss Hoyle	10 10 0
Collected by Mrs. Riddoch in the Town of Putsey, per the Town Clerk	10 3 0
£10 EACH.—Mr. and Mrs. Campbell Low, Mr. Decimus Curme, Messrs. Grimsdale and Sons, Ltd., collected by the people of Nantglyn (North Wales)	
OTHER SUBSCRIPTIONS	9 12 2
TO-DAY'S TOTAL	3 0 3
PREVIOUSLY ACKNOWLEDGED	80,989 14 5
TOTAL TO DATE	£81,527 14 8

In addition to the above, Mrs. Hunter of Epping, sent a donation of £297 3s. 4d. to provide boots, mittens, and scarfs for the troops.

CORRECTION.—The £[illegible] 18s. 6½d. given as collected by the Urban District Council of Middlewich on Thursday last should have been acknowledged as collected by the Middlewich Ladies Sub-Committee.

All communications respecting the work of the Central Committee on Women's Employment must be addressed to the Secretary, 8, Grosvenor-place, Hyde Park-corner, S.W.

"Gifts in Kind," exhibited in Messrs. D. H. Evans's island window for the benefit of the fund, are attracting much attention. The cameo necklace, by Thorwaldsen, which belonged to the Princess Pauline Bonaparte, sister of Napoleon I., sold for £35.

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Eastbourne Gazette, Nov. 4th. 1914.

THE QUEEN'S "WORK FOR WOMEN" FUND.

"PRINCESS MARY'S GIFT BOOK."

Every home in England has heard of the Queen's "Work for Women" Fund, and it is believed every home in England is anxious to help the excellent work the fund is doing on behalf of workless women.

An opportunity will be given to all desirous of contributing indirectly to the fund, to purchase a copy of "Princess Mary's Gift Book" which the well-known publishers, Messrs. Hodder & Stoughton, of London, are issuing shortly.

All the profits of this book are to be devoted to the Queen's "Work for Women" Fund.

The book is a most excellent production for the small outlay of half-a-crown, and every member of the household will read its stories and poems.

The most eminent authors of the day are contributors, and famous artists have made special drawings and paintings to illustrate its pages.

Sodaman, Nov. 5th. 1914.

QUEEN'S WORK FOR WOMEN FUND.

Last evening the Queen's Work for Women Fund had reached a total of £82,155.

As one of the methods of raising money for this fund, the resolve certificates of the Entente Trade League are on sale through the Committees formed in the various cities, boroughs, and urban centres. A letter has been addressed by Lady Roxburgh, the hon. secretary of the Fund, to the local Committees, inviting their support for the League on patriotic grounds, and to assist in giving immediate relief to women unemployed owing to the war.

Sunday School Times, November 6th. 1914.

AN APPEAL.

THE Committee of the Queen's "Work for Women" Fund has decided to make an appeal to Sunday-school scholars throughout the kingdom for this branch of the National Relief Fund. The Marchioness of Crewe, as chairman of the Queen's Committee, suggests that officers and teachers should take the earliest opportunity of explaining the scheme to the scholars, and distributing literature for teachers and scholars, which may be had from the various denominational secretaries. Teachers may supervise collections among the scholars, or, if preferable, scholars can form their own committees for collection. The Queen wishes it clearly understood that such collections are to be entirely a freewill offering, undertaken by the scholars themselves without coercion or persuasion. There is, of course, no idea of interference with the usual collections for other objects, but it is suggested that scholars might like to devote at least one Sunday's general collection to the Fund, apart from private collections which they may care to make among themselves.

A personal acknowledgment from Buckingham Palace will be sent to each Sunday School sending up its contributions in this manner.

All communications should be addressed to the Marchioness of Crewe, 33, Portland-place, W. The Sunday School Union and the various denominational unions heartily support this appeal.

Morning Post, November 5th. 1914.

WORK FOR WOMEN.

THE QUEEN'S FUND.

Last evening the Queen's "Work for Women" Fund had reached a total of £82,155 3s. 7d. The day's subscribers included:

Colonel R. T. M. Lang	£20	0	0
The Scriveners' Company	15	0	0
Collected by the Mayoress of Paddington (further instalment)	14	7	6
Collected by the Mayoress of Islington (further instalment, including matinée held at Highgate Empire, per Mr. W. Williams, £11 16s. 6d.)	14	3	7
Half proceeds of entertainment given by the Brondesbury and Kilburn High School Dramatic Club on October 28 and 29	13	14	6
The Countess of Kenmare	10	0	0
The Ladies' Executive of the "Mayor's War Funds," Newcastle, Natal	10	0	0

The £20 acknowledged as from the Mitcham Parish Committee of the Lord Lieutenant of Surrey's Fund on October 17 should have read "The Mickleham Parish Committee."

All communications relating to the Fund should be addressed to Lady Roxburgh, 33, Portland-place, London; and all cheques should be made payable to Mrs. C. Arthur Pearson, Hon. Treasurer, at the same address, and crossed "Queen's Work for Women Fund Account."

Scottish subscriptions are to be sent to the Marchioness of Linlithgow, Hopetoun House, South Queensferry, Linlithgow.

Communications respecting the work of the Central Committee on Women's Employment must be addressed to the Secretary, 8, Grosvenor-place, Hyde Park-corner, S.W. Applicants for work should apply to the Secretary of the Local Representative Committee, at the Town or County Hall, or Urban District Offices, in the locality in which they reside.

WORKROOM IN BATTERSEA.

The urgency of their work is brought daily home to the Central Committee on Women's Employment. A workroom is to be opened in Battersea this week, and close upon 300 women have applied to be admitted. A young mother came to the Town Hall, Battersea, yesterday with her little boy of four and was promised work. She had had nothing but bread to eat since Sunday, and very little of that. Her husband deserted her fifteen months ago, but she has been a skirt hand in a West End firm for seven years, and until the war began was able to keep her children, one of which is a baby. Since the second week in August she has had nothing to do. In cases such as this, which is not exceptional, the work initiated by the Committee comes as a relief from despair.

Wellington Times, Nov. 7th. 1914.

WORK FOR WOMEN FUND.

A letter was read from Countess Roxburgh, on behalf of the Queen's "Work for Women" Fund, asking the Council to form a local collecting committee to assist this fund.

The Chairman remarked that not many weeks ago they made a great pull upon the town for the Prince of Wales' Fund, and last week for the Belgian Relief fund, and he did not see how they could expect to keep on doing it. Westbury was not a rich town.

Mr. Angell: There is also a collection for the Red Cross Fund going on.

The Chairman: We have collected £400 for the Prince of Wales' Fund, £100 for clothing for the Red Cross work, and we have promised to get £8 or £10 a week towards the Belgian Fund.

It was decided to reply to the Countess Roxburgh to this effect.

Jewish Chronicle, 6 Nov. 1914.

I have very good reason to know that Queen Mary's "Work for Women" scheme was originally suggested by a Jewish lady, whose absence from the communal arena has been unusually protracted. It appears that at the time when the Queen or her helpers were busily engaged in the making of articles for Red Cross and other purposes, this lady suggested to Her Majesty that were the needlework placed for completion with deserving women, at least some of the distress then prevalent would automatically disappear. The suggestion was acknowledged in a most charming letter, with the contents of which I have been made acquainted, and it was not long after its receipt that London heard of Queen Mary's intention. The project has become of enormous economic importance within these last few weeks, not the least encouraging feature being the employment of numbers of Jewish young women in the East End workrooms. The headquarters of the scheme are within the shadow of Buckingham Palace, and it was here that I learned of the participation of Jewish girls in a highly interesting occupation, which centres mainly round the production of maternity outfits for those otherwise unable to purchase them. The whole scheme is a happy one, free from the suggestion of charity, providing work that is at once interesting and congenial.

Methodist Recorder, Nov. 5th. 1914.

I want to draw especial attention to the circular that has been sent out by the Committee that administers the Queen's "Work for Women" Fund. We in our schools must not be deterred just now by the plea of "So many appeals." Of course there are many appeals. Britain has long lived in comfortable ease, and now that ease is threatened. Those who are fighting for our liberties, or who are dependent upon the actual fighters, must not be allowed to suffer, and in many ways our scholars must not only hear, but must be urged to respond to the appeals that make such small sacrifices as children can make.

Morning Post, November 6th. 1914.

WORK FOR WOMEN.

THE QUEEN'S FUND.

The Queen's Work for Women Fund reached last night a total of £83,889 0s. 10d. The day's subscribers included:

	£	s.	d.
Proceeds of Concerts given by Madame Clara Butt and Mr. Kennerley Rumford	1,500	0	0
Jays (Limited)	21	0	0
Collected by Viscountess Clifden (second instalment, including Mrs. Gray £10 10s.)	20	17	0
Amount realised at a Matinée held at the Alexandra Theatre, Derby, October 27	20	14	0
Collected by the Mayoress of Huddersfield (further instalment)	20	2	0
Marchioness of Zetland	15	0	0
Collected by the U.D.C. of Farsley	14	4	2
Proceeds of Entertainment given by the Employees and Staff of the Maybury Laundry, Woking (per Miss D. F. Hayward)	14	0	0
Jones and Higgins (Ltd.)	10	10	0
C. Mellier and Co.	10	10	0
E. and T. Pink (Ltd.)	10	0	0
Collected by the U.D.C. of Aylesbury (further instalment)	10	0	0

All communications relating to the Fund should be addressed to Lady Roxburgh, 33, Portland-place, London, and all cheques should be made payable to Mrs. C. Arthur Pearson, Hon. Treasurer, at the same address, and crossed "Queen's Work for Women Fund Account."

Communications respecting the work of the Central Committee on Women's Employment must be addressed to the Secretary, 8, Grosvenor-place, Hyde Park-corner. Applicants for work should apply to the Secretary of the Local Representative Committee at the Town or County Hall, or Urban District Offices, in the locality in which they reside.

The Domestic Economy Training Centres for unemployed working women established by the Central Committee on Women's Employment are proving very popular in East London.

LAND SCHEME FOR WOMEN.

The Women's Emergency Corps, Old Bedford College, Baker-street, have, in co-operation with existing Horticultural and Agricultural Associations, formed a committee to consider the practical possibilities of training women to take up the work of intensive poultry farming and market gardening, with a view of opening a new means of livelihood to unemployed middle-class women and to increase the home produce of the country. Through the kindness of friends, who have given land and money for the initial experiment, the Women's Emergency Corps are now in the position to offer a gratuitous preliminary training, with maintenance, for six months or a year, to suitable applicants.

Surrey Mirror, Nov. 7th. 1914.

I most heartily congratulate the Mayoress upon the wonderful success which attended her efforts last Saturday for the Queen's Work for Women Fund. It was a noble response to a noble object, and I am sure all who took any part in the movement will feel amply repaid by the result. It was, of course, fortunate that there was such an organisation as that of the Hospital Saturday to fall back upon. It enabled the ground to be covered in the very short time at the disposal of the Mayoress and the committee she had formed, and the manner in which the ladies of the Borough rallied to the support of those actively engaged testified to the generosity and patriotism which actuates them.

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Scotsman
23-11-14

QUEEN'S WORK FOR WOMEN FUND.

This fund has now reached a total of £91,188, 0s. 9d. The treasurer for Scotland is the Marchioness of Linlithgow, Hopetoun House, South Queensferry, to whom subscriptions should be sent.

Scotsman Edinburgh
4-12-14

QUEEN'S WORK FOR WOMEN FUND.

The Queen's Work for Women Fund last night reached a total of £95,614, 4s. 7d.

The Scottish subscriptions amount to £1608, 15s. 6d., last week's receipts including a donation of £100 from Mrs Mackintosh of Mackintosh, Moy Hall, Inverness, and a second contribution of £200 from the Scottish Teachers' Fund for War Relief.

The Scottish treasurer of the Fund, to whom subscriptions should be sent, is the Marchioness of Linlithgow, Hopetoun House, South Queensferry. Communications regarding the work of the Scottish Committee on Women's Employment should be addressed to the hon. secretary, Miss Mary M. Paterson, 20 Melville Street, Edinburgh.

Sussex Daily News 21-11-14

THE QUEEN'S "WORK FOR WOMEN" FUND.

Sir,—The following sums have been received this week:—Profits of concert, per Miss Walsham, £10 5s. 9d.; profits of concert held at Circus-street School Hall by Order of the Star in the East, per Miss Pullar, £2 14s. 8½d.—Yours, &c., AUDREY OTTER, Mayoress.

Brighton, 20th November.

Scotsman Edinburgh.
4-11-14.

THE QUEEN'S WORK FOR WOMEN FUND.

Further Scottish subscriptions to this Fund have been received to the amount of £173, 4s. 4d. With subscriptions already acknowledged, amounting to £456, 13s. 8d., this makes a total up to date of £629, 18s. The Scottish subscriptions are received by the Marchioness of Linlithgow, and are then forwarded to London.

The Star
24-12-14

PRINCESS MARY'S BOOK.

A £10.000 Cheque for Queen's Work for Women Fund.

Messrs Hodder and Stoughton, publishers of "The Princess Mary's Gift Book," are able to announce the contribution of the sum of £10,000 to the Queen's "Work for Women" Fund.

This handsome sum, which represents the first instalment of the profits on the publication, has been sent to Mrs. C. Arthur Pearson, hon. treasurer of the fund

The publishers of this remarkable book announce that half a million copies have been sold Within three weeks from publication over 400,000 copies were delivered to the trade

Surrey Gazette, Nov: 7th. 1914.

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FLOWER SATURDAY.

THE QUEEN'S "WORK FOR WOMEN" FUND.

SUCCESS OF THE MAYORESS'S EFFORT.

On Saturday the Borough of Reigate was provided with an opportunity to help one of the most deserving funds which have arisen owing to the war. The Queen's Work for Women Fund recognises that prevention of distress is better than relief, and employment better than charity, and its object is to provide employment for as many women as possible who through the war have been thrown out of work. The Mayoress of Reigate (Mrs. G. A. R. Ince) was asked by Lady Roxburgh, the hon. secretary and acting treasurer of the fund, to become the local president, and to take steps to bring the matter before the residents. With enthusiasm and ability she at once decided upon a "Flower Day," and obtained the assistance of a number of ladies, who formed a committee. The committee was composed as follows:—Mrs. Hull, Miss Hull, Mrs. Purchase, Miss Whitley, Mrs. J. Powell, Mrs. J. Auerbach, Mrs. Priest, Miss Marion H. Greenhow, Mrs. F. Morrison, Miss Wilkinson, Mrs. Durrant, Mrs. F. E. Barnes, Miss Scott, Mrs. Freeman, Mrs. Julius and Mrs. Tucker. The Mayoress was also fortunate in enlisting the practical help of the organisation of the Hospital Saturday Committee, and the invaluable assistance they were able to render considerably augmented the efforts which resulted in the magnificent success obtained. The Hospital Saturday Committee placed at the disposal of the Mayoress and her committee the collecting tins and baskets for holding the flowers, used on Hospital Saturday, whilst the headquarters of the Queen's Work for Women Fund supplied the flowers which the collectors sold. The flowers were of dainty appearance, and represented patriotic favours.

Fortunately the day was fine on Saturday, so that the young lady collectors, who started their work as early as eight o'clock, were not called upon to suffer adverse weather. The lady collectors proved themselves enthusiastic, and very few people were successful in refusing their appeal to subscribe, however small. A battalion of soldiers passing through the Borough were also appealed to, and they gave to a man. During the day the Mayoress visited every collecting station at both ends of the Borough. It was soon evident that the number of flowers would be exhausted, but a fresh supply was obtained, and at the end of the day very few of these remained unsold. Of course, many of the pretty little flowers were sold for a few coppers, but quite a number were sold for a sovereign or more. The most striking feature of the collection was the fact that of the grand total of £126 odd, no less than £64 13s. was in pence, thus proving the popularity of the Fund among the poorer section of the community The townspeople, in fact, liberally responded to the appeal made to them, whilst there were innumerable instances of assistance so as to help forward the good cause at heart. The majority of the collectors ceased their labours soon after five o'clock, but a few boxes remained out during Saturday evening, when members of the Working Men's Committee took over the work from the ladies.

Mr. J. W. B. Northover kindly lent an office at Reigate as a depot, and the Conservative and Unionist Association, through Mr. F. G. Pyne, lent their offices at Redhill for counting the money. Mr. H. Little, the hon. secretary of the Working Men's Hospital Committee, rendered much valuable assistance both before and on the day, his help and that of other members of the committee being much appreciated. Mr. A. H. Jones kindly supplied the calico for the armlets for the collectors, the Holmesdale Press, Ltd., supplied the printing, and Mr. G. Linter and Mr. J. W. B. Northover lent their motors for collecting the boxes, and Mr. W. E. Bartlett helped in the distribution of the boxes, whilst Messrs. J. H. Aspin and Co. lent a trolley for the conveyance to the London County and Westminster Bank of the trunk in which the money, when counted, was placed. Those who assisted in the counting of the money at the Conservative and Unionist Offices in the evening were Messrs. C. Kent, J. Priest, G. Pook, C. J. Wilkinson, H. Little, W. E. Bartlett, C. Bartlett, C. V. Wade, J. Homewood and T. Halfpenny.

The names of those who collected, with their helpers and the amounts collected, are as follows:—

REIGATE.

Deerings-road.—The Mayoress (Mrs. G. A. R. Ince), assisted by Miss Grace Silcock, Miss May Foster, Miss Frances Knight, Miss M. Duncalfe, Miss H. Hooton, Miss P. Hooton, Master K. Ince and Master G. Knight—£8 8s. 4½d.

Blackborough-road.—Mrs. P. Fenning, assisted by Miss Rachel Miller, Miss Ansell and Master Ewart Fenning—£1 18s. 5½d.

Reigate Station (up side).—Miss Apted, assisted by Miss Marjorie Apted, Miss Kathleen Calvert, Miss Dubell, Miss Westcott, Miss A. Parkin and the Misses Shillingford—£5 11s. 4d.

Reigate Heath.—Miss Clifton, assisted by Miss Freda Counsell, Miss Lilian Capel, Miss Mary Wainwright, and Master Bertie Truelove—£2 1s. 8½d.

Market-square.—Mrs. Furnival and Mrs. Rogers, assisted by Miss Humphrey, Miss D. Foster, Miss Furnivall, Miss Peat, Miss Harding and Miss Buckland—£7 1s. 6½d.

West-street.—Miss Marjorie Lucas, assisted by Mrs. Nimrod Walter, Miss Birdie Lucas, Miss Dorothy Spencer and Master Cecil Walby—£2 10s. 4½d.

Somers-road.—Mrs. Frank Morrison, assisted by Miss Clare Finlayson, Miss Ella Finlayson and Miss Joan Hartley—£3 19s. 11½d.

Reigate Station (down side).—Mrs. J. R. Handscomb, assisted by Miss Muriel Handscomb, Miss Ivy Handscomb, Miss Molly Handscomb, Miss Duncalfe, Miss Marjorie Allingham, Miss May Barry, Miss Dora Cottle, Miss Gladys Pyne, Miss Miriam Knight, Miss Vera Richens and Masters Jack Handscomb, Howard Pyne, David Barry and David Knight—£7 15s. 6d.

"The Wilderness."—Mrs. Squair, assisted by the Misses Squair, the Misses Smith and the Misses Bache—£3 1s. 11d.

Wray Common.—Mrs. Durrant, assisted by Miss Durrant, Miss Annie Johns and Miss C. Stedman—17s. 5d.

Nutley-lane.—Miss Kathleen Skinner, assisted by Miss Gladys Cape and Master Churchill Dale—£1 14s. 11½d.

Croydon-road and Holmesdale-road.—Miss Hood, assisted by Miss M. Berry, Miss W. Berry, Miss M. Bull, Miss G. Davies, Miss H. Hood, Miss J. Standing and Miss I. Taylor—£4 9s. 2d.

Cockshott-road.—Miss Miles, assisted by Mrs. Stebbing, Mrs. Jupp, Miss L. Jupp, Miss M. Stebbing, Miss E. Carpenter, Miss E. Marchant, Miss N. Jacob and Master H. Henry—£4 11s. 9d.

Bell-street.—Mrs. Northover, assisted by H. Jeal, C. Risbridger, D. Howe, A. Green, W. Peskett, R. Risbridger, H. Pilbeam, E. Robbins and M. Northover—£2 14s. 5½d.

Total: £55 16s. 11½d.

REDHILL.

Linkfield-corner.—Mrs. Arthur Wood, assisted by Miss Marguerite Wood, Mrs. Case-Green, Miss Dorothy Green, Miss Mildred Kneale and Miss Winifred Burton—£5 10s.

Earlswood Station.—Miss Dulake, assisted by Mrs. Berry, Miss Dartnell, Miss Riddett, Miss Norah Charlwood, Miss Violet Berry, Miss M. P. Berry, Miss A. Dulake, Miss Margery Hurdle and two lads—£3 7s. 8½d.

Brighton-road.—Mrs. Homewood, assisted by Miss Grace Homewood, Miss Watts, Master Rix Homewood—£2 6s. 3½d.

Meadvale.—Mrs. Sargent, assisted by Miss D. M. Sargent, Miss B. Lambert, Miss C. Straight, Miss E. Cosens, and the Misses D. H. and L. Grady—£3 4s. 1½d.

London-road.—Mrs. Kent, assisted by Miss Simmons, Miss Ison and the Misses Ambrose—£2 13s.

Station-road.—Mrs. Priest, assisted by Mrs. King, Miss Muriel Priest, Miss Tyrer, Miss W. Apted, Miss Gorringe, Mrs. Langran, Miss M. Middleton, Miss D. Pyne, Miss H. Ryder, and Miss Gracie Catt—£11 12s. 8d.

The Pavement.—Miss May, assisted by Miss Hoare, Miss Hocken and Miss Cree—£2 16s. 2d.

Brook-road.—Miss Eden, assisted by Miss W. Lyle, Miss M. Denyer, Miss N. Stroud, and Miss E. Lyle—£4 9s. 7d.

Frenches-road.—Miss Wicking, assisted by Mrs. Roper, Miss Pakeman, and Miss Marsh—£1 16s. 4d.

Shaw's Corner.—Miss Ida Mayers and Miss Rice, assisted by Miss May Cree, Miss Ethel Frost, and Miss Mayers—£5 1s. 5d.

Market Square.—Mrs. Quinton, assisted by Mrs. Powell, Miss Palmer, Miss Hilda Porter, Miss Marjorie Dancy, and Miss B. Arnold—£4 16s. 3½d.

Redhill Station, Up Side.—Mrs. Champ, assisted by Miss Malcomson, Miss Nellie Learner, the Misses G. and D. Cook, and Master C. Malcomson—£6 11s. 11½d.

Redhill Station, Down Side.—The Misses E. and M. Laker, assisted by Mrs. W. H. Fowler and the Misses and Masters Fowler—£4 5s. 5½d.

High-street.—Mrs. Bartlett, assisted by Mrs. G. Allen, Mrs. W. Allen, Miss Quinton, Miss Steer, Miss Terry, Miss Hall, Miss Longney, and Miss R. King—£9 12s. 4½d.

Mr. H. Whitmore—15s. 8½d.
Mr. A. Edwards—9s. 4d.
Mr. Harold Pyne—10s.
Total—£69 18s. 5d.

Kensington News, Nov: 7th. 1914.

QUEEN'S WORK FOR WOMEN FUND.

APPEAL TO SUNDAY SCHOOL TEACHERS.

The Committee of the Queen's "Work for Women" Fund has decided to make an appeal to Sunday School scholars throughout the kingdom, for this branch of the National Relief Fund.

The Marchioness of Crewe, on behalf of the committee, states in a letter of instruction for the guidance of officers and teachers, says:—

"As chairman of the Queen's Committee I shall be most grateful if you will give us your kind help and co-operation. This can best be done in the following ways: By asking your officers and teachers to take the earliest opportunity of explaining the scheme to the scholars. For this purpose I enclose sample of literature which I suggest sending to them. I also enclose a leaflet sanctioned by Her Majesty for distribution to each child. Your denominational secretary would know how many copies you would require: (*a*) Of literature for teachers. (*b*) Of leaflets for scholars.

"I would suggest that the teachers should kindly undertake to supervise collections among the scholars, or, if preferable, that the scholars form their own committees for collection.

"The Queen wishes it clearly understood that such collections are to be entirely a free-will offering, undertaken by the scholars themselves without coercion or persuasion. There is, of course, no idea of interference with the usual collections for other objects, but it is suggested that the scholars might like to devote at least one Sunday's general collection to the fund, apart from private collections which they may care to make among themselves.

"The committee is willing to receive the collections separately at the above address, but it is preferable, when possible, that small contributions should be amalgamated at the local centres and forwarded together.

"A personal acknowledgment from Buckingham Palace will be sent to each Sunday School sending up its contributions in this manner.

"I should like to add that this scheme has the approval of Her Majesty, who has, herself, seen the leaflet, and permitted its reproduction together with that of her photograph and letter."

Morning Post, Nov: 7th 1914.

WORK FOR WOMEN.

THE QUEEN'S FUND.

The Queen's Work for Women Fund last night reached a total of £84,634. The day's subscriptions included:

	£	s.	d.
Collected by the Mayoress of Camberwell (including collection by Mr. A. T. Dyer £52 14s. 3d., proceeds of Drumhead Service, Peckham Rye £50 5s. 1d., by Mr. W. T. Moss £29 7s. 10d., Officers of the South London Naval Brigade £10 10s., Father A. P. Flanagan on account of Children's Concert £10)	225	1	0
The Merchant Taylors' Company	105	0	0
Collected by the Mayoress of Chester (further instalment, including Miss Maglor £25, per Miss Octavia Ward £20 4s. 6d.)	75	6	0
By the Urban District Council of Kenilworth	61	1	0
The County of Pembroke War Fund (per the Lord Lieutenant)	50	0	0
The Town and County of Haverfordwest (per the Mayoress)	50	0	0
By the Mayoress of Kensington	36	16	8
Slaithwaite War Distress Committee (per Mr. Edwin Cledhill)	25	0	0
By the Mayoress of Southwold	10	1	0

The amount collected by the Mayoress of Brighton's Branch, of which the sixth instalment was received yesterday, now reaches a total of £53 18s.

All communications concerning the Fund should be addressed to Lady Roxburgh, 33, Portland-place, London, and all cheques should be made payable to Mrs. C. Arthur Pearson, Hon. Treasurer, at the same address, and crossed "Queen's Work for Women Fund Account."

Communications respecting the work of the Central Committee on Women's Employment must be addressed to the Secretary, 8, Grosvenor-place, Hyde Park Corner. Applicants for work should apply to the Secretary of the Local Representative Committee at the Town or County Hall or Urban District Offices, in the locality in which they reside.

Work-rooms for the girls employed through the agency of the Central Committee on Women's Employment have in almost every case been lent. In one district the provision is a public-house which has never been licensed, and Westminster's unemployed girls are given the hospitality of a private house in South Audley-street. In Westminster it is the middle-aged women who live alone that have suffered most. They are waistcoat workers, theatrical dressers, and small dressmakers.

Whitby Gazette, November 7th. 1914.

THE QUEEN'S "WORK FOR WOMEN" FUND.

Sunday School Collection.

The Ecclesiastical Authorities of the principal religious bodies in the British Isles have approved of a Sunday school collection being made in aid of the Queen's "Work for Women" Fund. Expressions of opinion approving the scheme are as follow:—

The Archbishop of Canterbury:—"Any wise endeavour to enlist the sympathy and interest of children in the men of our forces, and in the cause in which their King and country have sent them, has my warm approval. I hope it will be found that they, too, can bear their share in lightening some of the burden which presses upon us all at this momentous time. (Signed) Randall Cantuar.

His Eminence the Most Rev. Francis Cardinal Bourne, Archbishop of Westminster and Metropolitan:—"We trust that the children in our schools, notwithstanding their small means and the very many claims upon them, will do their best to assist the good work which Her Majesty the Queen so earnestly commends to all the children of the country."

The Rev. J. Williams Butcher has been specially consulted about this scheme, and has written the following message:—"1.—I very cordially commend this to our schools for the following reasons:—(a) It is a national fund under the auspices of Her Majesty the Queen, and, as such, every British boy and girl ought to do their part to make it a success; (b) It will save many women workers from destitution by providing them with remunerative employment, and thus prevent homes from being broken up; (c) The distribution of the goods made will bring relief to many a soldier's home, and add to the comfort—and therefore the efficiency—of many of our men at the front. 2.—I suggest that the following will be the best way to work the fund in our own schools:—(a) That the leaflets be distributed and explained on the one Sunday, and an appeal made in each class (not from the desk) to the scholars to bring a contribution, however small, on the following Sunday; (b) Let the collection be taken either in November or February. This will not interfere with the earnest and necessary work for the Children's Home or the Juvenile Missionary Fund."

Mr. W. Melville Harris, Secretary of the Young People's Department, the Congregational Union of England and Wales:—"As the representative of our Congregational Sunday Schools at Headquarters, I heartily endorse the accompanying appeal for the fund now being raised by Her Majesty the Queen. You will see that its object is to alleviate distress by providing work for women thrown out of employment owing to the war. We all wish to aid our country in some way at this crisis, and many young men nurtured in our schools are already at the front. Our scholars at home may share by denying themselves something for the sake of others less fortunate than themselves. It will greatly rejoice my heart as I see them fulfilling the law of Christ by bearing one another's burdens."

The Rev. J. H. Shakespeare:—"I hope that every Baptist boy and girl in our congregations and Sunday schools will give something to this fund. While our soldiers are fighting in the trenches, we all, both old and young, must make sacrifices ourselves."

The Rev. Carey Bonner, General Secretary to the Sunday School Union:—"The officers of the Sunday School Union most cordially commend to all affiliated Unions the appeal for the Queen's Fund, believing that, notwithstanding the many efforts being made by Sunday schools, there will be a general desire on the part of Sunday school leaders to respond. The appeal has been taken up very thoroughly by the various Denominational Sunday School Organisations, but there is no doubt that the Unions as such can render genuine service by co-operating with the denominations and promoting the gathering in of funds in the various districts concerned."

Mr. Ion Pritchard, President of the Sunday School Association:—"I am sure that our superintendents and teachers will be willing that their schools should take part in this national effort, and will give what assistance they can."

The Rev. S. C. Challenger, Secretary to the United Methodist Church Young People's and Temperance League Department:—"This is a very worthy effort, and the appeal for help will, I hope, have a very favourable consideration."

Mr. George A. Metcalfe:—"As Secretary of the Young People's Department of the Wesleyan Reform Union, I most heartily commend the foregoing worthy object—with its earnest appeal to all that is best in human hearts—to the prayerful and practical attention of all who work amongst our young. This case of the war-wounded mother is essentially the case of the children who are weeping in the playtime of the others in the country of the free. Our hearts bleed for these who suffer, whose case is all the more poignant by reason of their inability to help themselves. May the response of our scholars be worthy of this great occasion, and equal to the sorest need."

The Right Rev. Bishop Hasse, D.D.:—"Your scheme for enlisting the help of the Sunday school scholars of our land on behalf of the families of our soldiers and sailors is most excellent, and has my strong approval. I will do all in my power to further it. When once the purpose is understood, I feel sure willing support will be forthcoming from every Moravian Sunday school in this country."

Mr. D. H. Maconachie (Convenor of the General Assembly's Sabbath School Committee), and Mr. James Maconaghie and Mr. T. M. Hamill (Honorary Secretaries Sabbath School Society for Ireland):—"The Queen's 'Work for Women' Fund will, we are sure, awaken the sympathy of our Sabbath school teachers and scholars for two reasons: First, it proposes to give assistance in the best way by helping those who want to help themselves; secondly, it has been inaugurated, and is specially commended, by our gracious Queen. Many of our schools are already doing something to relieve the distress occasioned by the war. We trust this will not prevent them from responding generously to Her Majesty's appeal."

Mr. Frederick Taylor, Secretary, Friends' First-Day School Association:—"In this time of strain and actual suffering we shall be very glad if you can do something to help those who are in sore need."

The Queen's Committee, in their letter of instruction for the guidance of the many officers and teachers throughout the country, state that Her Majesty the Queen wishes it clearly understood that such collections are to be entirely a free-will offering, undertaken by the scholars themselves without coercion or persuasion. There is, of course, no idea of interference with the usual collections for other objects, but it is suggested that the scholars might like to devote at least one Sunday's general collection to the Fund, apart from private collections which they may care to make among themselves.

All communications should be addressed to Lady Roxburgh, 33, Portland Place, London, W., and all cheques be made payable to Mrs. C. Arthur Pearson, Hon. Treasurer at the same address, and crossed "Queen's 'Work for Women' Fund Account."

All communications respecting the work of the Central Committee on Women's Employment must be addressed to the Secretary, 8, Grosvenor Place, Hyde Park Corner, S.W.

Goole Times, Nov. 7th.

THE "QUEEN'S WORK FOR WOMEN" FUND.

Some time ago a meeting, convened by the Chairman of the Goole Urban District Council, was held at Goole, to organise collections for this fund, the object of which is to find suitable employment for many women in this country who have been thrown out of work by the war. Mrs. R. Tyson was appointed hon. secretary, and a number of ladies were asked to make collections for the fund. The following amounts collected by the ladies named have been received:—

	£	s.	d.
Mrs. Armes	0	17	0
Mrs. Best	0	5	0
Mrs. Cass	0	5	0
Mrs. W. P. Dougherty	3	0	6
Mrs. Eardley	0	13	3
Mrs. Erskine	0	6	0
Per "Goole Times"	0	10	6
Girls' Friendly Society Concert...	1	0	0
Mrs. G. E. Hill	3	3	0
Mrs. Lea	0	8	0
Mrs. Lea, jun.	1	2	0
Mrs. Matthews	0	3	6
Mrs. G. W. Mobbs	2	5	0
Mrs. Milnthorpe	1	7	6
Mrs. Ogden	1	1	0
Mrs. Owen	0	7	0
Mrs. Rawson	0	2	6
Mrs. J. Richardson	0	17	0
Mrs Richardson (New Bridge Hotel)	1	1	0
Mrs. T. Shelton	1	5	0
Mrs. Sinker	0	5	0
Miss A. Smith	0	2	6
Mrs. H. Spink	0	5	0
Mrs. Tye	1	10	6
Mrs. Tyson	1	3	0
Mrs. Watson	1	2	6
	£24	7	3

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Camberwell & Peckham Times, Nov. 7th. 1914.

WORK FOR WOMEN—THE MAYORESS AND OURSELVES.

To the Editor of the Camberwell and Peckham Times.

Sir,—I felt very grieved when I read an article on the rate of wages paid to the workers in the workroom working under the auspices of the Work for Women Fund in your last issue.

The rate of wages is fixed at headquarters and is out of the hands of the Camberwell Committee. You speak of sleek men growing fat out of the sweated wages of the workers. What utter nonsense!

I'll just tell you the idea of the workrooms—it is to enable workers now out of work (no matter what kind of work they are used to) to keep going until their original work or some other is available. Ten shillings a week will enable this to be done. You will realise that some of the workers not being used to needlework have to be taught, so they are paid to learn. Because a woman wears a petticoat, it does not follow she can make it! Another thing, everything in the workroom is given away to accredited deserving cases, so no commercial interests are hurt and no profits accrue to anyone but those in need. The materials are sent down from headquarters well cut out and the forewoman and assistant forewoman are both workers.

Excuse my troubling you, you mistook the intent of the workroom.

Sincerely yours,

GRACE E. KNIGHTS.

Mayor's Parlour, Camberwell,

November 4, 1914.

Evesham Journal, Nov. 7th 1914.

WORK FOR WOMEN.

In connection with the Queen's "Work for Women" Fund, a street and house-to-house collection will be taken in Evesham to-day (Saturday) if the weather permits; if the weather should be wet the collection will be taken next Saturday. The collection is being organised by Mrs. Rudge, at the request of Lady Beauchamp and Lady Deerhurst, who, as members of the Queen's Council of the Work for Women Fund, have been commanded by her Majesty the Queen to appoint a committee of ladies to collect money in their own districts. As her Majesty points out in a letter which is being circulated, the object of the fund is to provide employment for as many as possible of the women of this country who have been thrown out of work by the war. The money collected forms part of the Prince of Wales's Fund, but the executive committee have arranged that it shall be applied exclusively to the assistance of schemes promoted by the Central Committee on Women's Employment and approved by the Government Committee on the Prevention and Relief of Distress.

The Herald, Nov. 7th. 1914.

IT is officially announced ... the Queen's "Work ... trade instruction to meet t... wise might lose their ski... training to others." So ... when it is added that "... apparently teachable are t... to older women." That i... to be shown. The trai... L.C.C., and if that body ... relieve some of the pressu... as an excuse for paying t...

...and mental marring ... be still more intere... the wage-slaves wer... and consequent ills ... prefer as yet to mak... and their families.

BURTON is no... Ostend, altho... that region is as ve... and the new school ... schoolmistress, Mr. ... Now it appears that

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Morning Post, November 9th. 1914.

WORK FOR WOMEN.

THE QUEEN'S FUND.

The Queen's Work for Women Fund reached by noon on Saturday a total of £85,057 13s. 9d. The day's subscribers included:

The Salters' Company	£52	10	0
Collected in the district of Reading (further instalment, including Mrs. Morton, £50)	50	10	0
E. H. M. Denny	50	0	0
Collected by the Mayoress of Stafford	47	3	2
Collected by Lady Hollenden and Mrs. Cazalet in the district of Tonbridge	42	6	0
Mrs. R. Trubshawe	25	0	0
Collected by the Mayoress of Durham (further instalment)	17	2	0
Proceeds of a whist drive organised by Churchwardens of St. Catherine's, Hatcham	11	10	0
Marchioness of Graham	10	0	0
Mr. R. H. Thorpe	10	0	0
Mrs. Ogle	10	0	0
Mrs. Shalless	10	0	0

PRINCESS MARY'S GIFT-BOOK.

Her Royal Highness the Princess Mary honoured Mr. J. J. Shannon, R.A., with special sittings for a picture which is to form the frontispiece of her gift-book. Messrs. Hodder and Stoughton, who will issue the book in a few days, will devote all the profits from the sale to the Queen's Work for Women Fund. The book contains stories and poems by the most eminent authors of the day, and will be sold for half-a-crown. Mr. Ralph Connor has contributed a stirring poem entitled "Canada's Word." Mr. Connor is about to leave the Dominion to act as chaplain in one of the Canadian regiments going to the front.

The Irving-Toole ring sent to the Fund has been sold for £11 by Messrs. D. H. Evans (Limited), Oxford-street. On the inside it is inscribed "From H. I. to J. J. T., July, 1874," and on the outside it is decorated with the signs of the Zodiac.

All communications relating to the Fund should be addressed to Lady Roxburgh, 33, Portland-place, London, and all cheques should be made payable to Mrs. C. Arthur Pearson, Hon. Treasurer, at the same address, and crossed "Queen's Work for Women Fund Account."

Communications respecting the work of the Central Committee on Women's Employment must be addressed to the Secretary, 8, Grosvenor-place, Hyde Park-corner. Applicants for work should apply to the Secretary of the Local Representative Committee at the Town or County Hall or Urban District Offices in the locality in which they reside.

Glasgow Herald, Nov: 9th. 1914.

QUEEN AND WORK FOR WOMEN.

The Queen's Work for Women Fund on Saturday reached a total of £85,057 13s 9d. Work for about 1000 dressmakers and workers of a similar character, which should last for many months to come, has just been placed with the Central Committee on Women's Employment. A plan which has been adopted by a wealthy Glasgow lady for helping distressed dressmakers may offer suggestions to others. She has given orders for garments for Belgian refugees, herself supplying the material, to a high-class dressmaker who is suffering from lack of orders.

Aberdeen Daily Journal, Nov: 12th. 1914.

THE QUEEN'S "WORK FOR WOMEN" FUND.

Since the last intimation, the subscriptions received in Scotland for the Queen's "Work for Women" Fund total £16 16s, which, in addition to the sum of £629 18s already subscribed, brings the gross receipts to date to £646 14s.

Subscriptions from Scotland are received by the Marchioness of Linlithgow, Hopetoun House, South Queensferry, and are forwarded by her to Buckingham Palace.

The Times, Nov. 10th. 1914.

THE QUEEN'S FUND.

A RECRUIT'S PRACTICAL GRATITUDE.

The Queen's Work for Women Fund last night reached a total of £85,758 19s. 10d. The day's subscribers included:—

Collected by the Mayoress of Plymouth, further instalment, including—collected by Mrs. Flitsall and ladies of Devonport, £103 12s. 9d.	£122	8	2
Mr. Edwin Tate	100	0	0
Mr. F. Lane	100	0	0
Collected by the Mayoress of Woldingham	96	0	0
Mr. H. M. Lyon	50	0	0
Collected by Urban District Council of Whitstable	26	5	4
Sir Henry Lopes, Bt.	25	0	0
Collected by the Urban District Council of Goole	24	7	9
Mrs. Archdale	20	0	0

£10 10s. EACH.—Collected by the Duchess of Sutherland: Anonymous, Mr. E. F. Jowers.

£10 EACH.—Mr. Lewis G. Fry, Mr. T. C. Macnaghten, Miss A. M. Chambers.

Mrs. Arthur Sassoon opens an exhibition and sale of arts, crafts, and industries in aid of the Queen's Fund, to which the Queen has given her patronage, at the Portland Rooms, Baker-street, on November 17.

The headmistress of the Wimbledon-hill School, Marsell-road, forwards a cheque for £1 7s. 5d. as part of the weekly collection made in the school.

A recruit, signing himself "Tommy Atkins," sends his full pay from the day he enlisted with the remark that the Queen's Work for Women Fund found his wife employment which she had lost owing to the war, and thus enabled him to go to the front.

Mrs. Catherine Cra'ster, Mid Lothian, contributes a shawl which once belonged to a princess of the harem of the late Khedive of Egypt, Tewfik Pasha.

All communications should be addressed to Lady Roxburgh, 33, Portland-place, London, W., and all cheques be made payable to Mrs. C. Arthur Pearson, hon. treasurer, at the same address, and crossed "Queen's 'Work for Women' Fund Account."

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Morning Post Nov. 11th.

WORK FOR WOMEN.

THE QUEEN'S FUND.

The Queen's Work for Women Fund reached last night a total of £86,551 10s. 5d. The day's subscriptions were:

Sale of jewellery presented by Dr. R. Hamilton Russell, of Melbourne	£363	0	0
By the Mayoress of Nottingham (further instalment, including Lord Henry Cavendish Bentinck £50)	65	3	0
By the Mayoress of Margate (first instalment)	48	6	2
By the U.D.C. of Exmouth	43	10	3
By the Mayoress of King's Lynn (further instalment)	25	0	0
Mr. William Isaac Greaves	20	0	0
Mrs. Cunliffe Smith	20	0	0
The Women's Social and Political Union (further donation collected at Bradford meeting)	18	0	0
By the Ladies' Committee in the Ware Urban District	17	7	9
Lady Wentworth Fitzwilliam	15	0	0
Staff of Messrs. Jones and Higgins, Ltd.	13	15	5
By the U.D.C. of Kempston	13	13	9
Gabriel, Sons, and Burtons	10	10	0
Thomas D. Weir, of Nigeria	10	10	0
By the Mayoress of Greenwich (further instalment)	10	0	0
Anonymous	10	0	0
Mrs. C. L. Temple, of Nigeria	10	0	0
Staff of the New Tabernacle Approved Society, per Miss Crefield (first instalment)	10	0	0

Mrs. Ingram Keir sends a contribution of £34 from the women of Melksham, Wilts. The popularity of the Fund in Melksham is marked by the fact that Mrs. Keir's collection was made by 700 contributors and averaged about 1s. a head.

All communications relating to the Fund should be addressed to Lady Roxburgh, 33, Portland-place, London, and all cheques be made payable to Mrs. C. Arthur Pearson, Hon. Treasurer, at the same address, and crossed "Queen's Work for Women Fund Account."

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PRINCESS MARY'S GIFT BOOK.

All the profits of the Princess Mary's Gift

Daily Mail Nov: 12th. 1914

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THE QUEEN'S FUND FOR WOMEN.

The Queen's Work for Women Fund established to find employment for women and girls thrown out of work by the war now amounts to £87,083. Yesterday's subscriptions included:

£100.—Proceeds of concert at Grand Stand, Ascot, organised by Lady Keppel and Miss Hermione Yorke.
£100.—Sir Francis Trippel, third donation.
£39 12s. 9d.—Collected by ex-Mayoress of Haverfordwest, further instalment, including concert arranged by Mrs. W. J. Jones £28 2s. 3d., Flower Day arranged by Mrs. Wheatley and Mrs. Hugh Thomas £12 11s. 1d.
£25 each.—Lord Fitzhardinge, Mr. Fred Whinney.
£20.—Students and staff of Pitman's Schools.
£19 4s. 11d.—Mayoress of Islington's Branch, further instalment, collected by Mayoress.
£15 15s.—Messrs. Coode, Matthews, Fitzmaurice, and Wilson.

Contributions should be addressed to Lady Roxburgh, 33, Portland-place, W., and all cheques made payable to Mrs. C. Arthur Pearson, hon. treasurer, at the same address.

Devon & Exeter Gazette Nov: 12th. 1914.

Women's EMPLOYMENT FUND.

SALE AT OTTERY.

The movement at Ottery St. Mary, in connexion with the raising of money for Queen Mary's Work for Women Fund materialised yesterday, when there was held at the Church Institute a sale of work, which had the effect of obtaining a good sum and gathering together a useful collection of articles. The Committee responsible for the collection comprised Mesdames Badcock, Hawkins, H G Lurton, Metcalfe, Houghton, Jeffrey, Nightingale, and Thomson, the Misses Follett and Lansdown. Mr. H. D. Badcock acted as Chairman, while Messrs R. Hawkins and H. Pares were the hon. secretaries. The Sale Committee included Mesdames Hawkins, Pares, Metcalfe, Lurton, and Godfrey, and Miss Worn. Goods which remained unsold were sent to the Headquarters Depot.

The Queen's "Work for Women" Fund has reached a total of £86,551 10s 5d. The contributions recently received comprise £43 10s 3d from Exmouth, including Mrs. Galsworthy, £10. All communications should be addressed to Lady Roxburgh, 33, Portland Place, London, W., and all cheques be made payable to Mrs. C. Arthur Pearson, hon. treasurer, at the same address, and crossed "Queen's 'Work for Women' Fund Account." All communications respecting the work of the Central Committee on Women's Employment must be addressed to the Secretary, 8, Grosvenor Place, Hyde Park Corner, S.W. Applicants for work should apply to the Secretary of the Local Representative Committee, at the Town or County Hall, or urban district offices, in the locality in which they reside.

Aberdeen Daily Journal, Nov: 12th. 1914.

PRINCESS MARY'S "GIFT BOOK."

Princess Mary's "Gift Book," the profits of which are to be devoted to the Queen's "Work for Women Fund," is a most excellent production, and is exceedingly good value for the modest half-crown at which it is priced. The most eminent authors of the day are contributors, and a most interesting feature of the volume is a capitally printed frontispiece of the Princess, from the painting by Mr J. J. Shannon, R.A. To enumerate the names of the authors who are contributing specimens of their work to the book is enough. They include Sir J. M. Barrie, Canon Hannay, Mr Hall Caine, "Ralph Connor," Sir A. Conan Doyle, Mr Rudyard Kipling, Mr J. N. Faber, Mr Charles Garvice, Sir H. Rider Haggard, Mr A. E. W. Mason, Mr Alfred Noyes, Mr John Oxenham, Mr W. Pett Ridge, the Bishop of London; Ellen Thorneycroft Fowler, Beatrice Harraden, Baroness Orczy, Annie S. Swan, Kate Douglas Wiggin, and Lady Sybil Grant, the talented daughter of the Earl of Rosebery. The stories and poems are illustrated by the leading black and white artists of the day.

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Marchioness of Graham	10	0	0
Mr. R. H. Thorpe	10	0	0
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Glasgow Herald,
Nov: 9th. 1914.

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PRINCESS MARY'S GIFT BOOK.

All the profits of the Princess Mary's Gift Book are to go to the Queen's Work for Women Fund. The frontispiece is a new portrait of Princess Mary, by J. J. Shannon, R.A. J. M. Barrie is represented by "A Holiday in Bed," which has never before been published in book form. Mr. Napier Hemy, R.A., contributes a painting illustrating "Charlie, the Cox," a Life Poem, by Hall Caine. The Baroness Orczy has written a new tale of the Scarlet Pimpernel for the Gift Book, while Mr. Arthur Rackham contributes a series of drawings and a painting illustrating "The Land of Let's Pretend," by Lady Sybil Grant. Rudyard Kipling is represented in the book by his poem, entitled "Big Steamers," for which Mr. Norman Wilkinson, R.I., has painted a remarkable illustration.

Nearly 150 women and girls are being employed at St. Margaret's Hall, High-road, Kilburn, where Mrs. Acworth opened emergency work-rooms eight weeks ago. The majority of the persons helped are dressmakers, including some who have had good businesses of their own. Shirts and warm comforts are being made for Willesden Territorials and recruits. Garments required for Belgian refugees accommodated in the neighbourhood have been supplied free at short notice. Emergency and hæmorrhage shirts, pyjamas, bed jackets, sheets and pillows, and a quantity of carpet slippers, including specially large ones for bandaged feet, have been made for St. John Ambulance Association Hospitals, opened in Willesden.

EMPLOYMENT FUND.

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Evening Express, Nov. 13th. 1914.

The Queen's Employment of Women Fund.

Lady Clinton, having been requested by the Queen to organise subscriptions being made for the above fund in Kincardineshire, has asked me to receive those in this immediate district. Any sum from one penny upwards will be gratefully received.

MARY E. BURNETT.

The Scotsman, Nov. 13th. 1914.

THE QUEEN'S WORK FOR WOMEN FUND.

The Queen's Work for Women Fund yesterday reached a total of £87,982.

The further list of subscriptions includes the following:—

Third contribution from the Scottish branch (per Marchioness of Linlithgow)	£173
Masters of the Bench of the Honourable Society of Lincoln's Inn	150
Collected by the Mayoress of Hackney (further instalment)	105

The Daily Graphic, Nov. 14th. 1914.

THE QUEEN'S APPEAL TO MAYORESSES.

Lady Roxburgh, hon. secretary to the Queen's "Work for Women" Fund, 33, Portland Place, London, W., has issued the following message to the new Mayoresses in England:—

"Her Majesty the Queen has commanded me to invite your kind co-operation in the Queen's 'Work for Women' Fund by arranging the formation of a representative collecting committee of ladies in your borough."

In cities and boroughs where local collecting committees are already existing, the new Mayoresses have been invited to carry on the excellent work inaugurated by the ex-Mayoress for the benefit of the Queen's Fund.

Daily Telegraph, 14.11.14.

Women's Social and Political Union has now arranged meetings for Mrs. Pankhurst at Plymouth, Exeter, and the Kingsway Hall, London. All these meetings will be held for the purpose of urging a response to Lord Kitchener's appeal for Army recruits, and the proceeds will be given respectively to the Queen's "Work for Women" Fund and the War Refugees' Committee.

Newcastle Chronicle, November 16th. 1914.

THE QUEEN'S FUND.

The Queen's Work for Women Fund on Saturday reached a total of £88,536.

Eighty thousand knitted belts for the Queen's Present, to be sent to the troops at the Front, have been procured through the Central Committee on Women's Employment. Work has been found by this means for large numbers of women in Kidderminster, Stroud, Belfast, London, and other places.

The demand for "Princess Mary's Gift Book," issued on behalf of the Queen's "Work for Women Fund," is so great that the printers are working night and day on the first enormous edition. Quite apart from the object for which it is published, it is a book which appeals to all, for it represents probably the most wonderful value ever offered to the great public of book lovers. For the sum of half-a-crown you can obtain in one beautifully bound volume a unique collection of stories and poems by the most famous authors of the day. Nearly every page is decorated by a line drawing by a well-known black and white artist, and in addition the volume is embellished by a series of new paintings, specially contributed by the most famous painters of the day, beautifully reproduced in colour, each plate being separately mounted.

The Morning Post, Nov. 12th. 1914.

QUEEN'S WORK FOR WOMEN FUND.

AMOUNT SUBSCRIBED, £88,241.

The Queen's Work for Women Fund reached last night a total of £88,241 17s. 1d. The day's subscribers included:

Mrs. R. A. Yerburgh	£100	0	0
Collected by the Broadstairs and Peter's Emergency Committee	33	3	0
The Women, Tonyrefail Parish Church	25	0	0
Mrs. Hitchcock	20	0	0
Mrs. Niblett	10	0	0
Mrs. J. S. Porter	10	0	0

Note.—The donation of £20 sent by Mrs. Hitchcock constitutes the first instalment from the sale of foreign coins sent her for the benefit of the Fund. She will be pleased to receive and acknowledge any coins or foreign money sent to her at Springfield, Taplow.

All communications should be addressed to Lady Roxburgh, 33, Portland-place, London; and all cheques be made payable to Mrs. C. Arthur Pearson, at the same address, and crossed "Queen's Work for Women" Fund Account.

All communications respecting the work of the Central Committee on Women's Employment must be addressed to the Secretary, 8, Grosvenor-place, Hyde Park-corner, S.W. Applicants for work should apply to the Secretary of the Local Representative Committee, at the Town or County Hall, or Urban District Offices, in the locality in which they reside.

Lady Roxburgh, hon. secretary of the Fund, has by the Queen's command issued a message to the new mayoresses in England inviting their co-operation by arranging the formation of a representative collecting committee of ladies in each borough. In cities and boroughs where local collecting committees are already existing the new mayoresses have been invited to carry on the work inaugurated by the ex-mayoresses for the benefit of the Queen's Fund.

Morning Post, Nov. 16th. 1914.

WORK FOR WOMEN.

THE QUEEN'S FUND.

The Queen's Work for Women Fund reached by noon on Saturday a total of £88,536 10s. The day's subscribers included:

Collected by the Mayoress of Reigate (including Proceeds of Flower day, £124 10s.)	£150	10	0
Collected by the U.D.C. of Marlow	50	0	0
Collected by the Viscountess Clifden (3rd instalment, including Mr. and Mrs. Peters, £10)	43	10	0
Collected by the U.D.C. of Nantyglo and Blaina	32	8	3
H. P. Duval (Calcutta)	15	0	0
Anonymous	10	10	0
Collected by the U.D.C. of Wantage	10	2	10
"R. P."	10	0	0

The sum of £72 3s., "part of street collection on October 17th," acknowledged on Friday last, was sent by the Mayoress of Hackney to this Fund in error, and has been returned.

All communications relating to the Fund should be addressed to Lady Roxburgh, 33, Portland-place, London, and all cheques should be made payable to Mrs. C. Arthur Pearson, at the same address, and crossed "Queen's Work for Women Fund Account."

Communications relating to the work of the Central Committee on Women's Employment must be addressed to the Secretary, 8, Grosvenor-place, Hyde Park-corner. Applicants for work should apply to the Secretary of the Local Representative Committee at the Town or County Hall, or Urban District Offices, in the locality in which they reside.

A Jumble Sale Agency has been opened with the object of helping the Queen's Work for Women Fund. All gifts, which will be most thankfully received, should be sent as soon as possible to the Hon. Secretary, the Jumble Sale Agency, 39A, Charing Cross-road, London, and a Royal acknowledgment will be sent from Buckingham Palace.

653.

Nottingham Express, Nov. 14th. 1914.

LOCAL QUEEN'S WORK FOR WOMEN FUND

The announcement is made officially that at a general committee meeting held yesterday of the above fund it was stated that the Queen's Distributive Committee in London, with Miss Mary MacArthur as its hon. secretary, was the Distributive Committee for the whole country for the Queen's Fund, and the local Queen's Fund Committee, which had also been doing a great deal of executive work, must come under the Prince of Wales' Fund Committee before it could get a grant from Miss Mary MacArthur. The Advisory Committee of the local branch having the wages for the workroom at Short-hill, Nottingham, on their hands, felt that they must immediately get into line and secure the grant; they therefore accepted the invitation of the Relief Fund Committee to be a sub-committee of that fund. The committee meeting yesterday was held to separate the two branches of the work. The War Fund Employment of Women Sub-Committee, with Mrs. Ball as treasurer and Mrs. W. E. Dowson as hon. secretary, will now go on with the work of finding employment for women thrown out of work through the war. The Queen's Fund Committee with Mrs. Atkey as hon. secretary and Mrs. McCraith as treasurer, will carry on the work of collecting from the city and county of Nottingham.

WORK FOR WOMEN.

Appeal on Behalf of Local Branch of Queen's Fund.

There are now a hundred Nottingham girls employed at the workroom at 12, Short-hill, in connection with the Queen's Work for Women Fund. The garments made are not sold, but are distributed by a sub-committee formed of the religious and larger philanthropic organisations in the city. The garments are supplied each week to those who apply through organisations only. The Belgian Relief Committee is represented.

Much of the material of which the garments are made is given, and the committee appeal for gifts of calico, flannel, non-inflammable flannelette, or other material for the girls to make up.

Inquiries should be addressed to the hon secretary, Mrs. W. E. Dowson, at the offices, 14, Sherwood-street South. Office hours, 11.0 to 1.0.

Donations may be paid to the Nottingham and Notts. Bank; to the treasurer, Mrs. McCraith, The Park, Nottingham; or to any of the ladies signing the appeal.

	£	s.	d.
Amount previously acknowledged	651	16	3
Lady Yoxall	2	2	0
Mrs. W. E. Tyler (Bridge-drive)	5	5	0

Daily Mail, Nov. 17th.

THE QUEEN'S FUND.

The Queen's Work for Women Fund, established to find employment for women and girls thrown out of work by the war, reached last night a total of £89,313 9s. 5d. The day's subscribers included:

£185 7s. 3d.—Collected by Mayoress of Dartford, further instalment, Flower Day.
£100.—Mrs. Shaw of Welburn.
£78.—Collected by East Barnet Valley Urban District Council.
£60.—Collected by Urban District Council of Braintree.
£50.—Sir Edward Grey.
£50.—Collected by Urban District Council of New Quay.
£20 each.—Earl Spencer, "W.," Mr. Frank Vernon.
£15 9s.—Collected by Mayoress of Dunbar, further instalment.
£11 10s. 3d.—Collected by Mayoress of Eastbourne, further instalment.
£11 10s.—Collected by Urban District Council of Prudhoe-on-Tyne, Flower Day.

All communications should be addressed to Lady Roxburgh, 33, Portland-place, London, W., and all contributions and cheques be made payable to Mrs. C. Arthur Pearson, hon. treasurer, at the same address.

The Prince of Wales's National Relief Fund yesterday reached £3,820,000.

Princess Mary's Christmas Fund for the Sailors and Soldiers now amounts to £75,200.

The young girls attending the school known as The Limes, Park-road, Chiswick, decided by vote to forgo their usual Christmas examination prizes and send the money equivalent, £5 5s., to Princess Mary's Fund, writes a correspondent.

The total of the Indian Soldiers' Fund is now £86,829.

653/10

Walsall Advertiser,
Nov: 14th. 1914.

QUEEN'S WORK FOR WOMEN FUND.

The committee of the Walsall Branch of the National Union of Women Workers desire to offer their best thanks to the following firms for their kindness in allowing a collection to be taken from their women workers in aid of the Queen's Work for Women Fund, and also to express their gratitude to the women and girls who so generously responded to the appeal. The total amount collected up to date is £7. Further collections will be announced later:—Messrs. J. Birch and Sons, J. Carver, Jabez Cliff and Co., D. Evans and Co., Eyland and Sons, Fairbanks, Lavender and Co., Frost Limited, Harwood, Hathaways, Hawley Bros., E. Jeffries and Sons, T. Kirby and Sons, Leckie and Sons, Middlemore, H. Moseley and Sons, Norton and Proffitt, W. Overton, Ltd., F. R. Pardow and Co., E. J. Parkes and Co., D. Power and Sons, G. Power and Son, Sheldon and Sons, Shannon and Sons, Walsall Hardware Co., Whitehouse, Cox and Co., Whitehouse, Hartley and Co., and C. Wincer and Co.

Daily Mail,
Nov: 18th. 1914.

THE QUEEN'S FUND.

The Queen's Work for Women Fund, established to find employment for women and girls thrown out of work by the war, reached last night a total of £89,784 10s. 6d. The day's subscribers included:

£124 14s. 3d.—Collected by Lady Magdalen Bulkeley (£50 collected by Mr. J. G. Bacon; £10, Miss Cox).

£100.—Miss A. H. Combes, of Australia. Proceeds of sale of her water-colour drawings.

£62 13s.—Collected by the Mayoress of Nottingham. (Further instalment. Including the Mayor and Mayoress, £10.)

£46.—Collected by Brentwood Urban District Council, proceeds of a concert, per Mrs. Percy Scott.

£16 1s. 6d.—Collected by the Mayoress of Deptford. (Further instalment.)

£15.—The Mathilde Verne Pianoforte School.

All communications should be addressed to Lady Roxburgh, 33, Portland-place, London, W., and all contributions and cheques be made payable to Mrs. C. Arthur Pearson, hon. treasurer, at the same address.

Beckenham Journal,
Nov: 21st 1914.

PRINCESS MARY'S GIFT BOOK.

By command of Her Majesty the Queen, and in aid of her Work for Women Fund, "Princess Mary's Gift Book," will shortly be published. This will consist of some 140 pages of letterpress by the most famous authors of the day, illustrated in colour and black and white, by famous artists, among whom are included the following:

AUTHORS.	ARTISTS.
J. M. Barrie.	E. J. Detmold
G. A. Birmingham	Edmund Dulac.
Hall Caine.	H. M. Brock.
Ralph O'Connor.	Ethel Gray.
Conan Doyle.	Russell Flint.
Henri Fabre.	Talbot Kelly.
Ellen T. Fowler.	Seymour Lucas.
Lady Sybil Grant.	Lewis Baumer.
Charles Garvice	A. C. Michael.
Beatrice Harraden.	Fred Pegram.
Rider Haggard.	Arthur Rackham.
Rudyard Kipling.	Heath Robinson.
Bishop of London.	T. H. Robinson.
A. E. W. Mason.	J. J. Shannon.
John Oxenham	Byam Shaw.
Baroness Orczy.	Claude Shepperson.
W. Pett Ridge.	Lawson Wood.
Annie S. Swan.	Norman Wilkinson.
Kate Douglas Wiggin.	

The sale is expected to reach hundreds of thousands of copies and orders should be sent to the local booksellers at once to secure a copy of the first edition. By special arrangements all orders sent direct to the publishers will be sent back to the local bookseller to execute so that much time will be saved by ordering locally. The book is published at half-a-crown net. Among the many special ingredients we may mention a new Scarlet Pimpernel story and new Kipling poems.

Morning Post,
Nov: 18th. 1914.

QUEEN'S WORK FOR WOMEN FUND.

£89,784 SUBSCRIBED.

The Queen's Work for Women Fund reached last night a total of £89,784 10s. 6d. The day's subscribers included:

Collected by Lady Magdalen Bulkeley (including Mr. J. G. Bacon's collection of £50 and Miss Cox's of £10)	£124	14	3
Miss A. H. Combes, of Australia (proceeds of sale of her water-colour drawings of Australia, Canada, India, Switzerland, England, and Scotland, at Walker's Galleries)	100	0	0
Collected by the Mayoress of Nottingham (further instalment, including £10 from the Mayor and Mayoress)	62	13	0
Collected by the Urban District Council of Brentwood (proceeds of a concert, per Mrs. Percy Scott)	46	0	0
Collected by the Mayoress of Deptford (further instalment)	16	1	6
The Mathilde Verne Pianoforte School	15	0	0
Proceeds of entertainment given by Miss Norah Porter and School Friends	10	6	8
The Misses Cross	10	0	0
The Prescot Parish Church and Sunday School Scholars, per the Rev. Canon Mitchell	10	0	0

All communications should be addressed to Lady Roxburgh, 33, Portland-place, and all cheques should be made payable to Mrs. C. Arthur Pearson, at the same address, and crossed "Queen's Work for Women Fund Account." All correspondence respecting the work of the Central Committee on Women's Employment must be addressed to Miss Mary R. Macarthur, Hon. Secretary, 8, Grosvenor-place, Hyde Park-corner. Applicants for work should apply to the Secretary of the Local Representative Committee at the Town or County Hall or Urban District Offices in the locality in which they reside.

A patriotic souvenir has been designed for the Fund. It has been approved and purchased by the Queen, and the profits on the sales go to the Fund. In design, it forms a cross of the Allies' flags, and is beautifully enamelled in correct colours on hallmarked silver gilt. The words on the circle surround are "One Standard—Honour—1914." Every purchaser becomes a contributor to the Fund. It is obtainable at the price of half-a-guinea at the headquarters of the Queen's Work for Women Fund, 33, Portland-place.

Sussex Daily News,
Nov: 25th. 1914.

"WORK FOR WOMEN" FUND.

MEETING AT HOVE.

At a meeting held at the Hove Town Hall on Monday, at which the Mayoress (Mrs. A. E. Sargeant) presided, a Collecting Committee for Hove consisting of ladies well known in the town was formed to obtain contributions for and arouse interest in the Queen's "Work for Women" Fund. It was explained that her Majesty the Queen had inaugurated this fund at the commencement of the war to provide employment for as many as possible of the women of this country who have been thrown out of work by the war. Money subscribed to the fund is devoted to assist schemes of employment for women, and which are devised by the Central Committee on Women's Employment or approved by them. The management of local schemes is in the hands of the local representative Committee and the Women's Employment Sub-Committees appointed by them. The Hove Committee, of which the Mayoress is the President, and Miss Sowell is the Hon. Secretary, will be glad to receive any sums, small or large, from those who have not already subscribed to the Fund, and they may be sent to the Mayoress at the Hove Town Hall.

653/11 653.

The Daily Telegraph,
Nov: 18th. 1914.

QUEEN'S WORK FOR WOMEN

A patriotic pendant designed for the Queen's "Work for Women" Fund has been approved by her Majesty the Queen and by the collecting committee. In design it forms a cross of the Allies' flags, and is beautifully enamelled in correct colours on hall-marked silver gilt. It is obtainable at the price of half-a-guinea at the headquarters of the fund, 33, Portland-place, W., or at the Fund Department of Messrs. D. H. Evans and Co. (Ltd.), Oxford-street. The profits on the sales will go to the fund.

Mrs. Arthur Sassoon, supported by Lady Roxburgh, opened the Annual Exhibition and Sale of Arts, Crafts, and Industries, at the Portman Rooms, Baker-street, yesterday. The exhibition is thoroughly representative of the best British work, and marks a revival of special industries. The Queen's Fund benefits to the extent of 75 per cent. of the entrance money.

The total of the fund is now £89.784

The Daily Graphic,
Nov: 27th. 1914.

GILT-EDGED SECURITY.

PRINCESS MARY'S SUMPTUOUS GIFT BOOK.

A RECORD "RECEIPT."

(PUBLISHED TO-DAY.)

Those who pay half-a-crown for Princess Mary's gift-book, published to-day by the house of Hodder and Stoughton, are not merely subscribing to the Queen's Work for Women, but are getting the most sumptuous receipt for their money that literary and artistic skill can devise.

The receipt is a hundred and forty small quarto pages long, handsomely bound in cloth, graciously autographed by a Princess—by *the* Princess. Though of such unusual length, the receipt can be read at one sitting. In fact, many people will not lay it down till they have read through it, for it is written by, among others, Sir J. M. Barrie, Sir A. Conan Doyle, Mr. Hall Caine, Sir Rider Haggard, Mr. A. E. W. Mason, Mr. W. Pett Ridge, and Mr. Rudyard Kipling. When read, portions of the receipt can be easily committed to heart. For example, Mr. Kipling's rhyme of the Big Steamers:—

"Then what can I do for you, all you big steamers,
Oh, what can I do for your comfort and good?"—
Send out your big warships to watch your big waters,
That no one may stop us from bringing you food.
"For the bread that you eat and the biscuits you nibble,
The sweets that you suck and the joints that you carve,
They are brought to you daily by all us Big Steamers,
And if anyone hinders our coming you'll starve."

It will be grasped by anyone who has read thus far that Princess Mary's receipt takes the form of stories and sketches and verses by the most brilliant of British writers. We must add that they are illustrated by some of the most original and spirited drawings that ever adorned a Christmas gift-book. What could be better, for example, than the life and colour of Mr. Norman Wilkinson's picture of the "Big Steamers" breasting the waves; what more delightful in its fancy than "The Spell for a Fairy" with which Mr. Claude Shepperson illustrates the poem of

The Daily Telegraph, Nov: 17th. 1914.

QUEEN'S WORK FOR WOMEN

A jumble sale agency has been opened with the object of helping the Queen's "Work for Women" Fund. It appeals for articles of every kind and variety—personal belongings, trinkets, household effects, discarded clothing, &c. The agency also appeals to wholesale and retail firms and manufacturers to send everything that can be spared out of old stock and samples.

All gifts, which will be most thankfully received, should be sent as soon as possible to the hon. secretary, the Jumble Sale Agency, 39a, Charing-cross-road, W.C. Acknowledgments will be sent from Buckingham Palace.

To-day the fund amounts to £89,313.

Nottingham Guardian, Nov: 18th. 1914.

WORK FOR WOMEN.

CONTRIBUTIONS TO QUEEN'S FUND.

Amount previously acknowledged	£665	7	3
Mrs. Broadhead, whist drive	4	0	0
Mrs. Aldworth	1	1	0
M. E. F.	1	1	0
	£671	9	3

Donations will be announced in our columns, and can be paid to the Nottingham and Notts. Bank, or sent direct to one of the ladies signing the appeal at the Guildhall, or to Mrs. McCraith, The Park, Nottingham, treasurer of the Queen's Fund. Gifts of material should be sent to 14, Sherwood-street, or to the workroom at 12, Short-hill.

Nottingham Guardian, Nov. 19th. 1914.

WORK FOR WOMEN.

CONTRIBUTIONS TO QUEEN'S FUND.

Amount previously acknowledged	£671	9	3
Mrs. W. Bradwell	2	0	0
Mrs. H. A. Dowson	1	1	0
	£674	10	3

Donations will be announced in our columns, and can be paid to the Nottingham and Notts. Bank, or sent direct to one of the ladies signing the appeal at the Guildhall, or to Mrs. McCraith, The Park, Nottingham, treasurer of the Queen's Fund. Gifts of materia' should be sent to 14, Sherwood-street, or to the workroom at 12, Short-hill.

Aberdeen Free Press, Nov: 19th. 1914.

THE QUEEN'S EMPLOYMENT OF WOMEN FUND.

At the request of Lady Clinton, who has been asked by the Queen to organise the receipt of subscriptions for the Queen's Employment of Women Fund in Kincardineshire, Lady Burnett, Crathes Castle, Crathes, appeals for subscriptions to the fund from the district. Any sums, from one penny upwards, will be gratefully received.

Daily Telegraph, Nov. 20th.

QUEEN'S "WORK FOR WOMEN."

The original paintings and drawings contributed by the most famous artists of the day to Princess Mary's Gift Book, which is being published immediately by Messrs. Hodder and Stoughton, at the popular price of 2s 6d net, will be exhibited at the Leicester Galleries, Leicester-square, W.C.

There will be considerable competition among art lovers to secure the originals of these paintings and drawings, which are being sold on behalf of the Queen's "Work for Women" Fund. It has been suggested that the beautiful portrait which forms the frontispiece of the Gift Book, for which Princess Mary gave special sittings to Mr. J. J. Shannon, R.A., should be added to a public collection. The picture is now at 33, Portland-place, W., the headquarters of the Fund.

Yesterday the Fund reached a total of £90,449.

Jewish World, Nov. 18th. 1914.

DONCASTER.

The members of the Doncaster United Hebrew Congregation have contributed £15 to the local relief fund, and £10 10s. to the Prince of Wales' Fund. The children of the congregational classes have sent to the Chief Rabbi the sum of £1 19s., their first collection for the Queen's Work for Women Fund.

GREENOCK.

A meeting was held at the synagogue last week, at which a Committee was formed to aid the Belgian refugees. The sum of £2 7s. 6d. was collected, and promises were made by members of the congregation of weekly contributions. The pupils of the Hebrew School are also making a weekly collection for the Queen's Work for Women Fund.

Daily Mail, Nov: 19th. 1914.

THE QUEEN'S FUND.

£90,194 FOR WORK FOR WOMEN.

The Queen's Work for Women Fund, established to find employment for women and girls thrown out of work by the war, reached last night a total of £90,194 19s. 7d. The day's subscribers included:

£200.—Imperial Tobacco Co., of Great Britain and Ireland.

£41 13s. 7d.—Eighth contribution from sale of "gifts in kind" by Work for Women Fund Department of Messrs. D. H. Evans and Co., Oxford-street, W.

£39 8s.—Collected by Mayoress of Leeds, further instalment, including Lady Dorothy Wood, £15.

£25.—Lady Aberdare.

£17 15s.—Collected by Mayoress of Hammersmith, further instalment, including Ravenscourt Park Bowling Club, £16.

£13 3s.—Lady typists and staff officers of Gas Light and Coke Co.

£10.—Mrs. Cloudsley D. B. Marsham.

All communications should be addressed to Lady Roxburgh, 33, Portland-place, London, W., and all contributions and cheques be made payable to Mrs. C. Arthur Pearson, hon. treasurer, at the same address.

With the addition of £28,000 yesterday, the Prince of Wales's National Relief Fund has reached £3,859,000. Princess Mary's Christmas Fund for the sailors and soldiers amounts to £81,750.

Cork Examiner, Nov: 19th. 1914.

QUEEN'S WORK FOR WOMEN FUND.

MESSAGE FROM THE QUEEN.

Mr Edmond J. Quinlan, J.P., Chairman of the Fermoy Urban Council, has received the following telegram in connection with the Work for Women Fund:—

"Buckingham Palace, 17th Nov., 1914.

"To the Chairman Urban District Council, Fermoy.

"Her Majesty the Queen has commanded me to invite your kind co-operation in the Queen's Work for Women Fund by arranging for the formation of a rperesentative collection committee of ladies in your town. On receiving acquiescence suggestions for working the committee and literature address will be forwarded. Please address reply to Lady Roxburgh, Hon. Sec., 33 Portland Place, W."

In reply to this invitation, Mr. Quinlan has written to Lady Roxburgh stating that he will be only too happy to co-operate and do everything in order to make the fund a success. He is sure that the ladies of the town and district would give every help in making the fund here a respectable one.

Scotsman, Nov: 19th. 1914.

QUEEN'S WORK FOR WOMEN FUND.

The Queen's Work for Women Fund reached last night a total of £90,194.

Further Scottish contributions to the fund have been received to the amount of £79, 16s. 9d., making, with the sum previously intimated, a total of £726, 10s. 9d. from Scotland. In addition to individual subscriptions varying from 10s. to £20, the contributions represent a donation from Oakbank Employees' Relief Fund, proceeds of a Glasgow sale of work, and a sum forwarded by a Highland Parish Church Women's Guild.

Daily Call, November 20th. 1914.

LADIES' GOLF UNION.

At the council meeting of the Ladies' Golf Union on December 4, it will be recommended that the union shall give £50 from the funds to the Queen's Work for Women Fund; that the Ladies' Golf Union shall not organise any competitions until the war is over; and that the affiliated clubs shall pay only half the annual subscription during the progress of hostilities. It will further be proposed that those clubs who wish it shall continue to play for silver and bronze medals, but that no final medals shall be given until the war is ended.

Nottingham Guardian, Nov. 21st. 1914.

WORK FOR WOMEN.

CONTRIBUTIONS TO QUEEN'S FUND.

Previously acknowledged	£677	18	9
Mrs. Dowson, Upper Broughton	2	0	0
Mrs. F. Huskinson	1	0	0
	£680	18	9

Donations will be announced in our columns, and can be paid to the Nottingham and Notts. Bank, or sent direct to one of the ladies signing the appeal at the Guildhall, or to Mrs. McCraith, The Park, Nottingham, treasurer of the Queen's Fund. Gifts of material should be sent to 14, Sherwood-street, or to the workroom at 12, Short-hill.

Nottingham Post, Nov: 20th. 1914.

THE QUEEN'S WORK FOR WOMEN FUND.

TOTAL OF £90,499.

The Queen's Work for Women Fund yesterday reached a total of £90,499 18s. 9d. The day's subscribers included:

Collected by the Urban District Council of Burnham (including £14 18s. 9d. gathered by Miss L. H. Churchill and £13 11s. 10d. proceeds of Flower Day)	£27	7	0
Baroness Gray	25	0	0
Mrs. Simmons (proceeds of Matinée Musicale held at the Lockers)	22	10	0
Collected by the Viscountess Clifden (4th instalment)	21	1	0
"L. J. F."	20	0	0
Collected by the Mayoress of Greenwich (further instalment) (including collection by the Suffrage Society of Blackheath and Greenwich, £19 1s. 6d.)	20	0	0
Collected by the Urban District Council of Ambleside	17	11	6
Collected in the Chippenham Works of the Nestlé and Anglo-Swiss Condensed Milk Company (including Mr. F. Rogers, £10)	13	10	6
Collected by Lady Joan Legge (including Captain and Lady Dorothy Meynell, £10)	13	10	0
The Ladies' Golf Union, proceeds of Golf Competitions for Lady George Nevill's Original Silver Queen's Work for Women Medal (first instalment), per Mrs. Bird, hon. treasurer	11	10	0
Collected by the Duchess of Wellington	11	1	0
By Mrs. Eric Hambro	10	5	0
By the Urban District Council of Wirksworth, proceeds of Flower Day	10	0	0
Mr. F. H. Spry	10	0	0

All communications should be addressed to Lady Roxburgh, 33, Portland-place, and all cheques should be made payable to Mrs. C. Arthur Pearson, Hon. Treasurer, at the same address and crossed "Queen's Work for Women" Fund Account." All correspondence respecting the work of the Central Committee on Women's Employment must be addressed to Miss Mary R. Macarthur, Hon. Secretary, 8, Grosvenor-place, Hyde Park Corner. Applicants for work should apply to the Secretary of the Local Representative Committee at the Town or County Hall or Urban District Offices, in the locality in which they reside.

Application has been made to the Central Committee on Women's Employment by the City of London Committee of the National Relief Fund for supplies of

Nottingham Guardian, Nov. 19th. 1914.

WORK FOR WOMEN.

CONTRIBUTIONS TO QUEEN'S FUND.

Amount previously acknowledged	£671	9	3
Mrs. W. Bradwell	2	0	0
Mrs. H. A. Dowson	1	1	0
	£674	10	3

Donations will be announced in our columns, and can be paid to the Nottingham and Notts. Bank, or sent direct to one of the ladies signing the appeal at the Guildhall, or to Mrs. McCraith, The Park, Nottingham, treasurer of the Queen's Fund. Gifts of materia' should be sent to 14, Sherwood-street, or to the workroom at 12, Short-hill.

Aberdeen Free Press, Nov. 19th. 1914.

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Daily Telegraph, Nov. 20th.

QUEEN'S "WORK FOR WOMEN."

The original paintings and drawings contributed by the most famous artists of the day to Princess Mary's Gift Book, which is being published immediately by Messrs. Hodder and Stoughton, at the popular price of 2s 6d net, will be exhibited at the Leicester Galleries, Leicester-square, W.C.

There will be considerable competition among art lovers to secure the originals of these paintings and drawings, which are being sold on behalf of the Queen's "Work for Women" Fund. It has been suggested that the beautiful portrait which forms the frontispiece of the Gift Book, for which Princess Mary gave special sittings to Mr. J. J. Shannon, R.A., should be added to a public collection. The picture is now at 33, Portland-place, W., the headquarters of the Fund.

Yesterday the Fund reached a total of £90,449.

be made payable to Mrs. C. Arthur Pearson, hon. treasurer, at the same address.

With the addition of £28,000 yesterday, the Prince of Wales's National Relief Fund has reached £3,859,000. Princess Mary's Christmas Fund for the sailors and soldiers amounts to £81,750.

Scotsman, Nov. 19th. 1914.

QUEEN'S WORK FOR WOMEN FUND.

The Queen's Work for Women Fund reached last night a total of £90,194.

Further Scottish contributions to the fund have been received to the amount of £79, 16s. 9d., making, with the sum previously intimated, a total of £726, 10s. 9d. from Scotland. In addition to individual subscriptions varying from 10s. to £20, the contributions represent a donation from Oakbank Employees' Relief Fund, proceeds of a Glasgow sale of work, and a sum forwarded by a Highland Parish Church Women's Guild.

Daily Call, November 20th. 1914

LADIES' GOLF UNION.

At the council meeting of the Ladies' Golf Union on December 4, it will be recommended that the union shall give £50 from the funds to the Queen's Work for Women Fund; that the Ladies' Golf Union shall not organise any competitions until the war is over; and that the affiliated clubs shall pay only half the annual subscription during the progress of hostilities. It will further be proposed that those clubs who wish it shall continue to play for silver and bronze medals, but that no final medals shall be given until the war is ended.

Nottingham Guardian, Nov. 21st. 1914.

WORK FOR WOMEN.

CONTRIBUTIONS TO QUEEN'S FUND.

Previously acknowledged	£677	18	9
Mrs. Dowson, Upper Broughton	2	0	0
Mrs. P. Huskinson	1	0	0
	£680	18	9

Donations will be announced in our columns, and can be paid to the Nottingham and Notts. Bank, or sent direct to one of the ladies signing the appeal at the Guildhall, or to Mrs. McCraith, The Park, Nottingham, treasurer of the Queen's Fund. Gifts of material should be sent to 14, Sherwood-street, or to the workroom at 12, Short-hill.

written to Lady Roxburgh stating that he will be only too happy to co-operate and do everything in order to make the fund a success. He is sure that the ladies of the town and district would give every help in making the fund here a respectable one.

Morning Post, Nov. 20th. 1914.

THE QUEEN'S WORK FOR WOMEN FUND.

TOTAL OF £90,499.

The Queen's Work for Women Fund yesterday reached a total of £90,499 18s. 9d. The day's subscribers included:

Collected by the Urban District Council of Burnham (including £14 18s. 9d. gathered by Miss L. H. Churchill and £13 11s. 10d. proceeds of Flower Day)	£67	7	0
Baroness Gray	25	0	0
Mrs. Simmons (proceeds of Matinée Musicale held at the Lockers)	22	10	0
Collected by the Viscountess Clifden (4th instalment)	21	1	0
"L. J. F."	20	0	0
Collected by the Mayoress of Greenwich (further instalment) (including collection by the Suffrage Society of Blackheath and Greenwich, £19 1s. 6d.)	20	0	0
Collected by the Urban District Council of Ambleside	17	11	6
Collected in the Chippenham Works of the Nestlé and Anglo-Swiss Condensed Milk Company (including Mr. F. Rogers, £10)	13	10	6
Collected by Lady Joan Legge (including Captain and Lady Dorothy Meynell, £10)	13	10	0
The Ladies' Golf Union, proceeds of Golf Competitions for Lady George Nevill's Original Silver Queen's Work for Women Medal (first instalment), per Mrs. Bird, hon. treasurer	11	19	0
Collected by the Duchess of Wellington	11	1	0
By Mrs. Eric Hambro	10	5	0
By the Urban District Council of Wirksworth, proceeds of Flower Day	10	0	0
Mr. T. H. Spry	10	0	0

All communications should be addressed to Lady Roxburgh, 33, Portland-place, and all cheques should be made payable to Mrs. C. Arthur Pearson, Hon. Treasurer, at the same address and crossed "Queen's 'Work for Women' Fund Account." All correspondence respecting the work of the Central Committee on Women's Employment must be addressed to Miss Mary R. Macarthur, Hon. Secretary, 8, Grosvenor-place, Hyde Park Corner. Applicants for work should apply to the Secretary of the Local Representative Committee at the Town or County Hall or Urban District Offices, in the locality in which they reside.

Application has been made to the Central Committee on Women's Employment by the City of London Committee of the National Relief Fund for approval of schemes which they desire to put in hand in connection with the employment of women shorthand-typists and others now out of employment. It is also proposed to proceed with a scheme for "Home Helps" The free temporary use of large vacant premises in Bridewell-place has been kindly placed at the disposal of the Committee by the Corporation of London, and it is hoped with the approval of the Central Committee named to set up something in the nature of a workroom for quite a large number of women.

The Times,
Nov: 21st. 1914.

THE QUEEN'S FUND.

DRAWINGS FOR PRINCESS MARY'S BOOK.

The original paintings and drawings contributed by distinguished artists to Princess Mary's Gift Book, which is being published immediately by Messrs. Hodder and Stoughton at 2s. 6d. net., will be exhibited at the Leicester Galleries, Leicester-square, W.C. It has been suggested that the portrait from the frontispiece of the book, and for which Princess Mary has given special sittings to Mr. J. J. Shannon, R.A., should be added to a public collection.

It is now at 33, Portland-place, W., the headquarters of the Fund.

THE QUEEN'S "WORK FOR WOMEN" FUND.

The Queen's "Work for Women" Fund yesterday reached a total of £90,923 0s. 8d. The day's subscribers included :—

£100.—Collected by the Lady Mayoress of Birmingham.

£75 12s. 2d.—Collected by the Mayoress of Durham, further instalment, including—Collected on Flower Day, £74 16s. 8d.

£58 18s. 6d.—Collected by the Mayoress of Finsbury.

£53 0s. 10d.—Collected by Urban District Council of Sale and Ashton.

£22 4s.—Collected by the Hon. Mrs. Reginald Coventry.

£13 0s. 5d.—Collected by the Mayoress of Brighton, further instalment, including—profits of concert held at Circus-street School Hall, £10 5s. 9d.

£10 11s. 3d.—Collected by the Mayoress of Maidenhead, further instalment.

£10 10s.—Collected by Urban District Council of Knighton, proceeds from concert given by Knighton Ladies Choir.

£10 Each.—Miss Crawley, Miss C. N. Colville, Mr. R. C. Gosling, staff and workmen of Messrs. Howell and Co. (Limited), Sheffield.

All communications should be addressed to Lady Roxburgh, 33, Portland-place, London, W., and all cheques be made payable to Mrs. C. Arthur Pearson, Hon. Treasurer, at the same address, and crossed "Queen's 'Work for Women' Fund Account."

All communications respecting the work of the Central Committee on Women's Employment must be addressed to Miss Mary R. Macarthur, Hon. Secretary, 8, Grosvenor-place, Hyde Park-corner, S.W.

The Times
Nov: 23rd. 1914.

THE WAR RELIEF FUNDS.

EMPLOYMENT FOR WOMEN.

The Queen's "Work for Women" Fund reached by noon on Saturday a total of £91,188 0s. 9d. The day's subscribers included:—

The Skinners' Company	£105	0	0
Collected by Eastwood (Notts) U.D.C., including half proceeds of a concert, per Mrs. Burrow, £14 0s. 9d.; half proceeds of a concert, per Mrs. Robey, £14 0s. 9d...	44	16	0
Collected by Felixstowe U.D.C.	32	12	0
Collected by Greasborough U.D.C.	12	10	0
Mr. James Cordery	10	10	0
Mr. Frank W. Humphery	10	10	0

All communications should be addressed to Lady Roxburgh, 33, Portland-place, London, W., and cheques be made payable to Mrs. C. Arthur Peasson, Hon. Treasurer, at the same address, and crossed "Queen's 'Work for Women' Fund Account."

All communications respecting the work of the Central Committee on Women's Employment must be addressed to Miss Mary R. Macarthur, Hon. Secretary, 8, Grosvenor-place, Hyde Park-corner, S.W.

Hampshire Telegraph,
November 21st. 1914.

Queen's Work for Women's Fund.

The second whist drive of a series arranged by the tramway employes to aid the efforts of the Mayoress of Portsmouth (Mrs. J. H. Corke) towards the above fund took place on Tuesday evening in the tramway recreation room at North End. A company of 96 were present, and the proceedings were carried out in a successful manner. The prizes were presented to the winners by Mrs. Spaven, wife of the general manager, as follows:—Ladies: 1, Mrs. Anderson; 2, Mrs. Lapthorn, highest interval, Miss Spaven; consolation, Miss Phillips. Gentlemen: 1, Mr. Russell; 2, Mr. Croswell; highest interval, Mr. Rouse; consolation, Mr. Buckett. The Mayor regrets that through pressure of public business he has been unable to attend the two drives already held, but it is his intention to be present with the Mayoress at the next on Tuesday, December 15th, when it is hoped the Mayoress will present the prizes.

Western Mail,
Nov: 21st. 1914.

PRINCESS MARY'S GIFT BOOK.

CHARMING VOLUME FOR THE YULETIDE.

CONTRIBUTIONS BY WELL-KNOWN AUTHORS.

It is safe to assert that this coming Yuletide there will be no seasonable publication more acceptable to every home than Princess Mary's Gift Book, which will be ready for sale about November 26. It is comparable with Queen Alexandra's Christmas Gift Book brought out six years ago, but it is entirely a different compilation. Briefly, it consists of a number of short stories by the best authors of to-day, with meritorious illustrations in colours and in black and white.

As in the case of Queen Alexandra's Christmas Gift Book, Princess Mary's Gift Book will be published by the proprietors of the *Western Mail* and *Evening Express*, who have been honoured with the appointment of sole agents for the whole of South Wales and Monmouthshire.

There are three features about this publication which cannot fail to strike everybody who examines it.

In the first place, the quality of the book is remarkable. Of quarto size, both the illustrations and the letterpress are admirably produced, reflecting the highest credit upon the chief publishers, Messrs. Hodder and Stoughton, London.

Secondly, the low price of 2s. 6d. places it within the reach of all classes, and, in consequence, it should find an entrance into every home, from palace to cottage, while many people who are wondering what can take the place of the usual gifts and Christmas cards at a season when the usual rejoicings must be curtailed will find this book an excellent medium for the conveyance of their wishes for joy on earth, peace, and goodwill among men.

In the third place, Princess Mary's Gift Book is most suitable for family consumption. The stories and pictures appeal to old and young, and the publication is full of interest from cover to cover. In this respect the compilers of the book deserve to be highly complimented. Other publications at this season are brought out to please grown-up people, and there are plenty of books for the children, but there is no other production which combines both qualities.

It is unnecessary to ask for the recommendation of a book to which J. M. Barrie, Hall Caine, Conan Doyle, Rudyard Kipling, Baroness Orczy, W. Pett Ridge, Annie S. Swan, J. J. Shannon, Lawson Wood, Talbot Kelly, Arthur Rackham, and Fred Pegram contribute. One may as well attempt to paint the lily as to praise these writers, whose efforts in the divine cause of charity will be generally appreciated.

But to the pleasure of perusal every reader will be able to add the joy of reflection that the half-crown (for which the fullest value is given) spent will be devoted entirely to the Queen's Work for Women Fund, which is operating in conjunction with the National Relief Fund.

Bound in cream cloth, with Princess Mary's monogram on the cover, the publication is strikingly dainty in appearance, but bound strongly with a view to general family use.

The frontispiece contains a charming study in colours of Princess Mary by J. J. Shannon, R.A., and is worth detaching for framing purposes. The remainder of the book is in keeping with this beautiful first page, other plates of a similar quality also being separately mounted.

J. M. Barrie's finest humour can be tasted in "A Holiday in Bed." "The Spy" is G. A. Birmingham's appropriate contribution, and Hall Caine gives the life of "Charlie the Cox." Conan Doyle, the creator of Sherlock Holmes, displays his versatility in "Bimbashi Joyce," and Ralph Connor breathes of the New World in "Canada's Word." J. H. Fabre is both interesting and informative in "The Ant-Lion," while Ellen Thorneycroft Fowler is characteristic in "An Angel of God." Charles Garvice gives a popular military air to the publication with "A Model Soldier," and Lady Sybil Grant in "The Land of Let's Pretend" sings to the children after this style:

"Supposing one had been
Shut up in Noah's Ark
(During the flood, I mean),
It would have been a lark."

Rider Haggard tells of dusky wonders in "Magepa the Black," and Beatrice Harra

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Freemans Journal,
Nov: 21st. 1914.

QUEEN AND WOMEN'S FUND.

The various public bodies in Ireland have received a message from the Queen inviting co-operation in the work for the Women's Fund by arranging for the formation of a representative collection committee of ladies in the various towns. Mr. J. P. Shaw, Co.C., Chairman of the Mullingar Town Commissioners, received a similar message, and is taking the necessary steps to carry out the suggestion.

Sunday Times,
November 22nd 1914

WORK FOR WOMEN.

TOTAL: £91,188.

The Queen's "Work for Women" Fund reached by noon yesterday a total of £91,188 0s. 9d. The day's subscribers included:

The Worshipful Company of Skinners, £105; collected by the Urban District Council of Eastwood, Notts (including half proceeds of a concert per Mrs. Burrow, £14 0s. 9d., half proceeds of a concert per Mrs. Robey, £14 0s. 9d.), £44 16s.; collected by the Urban District Council of Felixstowe, £32 12s.; collected by the Urban District Council of Greasbro', £12 10s.

A patriotic pendant has been designed for the Queen's "Work for Women" Fund. It has been approved and purchased by the Queen and by the Collecting Committee. The profits on the sales go to the fund. In design it forms a cross of the Allies' flags, and is beautifully enamelled in correct colours on hall-marked silver gilt. The words on the circle surrounding are "One Standard—Honour—1914."

All communications should be addressed to Lady Roxburgh, 33, Portland-place, London, W., and all cheques be made payable to Mrs. C. Arthur Pearson, hon. treasurer, at the same address, and crossed "Queen's 'Work for Women' Fund Account."

The Observer,
November 22nd 1914.

"Work for Women."

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News of the World,
November 22nd 1914.

Mrs. Bird, hon. treasurer of the Ladies' Golf Union, has forwarded £11 19s. to the Queen's Work for Women Fund, as a first instalment from the proceeds of competitions for Lady George Neville's Queen's Work for Women silver medal, sanctioned by Her Majesty. Many golf clubs are arranging competitions for this medal, as a result of which the L.G.U. hope to receive large sums from Lady George Neville. The L.G.U. have received a considerable sum through the subscription organised amongst their affiliated clubs, and hope to be able to send several hundreds of pounds to their president, Princess Victoria of Schleswig-Holstein, who is also vice-president of the Queen's Work for Women Fund.

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THE WAR RELIEF FUNDS.

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> "Supposing one had been
> Shut up in Noah's Ark
> (During the flood, I mean)—
> It would have been a lark."

Rider Haggard tells of dusky wonders in "Magepa the Buck," and Beatrice Harraden's contribution is "True Spartan Hearts." Rudyard Kipling deals with characteristic vigour with "Big Steamers," and the Bishop of London gives "A True Story from Camp." A. E. W. Mason is at his most exciting with "The Ebony Box," including a Prussian officer, and the song by Alfred Noyes is "A Spell for a Fairy." Baroness Orczy supplies one of her famous Scarlet Pimpernel stories, and John Oxenham asks, in rhyme, "What can a little chap do?" W. Pett Ridge will amuse (as usual) with "Altogether Different," and Annie Swan writes of "The Escape." Kate Douglas Wiggin contributes "Fleur-de-Lis," and the whole collection of stories is most gratifying.

There is bound to be a great demand for Princess Mary's Gift Book, and to avoid disappointment orders should at once be placed with the Western Mail Limited at the head office, St. Mary-street, Cardiff, or at the branch offices at Newport, Swansea, Merthyr, or Brecon. Those who send their orders by post should remember to enclose an extra 4d. (2s. 10d. altogether) to cover the cost of carriage. The importance of ordering early may be emphasised by the fact that all orders will be executed strictly in rotation.

All communications should be addressed to Lady Roxburgh, 33, Portland-place, London, W., and all cheques be made payable to Mrs. C. Arthur Pearson, hon. treasurer, at the same address, and crossed "Queen's 'Work for Women' Fund Account."

The Observer, November 22nd 1914.

"Work for Women."

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Glasgow Herald, Nov: 23rd. 1914.

WORK FOR WOMEN FUND.

The Work for Women Fund on Saturday reached a total of £91,188 0s 9d. A number of water-colour pictures have been presented to the fund by Mr G. Flemwell, the well-known artist, who has made a study of the scenes of Europe's playground. They are now on exhibition at the Doré Galleries, 35 Bond Street, London. The treasurer for Scotland is the Marchioness of Linlithgow, Hopetoun House, South Queensferry, to whom subscriptions should be sent.

Nottingham Guardian, Nov: 23rd. 1914.

WORK FOR WOMEN.

CONTRIBUTIONS TO QUEEN'S FUND.

Amount previously acknowledged	£580	18	9
Mrs. Kipping, Bridge Party	6	0	0
Mapperley Plains Church Sunday School, per Mr. J. W. Leafe	0	9	2
	£587	7	11

Donations will be announced in our columns, and can be paid to the Nottingham and Notts. Bank, or sent direct to one of the ladies signing the appeal at the Guildhall, or to Mrs. McCraith, The Park, Nottingham, treasurer of the Queen's Fund. Gifts of material should be sent to 14, Sherwood-street, or to the workroom at 12, Short-hill.

Aberdeen Free Press, Nov: 24th. 1914.

KEITH.

The collection for the Queen's Work for Women Fund in the burgh of Keith realised £60 7s 1d. Provost Taylor, Ugie House, Keith, has received from Lady Roxburgh, the honorary secretary, the following letter:—33 Portland Place, W., November 20, 1914.—Dear Provost—I thank you for your kind letter of the 16th inst., and for the interest you have taken in this good work. I congratulate you on the generous response given to this fund in your burgh. Will you kindly convey the best thanks of my committee to all those who so readily assisted you.—Yours, etc., Eleanor Roxburgh, honorary secretary.

Islington Gazette, Nov: 26th. 1914.

Ding-dong—Bravo, Islington! Self praise is no recommendation, but I feel impelled to take a leaf from the book of the Mayor of Islington in congratulating the borough upon the splendid service it has rendered in the cause of charity. We have raised nearly £3,000 for the Prince of Wales's Relief Fund, something like £250 for Queen Mary's Work for Women Fund; we have housed and are maintaining something like 200 Belgian refugees in the borough; we have established a splendid workroom for women and girls at Canonbury; and now to-day we are going to do our best for the Belgian orphans. I congratulate the Mayoress upon having exercised that magnetic influence of which she is the mistress by drawing together a band of energetic and sympathetic ladies who have worked indefatigably to secure the excellent result achieved. We are all being hit by the war, but never before has Islington risen so magnificatly in the name of charity.

Aberdeen Daily Journal, Nov: 27th. 1914.

QUEEN'S "WORK FOR WOMEN" FUND.

The Scottish subscriptions to the above fund amounted at the end of last week to £831 7s 9d. The Scottish treasurer, to whom subscriptions should be sent, is the Marchioness of Linlithgow, Hopetoun House, South Queensferry.

All communications respecting the work of the Scottish Committee on Women's Employment should be addressed to the hon. secretary, Miss Mary M. Paterson, 20 Melville Street, Edinburgh.

The Times, Nov: 25th. 1914.

WORK FOR WOMEN FUND.

NOTABLE GIFTS FOR SALE.

A water-colour of "The Holy Family"—Italian school—dated 1696, by Gilbert Angus, has been sent to the Queen's Work for Women Fund; also a copy of a sixteenth century Bible with memoirs of Myles Coverdale. The original was printed in Swiss or German type in 1535. There are very few copies to be obtained—one can be seen in the British Museum, another in the public library at Cambridge. Since the sale of gifts in kind was started Messrs. D. H. Evans consider the approximate total of goods sold reaches about £600.

The Fund reached last night a total of £91,871 17s. The day's subscribers included:—

Collected by the Countess of Craven (including Mrs. Bradley Martin, £20)	£40	0	0
Ninth contribution from Sale of Gifts in Kind by Messrs. D. H. Evans and Co., Ltd., Oxford-street, W... ..	29	12	5
Margaret M. Paterson	25	0	0
Collected by U.D.C. of Mynyddislwyn (further instalment, including Social and Dance held at the Rink, £23 16s. 10d.)	24	14	8
Entrance Money at Annual Exhibition and Sale of Arts, Crafts, and Industries	17	10	0
Collected by Mayoress of St. Helens (further instalment)	12	1	7
Entertainment given by Residents of Walton-on-Hill, per Mr. H. Mellowdew	10	16	9
Women of Trefeglwys	10	10	0
Thames Paper Co., Ltd.	10	0	0

All communications should be addressed to Lady Roxburgh, 33, Portland place, London, W., and all cheques be made payable to Mrs. C. Arthur Pearson, hon. treasurer, at the same address, and crossed "Queen's 'Work for Women' Fund Account."

All communications respecting the work of the Central Committee on Women's Employment must be addressed to Miss Mary R. Macarthur, hon. secretary, 8, Grosvenor-place, Hyde Park-corner, S.W.

The Morning Post, Nov: 26th. 1914.

THE QUEEN'S WORK FOR WOMEN FUND.

£92,208 SUBSCRIBED.

The Queen's Work for Women Fund yesterday reached a total of £92,208 1s. 11d. Yesterday's subscribers include:

Collected by Lady Rothschild (including Mrs. Charles Rothschild £10 10s., Mrs. E. L. Samuel £10, Anonymous £10)	£81	1	0
By the Urban District Council of Redditch	72	7	8
Messrs. Kynoch-Arklow (Limited) ...	20	0	0
Messrs. Robinson, Fleming, and Co.	20	0	0

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The Daily Telegraph, November 27th. 1914.

QUEEN'S "WORK FOR WOMEN."

It is suggested that the red, white, and blue flower favours chosen by her Majesty the Queen to be sold for the benefit of the "Work for Women" Fund, would make very effective decorations for Christmas. By ordering a gross box the purchaser would indirectly benefit the fund and help to give employment to a large number of girls in the artificial flower trade. The flowers are to be obtained at the headquarters, 33, Portland-place, W.

Yesterday the fund reached a total of £92,559, the day's subscriptions including £150 collected by the Mayoress of Poplar.

Dundee Advertiser, Nov: 25th. 1914.

NO DISTRESS IN CUPAR DISTRICT.

It is satisfactory to learn that so far as Cupar district is concerned there is as yet no distress consequent upon the war. This was made clear at a meeting in connection with Queen Mary's Work for Women Fund, convened by Miss Margaret Marshall, Lochmalony, and held in the Town Hall, Cupar, yesterday.

Miss Marshall presided, and explained that the object of the meeting was to ascertain whether there was any distress amongst the women of Cupar district consequent on the war, and to form a Committee for dealing with any such distress that might arise.

Mr J. Methven Mitchell stated that so far as Cupar was concerned full time was being worked. At Russell Mills, however, the workers were only employed for four days a week.

Lady Nairn, Rankeilleour, stated that so far as she had been able to ascertain there was so far no distress existing in the district.

In the circumstances it was felt that there was no need in the meantime to do anything in the way of providing work for those out of regular employment, but a Committee, consisting of Mrs Sharp, Hill of Tarvit; Mrs Anstruther-Duncan of Naughton; Mrs Crichton, Luthrie Bank; Mrs Douglas, Winthank, Cupar; Mrs Lumsden, Freuchie; and Miss Gilroy, Clatto, with Miss Marshall, Lochmalony, as Secretary, was appointed to deal with any need that might arise.

British Weekly, Nov: 26th. 1914.

PRINCESS MARY'S GIFT BOOK.

Messrs. Hodder and Stoughton will publish to-morrow a marvellous illustrated volume which is already in universal demand. Princess Mary's Gift Book, which costs only half a crown net, contains literary contributions, full-page coloured illustrations and many smaller drawings, from the most distinguished authors and artists of the day. All profits from the sale are to be given to the Queen's "Work for Women" Fund, which is acting in conjunction with the National Relief Fund. The frontispiece is a singularly beautiful portrait of Princess Mary by Mr. J. J. Shannon, R.A., and on the opposite page the young Princess expresses her "very best thanks to the authors and artists who have so generously contributed to my Gift Book." Among the famous writers and artists whose work appears in the volume we may mention Sir J. M. Barrie, "G. A. Birmingham," Hall Caine, Ralph Connor, Sir A. Conan Doyle, J. H. Fabre, Ellen Thorneycroft Fowler, Charles Garvice, Lady Sybil Grant, Sir H. Rider Haggard, Beatrice Harraden, and Rudyard Kipling. "A True Story from Camp" is by the Bishop of London. "The Ebony Box" is an excellent tale by Mr. A. E. W. Mason. Admirers of Mr. Pett Ridge, Mr John Oxenham, Baroness Orczy, Mr. Alfred Noyes, Annie S. Swan, and Kate Douglas Wiggin will find that these favourite writers are included. The artists, whose exquisite work is reproduced, include many famous names. One full-page picture, for instance, has been painted for the book by Mr. Arthur Rackham, R.W.S. Among the publications of the autumn Princess Mary's Gift Book stands supreme.

653/14

Daily Sketch,
Nov. 27th 1914.

A "Mixed Grill."

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All communications should be addressed to Lady Roxburgh, 33, Portland-place, London, and all cheques should be made payable to Mrs. C. Arthur Pearson, Hon. Treasurer, at the same address and crossed "Queen's Work for Women Fund Account." All correspondence respecting the work of the Central Committee on Women's Employment must be addressed to Miss Mary R. Macarthur, Hon. Secretary, 8, Grosvenor-place, Hyde Park Corner. Applicants for work should apply to the Secretary of the Local Representative Committee at the Town or County Hall or Urban District Offices, in the locality in which they reside.

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Australia has offered to help the Queen in finding work for her unemployed women. New South Wales, Victoria, Queensland, and Western Australia have promised to find employment as home helps and domestic servants not only for girls trained in this work but for typists, dressmakers, and other business girls. New South Wales also invites young widows with not more than two children. The girls will be taken to Australia for £1 down, the rest of the greatly reduced passage money to be paid in monthly instalments after arrival. This would be £2 in the case of three States and £4 for those going to New South Wales. The only condition is that the girls remain in domestic work for one year.

Her Majesty has been greatly interested in this offer, herself appointing a sub-committee of the Queen Mary's Work for Women Collecting Committee to see what advantage can be taken of it. The Central Committee have obtained a grant of £1,100 from the Queen's Fund, which will pay the registration fee of £1 for 550 girls and give each one £1 in cash on landing. In addition complete outfits are to be provided for the emigrants. These are being made in the women's workrooms, or given out to firms which need work for their employees.

Girls who want to go should apply to the British Women's Emigration Association (Imperial Institute), who with the Central Unemployed Body is making the selection. The age is fixed at 18 to 35 for three States and 17 to 35 for Queensland. For girls who have not been in domestic service before, New South Wales makes an age limit of 24, and Victoria of 21.

Liverpool Courier,
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Over a quarter of a million copies have been disposed of before publication, and now that the book is on the market, and its exceptional merits become known, there is sure to be an enormous demand for it. Everyone will wish to help our youthful Princess in her enterprise and her kindly desire to relieve distress by her active interest in getting up this really wonderful volume. As a Christmas gift book it is certain to be the favourite of the season.

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Evening Standard,
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Thirty girls have already made up their minds to go, and as soon as ships can be found to take them they will sail. Others who want to accept the offer should apply to the British Women's Emigration Association (Imperial Institute), which, with the Central (Unemployed) Body, is making the selection. The age is fixed at eighteen to thirty-five by three States and seventeen to thirty-five by Queensland. A tea party is being arranged by the Council of the Association for typists, dressmakers, and other business girls at the Imperial Institute to-morrow so that the offer to the Queen may be discussed.

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Newcastle Chronicle, November 28th. 1914.

THE QUEEN'S "WORK FOR WOMEN" FUND.

Australia's Handsome Offer.

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The following conditions laid down by the Central Committee on Women's Employment will apply:—That in no case should the refusal to emigrate affect the individual's right to receive relief of any other kind. That for women and girls who agree to go to Australia, arrangements should be made in Australia at convenient centres for homes to which the girls might go when out of employment. This is of the utmost importance in order that the girls may not, from lack of a home, be forced to stay in any undesirable situation. That all women and girls should be employed at not less than the rates of pay current in the district to which they go.

The Central Committee have obtained a grant of £1,100 from the Queen's Fund which will pay the registration fee of £1 for 550 girls, and give each one £1 in cash on landing. In addition complete outfits are to be provided also for the emigrants. These are being made in the Women's workrooms or given out to firms which need work for their women employes. The girls emigrating would be paid a minimum wage of 8s. to 10s. per week with board and lodging, if untrained, and as much as 18s. to 20s. if a competent household worker. Then the chances in life are so much greater in Australia than they can be here. With only a population of 5 millions in comparison to the 7 millions of London alone, it is possible for every one to have a "place in the sun." The climate too, and the temperament of the people makes life infinitely brighter and happier.

Girls who want to go should apply to the British Women's Emigration Association (Imperial Institute), who with the Central Unemployed Body is making the selection. The age is fixed at 18 to 35 by three States and 17 to 35 by Queensland. For girls who have not been in domestic service before, New South Wales makes an age limit of 24 and Victoria of 21. Two good references are required as to character, health, and capability for domestic service. A medical certificate is necessary, and the parents' consent if the girls are under 21 years.

The Observer, Nov. 29th. 1914.

"PRINCESS MARY'S GIFT BOOK."

"I desire to express my very best thanks to those authors and artists who have so generously contributed to my gift-book" is the first sentence that faces one in opening the dainty pages of what bids fair to be a most popular gift-book for the season. It faces a beautiful frontispiece in colour reproducing Mr. J. J. Shannon's special portrait of Princess Mary, painted for the book in question. And this portrait alone should ensure the appeal and success of "Princess Mary's Gift-Book," to hand from Messrs. Hodder and Stoughton at the popular figure of half-a-crown net.

Emulation in one good cause or another has worked up this kind of album to a far higher pitch of perfection than was ever attained by the "Keepsakes" and "Friendship's Offerings" of our grandmothers' days, with all their costly steel engravings and languishing verses on "Inconstancy" by "A Lady of Quality." Nowadays we demand something of everything—travel, romance, poesy and art all in one, done by the most eminent hands, and blent with appropriateness and fine workmanship. All these we certainly get in profusion in the present volume, with this advantage, that nothing in it conflicts in any way with the benevolence which is at once the motive and the magical charm of the book—the fact that all the proceeds go to swell the receipts of the Queen's "Work for Women" Fund.

To begin with, Sir J. M. Barrie opens the ball with a delicious essay, in his best vein of homely humour, entitled "A Holiday in Bed," and this, like all other contributions, enlists the service of the best artists of the day—in this case Mr. Russell Flint, with a fine colour plate and dainty black and white vignettes from the pen of Mr. C. E. Brock. Then come stories thick and fast from Sir Rider Haggard, Sir Conan Doyle, Miss Thorneycroft Fowler, Baroness Orczy, Miss Beatrice Harraden, Miss Annie S. Swan, the Bishop of London, Messrs. Hall Caine, "G. A. Birmingham," Charles Garvice, A. E. W. Mason and W. Pett Ridge. We get poetry from Lady Sybil Grant, Mr. Rudyard Kipling, Mr. Alfred Noyes and Mr. John Oxenham; and a whole gallery of beautiful illustrations in colour and otherwise from Messrs. Dulac, Rackham, Byam Shaw, Napier Hemy, Talbot Kelly, Norman Wilkinson, Claude Shepperson, E. J. Sullivan, Lewis Baumer, W. B. Wollen, Jos. Simpson, Gordon Browne, H. R. Millar and H. M. Brock and Miss M. E. Gray—a plate which will recommend the book to all child-lovers at the season when, above everything, the children must not be forgotten even in a troubled year like this.

Islington Gazette, November 30th. 1914.

ACTIVITY OF THE MAYORESS.

We congratulate the Mayoress of Islington on the success of the Belgian Flag Day in our borough—a success which was chiefly due to her interest and that of the ladies with whom she has been associated. Ever since the war broke out the Mayoress has been indefatigable and has shown exceptional activity on behalf of the various relief funds that have been organised. On Friday she presided at the meeting held under the auspices of the League of Honour at the Northern Polytechnic, and made a neat speech endorsing the objects of the movement. The Mayoress has been responsible for the collection of £19 4s. 11d. which she sent direct to the Queen's Work for Women Fund, receiving an acknowledgment from the Queen.

BARNSBURY PRIMROSES.

The whist drive recently held at Mornington House, under the auspices of the Barnsbury and South Islington Habitation of the Primrose League, resulted (without any deduction for expenses) in the realisation of the splendid sum of £16 16s. A cheque for £8 8s. has been forwarded to the Mayoress for Queen Mary's Fund, and one for a similar amount to the South Islington Unionist Women's Special Fund. "My Executive Council" (writes Mr. F. E. Southgate) "desire me to express their regret to those friends who, owing to lack of accommodation, were unable to take part in the 'drive,' and to thank all those who by their kind support and help enabled them to bring this function to such a successful issue."

Sunday Times, Nov. 29th. 1914.

WORK FOR WOMEN FUND.

NEARING £100,000.

The Queen's Work for Women Fund yesterday reached a total of £93,158 5s.

The day's subscribers included the following: Collected by the Mayoress of Kidderminster (further instalment), £133 8s. 2d.; collected by the Mayoress of Doncaster (further instalment), £69 1s. 3d.; Messrs. John Walker and Sons, Ltd., £50; Girton College, Cambridge (part proceeds of concert given by Girton College Suffrage Society), £10 10s. The gifts in kind sold for the Fund yesterday realised £10.

The Morning Post, November 30th. 1914.

THE QUEEN'S WORK FOR WOMEN FUND.

AMOUNT SUBSCRIBED £93,158.

The Queen's Work for Women Fund reached by noon on Saturday a total of £93,158 9s. Saturday's subscriptions included:

Collected by the Mayoress of Kidderminster (further instalment)...	£133	8	2
By the Mayoress of Doncaster (further instalment)	69	1	3
Messrs. John Walker and Sons, Ltd.	50	0	0

All communications and gifts for sale should be addressed to Lady Roxburgh, 33, Portland-place, London, and all cheques should be made payable to Mrs. C. Arthur Pearson, Hon. Treasurer, at the same address and crossed "Queen's 'Work for Women' Fund Account." All correspondence respecting the work of the Central Committee on Women's Employment must be addressed to Miss Mary R. Macarthur, Hon. Secretary, 8, Grosvenor-place, Hyde Park Corner. Applicants for work should apply to the Secretary of the Local Representative Committee at the Town or County Hall or Urban District Offices in the locality in which they reside.

Glasgow Herald, Nov. 30th. 1914.

WORK FOR WOMEN FUND.

The Queen's Work for Women Fund reached on Saturday a total of £93,158 9s. The Scottish treasurer is the Marchioness of Linlithgow, Hopetoun House, South Queensferry, to whom subscriptions should be addressed. All communications respecting the work of the Scottish Committee on Women's Employment should be addressed to the hon. secretary, Miss Mary M. Paterson, 20 Melville Street, Edinburgh.

Nottingham Express, November 30th. 1914.

QUEEN'S WOMEN'S FUND

For Organising Employment & Securing Wages for Women Suffering Through the War.

	£	s.	d.
Amount previously acknowledged...	**699**	**14**	**5**
M.D. ...	2	0	0
Miss Majorie Brown by the sale of fancy articles...	10	0	
A Friend, per Sneinton Branch Bank	5	0	
Mrs. Chandley	4	0	

Donations can be paid to the Nottingham and Notts. Bank or to Mrs. McCraith, The Park, hon. treasurer of the Queen's Fund.

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Surrey Mirror, Oct. 24th. 1914.

WORK FOR WOMEN FUND.

THE QUEEN'S MOVEMENT.

COMMITTEE FORMED FOR THE BOROUGH.

The Mayoress (Mrs. G. A. R. Ince) has been invited to form a committee to work in connection with the Queen's "Work for Women" Fund. A meeting for the purpose of taking into consideration the communications received was held at the Municipal Buildings on Tuesday, when there were present the Mayoress (Mrs. G. A. R. Ince), who presided, Mrs. E. C. P. Hull, Miss Hull, Mrs. Purchase, Mrs. Frank Morrison, Mrs. Ive, Miss J. M. Wilkinson, Miss Marion Greenhow, Mrs. Priest, Miss Whitley, Mrs. J. Powell, Mrs. Auerbach, Mrs. Durrant, and Mrs. F. E. Barnes.

The following telegram from the Marchioness of Crewe, addressed to the Mayoress, was read:—"Her Majesty the Queen has approved formation of sub-committee in your town under your direction for the Queen's Work for Women Fund. I am requested to ask your loyal and strong support in forming suitable committee. On receiving acquiescence literature will follow." A letter was also read from Lady Roxburgh, the hon. sec. and acting treasurer of the Fund, putting two suggestions forward as the best means of affording assistance in the work, namely, a Pound Day and a Flower Day. In the event of the latter idea being adopted it was pointed out that the committee in London was prepared to supply the flowers free. After consideration the meeting decided to adopt the Flower Day, and next Saturday week, Oct. 31st, is the day set apart for the purpose.

The committee are working on the lines which proved so successful in the borough in connection with the Hospital Saturday movement, and all the ladies who carried out that work are to be invited to act on this occasion and thus add to the fund for the employment of the women of the country at this trying time in our national history. We are sure the scheme will commend itself to all our readers, and we bespeak for it the most generous support. The collecting boxes and flower baskets of the Hospital Saturday Committee will be used, and if the day's collection approaches in any degree that of Hospital Saturday there will be abundant cause for congratulation. The flowers are very appropriate. They are threefold, one red, one white, and one blue, and make a very effective badge to show the interest awakened by this most practical movement for the relief of distress among women arising from the war.

Sunday Times, Oct. 25th. 1914.

WORK FOR WOMEN.

TOTAL OF £78,201.

The Queen's Work for Women Fund yesterday reached a total of £78,201 7s. 11d.

Yesterday's list of subscriptions included the following: Scottish donations are now augmented by the first contribution of the Scotland branch, per the Marchioness of Linlithgow, hon. treasurer of the branch (including Mrs. Chalmers, Bathgate, £100; Mrs. Moubray, £20; Mr. James L. Anderson, £10), £168 11s. 8d.; Mrs. Paget, £30; collected by the Mayoress of Leeds, £14 9s.; collected by the Countess of Lonsdale, £14 2s. 6d.; collected by the Mayoress of Totnes, £13 9s.; collected by the Urban District Council of Little Crosby, £11 12s.; Mr. Brodie Henderson, £10 10s.

Princess Marie Louise of Schleswig-Holstein, accompanied by Miss Collin, of the "Friends of the Poor," visited the headquarters of the Central Committee yesterday.

A beginning has been made with the propaganda work of the newly formed Entente Trade League. The certificates, by which the public is asked to pledge itself to "trade with friends," primarily with the British Empire, will be offered, at sixpence each, at railway bookstalls and many of the leading stores for the benefit of the Queen's Work for Women Fund.

Mr. Oswald Stoll has sent to Lady Roxburghe a cheque for £426 12s. 10d., being the proceeds, without any deduction whatsoever for expenses, of the War Concert held on Sunday last at the Coliseum in aid of the Work for Women Fund.

Nursing Times, Oct. 24th.

THE QUEEN'S "WORK FOR WOMEN" FUND.

SPLENDID work is being done by this organisation in several directions. Among its activities we may mention the opening of experimental workrooms, the securing of contracts for over ninety workshops which were closing down, and the investigation of new trades for women. In the experimental workrooms women are receiving training in the domestic arts. Some are making baby clothes, while others are preparing dinners for the women in the workrooms, at the same time receiving practical lessons in cookery. The Queen's interest in the work is very keen and she made a very thorough examination of the work done on her recent visit. The headquarters are at Foley House, Portland Place, W.

Edenbridge Chronicle, Oct. 24th. 1914.

QUEEN'S WORK FOR WOMEN FUND.

The following is a copy of an appeal which is being issued privately by the signatories in the interests of the above fund:—

"As members of the Council of The Queen's Work for Women Fund, we have been specially requested by Her Majesty to make a collection in this district, and we shall be extremely grateful for any sum of money, no matter how small, which can be sent to either of us c/o Union of London and Smith's Bank, Tonbridge.

Contributions will be acknowledged in the local newspapers, and when the collection is complete the money will be sent direct to Her Majesty, with names of all contributors.

MINNIE HOLLENDEN.
MAUD CAZALET."

Scotsman, Oct. 24th. 1914.

THE QUEEN'S WORK FOR WOMEN FUND.

Yesterday's subscriptions amounted to £288, bringing up the total to £77,868. The first consignment of finished baby garments has arrived from the relief workrooms, containing 30 or 40 complete baby sets. These will be distributed through the local representative Committees to poor mothers. Material which was supplied to the National Organisation of Girls' Clubs has also been made up, and seven great bundles of clothing returned. In London alone over 3000 women, thrown out of work owing to the war, have been found employment.

Nottingham Guardian, Oct. 27th. 1914.

WORK FOR WOMEN.

USEFULNESS OF QUEEN'S FUND.

By providing employment for self-respecting women and girls the Queen's Work for Women Fund is playing a most useful part in the relief of distress in Nottingham. Apart from very small working expenses, the only extra expense to the city in giving self-respecting women and girls work instead of offering them monetary relief is the outlay on material, and the poor of the city are the gainers by the garments made. There is no interference with legitimate trade.

Amount previously acknowledged	£452	4	0
Mrs. Shapeero	1	1	0
Mr. W. H. Armstrong	0	5	0
Mrs. W. Norton Hicking	5	0	0
Total	£458	10	0

Anyone who can lend hand or treadle machines or chairs is asked to write to the Hon. Secretary Mrs. W. E. Dowson, at the offices, 14, Sherwood-street South. Office hours, 11 to 1.

Donations will be announced in our columns, and can be paid to the Nottingham and Notts. Bank, or sent direct to one of the ladies signing the appeal at the Guildhall, or to Mrs. McCraith, The Park, Nottingham, treasurer of the Queen's Fund.

653.

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City Press Oct. 24th. 1914

WORK FOR WOMEN.

Lady Rothermere and Mr. F. Brinsley-Harper, C.C., J.P. (Chairman of the Central Unemployed Body for London) were speakers on Thursday at a meeting held by the Mayor and Mayoress of Deptford in the interests of the Queen's Work for Women Fund.

Collections for the Work for Women Fund will be made at St. Paul's Cathedral to-morrow. In the afternoon Canon Alexander will preach for the Fund.

The pupils of St. Paul's School for Girls have sent £11 to the Work for Women Fund.

The Times, Oct. 26th.

THE QUEEN'S FUND.

HELPING DRESSMAKERS IN DISTRESS.

The help which the Queen's Work for Women Fund is rendering to dressmakers in distress is shown by reports from the Paddington area, where 300 women are registered as unemployed, the majority being skilled dressmakers and good class tailoresses. Every case is investigated by the woman investigator for the district, and 50 per cent. are reported by her to be in urgent distress. Several ladies in the district have turned their dining-rooms into workrooms and employed 10 or so of those distressed dressmakers. For the last three weeks the Mayoress also has had a workroom which has now received a grant from the National Relief Fund. To-day another workroom is to be opened, and 50 women will be given work. The number will be increased up to 100. They are all to be employed making blue serge dresses for children. The clothes are to be given to the distressed middle-class poor in the neighbourhood.

The following subscriptions to the Fund were received on Saturday:—

Scottish donations are now augmented by the first contribution of the Scottish Branch (recently formed) per the Marchioness of Linlithgow (Hon. Treasurer of the Branch) (including—Mrs. Chalmers (Bathgate), £100; Mrs. Moubray, £20; Mr. James L. Anderson, £10)	£168	11	8
Mrs. Paget	30	0	0
Collected by the Mayoress of Leeds (further instalment)	14	9	0
Collected by the Countess of Lonsdale	14	2	6
Collected by the Mayoress of Totnes	13	9	0
Collected by the Urban District Council of Little Crosby	11	12	0
Mr. Brodie Henderson	10	10	0
OTHER SUBSCRIPTIONS	70	18	4
SATURDAY'S TOTAL	£333	12	6
PREVIOUSLY ACKNOWLEDGED	77,867	15	5
TOTAL OF CONTRIBUTIONS TO DATE	£78,201	7	11

All communications should be addressed to Lady Roxburgh, 33, Portland-place, London, W., and al cheques be made payable to Mrs. C. Arthur Pearson hon. treasurer, at the same address, and crossed "Queen's 'Work for Women' Fund Account."

The Daily Telegraph, October 24th 1914.

QUEEN'S "WORK FOR WOMEN."

The Queen's Work for Women Fund now totals £78,201. The fund is doing excellent work among the large number of dressmakers in London, some of whom are in great distress.

Standard, Oct. 27th. 1914.

WORK FOR WOMEN.

The contributions to the Queen's "Work for Women" Fund brought the total yesterday to £78,653 5s. 9d.

All communications should be addressed to Lady Roxburgh, 33, Portland-place, London, and all cheques be made payable to Mrs. C. Arthur Pearson, Hon. Treasurer, at the same address, and crossed "Queen's 'Work for Women' Fund Account." All communications respecting the work of the Central Committee on Women's Employment must be addressed to the Secretary, 8, Grosvenor-place, Hyde Park-corner.

The Morning Post, Dec: 2nd. 1914.

THE QUEEN'S WORK FOR WOMEN FUND.

£94,017 SUBSCRIBED.

The Queen's Work for Women Fund reached last night a total of £94,017 0s. 3d. Yesterday's subscriptions included:

	£	s.	d.
Fifth Contribution from the Scottish Branch, per the Marchioness of Linlithgow (including proceeds of a Scottish Flag Day in Clydebank, &c.)	379	3	7
First Instalment from the Ladies' Golf Club Competitions for the Queen's Work for Women Fund brooch-badge presented by the *Gentlewoman*	100	0	0
Collected by the Mayoress of Islington (further instalment)	35	6	0
The Hon. Mrs. Behrens, per Lady Rothschild	25	0	0

All communications and gifts for sale should be addressed to Lady Roxburgh, 33, Portland-place, London, and all cheques should be made payable to Mrs. C. Arthur Pearson, hon. treasurer, at the same address, and crossed "Queen's Work for Women Fund Account." All correspondence respecting the work of the Central Committee on women's employment must be addressed to Miss Mary R. Macarthur, hon. secretary, 8, Grosvenor-place, Hyde Park Corner. Applicants for work should apply to the secretary of the Local Representative Committee at the Town or County Hall or Urban District Offices in the locality in which they reside.

Morning Post, Dec: 3rd. 1914.

THE QUEEN'S WORK FOR WOMEN FUND.

£94,337 CONTRIBUTED.

The Queen's Work for Women Fund yesterday reached a total of £94,337 17s. 6d. The day's subscriptions included:

	£	s.	d.
Miss Stancomb Wills (monthly donation)	50	0	0
Collection at meetings held under the auspices of the Women's Social and Political Union at Plymouth and Kingsway Hall	42	3	2
Tenth contribution from proceeds of the sale of gifts in kind by the Work for Women Fund Department of Messrs. D. H. Evans and Co., Ltd.	31	3	11
The Sabbath School Society of Ireland: Subscriptions received up to and including November 30	26	17	1
Mr. C. C. Brown Douglas	25	0	0
Miss Florence Ward (first monthly donation)	25	0	0

Through the generosity of Mr. S. Ernest Palmer the Fund will publish on Monday a stirring song entitled "Children of Britain," the music for which is by Mr. Hubert Bath, and the words by Mr. Alfred Noyes. Madame Clara Butt has promised to sing the song.

All communications regarding the Fund and gifts for sale should be addressed to Lady Roxburgh, 33, Portland-place, London, and all cheques should be made payable to Mrs. C. Arthur Pearson, Hon. Treasurer, at the same address, and crossed "Queen's Work for Women Fund Account." All correspondence respecting the work of the Central Committee on Women's Employment must be addressed to Miss Mary R. Macarthur, Hon. Secretary, 8, Grosvenor-place, Hyde Park-corner. Applicants for work should apply to the Secretary of the Local Representative Committee at the Town or County Hall or Urban District Offices in the locality in which they reside.

MASONS AND THE WAR FUNDS.

The Grand Lodge of English Freemasons held a quarterly communication at the Freemasons' Hall, London, last evening, under the presidency of Mr. T. F. Halsey, Deputy Grand Master, when £540 was apportioned to the National Relief Fund, £150 to the Red Cross Society, £150 to the Belgian Relief Fund, and £75 to the Queen's Work for Women Fund. These sums were in addition to £6,000 voted at the last meeting. Other votes were 50 guineas to the Princess Mary's Fund and 50 guineas to the French Ambassador's Fund for the Wives and Children of French Soldiers in this country. The Duke of Connaught was nominated as Grand Master for next year.

Daily Telegraph, Dec: 3rd. 1914.

COLNAGHI GALLERY.

EXHIBITION FOR TWO WAR CHARITIES.

By SIR CLAUDE PHILLIPS.

A most charming exhibition, consisting of three distinct sections, has been arranged by Messrs. P. and D. Colnaghi and Obach, at their fine galleries in New Bond-street. This is in aid (1) of the Queen's "Work for Women" Fund (president her Majesty the Queen), and (2) of the Australian Contingent Association. As no statement to the contrary is made, we assume that the two charities will take in equal shares the proceeds of the show. The *piece de résistance* is an exhibition of Old Masters, limited in extent, but of very high quality. The side-shows—to use an appropriate if somewhat disrespectful mode of description for two very delicate and attractive exhibitions housed in small galleries on either side of the great hall—are Fans and Drawings on Silk by Conder and Mrs. Mary Davis, and a Collection of Old Fans lent by Mrs. Frank Gibson.

Of splendid quality, and a very characteristic work of Rembrandt's latest and in many respects greatest time, is a little-known "Portrait of a Young Man," signed and dated 1662. This is lent by Mr. O. Gutekunst. Mr. Otto Beit has sent to the exhibition two magnificent Metsus, "The Letter Received" and "The Letter Writer"; companion pictures, these, from Lord Francis Hope's now dispersed collection at Deepdene. There are no finer examples of the great Dutch genre painter in existence than this wonderful pair of pictures. In both, but especially in "The Letter Received"—an interior all bathed in a pale, bright light—we find Metsu strongly under the influence of a still greater master—Vermeer, of Delft. In an *allegro* key somewhat unusual in this unsmiling and rather grumpy follower of Rembrandt is Van den Eckhout's conversation-piece "The Garden of Love." A rarity is the winter-scene, "A Frozen River and Ice-fair," by Solomon van Ruisdael. It has all his characteristic dryness and crispness of touch. In Jacob van Ruisdael's best manner is the dramatic and finely worked out sea-piece, "View on the Coast on a Stormy Day." Then there are good average examples of Philips Wouvermans and David Teniers the younger.

By no means a good example of Chardin is the character-study, "*Le jeune dessinateur.*" It has little of his ingenious charm or silveriness of tone; qualities which made so delightful the fine examples of his art shown last year at the Burlington Fine Arts Club. Still less to our taste is the coarsely-painted Venetian conversation-piece, "The Card Party," a work of the school of Pietro Longhi, but assuredly not (as the catalogue assumes) from his own brush. We need not go to Venice to convince ourselves that the name of the *chef d'école* is here taken in vain, since we have delightful specimens of Pietro Longhi's naïve and fascinating art at the National Gallery. An over-exuberant and too obviously artificial Venetian scene, "Regatta on the Grand Canal," is in the latest and least convincing style of Francesco Guardi. Paintings very similar in execution were comprised in the Cohen bequest to the National Gallery. Guardi in his most complete and masterly style is best to be studied in the Louvre; less solid if more brilliant and fascinating are the examples of his later time in the Wallace Collection.

Among the British pictures may be mentioned the spontaneous and irresistibly attractive sketch in oils by Romney, entitled "The Coy Child"—a thing infinitely superior in artistic quality to his modish portraits of ladies of high degree. Then there is a superb Raeburn, "Anne Boswell, wife of Alexander Carre," with its less interesting pendant, "Alexander Carre of Caverse." In unusually fine preservation, for a picture of this period, is the brilliantly effective if too scenic Turner, "Venice, Campo Santo," exhibited at the Royal Academy in 1842.

The collection of fans and drawings in silk by Conder show the much-lamented artist in his daintiest and most fanciful phase. His designs are marked by a seemingly effortless beauty of rhythm, his colouring has the texture and the tints of the iridescent dust on the moth's wings. A sensuous delight in the beauty of woman, in gaiety of spirit, in radiance of colour, in harmony of movement, is breathed forth deliciously in these caprices of the brush. Later on in Conder's all-too-short career a certain grossness, a certain excess in the expression of passion that is of the earth earthy, forcing its way to the surface, makes itself disagreeably felt. But this phase is in the present exhibition very sparingly represented. The collection of old fans, chiefly of the eighteenth and early nineteenth centuries, calls up visions of splendid pomp of stately coquetry and subtle intrigue, of an unconquerable gaiety that pulsated and scintillated even to the very verge of the abyss. The examples chosen for exhibition illustrate in characteristic phases the French, Italian, Spanish, and English schools.

The North Mail, 653. Dec: 3rd. 1914.

WORK FOR POOR WOMEN.

Lady Mayoress Appeals For Further Support.

Miss Isabella Fitzgerald, the Lady Mayoress of Newcastle, in a letter calling attention to the scheme for the Work for Women Depot, at the Wesley Orphan House, Northumberland Street, Newcastle, says: "It is perhaps not generally realised that at this depot there are about 30 women employed, who would otherwise be added to the list of the unemployed in the city.

"The work which they carry out is the repairing and making fit for wear all cast-off clothing sent to the depot by the general public for that purpose. Since the establishing of the depot a considerable quantity of clothing has been dealt with in this way, and much of it has been distributed amongst the necessitous poor.

"As the winter develops the need for further clothing will become accentuated, and, of course, the women who are at present engaged in this scheme can only continue in employment provided an adequate supply of clothing, to be thus dealt with, is forthcoming.

"I therefore venture to again appeal to the kindly disposed citizens of Newcastle who may have clothing with which they can dispense, to be good enough to send it addressed to me at the Ladies' Workroom, Wesley Orphan House, Northumberland Street.

"It seems to me that it cannot be too frequently emphasised that by co-operating in this way, the public achieve the two objects of providing winter garments for the necessitous poor, and finding employment for those out of work.

Shields Gazette, Dec: 3rd. 1914.

AN APPEAL TO WOMEN.

Never in the history of the town have a Mayor and Mayoress found more momentous and varied duties awaiting them than is the case to-day. They are duties, too, of both local and national importance, and have their origin, of course, in the appalling war crisis this Empire is passing through. South Shields will be asked to bear its share of the burdens of the day, and will not fail. In this connection I have to commend to the inhabitants of the town the Queen's "Work for Women" Fund in the assisting of which the good offices of our Mayoress have been requisitioned through the instrumentality of the secretary, Lady Roxburgh. Her Majesty's message to the women of England conveys practically all that is to be said:

"In the firm belief that prevention of distress is better than its relief, and that employment is better than charity, I have inaugurated the Queen's "Work for Women" Fund. Its object is to provide employment for as many as possible of the women of this country who have been thrown out of work by the war. I appeal to the women of Great Britain to help their less fortunate sisters through this fund."

The Mayoress has for distribution a number of collecting books, and herself will gladly receive and acknowledge donations. As a town we are not large employers of women, and it is not proposed to do what is done in many other towns where women fill the mills and factories, that is, to establish local works for female labour. Our province is purely that of a collecting agency, and not an administrative body. The funds provided here will go to the Central Committee, which is a body that works in co-operation with the Government Committee and with local committees in the promotion of schemes that, while avoiding any interference with ordinary trade, will provide work for women and girls whom the war has thrown out of employment. It aims not at the relief of distress, but at its prevention. It offers not charity but work, and surely everybody can afford a little for extending the beneficent scope of a fund of that kind.

653/18

Glasgow Herald,
December 4th 1914.

WORK FOR WOMEN FUND.

The amount received to date for the Queen's Fund for providing work for unemployed women is £94.447 9s 7d. The Scottish treasurer is the Marchioness of Linlithgow, Hopetoun House, South Queensferry, to whom subscriptions should be addressed. All communications respecting the work of the Scottish Committee on Women's Employment should be addressed to the hon. secretary, Miss Mary M. Paterson, 20 Melville Street, Edinburgh.

Liverpool Post,
Dec: 4th 1914.

A BOOK IN GREAT REQUEST.

PRINCESS MARY'S GIFT BOOK.

ASTONISHING FACTS AND FIGURES.

A few facts about the making of Princess Mary's Gift Book, should help to dispel the illusion that the making of books is the cult of the few instead of the life-work of a multitude. Messrs. Hodder and Stoughton, the publishers of this remarkable half-a-crown book which, as everyone knows, is issued by Royal consent and approval in aid of the Queen's "Work for Women" Fund, send us the following astonishing particulars of production.

The actual production of Princess Mary's Gift Book has given employment to over 2,500 men and women. The copies printed consist of three-and-a-half million (3,500,000) sheets to fold, gather, and sew, and no less than four million nine hundred thousand (4,900,000) pictures to paste on and mount. Twenty-five printing machines have been at work day and far into the night for four weeks on the illustrations alone. Even the ink for these colour pictures must have weighed over a ton. The binding is another huge item. Forty-nine thousand (49,000) yards of cloth 36-in. wide will be required to bind the whole edition, in addition to sixty-five (65) tons of straw boards which are used as backing for the cloth. The total weight of the whole edition when bound will be over two hundred and thirty (230) tons. Here are a few more particulars for those who are fond of comparisons. If the books comprising this great edition were placed on the ground end to end they would reach nearly from London to Oxford. If they could be piled up one on top of each other they would make a mountain over six times as high as Snowdon, and if the pages of these books were placed end to end they would reach over 5,000 miles.

It is gratifying to learn from Messrs. Hodder and Stoughton that the public demand for Princess Mary's Gift Book, although it was only published last Friday, is so enormous that they expect to beat every known record of book publication with it between now and Christmas.

The "Daily Post" and "Echo" are the sole publishers for Lancashire, Cheshire, and North Wales, and the book can be had from all their offices or through all booksellers and stationers.

Glasgow Herald,
Dec: 5th. 1914.

QUEEN'S WORK FOR WOMEN FUND

The object of the Queen's Work for Women Fund is to provide work for the many women thrown out of employment by the war. The Scottish Treasurer, to whom subscriptions should be sent, is the Marchioness of Linlithgow, Hopetoun House, South Queensferry. Communications respecting the work of the Scottish Committee on Women's Employment should be addressed to the Hon. Secretary, Miss Mary M. Paterson, 20 Melville Street, Edinburgh.

WORK FOR WOMEN FUND.

Miss Mary M. Paterson, 20 Melville Street, Edinburgh, reports that the Queen's Fund for providing work for unemployed women now amounts to £94,573. The Scottish treasurer is the Marchioness of Linlithgow, Hopetoun House, South Queensferry, to whom subscriptions should be addressed. All communications respecting the work of the Scottish Committee on Women's Employment should be addressed to the hon. secretary, Miss Mary M. Paterson, 20 Melville Street, Edinburgh.

The Times,
December 3rd. 1914.

THE QUEEN'S FUND.

The Queen's "Work for Women" Fund yesterday reached a total of £94,337.

The portrait of Princess Mary, painted by Mr. J. J. Shannon, R.A., for "Princess Mary's Gift Book," is on view at the Leicester Galleries, Leicester-square, where there are also other originals of pictures by well-known artists reproduced in the book—all for sale on behalf the Queen's Fund.

Messrs. Hodder and Stoughton state that the public demand for Princess Mary's Gift Book, issued last Friday in aid of the "Work for Women" Fund, is already very great. The actual production of the book has given employment to over 2,500 men and women. The copies printed consist of 3,500,000 sheets to fold, gather, and sew, and 4,900,000 pictures to paste on and mount. Twenty-five printing machines have been at work by day and far into the night for four weeks on the illustrations alone.

The Universe, Dec: 4th 1914.

Australia is responding nobly to the call of the dear Homeland. In addition to freeing the seas of the *Emden* and sending over hundreds of her stalwart sons, with more to follow, she has come forward to help the Queen in her beneficent "Work for Women" scheme, with an offer to find employment as home helps and domestic servants, not only for girls trained to those duties, but for typists, dressmakers, etc. The terms are £1 down as part payment of the greatly reduced fare, the balance to be paid in monthly instalments, the only condition laid down being that the girls remain in domestic service for one year after arrival.

* * *

The Central Committee of the Queen's Fund has made a grant of £1,100 towards this very practical scheme, which will enable 550 girls to pay the £1 deposit and receive £1 on arrival in Australia. Each girl will also be given an excellently comprehensive outfit. Certainly the Queen and the Committee assisting her are developing their fund on sound and sane lines—with neither offensive Bumbledom nor poke-your-nose-into-other-people's-business inquisitiveness—which the administrators of the Prince of Wales's Fund might well envy, and—better still—imitate.

Morning Post,
December 5th. 1914.

THE QUEEN'S WORK FOR WOMEN FUND.

TOTAL SUBSCRIBED £94,573.

The Queen's Work for Women Fund yesterday reached a total of £94,573 2s. 11d. Yesterday's subscriptions included:

Collected by the Viscountess Clifden (further instalment)	£38	9	10
By the Urban District Council of Buckfastleigh (including part proceeds of a concert given by Mrs. W. Hamlyn)	20	0	0
By the Mayoress of Wilton	20	0	0

How to employ girl wage-earners under sixteen years of age who have been thrown out of work by the war has been under the consideration of the Central Committee on Women's Employment. Thousands of these girls in London alone, who have been bread-winners in their families, are now displaced. It has been decided that local representatives shall be asked to co-operate with the local education authorities in looking after these young people. It is proposed that training should be undertaken wherever possible by the local education authority, and a maintenance grant coming from the Queen's Fund be given to girls who have been wage-earners, through the local relief authority.

All communications and gifts for sale should be addressed to Lady Roxburgh, 33, Portland-place, and all cheques should be made payable to Mrs. C. Arthur Pearson, Hon. Treasurer, at the same address, and crossed "Queen's Work for Women Fund Account." All correspondence respecting the work of the Central Committee on Women's Employment must be addressed to Miss Mary R. Macarthur, Hon. Secretary, 8, Grosvenor-place, Hyde Park-corner. Applicants for work should apply to the Secretary of the Local Representative Committee at the Town or County Hall or Urban District Offices in the locality in which they reside.

653/19 1053.
Hampstead Express,
Dec: 5th 1914.

QUEEN VISITS WORKROOMS.

THE Queen's great interest in her "Work for Women" Fund was again made evident on Monday, when Her Majesty, attended by Lady Bertha Dawkins and Mr. E. Wallington, visited three of the mayoral workrooms.

At the rooms at the St. Pancras Baths, Prince of Wales-road, the Queen was received by Mrs. H. J. Tennant and Miss Mary R. Macarthur on behalf of the committee, and by the Mayor and Town Clerk of the borough. Amongst those who were presented to Her Majesty were the Right Hon. W. H. Dickinson, M.P. for North St. Pancras, and Mrs. Dickinson, Lady Helen Cassel, Alderman C. W. Matthews, leader of the Reform Party of the St. Pancras Borough Council, Alderman J. H. Harley, leader of the Progressive Party, and Mr. T. Collins, ex-Mayor of the borough. One hundred and fifty women were at work making clothes, which will be given away to the very poor.

The Queen stopped every now and then to speak to a worker. Her Majesty told a girl who was embroidering a dress that it was good to train the eye, and a woman who was knitting was complimented on her speed.

"Don't you drop the stitches?" Her Majesty asked.

In the little shoes which had been made out of men's old silk hats, the Queen took a particular interest, and she delighted everybody by signing her name in the visitors' book. "It's like leaving us a bit of herself," remarked one worker to another.

At Islington the domestic economy training scheme claimed the Queen's first attention. When Her Majesty saw the banana crate cradles, she inquired if the crates could still be obtained. "I remember that there was a danger of the supply running short, and that would have been a pity," she said.

At the Holborn workroom Her Majesty was shown piles of little garments made for the Belgian children.

Kentish Mercury
Dec: 5th 1914.

HER MAJESTY AT GREENWICH.

INSPECTION OF THE WOMEN'S WORK ROOM.

Yesterday afternoon the Queen, who was accompanied by Princess Alexander of Teck, and attended by Mr. E. W. Wallington, C.M.G., paid an informal visit to Queen Mary's Work Room for Women at the Borough Hall, Royal-hill, Greenwich. Her Majesty, who arrived by motor car from Poplar via Blackwall Tunnel, and was dressed in a Saxe blue costume with black toque, was received by the Mayor and Mayoress of Greenwich, the Town Clerk (Mr. Francis Robinson), and the Deputy Town Clerk (Mr. F. J. Simpson), and in the corridor of the Borough Hall she was presented, on behalf of the staff, by Mr. F. G. Skinner (with whom was Mr. R. N. Goddard), with a bouquet of carnations tied with the colours of the Allied Forces. Her Majesty, conducted by the Mayor (who wore his robe and chain of office), the Mayoress, and Miss Mary McArthur, made a close inspection of the work done by the women, some 50 in number, and expressed great gratification with all she saw. Mrs. Furrell (hon. secretary of the fund), Mrs. Nelson (hon. treasurer), Mrs. Clare (supervisor), and Mrs. Bryan Owen had the honour of being presented by the Mayor to the Queen, who on leaving after a visit of a quarter of an hour motored to Southwark Town Hall for a similar purpose. Among those present were Mrs. F. W. Alexander, Mrs. Johnson Smith, Mrs. Leonard Miller, Mrs. Tysoe, Mrs. McDougall, Miss McCall, Mrs. Simpson, Mrs. East, Mrs. Parkes, Miss Janette Scarr, Miss Pamela Lovibond, Miss Ommanney, the Rev. Thomas Morgan, and Councillor Hunt. Mr. F. W. Thornton was in attendance on the Mayor and Mayoress. The Queen was enthusiastically cheered by a small crowd which gathered outside the gates of the Borough Hall. The police arrangements were in charge of Sub-divisional Inspector Garner and Inspector Challenger.

653/20

The Queen, December 5th. 1914.

1.A.9

PRINCESS MARY'S GIFT BOOK.

NOBODY BUT A PRINTER can appreciate the extraordinary value of the Gift Book, published by Messrs Hodder and Stoughton with the sanction and under the patronage of the Princess Mary for the benefit of the Queen's "Work for Women" Fund.* It is no exaggeration to say that, from the point of view of mere production, the book, with its wonderful illustrations, is not worth less than 10s. 6d., and if full market price had been paid to the famous artists and authors for the copyright of the drawings and stories, freely contributed, another half-guinea would have to be added before the public could secure such a treasure. There is scarcely any doubt that an enormous number of people in this country will require such a memento of Christmas during these times of trouble, both for the sake of the book itself, and for the pleasure of being able to make some small contribution to those who are suffering in this terrible winter. But what we would specially like to impress on our readers is the unique chance of sending this wonderful production as a gift book to friends living in the Colonies or America, or anywhere in the world. Never will they have such an opportunity again of sending a gift that is fully worth a guinea and will only cost half-a-crown.

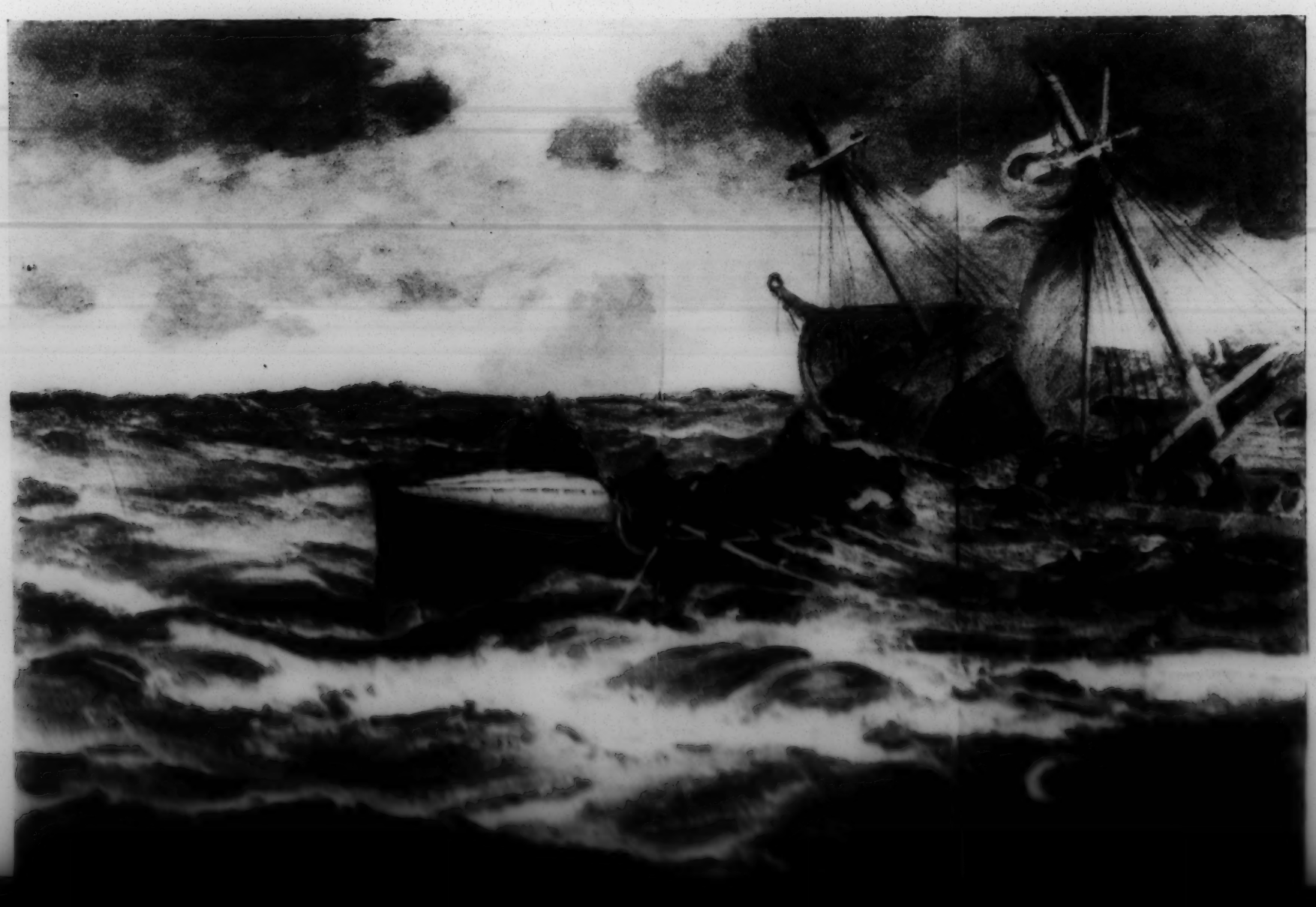
The frontispiece of the volume is a portrait by Mr J. J. Shannon, R.A., of Princess Mary herself, of which an illustration is given elsewhere in the *Queen*. Sir J. M. Barrie contributes a deliciously humorous story entitled "A Holiday in Bed;" G. A. Birmingham, the famous author of *General John Regan*, is represented by a characteristic Irish story entitled "The Spy;" Hall Caine has written a wonderful "life poem" of the sea entitled "Charlie the Cox;" Sir Arthur Conan Doyle contributes "Bimbashi Joyce," a story of Egypt which will thrill every reader; J. H. Fabre, the veteran French author known as "The Insects' Homer;" Ellen Thorneycroft Fowler, the famous author of *Concerning Isabel Carnaby*, who, in "An Angel of God," tells of the way eyes are opened to see the angel hosts; Charles Garvice, whose "Model Soldier" is a charming love story of the present war; Sir H. Rider Haggard tells a glorious story of heroism in South Africa in "Magepa the Buck"; Beatrice Harraden contributes a story of ancient times with a lesson for to-day; the Bishop of London recounts his experiences in camp; A. E. W. Mason pictures the days of the Siege of Paris; the Baroness Orczy, author of the world-famous *Scarlet Pimpernel*, gives us an entirely new Scarlet Pimpernel story; W. Pett Ridge a charmingly humorous and tender story of a girl who wanted "everything different;" Annie S. Swann a tale of gallant Belgium; Kate Douglas Wiggin, author of *Rebecca of Sunnybrook Farm*, a gem of a story in "Fleur-de-Lis."

In addition to these stories there are poems by Ralph Connor, the famous Canadian novelist, who has contributed a thrilling war poem entitled "Canada's Word"; Lady Sybil Grant, whose delightful series entitled "Let's Pretend" is most characteristically illustrated by Arthur Rackham, the famous illustrator of "Peter Pan;" Rudyard Kipling, who has given permission for the inclusion in this volume of his famous poem "Big Steamers;" Alfred Noyes, whose "Spell for a Fairy" is a most moving and delicate piece of work; and John Oxenham, who is represented by a poem entitled "What Can a Little Chap Do?" which will undoubtedly be quoted far and wide.

All these stories and poems are illustrated in the most elaborate manner. There are in all fourteen plates in colour R.W.S.; Edmund Dulac; Norman Wilkinson, R.I.; W. B. Wollen, R.I.; Claude A. Shepperson, A.R.W.S.; A. C. Michael; Eugene Hastain; M. E. Gray; Carlton A. son, R.I.; Joseph Simpson, R.B.A.; W. B. Wollen, R.I.; Claude A. Shepperson, A.R.W.S.; H. M. Brock, R.I.; Gordon Browne, R.I.; Lewis Baumer; Harold Earnshaw; Edmund J. Sullivan, A.R.W.S.

To give our readers some idea of the charm and delight which they will get from this wonderful volume we would wish, but must refrain from quoting any of the tales or verses mentioned above, but we think there can be no harm in

Portrait of Princess Mary, by J. J. Shannon, R.A.
(The frontispiece of *Princess Mary's Gift Book*. Hodder and Stoughton.)



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hold matters. Gravely, with the mathematical accuracy of an engineer tracing the foundation of a well-planned building, the ant-lion walks backwards, with his body dug into the sand; he turns and turns, and in this way hollows out a groove shaped like a perfect circle. Then, still moving backwards and still digging deeper and deeper into the sand, he repeats the circuit many times over, but gradually coming nearer the centre, where he arrives in the end. If any obstacle, such as a large bit of gravel, which would spoil the work, makes its appearance, the ant-lion takes it on his flat head, and, with a vigorous jerk of his neck, flings it to a distance over the edge of the hole. We should use a shovel in exactly the same way to throw out the rubbish when digging.

"The result of this labour is a sort of funnel, two inches

One of Mr Claude A. Shepperson's drawings for "A Spell for a Fairy"
Princess Mary's Gift Book. (Hodder and Stoughton.)

wide and a little less in depth. For that matter, each ant-lion scoops himself out one proportioned to his size; the larger ones, the giants of the family, produce one almost big enough to hold an orange; the younger and smaller ones are content with a hollow which a walnut would fill. But, whether great funnels or modest dents, all these cavities are constructed on one and the same principle; the slope is very steep and formed of extremely loose sand; nothing, however light, can set foot upon it without producing a landslip, followed by a headlong fall.

"When the work is finished, the scoundrel buries himself in the sand, right at the bottom of the funnel; his pincers alone appear outside, ever ready to snap, but nevertheless hidden as far as possible. And now the ant-lion remains completely motionless and waits; he waits for hours, for days, for weeks, if necessary, for his patience is unequalled; he waits for his dinner to come to him, as he cannot go after his dinner himself.

"Let us do as he does, and wait, very attentively. What will happen? See, an ant comes trotting along, suspecting no harm, bringing a little honey in her crop for her mates, who are working at a distance, just as the goodwife, on the stroke of noon, brings the reaper his midday meal in the fields. In her hurry, or perhaps in her heedlessness, she has not seen the precipice. She steps upon it, but only just on the edge. It makes no difference; as soon as her foot is on the perfidious slope, the sand gives way and the poor thing is dragged down. If our eyes were sharp enough, we should see signs of fierce delight betrayed by the formidable jaws at the bottom.

"Thank goodness! A microscopic bit of straw has interfered with the landslide. The fall ends in the middle of the slope; and the ant, recovering her balance, tries to scramble back to the top. The sand trickles under her feet; no matter; she goes to work with so much prudence, she so skilfully makes use of the smallest solid support, she is so careful to move sideways instead of going straight up the slope, that it looks as though the climb ought to be achieved without fresh impediment. Her knees, her delicate feelers seem atremble with excitement. One more effort, only a little effort, and the thing is done. The edge is there, close by; the ant must reach it.

"Alas, she does not reach it! Suddenly from the sky there falls upon the poor wretch, thick as hailstones, a rain of grains of sand, which, for the tiny ant, is as bad as a regular rain of pebbles. Who is the brute that takes delight in thus stoning the distressed ant, who clings in her despair now to this side, now to that, as best she may, so as not to roll to the bottom of the precipice? The brute is the ant-lion, the ruffian, lying in ambush down in his funnel. See what he is doing. He takes on his flat head a load, a shovelful of sand, and flings it in the air towards the ant, with a sudden, quick jerk of the neck, like the movement of a spring. The shovelfuls follow rapidly, one after the other.

"What can the ant do, I ask you, on the slope of that terrible trap, where the ground falls from under her in a rushing torrent, while a hail of pebbles dashes down from above? In vain she struggles, with all the pluck of despair; for each step forward she takes three back, coming nearer and nearer to the dreadful jaws that are waiting for her at the bottom of the funnel. Bruised and dazed with the stoning, she rolls over and over, right into the jaws. The jaws seize her and everything disappears in the sand; not a trace remains of the recent tragedy."

Our Special Christmas Offer for the Soldiers (see p. 687).

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Ashton-under-Lyne Reporter, December 5th. 1914.

"QUEEN MARY" WORK ROOM.

New Scheme to Aid Distressed Women in Ashton.

There are plenty of people who are actually in need of help owing to the war who will not seek the aid of the Relief Committee. They are eager and willing to work, but their spirit of independence is such that they would rather starve than accept relief.

To many women, therefore, the Ashton Queen Mary Workroom, which will be run essentially on "work for wages lines," will appeal strongly. It will enable them to earn a little money honestly and industriously to tide them over a crisis in their affairs without their having to apply for relief.

Lady Aitken, who is at the head of the local scheme, has received a grant from the Queen Mary Fund to commence the work, and rooms have been taken in the United Methodist Schools, Stamford-street, and it is hoped to commence the work on Monday week, December 14th.

The work will mainly consist of remodelling and renovating old garments, which will be afterwards sent to the Ladies' Relief Committee for distribution amongst the necessitous. There will be a lady superintendent and assistant appointed, and the work will be largely educational. The total number of workers that can be employed to start with is fifty. No one under the age of 18 can be employed, or anyone in receipt of relief. All applications for employment should be made at the women's department at the Ashton Labour Exchange, on Mondays and Tuesdays (commencing next week), between the hours of 11 to 12 a.m. and 3 to 4 p.m.

It need hardly be intimated that gifts of old clothing, suitable for remodelling and renovating, will be gratefully received any afternoon at the United Methodist Schools.

Evening News, Dec: 7th. 1914.

MONEY MEANS WORK.

"Prevention of Unemployment Better Than the Cure."

"The war has hit everybody," Mrs. C. Arthur Pearson, hon. treasurer of the fund, explained to a representative of *The Evening News*, "but I do not think the majority of women — who, though they have had to curtail their expenses, of course, but are still able to get along fairly comfortably—realise the havoc that the war has caused in the ranks of women workers. In London alone there were as many as 40,000 unemployed at one time.

"Now, too, is the season of loosened purse-strings, and, even though there may not be very much in the purse, I feel quite sure that there is at any rate *one* shilling to spare."

"I should not dream, especially at the present moment, of accusing my fellow-women of carelessness, but, at the same time, there must be millions of unconsidered shillings spent on inconsiderable trifles every day; those are the shillings which we want to gather into Queen Mary's Fund for the next week."

This appeal which is being made to women for shillings to help other women is perhaps the most splendid of all the appeals to which the war has given rise. There is the full and pleasant satisfaction of knowing that not a penny will go astray or be wasted. It was Queen Mary's axiom when she inaugurated her Fund on behalf of out-of-work women that "the prevention of unemployment was better than the cure."

HOW WORK IS FOUND.

Dressmakers thrown out of employment have been set to work making shirts, orders for which factories could not cope with, and it is gratifying to know that employers of labour have, in hundreds of cases, lent their premises for such industries in order to keep their staffs together. Many experimental workrooms have been opened in London to give employment in the metoroplitan area; 350 local committees, scattered up and down the country, work in conjunction with the properly constituted authorities.

Where work on actual commercial lines cannot be found, grants are made to enable the employment of women in the manufacture of such articles as cradles, clothing and maternity outfits for poor mothers who would otherwise have to go without such necessary things.

All subscriptions should be sent to Mrs. C. Arthur Pearson, Honorary Treasurer, The Queen's "Work for Women" Fund, 33, Portland-place, London, W.

An official acknowledgment will be sent to each subscriber from Buckingham Palace.

Sunday Times, December 6th. 1914.

WORK FOR WOMEN.

PRINCESS'S GIFT BOOK.

The Queen's Work for Women Fund reached by noon yesterday a total of £94,927.

There has been a great demand all over the country to secure early copies of the first edition of the Princess Mary's Gift Book. Over 300,000 have been sold in seven days, which represents an average of 43,000 copies a day.

Mr. James Douglas, the well-known author and journalist, writes the following appreciation of the Gift Book: "One young officer—my son—now seriously ill, is enjoying its good things. It is the first book we could persuade him to be interested in."

The actual production of the "Princess Mary's Gift Book" has given employment to over 2,500 men and women.

Through the generosity of Mr. S. Ernest Palmer, founder of the Patron's Fund Royal College of Music, the Queen's "Work for Women" Fund will publish to-morrow a stirring song entitled "Children of Britain," music by Mr. Hubert Bath, words by Mr. Alfred Noyes. Mme. Clara Butt has promised to sing it.

Daily Citizen, Dec: 7th. 1914.

WOMEN'S SHILLING WEEK

SPARE COINS FOR SISTERS OUT OF WORK.

For one week, starting from to-day, an appeal is made to every woman in the land who can possibly spare it to send one shilling to the Queen's "Work for Women" Fund.

It is not fully realised as yet that in London alone 40,000 women were rendered workless by the war. To these and their sisters in the country the fund has come as a shining ray of hope. The schemes already approved involve an annual expenditure of over £250,000. Over 60 workrooms have been established, and many thousands of women who must otherwise have become destitute have been happily employed at fair wages.

The special appeal this week is to be in the nature of a New Year gift from women to women. It is hoped that the shillings will roll in by next Saturday, in order that the grand total may be announced by January 1.

"Every woman," writes the hon. secretry (Lady Roxburgh) and the hon. treasurer (Mrs. C. A. Pearson), "can augment this great New Year's offering to the less fortunate of her sisters, for those who feel that they are unable to afford a shilling can easily collect this sum, and, may we add, those who are able to afford more can make up for the deficiencies of others by sending several shillings."

The shillings should be sent to Mrs. C. Arthur Pearson, for "The Queen's 'Work for Women' Fund," at 33, Portland-place, W.

Dundee Advertiser, Dec: 7th. 1914.

THE MADAME CLARA BUTT CONCERT.

In addition to the items already announced for her programme to-morrow night Madame Clara Butt is, at the desire of Her Majesty the Queen, to sing for the first time a new song, "Children of Britain," a poem by Alfred Noyes, set to music by Hubert Bath. The song has been published with the gracious sanction of Her Majesty for the benefit of the Queen's Work for Women Fund, and in order that the whole proceeds from its sale may go to that fund Mr S. Ernest Palmer (founder of the Patron's Fund, R.C.M.) has generously borne the entire cost of production of the song.

Scotsman, 7th Dec: 1914.

HER MAJESTY AND THE QUEEN'S WORK FOR WOMEN FUND.

Her Majesty the Queen, in the midst of her many philanthropic activities, takes an especially warm interest in the work of the Queen's Work for Women Fund. A fresh proof of the Royal sympathy is afforded in the extension to the Scottish Committee on Women's Employment, which administers the Queen's Fund in Scotland, of the privilege of using Her Majesty's Crown and initials upon articles turned out from the workrooms under the Committee's control.

Northern Daily Telegraph, Dec: 6th 1914. 653.

THE QUEEN'S "WORK FOR WOMEN" FUND.

Sir,—May we, on behalf of the Queen's "Work for Women" Fund, make an appeal through the medium of your paper, to the women of the United Kingdom, inviting each one of them who is in a position to do so, to contribute a shilling as a New Year's offering to the fund. Over sixty workrooms have been started in various parts of the country, and in London alone employment or training is now available for several thousands of unemployed women and girls. The schemes of work and training throughout the country, and approved already, involve an annual expenditure of over £250,000. We are anxious to have all donations sent in by December 16, so as to enable us to announce the grand total in the press on New Year's Day. The knowledge that they are thereby helping to alleviate the hardships of women to whom the war has brought acute distress may tend to make those who subscribe feel that they are starting the new year well. Every woman can augment this great New Year's offering to the less fortunate of her sisters, for those who feel that they are unable to afford a shilling can easily collect this sum; and, may we add, those who are able to afford more, can make up for the deficiencies of others by sending several shillings.

ETHEL PEARSON, Hon. Treasurer.
ELEANOR ROXBURGH, Hon. Secretary.
The Queen's "Work for Women" Fund.
33, Portland Place, W.

Daily Mail, Dec: 7th. 1914.

THE QUEEN'S FUND FOR WOMEN

The Queen's Work for Women Fund reached on Saturday a total of £94,927 11s. 4d. The day's subscribers included:

Collected by Lady Carnarvon, £170; collected by Mayoress of Reigate, further instalment, £50; collected by Urban District Council of Ottery St. Mary, £33 16s. 2d.; Rajawella Produce Company, £26 5s.; collected by Urban District Council of Linslade, £22 19s. 5d.; "The Friends of Women's Suffrage" Department of Wolverhampton Women's Suffrage Society, per Mayor of Wolverhampton, £12 2s. 6d.

All communications should be addressed to Lady Roxburgh, 33, Portland-place, London, W., and all contributions and cheques be made payable to Mrs. C. Arthur Pearson, hon. treasurer, at the same address.

The Prince of Wales's National Relief Fund has now reached £4,042,000, and Princess Mary's Christmas Gifts Fund £120,009.

Irish Times, Dec: 7th. 1914.

QUEEN MARY'S FUND FOR WOMEN.

A series of six drawingroom concerts in aid of the above Fund will be held in Dublin during the months of December, January, and February, under the auspices of a large and influential Committee. At the first concert, to be held at Mrs. O'Carroll's, 43 Merrion square, on Wednesday evening next, Miss Mary Maguire, Miss Florence Marks, Mrs. MacMahon, Mrs. Bramble, and Mr. Percy French will be amongst the performers. The following ladies have lent their houses for the succeeding concerts:—Mrs. Maxwell Hutton, Mrs. Travers Smith, Mrs. Wisdom Hely, Lady Cowan, and Mrs. Charles Waters.

The Scotsman Dec: 8th. 1914.

QUEEN'S WORK FOR WOMEN FUND.

The Queen's Work for Women Fund last night reached a total of £95,161.

In connection with the working of the Fund, women and girls in the workrooms are required to register at the local Labour Exchange, but in future those who join a course of instruction will not be asked to re-register weekly until the training is nearly complete. Those in the workrooms who are not taking a course of lessons will now have first chance of the posts notified by the Labour Exchanges. The Committee has laid down a rule that only women unemployed as a consequence of the war may be admitted to cookery centres. The training is merely being given in place of employment. Only women who are considered suitable, and who are willing to pass through the whole course, are accepted. They are specially selected from the workrooms or from among applicants for relief.

Daily Telegraph, December 7th. 1914.

QUEEN'S FUND FOR WOMEN

A NEW YEAR'S OFFERING.

TO THE EDITOR OF "THE DAILY TELEGRAPH."

SIR—May we, on behalf of the Queen's "Work for Women" Fund, make an appeal through the medium of your paper to the women of the United Kingdom, inviting each one of them who is in a position to do so to contribute a shilling as a New Year's offering to the fund?

Over sixty work-rooms have been started in various parts of the country, and in London alone employment or training is now available for several thousands of unemployed women and girls. The schemes of work and training throughout the country, and approved already, involve an annual expenditure of over £250,000.

We are anxious to have all donations sent in by Dec. 16, so as to enable us to announce the grand total in the Press on New Year's Day.

The knowledge that they are thereby helping to alleviate the hardships of women to whom the war has brought acute distress may tend to make those who subscribe feel that they are starting the New Year well.

Every woman can augment this great New Year's offering to the less fortunate of her sisters, for those who feel that they are unable to afford a shilling can easily collect this sum; and, may we add, those who are able to afford more, can make up for the deficiencies of others by sending several shillings.—Yours faithfully,

ETHEL PEARSON, Hon. Treasurer.
ELEANOR ROXBURGH, Hon. Secretary.

The Queen's "Work for Women" Fund,
33, Portland-place, W., Dec. 5.

RELIEF OF SUFFERING.

As the above letter indicates, Mrs. C. Arthur Pearson and Lady Roxburgh are, for one week from to-day, making a special Christmas appeal to every woman throughout the country. They are asking every woman who has a shilling—or several shillings—to spare, to assist in carrying on the work of finding employment for those thousands of girls and women who have lost their occupation through the war.

This appeal, which is being made by women to women, for shillings to help other women, is one of the most touching to which the war has given rise. It is doubtful whether even now the general public realise the terrible amount of distress and actual want which the war has occasioned in homes which were maintained, or at any rate supported, by women workers.

When Queen Mary first inaugurated the fund the prospect was alarming. Immediately after the outbreak of war the economy which was practised even by the upper and middle classes had the result of throwing upwards of 40,000 women out of work in London alone, and this state of affairs was repeated on a proportionate scale throughout the provinces. The case of the women was pitiable, and the necessity of alleviating their distress urgent. It was met at once, and in a most practicable form, by the Queen's "Work for Women" Fund, which was founded, and has been steadily maintained, on the principle laid down by her Majesty, "that the prevention of unemployment is better than its relief, and that employment is better than charity."

A SPECIALISED LABOUR EXCHANGE.

It was recognised from the outset that payment for work out of charitable funds would be economically wrong, and in reality produce no good effects, because it would simply displace other women workers. It was, therefore, determined that there should be no competitive work whatsoever. Instead, the situation was largely met by the institution of a highly-specialised form of labour exchange for women.

As a consequence, dressmakers thrown out of employment have been set to work making shirts, orders for which factories could not cope with, and it is gratifying to know that employers of labour have, in hundreds of cases, lent their premises for such industries in order to keep their staffs together.

The committee themselves have secured several contracts, which include 10,000 belts for the French army and 10,000 shirts weekly for the Government clothing works at Pimlico.

In addition, arrangements have been made to instruct typists out of work in the higher branches of the secretarial profession, such as accountancy and languages, a maintenance being paid while the training is in progress. Other women and girls are receiving instruction as sick-room helpers. Forewomen are being trained as cutters. A large number of factory girls have been sent to the West of England for the purpose of fruit pulping and vegetable drying, while an interesting "back to the land" experiment is being tried at Radlet for unemployed women from the East-end of London, who are now being trained in fruit-growing and horticulture.

Seven experimental work-rooms have been opened in London under the direct control of the fund as examples and illustrations to the local representative committees. These local committees have women representative sub-committees, and upon them lies the duty of providing occupation for unemployed women on lines approved by the central committee. There are already 350 local committees in various parts of the country, while sixteen of the London boroughs have already received grants from the Queen's Fund to enable them to carry on work either suggested or approved by the central committee.

SIXTY SCHEMES APPROVED.

Some estimate of the operations of the fund may be gathered from the fact that the central committee has already approved sixty schemes, which involve an expenditure of £250,000 a year.

Quite apart from these relief measures, the fund is carrying out a most useful work in the way of supervising and co-ordinating women's employment, which will be of the utmost value in days to come. Relief of distress is its main object, but where work, however non-competitive, cannot be carried on along strictly commercial lines, women are employed in the manufacture of such articles as cradles, layettes, and clothes to be distributed in homes far too poor to afford such necessaries. For instance, 1,500 cradles are being turned out in Bethnal-green.

Only those working on the central committee or the local committees can quite appreciate the terrible amount of privation which has to be met. Thousands of homes dependent on women workers are threatened with destitution this Christmas, and Mrs. Pearson and Lady Roxburgh feel that the true facts have only to be presented to those women who have still something over and above their actual needs, to secure an immediate and generous response to their appeal.

If every woman who could spare a shilling would only send it to the fund now, there would be millions of shillings to go towards bringing a little joy into thousands of stricken homes this Christmas time. Every penny goes direct, not as a charitable dole, but to provide work for some woman whereby she is enabled not only to maintain her home, but to keep her self-respect. Apart from sending a shilling herself, every woman who has time to spare is asked to collect from other women.

Subscriptions should be sent to Mrs. C. Arthur Pearson, Hon. Treasurer, Queen's Work for Women Fund, 33, Portland-place, London, W., who hopes that all donations may be sent in by Dec. 18, in order that the total may be announced on New Year's Day.

The Queen's "Work for Women" Fund had reached at noon on Saturday a total of £94,927 11s 4d.

There has been a great scramble all over the country to secure early copies of the first edition of the Princess Mary's Gift Book. Over 300,000 have been sold to the reading public in seven days, which represents an average of 43,000 copies a day. The production has given employment to over 2,500 men and women.

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The Daily Graphic, December 7th. 1914.

SHILLINGS FOR POOR SISTERS.

APPEAL BY WOMEN TO WOMEN FOR WOMEN.

QUEEN MARY'S FUND.

TO THE EDITOR OF THE DAILY GRAPHIC.

Sir,—May we, on behalf of the Queen's "Work for Women" Fund, make an appeal through the medium of your paper to the women of the United Kingdom, inviting each one of them who is in a position to do so to contribute a shilling as a New Year's offering to the fund?

Over sixty work-rooms have been started in various parts of the country, and in London alone employment or training is now available for several thousands of unemployed women and girls. The schemes of work and training throughout the country, and approved already, involve an annual expenditure of over £250,000.

We are anxious to have all donations sent in by December 16th, so as to enable us to announce the grand total in the Press on New Year's Day. The knowledge that they are thereby helping to alleviate the hardships of women to whom the war has brought acute distress may tend to make those who subscribe feel that they are starting the New Year well.

Every woman can augment this great New Year's offering to the less fortunate of her sisters, for those who feel that they are unable to afford a shilling can easily collect this sum, and, we may add, those who are able to afford more can make up for the deficiencies of others by sending several shillings.—Yours faithfully,

ETHEL PEARSON, hon. treasurer.
ELEANOR ROXBURGH, hon. sec.

The Queen's "Work for Women" Fund,
33, Portland Place, W.

AN ALL-WOMAN MOVEMENT.

In the letter given above Mrs. C. Arthur Pearson and Lady Roxburgh, respectively hon. treasurer and hon. secretary of the Queen's "Work for Women" Fund, make a special Christmas appeal to every woman throughout the country. They are asking every woman who has a shilling—or several shillings—to spare to assist in carrying on the work of finding employment for those thousands of girls and women who have lost their occupation through the war. This appeal by women to women for shillings to help other women is one of the most noteworthy of all to which the war has given rise, and between now and Wednesday of next week—the date announced—Mrs. Pearson and Lady Roxburgh deserve the widest help of their sex in their charitable endeavour.

The Queen's "Work for Women" Fund was founded, and has been steadily maintained, on the principle laid down by Her Majesty, "that the prevention of unemployment is better than its relief, and that employment is better than charity." Women's work—useful work—of all kinds is being organised and carried on by the Fund throughout the country. Thousands of homes dependent on women workers are threatened with destitution this Christmas, and Mrs. Pearson and Lady Roxburgh feel that the true facts have only to be presented to those women who have still something over and above their actual needs to secure an immediate and generous response to their appeal. All subscriptions should be sent to Mrs. C. Arthur Pearson, hon. treasurer, Queen's Work for Women Fund, 33, Portland Place, London, W.

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Daily Call, December 7th. 1914.

653.

WHEN 40,000 WOMEN WERE OUT OF WORK.

ACUTE DISTRESS.

TOUCHING APPEAL TO OTHER WOMEN.

GREAT SHILLING FUND.

To the Editor, *Daily Call.*

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ETHEL PEARSON, Hon. Treasurer.
ELEANOR ROXBURGH, Hon. Secretary.
The Queen's "Work for Women" Fund,
33, Portland-place, W.

AN ALARMING PROSPECT.

From to-day, for one week, it will be seen Mrs. C. Arthur Pearson, the hon. treasurer, and Lady Roxburgh, the hon. secretary of the Queen's "Work for Women" Fund, are making a special Christmas appeal to every woman throughout the country.

The *Daily Call* desires to support this appeal in every possible way.

Every woman who has a shilling—or several shillings—to spare is asked to assist in carrying on the work of finding employment for those thousands of girls and women who have lost their occupation through the war.

This appeal, which is being made by women to women, for shillings to help other women is certainly the most touching, and, perhaps, the most splendid of all the appeals to which the war has given rise.

It is doubtful if even now the general public realise the terrible amount of distress and actual want which the war has occasioned in homes which were maintained, or at any rate supported, by women workers.

When Queen Mary, indeed, first inaugurated the fund the prospect was alarming.

Immediately after the outbreak of war the economy which was immediately practised even by the upper and middle classes had the immediate result of throwing upwards of 40,000 women out of work in London alone, and this was a state of affairs repeated on a proportionate scale throughout the provinces.

HOW SITUATION WAS MET.

But the situation was largely met by the institution of a highly specialised form of labour exchange for women.

As a consequence, dressmakers thrown out of employment have been set to work making shirts, orders for which factories could not cope with, and it is gratifying to know that employers of labour have in hundreds of cases lent their premises for such industries in order to keep their staffs together.

The committee themselves have secured several contracts, which include 10,000 belts for the French army and 10,000 shirts weekly for the Government Clothing Works at Pimlico.

In addition, arrangements have been made to instruct typists out of work in the higher branches of the secretarial profession, such as accountancy and languages, a maintenance allowance being paid while the training is in progress.

Other women and girls are receiving instruction as sick-room helpers; forewomen are being trained as cutters.

A large number of factory girls have been sent to the West of England for the purpose of fruit-pulping and vegetable drying, while a most interesting "back to the land" experiment is being tried at Radlett for unemployed women from the East-end of London, who are now being trained in fruit-growing and horticulture.

COMMITTEES ALL OVER COUNTRY.

There are already 350 local committees in various parts of the country, and some estimate of the operations of the fund may be gathered from the fact that the Central Committee has already approved sixty schemes which involve an expenditure of £250,000 a year.

Only those working on the Central Committee or the local committees can quite appreciate the terrible amount of privation which has to be met. Thousands of homes dependent on women workers are threatened with destitution this Christmas, and Mrs. Pearson and Lady Roxburgh feel that the true facts have only to be presented to those women who have still something over and above their actual needs to secure an immediate and generous response to their appeal.

If every woman who could spare a shilling would only send it to the fund now there would be millions of shillings to go towards bringing a little joy into thousands of stricken homes this Christmas time.

Apart from sending a shilling themselves, every woman who has time to spare is asked to collect shillings from other women.

All subscriptions should be sent to Mrs. C. Arthur Pearson, hon. treasurer, Queen's Work for Women Fund, 33, Portland-place, London, W., who hopes that all donations may be sent in by December 18 in order that the total may be announced on New Year's Day.

While the King by the tact shown so notably in the bestowal of the Garter on that modern Paladin, King Albert, has been so happily sealing the compact between the Allies, and disappointing for ever the vain German hopes of sowing dissension, Queen Mary has been pursuing at home the course of quiet usefulness that endears her to the hearts of the British people. In another part of our issue we draw attention to the needs of the Queen's "Work for Women Fund," of which Mrs. C. Arthur Pearson is the honorary treasurer. An appeal is being made for a special effort in view of the approach of Christmas. The object of the fund, as its name denotes, is to provide work for those hapless women who have been thrown out of employment through a war which inevitably hits hard and at once all those industries which supply the means of luxury.

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Few people, especially few women—and it is women who are asked to make their poorer sisters' cause especially their own—realise the extent to which war has wrought havoc in the ranks of women workers. In London alone at one time there were as many as 40,000 unemployed. The Queen's practical sense at once led her to give her warm approval and support to a movement to mitigate as far as possible the terrible hardships suddenly facing a deserving and peculiarly helpless class. "Employment is better than charity," said her Majesty in a message that should be read and heeded by all. Employment on practical economic lines, free from any pauperising taint, is the object the Central Committee of the fund has had steadily in view. Already a vast amount of good has been effected, and fifty schemes have been approved which involve the expenditure of a quarter of a million a year.

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If every woman who can squeeze a shilling out of her pin money or her household expenses allowance will send it to Mrs. Pearson, at 33, Portland-place, W., the result will be happiness and comfort in many homes where otherwise gloom undiluted would reign this Christmas. People are always asking what they can do to help their country in the hour of need, and it is not very easy to answer the question in most cases. But there is something everybody can do, and that is to think a little less of self and a little more of others. Giving money in any quantity does not, of course, rank with the higher kind of sacrifice

Daily News & Leader, Dec. 7th. 1914.

FOR UNEMPLOYED WOMEN.

Send a Shilling to the Queen's Fund.

WORKROOMS OPENED IN LONDON.

British women will have an opportunity this Christmas time of providing a great gift for their poorer sisters who have been thrown out of work owing to the war—the gift of employment. It will cost them very little either in time or money. All they are asked to do is to send a shilling to the Queen's "Work for Women" Fund, which has been inaugurated by the Queen with a view to finding employment for as many women and girls as possible.

A special appeal "from woman to woman" is being made for one week only. It is being issued by Mrs. C. Arthur Pearson, the hon. treasurer of the Fund, and Lady Roxburgh, hon. secretary. All donations should be forwarded to Mrs. C. Arthur Pearson at 33, Portland-place, W.

The Queen's Advice.

"The motto of the Fund is 'Better than Charity,'" said Mrs. Pearson, in an interview with a "Daily News" representative. "Those were the Queen's words in making this appeal to the women of Great Britain to help their less fortunate sisters through this Fund.

"We want all women who can spare a shilling to help in this national work. Those who cannot afford a shilling should do their best to collect one, and send it along not later than Dec. 16, as we are anxious to announce the total in the Press on New Year's Day as a New Year's gift to poor working women. A shilling is suggested as a convenient sum, but there is no reason why anyone should not send more; in fact, the more money we receive the more employment we shall be able to provide. People have little idea of the distress which has been caused among women workers by the war.

"The Fund is now employing numbers of women in its special workrooms, and also keeping open some hundreds of other workrooms which would otherwise be closed. The case of each woman is investigated, and she is given the kind of work for which she is best suited. Some are being trained to cook and act as sick-room helps, while a number of factory girls are engaged in fruit-pulping, bottling unsweetened fruit, and drying vegetables.

London Workrooms.

"Many experimental workrooms have been opened in London to find work for women in the metropolitan area, and 350 local committees in various parts of the country work in conjunction with the central authority. Where work on commercial lines cannot be found efforts are made to provide employment in the manufacture of such articles as cradles, clothing, and maternity outfits for poor mothers who would otherwise have to go without such necessary things.

"I earnestly appeal to the women of England," added Mrs. Pearson, "to help us forward in this practical scheme for finding work for women this winter."

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"I earnestly appeal to the women of England," added Mrs. Pearson, "to help us forward in this practical scheme for finding work for women this winter."

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Standard, Dec: 7th. 1914.

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THE QUEEN'S APPEAL.

It is a pleasing as well as a bounden duty to draw special attention to the appeal made this morning on behalf of the Queen's "Work for Women" Fund. This benevolent and well-considered endeavour to bring solace and assistance to working women for whom the war might otherwise mean a long spell of bitterly hard times should command the warm sympathy of the nation. The class for whose benefit the fund was instituted found itself menaced, when the crisis burst on the country, with a stroke of evil fortune almost as hard to bear as any that might befall British womankind if the enemy landed on our shores. A sudden loss of employment, complete in many cases, would have deprived thousands of women and girls, dependent wholly or partly on their own industry for a livelihood, of their main safeguard against destitution in various degrees of intensity. It would be painful to dwell on the most deplorable consequences attendant on such an interruption of the sources to which so many of the weaker sex had learnt to look with increased confidence, some for the bare necessities of life and others for a slender addition to them. But unless something could be done it was inevitable that these sources of employment for women would be obstructed, if not altogether cut off. The stern economy imposed on the public at large at once lessened the demand for the produce of women's industry and skill. Working women of almost every description soon began to feel the pinch. Had this social peril been left to grow unchecked a vast number of deserving people would before long have been reduced to such a state of penury and affliction that only measures of relief on an heroic scale could avert a grievous reproach to the national conscience.

If all the various movements that have been started with the object of relieving distress caused by the war could show a report of progress as satisfactory and as promising as that already achieved by the organisers of the Queen's. "Work for Women" Fund the apprehension of a possible waste of energy through the duplication and overlapping of efforts might be comfortably dismissed. Nor should we in that case be at all afraid lest while some kinds of distress were receiving more than their share of attention others were overlooked. That in the organisation and administration of the Queen's Fund these mistakes have been avoided is manifest from the facts given in the appeal we have received from Mrs. C. Arthur Pearson, the honorary treasurer, and Lady Roxburgh, the honorary secretary. How urgent was the need for judicious but strenuous intervention may be inferred from the statement that in London alone upwards of 40,000 women were thrown out of work immediately after the outbreak of war. It was much the same in the provinces. There and in the capital of the Empire the case of the women was pitiable. But it was no less certain that indiscriminate or misapplied assistance would do almost as much harm as inadequate measures of relief. An attempt, again, to meet the difficulty by devising a system of purely pecuniary aid would have been a fatal blunder, however well intended. Largesse on a grand scale was out of the question. Charity in this form would be doubly objectionable. It would ask too much in these times of the giver, and it would as often as not be morally detrimental to the recipient. But the Queen, when she gave her name and patronage to the fund, laid down the sound principle that the prevention of unemployment is better than its relief, and employment is better than charity in the conventional sense of the term.

On this sane principle the Managing Committee have proceeded. A fair notion may be obtained of the magnitude of the machinery set in motion from the statement that three hundred and fifty local committees are working under the guiding eye of the central authorities and that sixty schemes, mainly for keeping women and girls employed, have been examined and approved. A sort of labour exchange for women has been established. Where certain classes, such as dressmakers, are in straits owing to the greater thrift practised by the well-to-do, other suitable employment is found for them. Technical instruction is given to those who would be helpless without it. Factory girls turned away from the machine-room have been sent to the West of England, where a probably healthier, if not as lucrative, occupation is open to them in the fruit and vegetable business. Not a few women have left the metropolis to try their hands at fruit growing and horticulture in Hertfordshire. But, of course, money is wanted. The sixty schemes spoken of alone involve an expenditure of £250,000 a year. In a touching, and what, we trust, will prove a successful, appeal, the secretary and treasurer ask for a shilling from every woman in the kingdom who can spare it, and they particularly beg that a few millions of shillings may be contributed between now and December 16, in time, that is, to bring a little light and hope into thousands of darkened homes at Christmas.

Daily Sketch, Dec: 8th. 1914.

FOR WOMEN OUT OF WORK.

How To Help The Shilling Week Of The Queen's Fund.

Women are the worst sufferers by war.

Not only, in this most appalling of all wars, are they losing their nearest and dearest, the family breadwinners—husbands or lovers, brothers or sons—but they are being thrown defenceless, oftentimes almost resourceless, upon the world.

In numerous cases women have been thrown cut of work and find it exceedingly difficult to secure a living through the extent to which the social and industrial life of the community has been thrown out of gear as an immediate consequence of the war.

Now, the object of the Queen's "Work for Women" Fund is to set up a practical organisation that may provide work for workless women and girls, so that these may fend for themselves without becoming recipients of charity.

Money subscribed to the Queen's Fund is devoted to assisting those schemes of employment for women which are devised or approved by the Central Committee on Women's Employment.

There are also steadying influences at work, in addition to the schemes, costing money. The Central Committee on Women's Employment gives advice as to the placing of large contracts in the most needy districts, and sees that the contracts are distributed where the workers will be best benefited.

With a view to helping forward the Queen's Fund a "Shilling Week" Campaign has been evolved, so that everyone, however hard hit by the war, could contribute something. You may send a shilling, or, if you are one of the fortunate, many shillings; on the other hand, if you are a little young person whose pocket money is your all, just spare a penny or two of it, and collect the rest from your friends until you have a shilling, or several shillings.

Please send all subscriptions to Mrs. C. Arthur Pearson, who is the hon. treasurer for the Queen's "Work for Women" Fund, at 33, Portland place, W.

Star, Dec: 8th. 1914.

YOU CAN HELP TOO.

Postal Order Offerings for "Work for Women" Fund.

Mrs. Brownson went into a post-office the other morning and asked for a shilling postal order. As she waited for her change Mrs. Fitsmith, a friend of hers, came in.

Mrs. Fitsmith eyed the postal order, and her friend smiled.

"This is my little bit," she explained. "I have cut down the household expenses during this week as much as I can, and this morning I spent a shilling's worth less so that I might get this order to send along to one of these war funds that is doing specially good work."

"They are all doing that. Which one is getting your shilling?"

"It is Queen Mary's Fund. I know of a case personally where they practically saved a home. My housemaid's sister is a widow, with two children, and worked in a factory of some sort. When war broke out all the hands were discharged, and this poor little soul—a thoroughly hard-working and deserving creature—at the end of a week or two was practically starving. Somehow her case got looked into by this Queen Mary's "Work for Women" Fund, and within two days she was given employment which brings her in as much as she was earning before."

Mrs. Fitsmith raised her eyebrows, and said: "Yes, but who pays her wages?"

"They are paid out of the money collected by the fund. It doesn't believe in charity, and for every penny it spends in wages it gets a full return in work. That is the best of it. They are asking now for a shilling to be sent by December 16 next as a sort of New Year's offering. And this is my shilling."

She folded it up, and slipped it into an envelope already addressed and stamped. Her friend was impressed.

"That is the sort of work that is needed, Mrs. Brownson. I am going to follow your example. I will have a shilling postal order, too, please" (this to the girl behind the counter). "Will you let me copy down the address from your envelope?" and she wrote on a slip of paper—Honorary Treasurer, Queen Mary's "Work for Women" Fund, 33, Portland-place, London, W.

Daily News & Leader, Dec: 8th. 1914.

WORK FOR WOMEN.

Appeal to Schoolgirls to Give Their Pocket-money.

If every schoolgirl in the United Kingdom went without pocket-money for one week the amount saved would be a surprisingly large sum. There must be thousands of schools where the average is a shilling a head, and usually that shilling is spent on cakes or chocolates, or more or less useless trifles. This week a special "Shilling" appeal is being made for the Queen's "Work for Women" Fund. Why, it is asked, should not the schoolgirls help?

Queen Mary inaugurated this fund to provide employment for women thrown out of work by the war. Where regular work cannot be found, women have been set to make cradles and warm clothes for babies whose mothers cannot afford such comforts, or in some other way they have been enabled to earn the money that means so much to them.

Many schoolgirls have contented themselves with grumbling because they are not men and cannot help—here is their chance to fight an enemy which is as real as Germany. Every shilling helps to kill unemployment, and it is unemployment that is killing thousands of women.

So this week the schoolgirls are asked to spend their pocket-money on postal orders—those who have less can club together to make up a shilling—and send them to Mrs. C. Arthur Pearson, hon. treasurer, The Queen's "Work for Women" Fund, 33, Portland-place, London, W.

Daily Chronicle, Dec: 8th. 1914.

SPECTRE OF WANT AT CHRISTMAS.

APPEAL TO WOMEN BY WOMEN FOR WOMEN.

SHILLING SCHEME TO FIND WORK FOR WORKLESS.

Throughout this week Mrs. C. Arthur Pearson, the hon. treasurer, and Lady Roxburgh, the hon. secretary of the Queen's Work for Women Fund, are making a special Christmas appeal to every woman throughout the country.

They are asking every woman who has a shilling, or more, to spare to assist in carrying on the work of finding employ ment for thousands of girls and women who have lost their occupation owing to the war

This appeal, which is being made by women to women, for shillings to help other women, is certainly one of the most touching and most commendable of all the appeals to which the war has given rise. It is doubtful if even now the general public realise the terrible amount of distress and actual want which the war has occasioned in homes which were maintained, or, at any rate, supported, by women workers.

When Queen Mary inaugurated the fund the prospect was already alarming.

On the outbreak of war the economy which was immediately practised by the upper and middle classes had the result of throwing upwards of 40,000 women out of work in London alone; and this was a state of affairs repeated on a proportionate scale throughout the provinces.

The case of the women was pitiable and the necessity of alleviating their distress urgent. It was met at once, and in a most practical form, by the Queen's Work for Women Fund, which was founded, and has been steadily maintained, on the principle laid down by her Majesty, "that the pre vention of unemployment is better than its relief, and that employment is better than charity"

NO COMPETITIVE WORK.

It was recognised from the outset that payment for work out of charitable funds would be economically wrong, and in reality produce no good effects, because it would simply displace other women workers. It was therefore determined that there should be no competitive work whatsoever.

Instead, the situation was largely met by the institution of a highly specialised form of labour exchange for women.

As a consequence, dressmakers thrown out of employment have been set to work making shirts—on orders with which factories could not cope—and it is gratify ing to know that employers of labour have, in hundreds of cases, lent their premises for such industries in order to keep their staffs together

The committee themselves have secured several contracts, which include 10,000 belts for the French army and 10,000 shirts weekly for the Government Clothing Works at Pimlico.

In addition, arrangements have been made to instruct typists out of work in the higher branches of the secretarial profession, such as accountancy and languages, a maintenance allowance being made while training is in progress. Other women and girls are receiving instruction as sick-room helpers. Forewomen are being trained as cutters.

A large number of factory girls have been sent to the West of England for the purpose of fruit pulping and vegetable drying, while a "back to the land" experiment is being tried at Redlett for unemployed women from the East-end of London, who are now being trained in fruit-growing and horticulture.

Seven experimental workrooms have been opened in London under the direct control of the fund, as examples and illustrations of the local representative committee.

There are already 350 local committees in various parts of the country, while sixteen of the London boroughs have already received grants from the Queen's fund to enable them to carry on work either suggested or approved by the central committee.

Some estimate of the operations of the fund may be gathered from the fact that the central committee has already approved 60 schemes, involving an expenditure of £250,000 a year.

Quite apart from these relief measures the fund is carrying out a most useful work in the way of supervising and co-ordinating women's employment, which will be of the utmost value in days to come.

Relief of distress, however, is its main object, but where work, however non-competitive, cannot be carried on on strictly commercial lines, women are employed in the manufacture of such articles as cradles, layettes and clothes to be distributed in homes far too poor to afford such necessaries.

As an instance, it may be stated that 1,500 cradles are being turned out in Bethnal Green.

Much privation has still to be met, however. Thousands of homes dependent on women workers are threatened with destitution this Christmas, and Mrs. Pearson and Lady Roxburgh feel that the true facts have only to be presented to those women who have still something over and above their actual needs, to secure an immediate and generous response to their appeal.

If every woman who could spare a shilling would send it to the fund now, there would be millions of shillings to go towards bringing a little joy into thousands of stricken homes.

All subscriptions should be sent to Mrs. Pearson, at 33, Portland place, W. It is hoped that all donations may be sent in by December 18, in order that the total may be announced on New Year's Day.

Northern Daily Telegraph, Dec: 8th. 1914.

WOMEN IN DISTRESS.

The hardships of the war fall more heavily on women than on men. The men go out to fight, and run the risk of being killed; but while they are fighting they at least are fed well and clothed warmly. But the women who have been thrown out of employment have to starve and go about in rags, unless means are found to help them. There are tens of thousands of such women in this country at the moment, and their number is increasing daily. They do not want charity; they want work. Such work is being found for them by Queen Mary's "Work for Women" Fund, the aim of which is not only the relief of distress, but its prevention. When, upon careful investigation, a woman is found to have lost her employment on account of the war, she is given sewing or other work and paid for it at a fair rate of wages. Where the articles and garments are suitable for the purpose, they are, when finished, given away to those who really need them, but who are unable to pay for them. All donations should be forwarded to Mrs C. Arthur Pearson, 33, Portland-place, London, W., and should arrive not later than December 16, which will enable the Work for Women Fund to announce the grand total in the press on New Year's Day.

Monmouthshire Evg. Post, December 8th. 1914.

WORK FOR WOMEN.

Subscriptions to Local Fund.

A sub committee has been formed under the chairmanship of the Mayoress of Newport to undertake the provision of work for women who may be out of employment in consequence of the war, and, as far as possible, to prevent unemployment among women.

Subscriptions towards the local fund are earnestly asked for to enable the work to be successfuly carried on, and may be sent to Mr. W. T. Duke Williams, National Provincial Bank of England, Newport, hon. treasurer; or to Mr. G. P. Mitchell Innes, Town Hall, Newport, hon. secretary.

Orders for work and gifts of material will be a great assistance in achieving the objects of the sub-committee, and may be sent to the hon. secretary. All subscriptions will be acknowledged in the Press.

	£	s.	d.
Total acknowledged	221	16	0

653/25 653.

Morning Post, Dec: 8th. 1914.

QUEEN'S WORK FOR WOMEN FUND.

£95,161 SUBSCRIBED.

The Queen's Work for Women Fund reached last night a total of £95,161 18s. 6d. Yesterday's subscriptions included:

	£	s.	d.
Collected in Eton College (per Mr. E. C. Austin Leigh)	70	4	6
Result of Two Special Matinées given by Miss Jean Sterling Mackinlay at the Little Theatre	40	0	0
Half proceeds of a Concert given by the Girls of the Nuneaton High School for Girls	18	13	6
Collections received from the United Methodist Church Sunday Schools in the Nottingham District	11	15	4
Meltham Local Distress Fund	10	0	0

For one week Mrs. C. Arthur Pearson, the hon. treasurer, and Lady Roxburgh, the hon. secretary of the Fund, are making a special Christmas appeal to every woman throughout the country. They are asking every woman who has a shilling—or several shillings—to spare to assist in carrying on the work of finding employment for those thousands of girls and women who have lost their occupation through the war. This appeal, which is being made by women to women, for shillings to help other women, is certainly of the most touching character. It is doubtful if even now the general public realise the amount of distress and actual want which the war has occasioned in homes maintained, or at any rate supported, by women workers. When the Queen inaugurated the Fund the prospect was alarming. Immediately after the outbreak of hostilities the economy which was immediately enforced, even by the upper and middle classes, had the immediate result of throwing upwards of 40,000 women out of work in London. Only those working on the Central Committee or the Local Committees can quite appreciate the amount of privation which has to be met. If every woman who can spare a shilling would only send it to the Fund now there would be millions of shillings to go towards bringing a little joy into thousands of stricken homes at Christmastide.

All communications and gifts for sale should be addressed to Lady Roxburgh, 33, Portland-place, London, and all cheques should be made payable to Mrs. C. Arthur Pearson, Hon. Treasurer, at the same address, and crossed "Queen's 'Work for Women' Fund Account." All correspondence respecting the work of the Central Committee on Women's Employment must be addressed to Miss Mary R. Macarthur, Hon. Secretary, 8, Grosvenor-place, Hyde Park-corner. Applicants for work should apply to the Secretary of the Local Representative Committee at the Town or County Hall or Urban District Offices in the locality in which they reside.

Morning Advertiser, Dec: 8th. 1914.

HELPING THE WOMAN WORKER.

AN APPEAL TO OTHER WOMEN.

The war has exacted its toll from the ranks of the women workers in a particularly cruel form; it has reduced thousands of homes dependent on women's work and energy not only to hardship, but to actual starvation. In London alone 40,000 women were thrown out of employment at the beginning of the war. This peculiarly sad form of distress has been met and dealt with by the splendid labours of the Queen's "Work for Women" Fund.

It is worked entirely on the principle laid down by Her Majesty, that the "prevention of distress is better than its relief, and that employment is better than charity." In the first place it has succeeded by a systematic distribution of work in keeping open many workshops which would otherwise be closed. Further, it has opened many more where the work is of such a nature that it cannot result in displacing women elsewhere. Some idea of the scope of the fund, indeed, may be gathered from the fact that the central body has already approved upwards of 50 schemes suggested by the branches scattered up and down the country, and that the outlay to be met during the coming twelve months already amounts to a quarter of a million.

Additional funds are, therefore, urgently needed, and Mrs. Pearson (the hon. treasurer) and Lady Roxburgh (the hon. secretary) have evolved the happy idea of appealing this week to all women throughout the country to help their fellow-women in distress. It is felt that if only those women who can still spare something realise the full extent of the hardship and privation there must be in thousands of homes supported by women workers this Christmas the response will be instantaneous and generous.

All subscriptions should be sent to Mrs. C. Arthur Pearson, hon. treasurer, the Queen's "Work for Women" Fund, 33, Portland-place, W. This special appeal practically closes on Sunday next, December 13, and Mrs. Pearson expresses the hope that all subscriptions may be sent in not later than December 16 in order that the total may be announced on New Year's-day.

653/26

Sussex Daily News, December 8th. 1914.

Queen's Work for Women Fund.

The number of special funds that manage to reach very creditable proportions is amazing. It increases every day, and the figures of the aggregate of benevolent effort in connection with the war, if they could be obtained, would probably be staggering. Another "shilling week" opened to-day. The supply of shillings to be had for the asking appears to be illimitable, and now the Queen's Work for Women Fund is appealing for its share. Certainly no fund has a better claim. To deal with 40,000 women rendered workless in London alone was no small undertaking, and I am told that the annual expenditure works out at over £250,000. There are more than sixty workrooms now in hand. But the special idea of "shilling week" is that there shall be a New Year gift "from women to women." The mere man, therefore, will not be asked to part with any siller in this direction. He will not escape, though. The trade unionists are making a special effort on behalf of their comrades in Belgium. The plight of the refugee has made a direct appeal to the popular imagination, but there are seven million people destitute in the devastated country whose position is far worse.

Daily Telegraph, Dec: 8th. 1914.

QUEEN'S FUND FOR WOMEN.

THIS WEEK'S SPECIAL APPEAL.

Thousands of homes dependent on women's work and energy have been reduced by the war not only to hardship but to actual starvation. In London alone 40,000 women were thrown out of employment at the beginning of hostilities. This distress has been met and dealt with by the splendid labours of the Queen's "Work for Women" Fund.

The Fund is worked entirely on the principle laid down by her Majesty, that the "prevention of distress is better than its relief, and that employment is better than charity." In the first place, it has succeeded by a systematic distribution of work in keeping open many workshops which would otherwise be closed. Further, it has opened many more where the work is of such a nature that it cannot result in displacing women elsewhere.

Some idea of the scope of the Fund may be gathered from the fact that the central body has already approved upwards of fifty schemes suggested by the branches scattered up and down the country, and that the outlay to be met during the coming twelve months already amounts to a quarter of a million.

Additional funds are therefore urgently needed, and Mrs. C. Arthur Pearson, the hon. treasurer, and Lady Roxburghe, the hon. secretary, have evolved the happy idea of appealing this week to all women throughout the country to help their fellow-women in distress.

It is felt that if only these women who can still spare something realise the full extent of the hardship and privation there must be in thousands of homes supported by women workers this Christmas, the response will be instantaneous and generous. All subscriptions should be sent to Mrs. C. Arthur Pearson, hon. treasurer, the Queen's "Work for Women" Fund, 33, Portland-place, W.

This special appeal practically closes on Sunday next, Dec. 13, and Mrs. Pearson expresses the hope that all subscriptions may be sent in not later than Dec. 16, in order that the total may be announced on New Year's Day.

QUEEN'S "WORK FOR WOMEN."

The Queen's "Work for Women" Fund reached last night a total of £95,161. Included in yesterday's contributions were:

Collected in Eton College (per Mr. E. C Austin Leigh), £70 4s 6d; Result of Two Special Matinées given by Miss Jean Sterling Mackinlay at the Little Theatre, £40; Half Proceeds of a Concert given by the Girls of the Nuneaton High School for Girls, £18 13s 6d; Collections received from United Methodist Church Sunday Schools in the Nottingham District, £11 15s 4d; Meltham Local Distress Fund, £10.

Belfast News Letter, Dec: 8th. 1914.

When Queen Mary gave her name to the "Work for Women" movement it was because she had expert knowledge of the terrible amount of distress which the war was likely to produce among single women earning their own living in great cities like London. Accomplished women who have taken their degrees, specialists in one form of work or another, as well as any number of secretaries have lost their employment since the war. Their little savings quickly come to an end, and then they are face to face with starvation. Queen Mary, therefore, did good work when she identified herself with a movement to grapple with this social question. Training for the women where necessary is provided, and, in the Queen's words, "the object is not to relieve unemployment, but to prevent it." A Conservative Women's Society, working on parallel lines, is founding a hostel for the reception of necessitous professional women until they can get new work.

Daily Citizen, 8th. Dec: 1914

THE QUEEN'S 'SHILLING.'

SPECIAL WEEK OF HELP FOR WOMEN WORKERS.

From the women workers of Britain the war has exacted its toll in a particularly cruel form—it has reduced thousands of homes dependent on women's work and energy not only to hardship but to actual starvation. In London alone 40,000 women were thrown out of employment at the beginning of the war.

This peculiarly sad form of distress has been met and dealt with by the splendid labours of the Queen's "Work for Women" Fund, which has succeeded by a systematic distribution of work in keeping open many workshops which would otherwise be closed. Further, it has opened many more where the work is of such a nature that it cannot result in displacing women elsewhere. The central body has already approved upwards of 50 schemes suggested by the branches scattered up and down the country, and the outlay to be met during the coming 12 months already amounts to £250,000.

Additional funds are therefore urgently needed, and Mrs. Pearson, the honorary treasurer, and Lady Roxburgh, the honorary secretary, have evolved the happy idea of appealing this week to all women throughout the country to help their fellow women in distress with a minimum donation of one shilling each. All subscriptions should be sent to Mrs. C. Arthur Pearson, honorary treasurer, The Queen's "Work for Women" Fund, 33, Portland-place, W.

The special appeal closes on Sunday next, December 13, and Mrs. Pearson expresses the hope that all subscriptions may be sent in not later than December 16, in order that the total may be announced on New Year's Day.

Northern Daily Telegraph December 9th. 1914.

QUEEN MARY'S FUND FOR WOMEN.

The disposition shown in some quarters to criticise the benevolent public because the Queen's Work for Women Fund has not yet reached the point of success originally anticipated is not quite fair to that very large section of the community. All who have had personal experience of the raising of the various special war funds are aware that the lack of enthusiasm in giving to the Queen's fund from the very beginning has largely been due to the idea that its organisers were obsessed by the notion that the only women workers seriously to be considered were employed in factories, workshops, and other large establishments. People of the middle class—and these accustomed to be the best givers in times of stress—were aware, however, that a very great deal of hardship would fall because of the war upon the daughters of tradesfolk and the less well-to-do professional men employed as governesses, private teachers, secretaries, and typists. Her Majesty, it is said, perceived this earlier than those associated with her in the movement, and matters are different now; but it will need effective whipping-up to overtake and dispel the earliest popular impression.

Birmingham Post, December 8th. 1914. 653.

Queen's Work for Women Fund.

The disposition shown in some quarters here to-day to criticise the benevolent public because the Queen's Work for Women Fund has not yet reacned the point of success originally anticipated is not quite fair to that very large section of the community. All who have had personal experience of the raising of the various special war funds are aware that the lack of enthusiasm in giving to the Queen's fund from the very beginning has largely been due to the idea that its organisers were obsessed by the notion that the only women workers seriously to be considered were employed in factories, workshops, and other large establishments. People of the middle-class—and these accustomed to be the best givers in times of stress—were aware, however, that a very great deal of hardship would fall because of the war upon the daughters of tradesfolk and the less well-to-do professional men employed as governesses, private teachers, secretaries, and typists. These are the most difficult to assist, not only because they are scattered units, but owing to their shrinking from asking aid; and if the organisers of the Queen's fund had made it clear from the beginning that they understood the middle-class problem as thoroughly as the working-class they would have met much greater success. Her Majesty, it is said, perceived this earlier than those associated with her in the movement, and matters are different now; but it will need effective whipping-up to overtake and dispel the earliest popular impression.

Daily Mirror. Dec: 8th. 1914.

Women's Silver Bullets.

Mrs. C. Arthur Pearson reminds me that to-day is the second day of the great shilling appeal for the Work for Women Fund. Every woman in the country is asked to send a shilling to the fund in order to provide work for the women of our soldiers who are left behind. Now, if every woman, every day of this week, would spare a shilling, our brave defenders on land and sea would have the satisfaction of knowing that the future welfare of their wives, sweethearts and little children was assured.

Mrs. C. Arthur Pearson.

The Best Gift.

We are all thinking what Christmas gifts we can send to our soldiers and sailors. This will be the best and greatest Christmas gift of all—the knowledge that their loved ones at home, instead of having to rely on charity, have good, honest, healthy work to do. Let the men know that their women are in no danger of suffering.

Fire a Shot.

You are not confined to one shilling a day. You can send as many shillings as you like. So every time you think of the brave fellows at the front go into the nearest post office and send a postal order for a shilling to Mrs. C. Arthur Pearson, hon. treasurer of the Queen's Work for Women Fund, 33, Portland-place, W. Every shilling is a shot fired at the enemy.

Dundee Courier, Dec: 9th. 1914.

The Queen's Work for Women Fund last night reached a total of £95,161. The Scottish subscriptions to the fund amount to £1608 13s 6d, last week's subscriptions including a donation of £300 from Mrs Mackintosh of Mackintosh, Moy Hall, Inverness, and a second contribution of £200 from the Scottish Teachers' Fund for War Relief.

Glasgow Record,
Dec: 8th. 1914.

SPARE SHILLINGS.

THE QUEENS "WORK FOR WOMEN" FUND APPEAL.

The war has exacted its toll from the ranks of the women workers in a particularly cruel form. It has reduced thousands of homes dependent on woman's work and energy not only to hardships, but to actupal starvation. In London alone 40,000 women were thrown out of employment at the beginning of the war.

This peculiarly sad form of distress has been met and dealt with by the splendid labours of the Queens "Work for Women" Fund. It is worked entirely on the principle laid down by her Majesty, that the "prevention of distress is better than its relief, and that employment is better than charity."

In the first place it has succeeded, by a systematic distribution of work, in keeping open many workshops which would otherwise be closed.

Further, it has opened many more where the work is of such a nature that it cannot result in displacing women elsewhere.

Some idea of the scope of the fund indeed may be gathered from the fact that the central body has already approved of upwards of 50 schemes suggested by the branches scattered up and down the country, and that the outlay to be met during the coming twelve months already amounts to a quarter of a million.

Additional funds are, therefore, urgently needed, and Mrs. Pearson, the hon. treasurer, and Lady Roxburgh, the hon. secretary, have evolved the happy idea of appealing this week to all women throughout the country to help their fellow women in distress.

It is felt that if only these women, who can still spare something, realise the full extent of the hardship and privation there must be in thousands of homes, supported by women workers, this Christmas, the response will be instantaneous and generous.

All subscriptions should be sent to Mrs. C. Arthur Pearson, hon. treasurer, the Queens "Work for Women" Fund, 33 Portland Place, London W.

This special appeal practically closes on Sunday next, December 13, and Mrs. Pearson expresses the hope that all subscriptions may be sent in not later than December 16, in order that the total may be announced on New Year's Day.

Glasgow Record.
Dec: 9th. 1914

WORK, NOT CHARITY.

THE METHOD OF QUEEN MARY'S FUND.

On the principle that the "prevention of distress is better than its relief, and that employment is better than charity," the Queen's "Work for Women" Fund has already succeeded in bringing relief to thousands of women and girls thrown out of employment by the war.

So great, however, have the undertakings of the Fund become—already 50 schemes, involving an annual expenditure of a quarter of a million have been approved—that fresh funds are necessary.

Mrs. C. Arthur Pearson, the Hon. Treasurer, and Lady Roxburgh, the Hon. Secretary, are, therefore, making this week a special appeal to every woman in the country who can either spare a shilling or shillings or who can undertake the task of collecting shillings from others.

It is felt that this special appeal to women on behalf of women must have a marked effect at this season of the year, when it is realised that but for the labours of the Fund thousands of women and girls would otherwise be left penniless and starving at Christmas-time.

Moreover, it should be understood that the funds are not distributed in promiscuous charity, but are wholly devoted to paying for work of a non-competitive nature.

Much, too, has been done to relieve distress by a system of highly specialised labour exchange. Thus, for instance, contracts for shirts, and so on, with which the manufacturers who secured them could not cope, have been in part transferred to big dressmaking firms, who would otherwise have been compelled to dismiss their staffs.

Apart from this, women have been set to work at cradle-making and are being trained as cooks, sick-room helps, and so on.

All contributions should be sent to Mrs. C. Arthur Pearson, Hon. Treasurer, Queen's "Work for Women" Fund, 33 Portland Place, London. This special appeal practically closes on Sunday next, December 13, and subscriptions should be sent in not later than December 16 in order that the total may be announced on New Year's Day.

Daily Mail,
Dec: 10th. 1914.

WORK FOR WOMEN.

WHAT THE QUEEN'S FUND IS AND HOW IT OPERATES.

From many communications received there obviously exists a considerable misunderstanding about the Work for Women Fund.

Some weeks after the National Relief Fund was inaugurated by the Prince of Wales it became evident that the provision of work for women was an urgent necessity. For this reason the Queen started a special fund to be devoted to providing employment for women unemployed through the war.

The Central Committee on Women's Employment, of which Lady Crewe is chairman and Miss Mary R. Macarthur hon. secretary, was thereupon appointed by Mr. Herbert Samuel, with the approval of the Queen, to devise, initiate, and supervise the necessary schemes, subject to the approval of the Government Committee for the Prevention and Relief of Distress and the Committee of the National Relief Fund. Upon those bodies the final responsibility for the expenditure rests.

All the money collected in her Majesty's name by the Queen's Work for Women Fund (and its council), of which Lady Roxburgh is the hon. secretary and Mrs. C. A. Pearson the hon. treasurer, is handed to the National Relief Fund, and can only be spent on schemes for the benefit of unemployed women.

The Queen's co-operation with the Central Committee on Women's Employment is confined to the collection of the money to finance the schemes. All suggestions, therefore, for employing or helping women should be sent to the hon. secretary of the Central Committee on Women's Employment at 8, Grosvenor-place, S.W., and not to Buckingham Palace, while contributions should, as announced, be sent to the hon. treasurer of the Queen's Work for Women Fund at 33, Portland-place, W.

Applications for employment or for help for individual women should be addressed to the secretary of the Local Representative Committee at the Town Hall or Urban District Office in the locality in which the applicant resides.

Communications in respect of professional women should be addressed to the Secretary, Professional Classes Sub-Committee, Board of Education, Whitehall, S.W.

Glasgow Herald,
Dec: 11th 1914.

QUEEN'S WORK FOR WOMEN FUND.

The Queen's Fund is administered in Scotland only through the agency of the Scottish Committee on Women's Employment, as appointed by the Scottish Advisory Committee. The treasurer for Scotland is the Marchioness of Linlithgow, Hopetoun House, South Queensferry, and communications regarding the work of the Scottish Committee on Women's Employment should be addressed to the hon. secretary, Miss Mary M. Paterson, 20 Melville Street, Edinburgh.

A sale of work in aid of the Queen's Work for Women Fund was held yesterday in the Picture Gallery of Paxton House, Berwickshire, the residence of Colonel and Mrs Milne Home. Woollen goods and comforters had all been made by Mrs Tennant, wife of Mr Tennant, Under-Secretary for War and member for Berwickshire. Mrs Tennant said the scheme for providing employment for women and girls involved an expenditure of £200,000 annually. The administraters of the fund were supplying 10,000 shirts per week for the Army.

Monmouthshire Reg. Post. 11.12.14

WORK FOR WOMEN.

Subscriptions to Local Fund.

A sub committee has been formed under the chairmanship of the Mayoress of Newport to undertake the provision of work for women who may be out of employment in consequence of the war, and, as far as possible, to prevent unemployment among women.

Subscriptions towards the local fund are earnestly asked for to enable the work to be successfuly carried on, and may be sent to Mr. W. T. Duke Williams, National Provincial Bank of England, Newport, hon. treasurer; or to Mr. G. P. Mitchell Innes, Town Hall, Newport, hon. secretary.

Orders for work and gifts of material will be a great assistance in achieving the objects of the sub-committee, and may be sent to the hon. secretary. All subscriptions will be acknowledged in the Press.

	£ s. d.
Total acknowledged	291 16 0

653/27 653.

Glasgow Evening Citizen,
December 11th. 1914.

The situation for thousands of women since the war began has been a distressing one. They have been thrown idle through this or that industry having been brought to a standstill. Immediately after the outbreak of hostilities, upwards of 40,000 women workers in London alone found themselves without employment. Since then the numbers have greatly increased, not only in the Metropolis but generally throughout the country, and in some of the larger cities, the amount of poverty and actual want is scarcely realised by the public. In order to provide work for the workless, Her Majesty the Queen started a Work for Women Fund, the aim of which is not only the relief of distress, but its prevention. When, upon careful investigation, a woman is found to have lost her employment on account of the war, she is given sewing, or other work, and paid for it at a fair rate of wage. Where the articles or garments are suitable for the purpose, they are, when finished, given away to those who really need them, but who are unable to pay for them. Thus the fund serves a double purpose, both practical and patriotic. But more financial support is needed, and, with the approval of the Queen, a special appeal is being made to every woman throughout the country. It is asked that each woman who can afford it should send one shilling—and if any would like to send several shillings they will be most welcome—so that something may be done towards bringing a little joy into thousands of stricken homes at Christmastide. Donations should be forwarded to the secretary in London not later than the 16th inst., and though the appeals to public generosity have recently been abnormal, there is confidence that the more fortunate women of Great Britain, with warm firesides and well-filled larders, will see that the work of the Queen's Fund does not languish for want of their assistance.

Kentish Independent,
December 12th. 1914

QUEEN VISITS GREENWICH.

WOMEN'S WORKROOMS INSPECTED.

The Queen, who was accompanied by Princess Alexander of Teck, and attended by Mr. E. W. Wallington, C.M.G., paid an informal visit to Queen Mary's Work Room for Women at the Borough Hall, Royal Hill, Greenwich, on Thursday afternoon.

Her Majesty, who arrived by motor car from Poplar via Blackwall Tunnel, and was dressed in a Saxe blue costume with black toque, was received by the Mayor and Mayoress of Greenwich, the Town Clerk (Mr. Francis Robinson), and the Deputy Town Clerk (Mr. F. J. Simpson), and in the corridor of the Borough Hall she was presented, on behalf of the staff, by Mr. F. G. Skinner (with whom was Mr. R. N. Goddard), with a bouquet of carnations tied with the colours of the Allied Forces.

Conducted by the Mayor (who wore his robe and chain of office), the Mayoress, and Miss Mary MacArthur, her Majesty made a close inspection of the work done by the women, some fifty in number, and expressed great gratification with all she saw. Mrs. Furrell (hon. secretary of the fund), Mrs. Nelson (hon. treasurer), Mrs. Clare (supervisor), and Mrs. Bryan Owen had the honour of being presented by the Mayor to the Queen, who on leaving after a visit of a quarter-of-an-hour motored to Southwark Town Hall for a similar purpose.

Among those present were Mrs. F. W. Alexander, Mrs. Johnson Smith, Mrs. Leonard Miller, Mrs. Tyson, Mrs. McDougall, Miss McCall, Mrs. Simpson, Mrs. East, Mrs. Parkes, Miss Janette Scarr, Miss Pamela Lovibond, Miss Ommanney, the Rev. Thomas Morgan, and Councillor Hunt. Mr. F. W. Thornton was in attendance on the Mayor and Mayoress.

The Queen was enthusiastically cheered by a small crowd which gathered outside the gates of the Borough Hall. The police arrangements were in charge of Sub-Divisional Inspector Garner and Inspector Challenger.

The Sketch, Dec: 9th. 1914.

A WORKER FOR OTHER WOMEN—AND AN APPEALER FOR SPARE SHILLINGS: MRS. C. ARTHUR PEARSON.

Mrs. C. Arthur Pearson is working indefatigably in aid of the Queen's "Work for Women" Fund. An excellent new plan is that every woman with a superfluous shilling shall send it before Dec. 16 to form a great New Year's Offering to their less fortunate sisters. The shillings should be sent to Mrs. C. Arthur Pearson, 33, Portland Place, W., and the grand total will be announced in the Press on New Year's Day.

Daily Telegraph, Dec: 9th. 1914.

QUEEN'S FUND FOR WOMEN.

WORK, NOT CHARITY.

On the principle that the "prevention of distress is better than its relief, and that employment is better than charity," the Queen's "Work for Women" Fund has already succeeded in bringing relief to thousands of women and girls thrown out of employment by the war. So great, however, have the undertakings of the Fund become—already fifty schemes, involving an annual expenditure of a quarter of a million, have been approved—that fresh funds are necessary.

Mrs. C. Arthur Pearson, the hon. treasurer, and Lady Roxburgh, the hon. secretary, are therefore making this week a special appeal to every woman in the country who can either spare a shilling or shillings or who can undertake the task of collecting shillings from others. It is felt that this special appeal to women on behalf of women must have a marked effect at this season of the year, when it is realised that but for the labours of the Fund thousands of women and girls would otherwise be left penniless and starving at Christmas-time. The funds are not distributed in promiscuous charity, but are wholly devoted to paying for work of a non-competitive nature.

Much, too, has been done to relieve distress by a system of highly specialised labour exchanges. For instance, contracts for shirts and so on, with which the manufacturers who secured them could not cope, have been in part transferred to big dressmaking firms, which would otherwise have been compelled to dismiss their staffs. Apart from this, women have been set to work at cradle-making, and are being trained as cooks, sick-room helps, and so on.

All subscriptions should be sent to Mrs. C. Arthur Pearson, honorary treasurer, Queen's "Work for Women" Fund, 33, Portland-place, W. This special appeal practically closes on Sunday next, and Mrs. Pearson expresses the hope that all subscriptions may be sent in not later than Dec. 16, in order that the total may be announced on New Year's Day.

Westminster Gazette, 9.12.14.

WOMEN IN DISTRESS.

The hardships of the war fall more heavily on women than on men. The men go out to fight, and run the risk of being killed; but while they are fighting they at least are fed well and clothed warmly. But the women who have been thrown out of employment have to starve and go about in rags—unless means are found to help them. There are tens of thousands of such women in this country at the moment, and their number is increasing daily. They do not want charity—they want work. Such work is being found for them by Queen Mary's "Work for Women" Fund, the aim of which is not only the relief of distress, but its prevention.

When, upon careful investigation, a woman is found to have lost her employment on account of the war, she is given sewing or other work, and paid for it at a fair rate of wages. Where the articles and garments are suitable for the purpose they are, when finished, given away to those who really need them, but who are unable to pay for them.

In order to carry on this work, subscriptions are needed, and Mrs. C. Arthur Pearson, the honorary treasurer, and Lady Roxburgh, the honorary secretary, are appealing to the women of the United Kingdom to send one shilling for the benefit of the Fund as a New Year's offering. Those who cannot afford a shilling can surely collect one. Those who can afford more are invited to send in several.

All donations should be forwarded to Mrs. C. Arthur Pearson, 33, Portland-place, London, W., and should arrive not later than December 16, which will enable the Work for Women Fund to announce the grand total in the Press on New Year's Day.

Evening Standard & St. James Gazette, December 9th. 1914.

SHILLINGS THAT BRING WORK.

METHOD OF HELPING TO SWELL THE QUEEN'S FUND.

"Women, your country needs you." This was the rallying call to the women of the country issued in the appeal on behalf of the Queen's "Work for Women" Fund, and the women of the country have answered the call in magnificent style. Since the appeal was issued shillings have continued to arrive at the offices of the fund, 33, Portland-place, W., in a steady flow from all parts of the country. Women of all classes are doing their best to provide work for their unfortunate sisters who were thrown out of employment owing to the war.

Every shilling subscribed goes towards providing a shilling's worth of work for some poor woman; it not merely helps her, but it also often helps her family.

Better than Charity.

"Better than charity" is the motto underlying the fund. Although the appeal is addressed mainly to women, everybody can help. Will you therefore send a shilling, or, if you can afford it, more than a shilling, to the Hon. Treasurer, Mrs. C. Arthur Pearson, 33, Portland-place, London, W? The ordinary man or woman should be able to afford at least one shilling. There are many things on which a shilling is wasted, and one of these shillings can surely be spared to assist some working woman to gain employment. If you cannot afford a shilling, beg, borrow, or collect one in coppers.

If you think you can be of any assistance otherwise to the fund, write to Lady Roxburgh, the Hon. Secretary, at the same address. Whatever you do to help the fund you will be fulfilling the debt of honour you owe to our brave soldiers, many of whose wives, sisters, or sweethearts ask you to grant them the means of gaining employment.

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The Globe, Dec: 9th. 1914.

653.

AN APPEAL TO WOMEN.

NEW YEAR SHILLINGS FOR QUEEN MARY'S FUND.

There are innumerable women out of employment in this country at the moment who do not want charity, but work. Such work is being found for them by Queen Mary's "Work for Women" Fund, the aim of which is not only the relief of distress, but its prevention.

When, upon careful investigation, a woman is found to have lost her employment on account of the war, she is given sewing or other work, and paid for it at a fair rate of wages. Where the articles and garments are suitable for the purpose they are, when finished, given away to those who really need them, but who are unable to pay for them.

In order to carry on this work, subscriptions are needed, and Mrs. C. Arthur Pearson, the honorary treasurer, and Lady Roxburgh, the hon. secretary, are appealing to the women of the United Kingdom to send one shilling for the benefit of the fund as a New Year's offering. All donations should be forwarded to Mrs. C. Arthur Pearson, 33, Portland-place, W., and should arrive not later than December 16th.

Daily Express, December 9th 1914.

GIFTS TO GIVE WORK.

WOMEN'S SHILLINGS FOR THE QUEEN'S FUND.

Have you answered the appeal on behalf of the women unemployed owing to the war?

The appeal is addressed mainly to women, but there is no reason why all should not subscribe towards the Queen's "Work for Women" Fund.

Thousands of women have sent their shillings to the hon. treasurer, Mrs. C. Arthur Pearson, who, with Lady Roxburgh, the hon. secretary, is dealing with subscriptions at 33, Portland-place, W.

If you have no shillings to give, try to collect some in coppers from your friends. Each shilling sent to the fund will provide a shillingsworth of work for some poor woman.

If you can afford more than a shilling, by all means send more. Women all over the country are provided with employment through the fund, in blouse-making, dressmaking, cradle-making, and so forth, and the more money received the more work will be found.

Mrs. Pearson is anxious that all subscriptions should be received before December 16, in order that the grand total may be announced on New Year's-day.

Glasgow Herald, 9.12.14.

QUEEN'S FUND FOR WOMEN.

The portrait of Princess Mary, by J. J. Shannon, R.A., has provoked so much admiration amongst those who have visited the exhibition of the original pictures for "Princess Mary's Gift Book" at the Leicester Galleries, London, that there is a strong feeling prevalent that the portrait should find its way into some public collection. The proceeds of the sale of the Shannon picture and of the other works in the exhibition will be given to the Queen's "Work for Women" Fund.

The Queen's Work for Women Fund last night reached a total of £35,614. The Scottish subscriptions amount to £1608 15s 6d, last week's contributions including a donation of £100 from Mrs Mackintosh of Mackintosh, Moy Hall, Inverness, and a second contribution of £200 from the Scottish Teachers' Fund for War Relief. The treasurer of the Fund, to whom subscriptions should be sent, is the Marchioness of Lanlithgow, Hopetoun House, South Queensferry, and communications regarding the work of the Scottish Committee on Women's Employment should be addressed to the honorary secretary, Miss Mary M. Paterson, Melville Street, Edinburgh.

Morning Post, Dec: 9th. 1914.

QUEEN'S WORK FOR WOMEN FUND.

TOTAL CONTRIBUTED, £95,614.

The Queen's Work for Women Fund yesterday reached a total of £95,614 4s. 7d. The day's subscriptions included:

	£	s.	d.
Sir Mark Sykes, M.P., per Lady Henry Bentinck	200	0	0
Mr. Henry Greaves	50	0	0
Collected by the Mayoress of Chester (further instalment) (the Chester Women's Unionist Association donation)	47	6	0
By Farming People of Chailey, Alberta, Canada (per Mr. W. A. Letson)	12	16	8
Mr. Alfred G. Bessemer	10	0	0
Miss Helen Denny	10	0	0

All communications and gifts for sale should be addressed to Lady Roxburgh, 33, Portland-place, London, and all cheques should be made payable to Mrs. C. Arthur Pearson, Hon. Treasurer, at the same address, and crossed "Queen's Work for Women Fund Account." All correspondence respecting the work of the Central Committee on Women's Employment must be addressed to Miss Mary R. Macarthur, Hon. Secretary, 8, Grosvenor-place, Hyde Park Corner. Applicants for work should apply to the secretary of the Local Representative Committee at the town or county hall or urban district offices in the locality in which they reside.

Morning Post, Dec 10. 1914.

QUEEN'S WORK FOR WOMEN FUND.

£95,802 SUBSCRIBED.

The Queen's Work for Women Fund yesterday reached a total of £95,802 13s. Yesterday's subscriptions included:

	£	s.	d.
The Ladies' Section of the Wandsworth Swimming Club (per Miss A. Campion, Hon. Sec.), "A quarter of a mile of pennies"	55	0	0
Eleventh Contribution from the proceeds of the sale of gifts in kind by the Work for Women Fund Department of Messrs. D. H. Evans and Co., Ltd., Oxford-street	15	10	1
Mr. and the Misses Thomas (including Mr. Harry G. Thomas, £10)	12	2	0
Profits of an Arts and Craft Exhibition held by some of the Lady Clerks of the Savings Bank Department, Blythe-road	11	0	0

Yesterday afternoon the Queen paid a visit to 33, Portland-place, the headquarters of her Fund. After she had visited the staff and other rooms a visit was paid to Mrs. C. Arthur Pearson's department, where the great Shilling Fund is sending out its appeal to women who can afford a shilling or more as the case may be to help their less fortunate sisters.

From many communications received there obviously exists a considerable misunderstanding about the Fund. Some weeks after the National Relief Fund was inaugurated by the Prince of Wales it became evident that the provision of work for women was an urgent necessity. For this reason the Queen started a special fund to be devoted to providing employment for women unemployed through the war. The Central Committee on Women's Employment, of which the Marchioness of Crewe is chairman and Miss Mary R. Macarthur hon. secretary, was thereupon appointed by Mr. Herbert Samuel, with the approval of her Majesty, to devise, initiate, and supervise the necessary schemes, subject to the approval of the Government Committee for the Prevention and Relief of Distress and the Committee of the National Relief Fund. Upon those bodies the final responsibility for the expenditure rests.

All the money collected in her Majesty's name by the Queen's Work for Women Fund (and its Council) is handed to the National Relief Fund, and can be spent only on schemes for the benefit of unemployed women. Her Majesty's co-operation with the Central Committee on Women's Employment is confined to the collection of the money to finance the schemes.

All communications and gifts for sale should be addressed to Lady Roxburgh, 33, Portland-place, London, and all cheques should be made payable to Mrs. C. Arthur Pearson, Hon. Treasurer, at the same address, and crossed "Queen's Work for Women Fund Account." All correspondence respecting the work of the Central Committee on Women's Employment must be addressed to Miss Mary R. Macarthur, Hon. Secretary, 8, Grosvenor-place, Hyde Park-corner.

Applicants for work should apply to the secretary of the Local Representative Committee at the Town or County Hall or Urban District Offices in the locality in which they reside. Communications in respect of professional women should be addressed to the Secretary, Professional Classes Sub-Committee, Board of Education, Whitehall.

Daily Telegraph, Dec: 10th. 1914.

QUEEN'S FUND FOR WOMEN.

THE APPEAL FOR SHILLINGS.

There has already been a magnificent response to the special appeal for shillings which is being made this week by Mrs. C. Arthur Pearson and Lady Roxburgh for the Queen's "Work for Women" Fund. Still more support, however, is most urgently needed.

Every shilling subscribed is devoted, not to charitable doles, but to providing employment for some woman or girl thrown out of work by the war, on the principle laid down by her Majesty, when she inaugurated the Fund, that the "prevention of distress is better than its relief, and that employment is better than charity."

The problem which the Fund had at first to face was truly an appalling one. In London alone 40,000 women were thrown out of work, while acute distress immediately arose in the ranks of women workers throughout the country. By a most effective method of labour exchanges thousands have been provided with work which does not displace other women, and where they cannot be found employment on a strictly commercial basis, the products of their labour, such as cradles, layettes, and children's clothing, are distributed in homes where such necessaries could not possibly be obtained.

Already 300 branches of the fund have been established in the country, and these have been the means of keeping together thousands of homes supported by women which would otherwise have been broken up. The distress this Christmas, however, will nevertheless be acute, and funds are urgently needed, inasmuch as there are already schemes in progress which entail an expenditure of a quarter of a million of money. Mrs. Pearson, therefore, believes that every woman with a shilling to spare who realises the plight of her poorer sisters will spare that shilling gladly and collect further sums from others. All subscriptions should be sent to Mrs. C. Arthur Pearson, hon. treasurer, Queen's "Work for Women" Fund, 33, Portland-place, W.

This special appeal closes on Sunday next, Dec. 13, and Mrs. Pearson expresses the hope that all subscriptions may be sent in not later than Dec. 16 in order that the total may be announced on New Year's Day.

QUEEN'S "WORK FOR WOMEN."

The Polytechnic for unemployed City women workers at Bridewell House, E.C., approved by the Central Committee on Women's Employment, and financed by the Queen's Fund, will be opened on Wednesday next. Already 690 unemployed women clerks have registered at the typists' registry at St. Bride's Institute. Of ninety-eight who have others dependent upon them, fifty have been chosen for free commercial training at Bridewell House.

They will be given a maintenance grant of 10s per week, and their fares will be paid up to 2s 6d per week. Only workers who were employed in the City before the war are eligible for the training. Unemployed City charwomen are also to be given a course of domestic economy, and twenty of their number are to be trained as home-helps, to give assistance in the homes of the sick poor.

Yesterday the Queen's "Work for Women" Fund reached a total of £95,802.

The Queen paid a visit during the afternoon to 33, Portland-place, London, W., the headquarters of her Work for Women Fund. Her Majesty was attended by the Lady Bertha Dawkins and Mr. E. W. Wallington, and was received by:

Lady Roxburghe, the hon. secretary, and Mrs. C. Arthur Pearson, the hon. treasurer. Others present included the Hon. Mrs. Francis McLaren, the Hon. Marguerite Jolicy, Mrs. Heron Maxwell, Miss Lessing, Miss Gibson, Miss Fielden, Lord Blyth, Mr. Dudley Myers, and Mr. Valentin.

In the course of her tour the Queen spent some minutes in examining the Press cuttings, and expressed her satisfaction at the publicity given to her Fund by the newspapers and journals. An entertaining incident arose while the Queen was talking in Lady Roxburgh's room. Lord Blyth, whose town house it is the workers privilege to occupy, showed her Majesty the only disappearing wall in London. By touching a spring, the whole of the partition dividing the morning room from the dining room disappeared to the cellars. Her Majesty waved her hand in greeting to the typists and accountants employed in what was the other room, who were surprised at the sudden disappearance of the wall, while the Queen exclaimed, "Oh, how wonderful!"

653/29 653.
Daily News & Leader, Dec: 10th. 1914.

NEW YEAR SHILLINGS FOR QUEEN'S FUND.

School Girls & Poor Workers Generously Helping.

New Year gifts are coming in at a tremendous pace from women who want to contribute a special shilling as a New Year offering to the Queen's "Work for Women" Fund.

"It is a good way to begin the year," said Mrs. C. Arthur Pearson (who is treasurer of this special fund) to a "Daily News" representative yesterday. "There are many who would like to help the Queen's fund who may have hesitated, thinking a shilling too small a contribution, but now they are sending in, perfectly delighted to help. Many have asked for collecting cards so that their friends and neighbours can add shillings without having the trouble of posting separately.

"Even some very poor women, those who know what it means to be out of work, have bought a few stamps when they could and later added more to make up the shilling.

"Girls in offices have sent shilling postal orders, in fact women of all classes want to give this New Year gift to the fund. Of course, the shilling can be multiplied by any number, the larger the better; it all means employment for more workers.

"Some who are very enthusiastic about this shilling from women for women," continued Mrs Pearson, "have sent cheques, one for fifty pounds, others for ten and twenty, and it looks as if there will be a great deal coming from girls' schools. These coming women are so glad of the opportunity to give something from their own pocket money. The head mistresses and teachers are forwarding the money from their scholars. Girls at home under the care of governesses are also sending up as schoolgirls.

"The Queen paid a visit this afternoon to 33, Portland-place, where all contributions are sent, and was particularly interested in this special appeal. It is only until the 16th of this month that I am appealing for these shillings, because we want to announce on New Year's Day how big a gift is offered by women and girls to benefit those who would otherwise be unemployed."

Daily Mail. Dec: 10th. 1914.

"SHILLING WEEK" GUESTS.

HOSTESS HELPING THE WORK FOR WOMEN FUND.

The very newest form of entertainment is the "Shilling Week" luncheon. A well-known hostess yesterday entertained a party of friends at a modest little restaurant in Soho. They had originally planned to meet at a fashionable hotel, but at the last moment the hostess had a happy idea and telephoned her guests to come instead to a wholly unexpected resort. The surroundings were, perhaps, less luxurious, the hors-d'œuvres less varied than some of her friends were accustomed to, but the cooking was excellent, while the slightly Bohemian atmosphere added the charm of novelty.

The gathering was a great success and the bill for six, including a tip for the waiter, came to less than a sovereign. Over coffee and cigarettes the hostess explained. Her apparent fit of economy had an object; she proposed to give the difference between what she had spent and what she would have spent—which amounted to at least £5—to Queen Mary's Work for Women Fund.

The guests were so pleased that they each added a sovereign of their own, and thus the special appeal which is being made this week by Mrs. C. Arthur Pearson, honorary treasurer, and Lady Roxburgh, honorary secretary, in order to avoid distress among women workers caused by the war benefited by over £10.

Why should not you give a "Shilling Week" luncheon? The proceeds should be sent to Mrs. C. Arthur Pearson, honorary treasurer, The Queen's Work for Women Fund, 33, Portland-place, London, W.

The Times, December 10th 1914.

WORK FOR WOMEN.

THE QUEEN'S FUND.

Excellent work is being done by the borough of Holborn sub-committee on the principle laid down by the Queen's "Work for Women" Fund. At present 30 women are given employment in the room at 37, Russell-square, and though the majority were not experts with needle or sewing-machine, they have, under skilful guidance and cutting out, done some surprising work upon cast-off garments.

The results make an attractive exhibition. By adaptations, conversions, and assortment of most unlikely materials neat and even elegant costumes have been evolved such as might fetch good prices were the things for sale, which they are not; they go to the poor among our own people out of employment or destitute Belgian refugees. There are, of course, supplies of shirts and warm underclothes. Everything is in a clean condition; there is nothing of a frowsy, second-hand character about the display. There may be work for more women in the room should necessity arise and funds be forthcoming.

Daily Call, Dec: 11th 1914.

SHILLINGS, PLEASE!

URGENT APPEAL FOR THE QUEEN'S FUND.

A LARGE SUM REQUIRED.

So quietly and unostentatiously, if thoroughly and systematically, has the Queen's Fund for "Work for Women" set about its labours that the general public probably does not realise at present the amount of good work which it has already done in the way of finding employment for women and girls who have lost their occupations through the war.

Some idea, however, of what it has accomplished and what it hopes to achieve may be gathered from the fact that the Central Committee has already sanctioned 50 schemes which will involve an annual expenditure of £250,000.

By a judicious employment of Labour Exchange methods it has not only succeeded in keeping open hundreds of workshops which would otherwise be closed, but has already started a great number of new workshops where women are either found employment or are trained for posts which are immediately open to them.

FOR WORK AND COMFORTS.

In all cases the work given to the women is not competitive—that is to say, the work they do does not deprive any woman worker elsewhere. In circumstances, too, where it is impossible to run the work on strictly commercial lines the articles manufactured, such as clothing, etc., are distributed in homes where they are sadly needed, but cannot possibly be bought.

Fresh funds are urgently needed to cope with the distress which will unfortunately be only too prevalent in the homes of women workers this Christmas. That is the reason for the special appeal which is being made this week by Mrs. C. Arthur Pearson, the hon. treasurer, and Lady Roxburgh, the hon. secretary, to other women throughout the country who have a shilling to spare.

There must be millions of shillings which might easily find their way to the fund without inconvenience to the donors, and on the receipt of these shillings depends the very smallest modicum of food and comfort in thousands of homes this Christmas time.

All subscriptions should be sent to Mrs. C. Arthur Pearson, hon. treasurer, Queen's "Work for Women" Fund, 33, Portland-place, London W. The fund closes on Sunday next, December 13, and Mrs. Pearson hopes that all subscriptions may be sent in by December 16 in order that it may be possible to announce the grand total on New Year's Day.

Sussex Daily News, Dec: 10th 1914.

Encouragement for Women Workers.

With the more rigorous winter days still to come, redoubled energies are being organised by the various institutions which have devoted themselves to social service. "A field day of encouragement to those women who are already doing their utmost and a recruiting day for the reinforcement of workers" is the description given of the dual object of the great rally to take place at Queen's Hall next Wednesday. I learn from the Secretary of the London Society for Women's Suffrage that the arrangements have now been completed for what certainly promises to be an interesting and inspiring gathering. Lady Frances Balfour is to preside over a public meeting in the evening, when the speakers will include Professor Gilbert Murray, Mrs. Fawcett, Dr. Florence Willey, Sir George Pragnell, and Lady Roxburgh, the hon. secretary of the Queen's Work for Women Fund, whose emphatic attitude in regard to the employment of professional women in the administration of the fund has been the subject of so much discussion during the past week or two.

Daily Graphic, Dec: 11th. 1914.

"BETTER THAN CHARITY."

THE SHILLING APPEAL TO PROVIDE WORK FOR WOMEN.

The Central Committee of the Queen's "Work for Women" Fund has already sanctioned fifty schemes, involving an annual expenditure of £250,000—an item which gives some idea of the hardship and poverty which the war has brought into scores of thousands of homes supported by women workers throughout the country. By a judicious employment of labour exchange methods the committee has not only succeeded in keeping open hundreds of workshops which would otherwise be closed, but has already started a great number of new workshops where women are either found employment or are trained for posts which are immediately open to them.

Fresh funds are urgently needed to cope with the distress which is being thus in some measure alleviated, and it is for this reason that a special appeal to other women throughout the country who have a shilling to spare is being made this week by Mrs. C. Arthur Pearson and Lady Roxburgh. There must be millions of shillings which might easily find their way to the Queen's Fund without inconvenience to the donors, and it is on receipt of these shillings that food and comfort in thousands of homes this Christmas time depends.

All subscriptions should be sent to Mrs. C. Arthur Pearson, hon. treasurer, Queen's "Work for Women" Fund, 33, Portland Place, London, W. The fund closes on Sunday next, December 13th, and Mrs. Pearson hopes that all subscriptions may be sent in by December 18th in order that it may be possible to announce the grand total on New Year's Day.

Daily Express, Dec. 11th. 1914.

WOMEN'S ROLE IN THE WAR.

British women have the opportunity of playing an important part in the war by providing work for their poorer sisters who have lost their employment.

By subscribing to the Queen's "Work for Women" Fund they—

- Enable working women to be useful in the manufacture of shirts for the soldiers, cradles for poor mothers, etc.
- Provide wages which will maintain a family and render it independent of charity.
- Prevent distress, which is better than relieving it.
- Answer the special appeal addressed to them by the Queen, and render a great service to womanhood and to the country.

Every woman is asked to send at least a shilling, with as many more shillings as she can collect, to Mrs. C. Arthur Pearson, the hon. treasurer of the fund, at 33, Portland-place, W., before December 16.

The Star, Dec: 10th 1914.

GIRL'S GRATITUDE.

Young Wife's Offering to the "Work for Women" Fund.

A pathetic note was struck the other day in connection with the scheme in which women are sending shillings to the Queen's "Work for Women" Fund as a New Year's offering.

One of the girl workers in a factory who was thrown out of employment on account of the war, and who was practically starving, was given employment as a machinist by the committee of the fund.

Four weeks later her young man (who, by the way, could not pass the Army medical test) got a very good job, and they were married. Her gratitude to the "Work for Women" Fund was so profound that she took a shilling out of her small first week's housekeeping money and sent it as a New Year's offering.

We hear that there has been a splendid response to the appeal Every woman who has not yet done so, who can afford at least a shilling, should at once send a postal order to Mrs. C. Arthur Pearson, honorary treasurer, 33, Portland-place, London, W

The fund exists for the purpose of providing employment for women who have lost positions they held owing to the outbreak of war.

Evening News, Dec: 10.

TRAINING FOR CITY GIRLS.

Supported by the Queen's Work for Women Fund, a Polytechnic for unemployed City women is to be opened at Bridewell House, E.C.

Fifty girls now out of work are to be given free commercial training. They will be allowed 10s. a week for maintenance, and railway fares up to 2s. 6d. will be paid. Only girls who were employed in the City before the war are eligible for the training.

There is also a scheme for assisting City charwomen who have been thrown out of work through the war. A number are to be trained as helpers in the homes of the sick poor.

The City Corporation have lent Bridewell House for the purpose and given £100 towards the expenses.

Daily Mail, December 11th. 1914.

A SHILLING TO SPARE.

APPEAL TO WOMEN FOR WORK FOR WOMEN'S FUND.

"Business as Usual" is the motto of the nation during the war, and it is to help towards carrying on business as usual that every woman who has a shilling to spare is asked to respond to the special appeal which is being made this week on behalf of the Queen's Work for Women Fund by Mrs. C. Arthur Pearson, the hon. treasurer, and Lady Roxburgh, the hon. secretary.

Many women have been thrown out of work owing to the war—over 40,000 in London alone—because the market for certain goods has practically ceased to exist. On the other hand, many firms specialising in goods for which there is an inordinate demand at the moment have more orders than they can cope with.

Obviously the remedy for this state of affairs lies in arranging for as many as possible of the surplus women to do the surplus work and in finding scope for the activities of the rest. This is just what the Queen's Work for Women Fund has set itself to do, and a special appeal is being made this week in the hope that every woman who can possibly do so will either contribute a shilling or collect one for the fund in order to secure a shilling's worth of work for some unhappy woman who would otherwise be without employment.

All subscriptions should be sent to Mrs. C. Arthur Pearson, hon. treasurer, the Queen's Work for Women Fund, 33, Portland-place, London, W.

Mrs. Pearson hopes that all subscriptions may be sent in by December 16, in order that the total may be announced on New Year's Day.

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The Daily Mail,
Dec: 11th. 1914.

THE QUEEN'S FUND FOR WOMEN.

The Queen's Work for Women Fund reached last night a total of £96,341 12s. 10d. The day's subscribers included:

Second instalment of profits of sale of Mr. Paul A. Rubens's song, "Your King and Country Want You," published by Messrs. Chappell and Co., through *The Daily Mail*, £250; Misses B. and M. F. Trollope, further instalment, £50; first instalment from Jumble Sale Agency, £50; collected by Lady Clifden, further instalment, £51 2s. 8d.; collected by Urban District Council of Orrell, £24 4s.; collected by Provost of Ar[illegible], £20; collected by Mayoress of Appleby, £18.

All communications should be addressed to Lady Roxburghe, 33, Portland-place, London, W., and all contributions and cheques be made payable to Mrs. C. Arthur Pearson, hon. treasurer, at the same address.

The Prince of Wales's National Relief Fund yesterday reached £4,085,000, and Princess Mary's Christmas Gifts Fund £130,989.

The stores department of the Order of St. John has received an aggregate of 34,434 garments and 6,620 articles during the week, and 22,956 garments and 3,777 articles have been sent away, also 300lb. of chloroform and 25,000 cigarettes.

Morning Post, Dec: 12th. 1914.

QUEEN'S WORK FOR WOMEN FUND.

£96,588 CONTRIBUTED.

The Queen's Work for Women Fund has now reached a total of £96,588 3s. 8d. Yesterday's subscriptions included:

Collected by the Mayoress of Nottingham (further instalment)	£103	9	8
By the Mayoress of Coventry (further instalment)	50	0	0
By the Countess Fitzwilliam	12	0	0
The Mothers' Meeting (St. Thomas's Church, Orchard-street) (per Lady Edith Cotes)	12	0	0
Members of the Unity Club	10	10	0

All communications and gifts for sale should be addressed to Lady Roxburgh, 33, Portland-place, London, and all cheques be made payable to Mrs. C. Arthur Pearson, Hon. Treasurer, at the same address, and crossed "Queen's Work for Women Fund Account." All correspondence respecting the work of the Central Committee on Women's Employment must be addressed to Miss Mary R. Macarthur, Hon. Secretary, 8, Grosvenor-place, Hyde Park Corner. Applicants for work should apply to the Secretary of the Local Representative Committee, at the Town or County Hall, or Urban District Offices, in the locality in which they reside.

Daily Telegraph,
Dec: 12th. 1914.

QUEEN'S "WORK FOR WOMEN."

In Manchester the demand for women power machinists to complete the large Army clothing contracts has made possible an important experiment in trade transference. The benefit to the worker of giving her another trade when her own is liable to seasonal depression is obvious. The usual obstacles—training and the means of subsistence while in training—can now be overcome with the aid of the Queen's Fund.

As many as 31,169 women are employed in Manchester in the dressmaking trades, which suffer most seriously from seasonal slackness. A scheme has therefore been devised whereby skilled treadle machinists who are thrown out of employment through the war will be trained as power machinists. Promises have been made by several firms to employ the women when trained at a weekly wage of not less than 16s. During the training, which extends over a period of four weeks, they will receive instruction from a skilled forewoman, and will be paid 10s a week. Girls and women from 18 to 30 years are eligible.

Yesterday the Fund rose to £96,388, the day's contributions including £103 collected by the Mayoress of Nottingham and £50 collected by the Mayoress of Coventry.

All communications and gifts for sale should be addressed to Lady Roxburgh, 33, Portland-place, W., and all cheques be made payable to Mrs. C. Arthur Pearson, hon. treasurer, at the same address, and crossed "Queen's Work for Women Fund Account."

Illustrated London News,
Dec: 12th. 1914.

THE Queen's "Work for Women" Fund, so wisely devoted to finding employment in preference to merely aiding those who have lost their work owing to the war, should be substantially benefited by the latest scheme for which Mrs. C. Arthur Pearson is working so assiduously, as it will bring contributors by tens of thousands. There must be countless women who at least have "spare shillings," and it is asked that they shall send them to the Fund and so help some bread-winner who has been plunged into misery by the war. The Fund is already spending £250,000 a year in finding employment for women, but much more can be usefully employed, and the arranging of the work is always approved by a committee of experts. Over sixty work-rooms have already been started. Every woman can augment this great New Year's Offering by sending one, or as many as she can, of her "waste" shillings, by Dec. 16, to Mrs. C. Arthur Pearson, 33, Portland Place, W. An official acknowledgment will be sent from Buckingham Palace, and the grand total produced by this novel effort will be announced in the Press on New Year's Day.

Ladies Field. Dec: 12th. 1914.

The Queen's "Work for Women" Fund.

IN the course of a recent interview, Mrs. C. Arthur Pearson, hon. treasurer of the Queen's "Work for Women" Fund, explained the details of the shilling appeal which she and Lady Roxburghe, the hon. secretary, are now making to every woman throughout the country. Between December 7th and December 13th every woman who can afford it is asked to send a shilling to the fund, in order to secure a shillingsworth of work for some unhappy woman or girl who would otherwise be out of employment.

"We are asking for a shilling," Mrs. Pearson explained, "because it is such a convenient and simple little sum to give; and if every woman with a shilling to spare will give it us during this Appeal Week the result will be that joy and comfort will be brought into thousands and thousands of stricken homes this Christmas-time. The war has hit everybody, but the majority of women, even though they have had to curtail their expenses, do not realise the havoc that the war has caused in the ranks of women workers. In London alone there were as many as 40,000 unemployed at one time, to many of whom the Queen's Fund has brought relief."

Over sixty workrooms have been started in various parts of the country, and in London alone employment or training is now available for several thousands of unemployed women and girls. The schemes of work and training throughout the country, and approved already, involve an annual expenditure of over £250,000. The committee hope to have all donations sent in by December 16th, so as to enable them to announce the grand total in the Press on New Year's Day. The knowledge that they are thereby helping to alleviate the hardships of women to whom the war has brought acute distress may tend to make those who subscribe feel that they are starting the New Year well. Every woman can augment this great New Year's offering to the less fortunate of her sisters, for those who feel that they are unable to afford a shilling can easily collect this sum; and, may we add, that those who are able to afford more can make up for the deficiencies of others by sending several shillings? Its greatest recommendation is that it is thoroughly practical and that one can rest assured that every penny goes direct to some hard-pressed home. It is, indeed, a work of such a nature that one does not see how any woman who can afford it can resist this simple appeal for a shilling. All subscriptions should be sent to Mrs. C. Arthur Pearson, hon. treasurer, The Queen's "Work for Women" Fund, 33, Portland Place, London, W., who hopes that all donations may be sent in by December 16th in order that the total may be announced on New Year's Day.

Sporting Times,
December 12th. 1914

The portrait of H.R.H. the Princess Mary, by J. J. Shannon, R.A., has provoked so much admiration amongst those who have visited the Exhibition of the original pictures for "Princess Mary's Gift Book," at the Leicester Galleries, Leicester Square, that there is a strong feeling prevalent that the portrait should find its way into some public collection. Before such an opportunity has gone by it is hoped that some generous benefactor will come forward and present this charming example of the famous portrait painter's art. It need hardly be added that the proceeds of the sale of the Shannon picture and of the other works in the Exhibition will be given to the Queen's "Work for Women" Fund.

The Daily Mirror,
Dec. 12th. 1914.

THE QUEEN SEES DISAPPEARING WALL.

The wall, which can be made to disappear.

Lord Blyth receiving correspondence over the wall.

When the Queen visited Lord Blyth's town house, the headquarters of her Work for Women Fund, she saw the only disappearing wall in London. On a spring being touched it vanishes from view.—(*Daily Mirror* photographs.)

Daily News & Leader. 12.12.14.

"THE QUEEN'S SHILLING"

What an Army of 10,000,000 Women Can Do.

It is Queen Mary's desire to raise an army of ten million women, armed with "silver bullets," to come to the rescue of their less fortunate sisters who are fighting against unemployment.

Every woman who cannot afford to give a shilling can at least contrive to collect that small sum, and she will have the satisfaction of knowing that she has done her best. Her gift will really be worth far more than twelve pennies, because, through the medium of the Queen's "Work for Women" Fund, it will be transmuted into definite and well-paid employment for some poor woman who has been thrown out of work by the war.

Already fifty schemes have been evolved to provide an outlet for the activities of women workers, but to set them going successfully an annual expenditure of £250,000 is necessary. A special appeal is being made this week for shillings in order that the shadow of unemployment may be lifted from as many homes as possible before the New Year.

All subscriptions should be sent to Mrs. C. Arthur Pearson, Hon. Treasurer, the Queen's "Work for Women" Fund, 33, Portland-place, W. Mrs. Pearson hopes that all subscriptions may be sent in by Dec. 16, in order that the total may be announced on New Year's Day.

Daily Telegraph, December 12th. 1914.

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WOMEN WORKERS' APPEAL.

THE CLOSING DAY.

The week set aside for the special appeal for shillings made by Mrs. C. Arthur Pearson, hon. treasurer, and Lady Roxburgh, the hon secretary, of the Queen's "Work for Women" Fund, comes to an end to-morrow. The success of this appeal direct to every woman with a shilling to spare has been considerable, but it is hoped that the last two days may bring in an even larger amount than has already been subscribed.

Mrs. Pearson is convinced that every woman with a shilling to spare will at once give it and persuade other women to give their shillings, if she will only realise the terrible havoc which the war has wrought in the ranks of women workers. Scores of thousands of homes throughout the country are depending on women's energy, and would long since have been broken up but for the Fund.

Forty thousand women were thrown out of work in London alone immediately after the war broke out, and the same state of things obtains on a similar scale in many of the great cities. By a systematic dealing with the problem, however, hundreds of workshops have been kept open which would otherwise have been closed, and thousands of women have been provided with employment which has not displaced other women. In addition, where work cannot be carried on along strictly commercial lines, the results of the women's labour—clothes and so on—are distributed to women even poorer than themselves.

Great efforts are still needed, as the Fund already stands committed to schemes for finding work for women which will entail an expenditure of a quarter of a million during the coming twelve months. Every contribution will provide at least a little work for some woman who would otherwise be without employment, and it is hoped that millions of shillings will be forthcoming when once the hardships which working women are enduring are thoroughly understood.

All subscriptions should be sent to Mrs. C. Arthur Pearson, hon. treasurer, Queen's "Work for Women" Fund, 33, Portland-place, W.

As has been stated, this special appeal closes to-morrow, and Mrs. Pearson expresses the hope that all subscriptions may be sent in not later than Dec. 16, in order that the total may be announced on New Year's Day.

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East London Advertiser,
Dec: 12th. 1914.

QUEEN MARY'S WORKROOMS.

The visit of Queen Mary to the workroom for women at Poplar last week following as it did a similar visit to the Stepney workrooms a few weeks ago, draws attention to the splendid service which these rooms have rendered to hundreds of women and girls in the two East London boroughs. They were started as a means of alleviating distress among young women and girls arising from the war and they can be said to nobly fulfill their mission. There are some to be found who have advensely criticised the project, as there will ever be found carping critics of any work, no matter how beneficent its purpose. Those who criticise, though, ignore the fact that in these workrooms the wages are paid and the material supplied from the Queen's Workroom Fund, and no attempt is made to compete with ordinary industry. The workrooms are intended, as a well-known writer on social questions has pointed out, as nothing more than a temporary shelter and stop-gap. The aim of those who serve under Queen Mary is to give employment instead of doles to women who, though unable to obtain work owing to the war, are normally wage-earners; and, incidentally, to train them in the cutting-out and making-up of useful garments, as well as in plain cookery. The Workrooms, in fact, relieve women workers who, from causes outside their own control, are unable to obtain work. Their influence is educative because it gives definite training, and also in that it is felt in those things upon which the care and cheeriness of the home depends. It is, in short, a mistake to regard the workrooms as a permanent institution or to judge them by the normal tests applied to ordinary industrial concerns. Those who complain that a high wage is not paid have not apparently sufficient intelligence to see that the wage given is purposely fixed at a low figure, so that the women may not be tempted to stay at the workrooms rather than seek regular employment. Indeed, we happen to know that already cases have occurred where girls and women have actually refused other employment at a higher wage, preferring, perhaps naturally enough, the genial discipline and congenial surroundings of the workrooms. The critics alluded to are simply out to create strife and discontent, and it matters not to them that in so doing they are injuring those whom they profess a desire to serve. Those who have watched the scheme in operation are fully satisfied that the Queen's Workrooms are being carried on on the right lines and nothing but praise is due to those generous and kind-hearted people who have done so much for the young women and girls in East London in a time when, but for their timely aid, they would undoubtedly have suffered much privation.

Civil Service Gazette,
December 12th. 1914.

653/33 653.

THE QUEEN'S "WORK FOR WOMEN" FUND.

AN APPEAL FROM WOMAN TO WOMAN.

In the course of an interview, Mrs. C. Arthur Pearson, Hon. Treasurer of the Queen's "Work for Women" Fund, explained the details of the remarkable Christmas-time appeal for spare shillings which she and Lady Roxburgh, the Hon. Secretary, are now making to every woman throughout the country. Between December 7 and December 13, every woman who can afford has been asked to send a shilling to the Fund, in order to secure a shillingsworth of work for some unhappy woman or girl who would otherwise be out of employment.

"We are asking for a shilling," Mrs. Pearson explained, "because it is such a convenient and simple little sum to give; and if every woman with a shilling to spare would give it us at the present moment, you cannot imagine the joy and comfort it would bring into thousands and thousands of stricken homes this Christmas-time. The War has hit everybody; but I do not think the majority of women—who, though they have had to curtail their expenses, of course, but are still able to get along fairly comfortably—realise the havoc that the War has caused in the ranks of women workers. In London alone, there were as many as 40,000 unemployed at one time. Now, too, is the season of loosened purse-strings, and, even though there may not be very much in the purse, I feel quite sure that there is, at any rate, *one* shilling to spare. I should not dream, especially at the present moment, of accusing my fellow-women of carelessness; but, at the same time, there must be millions of unconsidered shillings spent on inconsiderable trifles every day; those are the shillings which we want to gather into Queen Mary's Fund for the next week. I suppose every woman in England," Mrs. Pearson continued, "has someone she loves, or at any rate knows, at the front today, and feels the impotence of having to wait and hope for better times. But how much more terrible is that waiting when the means of one's livelihood has been swept away! How intense and agonising when, whatever one did happen to earn, went to the support of one's children or relatives, whom one was in honour bound to keep! And I assure you that thousands of women bread-winners have been plunged into misery by the War. Every woman must feel the pinch, and that is why we are appealing to those who feel the pinch least to help those who feel it most. We want every woman who can, to help another woman to the extent of one shilling."

This appeal which is being made to women for shillings to help other women is, perhaps, the most splendid of all the appeals to which the War has given rise. There is the full and pleasant satisfaction of knowing that not a penny will go astray or be wasted. It was Queen Mary's axiom, when she inaugurated her Fund on behalf of out-of-work women, that "the prevention of unemployment was better than the cure." And the labours of the Central Committee afford a magnificent illustration of how thoroughly practical, and soundly economic, women's efforts to help women can be. The Committee recognised at once that payment for work out of charitable funds would be economically wrong, because it would simply be robbing Peter to pay Paul; or, perhaps, one should say, robbing Mary Ann to pay Eliza Jane. So there has been no competitive work whatever. It might, indeed, be said that wherever possible the Central Committee perform the duties of a highly specialised Labour Exchange for women, run on humane lines.

Dressmakers thrown out of employment have been set to work making shirts, orders for which factories could not cope with, and it is gratifying to know that employers of labour have, in hundreds of cases, lent their premises for such industries, in order to keep their staffs together. Many experimental workrooms have been opened in London to give employment in the Metropolitan area; three hundred and fifty local committees, scattered up and down the country, work in conjunction with the properly-constituted authorities. Where work on actual commercial lines cannot be found, grants are made to enable the employment of women in the manufacture of such articles as cradles, clothing, and maternity outfits for poor mothers who would otherwise have to go without such necessary things. No money is expended on any scheme until it has been approved by a committee of experts; but already fifty schemes have been passed which involve the expenditure of £250,000 a year. It is therefore not surprising that further funds are needed for this most excellent work. Its greatest recommendation is that it is thoroughly practical, and that one can rest assured that every penny goes direct to some hard-pressed home. It is, indeed, a work of such a nature that one does not see how any woman, who can afford it, can resist this appeal for a shilling.

All subscriptions should be sent to Mrs. C. Arthur Pearson, Hon. Treasurer, The Queen's "Work for Women" Fund, 33, Portland-place, London, W., who hopes that all donations may be sent in by December 16, in order that the total may be announced on New Year's Day. An official acknowledgment will be sent to each subscriber from Buckingham Palace.

Weekly Scotsman,
Dec: 12th. 1914.

QUEEN'S WORK FOR WOMEN FUND.—The Queen's Fund for providing work for women who, owing to the war, are suffering from unemployment or under-employment, reached on December 8th the total of £95,614, 4s. 7d. Out of that sum the subscriptions sent to the Scottish treasurer, the Marchioness of Linlithgow, only amounted to £1608, 15s. 6d., which means that the money expended in Scotland in connection with this scheme far exceeds the sum subscribed towards it by the Scottish people. Relief work-rooms and training schemes are being started in some of the principal towns of Scotland. These are financed by the Queen's Fund through the Scottish Committee, which has been constituted by the Scottish Advisory Committee, but all details of administration are left in the hands of each local committee. A feature is being made of the training in cookery and domestic economy, and in skilled trades where there is always a shortage of labour. In the Edinburgh work-rooms in Melville Street, a large number of women who have lost their regular employment are sewing and knitting garments for Belgian refugees, for hospitals, Red Cross, and for the destitute poor. One of the aims of the scheme is that no existing trade shall be interfered with, and therefore no garment made in the workrooms may be sold. A privilege which has just been granted by Royal permission is that Her Majesty's crown and initials may be placed on each article made throughout the country in the workrooms controlled by this Committee. In aid of the above fund a Thé chantant was held last Thursday afternoon in the Ladies' Club, 1 South Charlotte Street, when an excellent musical programme was submitted.

The Pall Mall Gazette,
Dec: 12th. 1914.

WORKGIRLS' THANK OFFERING.

Among those who have sent their shillings to the Queen's Work for Women Fund are a number of workgirls. These girls were unemployed when war broke out, like thousands of their sisters, but they have since gained employment through the medium of the fund, and the shillings which they have sent to the fund are given as a thank offering.

Shillings continue to arrive from all parts of the country and from all classes of men and women. Although the appeal is addressed mainly to women, everybody can help.

A shilling is suggested as a minimum subscription. It is a useful and convenient sum, but there are many people who can afford more than a shilling, and, whatever it is, they should send it to Mrs. C. Arthur Pearson, the honorary treasurer of the fund, at 33, Portland-place, London, W.

The Daily Herald,
Dec: 12 th. 1914.

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THE disgraceful manner in which women are underpaid and overworked is illustrated by an incident in Glasgow. Some middle-class women have formed themselves into a committee, and appealed to a workgirl to subscribe each week towards the "Queen's Work for Women Fund to Help Our Unfortunate Sisters." The Queen's workrooms pay 10s. a week, which is little enough to put it mildly, for forty hours' work. The girl who is asked to subscribe receives 11s. for 54 hours, and some girls beside her receive less. The contemptible meanness of the rich beggars description. It is noteworthy that the fund for Christmas presents for the soldiers amounts to over £120,000; the fund for providing work for women out of work through the war does not yet reach £100,000, largely subscribed by people not well to do. What parched peas of souls the rich have to be sure. Still, perhaps they are worrying over the investment of the extra profits obtainable from Army contracts and armament manufactures.

The Sunday Times,
December 13 th. 1914.

WORK FOR WOMEN.

Shillings for the Queen's Fund

CHRISTMAS-TIME APPEAL TO FIND WORK FOR WOMEN.

Among the numerous appeals to which the war has given rise the Queen's Work for Women Fund is certainly the most noble in conception and probably the most practical in its ideal.

It was inaugurated by Her Majesty to meet the terrible crisis for women workers which came immediately after the outbreak of the war. Then 40,000 women and girls were thrown out of employment in London alone and a similar distressing state of affairs prevailed throughout the country.

The disaster, however, which threatened scores of thousands of homes maintained or supported by women throughout the country was met by prompt and businesslike means.

By highly specialised labour exchange methods work was diverted from factories already too busy to cope with their orders to workrooms which would otherwise have been closed.

Not only that, but many new workrooms of an experimental and instructive kind have been opened for training women in various industries.

So energetic indeed has the Central Committee proved itself that upwards of fifty schemes have been approved and sanctioned. But the completion of these schemes entails an outlay of £250,000 the first year. And though the response of the public has already been generous additional funds are needed.

Hence the special Christmas-time appeal which has been made by Mrs. C. Arthur Pearson, the hon. treasurer, and Lady Roxburgh, the hon. secretary of the fund. It was an appeal first issued on Monday last and was addressed in particular to women. Every woman in the country indeed who could afford it was asked to send a shilling during the week.

This special appeal closes to-day, but even to-day it is not too late very considerably to augment the success of this enterprise. Every woman who contributes can have the full satisfaction of knowing that her subscription will not be wasted in charitable doles; every shilling provides a shillingsworth of work for some woman or girl who is struggling either to maintain or to assist to maintain her home in the midst of adversity. Mrs. Pearson believes that every woman will gladly spare something, if it is only realised what every shilling means in the way of comfort and hope.

All subscriptions should be sent to Mrs. C. Arthur Pearson, Hon. Treasurer, The Queen's Work for Women Fund, 33, Portland-place, London, W., who hopes that all donations may be sent in by December 16 in order that the total may be announced on New Year's Day.

The Scotsman,
Dec: 13 th. 1914.

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QUEEN'S WORK FOR WOMEN FUND.

Edinburgh, December 10, 1914.

SIR,—As one of the Queen's Council, I have been commanded by Her Majesty to collect for the "Queen's Work for Women Fund" in the county of Elgin and Moray.

The need is great, and the Queen "appeals to the women of Great Britain to help their less fortunate sisters through this fund." The Marchioness of Linlithgow, Hopetoun House, South Queensferry, has been appointed honorary treasurer for Scotland.

A Committee has been formed on the same lines as the Central Committee on Women's Employment to draw up schemes dealing with unemployment among women in Scotland, and is sitting in Edinburgh; but schemes are useless unless the funds are forthcoming. Every subscription received helps some woman, now without work, to obtain useful paid employment. Many women and girls who before the war were fully employed are now idle, and there is much distress.

The management of local schemes is in the hands of the local representative Committees and the Women's Employment Sub-Committee appointed by them. These Committees are now working in many of the large towns.

Already many schemes have been approved, involving a very large expenditure, and money is urgently required to help forward the work.

Some of the schemes include the making of cradles and maternity outfits, training women to cook and act as sick-room helps, remodelling old clothes, pulping fruit, and drying vegetables.

I have visited some of the smaller workrooms in Edinburgh, and can testify to the useful work which is being done. Many are busy lining soldiers' waistcoats with warm material, and making old clothes look like new, so that the wounded may have something warm and tidy to wear when they leave hospital. At another house there is a domestic training centre, where women are employed in cooking for the workgirls—an excellent two-course dinner can be had at 3d. a head—and the girls themselves are prepared for domestic service.

I shall gratefully acknowledge large or small donations, and in due course a receipt will be sent from Buckingham Palace to each contributor.—I am, &c

EDITH MORAY.

P.S.—Remittances should be made payable to "The Countess of Moray," and all communications should be addressed:—The Countess of Moray, at 31 Melville Street, Edinburgh.

The Daily Telegraph,
Dec. 14 th. 1914.

QUEEN'S "WORK FOR WOMEN."

The Queen's "Work for Women" Fund at noon on Saturday reached the sum of £96,658 3s 8d.

A great public meeting will be held in the Queen's Hall, Langham-place, on Wednesday evening, when the chair will be taken by Lady Frances Balfour. The speakers will include Mrs. Henry Fawcett, Professor Gilbert Murray, Sir George Pragnell, Lady Roxburgh, Miss Helen Ward, and Dr. Florence Willey.

All communications and gifts for sale should be addressed to Lady Roxburgh, 33, Portland-place, London, W., and all cheques be made payable to Mrs. C. Arthur Pearson, hon. treasurer, at the same address, and crossed "Queen's 'Work for Women' Fund Account."

The finished cradles and baby garments made by unemployed women are going out from the Queen's work-rooms now to poor East-end mothers, and are being gratefully received. There will be many a little "Mary" in East London this winter, for these baby clothes are marked with an "M," and the cradles are looked upon as gifts from the Queen, and the proud mothers will never forget it. Twin girls who have been born to one mother are to be "Mary" and "Victoria," both called by her Majesty's names. They lie top and bottom of the "Queen's cot," which is placed on two chairs by the fire in the daytime and close to the bed at night.

The East-end Mothers' Lying-in Home sends nurses out to eighty mothers on an average every month, besides receiving sixty in the cosy, well-equipped home in Commercial-road. There is no doubt there as to the cradles and baby garments being wanted. "A mother brought a baby to show us yesterday," said one of the sisters, "and it was limp with cold. It had not a bit of flannel on it, only two petticoats—one flannelette, one cotton—and a flannelette dress with short sleeves. The hat was borrowed from a younger sister."

Glasgow Eng. Times,
Dec: 14 th. 1914.

The Queen's Fund.

An interesting fact in connection with Princess Mary's Gift Book is that the production of the beautiful volume has given employment to so many women, for although it was not carried through by women workers only, a great many women were, naturally, employed in the work of folding, sewing, etc., and pasting and mounting the pictures. The proceeds of the book, of course, are going to the "Queen's Fund," and the originals of many of the pictures are to be sold for the benefit of the Fund. By the way, it is gratifying to note that the Scottish Committee on Women's Employment has received permission to use the Queen's initials and crown on the articles turned out from the workrooms under its control. To-day one of the Glasgow workrooms for unemployed women and girls is to be opened in the Park Parish Church Hall, under the auspices of the Sub-Committee on Employment of the Citizens' Relief Committee for Glasgow. A scheme for the training of machinists has been approved by the Scottish committee, and a workroom, where girls will be trained in the making of shirts, etc., will probably be opened shortly. In the workrooms at present under control of the committee, however, the principal work will be knitting, sewing, and altering garments for various institutions, also for the Belgian refugees and the Red Cross Society. Mr John M'Leod is president, and Mrs Baird Smith secretary of the workroom, under the auspices of the National Relief (Queen's Work for Women).

Glasgow Herald,
Dec: 14 th. 1914.

"WORK FOR WOMEN" FUND.

The Queen's "Work for Women" Fund on Saturday reached the sum of £96,658 3s 8d. A public meeting on behalf of the fund will be held in the Queen's Hall, Langham Place, on Wednesday next, at 8 p.m. The chair will be taken by Lady Frances Balfour, and the speakers will include Mrs Henry Fawcett, Professor Gilbert Murray, Sir George Pragnell, Lady Roxburgh (hon. secretary of the fund), Miss Helen Ward, and Dr Florence Willey.

Lady Inverclyde, in a letter from Hartfield, Cove, Dumbartonshire, writes:—"As one of the Queen's Council I am commanded by Her Majesty to collect for this fund in Dumbartonshire, and will be grateful if you will help me by publishing this letter. The fund is a national one, and it is hoped that sympathisers who live in districts where there is little or no distress through unemployment amongst women will contribute towards the urgent help required in counties more unfortunately placed, and from which automatically a smaller amount in collections can only be expected. The fund is to be immediately applied to the assistance of schemes promoted by the Central Committee on Women's Employment and approved by the Government Committee on the Prevention and Relief of Distress. Within the burghs in this county the Provosts have made or are making arrangements to receive subscriptions. I shall be glad to receive donations and subscriptions from the county area, or these may be sent to Mr T. S. Harrison, Clydesdale Bank, Helensburgh, who has kindly consented to act as hon. treasurer. All subscriptions will be forwarded to the Marchioness of Linlithgow, hon. treasurer for Scotland, Hopetoun House, South Queensferry, and eventually each subscriber will receive an acknowledgment from Buckingham Palace. The smallest subscriptions and any offers of help will be very gladly received."

Daily Telegraph,
Dec 14th 1914.

QUEEN'S "WORK FOR WOMEN."

The Queen's "Work for Women" Fund yesterday reached a total of £37,331.

The members of the mothers' meeting connected with St. Thomas's Church, Orchard-street, have given up their usual Christmas treat, and have sent £12 to the Fund through Lady Edith Cores.

All communications and gifts for sale should be addressed to Lady Roxburgh, 33, Portland-place, W., and all cheques be made payable to Mrs C. Arthur Pearson, hon. treasurer, at the same address, and crossed "Queen's 'Work for Women' Fund Account."

Daily Mail,
Dec: 14 th. 1914.

THE QUEEN'S COTS.

In connection with the Queen's Work for Women Fund the finished cradles and baby garments made by unemployed women are now going out from the Queen's workrooms to poor East End mothers, and many stories are told of the gratitude displayed by the recipients.

A newsvendor, who has had very little to do of late, stood looking down at the cradle he was going to take home to his wife. "I'm a proud man, I am," he said, "I've read of these cradles in my papers, but I never thought that *I* should have one of the Queen's cots."

The little white-faced mother now lies wrapped in a warm bed-jacket made at the workrooms initiated by the Central Committee, and the baby is to be called "Mary" because all her things are marked with an "M"—the Queen's stamp "M.R." beneath a crown.

The Queen has expressed her sincere thanks for a donation of £250, the second instalment from the profits on the sales of Mr. Paul A. Rubens's song "Your King and Country Want You," published by Messrs. Chappell and Co., through *The Daily Mail*.

The totals of the undermentioned funds on Saturday were:

The Queen's Work for Women Fund	£96,658
The Prince of Wales's Fund ...	£4,108,000
Princess Mary's Gift Fund	£136,889

Glasgow Record,
Dec: 15 th. 1914.

THE QUEEN'S WORK FOR WOMEN FUND.

To the Editor of the "Daily Record."

Sir,—As one of the Queen's Council I am commanded by her Majesty to collect for this fund in Dumbartonshire.

The fund is a national one, and it is hoped that sympathisers who live in districts where there is little or no distress through unemployment amongst women will contribute towards the urgent help required in counties more unfortunately placed and from which automatically a smaller amount in collections can only be expected.

The fund is to be immediately applied to the assistance of schemes promoted by the Central Committee on Women's Employment and approved by the Government Committee on the Prevention and Relief of Distress.

Within the burghs in this county the Provosts have made or are making arrangements to receive subscriptions. I shall be glad to receive donations and subscriptions from the county area, or these may be sent to Mr. T. S. Harrison, Clydesdale Bank, Helensburgh, who has kindly consented to act as honorary treasurer

All subscriptions will be forwarded to the Marchioness of Linlithgow, honorary treasurer for Scotland, Hopetoun House, South Queensferry, and eventually each subscriber will receive an acknowledgment from Buckingham Palace. The smallest subscriptions and any offers of help will be very gladly received.

CHARLOTTE INVERCLYDE.
Hartfield, Cove.

THE QUEEN'S FUND.

7½ MILLION CHILDREN INTERESTED.

Her Majesty's appeal to the Sunday School scholars for the "Work for Women Fund" is meeting with a splendid response throughout the United Kingdom and Ireland.

A few voluntary collections have been taken already, but the majority of the schools are harvesting their offerings to send to the Fund early in the New Year. Children who have won class prizes are making personal sacrifices in various districts throughout the country. This sacrifice was suggested by one little girl, who, on hearing of the collection, approached her teacher and said:

"I want to give something to the Queen. You might send her my prize instead of giving it to me."

When the Queen heard of this she was much touched, and instantly suggested the issuing of certificates to the children who voluntarily made this personal sacrifice. The certificate is beautifully printed in colours, and will be something for every child to frame and keep as a reminder that a child's sacrifice was appreciated in the dark days of the great war.

Any children who win the Queen's certificate should ask their teachers to communicate with the hon. secretary, Lady Roxburghe, 33 Portland Place, London, W., marking their letters "R.P."

653/35 653.
Evening Standard,
Dec: 15 th. 1914.

THE QUEEN'S FUND.

SACRIFICES BY CHILDREN THROUGHOUT THE COUNTRY.

CERTIFICATES AS SOUVENIRS.

Her Majesty's appeal to the Sunday school scholars is meeting with a splendid response throughout the United Kingdom and Ireland A few voluntary collections have been taken already, but the majority of the schools are harvesting their offerings to send to the fund early in the New Year.

Children who have won class prizes are making personal sacrifices in various districts throughout the country. This sacrifice was suggested by one little girl, who on hearing of the collection approached her teacher and said, "I want to give something to the Queen. You might send her my prize instead of giving it to me."

When the Queen heard of this she was much touched, and instantly suggested the issuing of certificates to the children who voluntarily made this personal sacrifice.

The certificate is beautifully printed in colours, and will be something for every child to frame and keep as a reminder that a child's sacrifice was appreciated in the dark days of the great war. Any children who win the Queen's certificate should ask their teachers to communicate with the hon. secretary, Lady Roxburgh, 33, Portland-place, London, W., marking their letters "R.P."

Morning Post,
Dec: 15 th 1914.

QUEEN'S WORK FOR WOMEN FUND.

£97,063 SUBSCRIBED.

The Queen's Work for Women Fund yesterday reached a total of £97,063 8s. 10d. The subscriptions included:

	£	s.	d.
Collected by the Walthamstow Local Committee (further instalment)	79	3	0
By the Mayoress of Launceston	64	13	7
By the Urban District Council of Chislehurst (proceeds of concert).....	63	1	10
By the Urban District Council of Willesden (including £25 from Mrs. Acworth)	50	0	0
By the Town Commissioners of Balbriggan...	21	11	9
Mr. Waller (2nd donation)	21	0	0

Her Majesty's appeal to the Sunday School scholars is meeting with a splendid response. Children who have won class prizes are making personal sacrifices. This sacrifice was suggested by a girl who, on hearing of the Work for Women collection, approached her teacher and said: "I want to give something to the Queen. You might send her the value of my prize instead of giving it to me." When her Majesty heard of this she suggested the issuing of certificates to the children who voluntarily made this sacrifice. The certificate is beautifully printed in colours. Any children who win the Queen's certificate should ask their teachers to communicate with the Hon. Secretary, Lady Roxburgh.

All communications and gifts for sale should be addressed to Lady Roxburgh, 33, Portland-place, London, and all cheques be made payable to Mrs. C. Arthur Pearson, Hon. Treasurer, at the same address, and crossed "Queen's 'Work for Women' Fund Account." All correspondence respecting the work of the Central Committee on Women's Employment must be addressed to Miss Mary R. Macarthur, Hon. Secretary, 8, Grosvenor-place, Hyde Park Corner. Applicants for work should apply to the Secretary of the Local Representative Committee at the Town or County Hall or Urban District Offices in the locality in which they reside.

The Scotsman, Dec: 15th. 1914.

APPEAL TO THE WOMEN OF SCOTLAND.

Hopetoun House,
South Queensferry, December 12, 1914.

SIR,—May I, on behalf of the Queen's "Work for Women" Fund, make an appeal through the medium of your paper to the women of Scotland, inviting each one of them who is in a position to do so to contribute a shilling as a New Year's offering to the Fund?

Over sixty workrooms have been started in various parts of the United Kingdom, and a good deal has already been done in Scotland towards the alleviation of distress; but more money is urgently needed to carry out the schemes of work and training for unemployed women and girls. Those approved already involve an annual expenditure of over £250,000.

The knowledge that they are thereby helping the less fortunate of their sisters may tend to make those who subscribe feel that they are starting the New Year well. Every woman can augment this great New Year's offering, for those who feel that they are unable to afford a shilling can easily collect this sum; and may I add that those who are able to afford more will be giving much-needed assistance by sending several shillings. Donations should be sent to me at Hopetoun House, South Queensferry, by the end of December.—I am, &c.

DOREEN LINLITHGOW,
Hon. Treasurer for Scotland.

Daily Graphic. Dec 16th.

A facsimile of the certificate which is being given by the Queen to each Sunday school scholar who makes a personal sacrifice for the Queen's "Work for Women" Fund. The idea was suggested by the act of a little girl who sent her school prize as an offering towards the Fund.

Daily Telegraph, Dec. 18th. 1914.

QUEEN'S "WORK FOR WOMEN."

Not the least valuable part of the activities of the Central Committee on Women's Employment has been its efforts to obtain orders for firms whose operations would otherwise be at a standstill. During the last few days an order for khaki clothing sufficient to maintain a considerable number of women in employment for several months has been obtained for a large firm at Liverpool among whose workers there was considerable distress.

In the same way a mantle factory in London, on the advice of the committee, tendered to the War Office for a contract for 8,000 greatcoats.

With yesterday's contributions, which included £200 collected by the Marchioness of Bath and £111 collected by the Mayoress of Chester, the Queen's Fund has now reached a total of £98,318.

All communications and gifts for sale should be addressed to Lady Roxburgh, 33, Portland-place, W., and all cheques be made payable to Mrs. C. Arthur Pearson, Hon. Treasurer, at the same address, and crossed "Queen's 'Work for Women' Fund Account."

The Times, Dec: 16th. 1914.

THE QUEEN AND WORK FOR WOMEN.

ROYAL RELIEF FUND.

From many communications received there obviously exists a considerable misunderstanding about the "Work for Women" Fund.

Some weeks after the National Relief Fund was inaugurated by the Prince of Wales it became evident that the provision of work for women was an urgent necessity. For this reason the Queen started a special fund to be devoted to providing employment for women unemployed through the war. The Central Committee on Women's Employment, of which Lady Crewe is chairman and Miss Mary R. Macarthur honorary secretary, was thereupon appointed by Mr. Herbert Samuel, with the approval of the Queen, to devise, initiate, and supervise the necessary schemes, subject to the approval of the Government Committee for the Prevention and Relief of Distress and the Committee of the National Relief Fund. Upon those bodies the final responsibility for the expenditure rests.

All the money collected in her Majesty's name by the Queen's "Work for Women" Fund (and its Council) of which Lady Roxburgh is the honorary secretary and Mrs. C. A. Pearson the honorary treasurer, is handed to the National Relief Fund, and can only be spent on schemes for the benefit of unemployed women.

The Queen's cooperation with the Central Committee on Women's Employment is confined to the collection of the money to finance the schemes. All suggestions, therefore, for employing or helping women should be sent to the honorary secretary of the Central Committee on Women's Employment at 8, Grosvenor-place, S.W., and not to Buckingham Palace, while contributions should, as announced, be sent to the honorary treasurer of the Queen's "Work for Women" Fund at 33, Portland-place, W.

Applications for employment or for help for individual women should be addressed to the secretary of the local representative committee at the Town Hall or urban district office in the locality in which the applicant resides.

Communications in respect of professional women should be addressed to the secretary, Professional Classes Sub-Committee, Board of Education, Whitehall, S.W.

The fund reached last night a total of £97,331.

The total of the Prince of Wales's Fund now amounts to £4,131,000.

A sum of £2,200 was received on Tuesday in response to Princess Mary's appeal for Christmas gifts to sailors and soldiers, and the total amount available up to date is £141,389.

An exhibition of pictures and arts and crafts is being held by the Professional Classes War Relief Council at 13, Prince's-gate, S.W. (by permission of Mr. G. Pierpont Morgan), and will remain open to the public free from 10 a.m. to 7 p.m., Saturdays included, until Christmas Eve.

Morning Post. Dec 17th. 1914.

QUEEN'S WORK FOR WOMEN FUND.

CONTRIBUTIONS, £97,725.

The Queen's Work for Women Fund reached £97,725 2s. 11d. yesterday. The subscriptions included the following:

	£	s.	d.
Collected by the Mayoress of Tiverton	51	0	0
Collected by the Mayoress of Huddersfield (further instalment)	43	15	9
Twelfth Contribution from sale of Gifts in Kind by Messrs. D. H. Evans and Co. (Limited)	37	7	10
The Women of Hornsea	37	6	1
Collected in Restaurants of James Flemings (Limited)	25	0	0
Misses Sotheran (second donation)	20	0	0
Part Proceeds of Sale of Work by Rotherham House of Help for Friendless Girls	15	15	0
Collected by the U.D.C. of Scarborough (further instalment)	15	0	0
United Methodist Church Sunday Schools, Nottingham District	11	6	9
Collected by U.D.C. of Marlow	11	1	0
Collected by Lady Milbank	10	18	6

The £50 acknowledged on Wednesday as having been collected by the Willesden Urban District Council should have read "Collected by the Willesden Ladies' Committee."

All communications and gifts for sale should be addressed to Lady Roxburgh, 33, Portland-place, London, and all cheques should be made payable to Mrs. C. Arthur Pearson, Hon. Treasurer, at the same address, and crossed "Queen's Work for Women Fund Account."

Communications respecting the work of the Central Committee on Women's Employment must be addressed to Miss Mary R. Macarthur, Hon. Secretary, 8, Grosvenor-place, Hyde Park-corner. Applicants for work should apply to the Secretary of the Local Representative Committee at the Town or County Hall or Urban District Offices in the locality in which they reside.

653/36 653.

Glasgow Herald, Dec: 16th. 1914.

"WORK FOR WOMEN" FUND.

The Marchioness of Linlithgow, in a letter dated from Hopetoun House, South Queensferry, appeals to the women of Scotland, inviting each one of them who is in a position to do so to contribute a shilling as a New Year's offering to the Queen's "Work for Women" Fund. Over 60 workrooms have been started in various parts of the United Kingdom, and a good deal has already been done in Scotland towards the alleviation of distress; but more money is urgently needed to carry out the schemes of work and training for unemployed women and girls. Those approved already involve an annual expenditure of over £250,000. The knowledge that they are thereby helping the less fortunate of their sisters may tend to make those who subscribe feel that they are starting the New Year well. Every woman can augment this great New Year's offering, for those who feel that they are unable to afford a shilling can easily collect this sum, and those who are able to afford more will be giving much-needed assistance by sending several shillings. Donations should be sent to the Marchioness at Hopetoun House, South Queensferry, by the end of December.

The Scottish contributions to the Queen's "Work for Women" Fund to date amount to £1653 15s 5d. The honorary treasurer for Scotland, to whom subscriptions should be sent, is the Marchioness of Linlithgow, Hopetoun House, South Queensferry. Communications regarding the work of the Scottish Committee on Women's Employment should be addressed to the honorary secretary, Miss Mary M. Paterson, 20 Melville Street, Edinburgh.

Northern Daily Telegraph, Dec 17th 1914.

THE QUEEN'S "WORK FOR WOMEN" FUND.

SIR,—Now that the week of our appeal is over, let me thank you most sincerely for all you have done to ensure its success. Considering the multitude of appeals at the moment, it has done extremely well—far better than most people anticipated. I shall trespass upon your generosity again, if I may, in asking you to publish a little account of the total on New Year's Day. Lady Roxburgh wishes to associate herself with this expression of gratitude.—Yours faithfully,

ETHEL PEARSON, Hon. Treasurer.
33, Portland-place, W., 15th Dec., 1914.

THE CHILDREN'S OFFERING.

Her Majesty's appeal to the Sunday-school scholars is meeting with a splendid response throughout the United Kingdom and Ireland. A few voluntary collections have been taken already, but the majority of the schools are harvesting their offerings to send to the fund early in the new year. Children who have won class prizes are making personal sacrifices in various districts throughout the country. This sacrifice was suggested by one little girl, who, on hearing of the collection, approached her teacher and said, "I want to give something to the Queen. You might send her my prize instead of giving it to me." When the Queen heard of this she was much touched, and instantly suggested the issuing of certificates to the children who voluntarily made this personal sacrifice. The certificate is beautifully printed in colours, and will be something for every child to frame and keep as a reminder that a child's sacrifice was appreciated in the dark days of the great war. Any children who win the Queen's certificate should ask their teachers to communicate with the hon. secretary, Lady Roxburgh, 33, Portland Place, London, W., marking their letters "R. P."

Daily Mail, 17.12.14.

THE QUEEN'S FUND FOR WOMEN.

The Queen's Work for Women Fund reached last night a total of £97,725 2s. 11d. The day's subscribers included:

Collected by Mayoress of Tiverton, £51; collected by Mayoress of Huddersfield (further instalment, including Mrs. Pratt's Sale of Work £30), £43 15s. 9d.; (twelfth) contribution from proceeds of sale of "Gifts in Kind," by Work for Women Fund department of Messrs. D. H. Evans and Co., Oxford-street, W., £37 7s. 10d.

The Women of Hornsea, £37 6s. 1d.; collected in the restaurants of James Flemings, Ltd., £25; the Misses Sotheran, second donation, £20.

All communications should be addressed to Lady Roxburgh, 33, Portland-place, W., and all contributions and cheques be made payable to Mrs. C. Arthur Pearson, hon. treasurer, at the same address.

The Sketch, December 16th. 1914. 653/37 653.

THE DISAPPEARING WALL OF THE QUEEN'S W.F.W.F.

1. THE DISAPPEARING WALL OF LORD BLYTH'S TOWN HOUSE, PORTLAND PLACE, THE HEADQUARTERS OF THE QUEEN'S "WORK FOR WOMEN" FUND: LADY ROXBURGH THE HONORARY SECRETARY, STANDING IN FRONT OF THE WALL.

The mechanical curiosity shown above is at Lord Blyth's town house, 33, Portland Place, now in use as the headquarters of the Queen's "Work for Women" Fund. Her Majesty, at a recent visit, was much interested in the disappearing wall, which is massively built with elaborate panelling and has pictures on it. The mechanism is electric and controlled by touching a button. In No. 1, Lady Roxburgh, the Hon.

2. THE WALL DISAPPEARING INTO THE BASEMENT AND DISCLOSING THE GENERAL OFFICES OF THE HEADQUARTERS OF THE QUEEN'S "WORK FOR WOMEN" FUND: AFTER LORD BLYTH HAD TOUCHED THE BUTTON.

Secretary of the Fund (standing, on the right), is seen in her office. In No. 2 (showing the wall descending into the basement), Lord Blyth is seen seated. In the background beyond the wall are members of the clerical staff in one of the rooms in which they are at work, so suddenly disclosed by the sinking of the wall. Mrs. C. Arthur Pearson, Treasurer of the Fund, is seen seated next Lady Roxburgh. [Photographs by G.P.U.]

653.

653/38

The Daily News & Leader,
Dec: 24th. 1914.

PRINCESS MARY'S BOOK.

A £10,000 Cheque for the Queen's Work for Women Fund

Messrs. Hodder and Stoughton, publishers of "The Princess Mary's Gift Book," are able to announce the contribution of the sum of £10,000 to the Queen's "Work for Women" Fund.

This handsome sum, which represents the first instalment of the profits on the publication, has been sent to Mrs. C. Arthur Pearson, hon. treasurer of the fund

The publishers of this remarkable book announce that half a million copies have been sold. Within three weeks from publication over 400,000 copies were delivered to the trade.

The Gentlewoman,
Dec: 26th. 1914.

THE QUEEN'S "WORK FOR WOMEN" FUND.

CHRISTMAS IN THE QUEEN'S WORKROOMS.

The women in the workrooms opened by the Central Committee on Women's Employment are to be paid for the Christmas holidays. The workrooms will be closed on December 25th and 26th, and reopened on the Monday morning, and the women returning to work will be paid for the two days missed. The workrooms will also be closed if possible at midday on December 24th, the workers being paid for the whole day. A very welcome Christmas gift of 500 thimbles has been sent by Sir George Pragnell, to be distributed among the women and girls working under the auspices of the Queen's Fund.

QUEEN VISITS HEADQUARTERS OF HER FUND.

The Queen, on the eve of leaving town for Sandringham, paid a visit to 33, Portland Place, London, W., the headquarters of her "Work for Women" Fund. Her Majesty was attended by the Lady Bertha Dawkins and Mr. E. W. Wallington, C.M.G., C.V.O. Her Majesty was received by Lady Roxburgh (the Hon. Secretary) and Mrs. C. Arthur Pearson (the Hon. Treasurer). Others present included the Hon. Mrs. Francis McLaren, the Hon. Marguerite Joicey, Mrs. Heron Maxwell, Miss Lessing, Miss Gibson, Miss Fielden, Lord Blyth, Mr. Dudley Myers, and Mr. Valentin.

All communications and gifts for sale should be addressed to Lady Roxburgh, 33, Portland Place, London, and all cheques be made payable to Mrs. C. Arthur Pearson, Hon. Treasurer, at the same address and crossed "Queen's 'Work for Women' Fund Account." All correspondence respecting the work of the Central Committee on Women's Employment must be addressed to Miss Mary R. Macarthur, Hon. Secretary, 8, Grosvenor Place, Hyde Park Corner. Applicants for work should apply to the Secretary of the Local Representative Committee at the Town or County Hall or Urban District Offices in the locality in which they reside.

Glasgow Weekly Herald,
Dec: 26th. 1914.

THE QUEEN'S "WORK FOR WOMEN" FUND.

FROM TYPEWRITING TO DOMESTIC SERVICE.

Over 100 unemployed women have already responded to Australia's invitation through the Queen to them. For £1, which the Queen's "Work for Women" Fund will pay, the girls are to be taken to Australia and work in domestic service found for them. £1 is also to be given to them on arrival, and complete outfits for each girl are being made in the workrooms initiated by the Central Committee on Women's Employment. So eager are widows to go—for the invitation is extended to them—that it is necessary to ask for birth certificates from women over 30. The age limit is 35 years. Marriage certificates have also been found necessary, for deserted wives are apt to think they are widows. A great many business girls are going very willingly to take up domestic service. Among them are typists, dressmakers, cashiers, shop-girls, and factory workers.

The Queen, Dec: 26th. 1914.

THE QUEEN'S WORK FOR WOMEN FUND.

Restaurant for Training Cooks.

A RESTAURANT run by unemployed women, under the supervision of the central committee on women's employment has been opened at the headquarters of the committee. Luncheons for 3d. and 7d. are served every day and a number of dishes *à la carte*. On an average 100 customers are served every day, these being confined to the staff of the central committee and the workers from the adjacent contract workrooms and central depot. The need for such a restaurant has been felt since the work of the committee began, both on account of the distance of the workrooms from restaurants, and the expense to working women engaged in a West-end district. Since very suitable premises were available in the basement of the large house lent to the committee for offices, it was resolved to combine a restaurant with a cookery training centre for some of the unemployed women of Westminster. Dining rooms have been simply furnished, and the kitchen is of good size and convenient. There are ten women at present under the instruction of a cook-instructress from the National Training School of Cookery. They have all been thrown out of work through the war, and to the majority cookery is a new art.

All communications and gifts for sale should be addressed to Lady Roxburgh, 33, Portland-place, London, W., and all cheques be made payable to Mrs C. Arthur Pearson, hon. treasurer, at the same address, and crossed "Queen's 'Work for Women' Fund Account." All communications respecting the work of the central committee on Women's Employment must be addressed to Miss Mary R. MacArthur, hon. secretary, 8, Grosvenor-place, Hyde Park Corner, S.W. Applicants for work should apply to the secretary or the local representative committee at the Town or County Hall or Urban District Offices in the locality in which they reside.

Methodist Recorder,
Dec: 31st. 1914.

Sunday School Notes.

Our Sunday Schools are responding magnificently to the many appeals that are being made to them just now. Some of these are annual, and some of them are special through the War. I am more than glad to know that in many instances the contribution to the Children's Home is larger than usual. Those who were at the annual meeting at the Queen's Hall must have felt their hearts strangely moved with a desire to help Mr. Smith in his splendid work. Our schools also have not neglected the appeal sent by "The Queen's Work for Women Fund." And now there comes another from Mrs. Bruce Williams, the wife of General S. H. Bruce Williams. It runs thus:—

"There is an immediate need of sea boots and waders, waterproofs (khaki or black), and oilskins, for the use of the troops, numbering many thousands, waiting at No. 1 Base (France). Owing to the recent wet and stormy weather the camps are literally quagmires, and the tents are without floors. The men are never dry night or day. Will yachtsmen, fishermen, and others, give what they can, and so ameliorate the hardships of our soldiers waiting their turn?

"Depot for receiving above: 8, Beauchamp Place, London, S.W. All communications to be addressed to the wife of the Comamnder, No. 1 Base."

I am not going to offer any apology for this appeal. My own conviction is that we have to give—give—give—and that with a very thankful heart and a willing mind. We owe our power to give, our uninjured homes, and possibly our life itself, to our men for whose needs General Bruce Williams appeals.

Glasgow Evening Times,
Dec. 28th. 1914.

Queen's Work for Women.

In addition to the Glasgow workrooms financed by the Queen's Fund, there is a workroom at Clydebank. In Edinburgh there are three workrooms and two domestic training schemes, while other schemes for the benefit of women thrown out of employment as a result of the war are on foot in Leith, Stirling, and Aberdeen. It should be borne in mind, by the way, that this fund in Scotland is managed by a committee quite distinct from the Central Committee in London. The work in Scotland is carried on by a special committee and officials, and the methods are often totally different from those employed by the committee in London.

* * *

Edinburgh Evg. Dispatch,
Jan. 1st. 1915.

653/39 653.

COLLECTION.

Message from the Queen.

TO THE EDITOR.

The amount realised by the "Domestic Servants' Collection" in Edinburgh for December is £129, 18s. 4d. This sum is £14 less than that collected last month, when a number of donations were given which will not be repeated. The near approach of Christmas and the Near Year had naturally a slight effect in diminishing the contributions in December.

Half the proceeds are devoted to the Prince of Wales's Fund and the other half to the Queen's Work for Women Fund.

A very cordial message has been sent through the Marchioness of Linlithgow to the contributors by Her Majesty, who expresses her pleasure at such a "splendid contribution."

> "The Queen is most touched by the generous thought which has prompted the generous collection among the domestic workers of Edinburgh, and she gratefully appreciates the ready response they have made to her appeal."

The kind message may in part console those maidens who would have preferred their contributions more directly to benefit the "Tommies." This is a sentiment with which all can sympathise, but let it be borne in mind that there is a limit to the ambulances required as well as to the warm clothing capable of being worn, whereas there is practically none to the needs of the "home which Tommy's left behind him," and in helping it lies one of the most effective ways of saying "Thank you" to our men at the front.

CONSTANCE DE LA COUR (Hon. Sec.),
17 Inverleith Row,
Pro E. M. MILLAR (Convener.)

Daily Telegraph,
Jan: 1st. 1915.

QUEEN'S FUND FOR WOMEN.

RESULT OF SHILLING APPEAL.

Mrs. C. Arthur Pearson, the hon. treasurer, and Lady Roxburgh, the hon. secretary, of the Queen's "Work for Women" Fund, announce that their special Christmas-time appeal for shillings to provide women with work has produced the splendid total of 167,446 shillings, equivalent to £8,372 6s.

Mrs. Pearson and Lady Roxburgh desire to thank all those who have so generously responded to the appeal. They regard the total realised as exceedingly gratifying, not only as evidence of the confidence of the public in the practical nature of the measures of help which are being carried out, but also as a guarantee of the popularity and prosperity of the fund in the future.

The Fund yesterday reached a total of £119,289 11s 7d. The day after the Queen's Fund reached £100,000 it was swollen by the pouring in of £10,000 in one sum—the first instalments of the profits of the Princess Mary's Gift Book.

All communications and gifts for sale should be addressed to Lady Roxburgh, 33, Portland-place, London, W., and all cheques be made payable to Mrs. C. Arthur Pearson, hon. treasurer, at the same address, and crossed "Queen's 'Work for Women' Fund Account."

Daily Citizen,
Jan: 1st. 1915.

167,446 SHILLINGS.

NEW YEAR'S GIFT TO QUEEN'S WORK FOR WOMEN FUND.

Mrs. C. Arthur Pearson, the hon. treasurer, and Lady Roxburgh, the hon. secretary, of the Queen's "Work for Women" Fund, announce that their special Christmas-time appeal for shillings to provide women with work has produced the splendid total of 167,446 shillings—equivalent to £8,372 6s.

Mrs. Pearson and Lady Roxburgh desire to thank all those who have so generously responded to the appeal. They regard the total realised as exceedingly gratifying, not only as evidence of the confidence of the public in the practical nature of the measures of help which are being carried out, but also as a guarantee of the popularity and prosperity of the fund in the future.

Daily Citizen,
Jan. 2nd. 1915.

WOMEN'S WORK FOR WOMEN.

SPLENDID WAR SERVICE UNDER THE QUEEN.

Four months have passed since the "Queen's Work for Women" banner was unfurled. Since then the Queen's own words, "Employment is better than charity," have been adopted as the war cry for women throughout the country.

In the strength of their appeal two committees have done strenuous work. On the one hand the collecting committee has achieved a total of £119,289 for the Queen's Work for Women Fund, and, on the other, the Central Committee on Women's Employment has set in motion the machinery for providing work for women wherever it is needed.

A survey of the activities of these twin committees reveals a record of astonishing work.

The Collecting Committee shows the following result from its many-sided efforts. The fund grew thus:—

September	£67,218
October	£81,972
November	£94,447
December	£119,287

It has mounted by many aids: Flower days, flag days, whist drives, lectures, Sunday school collections—to which it is estimated 7,000,000 children have had opportunities of contributing—bazaars, concerts—notably a series arranged by Mme. Clara Butt, which have already realised £1,500—and Princess Mary's Gift Book, of which more than 500,000 copies have been sold.

SOCIAL EXPERIMENT

The Central Committee on Employment, on their part, have devoted themselves to the double task of preventing unemployment and dealing with that already prevailing.

To steady trade, at the very outset, they restarted 30 West-End workshops, which were on the point of closing down. Big orders were diverted into needy directions, until some 130 firms were receiving work through the committee; contracts were secured from the French Government for 10,000 flannel belts and 10,000 shirts to be supplied weekly, and from the War Office. Grants have been made for workrooms in 12 boroughs outside London; girls have been taken from the East End and placed on the land as fruit-growers; investigation has been made as to the possibilities of new industries, such as toy-making; and outfits and other assistance given to enable 550 unemployed girls to emigrate to Australia. There is also a scheme for the training of juveniles in co-operation with the education authorities.

In splendid faith that the funds will come, sanction has been given to schemes which already involve an estimated expenditure of £250,000.

Daily Mail,
Jan. 2nd. 1915.

THE QUEEN'S FUND FOR WOMEN

The Queen's Work for Women Fund yesterday reached a total of £121,149 13s. The day's subscribers included:

Sixth contribution from Scottish Branch, per Lady Linlithgow, £668 6s. 1d.; "From Shanghai," per Hong-Kong and Shanghai Banking Corporation, £531; London Teachers' Association, £250; Hon. F. H. Baring, £105; Mrs. Tetley, £25; collected by Lady Henderson, per Lady Wantage, £21 9s. 8d.; collected by Mayoress of Tenby (further instalment), £18 8s.; Mrs. Eleanor Colvin Smith, per British Linen Bank, £10; Pupils of Southlands School, Exmouth, £10.

All communications and gifts for sale should be addressed to Lady Roxburgh, 33, Portland-place, London, W., and all cheques be made payable to Mrs. C. Arthur Pearson, hon. treasurer, at the same address.

The Star,
Jan. 2nd. 1915.

"WORK FOR WOMEN."

A War Scheme and Some Missing Figures.

The Queen's "Work for Women" Fund sends out an interesting account of its achievements since it was started four months ago It will be scanned with particular curiosity by those correspondents who have written to us criticising the work of this organisation

The fund claims to have collected £119,289, and (in the words of the account now presented) "to have set in motion the machinery for providing work for women wherever it is needed."

A Practical Side to the Scheme.

The second claim is the one that has the more practical importance.

The fund says it has opened 13 experimental workrooms in London and 5 domestic economy experimental training centres; 21 boroughs in London have opened workrooms, some with training schemes in addition, and 35 outside London; schemes for training unemployed women as sick-room helps have been started in the East-end and in St Pancras; about 130 firms (dressmakers, blousemakers, etc.) have received work on contracts obtained by the fund, such as 10,000 belts for the French Army and 10,000 shirts weekly; unemployed factory girls from the East-end have been taken to Radlett to train in fruit-growing and horticulture; a grant has been approved to send 550 unemployed girls to Australia; and a new fruit-pulping industry has been started in the West of England for unemployed factory girls.

Figures Wanted.

It is a fault of the fund's statement that no estimate is given of the actual number of women who are now at work provided by the fund; and nothing is said about what system is adopted for the payment of those who are so employed.

Definite figures would have been better than the paragraphs in which there are vague allusions to these matters.

This does not help us to form any judgment on the complaints of under-payment for work obtained through the fund, and of long delay between the application for work and the provision of it.

A Specimen Complaint.

A specimen of these complaints is that which reaches us from a lady who, after nine years as nurse, companion, and housekeeper to an invalid lady, became unemployed through her patient's death. Having come to the end of her savings, she applied to the fund some 13 weeks ago for work at knitting for the troops. She says:—

"I was given a belt that took about nine days to do, as unsuitable needles were sent, and I had to buy others at the cost of 9d., and to spend a 1s. fare to take the belt to Portland-place (the offices of the fund). I was paid 1s. 6d.! The 9d. I spent for needles was not refunded.

Nine Hours for a Shilling.

"Since that, the knitting being my only means of subsistence, I have applied for more work to the secretary. I got wool and knitted nine pairs of mittens for our soldiers, the time taken to knit a pair being nine hours close work, for the small sum of 1s. per pair!"

In view of the fund's claim that it is opening up hopes of finding "a better way for women than in some of the sweated trades," a clear statement of the rates of payment made, and the average earnings per hour of the women whom the fund employs is very desirable.

The allegations on both sides could then be tested.

Manchester Courier, Jan: 4th. 1915.

Practical Lessons in Shopping.

An infinite amount of good is being done by the Queen's Work for Women Fund, and one particular instance that has been brought to my notice is deserving of all praise. Marketing has been added to the curriculum at the domestic economy training centre for unemployed girls, and this is how it is practised. Under the charge of an older woman, experienced in what she calls "baiting" (bargaining), about six girls go out each morning to buy food for a dinner for the forty women who come to the dining centre from the neighbouring workrooms. The shopping party has ten shillings to spend, and having been told the menu for the day the girls know exactly what they have got to buy. They go to the shops or stalls at which they are accustomed to shop, and are taught to pick out fresh-looking vegetables and sound fruit, and to be careful to shun "bad boilers" among potatoes. The different pieces of meat for various ways of cooking are pointed out to them, and they are shown how to distinguish between English and frozen meat. The girl who cannot tell a scrag from a breast of mutton earns the scorn of the others. They only buy the quantity required for the day, pudding, etc., so that they shall know for themselves exactly what is needed. Afterwards they cook what they have bought, being open to the criticism of the dinner customers. The girls, who once bought hard meat, have never forgotten it. With this practical instruction it is possible to believe that the recipients will make better wives than would otherwise have been the case.

Birmingham Post, 5.1.15.

QUEEN'S WORK FOR WOMEN FUND.

AN APPEAL FROM CRADLEY HEATH.

The Rowley Regis and District Women's Employment Joint Sub-committee, established in connection with the Queen's Work for Women Fund, have opened experimental workrooms at the Workers' Institute, Cradley Heath, to find employment, as far as possible, for women who have been thrown out of work in consequence of the war. The areas covered by the sub-committee are Dudley, Cradley, Quarry Bank, Lye, and Rowley Regis. Included in the scheme of work will be the making up of garments and the mending and altering of cast-off clothing, and the sub-committee make an urgent appeal to all residents in the above areas for gifts of travellers' samples, remnants, and cast-off clothing. The finished garments will be distributed free amongst the very poorest classes. All gifts of this kind should be sent to the joint hon. secretaries at the Workers' Institute, Cradley Heath.

War-Time Work for Women.

Within the first week or two the organisers of the Queen's Work for Women Fund have recognised the special needs of the middle-class girl out of work because of the war by opening a bureau of assistance for typewriters and secretaries at Bridewell, in the City of London. Much more, however, will need to be done in this direction, and those in charge of the fund will have it more and more brought home to them that the factory girl is not the only type of woman worker who most wants help just now. Actresses, governesses, vocalists, and practitioners of various of the gentle arts have been hit severely, and the conditions sought to be imposed upon them as necessary preliminaries to aid are in many cases inapplicable, and in some would seem inquisitorial. It may also be feared that certain firms assisted by the fund with orders are profiting by the opportunity to "sweat" the women who do the task for them, and I have had cases laid before me where admirable work has had to be done at a price which, in the nature of things, would not keep body and soul together. These instances are furnished by the type of girl who is in the utmost physical and moral danger, and who is the most difficult to help, because she has been comfortably nurtured, and is shy of showing her poverty even to the best-intentioned helper. The task of aiding such, however, is incumbent on those who are raising public funds, and it should not be despaired of.

Glasgow Herald, Jan: 4th 1915.

WORK FOR WOMEN FUND.

The Queen's Work for Women Fund on Saturday reached a total of £121,578 14s 9d. Marketing has been added to the curriculum at the domestic economy training centre for unemployed girls at Bethnal Green, opened by the Central Committee on Women's Employment. Under the charge of an older woman experienced in what she calls "baiting" (bargaining) about six girls go out each morning to buy food for a dinner for 40 women. The latter come to the dining centre from the neighbouring workrooms. The girls are taught to pick out fresh-looking vegetables and sound fruit, and they are careful to shun "bad boilers" among potatoes. The different pieces of meat for various ways of cooking are pointed out to them, and they are taught to distinguish between English and frozen meat.

Daily Mail, Jan: 4th. 1915

THE QUEEN'S FUND FOR WOMEN.

The Queen's Work for Women Fund reached on Saturday a total of £121,578 14s. 9d. Latest subscribers:

Collected by Mayoress of Hammersmith, £84 2s. 3d.; further instalment, including proceeds of whist drive, £33 4s., and of concert, £29 13s. 4d., promoted by sub-committee, and proceeds of "American Tea" promoted by Mrs. Sankey, £15. Subscriptions of members of Lloyd's per Mrs. Austen Chamberlain, £52 10s., including Mr. G. H. Da Costa, Mr. K. G. R. Valsey, Mr. H. B. Foster, and Mr. P. Janson, £10 10s. each.

Miss Stancomb Wills, further monthly donation, £50; Sabbath School Society for Ireland, £31 18s. 2d.; Mrs. Florence Ward, £25; collected by Urban District Council of Edenderry, £23 4s. 3d., including proceeds of jumble sale, £14 10s. 9d.; collected by Urban District Council of Ammanford, £20; Mr. L. J. Diggle, £10 10s.; Mr. Charles E. Lloyd, £10.

All communications and gifts for sale should be addressed to Lady Roxburgh, 33, Portland-place, London, W., and all cheques be made payable to Mrs. C. Arthur Pearson, hon. treasurer, at the same address.

The Prince of Wales's National Relief Fund amounted on Saturday to £4,294,000.

Monmouthshire Reg. Post, Jan: 5th. 1915.

WORK FOR WOMEN.

Subscriptions to Local Fund.

A sub-committee has been formed under the chairmanship of the Mayoress of Newport to undertake the provision of work for women who may be out of employment in consequence of the war, and, as far as possible, to prevent unemployment among women.

Subscriptions towards the local fund are earnestly asked for to enable the work to be successfuly carried on, and may be sent to Mr. W. T. Duke Williams, National Provincial Bank of England, Newport, hon. treasurer; or to Mr. C. P. Mitchell Innes, Town Hall, Newport, hon. secretary.

Orders for work and gifts of material will be a great assistance in achieving the objects of the sub-committee, and may be sent to the hon. secretary. All subscriptions will be acknowledged in the Press.

Am't previously acknowledged 295 13 2

Daily Mail, Jan. 6th. 1915.

THE QUEEN'S FUND FOR WOMEN.

The Queen's Work for Women Fund reached last night a total of £122,009 13s. 8d. The day's subscribers included:

Collected by Urban District Council of Merton and Morden (including proceeds of cafe chantant, per Mrs. Morley, £17 13s. 10d.), £42 15s.; collected in United Methodist Sunday Schools in Plymouth and East Cornwall district, £33 2s. 3d.; Miss Morris, £15; collected by ex-Mayoress of Haverfordwest, further instalment, £14 19s. 11d. Mr. Joseph Clarkson, £12 10s.; per Mayoress of Chichester, £10.

All communications and gifts for sale should be addressed to Lady Roxburgh, 33, Portland-place, London, W., and all cheques be made payable to Mrs. C. Arthur Pearson, hon. treasurer, at the same address.

The Prince of Wales's National Relief Fund yesterday reached £4,312,000.

653/40 653.
Morning Post, Jan: 5th. 1915.

QUEEN'S WORK FOR WOMEN FUND.

£121,792 SUBSCRIBED.

The Queen's Work for Women Fund yesterday reached a total of £121,792 17s. 11d. The subscriptions included:

Collected by the Mayoress of Northampton (proceeds of Concert and Whist and Bridge Drive)	£64	15	0
Proceeds of a Sale of Work held by the Scholars of Knowsley C.E. School	33	0	0
Collected by the Lady Hollenden (includ- Mrs. Milburn, £10 10s.)	30	5	5
Mr. A. P. Percival	20	0	0
Collections in Bakewell	10	0	0

The publishers report that the sales of the Princess Mary's Gift Book have been in no way affected by the Christmas Holidays. Thousands of copies of the Book have been sent by generous persons to sailors on the high seas and soldiers at the Front, and to wounded sailors and soldiers in hospitals and convalescent homes all over the country.

All communications and gifts for sale should be addressed to Lady Roxburgh, 33, Portland-place, London, and all cheques should be made payable to Mrs. C. Arthur Pearson, Hon. Treasurer, at the same address, and crossed Queen's Work for Women Fund Account. All correspondence respecting the work of the Central Committee on Women's Employment must be addressed to Miss Mary R. Macarthur, Hon. Secretary, 8, Grosvenor-place, Hyde Park-corner. Applicants for work should apply to the Secretary of the Local Representative Committee at the Town or County Hall or Urban District Offices in the locality in which they reside.

Glasgow Herald, Jan: 6th. 1915

WORK FOR WOMEN FUND.

The Scottish subscriptions for the Queen's Work for Women Fund to date amount to £2512 1s 5d, last week's receipts including a third contribution of £200 from the Scottish Teachers' Fund for War Relief. £64 19s 2d as a further contribution from the Edinburgh Domestic Servants' Collection for National Relief, £40 from Langholm, and £15 15s from the Old Girls' Club of Glasgow High School for Girls. The Scottish treasurer for the Queen's Fund, to whom subscriptions should be sent, is the Marchioness of Linlithgow, Hopetoun House, South Queensferry. Communications regarding the work of the Scottish Committee on Women's Employment should be addressed to the honorary secretary, Miss M. M. Paterson, 20 Melville Street, Edinburgh.

The Queen's Work for Women Fund amounts to £122,009.

The Daily Telegraph, Jan. 7th. 1915.

QUEEN'S "WORK FOR WOMEN."

To-day the Queen's "Work for Women" Fund amounts to £122,260. Contributions received yesterday include:

Collected by the Mayoress of Weymouth, £40; collected by the Countess of Bosse, £30; collected by the Mayoress of Dewsbury, £29 7s 6d; collected by the Mayoress of Leeds (further instalment), £22 2s 3d; Mrs. Henderson, £10.

All communications and gifts for sale should be addressed to Lady Roxburgh, 33, Portland-place, W., and all cheques be made payable to Mrs. C. Arthur Pearson, hon. treasurer, at the same address, and crossed "Queen's 'Work for Women' Fund Account."

A richly-embroidered satin coat, said to have been once the property of an Emperor of China, has been sent to Messrs. D. H. Evans (Ltd.), Oxford-street, to be sold for the Fund. The fabric of the garment is of purple-black satin, and the embellishments are in different shades of blue, the turned back part of the sleeves being embroidered in rainbow colours.

Morning Post, Jan: 7th. 1915.

QUEEN'S WORK FOR WOMEN FUND.

TOTAL CONTRIBUTIONS £122,260.

The Queen's Work for Women Fund yesterday reached a total of £122,260 13s. 5d. The subscriptions included:

Collected by the Mayoress of Weymouth ...	£40	0	0
By the Countess of Rosse ...	30	0	0
By the Mayoress of Dewsbury ...	29	7	6
By the Mayoress of Leeds (further instalment) ...	22	2	3
Mrs. Henderson ...	10	0	0

A richly embroidered coat, once the property of an Emperor of China, has been sent to Messrs. D. H. Evans, Oxford-street, to be sold for the Queen's Work for Women Fund. For 170 years it was preserved in an air-tight case in the Palace of Peking and was held in veneration. The fabric of the garment is of purple black satin, and the embellishments are in different shades of blue. The turned back part of the sleeves is embroidered in rainbow colours. It was brought to England after the last Chinese Revolution.

All communications and gifts for sale should be addressed to Lady Roxburgh, 33, Portland-place, London, and all cheques should be made payable to Mrs. C. Arthur Pearson, hon. treasurer, at the same address, and crossed "Queen's Work for Women Fund Account." All correspondence respecting the work of the Central Committee on Women's Employment must be addressed to Miss Mary R. Macarthur, hon. secretary, 8, Grosvenor-place, Hyde Park-corner. Applicants for work should apply to the Secretary of the Local Representative Committee, at the Town or County Hall or Urban District Offices in the locality in which they reside.

The Scotsman, Jan: 7th. 1915.

THE QUEEN'S "WORK FOR WOMEN" FUND.

January 3, 1915.

SIR,—Some days ago I had a number of papers sent me in connection with the above Fund—among them certain leaflets for the "boys and girls" of my Sunday school. In these leaflets the boys and girls are urged to raise what money they can for the Fund, and are told—"It will be a good work to do, and you will do it with your hearts, because you will be proud and glad to have helped England and other English children in their hour of need." Now, the work would certainly be good, but is England really so put to it that she requires to make special appeals to Scottish children for aid in the present crisis? And this, too, when in Scotland we have, proportionately at least, as many women and children whose needs are every whit as great. Had the appeal been for the women and children of Great Britain I could have understood it, but when it is for the women and children of England only, I honestly think it too much. Surely wealthy England can look after her own women and children. I am not aware that Scotland in her distress has made any similar appeal to the boys and girls of the sister nation.—I am, &c.

D. W. Y.

Daily Mail, Jan. 9th. 1915.

THE QUEEN'S FUND FOR WOMEN.

The Queen's Work for Women Fund reached last night a total of £123,538 12s. 10d. The day's subscribers included:

Third contribution from Jumble Sale Agency, £50; proceeds of bazaar held December 11 at St. Leonard's College, Amherst Park, £20; further proceeds from sale of "gifts in kind" by the Work for Women Fund Department of Messrs. D. H. Evans and Co., £13 3s. 2d.; collected by Lady Ela Russell, including collected by Mrs. William Pollard, £10, £10 18s. 5d.; collected by Mayoress of West Bromwich, £10 10s.; collected by Mayoress of Fowey, £10 0s. 6d.

All communications and gifts for sale should be addressed to Lady Roxburgh, 33, Portland-place, London, W., and all cheques be made payable to Mrs. C. Arthur Pearson, hon. treasurer, at the same address.

The Prince of Wales's Fund yesterday reached £1,336,000. The committee have allocated in all £1,420,000 for the relief of distress.

Daily News & Leader, Jan: 7th. 1915.

EMPEROR'S COAT FOR SALE.

A richly-embroidered and beautiful coat, once the property of an Emperor of China, has been sent to Messrs. D. H. Evans, Ltd., Oxford-street, to be sold for the Queen's "Work for Women" Fund. For 170 years this garment was preserved in an air-tight case in the Palace of Pekin and was held in veneration. The fabric is of purple black satin, the embellishments are in different shades of blue, the turned-back part of the sleeves being embroidered in rainbow colours. It was brought to England after the last Chinese Revolution.

Shields Gazette, Jan: 9th. 1915.

Queen's Work for Women Fund.

(To the Editor of the "Shields Daily Gazette.")

Sir,—I should be glad if you would allow me to mention through your columns that I have received the following amounts in aid of the Queen's "Work for Women" Fund:—Mrs Hayton, £1 1s 0d; Miss Hayton, 5s.; Mrs Sinclair, 5s; Sale of Copies of Song "Children of Britain," £1.

May I remind your readers that the purpose of the committee of The Queen's "Work for Women" Fund is to obtain money for the relief of unemployment among women. It is a collecting and not an administrative body; and the funds it is raising will be spent solely on schemes devised by the Central Committee on Women's Unemployment. The primary function of the Central Committee is to think out and put into operation, schemes that while avoiding any interference with ordinary trade, will provide work for women and girls whom the war has thrown out of employment. The Queen's message to the nation points out that the sufferings of war fall harder on women than on men, but hardest of all on the women who are deprived of their means of livelihood.

With permission, I propose to place in the banks subscription lists in aid of the fund, and I shall arrange to hand collecting books to any lady who may feel disposed to have one, on application at the Municipal Buildings, at any time, or to myself personally at the Municipal Buildings, on Wednesday, the 13th instant, where I shall be "At Home," from three to five p.m.—Yours, etc.,

E. USHER, Mayoress.

Mayor's Chambers, Municipal Buildings.

Daily Telegraph, January 11th. 1915.

QUEEN'S "WORK FOR WOMEN."

The Queen's "Work for Women" Fund reached by noon on Saturday a total of £123,710 13s 6d. The day's subscribers included:

Miss K. Hawthorn	£25	0	0
Collected by the Mayoress of Hemel Hempstead: Proceeds of a small Entertainment arranged by the Mayoress	21	16	6
The Lady Egerton of Tatton: Prizes won by Pedigree Cattle	18	16	0
Collected by the Countess of Lonsdale (further instalment)	17	17	3
Captain J. E. Drummond	10	0	0

All communications and gifts for sale should be addressed to Lady Roxburgh, 33, Portland-place, London, W., and all cheques be made payable to Mrs. C. Arthur Pearson, hon. treasurer, at the same address, and crossed "Queen's 'Work for Women' Fund Account."

All communications respecting the work of the Central Committee on Women's Employment must be addressed to Miss Mary R. Macarthur, Hon. Secretary, 8, Grosvenor-place, Hyde Park-corner, S.W. Applicants for work should apply to the secretary of the local representative committee at the town or county hall or urban district offices in the locality in which they reside.

653/41

Morning Post, Jan: 8th. 1916.

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QUEEN'S WORK FOR WOMEN FUND.

£123,338 CONTRIBUTED.

The Queen's Work for Women Fund yesterday reached a total of £123,338 7s. 10d. The new subscriptions include:

The Scottish Branch, per the Marchioness of Linlithgow ...	£738	1	0
Collected by the Lady Mayoress of Birmingham (further instalment) ...	100	0	0
Collected at Westminster Abbey by the Dean of Westminster ...	48	15	9
Collected by the Lady Mayoress of York...	39	4	6
By the Mayoress of Plymouth (further instalment) ...	13	19	10
By the Viscountess Clifden (further instalment) ...	11	0	3
Misses Cundall ...	10	10	0
Lady Mary Morrison ...	10	0	0
Part Proceeds of a Sale of Work held at Upshire, Waltham Abbey, per Rev. F. B. Johnston ...	10	0	0

All communications and gifts for sale should be addressed to Lady Roxburgh, 33, Portland-place, London, and all cheques should be made payable to Mrs. C. Arthur Pearson, hon. treasurer, at the same address, and crossed "Queen's Work for Women Fund Account." All correspondence respecting the work of the Central Committee on Women's Employment must be addressed to Miss Mary R. Macarthur, Hon. Secretary, 8, Grosvenor-place, Hyde Park Corner. Applicants for work should apply to the Secretary of the Local Representative Committee at the Town or County Hall or Urban District Offices in the locality in which they reside.

Morning Post, Jan: 9th. 1915.

QUEEN'S WORK FOR WOMEN FUND.

£123,538 CONTRIBUTED.

The Queen's Work for Women Fund yesterday reached a total of £123,538 12s. 10d. The subscriptions included:

Third Contribution from the Jumble Sale Agency ...	£50	0	0
Proceeds of a Bazaar held on December 11 at St. Leonard's College, Amherst Park ...	20	0	0
Further proceeds from the sale of "Gifts in Kind" by the Work for Women Fund Department of Messrs. D. H. Evans and Co., Oxford-street ...	13	3	2
Collected by Lady Ela Russell (including collection by Mrs. William Pollard, £10) ...	10	18	5
By the Mayoress of West Bromwich ...	10	10	0
By the Mayoress of Fowey ...	10	0	6

The jumble sale at 39A, Charing Cross-road will contain a large variety of old china, bric-a-brac, and jewellery for sale, also some interesting pieces of early Georgian silver and Sheffield plate. Among the "Gifts in Kind" sent for realisation are included some mounted skins from Mr. John Fenton, Station-master of Boohudi, South Africa.

"Drilling Made Easy" is the title of a little book written by Mr. Fred. G. Shaw, in order to assist the education of recruits, by bringing thought suggestion to the aid of the instructor. The price of the publication is threepence, and all profits made by its sale will be devoted to the Fund.

All communications and gifts for sale should be addressed to Lady Roxburgh, 33, Portland-place, London, and all cheques should be made payable to Mrs. C. Arthur Pearson, hon. treasurer, at the same address, and crossed "Queen's Work for Women Fund Account." All correspondence respecting the work of the Central Committee on Women's Employment must be addressed to Miss Mary R. Macarthur, hon. secretary, 8, Grosvenor-place, Hyde Park-corner. Applicants for work should apply to the Secretary of the Local Representative Committee at the Town or County Hall or Urban District Offices in the locality in which they reside.

The Medical Times.
Jan: 9th. 1915.

War Notes.

THE QUEEN'S "WORK FOR WOMEN" FUND.

Mrs. C. Arthur Pearson, the Hon. Treasurer, and Lady Roxburgh, the Hon. Secretary, of the Queen's "Work for Women" Fund, announce that their special Christmas-time appeal for shillings to provide women with work has produced the splendid total of one hundred and sixty-seven thousand, four hundred and forty-six shillings, equivalent to £8,372 6s. Mrs. Pearson and Lady Roxburgh desire to thank all those who have so generously responded to the appeal. They regard the total realised as exceedingly gratifying, not only as evidence of the confidence of the public in the practical nature of the measures of help which are being carried out, but also as a guarantee of the popularity and prosperity of the Fund in the future. Four months have passed since the "Queen's Work for Women" banner was unfurled. Since then the Queen's own words, "Employment is better than charity," have been adopted as the war cry for women throughout the country. The well-to-do woman has whispered it as she sent off her cheque to the Queen's Work for Women Fund, the woman in employment has repeated it as she deducted a share of her salary for her unemployed sister, the out-of-work woman has kept hope alive on the words, and they have been the inspiration of the Central Committee on Women's Employment. In the strength of their appeal, two Committees have done strenuous work. On the one hand, the Collecting Committee has achieved a total of £119,289 for the Queen's Work for Women Fund, and on the other, the Central Committee on Women's Employment has set in motion the machinery for providing work for women wherever it is needed. Side by side, the two Committees have worked, and as the money has been subscribed the schemes of work have multiplied. On September 4th the Queen made her appeal, and in the first month £67,218 was contributed. The schemes of work promoted and approved by the Central Committee already involved an annual expenditure of nearly a quarter of a million. A grant had been approved to send 550 unemployed girls to Australia, for whom the Central Committee is providing outfits, one hundred paid women clerks had been offered to give assistance to the Soldiers' and Sailors' Families Association, and maintenance was arranged for 50 girls who had been offered training scholarships.

Nottingham Guardian,
Jan. 11th. 1915.

THE QUEEN'S WORK FOR WOMEN FUND

The Queen's Work for Women Fund on Saturday reached a total of £125,710 13s. 6d.

A large number of dressmakers and tailoresses thrown out of work from West End business houses owing to the war, are now employed in the workrooms opened by the Central Committee on Women's Employment in connection with the fund.

The training in needlework which is part of the domestic economy course for unemployed girls at St. Pancras workroom is specialised in two directions—dressmaking and tailoring. A skilled forewoman is in charge of both workrooms, and the girls spend a month in each. The London County Council has agreed to give further instruction in needlework and home-dressmaking classes. Lectures on health are also to be given, and a course of physical drill.

Daily Mail
Jan 11th. 1915.

THE QUEEN'S FUND FOR WOMEN.

The Queen's Work for Women Fund reached on Saturday a total of £123,710 13s. 6d. The day's subscribers included:

Miss K. Hawthorn, £25; collected by Mayoress of Hemel Hempstead, proceeds of a small entertainment arranged by mayoress, £21 16s. 6d.; Lady Egerton of Tatton, prizes won by pedigree cattle, £18 16s.; collected by Lady Lonsdale, further instalment, £17 17s. 3d.; Captain J. E. Drummond, £10.

All communications and gifts for sale should be addressed to Lady Roxburgh, 33, Portland-place, London, W., and all cheques be made payable to Mrs. C. Arthur Pearson, hon. treasurer, at the same address.

The Prince of Wales's Fund on Saturday reached £4,344,000.

Daily Mail
Jan: 12th. 1915.

THE QUEEN'S FUND FOR WOMEN.

The Queen's Work for Women Fund reached last night a total of £123,855 18s. The day's subscribers included:

Miss Eloise Bridgman, proceeds of a concert at South Norwood, £45; Sunday School Society for Ireland, £25 6s. 5d.; Mrs. Hitchcock, further contribution from proceeds of sale of coins, £20; Miss Ruth H. Western, £15; Mr. John W. Western, £10.

All communications and gifts for sale should be addressed to Lady Roxburgh, 33, Portland-place, London, W., and all cheques be made payable to Mrs. C. Arthur Pearson, hon. treasurer, at the same address.

The Prince of Wales's Fund yesterday reached £4,359,000.

Daily Mail,
Jan: 13th. 1915.

THE QUEEN'S FUND FOR WOMEN.

The Queen's Work for Women Fund reached last night a total of £124,431 6s. 6d. The day's subscribers included:

Collected by Mayoress of Southampton, £200; first instalment from the British women of Manila, Philippine Islands, £150; collected by ex-Mayoress of Ruthin Mrs. M. J. Roberts, £92 8s. 2d.; Mr. and Mrs. Blake, per Lord Lieutenant of Surrey's Fund, £10 10s.; collected by Miss Walsham from members of warehouse of Messrs Welch, Margetson, and Co., £10.

All communications and gifts for sale should be addressed to Lady Roxburgh, 33, Portland-place, London, W., and all cheques be made payable to Mrs. C. Arthur Pearson, hon. treasurer, at the same address.

The Prince of Wales's Fund yesterday reached £4,365,000.

Glasgow Herald,
Jan. 13th. 1915.

QUEEN'S WORK FOR WOMEN FUND.

The Scottish subscriptions to date amount to £2686 16s 9d, last week's receipts including £45 15s 2d as the result of a patriotic sale in Lochgilphead. The Scottish treasurer of the Queen's Fund, to whom subscriptions should be sent, is the Marchioness of Linlithgow, Hopetoun House, South Queensferry. Communications regarding the work of the Scottish Committee on Women's Employment should be addressed to the hon. secretary, Miss M. M. Paterson, 20 Melville Street, Edinburgh.

Glasgow Herald,
Jan: 14th. 1915.

QUEEN'S WORK FOR WOMEN FUND.

In connection with the effort which is being made at the instance of Lady Elgin to raise money for the Queen's Work for Women Fund in the county of Fife a meeting was held for the Dunfermline district in Dunfermline Council Chambers yesterday. The Countess of Elgin presided, and in addition to representative ladies from all parts of the district there were present Provost Husband and Mr John L. Jack, Town Clerk. Lady Elgin explained to the meeting the objects of the fund, and said that an endeavour was being made over the whole county of Fife to raise money in aid of the fund. It was proposed that funds should be procured by means of (1) articles in the local press drawing attention to the fund; (2) collections at all religious services on the first Sunday in February; (3) flower day on the last Saturday in January; (4) collections and subscriptions from shops, works, and dwelling-houses; (5) the sale of picture postcards by Sunday school scholars; and (6) the organisation of entertainments. It was mentioned that the use of the Drill Hall and the Opera House had been given for one day free, and a donation of £10 was intimated by Mrs Alexander Mitchell of Luscar. Mr Jack agreed to act as secretary to the fund, and Mr D. D. Blair, Burgh Chamberlain, as treasurer.

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The Morning Post,
Jan: 14th. 1915.

QUEEN'S WORK FOR WOMEN FUND.

£125,068 CONTRIBUTED.

The Queen's Work for Women Fund yesterday reached a total of £125,068 4s. The subscribers included:

Collected by the Mayoress of Stockport	£200	0	0
By the Mayoress of Chester (further instalment), Chester Women's Freedom League (result of the sale of badges and heather)	120	0	0
Sir Francis Trippel (fifth monthly donation)	100	0	0
Miss Du Pre	100	0	0
Mrs. Kirkwood (second contribution)	10	10	0
Mrs. Dodgson	10	0	0

In connection with the Fund a meeting of unemployed girl clerks was held yesterday by the London County Council at the Regent-street Polytechnic. The girls had been selected by the Central Committee on Women's Employment as candidates for commercial training, for whom they have approved a maintenance grant from the Queen's Work for Women Fund of 10s. per week, with up to 4s. for expenses. The committee is desirous during the time of widespread unemployment among women clerks to encourage them to improve their qualifications, rather than to find temporary occupation for them. A large number of those unemployed are only partially trained for business, and there is much need for improvement in general education. The meeting was held with a view to finding out the attainments of the girls and deciding the classes suitable for them. The London County Council's intentions with regard to the girls were explained to them. They would be expected to attend the whole course of classes, and would be regarded as ordinary students of the centres to which they were sent. It was pointed out to them that with such opportunities they would be able to get better posts when they returned to employment again. Four of the six free studentships offered by the City of London College have been taken by girls unemployed through the war, and recommended by the Central Committee on Women's Employment.

All communications and gifts for sale should be addressed to Lady Roxburgh, 33, Portland-place, London, and all cheques should be made payable to Mrs. C. Arthur Pearson, hon. treasurer, at the same address and crossed "Queen's Work for Women Fund Account." All correspondence respecting the work of the Central Committee on Women's Employment must be addressed to Miss Mary R. Macarthur, hon. secretary, 8, Grosvenor-place, Hyde Park-corner. Applicants for work should apply to the Secretary of the Local Representative Committee at the Town or County Hall or Urban District Offices in the locality in which they reside.

Dundee Advertiser,
Jan: 14th. 1915.

QUEEN'S WORK FOR WOMEN FUND

West Fife Arrangements.

A meeting, convened and presided over by the Countess of Elgin, was held in Dunfermline with a view to starting a Queen's Work for Women Fund in West Fife. Those present included a number of influential women throughout the district. The Countess of Elgin explained that the primary function of the Central Committee of the Fund was to think out and set in motion various schemes for the employment of women who had lost their occupations through the war, which would not at the same time interfere with ordinary trade. The Committee considered and reported on schemes sent in by the District Committees or other bodies. It investigated the possibilities of a more equal distribution of such work as was available for women through the ordinary channels.

After some discussion Committees were appointed and arrangements made for taking collections at all religious services on the first Sunday in February; for a Flag Day on the last Saturday in January; for a collection of subscriptions in shops, works, and warehouses; for a sale of picture postcards by Sunday scholars; and for the holding of entertainments. In connection with the last mentioned, the use of two halls has been placed at the disposal of the Committee free of charge.

Christian Globe, Jan: 14th. 1915.

THE QUEEN'S "WORK FOR WOMEN" FUND.

"I'd like to keep my hand in."

This is the pathetic plea in many of the workrooms opened by the Central Committee on Women's Employment. Particularly is it so in the St. Pancras workroom where a large number of the workers are unemployed dressmakers and tailoresses from West-End business houses.

The dread of losing skill and speed is not one of the least of the ills of the war unemployment. Because of it, the training in needlework which is part of the Domestic Economy Cause for unemployed girls at St. Pancras workroom is specialised in two directions: dressmaking and tailoring. A skilled forewoman is in charge of both workrooms and the girls spend a month in each.

The material for the training is entirely second hand clothing which has been sent as a gift to the Central Committee. Riding-habits and tweed skirts are sent up to the Tailoring workroom where boys' suits, evercoats, caps and gaiters are made, while the softer materials go to the dressmakers.

Out of men's white shirts, embroidered collars for children have been made; pieces of fur are fashioned into fur sets; the stiffening in men's silk hats make children's hats, and flowers are made out of scraps of silk to trim them.

Everything is made as technical as possible. The girls learn the proper processes and when the clothes are made they are subjected to a close examination, and if not up to standard are returned for alteration.

The London County Council has agreed to give further instruction in needlework and home-dressmaking classes. Lectures on health are also to be given and a course of physical drill.

There is no difficulty in getting the girls to enter the training; their only question is about the wages. When they hear that they will be paid 10s. per week, volunteers come faster than the vacancies. At present 40 girls are going through the course.

Glasgow Record. Jan: 15th. 1915.

PRINCESS MARY'S GIFT-BOOK PICTURES.

Selfridge's, in Oxford Street, are exhibiting the original little gems of art which were contributed by the artists who illustrated the "Princess Mary's Gift Book."

It is well worth while to see this collection of pictures, if only to get some idea—possibly a vague one—of the artistic labour expended in the making of one of the most popular story books ever published.

At the entrance of the little picture salon on the first floor Shannon's picture of Princess Mary attracts first attention. It is a work of art that one day is destined to occupy a prominent place in some great historical collection.

On the walls of the salon some three dozen other sketches are hung. Each of them has her Royal Highness's monogram in a corner of the mount, and every one has its own individual interest.

All the profits of the sale go to the Queen's Work for Women Fund, and you can spend anything from a guinea to fifty guineas for a single exhibit.

Daily Mail, Jan: 15th. 1915.

THE QUEEN'S FUND FOR WOMEN.

The Queen's Work for Women Fund reached last night a total of £125,271 12s. 3d. The day's subscribers included:

Collected by Urban District Council of Sittingbourne and Milton Regis, £34 15s. 8d.; collected by Lady Walker of Osmaston, £26 14s.; British Women's Guild in Siam, £25; collected by Mayoress of Tynemouth, £25; further contribution from proceeds of sale of "gifts in kind" from Work for Women Fund department of Messrs. D. H. Evans and Co., £13 14s. 3d.; Mr. A. S. Churchill, £10 10s.; Messrs. Perry and Co., first instalment from proceeds of sale of the "Queen Mary" pen, £10.

All communications and gifts for sale should be addressed to Lady Roxburgh, 33, Portland-place, London, W., and all cheques be made payable to Mrs. C. Arthur Pearson, hon. treasurer, at the same address.

Morning Post, Jan: 16th. 1915.

QUEEN'S WORK FOR WOMEN FUND.

£125,662 SUBSCRIBED.

The Queen's Work for Women Fund yesterday reached a total of £125,662 8s. 1d. The contributions included:

	£	s.	d.
Collected by the Mayoress of Chester (further instalment) (including proceeds of an entertainment per Mrs. Broom £70, Miss Bird £16)	120	7	8
Shilling Appeal Contributions received since New Year announcement	105	10	6
Mr. and Mrs. Frank Gibson	55	0	0
The British Ladies in Hankow (China)	26	6	7
Mrs. H. L. Cohen	10	10	0
Collected by the Mayoress of Denbigh (further instalment)	10	7	4
Admiral and Lady A. Colville	10	0	0

A London County Council domestic economy course of lessons for unemployed women is to be given in several of the Council's centres. Through the representations of the Central Committee on Women's Employment, classes have been arranged for the women who are going through domestic economy training in the Committee's experimental work-rooms. These work-rooms are situated at Stepney, Bethnal Green, Islington, and St. Pancras. The course arranged by the London County Council includes home cookery, home laundry, and health.

All communications and gifts for sale should be addressed to Lady Roxburgh, 33, Portland-place, London, and all cheques should be made payable to Mrs. C. Arthur Pearson, Hon. Treasurer, at the same address, and crossed "Queen's Work for Women Fund Account." All correspondence respecting the work of the Central Committee on Women's Employment must be addressed to Miss Mary R. Macarthur, Hon. Secretary, 8, Grosvenor-place, Hyde Park Corner. Applicants for work should apply to the Secretary of the Local Representative Committee at the town or county hall or urban district offices in the locality in which they reside.

Morning Post, Jan: 18th. 1915

QUEEN'S WORK FOR WOMEN FUND.

£125,915 SUBSCRIBED.

The Queen's Work for Women Fund on Saturday reached the total of £125,915 5s. 1d. The subscriptions included:

	£	s.	d.
Collected by Countess Waldegrave	144	12	8
Mrs. Torrin	25	0	0
Mrs. Eric Riddiford, New Zealand	20	0	0
Collected by Lady Simeon, per Lady Baring	10	8	3

The task of finding trades for unskilled women workers who are thrown out of work through the war is one of those to which the Central Committee on Women's Employment has set its hand. Laundry work has been found to offer good openings, both in London and in the country, and the Central Committee has made arrangements with the Borough Polytechnic to take sixteen girls from the Committee's workrooms as pupils in their trade laundry schools. After the training the Polytechnic has no doubt that places can be found for the girls. There is always a shortage of skilled hand-ironers in London, while in some country districts laundries cannot get on for want of workers.

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Morning Post, Jan: 18th. 1915.

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ANGLO-BELGIAN EXHIBITION.

The Women's International Art Club's Exhibition, opening on February 25, will be one chiefly of paintings and lace, and the entire entrance money will be divided between the Queen's Work for Women Fund and the Belgian Relief Fund. Few of the foreign members of the club will be exhibiting this year, but as many works by Belgian artists as possible will be included. The lace section is an important addition, designed to illustrate the lace industries of this country, and to show fine examples from abroad, and particularly from Belgium, some of which will be lent by collectors here, while others have been brought over by M. Paul Lambotte, Directeur des Beaux Arts. Most of the Brussels lace will be on sale for the benefit of the lace-makers, many of whom, unable to continue work for want of funds, are half-starving in their own land.

The Daily Mail. Jan: 19th. 1915.

THE QUEEN'S FUND FOR WOMEN

The Queen's Work for Women Fund reached last night a total of £126,022. The day's subscriptions amounted to £106 15s. 7d.

All communications and gifts for sale should be addressed to Lady Roxburgh, 33, Portland-place, London, W., and all cheques be made payable to Mrs. C. Arthur Pearson, hon. treasurer, at the same address.

The Prince of Wales's Fund yesterday reached £4,415,000.

Daily Mail, Jan: 20th. 1915.

THE QUEEN'S FUND FOR WOMEN.

The Queen's Work for Women Fund reached last night a total of £126,364 2s. 4d. The day's subscribers included:

Balance of fund from Distressed Needlewomen's Institution, now closed, per Archdeacon Lawrence and Mr. John Palmer, £80; collected by Urban District Council of Padiham, £53; Ladies of Valparaiso and Vina del Mar, £49 10s.; collected by Mayoress of Battersea, £39 12s. 6d.; Bangkok British Women's Needlework Guild, £25; collected by Mayoress of Gloucester, further instalment, £11 12s. 3d.; collected by Urban District Council of Wadebridge, £10 15s. 2d.; Mrs. Perkins, £10; collected by Urban District Council of Teddington, £10.

All communications and gifts for sale should be addressed to Lady Roxburgh, 33, Portland-place, London, W., and all cheques be made payable to Mrs. C. Arthur Pearson, hon. treasurer, at the same address.

Morning Post, Jan: 21st. 1915.

QUEEN'S WORK FOR WOMEN FUND.

£126,657 CONTRIBUTED.

The Queen's Work for Women Fund yesterday reached a total of £126,657 6s. 4d. The subscriptions included:

	£	s.	d.
Collected in Rugby and District by Mrs. Arthur James and the Chairman of the Rugby Urban District Council (further instalment)	139	7	11
The Jumble Sale Agency (fourth instalment)	50	0	0
Collected by the Urban District Council of Bacup	25	0	0
Half Proceeds of a Concert given in the Borough of Newport, Isle of Wight (per the Mayor)	11	0	0
Mrs. Page (Rome), per Lady Rodd	10	0	0

The popular patriotic pendant, designed for the Fund, is now to be obtained at the Headquarters of the Fund, 33, Portland-place, London, in the form of a hatpin or safety-pin brooch. The design of this hand enamelled souvenir forms a cross of the Allies' Flags encircled with the words "One Standard—Honour—1914." Every purchaser of the half-guinea or 12s. 6d. souvenir becomes a contributor to the Fund and helps to provide work for women.

All communications and gifts for sale should be addressed to Lady Roxburgh, 33, Portland-place, London, and all cheques be made payable to Mrs. C. Arthur Pearson, hon. treasurer, at the same address, and crossed "Queen's Work for Women Fund Account." All correspondence respecting the work of the Central Committee on Women's Employment must be addressed to Miss Mary R. Macarthur, hon. secretary, 8, Grosvenor-place, Hyde Park Corner. Applicants for work should apply to the secretary of the Local Representative Committee at the town or county hall or urban district offices in the locality in which they reside.

The Star, Jan: 20th. 1915.

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The Dead Hero's Ring.

Pathos and Romance of the Queen's Work for Women.

LADY ROXBURGH,

Hon Secretary of the Queen's "Work for Women" Fund.

IS there anything quite so cheering as the way money rolls in for every fund that can be suggested for the benefit of those at home and the comfort of those who have taken their stand for the defence of their honour and country? Most people have their pet funds, but the Queen's Work for Women Fund seems to have captured everybody, though women regard it as being peculiarly their own.

This sense of ownership has had some extraordinary expressions. Many people send fat cheques regularly, but the crowds who can only send their mites have never been content with this. Not to be outdone, they have put their wits to work to devise ways and means of augmenting the fund. Nothing has been too large to tackle, nor has anything seemed too small and trifling, if only it would turn in a few odd pennies, many shillings, or more pounds. And every giver has known that to the Queen herself, the wit and ingenuity, the effort and sacrifice that have gone to the securing of a handful of coppers is as warmly esteemed as if it had produced a record pile of banknotes.

The Queen's Mastery of Detail.

Not all realise the active part the Queen herself takes in this fund. At the headquarters where the moneys are received and the fund is administered, at the workrooms where employment is given to the women thrown out of work by the war, the Queen may arrive unexpectedly at any moment. Her knowledge of every detail of the organisation is astounding. The slightest difficulty is not too small for her Majesty to remember, to ask about, and to see through to the very end; nor does she hesitate to suggest improvements. The whole affair is such a personal matter to her that her Majesty holds every thread in her hand, and does everything possible to aid the big body of devoted helpers who are giving up all their time and energies to the cause. She reads the Press cuttings (there are already over 6,000 of them) with great attention, and one day carried off the last bundle in her muff.

One School Child's Happy Thought.

It was a small school child who started the plan which now interests some seven or more million school children.

One anxious little fellow, having naught else to give, sent the prize he had won at school to the Fund, asking if they could not sell it and keep the money. The Queen was touched, and, while accepting the laddie's generosity, felt that he must have some return. So she had sent from Buckingham Palace itself a large illuminated card certifying that her Majesty had received and accepted the school child's gift for the Fund. Multitudes of other little prize-winners all over the country are now following that first boy's example, and each prize-winner whose prize value goes to the Fund receives a similar certificate.

The Story of an Engagement Ring.

There are endless touching stories of the way in which the money is being raised. One woman who had nothing else to send, cut off her magnificent head of hair and sent it up; and a girl who wanted to give her all, when her sweetheart was killed in action, actually took her engagement ring from her finger and forwarded it, that it might be sold to help other women. Like a flash this example of devotion got known, and from every corner of the kingdom money to replace the sacrifice of the ring literally tumbled into the treasurer's hands. Some people even sent blank cheques, in their anxiety to lose no time. Telegrams came from would-be purchasers who wanted to return the ring, and one whole battalion of an Essex regiment said they were subscribing threepence or more a man that the girl might always be able to keep the token of her dead sweetheart.

Anything that can be thought of which is likely to produce something for their pet fund women will jump at. Numbers of them have made cakes, and, getting permission, have sold them in picture palaces. One woman gives her donations frankly as "thankofferings for full work and full wages." G. Flemwell, the artist, gave the whole of the 36 pictures comprising his exhibition at the Doré Galleries.

World's Biggest Jumble Sale.

A well-known young architect, who suggested a monster jumble sale for the fund, evidently hit a very right nail on the head, for the success of this undertaking is tremendous and full of interest. Every form of valuable curio, objet d'art, or article of utility finds its way to the receiving house at 39a, Charing Cross-road. Nothing is barred but live stock—though some generous donor did send a pair of Shetland ponies, and they certainly were not refused. All the goods received pass through the hands of expert valuers according to their class, the highest experts giving their services voluntarily. The result is often astounding. Things that to the lay mind seem trifling are recognised as of great value, and find many ready purchasers. It would seem that the attics and cellars, the boudoirs and dining-rooms of large country houses, as well as of smaller homes, have been ransacked that they might provide the wherewithal to give work to unemployed women.

Crowds of the things have to go to the public auction-room to meet the competition of would-be purchasers; and quantities of articles such as valuable old glass, unique jewellery, etc., are sent for sale to firms like D. H. Evans and Co., who sometimes for three weeks at a time have made a present to the fund of an island window for the exhibition of its possessions.

The Colonies, America, China, Sarawak, the Philippines, Siam, and Borneo have contributed largely. The treasures that have come include the famous zodiacal ring which Sir Henry Irving gave to Mr. Toole in 1874, and a wonderful necklace of cameos, a present from Napoleon to his sister Princess Pauline Bonaparte.

At the headquarters of the Queen's Work for Women Fund in Portland Place—the house kindly lent for the purpose by Lord Blyth—is a disappearing wall, supposed to be the only one of its kind in London. This wall is situated on the ground floor, and connects the morning-room and the dining-room. It is solidly built, is hung with pictures, and also shows a big mahogany door. It was built some twenty-five years ago. At the pressure of a button, much in the same way as old sliding panels used to act, the whole wall with pictures, draperies, door, etc., glides down into the basement, and the two already large rooms are converted into an immense one. Neither when the wall is up nor when it is down is there any indication that the solid wall can ever move. One use of the disappearing wall is to enable both rooms to be flooded every morning with air and sunshine from one side of the house to the other.

Glasgow Eve. Times, Jan. 21st. 1915.

The Sacrifice.

There are war incidents at home as poignant as those of the battlefield. Anyone who has helped to organise one or other of the relief funds can tell many a story in which tender pathos is blended with golden romance, but I have heard none more touching than one related by Lady Roxburgh, the energetic secretary of the Queen's Work for Women Fund. A girl whose sweetheart was killed in action anxious to do her best to help her sisters in distress actually took her engagement ring from her finger and forwarded it, asking that it might be sold for the fund. Like a flash this story of splendid devotion was spread abroad, and from every corner of the kingdom money literally tumbled in to the treasurer, the senders in every case stipulating that the ring was to be given back to the girl. Some people even sent blank cheques in their anxiety to reward the girl, and there were scores of telegrams making bids, while one Territorial battalion intimated that they were prepared to subscribe whatever amount was necessary to have the treasure restored to its brave owner.

Daily Mail, 22.1.15.

THE QUEEN'S FUND FOR WOMEN.

The Queen's Work for Women Fund reached last night a total of £126,975 13s. 6d. The day's subscribers included:

Collected by Mayoress of Yeovil, £15 15s.; Miss Sybille Mason, £10; Lancashire Ladies' County Golf Club, £10

All communications and gifts for sale should be addressed to Lady Roxburgh, 33, Portland-place, London, W., and all cheques be made payable to Mrs. C. Arthur Pearson, hon. treasurer, at the same address.

Daily Mail, Jan: 23rd. 1915.

THE QUEEN'S FUND FOR WOMEN

The Queen's Work for Women Fund reached last night a total of £127,067 14s. 3d. The day's subscribers included:

Further instalment from proceeds of sale of "Gifts in Kind" by Work for Women Fund Department of Messrs. D. H. Evans and Co., £27 0s. 7d.; Collected by Urban District Council of Loughton; proceeds of entertainment at Lopping Hall, Loughton, £15 4s. 3d.; Collected by Mayoress of Wilton, £10 16s. 4d.

All communications and gifts for sale should be addressed to Lady Roxburgh, 33, Portland-place, London, W., and all cheques be made payable to Mrs. C. Arthur Pearson, hon. treasurer, at the same address.

The Prince of Wales's Fund yesterday reached £4,466,000, out of which £1,535,000 has already been allocated for relief.

Daily Mail, Jan: 30th. 1915.

£5,000 FOR QUEEN'S FUND

PROFITS FROM SALE OF WOMAN'S RECRUITING SONG.

The most popular song published since the outbreak of the war is unquestionably Mr. Paul Rubens's "Your King and Country Want You," the woman's recruiting song.

Mr. Paul Rubens has very generously decided to devote the royalties received on the sale of the song to the "Queen's Work for Women Fund," which up to the end of January will benefit by considerably over £5,000.

Half of this sum has already been forwarded to *The Daily Mail* for the fund by Messrs. Chappell and Co., 50, New Bond-street, who have most patriotically placed the entire resources of their organisation at the disposal of the fund. The cost of publishing has been borne by them, and the profits therefore derived from the sale, after the actual cost of production has been paid, will be handed over to the Queen's Fund.

Sunday Times, Jan. 24th. 1915.

WORK FOR WOMEN.

EMPLOYMENT GROWING.

The Queen's Work for Women Fund yesterday reached a total of £127,275 14s. 3d. Every week that passes now adds definitely to the employment which has been organised for unemployed women by the Central Committee on Women's Employment.

New hope has come with the week to dressmakers in distress. An order for 15,000 double flannel body belts for the French Army, obtained through Sir George Pragnell, has kept about 200 women employed.

The making of ulsters for girls who are emigrating to Australia, under the Queen's Work for Women Scheme, has also given employment for seventy or eighty women, whose firm was on the point of dismissing them. Better still, the contract for 2,000,000 pairs of Army socks obtained by the committee, which will keep well over 1,000 women employed weekly until August, has been taken in hand.

Further encouragement has been given to the scheme of training women as sick-room helps. A grant has this week been recommended in order that the committee may select suitable women for training from various districts, where the numbers do not warrant establishing a special scheme.

The "Queen's Workroom" at Islington has just become a centre for L.C.C. classes, and under the domestic economy scheme fifty-four unemployed women are being trained. They are a motley crowd, including a quiet-faced superior-looking tea-shop manageress in black dress and neat white apron, a little private dressmaker who could get nothing to do, a young lampshade maker who had been at the same work since she was fourteen, a waitress from a fish and oyster bar in the City, several young factory girls, etc.

Daily Mail, Jan: 27th.

THE QUEEN'S FUND FOR WOMEN

The Queen's Work for Women Fund reached last night a total of £127,654 12s. 10d. The day's subscribers included:

Collected by Urban District Council of Altrincham (including Lady Stamford £20, Mr. and Mrs. Edward Hamers £10), £45 5s.; Mr. W. R. Angus, of Montreal, £10

All communications and gifts for sale should be addressed to Lady Roxburgh, 33, Portland-place, London, W., and all cheques be made payable to Mrs. C. Arthur Pearson, hon. treasurer, at the same address.

The Prince of Wales's Fund yesterday reached £4,481,000

South Wales Daily News, Feb: 2nd. 1915.

LADY GOLFERS AND WAR.

Big Sum for Queen's Fund.

The annual meeting of the Council of the Ladies' Golf Union was held yesterday at the Cafe Monico, Piccadilly Circus, London, W., there being representatives present from most of the leading clubs. Mr Robert Whyte presided.

A sum amounting to £786 9s had been received in subscriptions during the past year, and the excess of income over expenditure was £121 19s 1d; the balance now standing at the credit of the Union amounts to £1,377 7s 10d. All the officers were re-elected, and sub-committees elected for the year. It was resolved during the continuation of the war that affiliated clubs should pay only half the usual subscription to the Union.

A sum amounting to £743 12s 8d, which included £50 from the Union alone, had been collected for the Queen's Work for Women Fund, and the following letter had been received by the Union from Princess Victoria of Schleswig-Holstein in acknowledgment of same:—

I have received the cheque for £743 12s 8d which you sent from the Ladies' Golf Union, and have at once forwarded it to the Queen. I cannot tell you how deeply grateful I am to all those who have contributed to this large sum, and I thank you all most warmly. I think it is really wonderful, and fully appreciate all the hard work which the collecting of so much money must have entailed. Would you kindly express my warmest thanks to all your members? I feel sure the Queen will be quite delighted. Her Majesty was much delighted when I told her about the scheme.

Morning Post, Jan: 25th. 1915. 653.

QUEEN'S WORK FOR WOMEN FUND.

£127,275 SUBSCRIBED.

The Queen's "Work for Women" Fund at noon on Saturday reached a total of £127,275 14s. 3d. The day's subscribers included:

Collected by the Mayoress of Nottingham (further instalment)	£62	2	6
By the Urban District Council of Leyton (further instalment)	50	0	0
By the Hitchin Committee	15	3	2
Mrs. Alsop (second donation)	10	0	0
Mrs. Henry Courtenay	10	0	0

Every week now adds definitely to the employment which has been organised for unemployed women by the Central Committee on Women's Employment. An order for 15,000 double flannel body belts for the French Army, obtained through Sir George Pragnell, has kept about 200 women employed. The making of ulsters for girls who are emigrating to Australia under the Queen's Work for Women Scheme has also given employment for 70 to 80 women, whose firm was on the point of dismissing them. The contract for 2,000,000 pairs of Army socks will keep well over 1,000 women employed weekly until August. Further encouragement has been given to the scheme of training women as sick room helps.

All communications and gifts for sale should be addressed to Lady Roxburgh, 33, Portland-place, London, and all cheques should be made payable to Mrs. C. Arthur Pearson, hon. treasurer, at the same address, and crossed "Queen's Work for Women Fund Account." All correspondence respecting the work of the Central Committee on Women's Employment must be addressed to Miss Mary R. Macarthur, hon. secretary, 8, Grosvenor-place, Hyde Park Corner. Applicants for work should apply to the secretary of the local Representative Committee, at the town or county hall or urban district offices in the locality in which they reside.

Morning Post, Jan: 30th. 1915.

QUEEN'S WORK FOR WOMEN FUND.

£128,268 CONTRIBUTED.

The Queen's Work for Women Fund yesterday reached a total of £128,268 19s. 10d. The subscriptions included:

Jumble Sale Agency (fifth instalment)	£50	0	0
Collected by the Mayoress of Reading (further instalment)	38	6	3
The Allies' Relief Committee, Los Angeles (California), per the Over-seas Club	20	10	8
Collected by the Urban District Council of Exmouth (further instalment)	14	9	6
By Viscountess Clifden (further instalment)	11	6	9

As a centre for finding work for unemployed women, the Central Committee on Women's Employment now looks out to a vast net-work of local schemes spreading all over the country. One by one the provinces have adopted the committee's plans of giving work, and have linked up with the headquarters. Thirty-two boroughs in London and Greater London have now opened workrooms approved by the Committee, as have also thirty-four provincial towns. The result to the women of the country should be threefold; present distress is checked, the level of women's work is being raised by trade and commercial teaching, and the future of England's homes assured, by training in domestic economy.

All communications and gifts for sale should be addressed to Lady Roxburgh, 33, Portland-place, London, and all cheques should be made payable to Mrs. C. Arthur Pearson, hon. treasurer, at the same address, and crossed "Queen's Work for Women Fund Account." All correspondence respecting the work of the Central Committee on Women's Employment must be addressed to Miss Mary R. Macarthur, hon. secretary, 8, Grosvenor-place, Hyde Park-corner. Applicants for work should apply to the Secretary of the Local Representative Committee at the Town or County Hall or Urban District Offices in the locality in which they reside

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The Co-operative News
30/1/15

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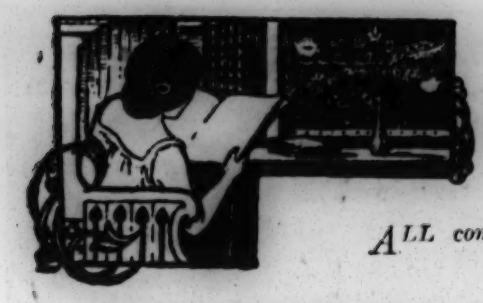

WOMEN'S CORNER.

ALL communications intended for this Page should be addressed to the Editor of the "Women's Corner," "Co-operative News" Office, Long Millgate, Manchester.

PROBLEMS OF WOMEN'S EMPLOYMENT.

Old and New.

WITHOUT claiming a gift of prophecy, it is perfectly safe to say that amongst the great problems of the near future will be the problem of the fair adjustment of women's employment to the economic conditions of the times. Some of the old problems are gone altogether. We no longer question whether our girls shall be allowed to go out to work or be kept in elegant idleness (?) at home. All wise parents insist on having their daughters prepared for self-support, even if the necessity for wage-earning is not urgent.

The question of women's right of entry into industries and professions—with the exception of a few still close-barred doors—is no longer a subject of debate, and the right of a woman worker to a subsistence wage is now (theoretically) conceded.

If no other result emerges from the experience of the war-created Queen's Work for Women Fund, the fact that a minimum rate of wage per hour has been accepted as a national necessity will mark the end of another great problem of women's employment. It should be noted that the minimum of threepence per hour fixed by the fund committee was not fixed upon the quantity or quality of the skill of the workers, but is grounded upon the purely human question of subsistence, just as the co-operative minimum wage is grounded.

The new problem for us women will be to ensure that this position is not lost sight of on the return to normal employments. Already there is a revival in such employments, and we meet with advertisements for "good machinists for ladies' underclothing; piece work; out," and we learn that this offer is for the making of dainty, lace-trimmed camisoles, to be made complete at 1s. 8d. per dozen, the worker to find her own workroom, machine, thread, light, and fire, and to fetch and carry home the work. Inquiring of a worker, from whom the information was received, how many she could do in a day, she replied: "If I can work straight on, without interruption, I can do one dozen in about ten hours."

When one remembers that the purchasing power of 1s. 8d. to-day is considerably less than six months ago, we are faced with a problem indeed! What is co-operation going to do about such problems?

We have before us as we write a list of "vacancies" amongst which are the following:—

"Young lady used to bookkeeping, to take charge of show room; accustomed to wholesale. £1."

"Shorthand-typist, well educated and good writer. 16s."

"Tailoress, experienced. 16s. per week, permanent."

"Sleeve hand. 18s."

These posts are all for "skilled" and trained workers, and the wages offered rise above the bare subsistence minimum of 3d. per hour by only a very small margin. Are we in danger of letting the minimum become the maximum in our problem of women's employments?

One of the newest problems before us will be the employment of the childless widows of our soldiers and sailors who have given their lives to the country. It will be well if we look closely into this problem and do not allow it to be settled by any Select Committee without the voice of the working woman herself being heard. We are glad to see that the National Union of Suffrage Societies has already taken this question in hand, and has laid before the Select Committee on Pensions a scheme for this special class of women workers.

The proposal is, that young widows should be trained for occupations such as health visitors, nurses, relieving officers, domestic sciences, and helps in maternity centres, in which trained women are needed. The cost of such training, together with full maintenance to be paid by the Government.

When the worker is launched upon her work a further problem must be faced, viz: how to prevent the pension which she should receive as "compensation" for the loss of her husband, being used to subsidise her wages and lower the whole rate of earnings to other women in similar occupations. The danger is a real one, as men will also know when a pensioned army comes back into the labour market.

But *now* is the time to consider such problems, not presently, when they are full upon us.

The problem of the sweater and his victims can be attacked by trades boards and the workers in combination; the other problem indicated will need the careful consideration of the social aspect of our pension schemes, as well as the industrial difficulties involved.

These are questions for study, thought, and action. Certain it is that they will only be settled rightly if women themselves help to settle them. Co-operative women have both the opportunity and the power to study and to solve the problems before the industrial world. But study must come first.

Birkenhead News, Jan: 30th. 1915.

Birkenhead "Work for Women" Association.

MANY ACKNOWLEDGMENTS.

In our advertisement columns to-day will be found the list of subscriptions to the funds of the above-named Association, also a statement of receipts and payments to December 31st last. The subscriptions have amounted to £298 10s. 2d., and other main items of income are:—Donation from the Local Relief Fund, £200; orders for work, £152 9s. 9d. On the expenditure side £244 5s. 2d. has been paid in wages, and £107 4s. 10d. on materials.

The Association having completed the first three months of work, the committee desire gratefully to record their sincere obligations to the following for much valuable assistance received:—To the Wirral Lodge of the Theosophical Society for the use of the Lodge premises rent free; to Messrs. Blease and Sons for auditing the accounts free of charge; to Messrs. Pullar and Sons for the free delivery of all parcels in the neighbourhood; to all voluntary helpers for cutting out and assisting in all departments of the work, and to the ladies in charge of the Red Cross depot for the organisation and effective administration of the outworkers' department. Following is a list of those who, in addition to the members of the committee, assist in the work:—Mrs. Joseph Bibby, Mr. Booth, Miss Bramble, Mrs. Gordon Brown, Miss Callendar, Mrs. Guy Clover, Mrs. Cook, Miss Crozier, the Misses Duckworth, Mr. Iwan Howliczek, Miss Emmott, Mrs. Hastwell Grayson, Miss Green, Mrs. Hale, Miss Hale, Miss L. Hind, Mrs. G. Livingstone, Miss Lloyd, Mrs. Proston, Mrs. Rowe, Miss Rowe, Miss M. Rylands, Mrs. Scott, Miss J. Spence, Miss Stevens, Miss Stevenson, Miss Tessimond, Mrs. G. Thin, Miss M. Thin, Miss Tweedle, Mrs. W. Willmer, Misses Woods, Miss N. Worrall, Mrs. Ziegler.

Acknowledgment is made to the following for special gifts:—Mrs. Duckworth and Miss J. B. Chambres, head office postage expenses; Miss Braham, sewing machine; materials from Mrs. Arkle, Mrs. Bacon, Mrs. Byrne, Mrs. Bentley Carr, Mrs. Stanley Clarke, Mrs. Chalmers, Mrs. Hinton, Mrs. Fowell, Mrs. Hinton, Mrs. Hodgson, Miss Jacobson, Mrs. Newall, Miss Nicholls, Mrs. Arthur Oakshott, Mrs. Roberts, Mrs. Roche, Miss Sargent, Mrs. Spence, Mrs. Winder.

To the band of collectors, members of the Suffrage Society, and others organised by Miss Dalby:—Mrs. Byrne, Mrs. Bryce Forrester, Mrs. Stanley Clarke, Miss Cox, Mrs. Darley, the Misses Eaton, Mrs. Edwards, Mrs. Ellis, Mrs. Fellowes, Miss Edwards, Mrs. Hastwell Grayson, Miss Griffiths, Mrs. Gordon Browne, Miss B. Hibbert, Mrs. Hill, Miss Horlick, Miss M. Jackson, Mrs. Hugh Jones, Miss Judd, Miss Lathom, Miss Livingston, Miss Lloyd, Mrs. Marples, Mrs. McKissack, Mrs. Miller, Miss McKune, Miss New, Miss Oakley, Miss Ogden, Miss Patterson, Miss Priestman, Mrs. Proctor, Miss Richardson, Miss Saunders, Mrs. Scott, Miss Size, Miss Tredale, Mrs. Van Gruisen, Mrs. Wilcox, Miss N. Worrall, Miss Wyse.

The committee appeal for orders for needlework (soldiers' shirts, clothing for the poor, embroidery, and fine needlework of all kinds) to assist the Association in the carrying on of the workrooms. Estimates will be given on application at the workrooms.

Glasgow Herald, Feb: 1st. 1915.

QUEEN'S WORK FOR WOMEN FUND.

The Queen's Work for Women Fund on Saturday reached a total of £130,353 11s 1d, which included £2000, a third instalment of the profits on the sale of the song, "Your King and Country Want You," by Mr Paul A. Rubens. All communications respecting the work of the Central Committee on Women's Employment should be addressed to Miss Mary R. Macarthur, hon. secretary, 8 Grosvenor Place, Hyde Park Corner, S.W. Applicants for work should apply to the secretary of the local representative committee at the town or county hall or urban district offices in the locality in which they reside.

Daily Mail, Feb: 2nd. 1915.

THE QUEEN'S FUND FOR WOMEN

The Queen's Work for Women Fund reached last night a total of £130,477 16s. 10d. The day's subscribers included:

Sabbath School Society for Ireland, January subscriptions, £29 15s. 3d.; collected by Mayoress of Islington, further instalment, £19 6s.; collected by Mayoress of Eastbourne, further instalment, £10 1s. 4d.; Strabane Presbyterian Sunday School, £10.

All communications and gifts for sale should be addressed to Lady Roxburgh, 33, Portland-place, London, W., and all cheques be made payable to Mrs. C. Arthur Pearson, hon. treasurer, at the same address.

The Prince of Wales's Fund yesterday reached £4,528,000, the latest contributions including £20,770 from Durham County.

Northern Daily Telegraph, Feb: 2nd. 1915.

DOMESTIC ECONOMY TRAINING.

A month ago the Queen's Work for Women Fund instituted a domestic economy training for the unemployed women chain-makers of Cradley Heath. This scheme, says the London correspondent of the "Yorkshire Post," is achieving excellent results, although most of the women scarcely understood the use of a needle, and many were unacquainted with even the rudiments of the domestic arts. Five local Education Committees are co-operating in the work, which includes, besides health talks and demonstrations, cookery lessons, and needlework, the making and mending of clothes, cradle-making, and the training of sick-room helps. An incidental result is a great improvement in the personal appearance of the women.

Yorkshire Post, 3.2.15.

A month ago the Queen's Work for Women Fund instituted a domestic economy training for the unemployed women chain-makers of Cradley Heath. This scheme is achieving excellent results, although most of the women scarcely understood the use of a needle, and many were unacquainted with even the rudiments of the domestic arts. Five local education committees are co-operating in the work, which includes, besides health talks and demonstrations, cookery lessons, and needlework, the making and mending of clothes, cradle-making, and the training of sick-room helps. An incidental result is a great improvement in the personal appearance of the women.

Morning Post, Feb. 5th. 1915.

QUEEN'S WORK FOR WOMEN FUND.

TOTAL AMOUNT, £131,748.

The Queen's Work for Women Fund yesterday reached a total of £131,748 14s. 3d. The subscriptions included:

	£	s.	d.
Women's Service (collection at Queen's Hall Meeting)	56	15	11
Collected by the Mayoress of Chester (further instalment)	33	2	6
By the Mayoress of Plymouth (further instalment)	25	1	5
By Mrs. A. Thomas (the Lady Glanusk's, Breconshire, Collection)	10	4	3
S. E. J.	10	0	0
Miss Matthews and Friend	10	0	0

A Carol Choir of young Eurasians, under the leadership of Mr. E. H. Lincoln, gave an open-air concert in the streets of Negapatam, South India, on Christmas Eve, collecting from the townsfolk the sum of £5 14s. This sum they handed over to Mr. E. C. Toston to be sent to the Fund.

All communications and gifts for sale should be addressed to Lady Roxburgh, 33, Portland-place, London, and all cheques should be made payable to Mrs. C. Arthur Pearson, Hon Treasurer, at the same address, and crossed "Queen's Work for Women Fund Account." All correspondence respecting the work of the Central Committee on Women's Employment must be addressed to Miss Mary R. Macarthur, Hon. Secretary, 8, Grosvenor-place, Hyde Park Corner. Applicants for work should apply to the Secretary of the Local Representative Committee at the Town or County Hall or Urban District Offices in the locality in which they reside.

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653 Evening Post, Feb: 3rd. 1915.

QUEEN'S WORK FOR WOMEN FUND.

£130,635 SUBSCRIBED.

The Queen's Work for Women Fund yesterday reached a total of £130,635 19s. 3d. The subscribers included:

	£	s.	d.
Miss Stancomb Wills (further monthly donation)	50	0	0
Collected by the Mayoress of Gloucester (further instalment)	24	5	8
By Mrs. Gordon Brodie, per Lady Baring...	12	0	3

Princess Victoria of Schleswig-Holstein, as President of the Ladies' Golf Union and as Vice-President of the Queen's Work for Women Fund, has forwarded to her Majesty a cheque for £743 12s. 8d., the amount being the proceeds of a collection made by all the ladies of golf clubs belonging to the Ladies' Golf Union. The Queen has written to Princess Victoria asking her to convey her Majesty's grateful thanks to the various subscribers for their generous and valuable assistance to her fund.

All communications and gifts for sale should be addressed to Lady Roxburgh, 33, Portland-place, London, and all cheques should be made payable to Mrs. C. Arthur Pearson, hon. treasurer, at the same address and crossed "Queen's Work for Women Fund Account." All correspondence respecting the work of the Central Committee on Women's Employment must be addressed to Miss Mary R. Macarthur, Hon. Secretary, 8, Grosvenor-place, Hyde Park Corner. Applicants for work should apply to the Secretary of the Local Representative Committee at the Town or County Hall or Urban District Offices in the locality in which they reside.

Morning Post, Feb 6th 1915

QUEEN'S WORK FOR WOMEN FUND.

£131,872 CONTRIBUTED.

The Queen's Work for Women Fund yesterday reached a total of £131,872 8s. 9d. The subscribers included:

	£	s.	d.
Proceeds from Sale of Two Pictures by Mr. George Flemwell at the Doré Galleries...	21	0	0
Collected by Mrs. Richardson (further instalment of Mrs. Herbert Samuel's Collection)	11	8	8
Collection by the Lady Glanusk (further instalment), per Mrs. Rees, Mrs. Pugh, and Miss M. O. Evans	10	15	0
All Saints' Sunday School, Darlaston (being the value of prizes given up by the children, who each receive the Queen's Special Certificate instead of a prize)	10	0	0

The donations from the staff of Messrs. John Smith (London-wall) (Limited) have reached to date £11 15s. 6d. The amount collected by the Mayoress of Leominster acknowledged on January 28 included a donation of £10 from Miss Wood.

Experiments with an Austrian and German cottage industry are being made in the workrooms of the Central Committee on Women's Employment. It is that of making crochet buttons, for which there is a large and steady demand in this country. In the country districts of France these buttons are also made, but it is a higher class of work. The peasant women of Brittany are seldom to be seen without some such work in their hands. The Committee are hoping to prove by these experiments that the work could be sufficiently remunerative to be worth considering as a new trade for women. The work is very easily learned.

Her Majesty has given permission that half the proceeds derived from the sale of Miss Mary Helen Carlisle's well-known picture "A Panorama of a Meadow in Spring," now at the Walker Galleries, 118, New Bond-street, should go to the Queen's Work for Women Fund when the picture realises the sum of £400.

Miss Jean Sterling Mackinlay has been able to hand over £40 to the Queen's Work for Women Fund as the result of the two matinées she gave. She starts a new series on Thursday next at the Little Theatre.

All communications and gifts for sale should be addressed to Lady Roxburgh, 33, Portland-place, London, and all cheques should be made payable to Mrs. C. Arthur Pearson, Hon Treasurer, at the same address, and crossed "Queen's Work for Women Fund Account." All correspondence respecting the work of the Central Committee on Women's Employment must be addressed to Miss Mary R. Macarthur, Hon. Secretary, 8, Grosvenor-place, Hyde Park Corner. Applicants for work should apply to the Secretary of the Local Representative Committee at the Town or County Hall or Urban District Offices in the locality in which they reside

Evening Standard and St James Gazette
12-2-15.

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THE QUEEN'S FUND.

NEW SCHEMES FOR UNEMPLOYED CLERKS IN CROYDON.

A very comprehensive scheme of work for women has recently been started at Croydon under the Queen's "Work for Women" Fund. It provides commercial training for girl clerks; dressmaking, tailoring, and millinery instruction for needleworkers and others; cookery and housewifery experience for all; and training for a selected number for the new employment of sick room helps.

The women thrown out of work through the war in Croydon belong to a wide variety of trades, and the Women's Employment Sub-Committee hopes by its varied scheme to provide congenial and educational occupation for all.

Clerks and Shop Assistants in Majority.

Clerks form the largest class of unemployed, shop assistants come next, then daily servants and factory workers, but the numbers include tailoresses, dressmakers, milliners, die stampers, book-binders, waitresses, telephone operators, and theatrical workers.

Some of these have been out of work for six months, and until the workroom was opened the only form of help which could be given to the self-respecting workers was in grocery tickets. One woman laid her last coppers on the table to pay for her dinner and tea at the workroom.

"Home" Atmosphere.

The sense of proprietorship the first workers feel in the workroom, which they know has been opened for their direct benefit, is so strong that the supervisor finds is necessary to put a newcomer into the charge of a worker who is quite at home. Otherwise, she would undoubtedly feel herself an intruder.

The "home" atmosphere is increased by the domestic economy training.

Twelve workers are taking week about in the kitchen. They cook dinner for the others, wait at table, wash up afterwards, clean the kitchen, and are responsible for the tea.

Flowers for the Dinner-table.

So eager are they that everything shall be of the nicest that they fetch the flowers from the workroom every day to decorate the dinner-table. Equipment at present is of the very simplest, so when a visitor called at the workroom, the ingenious young waitresses brought her tea on a large white dish in lieu of a tray.

Every piece of work is inspected by the supervisor, but the girls themselves are becoming admirable censors. The worker who polishes the glasses thinks nothing of returning one to be washed three times over, because of an obstinate streak. The girls wash their own towels, scrub the tables, clean the grates, and keep everything in spotless order.

Change of Occupation.

During the latter part of the afternoon the cooks return to the needlework room. A change of occupation is to be given to every worker as soon as all the classes are in order, the work being allotted according to the worker's usual employment.

Remarkably good premises have been secured for the scheme in the South Norwood Polytechnic. The girls and women have the use of large light classrooms; typewriters are at the disposal of the commercial pupils; dressmakers' dummies, sewing machines, and fitting mirrors for the dressmakers; equipment for nursing lectures; and the necessary conveniences for cooking.

Further Training for Clerical Workers.

It is intended to teach shorthand, typewriting, bookkeeping, business routine, and modern languages in the commercial classes, but only girls who have previously been employed in clerical work will be admitted. These incude many who will greatly benefit by the training.

A girl who was employed in the cash box of a draper's shop and who had only "muddled" in bookkeeping is one of those who are looking forward to being capable of earning a good salary when the war is over. She has only earned 9s. per week hitherto. The teachers for the various instruction classes are supplied by the Local Education Committee, while the working of the scheme is under the supervision of the principal of the Polytechnic.

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Glasgow Herald
15/2/15.

QUEEN'S WORK FOR WOMEN FUND.

The Queen's Work for Women Fund on Saturday reached a total of £133,876 10s 9d.

LONDON DRESSMAKERS' WORK.

The enterprise of London dressmakers during the present crisis in their trade has been altogether remarkable. With the assistance of the Central Committee on Women's Employment they have in turn become flannel beltmakers, shirtmakers, and sockmakers. At the moment they are turning out 10,000 Army shirts weekly, a contract obtained for them by the Central Committee. Seven hundred and fifty employees by this means are able to make up their wages to the normal amount, while 40 girls at the committee's test workroom in Piccadilly are employed full time on shirtmaking. The sock-making enterprise is even more creditable to the dressmakers, for it involves turning from sewing to the entirely unfamiliar work of knitting. The Central Committee has undertaken the responsibility of procuring suitable yarn; it has bought and lent machines to the dressmakers, and provided instructresses to teach the girls, but the producing of the socks in sufficient quantities rests with the dressmakers. On their behalf the committee has secured a contract for 2,000,000 pairs of socks. This will give work, taking into account the yarn spinning and knitting, to well over 1200 women per week until July. Upon the individual output will depend the wages. It is expected, however, that, when efficient, a worker will be able to make a dozen pairs a day.

Aberdeen Daily Journal
15/2/15.

From Court Gowns to Sock Knitting.

Just before the winter social season should have commenced I spoke of the distress amongst Court dressmakers in London. All sorts of odd work has been given them from time to time. Now they have begun to knit socks for the army. It is a big jump from sewing delicate trimmings on Court gowns to knitting socks, but the women are learning to handle the machines with considerable alacrity. The Queen's Work for Women Fund has secured an order for two million pairs of socks, and the work is being handed over to the workrooms of the West End costumiers. This will keep 1200 dressmakers in constant employment right up to July. Those who are not sock knitting are shirt-making. Here, too, there was some difficulty at first experienced by the women in becoming accustomed to the new class of work. They have 10,000 army shirts on hand at the moment.

Scotsman
Edinburgh
13/2/15.

QUEEN'S WORK FOR WOMEN FUND.

The Queen's Work for Women Fund has now a total of £133,876, 10s. 9d.

The enterprise of London dressmakers during the present crisis in their trade has, it is pointed out, been remarkable. With the assistance of the Central Committee on Women's Employment, they have in turn become flannel belt makers, shirtmakers, and sockmakers. At the moment, they are turning out 10,000 Army shirts weekly, a contract obtained for them by the Central Committee. Seven hundred and fifty employees by this means are able to make up their wages to the normal amount, while 40 girls at the Committee's test workroom in Piccadilly are employed full time on shirtmaking. The sockmaking enterprise is even more creditable to the drassmakers, for it involves turning from sewing to the entirely unfamiliar work of knitting. The Central Committee has undertaken the responsibility of procuring suitable yarn, it has bought and lent machines to the dressmakers, and provided instructresses to teach the girls, but the producing of the socks in sufficient quantities rests with the dressmakers. On their behalf, the Committee has secured a contract for two million pair of socks. This will give work, taking into account the yarn spinning and knitting, to well over 1200 women per week until July. Upon the individual output will depend the wages. It is expected, however, that when efficient, a worker will be able to make a dozen pairs a day.

Morning Post
23/3/15.

Home Notes
20.2.15.

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QUEEN'S WORK FOR WOMEN.

The Queen's Work for Women Fund yesterday reached a total of £143,237 6s. 4d. The subscribers included :

	£	s.	d.
Twelfth Contribution from the Scottish Branch, per the Marchioness of Linlithgow (including a further contribution from Kirkwall, £25, and the Students' Representative Council, University College, Dundee, £20)	100	10	9
Collected by the Walthamstow Local Committee (further instalment, including the Walthamstow Teachers' January, February, and March contributions £20 2s.)...	40	1	3

All communications and gifts for sale should be addressed to Lady Roxburgh, 33, Portland-place, London, and all cheques should be made payable to Mrs. C. Arthur Pearson, Hon. Treasurer, at the same address, and crossed "Queen's Work for Women Fund Account." All correspondence respecting the work of the Central Committee on Women's Employment must be addressed to Miss Mary R. Macarthur, Hon. Secretary, 8, Grosvenor-place, Hyde Park Corner. Applicants for work should apply to the Secretary of the Local Representative Committee at the Town or County Hall or Urban District Offices in the locality in which they reside.

Home Notes
20.2.15

OFF TO AUSTRALIA!

"The Queen's Work for Women Fund" does more than help girls in our own country thrown out of work by the war. It is ready and willing to give a fresh start in other parts to those who are enterprising enough to emigrate. In this article one of the plucky girls tells you all about it.

The girl who tells her story in this article. Aided by "The Queen's Work for Women Fund," she is going to start new work in the Antipodes!

YES! I'm going to Australia this month with eighteen other girls who have been thrown out of work through the war.

I made up my mind to go at a tea-party the British Women's Emigration Association gave in November, when we were told that Australia had sent an invitation to the Queen for five hundred and fifty unemployed girls.

I always wanted to travel, but I knew that even if I could manage the fare, I couldn't afford to get the outfit I should need. But when they said that the Australian Government would take us all the way for £1 if we promised to go into domestic service for one year and to pay £2 out of our wages after we got there, I thought my chance had come! Especially when the Queen's Work for Women Fund offered to pay the £1 for us, and to give us another sovereign to have in our pockets when we landed.

It seemed almost too good to be true when an outfit was promised as well, which the Central Committee on Women's Employment would have made for us in the women's workrooms.

* * * *

Hard Work, but Good Holidays.

My friend wanted to go at once, for she was out of work then. She's a glove maker, and her firm wasn't doing anything. I was expecting to be out of work after Christmas, too. I'm a cashier in a tea-shop, and all our places have been doing so badly that there was a feeling that a good many of us would have to go.

They showed us lime-light pictures of Australia at the tea party, and Louie and I took a fancy to Sydney at once. It looked so bright and somehow home-like, and I said to myself, "never venture never win!" Some ladies who had been in Australia spoke, too, and told us what a wonderful country it is.

Mrs. Laird from New South Wales said that although we would have to work hard, we should have lovely holidays—two half-days every week, and from 2 o'clock till 10.30 or 11 o'clock every other Sunday, with a day and a night off every month. And someone else said that if we could not do housework, it was best to say so, and go as a learner; not be like a photographer's assistant who took a place as first-class cook at 35s. a week and couldn't boil a potato.

Louie and I filled up the application form before we left, and we took home a whole lot of papers and books telling us all about Australia. We've read them all, and I should think we know more about Sydney now than the Association itself!

* * * *

When we Get to Australia.

Louie's been to the museum too, and studied the Australian section, and we've been to another tea-party and heard more ladies tell about the life out there. One lady offered to pay for us to go to classes on how to turn out a room, and how to cook, but I hadn't time to attend them.

My firm's been very good. When they heard that I wasn't to sail till February they kept me on. And Louie got a temporary place in a draper's until Christmas.

Some of our friends wonder at our going to domestic service, and Louie doesn't want her relations to know. People do look down on you here certainly, but they say in Australia a lady would be ashamed not to be able to scrub a floor. I'm quite strong, too. We had to get a doctor's certificate. Altogether, we've signed five papers.

In one we had to say we would be willing to go to the country. I would really rather go to a farm than anywhere else. I lived seven years in the country, and I liked the life, and I think you can save in the country.

Of course, our places are not chosen for us, although the Government promises to find us work at once. When we get to Sydney, the ladies will meet us in one of the Homes the British Women's Emigration Association know about, and we shall be able to take the place we think we can suit best. We're not bound to stay in it for the year, either. We can come back to the Home and get another place.

There's other girls going, too, and they're very nice. Two are shop-girls, and they say they're sick to death of business. They have to spend all their money on food if they want to keep healthy. One is the eldest girl of eleven, and she's been used to housework. Two shorthand typists are going together, and they think they will stay in domestic service even when the year is up. And there's a dressmaker who has been out of work a lot. She is glad of the chance. She said just before she got work at the Queen's workroom, she had only 3s. left to pay the rent. They've sent us all these clothes from the Central Committee:

1 trunk, 1 ulster, 1 tweed coat and skirt, 2 overalls 2 fine linen aprons, 2 coarse linen aprons, 2 print dresses, 1 alpaca dress, 1 flannel blouse, 3 pairs stockings, 6 handkerchiefs, 1 rough towel, 2 smooth towels, 4 nightgowns, 2 pairs knickers, 4 pairs combinations, 1 brush, 1 comb, 1 tooth brush.

The clothes have been made in three sizes, and they seem to fit us both. They're pretty things, too.

We're to have a good send-off. The night before we sail we are all to meet at the Wortley Hostel, Paddington, when we can get to know the girls, and the matron who is going with us. Then a lot of the ladies, who have arranged the emigration for the Queen, are coming down to the ship to see us off. The Queen does do things nicely, doesn't she?

WOULD YOU LIKE A BLOUSE-LENGTH

to be chosen from a splendid selection of materials? Read how to obtain one

NEXT WEEK.

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Daily Telegraph.
4. III. 1913.

DERBY "WORK FOR WOMEN" SCHEMES.

(Specially Contributed.)

There has recently been formed in Derby an influential committee for dealing with distress through unemployment, or partial unemployment, created through the war, among women and girls. The Mayoress (Mrs. Joseph Hill) is president and treasurer, and there is a representative committee to aid her. The peculiar circumstances of Derby have been thoroughly discussed, and a conference with employers held, and from these a working scheme has been evolved which has some rather original features. Students of social and economic conditions constantly declare that if each worker had two trades instead of one there need be very little unemployment anywhere, because, when one trade is slack another is busy; but the difficulties in the way of putting this into practice have hitherto been very great.

Queen Mary's Fund for the relief of distress expressly aims at employment. From the highest quarter, therefore, comes the endorsement of the policy of self-help. This is the idea now put into practice by the Derby Committee, i.e., to teach another trade to women and girls unemployed through the war.

The difficulties are (a) that while learning another trade an adult worker usually only earns a small wage, and (b) the natural objection of employers to pay children's wages to grown women. But the idea itself is such a good one, and so suited to Derby conditions, that these difficulties are being overcome. There are coming into the labour market daily young women who up to now have stayed at home, as their services were required there, but who, owing to the wage-earners of the family having enlisted, are obliged to supplement a greatly-reduced income by their own earnings. Such patriotic action must be assisted by every means. There is, alas, too sure proof that many of those wage-earners will never return, and, of those who do, many will never earn the same money again. It is thus necessary to look ahead in these schemes. The men at the Front will have an anxiety removed if they know that their dependents are becoming self-supporting.

In Derby some factories are very busy on Government work, while others are slack through the war. It is intended to draft unemployed workers from one trade to another, where employers are willing to teach them. Many of the Derby employers have signified their willingness to do so, a fact greatly to their credit, as anyone who knows how grooved all the sections of workers become, and how many difficulties and adjustments are constantly arising, can realise. These, however, are not insurmountable. Already about 20 young women have made a beginning. This is a more promising scheme than simply to open workrooms, which only tide over distress for a time and lead nowhere. As this scheme is quite distinctly one suited to local needs, it must not look to help from central funds to any extent, and must appeal to the generosity of Derby citizens to be put upon a sound basis. While these workers are learning it is proposed to add to the small wage earned a subsidy from the local fund which will bring the weekly money up to a minimum of 10s. As the learners become proficient they will go on their own time and become independent of the subsidy, which will then be withdrawn.

The ladies of the committee and their friends are passing round the inevitable hat, and musical teas, entertainments, etc., are already initiated. It is hoped that a generous response will be made. The hon. secretary (Miss Macarthur), at the Labour Exchange, will be pleased to give any further particulars, this scheme being worked in full collaboration with the Labour Bureau.

L. M. C. A.

Belfast News Letter
19. II. 15

The Queen's "Work for Women" Fund has reached a total of £134,060 16s 6d. How much it is doing for children is very plainly seen at Battersea. For weeks past a crowd of unemployed girls of 14 to 16 years of age has hovered round the women's workrooms. Thirty little unemployed wage-earners have begun work in a workroom of their own under the Queen's Fund. They are divided into two classes, commercial and domestic, for 15 of them have been clerks, and 15 have worked in dressmaking or domestic service. A special training has been arranged for each in co-operation with the London County Council. In the school atmosphere of the new workroom they have, however, quickly become children again, and, with the load of unemployment off their minds, are as happy as the day is long in their classes. A grant of 4s per week is given to each girl, and a hot meal is provided at the workroom. During the morning both commercials and domestics mend or make their own clothes under the direction of the committee's supervisor. The great ambition is to make drill dresses for gymnasium, which is the favourite occupation of the day. L.C.C. teachers take charge of the girls in the afternoon, and the "domestics" attend L.C.C. cookery and laundry centres for their special classes.

Aberdeen Free Press
13. III. 1913.

The Queen, attended by Lady Eva Dugdale, Lord Stamfordham, and others, yesterday visited the Wood Green branch of Queen Mary's Work for Women Fund. Her Majesty examined the articles of clothing which are being made by the women, who presented her with a bouquet. The Queen afterwards inspected centres of work in connection with the fund at Tottenham and Edmonton.

Nottingham Express
14. IV. 1915.

QUEEN'S "WORK FOR WOMEN" FUND.

The Queen's "Work for Women" Fund has reached a total of £152,111 1s. 9d.

Daily News & Leader
17. III. 1915.

THE RELIEF FUNDS.

The National Relief Fund has reached £4,820,000. The list of subscriptions includes: The British-American War Relief Association, Youngstown, Ohio, £167; the British Residents of San Diego, California, £103 8s. 5d.; Atacama Club, Antofagasta, Chile, £48 4s. 9d.; Employees, Springs Mines, Ltd., Springs, Transvaal (one month's contribution), £39 18s. 4d.

The Queen's "Work for Women" Fund is now £141,590 0s. 11d.

Nottingham Express 13/3/15

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THE QUEEN VISITS WOMEN WORKERS.

The Queen, attended by Lady Eva Dugdale, Lord Stamfordham, and others, yesterday visited the Wood Green branch of the Queen Mary's Work for Women Fund. Her Majesty examined the articles of clothing which are being made by the women, who presented her with a bouquet, and with several of whom she shook hands. The Queen afterwards inspected centres of work in connection with the fund at Tottenham and Edmonton.

Country Life 13/3/15.

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One Hundred Miles of Pennies

The organisers of the Queen's "Work for Women" Fund never let the grass grow under their feet. Every scheme that can possibly be suggested for the promotion of the fund is heeded, but it is rarely that such a good money-collecting idea is brought forward as their mileage scheme. Lady Roxburgh and Mrs. C. Arthur Pearson are organising it, and they hope to raise £22,000 in pennies before they finish. The name of the scheme explains itself, but its magnitude can only be grasped after a moment's reflection. It is in very truth a great task that these ladies have undertaken, for it is no less than the collection of a hundred miles of pennies.

A hundred miles of pennies, we hear, heaped in a pile would make quite a mountain of copper. If we imagine that this great mound had been taken from a long string of houses, each house having a frontage of thirty feet and every householder contributing a penny, we can get a mental picture of the undertaking, for such a line would not only span the circumference of the earth, but leave 5,124 miles to spare.

It is hoped that girls and womenfolk all over the country will help in this mighty collection of copper. Even the poorest amongst us may feel moved to contribute one penny towards the Mileage Scheme, while those richer in possession of this world's goods will probably send many pennies with their contribution. Most people know the headquarters of the Queen's "Work for Women" Fund; but at the risk of repetition it may be said that the address is 33 Portland Place, and that particulars of the work will always be promptly forwarded.

The Builder 22/3/15.

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A Notable Picture Exhibition.

At the French Gallery in Pall Mall there is a rather remarkable exhibition of pictures, the property of one private owner, lent for exhibition on behalf of the Queen's "Work for Women" Fund. It is not often that one sees collected in one room so many good pictures of various schools and dates. It includes important works by Velazquez, Vandyck, Rembrandt, Reynolds, and Gainsborough among the ancients; and Watts, Rossetti, Alfred Stevens, Whistler, and Mr. Orpen among the moderns. One or two of the Whistlers are interesting because they represent the artist before he took to some of the eccentricities in painting which have become especially associated with his name; "Old Battersea Bridge," for instance, though called by the fantastic sub-title "Brown and Silver," is an admirable, unpretentious landscape suggesting no special tendencies in painting. It is interesting to see several examples of Alfred Stevens together, and note his brilliant talent and its limitations. It is all admirable workmanship, but it suggests nothing beyond workmanship. Compare these pictures with Mr. Orpen's "Solitude"; it is by no means equal to Stevens in executive accomplishment, but it has feeling and pathos, qualities which are beyond the scope of the brilliant Belgian artist. There are several remarkable small marble groups by M. Rodin, but his life-size bronze "Eve" is disfigured by the practice he has taken to of leaving his large bronze figures all rough on the surface, as if they were suffering from a cutaneous disease. But the collection as a whole is well worth a visit.

Nottingham Guardian 23/3/15.

QUEEN'S WORK FOR WOMEN.

Amount already acknowledged	£1,059	18	3
Miss K. H. Burton, Calverton		10	0
The Nottingham Harmonic Glee Society Concert, Sandon-street	3	5	0
	£1,063	13	3

Donations may be sent to Mrs. McCraith, The Park, Nottingham, hon. treasurer of the Queen's Work for Women Fund.

The Queen's Work for Women Fund on Saturday reached a total of £141,426 5s. 3d., which included a sum of £376, being the tenth contribution from the Scottish branch (per the Marchioness of Linlithgow).

The Daily Telegraph. £5/3/15.

Glamorgan County Times £20/3/15.

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QUEEN'S "WORK FOR WOMEN.'

Yesterday's additions to the Queen's "Work for Women" Fund, which now amounts to £143,237, included: Twelfth contribution from the Scottish Branch, per the Marchioness of Linlithgow, £100 10s 9d; collected by the Walthamstow Local Committee (further instalment), £40 1s 3d.

All communications and gifts for sale should be addressed to Lady Roxburgh, 33, Portland-place, W., and all cheques be made payable to Mrs. C. Arthur Pearson, hon. treasurer, at the same address, and crossed "Queen's 'Work for Women' Fund Account."

The Queen's Work for Women Fund.

INTENSIVE POULTRY FARMING.

How the middle-class women may be trained in Intensive Poultry Farming has been occupying the attention of the Central Committee on Women's Employment.

The cost of the expert teaching prevents for the moment the starting of a large scheme, and the Committee is contenting itself with making an experiment.

Girls of the clerk type have been offered free training by a successful woman poultry farmer at Boreham Wood, Herts., for three months, and if they are satisfactory for six months. In order to enable them to take advantage of this offer, the Central Committee has recommended a maintenance grant for them of 3d. an hour in a sixty-hour week.

Very good prospects are now before these girls who were thrown out of work through the war. The manageress of the Poultry Farm is confident that they will easily find employment after their training, as applications for fully trained poultry managers of the Intensive system are numerous. She has herself received half a dozn applications within a fortnight.

The opening for intensive poultry farming in this country is good, for much of the produce has hitherto come from abroad. As for the system itself, the returns of the Chicago market show that intensive farming supplies them with all the eggs needed, and the same may be said of all the large cities throughout the United States.

The Committee feels that in training women for this work, they are not only giving present relief, but employment which will be of permanent value.

It is particularly suitable for women, because skill rather than physical strength is the qualification most needed.

The girls, who are to be chosen by the manageress of the Poultry Farm, will be selected for their intelligence and their evident capacity of taking responsibility.

Lodgings have been found for them in the village at Boreham Wood, and they will start their training immediately.

The syallabus suggested by their instructress is as follows:—

Practical work in the poultry houses, consisting of routine work such as cleaning, feeding, watering, etc.

Instruction in feeding methods comprising the necessary knowledge of food values, given either by lectures or individual tuition, or by both means.

Instruction by demonstration in hatching both with hen and incubators.

Instruction by demonstration in rearing methods from shell to maturity

Instruction by demonstration of killing and plucking and trussing.

In order to keep the girls fully employed, carpentry may be added to the curriculum as there is not a great deal to do in Intensive Poultry Farming. The girls will thus learn how to make their own coops, and will prepare themselves by learning how to provide their own plant for the most econmical methods of farming.

The instructress believes very strongly in practical training. As a proof of her success, it may be said that she has been able to sell eggs all the winter at 2s. 6d. and 2s. 9d. per dozen.

Cambridge Chronicle 20/3/15.

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WANTED : QUARTER-OF-A-MILE OF PENNIES.

MAYORESS'S APPEAL FOR QUEEN'S FUND.

The Mayoress of Cambridge (Mrs. Raynes) writes:—

Sir,—The Queen's Fund for Women having repeatedly written and pressed me to take up collecting for them, I have at last promised to try and get a quarter of a mile of pennies for their funds.

This scheme is simplified by being put into sections, each consisting of fifteen pennies. These measure one foot and a half; so everyone contributing one penny helps one inch towards the mile, and a household taking a whole section advances us a foot and a half on the way.

Hoping you will have space to insert this letter, and trusting to your readers' kind support,—I remain, faithfully,

MARY F. RAYNES,
Mayoress.

West Point, Adams Road,
March 18th.

THE QUEEN'S WORK FOR WOMEN FUND.

	£	s.	d.
Already acknowledged	360	12	8
Further Instalment:—			
The Whittlesey Patriotic Fund, per Mrs. Peed	20	0	0
The Countess of Ellesmere, per Mrs. Hammond	5	0	0
Per Mrs. Ellgood—			
Mr. J. Dennis	1	1	0
Mrs. Yates	0	5	0
Mrs. Weston Miller	0	2	6
Mr. A. Fraser	0	10	0
Per Lady Marjorie Binney—			
Collection in Duxford Church...	0	12	0
Rev. F. A. Sampson	0	15	0
	£388	18	2

Cambridge Independent Press
20/4/15

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QUEEN'S WORK FOR WOMEN FUND.

The Viscountess Clifden's Appeal.

	£	s.	d.
Amount already acknowledged ...	360	12	8
The Whittlesey Patriotic Fund, per Mrs. Peed	20	0	0
The Countess of Ellesmere, per Mrs. Hammond	5	0	0
Per Mrs. Ellgood:—			
Mr. J. Dennis	1	1	0
Mrs. Yates	0	5	0
Mrs. Wiston Miller	0	2	6
Mr. A. Fraser	0	10	0
Per Lady Marjorie Binney:—			
Collection in Duxford Church.....	0	12	0
Rev. F. A. Sampson	0	15	0
	£388	18	2

Cambridge Independent Press
20/3/15

QUARTER-OF-A-MILE OF PENNIES WANTED.

Mayoress's Appeal for Queen's Fund.

We have received the following letter from the Mayoress of Cambridge:—

TO THE EDITOR.

Sir,—The Queen's Fund for Women having repeatedly written and pressed me to take up collecting for them, I have at last promised to try and get a quarter of a mile of pennies for their funds.

This scheme is simplified by being put into sections, each consisting of fifteen pennies. These measure one foot and a half; so everyone contributing one penny helps one inch towards the mile, and a household taking a whole section advances us a foot and a half on the way.

Hoping you will have space to insert this letter, and trusting to your readers' kind support,—I remain, faithfully,

MARY F. RAYNES, Mayoress.

West Point, Adams-road,
March 18th.

Evening Standard
23.3.15

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THE QUEEN'S FUND.

GIRL EMIGRANTS' COOKERY LESSONS.

The party of girls who left for Australia under the Queen's Work for Women Fund scheme were equipped with a newly acquired knowledge of cookery and household matters.

Those of their number who had had no experience at all in the work to which they were going—that of domestic service—learnt cookery at the Training Centre of the Central Committee on Women's Employment at Grosvenor-place.

Varied Trades.

Among them was a shop girl, a theatre-box assistant, and some dressmakers. Their anxiety to learn made up for the ignorance of some of the girls. The cookery course was very practical, for luncheons for the staff and dinners for the women in the neighbouring workrooms were prepared every day by the girls.

The cook-instructress, who came from the National Training School of Cookery, considered that the girls had got a fair idea of plain cooking in the short time. She made them take turn about in looking after the joints and making the soups, sauces, and puddings.

In the afternoons, they had special lessons on cookery, household hints, and cleaning. The latter is considered as necessary as cooking. The first attempt of a girl to scrub a table was the cause of much amusement, as she had no idea how to go about it. She did not even know that the brush must be dipped in water.

Treasured Notebook.

Another girl told to wash out cupboard shelves began at the bottom shelf. The girls were made to write down the recipes they learnt in their own note books, and these treasured possessions were taken to Australia.

A young dressmaker who had been a fitter, earning 35s. to £2 10s. a week before the war, wished that she could have had a longer course of instruction. She only made application, however, to go to Australia a few weeks previously.

"But I'm not looking forward to feeling strange at the work," she said, "I've got my hand in, and I've made up my mind to get on. If I like it, I shall stay in domestic service."

Another girl said that being the youngest of the family, she felt it "a bit awkward" doing cooking and cleaning, but she knew a "lot more" now than she did when she came.

She learnt how to buy a cheap dinner, and how to make a little go a long way. She hoped to become experienced very quickly in Australia, so that she will be able to command better wages. As an inexperienced worker she will get 8s. to 10s. per week, and board and lodging.

The Queen's Fund is paying £1 each for the girls, which is the special arrangement made by the Government of Australia for the preliminary passage money, and is giving them £1 each on arrival, besides providing them with a complete outfit.

Morning Post.
25/2/15.

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WORK FOR WOMEN.

HOW THE QUEEN'S GIFT HELPED.

Since the early days of the war the Central Committee on Women's Employment have been hard at work in two directions. They have in the first place endeavoured to secure the employment of women under economic conditions by aiding in the proper distribution of work and facilitating the provision of alternative employment for skilled workers displaced by the war, and also by promoting new openings for permanent employment under economic conditions. The second branch of their labours has been that of organising and administering schemes of relief work.

The Committee is constituted as follows: The Marchioness of Crewe (Chairman), Mrs. H. J. Tennant (hon. treasurer), Miss Mary R. Macarthur (hon. secretary), Lady Askwith, Miss Margaret G. Bondfield, Mrs. Austen Chamberlain, Mrs. Gasson, Miss R. E. Lawrence, Miss Susan Lawrence, L.C.C., the Hon. Mrs. Alfred Lyttelton, Miss Violet Markham, Viscountess Midleton, the Hon. Lily Montagu, and Dr. Marion Phillips. They were appointed by the President of the Local Government Board with the approval of her Majesty the Queen, who inaugurated the Queen's Work for Women Fund for providing schemes of employment for women who have lost work as a result of the war. These schemes are devised and administered, or approved and supervised, by the Central Committee with the approval of the Government Committee on the Prevention and Relief of Distress.

Her Majesty's Personal Interest.

In an interim report issued yesterday the Committee state that the personal interest which the Queen has graciously taken throughout in their many activities has given a great stimulus to the work. Dealing with the employment of women under economic conditions they say they considered it their duty to use such opportunities as were given to them to increase the number of firms and workers participating in the supply of Government requirements. For this purpose they created a special Contracts Department. They have thus been enabled (1) To advise in regard to the placing of contracts and orders so that unemployment may be prevented or minimised; (2) to undertake orders for certain articles from Government and other sources, such orders being carried out—(a) by firms adversely affected by the war, (b) in workrooms organised by the Committee on a self-supporting basis.

In regard to hosiery, the scope of the Committee's work was much extended by the action of the Queen, who entrusted them with the purchase of woollen belts to form part of the "Queen's Gift to the Troops." In executing the command of her Majesty the Committee were able to place orders for wool with spinners whose staffs were only partially occupied, and in the actual making of the belts to provide employment for the workers of other firms similarly situated, and for a considerable number of women in Kidderminster, Belfast, Stroud, and elsewhere who were already out of work. The yarn was largely obtained from firms previously engaged in the production of yarn for carpets, and assistance was thus given to an industry which suffered severely on the outbreak of war. Altogether, 75,000 woollen body belts were provided by the Committee.

Fresh Occupation for Dressmakers.

An interesting example of cases in which her Majesty's order was made the medium of the provision of employment was that of a London dressmaker whose business, employing upwards of 100 women, was brought to a standstill by the war. On learning of the action of the Queen the dressmaker in question asked leave to tender to supply a number of the belts, and, on the acceptance of her tender, proceeded to purchase the required wool and machinery and to train her staff to a new occupation. The contract entrusted to her, amounting to £1,500, was carried out to the satisfaction of the Committee, while the experience gained by the dressmaker has since enabled her to tender successfully for Army contracts for hosiery, on which all her workers are now fully employed.

Trading Responsibilities Assumed.

At an early stage of their work trading responsibilities had to be assumed by the Contracts Department, and the Committee applied for and obtained the following among other orders: (a) 20,000 cut out Army grey shirts to be made up. (b) As from October, when the above-mentioned contract expired, 10,000 similar shirts per week. The Committee in this case became responsible for the cutting as well as the making of the shirts. (c) 105,000 flannel body belts for the French and British Armies. The order for these was obtained from Cook and Son, through Sir George Pragnell. (d) 2,000,000 pairs of Army grey socks.

In regard to these orders they emphasise the facts that: (1) The work is only undertaken where the ordinary trade is fully employed. (2) The work is undertaken at trade prices and is self-maintaining. Advances made from the National Relief Fund in connection with certain contracts are merely working capital which at the completion of the contract will be returned in full. (3) The conditions as to the remuneration of workers have been (since October last) those usual in women's trades, that is to say, payment is mainly by piece, and the limits as to weekly earnings which apply in the relief workrooms are not observed.

New Openings for Employment.

The Committee's desire to keep women as far as possible in employment under normal economic conditions led them to give consideration to the possibility of promoting new trades. At the outbreak of the war the idea was widely prevalent that the mere fact of some article having been customarily imported from Germany made the transference of its production to Great Britain a simple matter. The Committee remark that attempts to start new enterprises on unsound lines are invariably dangerous, and at abnormal times they may cause serious mischief by temporarily diverting custom from usual channels, and thus accentuating the

the war the idea was widely prevalent that the mere fact of some article having been customarily imported from Germany made the transference of its production to Great Britain a simple matter. The Committee remark that attempts to start new enterprises on unsound lines are invariably dangerous, and at abnormal times they may cause serious mischief by temporarily diverting custom from usual channels, and thus accentuating the dislocation of industry. The Committee therefore discouraged misdirected efforts of this kind, or helped to guide them on to better lines. It has been especially necessary to emphasise the importance of avoiding any use of relief funds in competition with existing industrial concerns. Any financial help given by the Committee to schemes for starting new trades has only taken the form of advancing money for the payment of wages for a limited period, to be repaid out of any profits that might accrue, and with the assurance that the scheme was to be managed by experienced persons on sound commercial lines.

The trades which the Committee have had, or now have, under review include various branches of the toy-making trade (stuffed toys, wooden toys, the making of china dolls' heads and dolls' trunks, &c.), and the making of artificial flowers, baskets, bon-bon bags, boot polish, brushes, crochet buttons, fireless cookers, gloves, Japanese cot quilts, hair nets, memorial wreaths, nets, polished wood fancy articles, potash (from seaweed), rugs (of a kind previously made in Austria), slippers, stockinette knickerbockers, surgical bandages, tapestry, and tinsel scourers, and also gold-beating, the weaving of willow and rush for mats, chairs, and baskets, and the cottage weaving industry. The Committee have also considered plans for extending women's employment in agricultural enterprises, including intensive poultry farming and schemes for fruit-growing, vegetable-preserving and drying.

Principles of Relief Work.

The Committee report at length on their schemes of relief work. In deciding what types of employment should be permitted in relief workrooms they were guided by two main principles. In the first place, the product of that employment must not compete in any way with ordinary industry. In the second place, the work must be of such a nature as to maintain and, if possible, improve, the efficiency of the women employed. They give a detailed explanation of their reasons for having fixed in August a minimum rate of pay of 3d. an hour for those employed in workrooms, and state that, in view of the increase in the cost of living since the maximum of 10s. was fixed for a working week of 40 hours, that maximum has been raised to 11s. 6d.

SWANLEY HORTICULTURAL COLLEGE SCHEME.

Wishing to help in this time of crises by working on the land and thereby setting free men to serve the country, the Horticultural College, Swanley, is taking a useful part by providing short courses of training for female gardeners, fruit-growers, dairy workers, and others. The annual report presented at the general meeting of the College, presided over by Sir John Cockburn, at 30, Hyde Park-gardens, yesterday, pointed out that practical teaching was given to women in methods of production and in the disposal of produce, and that many applications were received from employers. Gratitude was expressed for a gift of £10 from the Queen for the Colonial and Domestic Training Branch, which, in addition to the management of the gardens and poultry, also teaches such useful matters as housecraft, carpentry, upholstery, and cooking. Several past students, it was stated, were turning their varied attainments to good account at Red Cross centres in England and France.

The Chairman, in moving the adoption of the report, said it was gratifying in the present circumstances that the College had suffered less than might have been expected. The number of students had been well maintained, and they helped to meet the growing demand for women's work, especially in gardening. Women were proud to take the places of men who had gone to the front, it being well understood that the displacement was only temporary. The present conditions gave women an opportunity of proving their capacity in various new directions, and their work generally was showing remarkable development, even motor-driving being among the various occupations in which employment was offered. He recognised the devotion with which women were offering their services in a time of emergency, and remarked that many girls were being sent to the College by the Board of Agriculture to learn milking, which had of late years been done by men. The Government had shown recognition that the College filled a desirable function in the national life. Viscountess Falmouth seconded, and the motion was carried.

In connection with their work of finding employment for women on the land and of developing and fostering agricultural industries the National Political League have arranged a meeting to be held, by permission of Lady Cowdray, at 16, Carlton House-terrace, to-morrow, at half past four. Lady Denman will take the chair, and Mr. Stephan Graham will speak on the land problem in Russia. Miss M. A. Broadhurst, President of the League, will deal with the work done by the National Land Council in developing industries on or connected with the land, and towards the formation of training colonies for women and girls. Applications for tickets may be made to the Secretary, Bank Buildings, 16, St. James's-street.

Medical Times
19.4.15

THE QUEEN'S "WORK FOR WOMEN" FUND.

WE have received from the Committee of the Queen's "Work for Women" Fund a copy of a publication which has been compiled by Mr. Percy Green, of the Press Department, 8, Grosvenor Place, S.W., which contains a large number of newspaper extracts, in which reference is made to the excellent work of the Fund. The first two pages of the publication contain the signed message of the Queen to the nation, appealing to the women of Great Britain "to help their less fortunate sisters through this fund," statements as to the duties of the various Committees, and as to what has been done, and is being done. There are about sixty folio pages of extracts from the London and other newspapers, including Scotch and Irish representative journals, all complimentary, and indicating approval of the scheme. The price of the publication is one shilling, and any profit arising from its sale will be added to the Fund.

Daily Mail
22.4.15

WARNING TO MAIDS.

Sir,—A leaflet has been sent to me headed "Australia Offers Help to Women in Distress Through the War," and it tells how New South Wales and Victoria will accept untrained girls and widows with not more than two children for domestic service.

A further inducement to the girl is a paragraph stating that the Queen's Work for Women Fund is ready to assist those eligible for these passages.

As an Australian woman I should like to warn English girls of the danger they run in leaving home and friends, seeking fortune in a strange country at a time like the present.

SMALL WAGES.

The wages offered are from 5s. weekly, a quarter of what a good mai dis paid in the Colonies.

How long will such an arrangement last? The girl will very soon feel that she is trained and worthy of more money. Will the mistress give it?

Then comes the parting of the ways and the danger to the girl.

Where is she to stay while seeking fresh employment?

The widow with two children is expected to go "outback." I have not been away from New South Wales six months yet, and when I left the advertising columns of our newspapers were full of servants wanted for the country, but "without encumbrances."

TROUBLE AHEAD.

There is poverty and trouble ahead for the girl who accepts a starvation wage in a country where clothing alone is double the price paid for the same article in England.

I would suggest that some scheme of training should be started.

A large house could be rented near London, and the girls given some months' good training under an experienced woman, preferably one who understands Australian conditions.

If the £2 given by the Queen's Fund helped such a scheme along to commence the house could easily be made to pay its own expenses by offering to board at a low rate many professional working women who have been reduced through the war.

(Miss) SUTTON TALHAM.

Pioneer Club, St. James's.

Herald.
13.2.15

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A GREAT fight is being made by Dr. Marion Phillips and Margaret Bondfield on behalf of the women employed in the Queen's workrooms. They are asking for a rise of an halfpenny an hour. At present the rate of pay is 3d. an hour, with a maximum of 10s. a week. Everyone will admit this was only a bare subsistence rate before the rise in prices; now it is starvation pure and simple, and we trust the whole force of organised Labour will help in securing the very modest increase asked for.

Standard
19-4-15

THE QUEEN'S FUND.

The Queen's "Work for Women" Fund, to which more than £150,000 has been subscribed by the public, is doing admirable work in an unostentatious manner. Its machinery exists not for the relief of distress, but for its prevention, and it offers not charity but work to those who need it. In her message to the nation when the fund was inaugurated last autumn the Queen said, "In the firm belief that prevention of distress is better than its relief, and that employment is better than charity, I have inaugurated the Queen's 'Work for Women' Fund. Its object is to provide employment for as many as possible of the women of this country who have been thrown out of work by the war. I appeal to the women of Great Britain to help their less fortunate sisters through this fund."

The Central Committee has the Marchioness of Crewe as chairman, Miss Mary R. Macarthur as hon. secretary, and Mrs. H. J. Tennant as hon. treasurer. Its members are Lady Askwith, Miss Margaret Bondfield, Mrs. Austen Chamberlain, Mrs. Gasson, Miss R. E. Lawrence, Miss Susan Lawrence, the Hon. Mrs. Alfred Lyttelton, Miss Violet Markham, Viscountess Midleton, the Hon. Lily Montagu and Dr. Marion Phillips. Its primary function is to devise and put into operation schemes which will provide work for women and girls whom the war has thrown out of employment without interfering with ordinary trade. It investigates suggestions and acts as a bureau of advice for individuals and organisations, and is a connecting link between the various official and voluntary agencies which are interested in the same problems.

There is also a collecting committee, whose duty it is to raise funds to be spent solely on schemes devised by the Central Committee on Women's Employment. All communications and gifts for sale should be addressed to Lady Roxburgh, 33, Portland-place, London, W., and all cheques be made payable to Mrs. C. Arthur Pearson, hon. treasurer, at the same address, and crossed "Queen's 'Work for Women' Fund Account."

All communications respecting the work of the Central Committee on Women's Employment must be addressed to Miss Mary R. Macarthur, hon. secretary, 8, Grosvenor-place, Hyde Park-corner, S.W. Applicants for work should apply to the secretary of the local representative committee at the town or county hall or urban district offices in the locality in which they reside.

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The Evening Standard
3/8/15

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653/61

THE QUEEN'S FUND

POWER MACHINISTS MAKE KHAKI AND KIT-BAGS.

LARGE CONTRACT.

Over fifty girls, formerly engaged in printing, have been placed in new trades by the Central Committee on Women's Employment.

These girls worked at Kingsway Hall, a Queen's "Work for Women" Fund workroom, after their trade could not offer them employment. About five-sixths of the workers in the workroom are bookfolders, and there is no doubt that the trade is at present a very unpromising one.

Every week firms are either closing down or placing the workers on very short time, while occasional work which gave the women employment for one or two days a week during the war is getting distinctly less. The girls are very anxious to get into some employment which is more hopeful than that of their old trade, and they are very ready to learn whatever they can.

Leather-Stitching for Girls.

Thirty-six have gone into the contracts hosiery workroom in Piccadilly, where, after learning to use hand-knitting machines, they earn good wages, helping to carry out a contract for 2,000,000 pairs of socks for soldiers. Eight girls were sent to learn leather-stitching, which is always a good trade, and particularly so at the moment, and four girls have been trained in power-machining, the demand for workers at present exceeding the supply.

Urged by the long list of power-machinists wanted in the daily papers, the girls accepted with alacrity the invitation of Mrs. Halsey to learn how to use the machines she had set up in her house in South Audley-street. They were quite aware that power-machining firms would not take them without some training, owing to the difficulty of sparing time to teach new workers. They knew also that, once having learned to use power, a great many branches of work are open to them, particularly just now, when a great supply of khaki and kit-bags is needed.

After a fortnight's training the girls have obtained work with a children's frock-making firm at a wage of 14s. per week. When they are more experienced they will be put on piece work, and have the opportunity of earning better wages.

Of the remaining girls who have been transferred to new trades one has become a messenger clerk, and six others have been taken as ward-maids in the new Military Hospital in Endell-street.

Evening Standard
15/6/15

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THE QUEEN'S FUND

TRAINING HOUSE-WORKERS AND HOME-HELPS.

WAGE-EARNING OVER 40.

Although young women who were unemployed in the winter have now for the most part found work, the problem of the older wage-earners remains.

The way it is being tackled at Willesden in the Queen's Fund workrooms is an illustration of the usefulness of the schemes approved by the Central Committee on Women's Employment. Training, where normal employment cannot be found, is the plan.

Over 100 women above forty years of age still remain in the workroom, and as the majority are not trained for any kind of work, Mrs. Ackworth, the energetic chairwoman of the Employment Committee, has set about training them all. She is following two distinct schemes, and converting them into home helps and trained houseworkers.

First and Second Class Workers.

Thirty of the women are in training as home helps, and it depends upon those who remain how many of them qualify for trained houseworkers. Certificates have been offered of first and second class, and later on, when they are trained, Mrs. Ackworth intends to have a bureau in connection with the workroom for the supply of first-class or second-class houseworkers. Ladies requiring daily workers will then be sure of competent people. A scale of wages will be fixed according to the class.

"I do not think there would be sufficient paid work in Willesden for all the home helps when they are trained," said Mrs. Ackworth, "if they only went to the sick homes, but if they have certificates as trained houseworkers as well they will always be sure of plenty to do."

Three Sad Cases.

After indoor training the women are sent out to look after the homes where district nurses, midwives, or charitable associations require their help. The following are typical cases:—

The mother dies in hospital, leaving the father with ten children, the youngest a newborn baby and the eldest but fourteen years old. The home help has been teaching the little girl how to look after the family, and goes in to help her.

A death and a birth in the same house. The mother dead and the daughter-in-law with a baby, and two helpless men.

The mother dying with cancer, the husband on night work sleeps in the day and so can do nothing for his wife. Three little children, the youngest eighteen months.

Home Spring Cleaning.

The home helps supervisor not only visits the homes where the women are working, but inspects their own homes. They have all done spring cleaning at home under supervision, and several have been moved to cleaner and healthier quarters.

The Morning Advertiser
20/7/13

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QUEEN'S "WORK FOR WOMEN" FUND

SKILLED DAILY SERVANTS.

The charwomen who received a maintenance grant from the Queen's "Work for Women" Fund while attending instructional classes arranged by the Central Committee on Women's Employment to equip them as skilled daily servants, are now ready to fill domestic places in private houses or hotels. For some weeks the women have received training from an efficient certificated teacher.

The first instruction given embraced practical demonstrations on the up-to-date and hygienic methods of cleaning everything in domestic and daily use, economy and the correct use of cleaning materials, scouring solutions, the proper mixtures for cleaning delicate fabrics, varnished surfaces, and furniture polishes. This part of the domestic economy training was given in an empty house in Cadogan-square.

The classes were then removed to a furnished mansion in the neighbourhood of Park-lane, lent to the Central Committee by a well-known society lady, who, being interested in the training scheme, and recognising that women would only become proficient by practical acquaintance with the contents of a residence, generously lent her town house for the purpose of training the pupils.

The Queen's "Work for Women" Fund yesterday reached a total of 162,579*l.* in the "Hundred Miles of Pennies Scheme." Another mile, realising 220*l.*, has now been completed.

653/64 653.

The Lady's Pictorial – October 2nd 1915.

THE QUEEN'S WORK FOR WOMEN FUND.

THE stress and concentration of war have done more than suppress political and social differences; they have unified the work of the sexes. It is never possible to draw a dividing line and say, "Here finished the work of the men; here began the work of the women." The nation is one, without division. There are nevertheless some directions in which work by women for women has been specialised, and the outstanding example of such work in the present war is the Queen's "Work for Women Fund."

The scheme was inaugurated by her Majesty the Queen early in September last, to provide employment for as many as possible of the women of this country thrown out of work by the war. Her Majesty's call was full of point and character. It contained such pregnant phrases as "prevention of distress is better than its relief," and "employment is better than charity." It was a declaration which, if made in normal times, would startle the country by its boldness and breadth of view, and it will not be forgotten when the war is over.

The purpose of the Committee was to obtain money for the relief of this unemployment, and the funds it is raising are being spent solely on schemes devised by the Central Committee on Women's Employment for this purpose. The Fund does not itself provide the actual work.

Throughout the country there were thousands of women workers who found themselves deprived of livelihood through loss of employment. All over the country factories were either closing down or turning off their hands in hundreds. This time last year, in London alone, nearly 50,000 women and girls were estimated to be out of work, and 200,000 more on only "half-time." Conditions have now improved.

The Queen's "Work for Women Fund" made a very timely entrance on the scene. Indeed, it is one of the good things that have come out of the evil of this war, that a grand experiment is now being made in the methods of treating the problem of unemployment. It was the Queen's intimate knowledge of girl life in England and the part women play in the industrial and commercial ranks of large towns that inspired her Majesty to write her appeal to British women to come forward to help their less fortunate sisters. The position of women who are actual breadwinners is extremely sad, and amid much that is sad, it is interesting to observe that women suffer at least as much as men from the horrors of war. We have all grown very enthusiastic over the gallant deeds of our soldiers, and we are all anxious to do what we can to help those whom they have left behind them, but some of us are apt to forget that there are others, who, while unable to claim assistance on the score of relationship with a fighting man, are just as deserving and in need of aid. Thousands of homes in the British Isles are entirely, or nearly entirely, dependent on women. Thus the problem of the out-of-work women presented itself in a more tragic manner, perhaps, than ever before. Charity is a good thing, but avoiding the necessity of charity as far as possible is a better. This has been made possible chiefly by opening workrooms in many of the most distressed districts of London and the provinces, in which clothing may be made for distribution. One fact which cannot be explained away or minimised is that for the time being all German export trade of made-up clothing is dead. Not only is wearing apparel concerned, but a quantity of smaller wares in fancy goods, which will not be "made in Germany" for a very long time to come. The manufacturers had little time to grasp the changed situation in the first few months of the war, but now there is every reason to think that they will call for plenty of women's work. Everyone, I think, has now become convinced of the distress among the industrial women workers, but not everyone has yet realised that the plight of the typist, the actress, and other such workers is no less serious. Many of them have pitiful tales to tell.

The problem before the Committee is therefore many-sided. The Committee is desirous to promote, wherever possible, schemes for the training of women in domestic economy, in trades where new openings are now offered to British industry, and in certain skilled trades where there is normally a shortage of labour. In this way the status of the workers is improved, and instead of being merely tided over

H.M. THE QUEEN.

a time of difficulty, they will be enabled hereafter to command a more useful position in the labour market and a better rate of wages. The fund neither employs voluntary clerical labour, nor did it encourage the voluntary workers who at the beginning of the war hastened to make numerous garments for the soldiers and their families, thereby injuring trade or making less possible the doubly vital work of employing those whose living actually depends on providing such articles. One of the aims of the scheme is that no existing trade shall be interfered with, and therefore no garment made in the workrooms may be sold.

Her Majesty's appeal awakened the greatest interest in the Fund, and in the first twelve hours of its existence over £20,000 was subscribed. The profits of the sale of the song, "Your King and Country Want You"—which was dedicated by special permission to the Queen—are to be handed to the Q.W.W.F., and the composer generously decided to devote his royalties on the song to the Fund. By the end of January those royalties had amounted to considerably over £5,000! Women have emptied their jewel-cases into the Fund. A thank-offering of 2s. 6d. was made "for full work and full wages." The profits of the sale of "Princess Mary's Gift Book" alone added £10,000 to the Fund, when half a million copies of this book had been sold, and it is said to be a "record" in the publishing trade that 400,000 copies should have been sold to the trade within three weeks of publication. The production of the book gave over 2,000 people employment.

Her Majesty's appeal to seven million Sunday school scholars met with splendid response. One child, on hearing of the collection, approached her teacher and said: "I want to give something to the Queen. You might send her my prize instead of giving it to me." When the Queen heard of this she was much touched, and instantly suggested the issuing of certificates to the children who voluntarily surrendered their prizes, as a reminder that a child's sacrifice was appreciated in the dark days of the great war. The Chief Rabbi informed us in January that children of the Hebrew and Religion Classes in the provinces and in the metropolis had raised £100 0s. 8d., all collected in halfpennies. The Ladies' Golf Union forwarded a cheque for £743 12s. 8d., made up of £50 from the funds of the Union, £1 4s. from one of the Colonial affiliated clubs Pietermaritzburg and the remainder almost entirely in 1s. subscriptions from members of the affiliated clubs.

Other things besides hard cash have been attracted to the coffers of the various war funds. The Q.W.W.F. received a length of Chinese silk, embroidered with dragons, "each of which has a love story," and a piece of Hungarian work done entirely by the embroiderer's left hand. An old lady of ninety-five travelled to London to deliver personally the gift of a Jubilee sovereign, carefully wrapped up in tissue paper. Another donor was a blind old woman, who was led up by a Boy Scout to present the savings of many years. A soldier's fiancée sent her engagement ring with the following explanation: "The boy who gave me this ring made me promise that if anything happened to him I was to give it away. He will never come back. With a wrench I send it to you, as his gift to the Queen's Fund." A recruit sent in his full pay from the day he enlisted because work found by the Fund for his dependents had enabled him to go to the Front. One and a half million children made a collection for the Fund. There is also the "100 miles of pennies" collection, by which 52,000 pennies are collected from every mile of ground. This scheme is a mileage problem with a great fascination about it. Mrs. C. Arthur Pearson, one of the Joint Treasurers of the Fund, said:—"A hundred miles of pennies, if you take it in the light of a street collection, means the longest street in the world. I believe that if you average a penny a house, each house with a frontage of 30 ft., the houses if placed in a single line would cover the circumference of the earth with 5,124 miles to spare." It is hoped this will be accomplished. A special Christmas appeal for shillings to provide women with work produced the splendid total of 167,446 shillings, otherwise a further £8,372 6s.

A vast network of local organisations all over the country is now connected with the Central Committee on Women's Employment of the Q.W.W.F. Thirty-two boroughs in London and Greater London, and thirty-four provincial towns opened workrooms approved by the Committee. In addition, over 114 ordinary trade workrooms which would otherwise have been shut down as a result of the war, have been kept going, and women retained in employment who would otherwise have swollen the ranks of the workless. Besides the experimental schemes which the Central Committee on Women's Employment has started as models of how work may be provided, twenty-nine schemes proposed by Local Representative Committees all over the country have been approved by the Central Committee. The relief work is by no means confined to needlework, but includes training schemes by which the women and girls will be fitted for better work in the future. The results show the value of the lessons in making old clothes new which have been given during the past few weeks. Many of the workers could not sew at all when they came to the workrooms, yet one woman brought her husband's old trousers and cut them down to a neat pair of knickerbockers for her boy; a wife mended her husband's flannel shirt with the tail, and added a new tail of a different material; a sheet for a cot was made out of a nightshirt. Mr. Arnold Bennett, who visited the workrooms, said:—"I was shown an exquisite pair of house-shoes which had once been an old tweed hat and a bit of ribbon. Waste was inconceivable. Recollect that all articles are given away to those who need them. Nothing is sold, except the very rags of rags, which are secretly disposed of to a rag merchant."

Five thousand women were found employment due to the schemes of this committee within the first six months; and of the 2,000 shopgirls in the West End of London who were thrown out of work in the early days of the war, many have gone back or found other employment. Among the centres of work opened last October, two workrooms in Bethnal Green and Stepney employed ninety-six women in making cradles out of banana crates. Fifteen hundred cradles were being fitted up complete to give away to poor mothers in the neighbourhood who could not afford to buy them. Contract work was placed with nearly 100 firms whose workers were out of employment. Those contracts were placed with the assistance of the Committee in such a way as to secure prompt delivery of goods which were urgently required, and at the same time to assist women's work in localities where unemployment was most feared. Both small and large firms have been benefited, the smaller firms being principally those engaged in the millinery and dressmaking trades. The work of making up 5,000 shirts weekly was given out to some sixty workshops, and the Committee made it a condition that the Fair Wages Clause should be strictly observed. An order for 50,000 flannel belts as a gift to the French Army was given out to some thirty firms, and large orders for body belts have been placed in connection with the Queen's Gift to Soldiers at the Front. Private orders for the making of shirts and other garments have also been distributed to workshops throughout London and the provinces. A contract for 1,000,000 pairs of Army socks came as a windfall to the Committee. It provided work for over a thousand women until the end of January, and up to the beginning of August.

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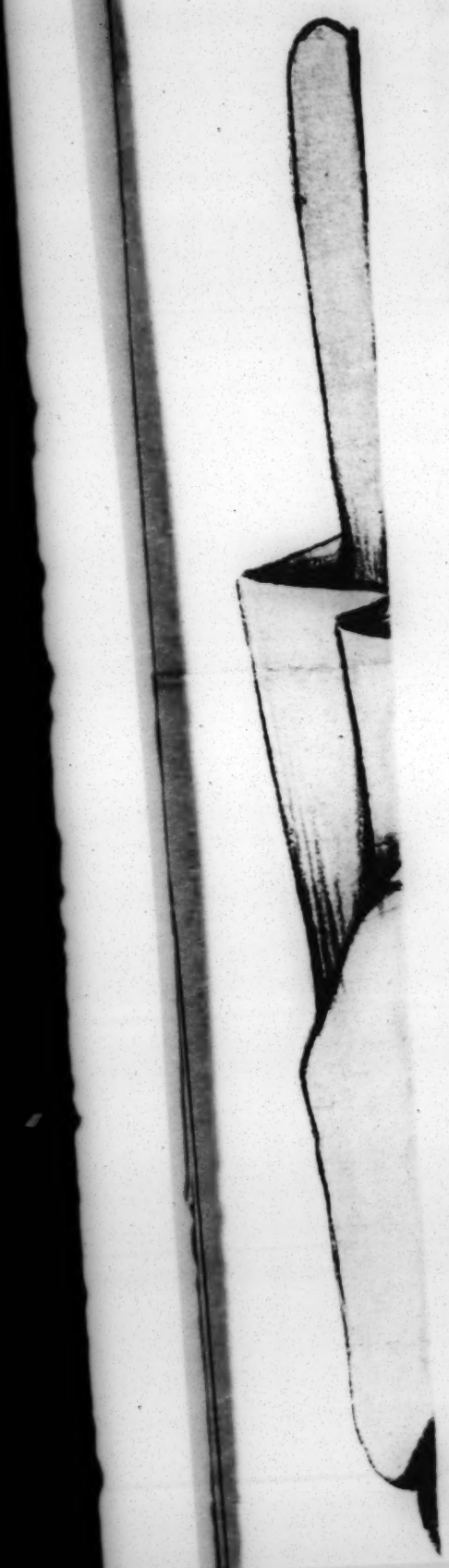

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the Queen's Gift to Soldiers at the Front. Private orders for the making of shirts and other garments have also been distributed to workshops throughout London and the provinces. A contract for 2,000,000 pairs of Army socks came as a windfall to the Committee. It provided work for over a thousand women weekly from the end of January right up to the beginning of August.

In the west of England a new factory was created, in which the working women of surrounding districts find a new employment in all forms of fruit-pulping, drying vegetables, and in bottling new unsweetened fruit preserves. By means of this work hundreds of tons of fruit, which would otherwise have been wasted, have been dealt with, and supplies for the Army and other public sources provided, and a trade hitherto centred in Germany developed in this country. Closer at hand, at Radlett, in Herts, East London girls were set to work with a view to establishing them as skilled market-gardeners and fruit-growers in the future, to develop a good acreage of land with fruit and vegetables and flowers.

A new privilege was later granted by Royal permission. Her Majesty's crown and initials may now be placed on each article made throughout the country in the workrooms controlled by the Committee. Many hundreds of garments were made before this distinction was conferred on the workrooms, and a small staff of unemployed embroideresses are now engaged on this final work.

Many stories are told of the gratitude displayed by the recipients of the finished cradles and baby garments that went out from the Queen's workrooms to poor East End mothers. In one home were four little ones of five years, three years, two years, and a baby seven weeks old. "She's the lucky baby," the mother said of the mite in the cradle. "The others never had a cot. I just love it!" She turned over the warm blankets, fondly pointing to the crown on each. "And all marked with the Queen's name, too! She's a lucky baby, she is!"

The total of the fund up to date reaches nearly £170,000. The whole tendency of social work at the present time is in the direction of utilising money which has been contributed for national purposes, to give people who are out of work the opportunity for training so that they will become more valuable citizens after the war.

If no other result emerges from the experience of the war-created Queen's "Work for Women" Fund, the fact that a minimum rate of wage per hour has been accepted as a national necessity will mark the end of another great problem of women's employment. But too much optimism should not be entertained as to the future. There is a trying time ahead. When peace comes, when factories stop turning out military equipment, and the great armies disband, mighty problems will arise. And then, above all others, it will be seen that the Prince of Wales's Fund and the Q.W.W.F. were vital *necessities*.

The Queen has been the first in the causes which belong to the women of England in war time. The magnificent work of this organisation is destined to achieve admirable results, and it is no exaggeration to say that the progress of their work is nothing less than amazing! Women are doing it all. Women invent it, scheme it, plan it, supervise it, and execute it in every detail. It is a triumphant vindication of the ethical organising genius of women.

NANCY NOYES.

The Morning Post,
Oct. 12th. 1915.

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WORKS OF RELIEF.

THE QUEEN'S FUND.

The Queen's Work for Women Fund yesterday reached a total of £165,857 11s. 3d. The day's subscriptions included a collection by the Mayoress of Poplar (further instalment), £48 12s. 8d.

All communications and gifts for sale should be addressed to Lady Roxburgh, Hon. Secretary, 33, Portland-place, and all cheques should be made payable to Mrs. C. Arthur Pearson, Hon. Treasurer, at the same address, and crossed "Queen's Work for Women Fund Account." All correspondence respecting the work of the Central Committee on Women's Employment must be addressed to Miss Mary R. Macarthur, Hon. Secretary, 8, Grosvenor-place, Hyde Park Corner.

CLERICAL WORKERS' TRAINING SCHEME.

That training with maintenance is better in the end than finding unemployed and inefficient girls temporary work was long ago recognised by the Central Committee on Women's Employment, as answering in part the question: "What shall be done for our girls?" Even in those harassing days of last autumn and winter, when the dislocation of the industrial system affected women workers so generally and directly throughout the country, it was decided to give training instead of temporary work to a number of girl clerks, and to enable this to be done successfully a grant was made by the Queen's Work for Women Fund. The scheme is known as the Clerical Workers' Training Scheme. A report has now been prepared for the Central Committee on Women's Employment, which speaks eloquently of the achievements of the girls during their period of training. Dealing with 57 of the girls who have received instruction and maintenance at Clark's College and the City of London College, it appears that 51 have been placed in permanent employment, and all have secured a substantial advance on the wages they earned before the war, when their salaries averaged 15s. a week. Thirty-four of the girls on restarting office life begin as follows: 15s. per week, two; 17s. 6d., three; 18s., one; £1, thirteen; £1 2s. 6d., one; £1 5s., nine; £1 6s., two; £1 7s. 6d., two; and £1 10s., one. Only six of the original 57 now remain in training, and it is hoped that they will find employment within the next fortnight.

6.53.

Morning Advertiser

October 30th 1915

"THE QUEEN'S NET."

Everybody has heard of the Queen's "Work for Women" Fund, but few know much about the good work it is doing, and, in fact, many people have no idea as to whom the fund helps. To give a wider knowledge of some aspects of the work, however, Mr. Harold Begbie has written "The Queen's Net" (Hodder and Stoughton), in which he tells true stories of all sorts and conditions of women saved from the war flood of suffering, privation, and despair by the Queen's "Work for Women" Fund. It is a wonderfully interesting book, and the narratives show the author at his best. There is considerable dramatic interest in the stories of those whom he has selected as examples, and he candidly admits that they were chosen rather for their possibilities in that direction than for their pathos or tragedy. Readers will not quarrel with Mr. Begbie on that ground, for they will find in them both tragedy and pathos, and no little humour. The opening story, "Light Opera," contains touches of all three characteristics, and deals with the case of a lady who had been a member of the D'Oyly Carte touring companies, and who is now, with charming philosophy, keeping her daughter and herself on the ten shillings a week she earns in the workroom. Another, "Little Lulu," tells of one who years ago was in the circus-ring, and is now making a brave fight against adverse circumstances. And so on right through the book, each story is a novel in itself, but has the advantage over the latter of being true. Here the author has drawn living pictures of brave struggles against adversity, borne with a cheeriness which is marvellous, and without complaint, and one lays down the book with the feeling that there are many noble women whose names and lives never reach the public eye. Possibly these are exceptional cases, but they serve to show how wide the net of the fund is cast, and how it has helped people of all classes who have been hit by the effects of the war.

The author, in a few concluding words to the reader, says, "If the stories in this book have touched your heart, and through them you have come to realise how great and desperate are the sufferings of some women workers, may I appeal to you to mark this generous sympathy by sending me a subscription for the 'Queen's Net Fund,' which is to help the parent fund at headquarters." It will, indeed, be a hard heart which is not touched by the stories of bravery and struggle, and there should be a great response to the appeal, which would enable more of the good work to be done. Subscriptions should be addressed to Mr. Begbie, St. Paul's House, Warwick-square, E.C., and marked "Queen's Net Fund."

Observer.

October 31st 1915.

"THE QUEEN'S NET."

Under the title of "The Queen's Net" (Hodder and Stoughton, 6s.), Mr. Harold Begbie relates with rare skill and sympathy a number of deeply interesting stories which he has collected of all sorts and conditions of women who have been saved from the war flood of suffering, privation and despair by the Queen's Work for Women Fund. These stories, as the author tells us, take the reader into queer neighbourhoods, introduce him into strange rooms, make him acquainted with some odd characters, and show him at the same time how wide and how deep the Queen has flung her rescuing net into the war-muddied waters of London.

Amongst the odd characters to whom we are introduced are the star artist of light opera, the lady detective, the flower seller, the girl gardeners, the little stranded governess, and Lulu, the circus rider, who, as age came on and work grew scarcer, became an actress for the cinemas, for she was still "pretty useful to these people," as she could "fall out of a window and ride anything they give me." The author's aim will unquestionably be realised, and the stories will touch many hearts, with the result that there will be a widespread desire to help "The Queen's Net Fund," subscriptions to which should be addressed to Mr. Begbie at St. Paul's House, Warwick-square, E.C.

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The Times
November 4th 1915.

SOCIOLOGY.

THE QUEEN'S NET. True Stories of all Sorts and Conditions of Women saved from the War Flood of Suffering, Privation, and Despair by the Queen's Work for Women Fund. Collected and told by HAROLD BEGBIE. 7¼×5, 300 pp. Hodder and Stoughton. 6s.

This is worth reading by all who feel the attraction of humanity revealing its indestructible worth in hard or stricken lives stripped of convention, for Mr. Begbie, as he has shown in his "Broken Earthenware," "In the Hand of the Potter," &c., has the gift of painting in vivid colours the stories of individual souls. There is a chapter at the end on "What it"—the Queen's Work for Women Fund—"does and how it does it."

Illustrated London News.
November 6th 1915.

SAUNTERS AMONG BOOKS.

BY RICHARD KING.

MOST people do not recognise a heroine unless she stands in the middle of a ray of limelight. A heroine sitting quietly by herself in a corner—who ever heard of her? The world requires a miraculous shaft of limelight and an accompaniment of slow music before it realises that someone superhumanly brave and virtuous and heroic is standing in its midst. Well, perhaps it really is rather difficult to see heroism in a charwoman—charing. It is more convenient to call her act of courage "duty," leaving it unapplauded at that. There is nothing heroic in doing one's duty. It does not require a crowd of admirers and a medal. It just has to be lived through—like Monday morning. Nobody feels the spiritual faith to remove mountains on Monday morning. It is just a drabness, a dulness, a dead-level to be lived through somehow. So the quiet heroism of the *everyday* goes unheralded, unknown. And yet it is far more difficult to achieve than the sudden act of immense courage which gets interviewed and photographed and rewarded. The one is a moment of inspiration; the other is a weary struggle against loneliness and poverty and tears. I know not if there be a heaven, but this I do know—there *ought* to be one, if only for those who have fought through the long years with cheeriness and courage and optimism. God knows they have had small reward here on earth—except the chilly reward of a duty done—but to them the unwritten history of drab humanity owes some of its finest pages of heroism.

"All scum in a boiling pot rises to the top and makes itself seen, concealing the pure liquid beneath, until it is skimmed off," writes Elinor Glyn in her new book, "Three Things" (Duckworth). It has been said before in a variety of ways, and people have cried, "How true! How *very true*!"—straightway living their lives as if they disbelieved it. But occasionally—very, very occasionally—we do catch glimpses of this pure liquid concealed beneath the scum, and these glimpses happen in the queerest, darkest, and most unlikely places. "The Queen's Net" (Hodder and Stoughton), written by Harold Begbie for the Queen's Work for Women Fund, describes some of them. Heaven alone knows how many of the wondrous army of Poor Brave Souls have been saved by this most practical and noble work! The Queen's "net" has not landed those "fish"—and they exist in their thousands in peace times—who, as it were, live in expectant readiness to be caught in the meshes of any charity under royal patronage. It has caught those poor women who would sooner starve than beg; who, behind the lace curtains of their little houses, have eaten out their hearts in loneliness and disappointment and poverty. In peace-time so many thousands of these poor workers lived so bravely—one might also say so "genteel-ly"—within nodding distance of the workhouse. It is, metaphorically speaking, so easy to look like a lady behind a lace curtain. They worked and kept themselves to themselves, clinging fondly to their remnants of "better days," secretly thankful for the fact that, though they had to cook their own dinner in a chafing-dish, nobody suspected, nobody saw them doing it. Then came the war. And war ripped away the pretty lace curtains from these lonely little homes, leaving their occupants exposed to all the shame of prying eyes and the horrors of starvation. But the Queen's Work for Women Fund saved these Poor Brave Souls from the final ignominy of a cruel fate. It helped to pin up the pretty lace curtains again in these poor little homes, and brought back courage and hope and a pale wintry glow of happiness into thousands of poor, terrified hearts. Mr. Begbie has collected a few of the life-stories of these poor workers whom the Fund has saved. His stories are pitiful stories of brave women fighting against great odds; but, though piteous and always sad, they yet are tales of wonderful courage and faith and hope—beauty too, and that heroic optimism which still persists bravely, even among human wreckage.

And, but for the very apparent manipulation of Fate by the author, Kathleen Norris, Julia, the heroine of "The Story of Julia Page" (Murray), might easily have become one of Mr. Begbie's forlorn derelicts. She was brought up upon the pleasing and easy ideal that a girl has only to wear a smart hat, show her teeth, powder her nose, and cry "Well, fancy that!" prettily enough, and Man and Matrimony will eventually land her on the Island of Soft Cushions and Caviare.

But Kathleen Norris, in the rôle of destiny, was kind. She has not a story to tell, so much as a series of interesting problems to propound. Consequently, Julia is thrown into the pit and dragged out of it again whenever occasion requires. We meet her at the beginning, a silly, giggling, badly brought-up flapper. But one day she hears the truth about her own "bad form" from the lips of a set of rich young people whom she wished to impress. Her reformation is sudden and unexpected. She almost at once becomes a grave, smiling, modest young person, giving up her life to the betterment of her less fortunate sisters. You see Miss Norris wished to show how a girl can turn to better things, while incidentally allowing a writer to describe some American social problems. But when Julia finds the man she loves, who loves her, and the story seems likely to come to an end, we and her lover suddenly discover that she committed an "indiscretion" in her giggling days. Henceforth the problem is whether she should have told her husband or not, and whether he should rightly have gone and left her when she did. It is however settled happily

unknown. And yet it is far more difficult to achieve than the sudden act of immense courage which gets interviewed and photographed and rewarded. The one is a moment of inspiration; the other is a weary struggle against loneliness and poverty and tears. I know not if there be a heaven, but this I do know—there *ought* to be one, if only for those who have fought through the long years with cheeriness and courage and optimism. God knows they have had small reward here on earth—except the chilly reward of a duty done—but to them the unwritten history of drab humanity owes some of its finest pages of heroism.

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Morning Post.
1. V. 1916

The African World 6 5 3.
13-3-16

653/68.

WORKS OF RELIEF.

EMPLOYMENT FOR WOMEN.

The Queen's Work for Women Fund has now reached a total of £169,324 8s. 10d. Recent subscriptions include: Thirty-seventh contribution from the Scottish Branch, per the Marchioness of Linlithgow, £51 15s.; collected by the Countess of Elgin, Broomhall, Dunfermline, a further contribution from Mr. George Lauder, Pittsburg, U.S.A., per Messrs. Thomas Blair and Son, solicitors, Dunfermline, £50; collected from the Scholars in the Sunday School, South Westoe, South Shields, £12 6s. 4d.

Sussex Daily News
14. 2. 16

HOW TUNBRIDGE WELLS IS HELPING.

SALE FOR THE QUEEN'S WORK FOR WOMEN FUND.

The Council Chamber at the Town Hall, Tunbridge Wells, presented a strange appearance yesterday, when a sale was held on behalf of The Queen's "Work for Women" Fund.—The Mayor (Councillor C. W. Emson, J.P.) described the occasion as unique, for never before had the fine room, held sacred to the local governing body—the seat, as it were, of local government—been utilized as a sale room.—The raised portion of the room, crowned by the mayoral chair, was yesterday used as the rostrum by the auctioneers, who, regardless of their high position, "held forth" on the merits of the various lots, and banged the Mayoral table without respect as they knocked down the items to buyers with the usual cry of "Going, going, gone."—The Mayor, prior to the commencement of the sale, said large sums had been sent up from Tunbridge Wells to the Prince of Wales's Fund and other funds, but not to The Queen's Fund. He had arranged the sale at the request of Lady Roxburgh, on behalf of the Queen, and desired to thank every doner who had sent an article for sale that day. The need of this particular fund was steadily increasing, and a regular income was desirable. His Worship also expressed his thanks to the auctioneers of the borough, who would each take a turn on the rostrum, and upon this unique occasion he hoped a large sum would be realized for the fund. The sale was not only unique, inasmuch as it was being held in the Council Chamber, but also because, unlike other sales, the bidders would not endeavour to buy as cheaply as possible.—Mr. Arthur Brackett, on behalf of the auctioneers, said it gave them all great pleasure to assist in making the sale a success, and he desired, on behalf of his colleagues, to thank Mr. W. F. Bellamy, the Deputy Town Clerk, and the Town Hall staff for their great assistance.—The articles for sale were of a varied and excellent quality, including furniture, jewellery, bric-a-brac, and many other really valuable goods. A brisk trade was done.

THE EDMUND DAVIS COLLECTION.

A Beautiful and Comprehensive Exhibition.

By Sir Claude Phillips in the "Daily Telegraph."

This exhibition, which is for three weeks only, is "on behalf of the Queen's 'Work for Women' Fund"; by which queer phrase is no doubt meant that it is for the benefit of that fund. It is, next to the National Loan Exhibition at the Grosvenor Gallery, the most notable collection of paintings and sculpture that has been brought forward in London this winter. Mr. Edmund Davis confers a great privilege upon amateurs of fine painting and sculpture in affording them this opportunity for inspecting and enjoying at their leisure his exquisite collection, in which there is nothing that is not fine of its kind. It is one made entirely without *parti pris*, for æsthetic enjoyment, not in a spirit of ostentation. We have here exceptionally fine examples of Van Dyck, Rembrandt, Reynolds, Gainsborough, Watts, Rossetti, the Belgian painter, Alfred Stevens, Whistler, and M. Rodin; and the show is completed with some well-known examples of the art of Mr. Charles Shannon and Mr. Charles Ricketts, and paintings by Frank Potter, C. W. Furse, Charles Condor, and Mr. James Pryde. If we judge by mere numbers the collection is small; if we judge by quality and the masterpieces included, it is great.

Van Dyck and Rembrandt.

Most worthily occupying the central place of honour, appears the beautiful "Queen Henrietta-Maria," by Van Dyck, from the Lansdowne collection. It is decidedly superior in quality to the similar examples in the Royal collection and that of Lady Wantage. The Queen stands erect and impressive, dressed in shimmering white satin, touched here and there with crimson. The work is not only a masterpiece of execution, at once broad and subtle; it is what Van Dyck's portraits of women so seldom are, a masterpiece of strong and fearless characterisation. Among the paintings of his later English period it has few, if any, rivals. This canvas and the beautiful "Children of Charles I.," in the Turin Gallery, would suffice to prove that in technical accomplishment if not in virile power Sir Anthony reached his highest point in the later years of the sojourn in England. The "Saskia at her Toilette," by Rembrandt, painted about 1635, is a work of fine quality and fine condition, in which, however, we fail to recognise the young master's much-loved consort, the elegant Saskia. It was last in the collection of Dr. Bredius, and was by him for some years lent to the Royal Gallery of The Hague. The pre-eminently Spanish "Portrait of a Man," ascribed (not without some reason) to Velazquez, is a puzzle. There are many points—and among them especially the painting of the eyes—that are evidence in favour of the attribution. On the other hand, we miss the intense virility of conception and execution, the power of impression, both spiritual and visual, that characterise the greatest examples of the art of Velazquez. But if not by him, then by whom? This is a question which we must reserve for future discussion.

British Masters.

It is a great leap that we take, passing, as we must here, straight from Velazquez to Reynolds. By the English master is the fine and dignified three-quarter length "Earl of Suffolk," in colour scheme a "symphony" in brown and gold. One of the most beautiful works of Sir Joshua's later time is the "Lady Ormonde and Child"; in brilliancy and *desinvolture*, in archness and self-conscious charm, it just reaches the permissible limit, but does not, as a good many of the later portrait fantasies do, pass beyond it. The two Gainsboroughs, "Lady Clarges" and "Miss Indiana Talbot," though in what is deemed to be the artist's best manner, are not wholly sympathetic; in this exhibition Sir Joshua easily defeats the dazzling rival who so often, as painter if not as artist, rises superior to him. Taking another great leap, we come to Whistler, Alfred Stevens, Rossetti, and Watts. By the Anglo-American master we have the early "Old Battersea Bridge—Brown and Silver," the so-called "Piano Picture" (Lady Seymour Haden and Miss Annie Haden), and the exquisitely pure and brilliant "Symphony in White, No. III." In the "Piano Picture," a sober yet superb harmony of brown and silver, relieved by flesh tints of the utmost delicacy, Whistler's work has a sheer simplicity, a penetrating human charm that it rarely if ever exhibits in the later years.

The Belgian Poet-Painter.

The Belgian, Alfred Stevens, is the poet-painter of the Second-Empire beauty. His virtuosity—hardly rivalled by that of any modern executant in this style, which is more or less that of his Netherlandish ancestors—does not overwhelm, but on the contrary serves most appropriately to express the pensive *élégante* of the world, or more often of the half-world. He shows her in moments of sad, sensuous reverie, unsatisfied and full of foreboding in the midst of her splendour. The best things here, from his brush, are "*L'Attente*," "*La Femme en blanc*," and "*La Dame en rose*." With Watts we soar with solemn gladness into the empyrean; his great composition, "The Creation of Eve," reveals the Spirits of Air rising rainbow-hued in triumphant flight, when in their presence the act of creation has been accomplished. Two famous examples of Rossetti's earlier and finer manner are here—the curious caprice entitled "Borgia," and the triptych, "Paolo and Francesca." This last is one of the most inspired conceptions of the painter who was a poet and the poet who was a painter. The fatal hour of the lovers—the hour of bliss, overshadowed even in the moment of fruition by relentless Fate—has never save this once been realised in beauty.

THE LATE LIEUT. N. W. R. KING.

the son of Mr. H. J. King, the well-known South-African Magnate, to whom the condolences of Anglo-Africans will go out in the death of his son, the circumstances of which were published in our last issue.

Beautiful Sculpture.

The sculpture includes a vivacious portrait-bust, "La Comtesse de Sabran," ascribed to the great Houdon, and a whole group of works in marble and bronze, chiefly on a small scale, by M. Rodin. High above these white-marble fantasies and symbolisms of his later time "*L'Eternelle Idole*," "*L'Eternel Printemps*," "*Les Voix*," "*L'Illusion brisée*"—towers in Michelangelesque force, in Michelangelesque isolation, the life-size bronze statue, "Eve"—a figure the reposeful grandeur, and yet the tremendous vitality, of which it is difficult to express in words. This great work in its central position fitly crowns an exhibition of singular beauty and interest.

Dundee Courier
20.8.16

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Queen Mary is extraordinarily busy in and about London just now, and there is hardly a part of it where there is a centre of women's work established under Her Majesty's "Work for Women Fund" that she has not visited. To-day Deptford was selected, and the Queen went there quite privately, and with the usual injunction that reporters must not be present. This is not meant to be disrespectful to the press, but is only an indication of the Queen's wish for privacy. She really does not wish her comings and goings to be blazoned throughout the country. Needless to say, the precautions taken for secrecy fail entirely in their object. Someone always betrays the secret, and an account of the visit duly appears. To-day's visit was conducted in the usual private way, but I hear that it passed off very successfully. Deptford is like all other districts of London, a town in itself, and extremes of poverty and middle-class prosperity are to be met within its boundaries. It was once represented by Mr Justice Darling, but its present member belongs to the Labour party. Queen Mary went round the workrooms and talked with the officials and workers, and the visit was altogether of the most agreeable character.

Newcastle Chronicle
16/12/16

653

653/70

A Circumlocution Tangle.

It is the fault of many of our laws, while framed with the best of intentions, that they are not sufficiently elastic to meet unforeseen contingencies. A case in point has arisen in connection with the London unemployed body. It has on its hands about 9,000 garments, made in the Women's Workrooms before the war, for distribution among the unemployed poor of the Metropolis. These cost £600 to produce, and, as we have at last reached the happy condition when there are no longer any poor with us, the charity clothing is left on the hands of the unemployed body and fast deteriorating. Though the authority may give away these garments, they are not allowed to sell them, and they are therefore in a quandary as to their disposal. In this dilemma the Local Government Board is to be asked to sanction their sale, though whether the Whitehall authority will agree to such a reasonable course is by no means certain.

w. Daily Mail

653-3

653/71

ELDERLY HELPS.

The growing scarcity of women workers has given opportunity for a scheme for using elderly women as helps in the home. At the beginning of the war many women suddenly thrown out of work were taken into the work-rooms of the "Queen's Work for Women Fund." But it was soon found that there were many unsuitable for special training in needlework or power-machine running. It was then decided to train those who seemed suitable as home helps. The organisers made the most careful inquiries into the personal character and cleanliness of these women. They visited them in their own homes to see how these were kept, and then they gave those who passed their tests a three months' training in domestic work. These new home helps are instructed in cookery, laundry, housewifery, and hygiene, and in the care of infants. In one district they are even given instruction in first aid. There are going to be tens of thousands of homes in London in the coming winter where it will be impossible to employ servants as usual, but where the help such as these women can afford in part time work during the day will be very welcome. A vast process of readjustment is going on in London as everywhere else throughout the country. We are discovering how to adapt our lives to new conditions. People who had big homes are often enough finding out it is possible to be just as happy in small homes. Women who had their motors last year are learning this year that walking has its advantages, for health and for many other reasons.

For Miss Boudfield. 653/72 11/9/18

Press Cuttings from Files 652 & 653. on Central Clee's Work.

652. Central Clee File. | Selected Cuttings, in chronological order, except the Radlett experiment cuttings which I have been able to put together as they are all on ** sheets without otherwise.

In the other set of 652 cuttings are particulars of Queen Mary's visits to workrooms & various details about the work done: including emigration to Australia: they are on the same sheets - mixed rather - but all I have put here are fairly important.

653. W.W.F. "File | A few personal paragraphs & articles on inception of fund.

In the large lot of 653 cuttings are further particulars about the fund; & the Queen's visits with some Illustrations of workrooms.

These are in chronological order. There are three articles by girls who were rescued from sweated cookery, put on land & helped from state, by fund. The files from which these selections have been selected are put here as I have been through them carefully.

L.B.

653/73

19/9/15 Mrs Bondfield.

Re Central Club Queens Fund up to October 1914 from Enquet, are filed quite separately under 452. I have taken out such cuttings as I think may be useful, from "One of the Nero Times" copies but I will use for cutting so 652. The other for framing

EB

The Scotsman
Oct. 22nd. 1914.

THE QUEEN'S WORK FOR WOMEN FUND.

Yesterday's subscriptions amounted to £283, bringing the total up to £76,895. Two long tresses of hair, cut from a girl's head, have been sent by the Queen's Guild, *Evening News*, to be sold for the Queen's Work for Women Fund.

Illustrated Chronicle, Oct. 23.

QUEEN AND WOMEN WORKERS.

Queen Mary's Fund to secure work for women is beginning to exert a beneficial influence. Experimental schemes for providing work for women have already been adopted by many local representative committees, Islington affording a notable example of what can be done. In the way of assisting poor women to get work in that borough, the labour exchanges registered 700 women and girls out of work recently, and the local committee obtained from the Queen's Fund a grant for the assistance of such as were thrown out of employment by the war. Eighty-four are now employed by the local employment committee. Arrangements have been made for starting other 200 at once. Two private work-rooms have been established to provide work for others, and help is given to the remainder until they can be put in the way of earning their living.

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The Universe, October 23rd 1914

Notes and Comments.

Perhaps one of the most valuable of the many funds which the war has brought into being is the Queen's "Work for Women" Fund, for the reason that it provides useful employment to many distressed women reduced at a stroke from comparative affluence to grinding poverty, and gives money in return for profitable services rendered—thus relieving those who are the recipients of its benefactions from that most hateful of all fears to independent minds—the fear that they are receiving charitable doles. There is another reason why this Fund should appeal to us all. We can all help it—if not with money, then with some cast-off garment, which might otherwise find its way to the rag-bag. All's fish that comes to the net of this excellent fund; garments of serge, tweed, or cloth, shirts, stockings and socks, all and any sorts of underwear, and odd lengths of material of any kind—old chintz, dimity, and cretonne. All go into the beneficial furnace of the Fund's workrooms, and, under the dexterous manipulation of its willing workers, emerges a cot-quilt, a rag-rug, a garment and what-not, to comfort some poor home, to protect some poor child from the winter's cold.

Daily Mail,
Oct. 24th. 1914.

HELP FOR WOMEN WORKERS.

The Queen's Work for Women Fund, which is finding employment for women and girls thrown out of work through the war, amounted yesterday to £77,867 15s. 5d. Latest subscriptions, some of them further instalments, included:

£102 6s. 5d.—Collected by Mayoress of Reading, including entertainment, £25 8s.; collected by Miss Smith, £12 10s. 6d.; by Mrs. Bull, £10 19s. 8d.
£55.—Collected by Mayoress of Nuneaton, including concert by Congregational church choir, £40.
£27.—Collected by Mayoress of Hastings, including Mr. Herbert Neal, £10; Mrs. Edward Kent, £10.
£16 1s.—Collected by Weston-super-Mare Urban Council.
£14 5s. 6d.—Collected by Mayoress of Brighton.
£10.—Mr. and Mrs. James A. Morris.

Contributions should be addressed to Lady Roxburgh, 33, Portland-place, W., and all cheques made payable to Mrs. C. Arthur Pearson, hon. treasurer, at the same address.

Burnley Gazette
Oct. 24th.

FINDING WOMEN WORK AT PADIHAM.

There has this week been commenced in Padiham a praiseworthy scheme for finding unemployed women and girls with work. The scheme has been originated by a number of Padiham ladies in conjunction with Queen Mary's Work for Women Fund. The Hon Rachel Kay-Shuttleworth, Miss Briggs, and Miss Horn, are prominent workers, and the girls are paid 3d. per hour with 40 hours per week. Already a sum of £50 has been collected, including a subscription of £10 from Lord Shuttleworth, but further subscriptions will be necessary if the work is to be carried on successfully, and the workers urgently appeal for assistance. During the week the following local manufacturers have contributed bales of cotton:—Messrs. Geo. Green (who have also subscribed £3 3s.); George Street Manufacturing Company; Messrs. Inghams; Crescent Manufacturing Co.; Levant Mill; and Messrs. R. Thompson and Sons. Two local girls named Shaw, as a thankoffering for having been fully employed throughout the war, have each contributed £1. The committee, in addition to asking for subscriptions, also appeal for gifts of clothes that can be altered, material, etc; and, with a view to augmenting the funds, a flower day is to be held to-day. A grant has been applied for from Queen Mary's Fund.

Western Independent
Oct. 24th. 1914.

The Queen's Fund.

IN the list of contributions to Queen Mary's "Work for Women" Fund, which was published last week in this paper, some names were omitted of Devonport subscribers, as follows:—Mrs Leigh-Bennett, £2 2s. 0d.; Mrs. J. B. Love, £1 1s. 0d.; Mrs. S. Lillicrap, 10s. 6d. The Fund is making rapid progress under the active personal superintendence of the Mayoress of Plymouth (Mrs. T. Baker), and the committee of ladies who are helping her. Mr. H. Moreton is giving a concert at the Plymouth Guildhall on Wednesday, November 11th, in aid of the Fund, for which a large number of tickets have already been sold, and an entertainment of very enjoyable character is being organised by Miss Florence Duprez, the date of which has not yet been fixed. Devonport will have a special effort of its own on Saturday, October 31st, when a street collection will be made by ladies, who will sell a flower of forget-me-not shape, with the patriotic red, white and blue, which will be sent from the Queen for this purpose, and will doubtless command a ready sale.

Wigan Observer,
Oct. 24th. 1914

QUEEN'S WORK FOR WOMEN FUND.

The Mayoress presided at a meeting of ladies (at which there was a large number present), which she had convened for the purpose of considering a letter from the Marchioness of Crewe inviting (at the command of Her Majesty the Queen) the Mayoress's co-operation in the Queen's "Work for Women" Fund by forming a sub-committee, which was held in the Old Council Chamber last week.

The Town Clerk stated that the object of the fund was contained in the Queen's message to the people as follows:—"In the firm belief that prevention of distress is better than its relief, and that employment is better than charity, I have inaugurated the Queen's "Work for Women" Fund. Its object is to provide employment for as many as possible of the women of this country who have been thrown out of work by the War." I appeal to the women of Great Britain to help their less fortunate sister through this fund.—Mary R."

It was resolved that a local branch of the Queen's "Work for Women" Fund be opened; that contributions be unlimited, acknowledged and forwarded not individually but as from the women of Wigan; that a sub-committee be appointed with power to add to their number for the purpose of taking all necessary steps for the establishing of the fund; that Miss Norman, of the Health Office, be appointed hon. secretary, and Mrs. Baucher, of Monument Park, be appointed hon. treasurer.

Several contributions were made, and several promises.

Northern Scot, Oct. 24th.

GRANTOWN'S FINE RECORD.

A meeting of the committee administering the relief funds was held at Grantown on Wednesday, Mr G. Harvey presiding. It was agreed to assist the Queen's "work for women" scheme. The Chairman stated that the amounts collected for the various funds were as follows:—National, £522 18s 1d; local relief fund, £131 12s 3d; Belgian fund, collected by Provost Grant, £22 14s 1d; collected by Miss Duncan, teacher, £7 18s—total, £30 12s 1d; contributions to the ladies' work party, £118 13s—a total of £803 15s 5d. Mrs Macgregor, Balmenach, reported that 460 garments, not including smaller gifts, such as soap and cigarettes, had been sent to the Seaforths in France, to the Territorials and men of the Fleet. A parcel of new and old garments had been provided for the Belgian refugees, and some hospital garments had been sent to the Red Cross Society, making a total of 700 garments from the ladies' work party.

Kidderminster Shuttle, Oct. 24.

Queen Mary's Fund

COMMITTEE FORMED IN KIDDERMINSTER.

As briefly stated in the SHUTTLE last week, a meeting was held in the Council Chamber on Friday afternoon to appoint a Local Committee in connection with Queen Mary's Work for Women Fund. The meeting had been convened by the Mayoress, and there was a large attendance, including Lady Honor Ward and Mrs. Stanley Baldwin. The Mayoress was unable to be present. The Mayor (Ald. M. Tomkinson) presided, and was supported by Mr. Stanley Baldwin, M.P., and Ald. G. W. Grosvenor.

The MAYOR said during the last month the Mayoress received a telegram from Buckingham Palace soliciting help for the Queen's Fund, but owing to the press of engagements which just then demanded attention the Mayoress deferred calling the meeting till now. What they were asked to do was to appoint a committee to raise funds. The movement was really a section of the Prince of Wales's Fund. In Kidderminster it could not be said that there was at present any dire distress. That was owing to the action taken by the manufacturers in deciding to run their works three days a week. In that way anything like destitution had been prevented. How long the manufacturers would continue to do so he could not say, for he could assure them that it was a serious matter for the manufacturers to do so. They would have to appoint a committee, a treasurer and a secretary. They would not have to appoint a president, as the Mayoress would hold that office, and as Mrs. Reginald Brinton was the Mayoress-Elect she would make an admirable president. They were delighted that Mr. Stanley Baldwin, M.P., who had been such a tower of strength to them in Kidderminster during these trying weeks, was present, and he would ask the hon. Member to speak.

Mr. STANLEY BALDWIN, M.P., explained that the functions of the Local Committee would be to raise funds, and so help on Queen Mary's Fund. They would not have anything to do with administration but their advice would be most valuable as to the character of work which might be needed for the women in the locality. They wanted ladies on the committee who would be willing to devote time in collecting funds.

A committee of about twenty ladies was appointed, Miss Margaret Tomkinson was elected treasurer; Mrs. Krauss, with Miss Burr, hon. secretaries; and the MAYOR stated that subscription lists would be opened at the banks.

The Mayor on behalf of his firm promised £10, Mr. Stanley Baldwin, M.P., promised £10, and [illegible] £5, and several other promises were tendered to the Mayor for A meeting held. Mr. [illegible] the committee was subsequently [illegible] meeting.

Finsbury Times,
Oct. 24th 1914

Queen Mary's "Work for Women" Fund—Mr. Oswald Stoll has sent to Lady Roxburgh a cheque for £426 12s 10d, being the proceeds, without any deduction whatever, of the war concert held on Sunday last at the Coliseum in aid of Queen Mary's "Work for Women" Fund. The next concert at the Coliseum takes place on Sunday, 15th November, when the whole of the receipts will be given to the Prince of Wales' National Relief Fund.

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Church of Ireland Gazette, November 13th. 1914.

THE QUEEN'S "WORK FOR WOMEN" FUND.

(*President*—HER MAJESTY THE QUEEN.)

APPEAL TO SUNDAY SCHOOLS.

Readers of *The Times* will have noticed the splendid response which has been made by the Sunday Schools of the Church of England to the Appeal which the Queen has made on behalf of her "Work for Women" Fund. The Fund is a branch of the Prince of Wales's Fund, which is being organised by an influential Committee, of which the Marchioness of Crewe is Chairman, with a view to lessening the suffering of women who have been thrown out of work as a result of the War.

The specific object of the Fund is not to dole out monetary Grants, but to provide work. Great numbers of women who enjoyed regular employment in time of peace find that their services are not now required; they are able and willing to work, and the Queen's object is to find them work in every possible direction.

We note with satisfaction that the Sunday School Society for Ireland has undertaken to forward Her Majesty's Appeal to all the Sunday Schools connected with the Church of Ireland, and we have no doubt whatever but that the teachers and pupils will be anxious to take their place in this good work beside the teachers and pupils of the sister Church of England. The Appeal is strongly endorsed by His Grace the Lord Primate and also by the Lord Archbishop of Dublin.

The total amount which the Irish Sunday Schools may send cannot be expected to stand on a level with that sent by the Schools in England, but it will be a matter of surprise and disappointment if the Irish contributions do not compare favourably, when the relative numbers contained are taken into consideration. The Hon. Secretaries of the Sunday School Society (Rev. Principal Moore, D.D., and John Sibthorpe, Esq.), 4 Kildare Place, Dublin, have undertaken to receive and forward the offerings of the Irish Sunday Schools, in accordance with the special request of the Marchioness of Crewe's Committee.

With the Appeal, which is being issued this week to the clergy, go specimens of the literature connected with the movement; together with Requisition Forms which the Superintendents are asked to fill up and forward direct to the London address, in order to obtain full supplies for the use of their teachers and pupils.

The following extract from the Appeal which the Queen has issued will explain at once the real need which exists for the Fund, and the comprehensive way in which it is being worked:—

"The primary function of the Central Committee is to think out and to put into operation schemes that, while avoiding any interference with ordinary trade, will provide work for women and girls whom the war has thrown out of employment. It considers and reports upon schemes of employment for women submitted by the local representative committees or other bodies to the Central Committee; it investigates the possibilities of a more equal distribution of such work as is available for women through the ordinary commercial channels, and also of finding suitable employment for higher-grade workers; and it acts as a bureau of advice and guidance for individuals and organisations, and a connecting link between the various official and voluntary agencies that are already concerning themselves with the same set of problems.

"There can be no more important work than this. The sufferings of war fall harder on women than on men, but hardest of all on the women who are deprived of their means of livelihood. They are as a rule but poorly organised or not organised at all, their resources are of the slenderest, and they have next to nothing to fall back upon. Moreover, in a great many cases they are compelled to suffer not only in their own persons but, far more poignantly, in the persons of their children and the care of the home. Every one of us must have come across pitiable instances of this kind during the past few weeks in his or her own experience—instances of women despairingly seeking the work that would just enable them to struggle along, and every one of us must have wished that some efficient and workable machinery existed to save them from the abyss of destitution."

In venturing to impress upon the clergy, superintendents, and teachers of our Sunday Schools the claims of this noble effort which is being made by Her Majesty the Queen, we cannot do better than conclude by quoting the words in which the Queen herself commends the Appeal to the nation:—

"In the firm belief that prevention of distress is better than its relief, and that employment is better than charity, I have inaugurated the Queen's 'Work for Women' Fund. Its object is to provide employment for as many as possible of the women of this country who have been thrown out of work by the war.

"I appeal to the women of Great Britain to help their less fortunate sisters through this Fund.

"MARY R."

The Queen's Fund.

We print elsewhere in this issue an appeal in support of a very worthy object—Her Majesty the Queen's "Work for Women" Fund. This Fund is a branch of the Prince of Wales's Fund, and has for its special object the provision of work for women who have been thrown out of employment by the war. It is not, it should be noticed, a charity; these women do not desire charity, but work. The necessity of the Fund surely needs no emphasis. There is work for nearly all men to do in war-time, either in the firing-line or at home. Women are in a very different case. Their poorly organised or unorganised labour goes first to the wall when trades are stagnant and employers are making economies; they have, in the majority of cases, little or no resources upon which to fall back; and very many of them are struggling to maintain a home while their men-folk are at the front. To our brave and patient women, upon whom the sufferings of war thus fall hardest, we shall surely be ready to extend our practical sympathy. How admirable a vehicle of such sympathy is the Queen's Fund may be seen from the details of its work given in the article.

The Scots Pictorial, November 28th 1914.

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The Queen's Work for Women Fund

"It is better to work and live, than to starve in fretful idleness"

(*Photos. by D. H. Munro and* SCOTS PICTORIAL)

Much good work is being done in connection with the Queen's Work for Women Fund for the relief of distress by providing work for women who have been thrown out of employment through the effects of the war. Our photographs show

1. One of the workrooms at 18 Melville Street, Edinburgh (opened last week by the Marchioness of Linlithgow). The workers are seen making Cardigan jackets for the Indians.

2. A workroom in Glasgow where the workers are busy making toys, which should have a ready sale at Christmas.

The Scots Pictorial, November 28th. 1914. 653a/4 653

THE QUEEN'S WORK FOR WOMEN FUND

(Photo. by D. H. Munro)

Last week the Marchioness of Linlithgow opened the workrooms which have been obtained and fitted out for the work of the Edinburgh Sub-Committee for Women's Employment in Edinburgh

In the course of her remarks her Ladyship said that thanks were due to those energetic and capable workers who were giving their services voluntarily in connection with the management of the workrooms. There had already been a gratifying response to the appeals sent out, but there was need for greatly increased support before the scheme of the Queen's Work for Women Fund could meet adequately the great need which existed.

Our photograph shows the ladies in the Sub-Committee

Names—*Standing*—Miss Allan, Miss Harvey, Miss Lindsay, Miss Little, Mrs. Stewart Gemmell, Miss Fraser, Miss Low
Sitting—Mrs. Pringle, Mrs. Millar, Mrs. Maitland

The Mayfair, November 28th. 1914.

A large number of entertainments were held last week in the interests of charity. The Queen gave her patronage to the Arts, Crafts, and Industries Sale at the Portman Rooms, which was opened by Mrs. Arthur Sassoon. Seventy-five per cent. of the gate-money was allotted to the Queen's Work for Women Fund, and Lady Roxburgh spoke of its needs at the opening ceremony, when the chair was taken by Lady Evelyn Scott. Another successful sale was that organised by Mrs. Wynn at the Antique Galleries in New Bond Street. China and curios were the principal exhibits and the opening ceremony was performed by the Servian Minister, the proceeds being devoted to the Servian Relief Fund. Lady Randolph Churchill and Lady Cunard were among those who brought parties to the Emergency War Entertainment and Tea at Claridge's, which was the first of a series of such gatherings. At this one the chief attraction was Miss Elizabeth Asquith, who made quite a good speech.

QUEEN'S WORK FOR WOMEN.

A water-colour of "The Holy Family"—Italian school dated 1606, by Gilbert Angus, has been sent to the fund; also a copy of a sixteenth-century Bible, with memoirs of Myles Coverdale. The original was printed in Swiss or German type in 1535. It is estimated that since the sale of "Gifts in Kind" was established about £000 has been realised.

The fund has reached a total of £91,871.

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Scotsman,
December 1st 1914.

QUEEN'S WORK FOR WOMEN FUND.

The Queen's Work for Women Fund yesterday reached a total of £93,428. The subscribers included the following:—

Fourth contribution from the Scottish Branch (per the Marchioness of Linlithgow), £96.

Collected by the Countess of Lonsdale in Cumberland villages (further instalment), £58.

Daily Telegraph,
Dec: 1st. 1914.

QUEEN AND WOMEN'S WORK.

HER MAJESTY'S INTEREST.

The Queen's great interest in her "Work for Women" Fund was again made evident yesterday, when her Majesty, attended by Lady Bertha Dawkins and Mr. E. Wallington, visited three of the Mayoral work-rooms. These rooms are run on lines approved by the Central Committee on Women's Employment and with the aid of the Queen's Fund.

At St. Pancras work-rooms the Queen was received by Mrs. H. J. Tennant and Miss Mary R. MacArthur, on behalf of the committee, and by the Mayor and Town Clerk of the borough.

One hundred and fifty women were at work making clothes, which will be given away to the very poor. The Queen stopped every now and then to speak to one of them. Her Majesty observed to a girl who was embroidering a dress that it was good to train the eye, and a woman who was knitting was complimented on her speed, the Queen inquiring, "Don't you drop the stitches?"

In the little shoes which had been made out of men's old silk hats the Queen took a particular interest, and she delighted everybody by signing her name in the Visitors' Book.

At Islington the domestic economy training scheme claimed the Queen's first attention. Her Majesty first saw the young laundresses at work, and then inspected the kitchen and watched a cutting-out lesson, remarking to some pupils who were cutting and fitting an underbodice that it was a very difficult garment to fit. When shown the banana-crate cradles the Queen inquired if the crates could still be obtained, observing, "I remember that there was a danger of the supply running short, and that would have been a pity." Her Majesty passed through eleven work-rooms with Mrs. Abbott, the hon. manageress, seeing 207 workers busily engaged. On leaving, she remarked: "They seem very keen, and the training is excellent."

At the Holborn work-room her Majesty was shown piles of little garments made for the Belgian children. As at all the centres, the Queen turned first to the baby table. She inquired how many garments were included in the layette to be given away to the poor mothers, and felt the garments to see if they were soft and warm. The oldest woman in the work-room will never forget that the Queen inspected her work and asked her about her own trade. "To think that she should take an interest in us!" said the old woman.

Her Majesty inquired about every detail and every class of worker, and showed that she remembered everything that had been done and was going to be done. She inquired particularly as to the outfit which is to be made for the girls going to Australia on the invitation sent to her Majesty for them. Her Majesty said also that she had been watching the statistics of distress, and was glad to see they were a little lower this month.

Daily Telegraph,
Dec: 1st. 1914.

QUEEN'S "WORK FOR WOMEN."

The Queen's "Work for Women" Fund has reached a total of £93,428. Yesterday's additions included:

Fourth Contribution from the Scottish Branch, per the Marchioness of Linlithgow, £96 12s 9d; Collected by the Countess of Lonsdale in Cumberland Villages (further instalment), £58 6s 5d; Collected by the Mayoress of Plymouth (further instalment), £35 3s 2d.

Messrs. Hodder and Stoughton, the publishers, state that the actual production of Princess Mary's Gift Book has given employment to over 2,500 men and women. The copies printed consist of 3,500,000 sheets to fold, gather, and sew, and no less than 1,900,000 pictures to paste on and mount. Twenty-five printing machines have been at work day and far into the night for four weeks on the illustrations alone. Even the ink for these colour pictures must have weighed over a ton. The binding is another huge item. Forty-nine thousand yards of cloth, 36in wide, will be required to bind the whole edition, in addition to sixty-five tons of straw-boards, which are used as backing for the cloth. The total weight of the whole edition when bound will be over 230 tons.

It is added that the public demand for the Gift Book, although it was only published last Friday, is so enormous that the publishers expect it to establish a record.

PRINCESS MARY'S GIFT BOOK

ORIGINALS OF ILLUSTRATIONS.

Art at the present juncture is neither nurse, meddler, nor combatant. She is simply the willing handmaid ready to do her best. Her reward will come long after the war. In the patient meantime artists put forth their efforts for country's sake. For Princess Mary's "Gift Book" they have given their talents, and at the Leicester Galleries in Leicester-square may be seen the originals of the illustrations which deck this work.

At the head of these is Mr. J. J. Shannon's portrait in oils of "H.R.H. the Princess Mary," and the painter of English girlhood—such as that of which Tennyson sang—has obviously had a task demanding all his powers of capturing elusive charm. Yet the close observer will notice that the artist, in conveying this sense of "escape," has found a kind of painter's anchorage in a firm and stalwart neck. Thus do the concrete and the imaginative merge together For the Queen's "Work for Women" Fund this clever portrait and the rest are now offered for sale. It should not be long before all are sold.

At one time it was thought advisable to put the pictures and drawings up for tender at the highest price, but other counsel was adopted. Princess Mary's portrait and the others are now, therefore, to be sold to the first comers at fixed valuations. This statement has only to be made to bring forward the needful art lovers and patriots. Those who have bought the book will know the beauty of Mr. Arthur Rackham's drawings, the vigour of Mr. A. C. Michael's illustration, Edmund Dulac's ascetic "True Spartan Hearts," W. Russell Flint's illustration to Barrie's "Holiday in Bed," and the desirableness of possessing original drawings also by Talbot Kelly, W. B. Wollen, Eugene Hastain, Claude Shepperson, Norman Wilkinson, L. Baumer, R. T. Kelly, C. Napier Henry, Byam Shaw, Steven Spurrier, E. J. Detmold, and Etheldreda Gray.

The charming drawing by the last reminds us that, whatever happens in trenches and breaches, there is always at home some dear little unconscious baby-girl "instructing her dolly in the art of going off nicely to by-byes." And we know that every soldier would have it so.

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Daily Graphic,
Dec: 1st. 1914.

Princess Mary's Book.

May I point out to you a somewhat curious fact concerning the article which deals with "Princess Mary's Book" appearing in a prominent position in Friday's DAILY GRAPHIC? One would imagine from it that this important book, issued under the auspices of *a woman*, with the object of *aiding women*, had not been contributed to *by women*. Lady Sybil Grant, Ellen Thorneycroft-Fowler, Miss Beatrice Harraden, Baroness Orczy, Mrs. Swann and Miss Wiggin have also been as generous as the several gentlemen named in the DAILY GRAPHIC, and have also given stories, etc.—which obviously had they been offered to a publisher would have commanded quite large sums. The fact that women are doing their best to stand by and help each other during this very trying time should not be ignored in this fashion.—Mary Orme, 96, Boundary Road. N.W.

Manchester Courier,
December 1st. 1914.

The Queen in the Workroom.

Queen Mary takes the greatest interest in the practical side of her "Work for Women" Fund. To-day Her Majesty visited three of the workrooms, where some hundreds of women are employed, and her presence and gracious conversation with a number of the workers afforded great pleasure to all of them. Obviously, and as they confessed afterwards, they found it very hard to go on with their work, as the Queen stopped every now and then to speak to a worker. Her Majesty told a girl who was embroidering a dress that it was good to train the eye, and a woman who was knitting was complimented on her speed. In the little shoes which had been made out of men's old silk hats the Queen took a particular interest, and she delighted everybody by signing her name in the visitors' book. "It's like leaving us a bit of herself," remarked one of the workers to another. At another workroom Her Majesty inspected the kitchen and watched a cutting-out lesson. Her sympathy with the pupils who were cutting and fitting an underbodice touched their hearts. "It is a very difficult garment to fit," said Her Majesty, who also expressed the opinion that the knitted quilt was a splendid idea, and it was "so light and warm."

Morning Post,
December 1st. 1914.

THE QUEEN'S WORK FOR WOMEN FUND.

TOTAL SUBSCRIBED, £93,428.

The Queen's Work for Women Fund yesterday reached a total of £93,428 9s. 8d. Yesterday's subscriptions included:

	£	s.	d.
A fourth contribution from the Scottish Branch (per the Marchioness of Linlithgow)	96	12	9
Collected by the Countess of Lonsdale in Cumberland Villages (further instalment)	58	6	5
By the Mayoress of Plymouth (further instalment)	35	3	2
Mr. A. E. Gibbs	10	10	0

All communications and gifts for sale should be addressed to Lady Roxburgh, 33, Portland-place, London, and all cheques should be made payable to Mrs. C. Arthur Pearson, Hon. Treasurer at the same address and crossed "Queen's Work for Women Fund Account." All correspondence respecting the work of the Central Committee on Women's Employment must be addressed to Miss Mary R. Macarthur, Hon. Secretary, 8, Grosvenor-place, Hyde Park-corner. Applicants for work should apply to the Secretary of the Local Representative Committee at the Town or County Hall or Urban District Offices in the locality in which they reside.

The Morning Post,
Dec: 16th. 1914.

QUEEN'S WORK FOR WOMEN FUND.

TOTAL CONTRIBUTED £97,331.

The Queen's Work for Women Fund yesterday reached a total of £97,331 1s. 8d. The subscriptions for the day included:

	£	s.	d.
The Women's Establishment of the Post Office Savings Bank, West Kensington	22	7	6
Subscriptions remitted by H.M. Consul at Las Palmas	20	8	4
Proceeds of a Violin Recital by Miss Marian Jay at Broadstairs	17	0	0
Half Proceeds of a Concert given by Madame Adelaide Lambe at Harrow (per Sir George Askwith)	15	2	6
Proceeds of a sale at the annual re-union of the L.L.S.A. Nurses' Guild	10	4	6
The Staff and Workpeople of Messrs. Howell and Co. (Ltd.), Sheffield (further instalment)	10	0	0
Miss Asser	10	0	0

As is proved from many communications received there exists a considerable misunderstanding about the Work for Women's Fund. Some weeks after the National Relief Fund had been inaugurated by the Prince of Wales it became evident that the provision of work for women was an urgent necessity. For this reason her Majesty started a special fund to be devoted to providing employment for women unemployed through the war. The Central Committee on Women's Employment, of which the Marchioness of Crewe is chairman, and Miss Mary R. Macarthur, hon. secretary, was thereupon appointed by Mr. Herbert Samuel, with the approval of the Queen, to devise, initiate, and supervise the necessary schemes, subject to the approval of the Government Committee for the Prevention and Relief of Distress, and the Committee of the National Relief Fund. Upon those bodies the final responsibility for the expenditure rests. All the money collected in her Majesty's name by the Queen's Work for Women Fund (and its Council), of which Lady Roxburgh is the hon. secretary, and Mrs. C. A. Pearson, the hon. treasurer, is handed to the National Relief Fund, and can be spent only on schemes for the benefit of unemployed women. The Queen's co-operation with the Central Committee on Women's Employment is confined to the collection of the money to finance the schemes.

The mothers' meeting connected with St. Thomas's Church, Orchard-street, has given up its usual Christmas treat and has sent £12 to the Fund through Lady Edith Cotes.

All communications and gifts for sale should be addressed to Lady Roxburgh, 33, Portland-place, London, and all cheques should be made payable to Mrs. C. Arthur Pearson, hon. treasurer, at the same address, and crossed "Queen's 'Work for Women' Fund Account." All correspondence respecting the work of the Central Committee on Women's Employment must be addressed to Miss Mary R. Macarthur, hon. secretary, 8, Grosvenor-place, Hyde Park-corner. Applicants for work should apply to the Secretary of the Local Representative Committee at the Town or County Hall or Urban District Offices in the locality in which they reside.

Leicester Daily Post,
Dec: 19th. 1914.

VALUABLE WORK.

The Queen's Work for Women Fund has been gradually extending its scope since the beginning of the war, and the development which began with a small scheme for feeding the workers at the various centres has now become a most useful system of training in cooking and housewifery. The state of affairs which prevailed when Heine urged all Christian souls to pray for deliverance from English cooking may be assumed to have passed away, but the value of training in economic and tasteful cookery to persons of limited means will hardly be questioned. One of the instructresses tells me that the ignorance in many cases is only equalled by the facility with which the young women learn when the right way is pointed out to them. The work has its humours. "Breaking an egg," I am told, "is a difficulty with the young dressmakers." It sounds pretty easy, but no doubt there are a right and a wrong way even here, as the Lilliputians realised. The results, though, are admirable, and how the threepenny luncheons are produced at the price is a mystery which mere masculinity is hardly likely to solve.

Mor... Dec: 18th. 1914.

QUEEN'S WORK FOR WOMEN FUND.

CONTRIBUTIONS, £98,318.

The Queen's Work for Women Fund reached a total of £98,318 15s. 10d. yesterday. The subscriptions included the following:

	£	s.	d.
Collected by the Marchioness of Bath	200	0	0
Collected by the Mayoress of Chester (further instalment)	111	16	0
First instalment from the Women Staff of J. Lyons and Co. (Limited)	39	2	9
Collected by the Mayoress of Wareham	38	2	6
Collected by Viscountess Clifden (further instalment)	28	2	0
Collected by the Mayoress of Sheffield	26	5	0
J. E. Hough (Limited)	25	0	0
Workpeople of John Paton, Son, and Co. (Limited)	15	19	4
Collected by the U.D.C. of Wembley	10	0	0
Sir Charles Campbell	10	0	0

All communications and gifts for sale should be addressed to Lady Roxburgh, 33, Portland-place, London, and all cheques be made payable to Mrs. C. Arthur Pearson, Hon. Treasurer, at the same address, and crossed "Queen's Work for Women Fund Account."

Communications respecting the work of the Central Committee on Women's Employment must be addressed to Miss Mary R. Macarthur, Hon. Secretary, 8, Grosvenor-place, Hyde Park Corner. Applicants for work should apply to the Secretary of the Local Representative Committee, at the town or county hall or urban district offices in the locality in which they reside.

Morning Post. 19.12.14.

QUEEN'S WORK FOR WOMEN FUND.

TOTAL YESTERDAY, £98,854.

The Queen's Work for Women Fund yesterday reached a total of £98,854. The new subscriptions included the following:

	£	s.	d.
Collected from the N.U.W.W. by Countess Cassillis	211	11	9
Donations by the Women of Sarawak	43	16	11
Leeds Elementary Teachers	37	19	1
Collection at Westminster Abbey	33	1	1
The Empangeni-Umhlatauzi (Zululand) Women's War Relief Society	25	0	0
Mr. and Mrs. Campbell Low (further donation)	25	0	0
Collected by the U.D.C. of Kinsale	20	14	4
Collected by the Mayoress of Nuneaton (further instalment)	18	7	6
J. St. Loe Strachey	12	12	0
Kilkenny Sunday School	11	11	10
J. G. Fairless	11	0	0
Collected by the U.D.C. of Haydock (further instalment)	10	0	0
Miss Mary Brundrett	5	7	6

The women who sent the contribution from Sarawak include Malays, Dyaks, Filipinos, Chinese, and Indians.

All communications and gifts for sale should be addressed to Lady Roxburgh, 33, Portland-place, London, and all cheques should be made payable to Mrs. C. Arthur Pearson, hon. treasurer, at the same address, and crossed "Queen's Work for Women Fund Account."

Communications respecting the work of the Central Committee on Women's Employment must be addressed to Miss Mary R. Macarthur, hon. secretary, 8, Grosvenor-place, Hyde Park-corner. Applicants for work should apply to the Secretary of the Local Representative Committee at the Town or County Hall or Urban District Offices in the locality in which they reside.

Dec. 19

WORK FOR WO...

Subscriptions to Local Fund.

A sub committee has been formed under the chairmanship of the Mayoress of Newport to undertake the provision of work for women who may be out of employment in consequence of the war, and so far as possible, to prevent unemployment among women.

Subscriptions towards the local fund are earnestly asked for to enable the work to be successfully carried on, and may be sent to Mr. W. T. Duke Williams, National Provincial Bank of England, Newport, hon. treasurer; or to Mr. C. P. Mitchell Innes, Town Hall, Newport, hon. secretary.

Orders for work and gifts of material will be a great assistance in achieving the objects of the sub-committee, and may be sent to the hon. secretary. All subscriptions will be acknowledged in the Press.

Am't previously acknowledged ... 285 13 8

Daily News & Leader
9.12.14

HOW WOMEN MAY HELP WOMEN

On behalf of the Queen's "Work for Women" Fund, every woman is asked to give or collect this week a shilling in order to relieve the distress caused by the war. Hundreds of girl clerks and typists have lost their situations.

The Queen's Fund has instituted useful training systems which will enable a girl to increase her efficiency, as, for instance, by acquiring some foreign language and making attendance at the classes a condition of the receipt of relief.

Contributions should be sent to Mrs. C. Arthur Pearson, hon. treasurer, the Queen's "Work for Women" Fund, 33, Portland-place W.

Mrs. Pearson hopes that all subscriptions may be sent in by Dec. 26, so that the total may be announced on New Year's Day.

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Morning Post, Dec: 21st. 1914.

THE QUEEN'S WORK FOR WOMEN FUND.

SATURDAY'S TOTAL, £99,165.

The Queen's Work for Women Fund reached a total of £99,165 on Saturday. The subscriptions included:

	£	s.	d.
Ladies' Lacrosse Association	40	0	0
Collected by the Mayoress of Carnarvon (further instalment)	39	6	6
Marchioness of Ailesbury	25	0	0
Collected by the U.D.C. of Aylesbury (further instalment)	24	4	10
Ladies' Golf Union	19	16	7
Proceeds of Concert arranged by Miss Lillie Stamper and Mrs. S. A. Hipkin	11	0	0
Part Proceeds of small Sale of Work held at Clumber (per the Duchess of Newcastle)	10	10	0
Collected by the Countess of Lonsdale (further instalment)	10	5	2
School Children of Enfield	10	0	0
Committee, Penarth Branch of the Fund	10	0	0

All communications and gifts for sale should be addressed to Lady Roxburgh, 33, Portland-place, London, and all cheques should be made payable to Mrs. C. Arthur Pearson, Hon. Treasurer, at the same address, and crossed "Queen's Work for Women Fund Account."

Communications respecting the work of the Central Committee on Women's Employment must be addressed to Miss Mary R. Macarthur, Hon. Secretary, 8, Grosvenor-place, Hyde Park Corner. Applicants for work should apply to the Secretary of the Local Representative Committee at the Town or County Hall or Urban District Offices in the locality in which they reside.

THE ROYAL MONOGRAM.

Additional work has come to unemployed women through the plan of embroidering the Royal Monogram on every garment made in the Relief Workrooms. Many hundred garments were made before this distinction was conferred on the workrooms initiated by the Central Committee on Women's Employment, and a small staff of unemployed embroideresses are now engaged at the Committee's Depot on this final work. These skilled workers are very glad of the employment, for their trade is one of those which have suffered most during the war. Elaborate dress embroidery, in which they have all been employed, is a luxury, and, as such, is being dispensed with at present. The forewoman herself supplied 150 firms before the war, but not one can give an order at present.

Morning Post, 22.12.14.

THE QUEEN'S WORK FOR WOMEN FUND.

YESTERDAY'S TOTAL £99,494

The Queen's Work for Women Fund yesterday reached a total of £99,494 13s. 1d. The subscription included:

	£	s.	d.
Collected by Katherine Duchess of Westminster	50	0	
Jumble Sale Agency (second contribution)	50	0	
Collected by Lady Thornycroft	26	4	
Collected by the U.D.C. of Usk	25	6	
Collected by the Mayoress of Plymouth	14	10	
Miss B. N. Barker	10	0	
Pupils of the Girls' Public Day School Trust, Sydenham	10	0	
Women of Bedlinog (further instalment)	10	0	

Eight sets of clothing which have been made in the workrooms initiated by the Central Committee on Women's Employment, with eight cradles made out of banana crates, have been sent to the Queen. The clothing consists of complete outfits for babies, clothes for mothers, and for school children. They have not been specially made, but have been taken from several workrooms, so that they represent very good samples of the women's work.

All communications and gifts for sale should be addressed to Lady Roxburgh, 33, Portland-place, London, and all cheques should be made payable to Mrs. C. Arthur Pearson. Hon. Treasurer, at the same address and crossed "Queen's Work for Women Fund Account."

Communications respecting the work of the Central Committee on Women's Employment must be addressed to Miss Mary R. Macarthur, Hon. Secretary, 8, Grosvenor-place, Hyde Park Corner. Applicants for work should apply to the Secretary of the Local Representative Committee at the Town or County Hall or Urban District Offices in the locality in which they reside.

Bristol Times, Dec: 21st. 1914. 653a

THE QUEEN'S "WORK FOR WOMEN" FUND.

Over 100 unemployed women have already responded to Australia's invitation, through the Queen, to them. For £1, which the Queen's Fund will pay, the girls are to be taken to Australia, and work in domestic service found for them; £1 is also to be given to them on arrival, and complete outfits for each girl are being made in the workrooms initiated by the Central Committee on Women's Employment. So eager are widows to go—for the invitation is extended to them—that it is necessary to ask for birth certificates from women over 30. The age limit is 35 years. Marriage certificates have also been found necessary, for deserted wives are apt to think they are widows.

A great many business girls are going very willing to take up domestic service. Among them are typists, dressmakers, cashiers, shop-girls, and factory workers. The girl in whose career the Queen took such an interest on her visit to the Poplar workroom hopes to get a place as children's nurse in Australia. She has been called "Her Majesty" by the other girls since the Queen talked to her. "I've always wanted to go away," said the young emigrant, "but I knew if you emigrate it costs a lot of money. That's why I said I'd go whenever I heard the Queen was going to pay for us." There is no one to keep the girl in this country. Her father and mother are both dead, and the aunt with whom she lives "wouldn't stand in her light." "There's no one else to take any notice," the girl said, "and I shan't be homesick. I haven't got any friends, only acquaintances, and I shall save up and perhaps come home in about five years. They say there won't be much work here after the war, and I was ten weeks out before they took me into the workroom. My work's packing at a confectioner's, but I'm fond of children. Everyone gets on in Australia, don't they?"

"Do you think you can get us off by January 6th?" was the eager query of a young glove-maker who is going to Australia with her friend, a cashier. "I've been out of work for three weeks, and now I've got a temporary job for a fortnight, which finishes on Christmas Eve. I can't save anything on my money, for you have to keep up an appearance, or else you get the sack. And it's not that we spend it on amusements, for we never have any. My friend has been helping me when I've been out of work, but she can't do it any longer."

Morning Post, 23.12.14.

THE QUEEN'S WORK FOR WOMEN FUND.

£100,000 OBTAINED.

The Queen's Work for Women Fund reached a total of £100,000 yesterday. The latest list of subscriptions includes the following:

	£	s.	d.
Collected at the Jewish Religion Classes, per the Chief Rabbi	£100	0	8
Collected by the Mayoress of Llandovery	28	8	3
Collected by the Mayoress of Finsbury (further instalment)	20	12	7
Collected by the Mayoress of Clonmel	15	3	9
Congregational Church Sunday School, Churchfield-road, Acton	13	10	0
Finchley Centre of the *Girls' Realm* Guild of Service and Good Fellowship	10	10	0
E. Dreyfous	10	10	0
Mountpottinger Presbyterian Sunday School	10	0	0

All communications and gifts for sale should be addressed to Lady Roxburgh, 33, Portland-place, London, and all cheques should be made payable to Mrs. C. Arthur Pearson, hon. treasurer, at the same address, and crossed "Queen's Work for Women Fund Account."

Communications respecting the work of the Central Committee on Women's Employment must be addressed to Miss Mary R. Macarthur, hon. secretary, 8, Grosvenor-place, Hyde Park-corner. Applicants for work should apply to the Secretary of the Local Representative Committee at the Town or County Hall or Urban District Offices in the locality in which they reside.

The Glasgow Record, 653 Dec: 23rd 1914.

WORK FOR WOMEN FUND.

QUEEN'S THANKS FOR £100,000 SUBSCRIBED.

The Queen's "Work for Women" Fund last night reached £100,000.

When her Majesty heard of it she at once sent her congratulations to Lady Roxburgh, the hon. secretary of the fund, in the following appreciative letter:—

"Buckingham Palace, Dec. 22, 1914.

"Dear Lady Roxburgh,—The Queen commands me to write and convey to you her warm congratulations on the announcement that her Majesty's 'Work for Women' Fund has reached its first £100,000.

"It is very gratifying to the Queen to feel that her appeal for money to finance schemes for the employment of women has had such a satisfactory result; and her Majesty wishes to take this opportunity of thanking you personally for the consummate tact and ability you have shown in organising and carrying out this important work.

"The Queen desires also to express her sincere appreciation of the valuable services rendered by the Committee and the ladies of the Council, together with all the members of the staff who have so willingly given their assistance.—(Signed) E. W. WALLINGTON."

It may be recalled that in the early days of September her Majesty personally inaugurated the fund "in the firm belief that prevention of distress is better than its relief, and that employment is better than charity" for those women who were thrown out of work by the war.

The money subscribed to the Queen's Fund is devoted entirely to assisting schemes of employment of women which are devised by the Central Committee on Women's Employment or approved by them.

Money is still urgently needed to help forward the work.

The ladies of the Queen's Council, in addition to the Lord Provosts and Provosts, are, at her Majesty's request, arranging collections in the following counties:—Aberdeen (the Countess of Aberdeen), Argyll (the Marchioness of Breadalbane), Ayrshire (the Countess of Eglinton), Clackmannan (the Countess of Mar and Kellie, the Lady Balfour of Burleigh), Dumbartonshire (the Lady Inverclyde), Dumfries (Lady Johnson Ferguson), Elgin (the Countess of Moray), Fife (the Countess of Elgin), Forfar (the Countess of Strathmore), Haddington (the Dowager Countess of Wemyss), Inverness (Mrs. Mackintosh), Kincardineshire (the Lady Clinton), Kirkcudbright (the Countess of Cassillis), Lanark (the Duchess of Hamilton), Linlithgow (the Marchioness of Linlithgow), Perth (the Hon. Mrs. Stirling of Keir), Ross and Cromarty (the Countess of Cromartie), Stirling (the Duchess of Montrose, Mrs. Steel Maitland), Wigtown (the Lady Borthwick), Skye (the Lady Macdonald). Other counties will shortly be organised.

Leeds Daily News, Dec: 23rd. 1914.

The Queen's Work for Women Fund.

Some disappointment is felt among the workers under the Queen's Work for Women Fund that the public support has not been more generous. The total has not yet reached a hundred thousand pounds. It is recognised, of course, that there is an abnormal call being made upon the purses of the charitable at present, but a member of one of the local committees told me this morning that there was a strong feeling that, in view of the importance of this particular work, the support should have borne a somewhat closer relation to the splendid sum subscribed to the Prince of Wales's Fund. The promoters of the workrooms and training centres claim that they are doing a more fundamental work than any other agency, and carrying out the wishes expressed by the Government Committee that something more than mere relief should be aimed at. There has been some amount of criticism of the "threepence an hour maximum," but it is doubtful if this has affected the subscription list, and it certainly is difficult to see how a more generous allowance could be made on the present resources.

Picture World (Bir)
24-1-15

653

653a/7

Factory to Fruit Garden.

What Women are Doing for Out-of-Work Girls.

Miss Mary MacArthur, the Secretary of the Administrative Department of the Queen's Work for Women Fund.

SURELY it is an ill wind that blows nobody any good, and blessings do indeed come in queer disguise. Who could have anticipated that out of the distresses of war and unemployment, which fell upon multitudes of women never too well blessed with means, could have sprung schemes that should not only stem the tide of suffering now, but place the sufferers on a surer footing in life when peace time comes?

For that is what the administrators of the Queen's Work for Women Fund are aiming at. It is more than either those who have given their mite or those who have sent their cheques for thousands have dared to hope for.

Not only is the woman who is thrown out of employment given work for which she receives payment. She is given training, too, so that no matter what her line of work, when she enters again the general labour market she will be more skilled, more highly equipped, will find her wage-earning powers increased, and will be a greater national asset in every way. Thus the contributors to the fund are helping to build up a finer nation of more capable women, taught and trained to better home-making, to the better child-rearing that comes through technical knowledge, and to healthier and finer ideals for every-day life. The monotonous round of drudgery promises to make way for an incalculable uplift.

The ramifications of the administration of the Queen's Fund are never ending. New ideas open up new channels, workrooms multiply, and schemes materialise. The secretary of the administrative department is Miss Mary R. MacArthur, whose genius for organisation is as great, and whose sympathies for the working women are as deep and heartfelt, as her brain is clear to find means of alleviating their sufferings. She is a fair, handsome Scotswoman, still quite young, with a deep charm of personality, and a full, rounded voice that fails like a caress even when it has to refuse a request.

IMPORTANCE OF SPENDING WISELY.

The first thing in connection with the administration of a fund is to see that it shall be spent wisely and to the fullest advantage. The Central Committee on Women's Employment receives hundreds of letters from philanthropic workers in distress appealing for the opening of relief workrooms for women and girls, the workers to be paid by the fund, and has been able in certain cases, when a local factory has been closed down and the employees thrown out, to suggest means of reopening the factory for the production of some other article for which there exists a demand, and so keeping its old workers employed.

"When there is no other way out, and relief workrooms must be established," said the secretary, in a very interesting interview, "the first essential is that the relief work should not compete in any way with ordinary industry. The employment provided should either take the form of training or instruction or the production of articles which otherwise would not be produced or sold at all. That is why we are making maternity outfits, cradles, and clothing to be distributed free among those who have no purchasing power. And always the workers in the workrooms, are required to keep themselves registered at the Labour Exchange, so that they may return to their ordinary employment at the first opportunity.

"By the aid of the fund girls from 14 to 17 years of age, whose work has been stopped through the war, have been induced to go back to schools and other centres to continue their general education and to learn cookery, laundry work, needlework, housewifery, etc., for arrangements are made to pay them four shillings a week for doing this, and to give them a good mid-day meal five days out of seven.

"In the West Country, at one place where there are more than a hundred girls thrown out by the war, they are being instructed in all forms of fruit pulping, in drying vegetables, in bottling new unsweetened fruit preserves, and so on. This is a trade hitherto centred in Germany, and the work will provide supplies for the Army and for other public demands. There never was a time when the nation was more eager to be self-supporting, and to develop to the fullest extent its resources of food supplies, and the fund is training and helping girls and women to do their share. At Radlett, in Herts, some twenty acres of land have been lent, and there are twenty-eight East London girls—most of whom have been packers and bottle-washers, though some are dressmakers and typists—who are training as market gardeners and fruit growers. They are being taught by two lady gardeners; and their interest in their new work and delight with their successes with the things that grow are tremendous."

AUSTRALIA FOR THE EXPERIENCED.

Such an opportunity as the present crisis affords might never otherwise have come to the daily worker; and most of the workers themselves realise what a great chance it is for those who might always have been semi-skilled or unskilled workers to learn, whilst being paid, how to clean and cook, to cut out and make clothes, to learn how to purchase to the best advantage, to adapt themselves to this womanly work and that, to learn hygiene and the domestic system, and to eliminate the feeling of drudgery from work that is of value.

"Australia having made an offer of almost free passage to those who are experienced, or who wish to become so, in domestic service," continued Miss MacArthur, "the fund has been able to help them with money for necessaries, outfit, etc. There are workrooms where the paid workers are trained in cutting out garments and adapting one pattern for a number of articles for themselves and for their children. The making of every kind of garment, and in every way, is being taught. The whole plan of help reaches to every part of the country.

"In almost every case the workrooms have been lent. Some are private houses, some in country towns, villages, suburbs, etc., and the workers have often found themselves enjoying many of the privileges of invited guests from hostesses, who entertain them and provide nourishing refreshments. The help is far-reaching, but so has been the distress. Everywhere social workers, who are experts in their line, are ready to help, and all are working so that the home suffering may be reduced and kept to a minimum.

KATE LINTOTT.

Evening News 6/2/15

HAPPY EMIGRANTS.

Eighteen Girl Victims of the War Leave For Australia.

Eighteen young women, thrown out of employment owing to the war, left St. Pancras to-day for Australia.

They included typists, cashiers, a Post Office clerk, and one or two dressmakers, and all have expressed willingness to begin a new life down South as domestic servants.

The eighteen are the advance guard of 200 who are being assisted to emigrate by the Queen's Work for Women Fund.

Each girl wore a warm grey overcoat, made in the workrooms of the Central Committee, and each has been provided with a trunk containing a complete outfit of clothing and necessaries. On landing each will be handed £1.

Until work has been secured for them they will be provided for. Their fare to Australia is £3, and each girl is to repay £2 of this out of her wages.

Evening News

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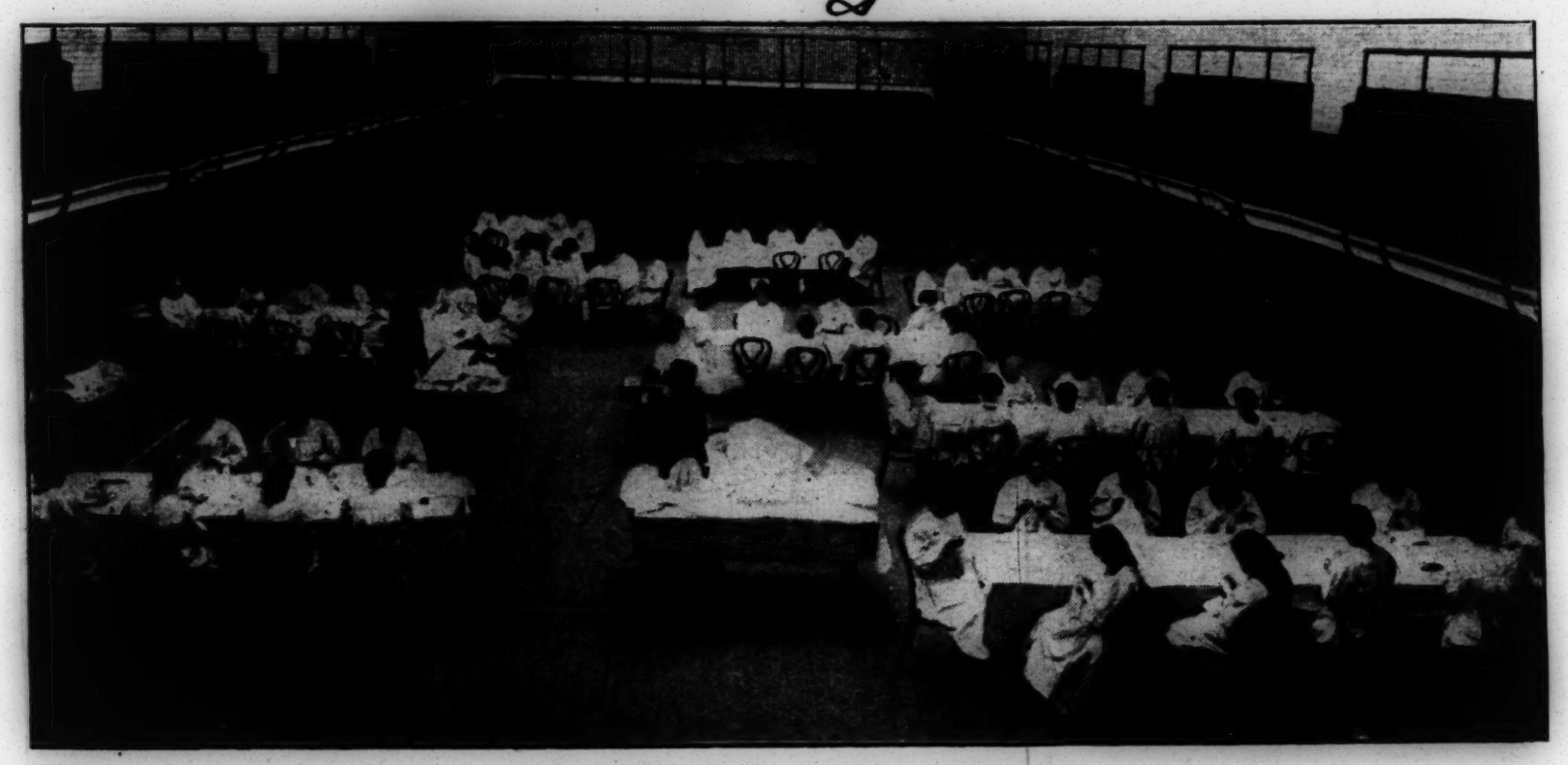
653a/8

GIRLS LEAVE FOR AUSTRALIA.

A merry party of about 120 girls who have been thrown out of work by the war left London on Saturday for Australia, where they are to try their fortune as domestic servants. They represent the first contingent of young women selected by the Queen's Work for Women Fund for emigration.

Each of the girls has received a complete outfit from the Queen's Fund, and, in addition, £1 towards her fare and £1 landing money. The fare is £3 for every girl, and each emigrant is required to repay £2 from her wages to the State in which she settles.

Christian Age.



OUR LATEST WOMEN'S INDUSTRY IN WARTIME.

The workers at the Hammersmith branch of the Queen's Work for Women Fund are here seen making garments for H.M. the Queen. These women, who have been thrown out of work by the war, have become expert embroiderers and needlewomen. They have produced fine garments which won the approval of Her Majesty, who ordered a number. The work has been exhibited for public inspection.

Daily Graphic. 20.4.15.

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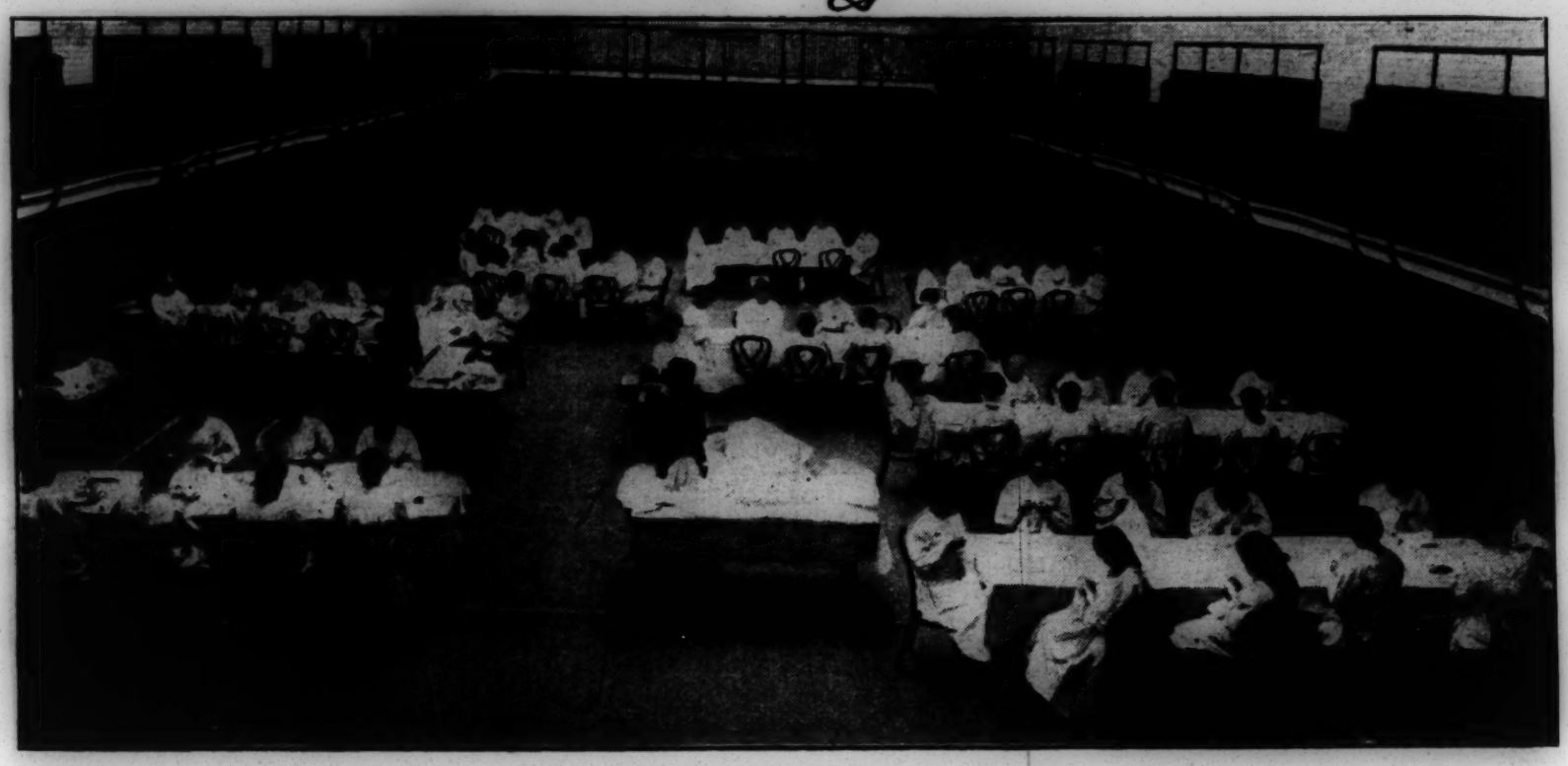

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Daily Graphic. 20.4.15.

KNITTING MACHINES IN A PICCADILLY MANSION.

At the headquarters of the Queen's Work for Women Fund seventy hand-knitting machines have been installed in a room which was formerly a drawing-room. Here a number of women are daily at work making two million pairs of socks for the troops.

Daily Mail 27/2/18

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THE QUEEN'S SURPRISE VISIT TO TOOTING.

Queen Mary leaving the Central Hall, Tooting, after her visit yesterday to the branch workroom there of her Work for Women Fund.

THE QUEEN AMONG HER WORKERS.

653a/9

CHILD'S DRESS MADE OUT OF A MAN'S FROCK-COAT.

Many happy incidents occurred during the Queen's visits yesterday to three of the workrooms established under her Work for Women Fund, which finds employment for women and girls—dressmakers, typists, and others—thrown out of work through the war.

At the Wesleyan Methodist Central Hall, Tooting Broadway, the oldest worker, Mrs. Moody, shyly offered the Queen a bunch of daffodils. Her Majesty had already a beautiful bouquet which she had accepted from the Mayoress of Wandsworth. This she handed to Lady Isobel Gathorne-Hardy, in attendance, and with "Thank you very much, and let me shake your hand," she took the daffodils and carried them during her visit.

A child's dress made out of a man's frock-coat greatly interested the Queen at the Latchmere-road Baths, Battersea, where over 150 women are employed daily. And she smiled as she looked at a handkerchief embroidered with her own initials and crown, saying that she liked to think of some little child having it.

SYMPATHY WITH REFUGEE.

One of the workers here, Mme. Dupont, a Belgian, afterwards at her home, 299, Lavender-hill, told a representative of *The Daily Mail* that the Queen noticed she was embroidering the crowns that are put on every article made, and asked her how long she had done that kind of work.

"I told her Majesty that I had never done needlework since I left school. Then she spoke to me in French, asking me what I was doing there. I told her I was a Belgian, and that because of the war my own work was stopped, and I was glad to undertake this. 'Where is your family?' the Queen asked. I replied that they are all in Belgium. 'I hope you hear from them,' she remarked. I said that I had not heard any news of them for three months. The Queen then said, 'It is very sad for you.'"

When her husband died six years ago, leaving her with a little son, Mme. Dupont continued his business of collecting and selling old prints, etc. She was in negotiation with the Heidelberg University Museum, with which she had done much business, for the sale of a water colour of the old castle by P. de Wint, 1835, and had asked £80 for it, when the war broke off the negotiations and also put an end to her business. Mme. Dupont's father was engineer-in-chief to the City of Brussels.

At the Lambeth workroom the Queen seemed anxious to know if the women were happy in this emergency work. Economy was a feature of the work here, shoes being knitted of strips of rags cut up, and old knitted socks being unravelled and knitted up again. The Queen asked Lady Isobel Gathorne-Hardy to explain how the wool could be stretched out by means of winding into skeins and damping overnight.

Times. 27. 3. 15.

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653a/10

THE QUEEN AND HER WORKROOMS.

VISIT TO A HOSIERY FACTORY.

The Queen yesterday afternoon visited the mayoral workrooms of her "Work fo Women" Fund at Willesden and Paddington, and afterwards went over the hosiery factory which has been started since the war by Miss Resdaile, a wholesale dressmaker, at her premises in Rathbone-place, to keep her workgirls in employment.

Her Majesty was received by Mr. J. J. Mallon, of the Contracts Department, Central Committee on Women's Employment, Miss Resdaile, Lady Askwith, and other members of the Central Committee were also present. The Queen first visited the room where socks for the Army were being made, asking many questions as to the output and price of the yarn. She was much interested in the small flat machines which Miss Resdaile bought when she heard that the Queen had entrusted to the Central Committee an order for 75,000 woollen body belts for the troops to form part of her gift to them.

With 100 of her girls stranded through the cessation of wholesale orders for dresses she determined to try for some part of this contract and was successful. The Queen learned that 15,000 belts were made on these machines, and that, finding the young dressmakers' skill increasing so rapidly, their employers tendered to the Contracts Department of the Central Committee for a million pairs of socks. The War Office accepted the tender, and there will be enough work for the hundred girls until well into the autumn.

The machinery was put in motion, and her Majesty watched the process of making the socks. She was informed that 3,000 dozen pairs a week could be made when the machinery was in full swing. Her Majesty also asked how the amount earned compared with the former pay, and was told that it was about the same, varying from £1 to 35s.

Before leaving this room the Queen went over to the windows overlooking several neighbouring factories where the girls, having learned the news, had deserted their work and were vigorously waving in the hopes of being seen. Her Majesty stood for a few minutes at the wide windows and smiled and waved back to them.

On the next floor were the machines for making cap comforters, of which 6,000 are dispatched in fulfilment of a War Office order every Friday. The Queen saw one girl working four power machines, and was told that on each machine one operator could turn out 250 yards of comforter each day. Her Majesty asked to see the material cut and "overlocked," the final process, and then left amid enthusiastic cheering from a large crowd which had assembled.

The Queen's "Work for Women" Fund yesterday reached a total of £143,379 15s. 1d.

The Morning Post,
May 10th. 1915.

QUEEN'S WORK FOR WOMEN.

The Queen's Work for Women Fund on Saturday reached a total of £155,586 19s. 2d. Recent subscriptions include:

	£	s.	d.
Collected by the Mayoress of Cambridge (including collection by Mrs. Stace, £22 16s. 3d.)	50	0	0
St. Mary Abbott's, Kensington Branch, of the Girls' Friendly Society	25	0	0
Collected by the Mayoress of Tunbridge Wells	14	3	6
Collected in Wirksworth, per Miss Emily E. Arkwright	10	10	0

All communications and gifts for sale should be addressed to Lady Roxburgh, Hon. Secretary, 33, Portland-place, London, and all cheques should be made payable to Mrs. C. Arthur Pearson, Hon. Treasurer, at the same address, and crossed "Queen's Work for Women Fund Account." All correspondence respecting the work of the Central Committee on Women's Employment must be addressed to Miss Mary R. Macarthur, Hon. Secretary, 8, Grosvenor-place, Hyde Park Corner, London.

The Yorkshire Observer,
May 24th. 1915.

THE "WORK FOR WOMEN" FUND.

GIRLS OF "THE QUEEN'S OWN."

The Melbourne mail brings news of the fortunes of the first party of girl emigrants who left London last February to start life afresh in Australia assisted by the Queen's "Work for Women" Fund. The girls who formed the party called themselves "The Queen's Own." They had what they were pleased to call their uniform made in the workrooms of the Central Committee on Women's Employment and approved, as they knew, by the Queen herself. As she departed for her new home each girl was given £1—the Queen's shilling—a gift from the "Work for Women" Fund, given so that no girl shall be without money in emergency. The registration fee of £1, which was the only fare required by the Government of Australia before sailing, was also paid by the fund.

"Ladies there would be ashamed not to be able to scrub a floor!" said one of the Queen's Own emphatically, "and they don't look down on you there as they do here if you're in service."

Melbourne was the city of the girls' dreams ever since they were shown limelight pictures of it at a tea party given by the British Women's Emigration Association at the Imperial Institute. Afterwards they collected all the booklets about it, and one girl even made expeditions to the institute to study the products. Long before they sailed they had traced their voyage on the map.

The girls are well armed with introductions. Each one carries with her two letters from Mrs. Harcourt, chairman of the Sub-committee for Emigration, to the ladies representing the Y.W.C.A. and the Victoria League in case they need help and advice, and before the girls sailed their names and home addresses were forwarded from the head London offices of the Victoria League and the Y.W.C.A to Australian representatives residing in the districts where the girls are employed.

In addition the girls also carry introductions to the representatives of the British Women's Emigration Association, who will willingly help them in any difficulty.

653a/11 653

The Times,
May 22nd. 1915.

THE QUEEN AND UNEMPLOYED GIRLS.

TOUR OF LONDON WORKROOMS.

The Queen and Princess Mary paid a visit yesterday to the Cordwainers' College, Bethnal-green-road, where girls who were thrown out of work through the war have been sent by the Central Committee on Women's Employment for three months' free training in boot-upper stitching and leather stitching. The training was offered by the London County Council and the Cordwainers' College, and the girls have now been 10 weeks at work, during which time they have had a maintenance grant from the Queen's "Work for Women" fund.

The Queen, who was accompanied by the Lady Bertha Dawkins and Mr. E. W. Wallington, followed the progress of the girls from the start. The results of the exercises in buttonholing, scalloping, and difficult turns were shown to her Majesty, who accepted one or two pieces to take away with her. The Queen was surprised at the variety of coloured patent leathers shown to her, pointing out those in gold and silver as her favourites. Oriental leather she had not seen before.

The Queen talked to a girl who is leaving next week for her first place in a boot factory and learned from her that she had formerly been a tie-boxer, but that she found the leather work very much more interesting. Her Majesty remarked on the skill with which the girls were "skiving"—cutting the leather edges so that they can be turned in—and she entered into the difficulties of "fitting."

Mr. Box King, a member of the Cordwainers' Company who was presented to her Majesty, said that he had had the honour of making her shoes when a child and also those of Queen Alexandra and Queen Victoria.

Afterwards her Majesty visited the branch work room of the Lambeth Committee, at Herne-hill, where work is being found for small independent dressmakers, who, being already past middle age, are not suitable for the work now available. Specimens of their work were shown to the Queen.

The Royal tour ended at the contract work room of the Central Committee, where a number of girls, chiefly from the printing trade, are employed on hand knitting machines, making socks for soldiers. The Queen was very anxious to know if the work was not harder than the girls had been accustomed to, questioning them herself as to whether they felt the shaking when the day was over. Her Majesty talked with the teachers, asking the time the girls took to learn, the rates of wages earned, and the output.

The Queen's "Work for Women" Fund yesterday reached a total of £156,857. The subscriptions included £37 collected by the Mayoress of Lewes.

All communications and gifts for sale should be addressed to Lady Roxburgh, hon. secretary, 33, Portland-place, London, W., and all cheques be made payable to Mrs. C. Arthur Pearson, hon. treasurer, at the same address, and crossed "Queen's 'Work for Women' Fund Account."

The New Statesman
26/6/15.

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THE NEW STATESMAN

Blue Book Supplement

VOL. V. No. 116. SATURDAY, JUNE 26, 1915. ADDITIONAL PAGES.

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THE "PRINCE OF WALES'S FUND"

Report on the Administration of the National Relief Fund up to March 31st, 1915. Cd. 7756. Price 2½d.

This is the somewhat belated Report of the proceedings of the Committee responsible for what is commonly referred to as the Prince of Wales's Fund. Down to March 31st the total subscribed was £4,907,000, and the total "allocated" was £1,960,000 (round numbers only are given). The fund is commonly assumed to have been raised for the purpose of relieving persons thrown out of work by the war. The phrase used by H.R.H. the Prince of Wales in his appeal was the "considerable distress among the people of this country least able to bear it." But at the same time H.M. Queen Alexandra was appealing for subscriptions for the Soldiers' and Sailors' Families Association. Within a week the two funds were amalgamated, the intention being definitely stated "to embrace within the scope of its philanthropic effort the relief of all hardship, whether arising directly from war casualties or through unemployment caused by the inevitable dislocation of trade." A third fund, that for the employment of women, started by H.M. the Queen, was also paid into the National Relief Fund, but was "earmarked for schemes of employment or training." This enlargement of purpose has been little understood by the public.

It is explained that the administration has been shared by no fewer than three independent central committees, to say nothing of the Local Government Board, the War Office, and the Admiralty, besides the hundreds of "Local Representative Committees," appointed by Mayors and Provosts on the invitation of the Local Government Board, and the equally numerous local committees of the Soldiers' and Sailors' Families Association. The Prince of Wales appointed a committee "after consultation with the Prime Minister," which contained three Cabinet Ministers, and was at first presided over by a Government Whip. But the Government also appointed its own committee, mainly of Ministers, presided over by the President of the Local Government Board. The Queen presently appointed her own committee to manage that part of the fund that was to be devoted to schemes of employment or training for women. There were also separate committees for Scotland and Ireland; there were the independent authorities at the Admiralty and the War Office; and there was the Executive Committee of the Soldiers' and Sailors' Families Association. The present Report neither explains the reason for this multiplicity of central authorities, nor enables us to unravel the tangle among them.

The first job was the starving wives and families of the suddenly embodied or enlisted men, for whom the War Office failed to pay the separation allowance promptly. We are not told how many had to go to the workhouse. But down to March 31st £925,801 was spent by the Soldiers' and Sailors' Families Association, over £700,000 of it apparently drawn from the National Relief Fund, in discharging the duty of the War Office and Admiralty. It is not stated what conditions the Fund Committee made with these two offices in thus coming to their help. It does not seem that duplicate payments were avoided, or that any considerable part of such duplicate payments was ever refunded. Meanwhile we are told that the Fund Committee has "approached the War Office with a view to a substantial grant from Army votes" being made to the Fund, merely "in recognition of the services which the Fund has rendered." It does not appear why the whole sum thus expended was not definitely reclaimed.

The inadequacy of the separation allowances was a cause of great trouble. It seems to have been bandied about among the different committees for months together. Meanwhile all sorts of extra allowances were paid (including a very substantial "Rent Allowance"—in proportion to the amount of rent paid!)

More equivocal are the payments which seem to have been made to other bodies, to be dispensed at their discretion for special objects. The Royal Patriotic Fund Corporation got £75,000 (again only round numbers) for widows and orphans, the Soldiers' and Sailors' Help Society £35,000, and the Blinded Soldiers' and Sailors' Hostel £5,000. The Professional Classes Sub-Committee successfully touted for grants to no fewer than twenty-one charitable societies, old and new, to the extent of £4,982. The Poor Clergy Relief Corporation, for instance, received £400 out of the Fund, in order to relieve the distress caused by the war among the clergy! The National Association for the Organisation of the Handmade Lace Industry got £100. It might be urged that these subsidies to other "charities" were not covered by the Prince of Wales's Appeal, and ought not to have been made out of the Fund thus collected.

The "civil distress" was less than was anticipated, owing to the enormous numbers of men for whom the Government provided "maintenance under training," with separation allowances for their wives, mothers, children, and other dependents. Practically nothing was done, either by the Central Committees or by the hapless Local Representative Committees, to meet such distress as arose by providing other employment, or (except as regards a small proportion

£108,671 was issued to Local Representative Committees (besides £43,000 to Scotland and £20,000 to Ireland—sums that seem disproportionate) for the relief of the unemployed and distressed wage-earners. Birmingham, Bolton, and Burnley got the largest sums (over £10,000 each, whilst Islington drew £7,090).

The Queen's Fund for employing or training women, administered by its own Committee consisting principally of women, seems the only one to have been dealt with throughout on clear lines of principle. (For its separate report, *see* Cd. 7848). Altogether just upon £40,000 was spent in these schemes of educational employment for women.

It remains to be said that the administration expenses were only £6,358. No particulars are given as to the temporary investment of the huge sum of over five millions sterling, or of the amount received in interest. In fact, no revenue and expenditure account is given, and no balance sheet. Will the accounts of this essentially public fund be audited by the Comptroller and Auditor-General?

THE CENSORSHIP

Memorandum on the Censorship. Cd. 7679 1d

Memorandum on the Official Press Bureau. Cd. 7680. ½d.

The Censorship, we are told, has been designed with a threefold object: to prevent information of a military value from reaching the enemy; to acquire similar information for our own purposes; to check the spread of information likely to be of use to the enemy or prejudicial to the Allies. Apart from the vagueness of this third clause it is difficult to quarrel with these excellent principles, but the steady stream of abuse which is poured out over every branch of the censorship would suggest that no little difficulty is found in putting them into practice. It is not the place here to consider the justice of these complaints so much as to explain, so far as is possible from these two Memoranda, the constitution and workings of this necessary but evil product of the war.

Taking first the censorship of private and commercial correspondence, we find that it is conducted under the authority of the Army Council, through the direction of a General Officer responsible immediately to that body. It falls naturally into two sections—the cable censorship and the postal censorship—each controlled by a chief censor, both of which are senior officers of the General Staff. Apart from some 120 cable and wireless stations throughout the Empire, the Cable Censor controls in the United Kingdom all messages sent over Government and private cables. At the beginning of the war his authority extended also over press cables, but this section was later transferred to that much-discussed organisation, the Official Press Bureau, which will be described later. The number of cable censors employed in the United Kingdom is about 180, to which must be added about 400 for the rest of the Empire. In this country most of the cable censors are retired military and naval officers, "many of whom," we are somewhat naïvely told, "after years of distinguished service, have exchanged an official for a commercial career."

As in the United Kingdom alone some 30,000 to 50,000 telegrams pass through the hands of the Censor every twenty-four hours, it can be understood that considerable difficulty is found in maintaining uniformity of treatment, since so much must obviously be left to the individual censor. Broad general rules, it would appear, are established, and with the help of these the censor must make his decision. The chief difficulty is met in dealing with commercial cables. On the one hand, no effort must be spared to prevent the commercial cable being used for the conveyance of military information or for assisting any trading operation with the enemy; on the other, British and neutral trade must be interfered with as little as possible. That innocent trading has been handicapped is clear from the many complaints that have been made, although these at the same time, have been glad to learn that a certain number of commercial advisers had been called in to assist the retired naval and military officers, despite the fact that many of these have in the past "exchanged an official for a commercial career."

The postal censors, who number about 800, are for the most part civilians. They have been, we are told, "most carefully selected." This selection, however, would not, to judge from certain cases which have been commented on lately in the press, appear to be infallible; but perhaps this is impossible to expect when a staff of this size has to be created almost at a moment's notice. The regulations dealing with correspondence are particularly interesting, and it is astonishing, considering the number of those in England who have friends or relatives abroad, that they have not been made widely known long before this. Harmless letters, we are told, are transmitted even when coming from an enemy country or addressed to an alien enemy in this country. At the same time no letter can be transmitted to an enemy country unless the envelope is left open and is enclosed in a cover addressed to a neutral country. Letters containing code or any kind of secret writing are naturally liable to be stopped at once.

The correspondence dealt with is divided into three classes, each of which is supervised by a separate section of the Censorship. In the first comes all correspondence of prisoners of war in Britain and of British prisoners in hostile countries. In the second, or Trade Branch, comes all commercial correspondence with certain foreign countries. The third branch, for general correspondence, comprises letters from the Expeditionary Forces, letters and parcels to and from certain foreign countries, press messages sent abroad by other means than cable, and newspapers. Letters from the area of military operations are generally, as is well known, censored locally. Some, however, slip through, and these, if caught by the Post Office in England, are sent on to the censors for examination. The mails from certain foreign countries are naturally examined, although lists are supplied of certain classes of persons whose letters it is not necessary to open. It would be interesting to learn more details as to such lists, but dictates of caution prevent any explicitness on this point.

In reference to private correspondence the Memorandum uses the words "liable to censorship." That many letters are allowed to pass through unopened is well known to any who are in continual correspondence with the Continent. Obviously the difficulty of censoring a huge mass of correspondence is very great. At the same time, if we are to have a letter censorship—and have it we must—we can at least demand that the staff should be large enough to deal with its work efficiently. The transmission of newspapers in bulk between foreign countries and newsagents of repute in this country is not, we are told, subject to any restriction, and there is no restriction on the sale of enemy newspapers in this country. An assurance of this kind conflicts strangely with the difficulties that have been met by those who wished to discover our enemies' standpoint by reading hostile journals. It is possible, however, that the confusion of earlier regulations has now been modified, and, to judge at least by this Memorandum, there should be no difficulty in the way of any private person who wishes to order through his newsagent German or Austrian journals. This, at least, is a satisfactory step forward, which can be productive only of good in this country, since nothing is more likely to increase our feeling of determination than a daily acquaintance with the press of our enemies.

There remains the question of the Press Censorship. As far as cabled news is concerned it is controlled by very much the same regulations as those for private communications. Indeed, as has been already pointed out, the press cable censors were originally part of the general cable censorship, and were only brought under the authority of the Press Bureau towards the end of last year. The cable censors came in to the Press Bureau with a very clearly defined set

653.

Daily Chronicle

October 29th 1915.

653a/13

THE QUEEN'S MAGIC NET.

WOMEN SAVED FROM WAR'S PRIVATIONS.

MR. HAROLD BEGBIE'S STORIES OF NOBLE RESCUE WORK.

"Because she has lent to this difficult, heroic, and merciful work of women not only the high sanction of the throne, but the powerful aidance of her domestic spirit; because she cannot content herself with patronage for sorrow and doles for distress, but studies earnestly how best she may assuage the one and relieve the other; because she is wise yet simple, simple yet strong, strong yet gentle; because she reigns at the head of national life a reproof to the flippant, a light to those who waver, and a living sympathy to the good; because she hates evil and despises weakness; because she is so fair a woman and so pure a Queen—let me give you for finis to this brief chronicle of a great unselfish labour, inspired, organised and developed by women, the health and happiness of our Sovereign Lady.

"God save the Queen."

These words form the epilogue to Mr. Harold Begbie's book about the work done by the Queen's Work for Women Fund ("The Queen's Net: True stories of all sorts and conditions of women saved from the war flood of suffering and privation and despair . . . collected and told by Harold Begbie. Hodder and Stoughton, 6s.). And truly the Queen's net has dredged from the great ocean of humanity some rare specimens which are full of interest, not only to the sociologist, but to the student of life itself.

There is material for at least half a dozen novels in Mr. Begbie's little book, and the stories hardly need his art to make them profoundly interesting. But it is scarcely necessary to say that our author has handled his material with all his accustomed skill. We are introduced to the star artist in one of the Gilbert-Sullivan opera companies, to the lady detective, to the circus rider who "topped the bill" at Sanger's and Hengler's years ago, to the little governess stranded in England after the war with 1s. 6d. in her pocket, to the flower-seller, to the "home-helper," to the dolls' hat maker, to the girl gardeners.

HUNGER-CHEATING TRICKS.

All these, and more, told their stories to Mr. Begbie, and every one of them is of absorbing interest. Take the first one—a lady and her daughter living on the 10s. a week earned in one of the Queen's workrooms. There was the picture of the early country house, a delightful home surrounded by every luxury. Then came the death of the father, when everything vanished, leaving mother and daughters penniless. But she had a good voice, and managed to get into one of Mr. Doyly Carte's touring companies. After this, her life was spoilt by a brute of a husband, and the outbreak of the war found her completely stranded. And now life on 10s. a week!

She began to tell me of her tricks to cheat hunger. "Perhaps you have no idea how very cheaply one can live. For instance, with a tin of condensed milk and a few crusts of bread a person can manage to exist for several days. With sugar and currants added—I sometimes treat myself to a pennyworth of currants—the dish is quite appetising."

As for a cup of tea, she declares that the same leaves can be used at least three times.

The lady detective was a remarkable woman, who had built up a big connection as an "inquiry agent." But the war came, and with it a slump in crime of every kind, and detectives, however knowledgable and acute, had become a drug in the market. "The guilty game of hide-and-seek was at an end for the present. Lothario was learning to wind puttees round his shanks, and Messalina was knitting." So there was nothing in view but starvation until the Queen's net drew up this sinking waif of humanity. But her heart was in the old work, and she longed for the war to be over, so that she could return to the old life about which Mr. Begbie tells us many interesting stories.

Another study was that of the eldest of three sisters, members of a good Hampstead family, who had started a hat shop on the death of their father. But the first guns of the war shook down all the hats in their shop window. "Poor brave amateur milliners; they began to be hungry." Then one day—"when we were at our last gasp"—they read about the workrooms, and all three got work.

CIRCUS RIDER'S STORY.

Lulu began life as a circus rider, and when young she earned £18 and £20 a week; she appeared in most of the great circuses of the world. But as age came on work grew scarcer, and on the outbreak of war, Lulu had to be content with engagements from the cinema agencies—"I am pretty useful to these people; I know how to fall out of a window, and I can ride anything they give me." But the war stopped even this slender means of livelihood, and there seemed to be nothing for it but starvation until the Queen's Fund came along.

Perhaps the saddest story of all is that of the little governess who was stranded in Vienna after the war. Her early life reminds one of Tommy Traddles—she was adopted by a lady who had no children, and at the death of the latter she was turned out in the world penniless. She got employment in a fashionable school in Germany to teach English. "I was very happy with the German people," she told Mr. Begbie.

"But I remember once being very much surprised by the exclamation of a German countess. We were speaking about the Kaiser's daughter, and somebody began to speculate as to whom she should marry. I said, 'You have forgotten our Prince of Wales.' As I said this the countess threw up her hands and exclaimed, 'Oh! God save us from that!' Things like that make me feel the envy and dislike of England which is general in Germany."

After Germany came a position in Vienna, and when the war broke out she was expelled. On her way home she lost all her possessions, and landed in England friendless and penniless.

There are many more such stories in this deeply interesting book. And those who buy it will have the satisfaction of knowing that they are adding to the resources of Queen Mary's excellent Fund.

NIGHTDRESS PATTERN OFFERED FREE. (See Page 252).

HOME NOTES

Valentine

SEE POEM INSIDE

No 1101.
Vol. LXXXV.
Feb. 13, 1915.
ONE PENNY.

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ITEM 653a/14

WOMEN IN THE TRENCHES.

This very interesting article, by a writer who knows a great deal about the war, tells you all about some of the plucky women who are actually working in the firing line.

Very carefully and gently the wounded are carried away by the intrepid "women in the trenches," to be attended to in the Field Hospital.

Lady Dorothie Feilding, the leader of as gallant a little band of workers as ever braved the enemy's fire.

Photos] ["Alfieri" and Swaine.

PERHAPS the most extraordinary feature of this altogether amazing war is the wonderful enterprise and courage shown by the women. Even those who have been in the trenches and shared the dangers and hardships of the men have never lost the cheery courage that so heartens the soldiers in their task.

Take Lady Dorothie Feilding, for instance—the little lady in the big hat and dark fur. Although she looked very winsome and sweet in her ball-dresses in the old days, somehow she seems to me to be much more at home in the very becoming Service kit she is wearing in the second picture on the next page, and her smiling face shows you that she holds the same point of view.

She is tremendously popular with the soldiers, who love her for her jolly ways and unaffected manners. One of our own boys in khaki, invalided home, saw this photograph of Lady Dorothie. "Why," he exclaimed with delight, "he's got her! Those camera fiends don't often fetch it off, but this is her to the life! She goes about the trenches grinning and joking just like one of ourselves."

And another Tommy I know was quite indignant because he found his heroine's name misspelt in a newspaper paragraph. "Dorothie, with a Y, and her surname just like the word that means a meadow!" he commented crossly. So please remember carefully, if you don't want to offend her many adorers, that the Lady Dorothie's Christian name must be spelt with an *ie*, and—reversing the order—her surname must have an *ei*.

* * * * * * *

Christina McNab in Burning Dixmude.

"A Lame Dog's Diary" is one of the books I never tire of reading. In it a soldier, disabled in the South African War, diaries up for us his human little love-story after he is back at home and being spoilt by his sister and friends. Well, the author of this charming book, Miss Macnaughtan, known to us also as Christina McNab, will surely have some wonderful stories to write when she is home again from the trenches.

She, like Lady Dorothie Feilding, was in shell-stricken Dixmude, helping to bring away the wounded during the fighting round about Ghent.

Mr. Philip Gibbs, in one of his splendid descriptive narratives, tells of the rescue party that took the ambulances right in amongst the bursting shells. The gallant leader was Lieutenant de

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Brogville. So intent was he on his work of rescue that he ordered off the first ambulance while yet he had much to see to, and Lady Dorothie and Mr. Gibbs discovered afterwards that he had somehow been left behind altogether.

Mr. Gleeson and Mr. Ashmead-Bartlet went back to search, but returned with no news of the lost hero. They walked sadly into the convent where they had brought the wounded. A table was laid for supper, and they sat down in silence, pretending to eat.

Suddenly, Lady Dorothie started up with a cry of joy, and Mr. Gibbs, turning, saw De Brogville walking briskly into the room. He had remained with the buildings crashing down around him, and in a momentary lull of the firing had miraculously managed to escape, making his way on foot to where an amazed and delighted welcome met him.

"The courage of Lady Dorothie and her comrades," said Mr. Gibbs, in describing this journey into the shell-torn ruins of Dixmude, "is one of those splendid things which gleam through this devil's work of war."

It is no wonder that "Tommy" adores his nurses, who run grave risks if necessary in order to bear him to safety.

Doesn't Lady Dorothie look happy in her very becoming "get-up"? Her ready smile and jest have won all hearts.

Amongst the names of women whose nobility and courage shine out steadily and serenely during these dark days, that of Queen Elisabeth of Belgium is surely the first and most deeply honoured.

Photos, "Alfieri," News Illustrations, and Boute.

* * * *

Our Dreadnought Duchesses.

The Duchesses' roll of honour is a lengthy one, but high on the list are the names of Millicent Duchess of Sutherland and the Duchess of Westminster.

The first-named Duchess is the sort of lightning worker who makes me, whenever I meet her, take a long breath, pull out my engagement book with feverish haste, and jot down an average of six more things per day that I positively must squeeze in, however crowded the list already noted! An officer, talking to me about her the other day, put it rather graphically: "When war was declared, she just made a wild dash for the Front, and then waved back to England a cheery 'There first!'"

She went to Brussels, I think it was, first of all, and when she saw what was wanted, wired instructions at such a rate that before the middle of August the ambulance bearing her name had reached Namur, and the Duchess herself was nursing the wounded in the very midst of a violent bombardment.

How she ever found time to write her already published book. "Six Weeks at the War," I can't think! Then, too, she managed to spare a week-end to run over to England and marry Major Desmond Fitzgerald, both of them making their way back to France immediately. Do you wonder

she makes me breathless? And the list of industries and societies she has founded, and of charities she has helped is simply astounding in length!

* * * *

Brave Little Belgium's Queen.

Queen Elisabeth of Belgium is not only a skilled nurse, but she is a qualified doctor, and, moreover, a most courageous woman. She has gone, and still goes, everywhere with her hero-husband, "the young prince," as Anatole France has called him, "who rivals the best kings in wisdom and the roughest troopers in courage." And another great writer in his tribute sent to King Albert's book says, "He is the man who has given the faded glories of royal crowns a new splendour, and at his side stands his wife, a woman, who, from being Queen over a realm, rises to become the Holy Mother of a nation."

By the way, to my mind, it is the one flaw upon a noble book that no portrait of King Albert's Queen is included in the volume.

I was delighted to see, the other day, a portrait of Her Majesty in the possession of Miss Bennet Burleigh, the daughter of the famous war correspondent and another of our intrepid women of the trenches. The photograph is a pleasing one, and Queen Elisabeth signed it for Miss Bennet Burleigh, so you can imagine it is one of her most cherished possessions!

PRESENTS FOR A NEW BABY.

If you've got a new baby on your visiting list, and are wondering what gift would be most acceptable for this all-important young person, read this little article, which is full of useful suggestions.

WHEN we girls at the office heard that Helen White had got a wee son, we all made up our minds to send her some of the nicest presents we could think of for the newcomer. You see, we knew that Helen had been so busy preparing her husband's things before he went off to join his ship that the poor baby's "trousseau" had been rather neglected, and we felt certain that there must be heaps of things she wanted for the new arrival.

So, after office hours, we held a council of war and announced what presents we were going to send, so that there should be no duplicates. I also suggested that it would be much more exciting for Helen if we arranged to send her our gifts on different days, so that every morning the post would bring her some little surprise packet.

Helen told us later, when we were allowed to go and see her, that it was simply lovely having a mysterious little package to unwrap every day, and she added that she was sure that our little gifts did a great deal towards hastening her convalescence.

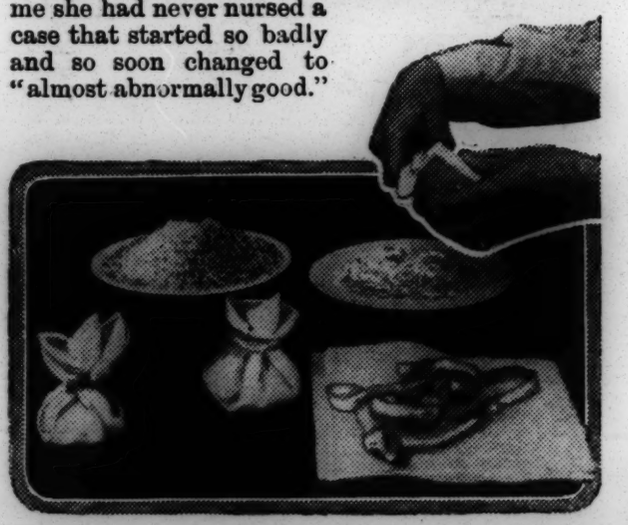
Postie's first package was three dear little towels made of the finest damask, and daintily embroidered with the single word "Baby." Each one was folded separately and tied with blue satin ribbon. Next morning a small square box covered with gay cretonne arrived. On opening it Helen found a spool of blue bébé ribbon with a threader stuck in the lid lining, while inside the box was the prettiest little pillow. On the following day, the sister of the donor of this gift completed it with three cases made of the finest linen, edged with hem-stitched frills to match.

Two of the girls crocheted bootees of different patterns, and another, whose sister made hats for a smart milliner, sent a bonnet which was so delightful that Helen put it away for the christening.

Several of the girls declared that they were no good at fine needlework, and they sent most original contributions. Helen thoroughly enjoyed the arrival of a miniature clothes-horse which had been scrubbed snowy-white and had the webbing bands concealed beneath smart bows of blue ribbon. A bath thermometer, whose ordinary plain wooden case had been ornamented with poker work, and a dainty hand-made flannel apron, which Helen donned on the first day that she proudly tubbed her son and heir, were also much appreciated.

A friend who had left the office and taken up "Beauty Specialist" work, sent a basket of her latest novelties. These were little "bath-bags," made out of small squares of butter-muslin filled with oatmeal and shredded Castile soap, very delicately scented and tied up with washing ribbon.

A cushion, replete with safety-pins of every possible size, a little hot-water bottle with a soft fluffy cover, a powder-box, brush and comb, and an eider-down quilt for baby's cot arrived in succession, and before Helen's nurse left, she told me she had never nursed a case that started so badly and so soon changed to "almost abnormally good."



Dainty little "bath-bags" are a welcome contribution to baby's trousseau, and they are so easily manufactured.

THE WIFE WHO ASKS TOO MUCH.

A thoughtful little talk on a subject of great importance to all married couples.

HAS it ever occurred to you that a number of wives put far too great a strain on their husband's affection by claiming a number of small and unnecessary attentions and services from him? When he comes home at night, after a hard day's work, what he needs is a cheerful wife, an appetising meal waiting, slippers, and an easy-chair afterwards.

Perhaps this is what *your* husband *does* find, but it is not always the case. Many wives begin at once with a series of little claims and demands. They think of every small job that needs doing; there is a blind-cord that has to be repaired, or a stiff window to be shut; the gas-burner needs a new mantle; a picture has fallen and must be re-stringed. The man rouses himself from his first after-tea smoke with as good an appearance of cheerfulness as he can master, and proceeds to do the tasks one by one.

Photo [*Daily Mirror Studios.*

A very simple exercise that will chase colds away quicker than bottles of medicine!

Some of them the wife could easily have done herself; the rest might have waited till the inevitable plumber or carpenter came in to do other odd requirements. But the lady of the house has not thought of this, and she hovers about poor "hubby" while he is busy doing his best. She hinders him by making useless suggestions; she calls him to other jobs before he has finished the first, and, what with one thing and another, a good part of the evening has gone before he returns to his chair and picks up his evening paper.

But the trouble is not yet over. He cannot rest in his chair for five minutes without being called upon for some small service or other. He must cross the room to pick up her ball of wool, open or close the window, let the cat out, or go into the passage to hear if baby is crying.

Perhaps the poor man bears it all without a murmur, or with nothing more than a smothered sigh; perhaps he gets restive at last and "kicks" a little.

But whether he bears it like a saint, or whether he is pushed to open rebellion, the wife is making a mistake. The willing horse should never be urged too far. It is right that a husband should do what he can to ease the burden that lies on the wife; he should be ready to do rough or heavy jobs that are unfit for her; but as a general thing it should be understood that he has done his part when his day's work at business is over.

The home should be a haven of rest, not a place of constant worrying little services. The wise wife may delight to know that her husband is willing to do all these things for her, but she should not be too ready to ask his help. When real occasion comes the man will rise to it; but it should be the pride of the wife to give him an easy, comfortable time when he comes home.

Some men are driven to stay out in the evenings just because they do not find peace at home.

A little want of thought, a little too much exaction, on the part of the wife, has been the beginning of great misery, the "rift within the lute," the first step towards drifting apart. The harm is done not by want of heart, not by lack of affection, but by simple carelessness and, perhaps, a little selfishness.

FIT IN FIVE MINUTES.

If you suffer from constant colds in the winter, practise this simple breath-giving exercise—you'll find it will make you ever so much stronger in no time.

NONE of my readers want to catch colds this winter, I am sure, for though a cold seems at the time a thing that doesn't matter much, yet in the long run it often matters a great deal, for it leaves one very run-down and seedy.

The following breathing exercise is splendid for keeping off colds and strengthening the lungs. It teaches the lungs to work equally, too. Very often, you know, one lung expands quite nicely and the other is lazy and doesn't fill half as full of air as it should.

Stand just as the girl in the photograph is doing, right hand on the hip and left arm curved above the head, keep the mouth tightly closed, and take a long, deep breath, then change arms and breathe again.

Do this in front of a looking-glass, and if one lung expands more than the other, hold the arm that is over the *weak* lung above your head and breathe *three* times with it in that position before changing arms.

If both lungs seem to work equally, simply breathe holding first one arm above the head, then the other. If this exercise gives you palpitations, it is better not to do it. I am just mentioning this fact in case any of you have weak hearts which need special exercises of their own.

Smart Blouses

Perhaps you're feeling rather sorry that high-necked shirts are very fashionable once more. But I don't think that you will mind when you see the fascinating models described here by our Dress Expert, for they are all so pretty and original that no one could help :: falling in love with them at once. ::

Two very pretty shirts (Nos. 1616 and 1617), showing how effective the new high collars can look.

WHEN a friend of mine, who is always very well primed in coming fashion gossip, told me last year that high collars were coming in again, I was really quite upset, and hoped very much that for once she would prove to be wrong. Low collars are so comfortable and becoming, and I had grown to like them so much, that I did not at all relish the idea of returning to high ones once more.

But when I saw some of the newest blouses and discovered how cunningly the quaint little high collars were planned, I was soon reconciled to the change, and now I'm just as enthusiastic over them as I can be. You see, though they're high at the back, they're mostly quite low in the front, and, therefore, perfectly comfortable, and besides, they don't look so undressed under a coat as some of the low collars used to.

No. 1616 is an example of the prevailing fashion, and very pretty it is, too. It is a model that would make up very well in almost any sort of blouse material—Aza, delaine, washing silk, or a soft satin would all look very nice. Do notice the fascinating way the opening at the neck is filled in with a little ribbon velvet tie loosely knotted into a small bow. The sleeves, too, are most graceful, caught in as they are round the wrists with velvet to match the tie.

The next blouse, No. 1617, is another very smart model. You will see that the coat collar has been adapted here to suit the new fashion, and it really looks very nice with the open V in the front and the graceful turnover piece at the back. The sloping line of the yoke, too, is another really smart idea, giving very much the same effect as a raglan sleeve. Here, again, the choice of a suitable material would be quite a simple matter, as this type of shirt makes up well in almost anything.

No. 1618, at the bottom of the page, is a blouse more suitable for afternoon or evening wear, for, though it is quite simply made, if carried out in fine silk or crêpe-de-chine, it would look wonderfully smart.

If you're a person who likes to wear brown, you couldn't do better than make this model up in a soft shade of brown crêpe-de-chine, and have biscuit-coloured chiffon for the pretty roll-over collar, and frilly trimmings down the front and on the sleeves.

The last blouse, No. 1619, may be thought too severe by some people, but quite a number of folk find that very plain shirts of this type suit them splendidly, and with them I'm sure it will find favour at once. This model, especially, has a very military look—another fact which is sure to add to its popularity in these days of warlike fashions.

(These patterns are cut in three sizes—W. 22, 24, and 28—and can be obtained for 6½d. each, post free, from the Pattern Department, "Home Notes," 18 Henrietta Street, London, W.C.)

A very dainty little blouse for afternoon or evening wear (No. 1618), and one of those military shirts which are so popular just now (No. 1619).

GRAND NEW SERIAL. START IT TO-DAY.

The GIRLS HE LEFT BEHIND HIM

By BERTA RUCK.

"Two's company, three's none," as we all know, and when the two are a handsome young soldier and an adorably pretty but feather-brained little coquette, the poor third feels very much out of it all. But when she is of the stuff Ethel Smith was made of, she keeps a stiff upper lip through the darkest days, and wins through in the end!

NEW READERS START HERE.

"Good afternoon. Is Madame Whatshername here?" inquired the fashionably dressed lady who had just alighted from the beautiful grey car. "No—well, then you can do my thingymyjig—I mean my wig, for me."

Poor Ethel Smith, the pretty assistant at the smart Beauty Culture Establishment in Bond Street, smothered a sigh. She had so been wanting to get off punctually at six o'clock to-day for Harry Freeman's birthday party! But the appearance of this client made this wish quite impossible. Assistants in beauty culture establishments had no right to wishes of that sort, however, so she hid her disappointment under a cheerful smile and led the customer into one of the little grey-curtained cubicles at the far end of the shop.

Everything has a bright side if you can only manage to find it, and Ethel found that even being kept late when you were aching to get away was not so bad when the customer was as amusing and talkative as this one was. She seemed to take rather a fancy to the pretty, refined-looking girl who attended her so deftly, and when she finally left she gave Ethel her card saying:

"Remember that if you find yourself at a loose end on account of the war, you can come to *me!*"

Ethel put it hastily into her purse, and in her anxiety to get to her very extra special birthday party, promptly forgot all about it, little thinking how useful that card was going to be to her in the future.

It didn't take her long to get ready for the party when she once got home, for the amusing customer had been so complimentary about her appearance in the black dress that she wore in the shop that she made up her mind not to change it. So in the end she didn't get to the Freemans' house very late—in fact she arrived before the hero of the evening, Harry Freeman, had returned from the City.

Taking her upstairs, Phyllis Freeman introduced her to a pretty girl whom Ethel recognised as a customer who had come into the beauty shop that very afternoon. It was with a very sinking heart that Ethel noticed the fragile prettiness of Miss Trixie Beresford, for Phyllis Freeman had accompanied the introduction with a murmured aside of "Harry's latest"—words that seemed to poor Ethel like the death-knell of all her hopes. For it must be admitted that pretty Ethel Smith had long ago quite hopelessly and irrevocably lost her heart to dashing young Harry Freeman, and although the young man was quite ready and pleased to have Ethel as a friend, he seemed well content to let matters remain at that.

When the girls came downstairs they found that the hero of the hour was still missing, and when time went on and he still didn't turn up, his parents decided that they would have to start supper without him. They had hardly sat down when the maid opened the door and announced that a young soldier had called. Before anyone had time to answer the door opened and in strode Harry Freeman!

Two Strings to His Bow.

IN another minute the new "Tommy" had dropped into the empty place between Trixie Beresford, in her ravishing pink frock, and Ethel Smith in her black, and was trying to answer forty questions at once, and to stay an enormous appetite with chicken and tongue at the same time.

Between the mouthfuls he proceeded to tel how long this idea of enlisting had been at the back of his mind; how he had, as a matter of fact, applied three days ago, and had finished up with the formalities late this very evening. "When I first put this uniform on!" he concluded merrily. Then, in answer to an anxious, reproachful look from his mother, he added, "It's all right, mater. I didn't tell you before because I didn't see the use of worrying you before it was all settled. And besides, I thought it would be fun to take everybody by surprise."

He said "everybody," but all his eyes, as Ethel Smith quickly and unhappily noticed, were for one person especially; they were for the dainty, ravishingly-dressed little blonde with the rose-coloured frock and the rose-tinted cheeks. It was to her he turned as he added, "I really thought the best thing, the only thing to be done was to enlist."

Ethel Smith's eyes were bright with pride for him; he had expressed what she felt *any* young man ought to be feeling in the present crisis.

But little Trixie Beresford pouted distractingly, and said, "Oh, of course it's all very well to be a soldier, but I don't see why you couldn't have been made an *officer*."

"Only because putting in for a commission would have meant waiting so much longer," explained young Trooper Freeman gently to her. "You see, I wanted to get into a cavalry regiment, because I've always been supposed to have a knack with horses; also I'm keen on getting out,

A CUP OF COCOA INSIDE NEXT WEEK'S NUMBER.

without months and months of hanging up and delay, to France."

"How soon do you expect to go, then?" asked his mother. And Ethel was amazed at the calmness and the gentle, steady smile of the mother who had said, not so long ago, that she knew she couldn't bear that nerve-racking trial of being a woman with a son in the firing-line. Mrs. Freeman was yet another of those women who, when it comes to the point, are so much pluckier than they would admit themselves to be.

And Ethel, apparently engrossed in helping the trifle on to her cut-glass plate, listened with all her ears while Harry explained his plans, explained how he'd been taken, because of being an old Territorial with a knowledge of horses, into a regiment that expected its marching orders in a week or less; how it would be London barracks for a week or so, then Paris—and after that, who knew?—the trenches, he hoped, as soon as possible.

"We'll drink to that!" said Harry's father sturdily. "No, not claret-cup; there should be a dozen or so of champagne in the cellar left over from Phyllis's twenty-first birthday. Fetch it, Maud! That's right. Now fill the glasses. Now, Harry, my boy, here's many happy returns of to-day to you, and wishing you all that you wish yourself!"

"Thanks awfully, father!" said the recruit, boyishly. And he went round the table, clinking his glass against the glasses of the other young people.

He would have looked deep into Trixie Beresford's eyes as he touched his glass to hers, but the girl who was a born coquette fixed them sideways on the buttons on his tunic as she held out her glass.

In her spoilt vanity she hoped that this would hurt him deeper than any sword wound. She, to test her own power, would not look at him.

"Oh! Very well, then!" thought young Harry with a mental shrug of the broad shoulders under that same khaki tunic. For he was of the type of lover who does *not* invariably respond to indifference by added devotion. That was a mistake on Miss Trixie's part. Harry would have agreed with the Elizabethan poet:

"*If she be not fair to me,*
What care I how fair she be?"

Certainly Trixie Beresford was the prettiest girl he'd ever seen, but if she had the bad taste not to appreciate honest admiration, well, there were other pretty girls! There was one on the other side of him, Ethel Smith, looking lovelier of face and figure than he'd ever seen her before.

He'd never really noticed her good looks, until one day, early in the summer, when a curl of her brown hair, blowing against his face, had sent a sudden, unexpected thrill through him. And *then* she'd turned away before he could so much as look into her eyes.

He'd take a good look into them now, by Jove!

So he said, softly, "Here's luck, Ethel!" And it was into the clear, grey-blue depths of Ethel Smith's eyes that the young soldier gazed deeply and admiringly and questioningly while the glasses rang out to the tune of fairy wedding bells.

This, we may as well admit at once, was *not* the sort of behaviour one expects from a young hero.

Making eyes (it was nothing less) making eyes at one pretty girl because another pretty girl had denied him her glance! Appearing perfectly ready to make love to either of them—the coquette in pink or the beauty in black satin—whichever of them seemed most responsive! With a heart divided between those grey-blue eyes of Ethel's and those red, red lips of Trixie's! It was disgraceful. It was *no* excuse to say that young Harry Freeman was at an impetuous and susceptible age—twenty-four, and that he was uplifted by the excitement of the step he had just taken, the entering upon a new life! He had just become a soldier—yes, but was *that* any reason why he should behave in a way that the voice of scandal attributes to a sailor? (*They* may flirt with two or more girls at once, it seems.)

No; young Trooper Freeman did *not* deserve the

"Oh, swank!" exclaimed Harry gaily, fastening the gold safety-pin in the collar of his tunic. "Shan't I be taken for an orf-icer!" ***(See page 249.)***

passionate adoration which was being lavished upon him at that moment by at least one of the girls beside him.

He was not good enough for a girl like Ethel Smith. Perhaps the brutal truth is that no young man alive is really "good enough" for the thoroughly nice girl who worships him!

But what difference does that make? The girl continues to worship him as he is—just as Ethel continued to worship Harry Freeman. "Oh, it's almost too good to be true, but I think he must care for me!" she was saying to her own tumultuous young heart as she sat there, outwardly composed enough, beside the guest in khaki. "I do believe he cares at last, else why should he have looked at me like that just now?" Then came the throbbing, thrilling wonder, "Will he tell me so before he has to say good-bye?"

The Flirt's Revenge.

MISS TRIXIE BERESFORD was the kind of girl to whom it's a necessity of life that the most important young man upon the horizon of the moment shall be, in the eyes of all beholders, her own undisputed property. Now, at that birthday-party of his, young Trooper Harry Freeman was undoubtedly the centre of attraction.

There clung about his well-set-up figure all the glamour of heroism—in khaki.

None of the other young men at this gathering were in uniform. And each of them looked perfectly conscious that at this period of English history, for a young man to be *not* a man and a soldier, means that he is an object of pity. Pity, because obviously he is for some reason *unfit*, or *unable* to serve his country.

One of these young men at the Freeman's was so short-sighted that he could not (without glasses) see across a room. No shooting for him.

Another had a game leg. This would let *him* down after a day's marching.

The third was heavily in debt. This would have to be repaid before he could, with strict honour, risk a life that was so mortgaged.

The fourth could not be spared to the front, so useful was his own work at home, for he built aeroplanes.

The fifth was a big, florid, stout young man of thirty, whose firm (Patterson's) manufactured Army boots, and was doing very well out of this war. He, as he told everybody, could not possibly leave his business to go and enlist.

It followed therefore that the boy who, to celebrate his twenty-fourth birthday, had donned the King's uniform, was the hero of the hour.

Of *course*, he ought to have been unmistakably at Miss Trixie's chariot-wheels. Yet—he wasn't. Because she had coquetted, because she wouldn't smile on him at once, he had actually sought—*and found*—consolation by turning to another girl. Trixie had seen that glance of his into the grey-blue eyes of Ethel Smith.

And she determined that there shouldn't be many more glances of the kind to follow. Her intuition told the little flirt that this other girl (under the gaiety with which women disguise the agony of parting with their soldiers) this Smith girl was achingly serious.

"But she needn't think that she's going to cut out little *me*," was Trixie's callous summing up of the situation, as the party rose from the table, "because I'm not going to have it. Let her wait and see!"

* * * * *

In the drawing-room after supper the young men were allowed to bring their cigarettes and pipes as they gathered round the piano where gentle, grey-haired Mrs. Freeman played accompaniments to all the songs that they knew; old friends, tried favourites like "Swannee River" and "There is a Tavern in a Town." After these choruses Ethel Smith was begged to sing a solo.

"That new thing," Phyllis stipulated, "the women's recruiting song." (It was new then.)

And Ethel, pink and white and golden brown in the rosy-shaded lights, stood there in her dead-black, becoming gown, and gave them "Your King and Country Need You." She had a rich and tuneful voice. She contrived to get a swing as of the tramp of a regiment into the last lines. Simple and obvious enough, a superior person would consider them. But, like most simple things, they met the case:

"'*We shall want you and miss you,*
But with all our might and main
We will cheer you—thank you—kiss you
When you come back again.'"

She sang for Harry alone.

And even if he did not quite grasp the full meaning of the little quiver in her voice at the last notes of the song, someone else in that room did.

"She thinks *she's* going to have him to kiss when he comes back, does she?" thought Trixie Beresford, sitting there looking prettier even than before on the white fur hearthrug where she'd settled herself down like a Persian kitten before the glow of the fire. "Well, we'll see about that."

"Now, Harry, your turn!" chorused the others.

"Yes, come on!"

"You tip us a stave, old son!"

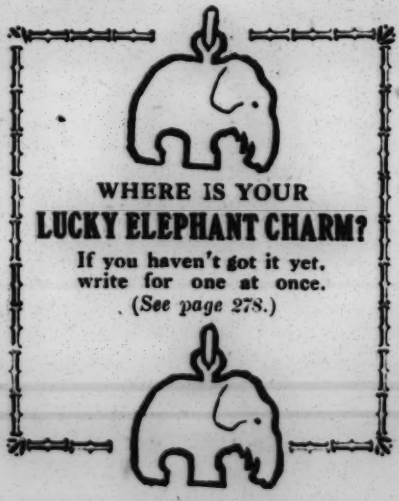
"Mr. Freeman! Trooper Freeman!"

"Give us something appropriate to the occasion."

"Yes, 'Tipperary'!"

"Oh, goodness, Harry *is* going to sing!" mourned his sisters with mock tragedy, as the young soldier sprang laughing to his feet and strode across the room to the side of his mother on the piano-stool. "Cotton-wool sound-dampers for two, please!"

Harry, from whose handsome throat proceeded a voice resembling that of a corn-crake with a cold in the head, proceeded to



warble the refrain only of the soldiers' marching-song:

"'*It's a long way*—join in, you fellows!—*to Tipperary,*
It's a long way to go—(Phyllis, if you make me laugh——!)
It's a long way—(eugh, eugh! Crumb gone the wrong way!)—*to Tipperary,*
To the sweetest girl I know—(that's you, mater),
Good-bye, Picca — (excuse me, wrong key) — *Picca-* — (try again)—*Piccadilly!*
Farewell, Leicester Square!
It's a long, long, long, long—(sorry, I thought there were some more longs)—*way to Tipperary-rare-tweedledeedee!*
My heart—(a violent thump on the right side of his tunic)—*'s right there! Sclah!*'"

Thunderous applause greeted this (from a musical standpoint) distressing performance.

The singer stood laughing, clearing his throat again. His sister Phyllis, having made a dash out into the front garden, came back with a branch of laurel, which she thrust into the top of his boot by way of acknowledgment. One of the other girls (a cousin) took a blue velvet ribbon out of her hair and tied it to his shoulder-strap.

"Thanks! Small contributions gratefully received. Any more comforts for the troops?" sang out Master Harry. "Who else has got something for me? Gold sleeve-links and diamond cigarette-holders two paces to the front!"

Ethel, plucking up heart of grace, turned to him at this.

"Harry! I—I did bring you a birthday present!"

"Oh, I say, sweet of you! What is it?"

She handed it to him on the pink palm of her hand—the gold safety-pin.

"Oh, swank!" exclaimed Harry gaily, fastening it in the collar of his tunic. "Shan't I be taken for an *orf*-icer!"

He had not begun to thank the flushed, grey-blue eyed girl who had handed it to him when there came a tiny pull at his khaki sleeve on the other side. He turned. Trixie Beresford, the picture of girlish prettiness, had risen from the hearthrug and was standing very near him, all soft appealing eyes and scarlet parted lips.

"I wondered if you'd take something from *me?*" she murmured, in a voice as soft as her look. "Of course it's nothing. But, just as a mascot—a keepsake! So that you don't—don't quite forget me, Harry, here's this."

"This," was her own handkerchief, a wisp of cambric trimmed with lace and scented with Phul-Nana perfume.

Harry's frank expression changed suddenly as he took it, glancing down into the alluring face of the girl who offered it.

"I didn't think *you'd* anything for me, Trixie," he said, as he tucked away the tiny scented handkerchief inside his tunic, inside his grey Army shirt, and where he considered, after all, that such a gift from such a girl belonged—next to his heart. "Look here, I haven't had a word with you this evening! Come and sit here!"

"Of course I care for you," Trixie told the handsome young soldier at last. "Would I allow you to do this if I didn't?"—*(See page 250.)*

Yes; we will not attempt to defend Harry, weathercock of fickleness as he was.

And the end of that party found the golden-haired coquette sitting almost in the pocket, as the saying is, of the young soldier who had started the evening by whistling her down the wind. It was she who was turning him round her highly-manicured little finger. And she kept him there with smiles, with glances that would have gone to a head more steadily poised than that impulsive and auburn-haired one of Harry Freeman.

A glance of a very different sort she shot, just once, in the direction of Ethel Smith, sitting there, with a sudden chill upon her, talking to the builder of aeroplanes.

That glance said, frankly and vulgarly, "There! Who's got him after all?"

Lights Out!

"I SHALL have to get back to barracks, I'm afraid," said Harry at last.

And his words were the signal for the party to break up.

The stout young man, who had been hovering in vain about the golden-haired beauty in pink, now thrust himself definitely forward and asked if he might 'phone for his car to take Miss Trixie home.

"Thank you so much," purred Miss Trixie with one of the glances which were for masculine consumption only, "but I *think* I'm going in a taxi *part* of the way with Mr. Harry Freeman!"

This was encouragement undreamt of by the auburn-haired young soldier. In the most desperate hurry he jerked himself into his khaki overcoat, picked up his Service cap and cane, and said good-night hastily all round. Ah, the cruel, brutal things men do—not knowing!

He never guessed that his casual farewell sounded "*Lights out*" to the hopes of a girl who was all his—the other pretty girl, Ethel Smith, who stood there with the rest watching him off with a gay smile on her fresh face and in her girlish heart the conviction that life was a desert, and that the last happy moment which she had ever known was the moment when Harry Freeman had looked deep into her eyes over the bubbling golden wine in which they had drunk his birthday toast.

Harry, in the taxi-cab, acted on an impulse that had been born during the last hour. He turned eagerly to his pretty companion in the rose-pink satin evening cape that harmonised with her gown. "Trixie," he muttered quickly, "I thought I shouldn't get another chance to speak to you, and I want to speak to you before I go away. You can guess what it's about, can't you? Little girl, I want you to promise me that you'll marry me if I come back alive."

Flippant Trixie was almost tempted to reply, "Well, I can't if you don't, can I?" However, this was the kind of remark which she often thought, but never made aloud, thereby proving her wisdom. She merely laughed softly, and said "Very well; if you like I *will* be engaged to you."

"*Sweetheart!* Can you really mean it?" cried young Harry, hardly able to believe his own good fortune. But it was all true; Trixie was thinking to herself, "Well, why not? It'll be rather amusing to be engaged to a man who's right bang *at* the Front, and getting letters from him, perhaps when everybody is so full of the war. And the Freemans are quite well off, and Harry's quite nice-looking, and so devoted to me. And it will be a very nasty one," was her final unworthy thought, "for that other girl that I've taken a dislike to—that girl in the black frock. Oh, I think he's quite worth while being engaged to!"

And in answer to Harry's ardent question, she told him at last, "Of course I care for you. Would I allow you to do this if I didn't?"

"This" was the kiss which she allowed Harry to take from her soft cheek. She was a little bit nervous that she had put just a suspicion too much of the Two-and-a-half Rose upon her lips.

"Darling," said Harry fervently, "there isn't a man going out with the Army who's got such a sweet and true and perfect little sweetheart as the girl *I'm* leaving behind me."

And at that moment, in her bare little bedroom, Ethel Smith, the other girl he was leaving behind with scarcely a thought, was crying herself to sleep.

Poor Ethel! Things look very desolate for her, don't they? Harry has no suspicion of what he really means to her—will he find out before he leaves her?

WHAT YOU CAN DO.

Knitting may sound tame compared with fighting, but you won't shirk the first because you would prefer the second, I know!

IT'S a well known fact that it is not in the doing of the right thing but in the *going on doing it* that true pluck lies, and I think many women are realising the fact very keenly just now. It was hard to say good-bye when "he" went off to serve his King and country, but it is harder to keep cheerful and brave in his absence; it was a wrench to knock off little luxuries when the pinch was first felt, but it requires a lot more determination consistently to manage without them; and in the same way it seemed but a light task to knit our first muffler or pair of socks or mittens, whereas now we don't realise, because we *don't want* to do so, that woollen comforts for our men are always wanted, always eagerly welcomed, and will be to the end of the war.

We mustn't lose our interest or serve less willingly now that the first excitement is past. We are shirking every bit as much as the fit man who stays at home. "Wool is expensive and hard to obtain," you say. Not if you will write to me, stating clearly what you want. You will find prices quoted on this page (low ones, too!) for all kinds of comforts; directions for working have been published in HOME NOTES—look them up in your back numbers, and then send for the wool. Your help is needed—won't you give all you can?

FOR HELMETS.
Khaki or Navy, 1s. or 1s. 3d.
Needles, 4d. extra.

FOR ONE MUFFLER (2 yds. by 13 ins.).
Khaki or navy, 2s. 10d., 3s. 6d., or 3s. 9d.
Dark brown natural, 2s. 8d.
Bone needles, 7d extra.

FOR BODY BELTS.
Double knitting, 1s. 6d. or 1s. 9d.
Fingering, 1s. 3d. or 1s. 4d.
Four needles for double knitting, 3½d.
Eight needles for fingering, 7d.

FOR SOCKS.
Dark or mid-natural, light or dark grey, 1s. 4d. or 1s. 6d.
Khaki or mixtures, 1s. 6d. or 1s. 9d.
Needles, 2d. extra.

FOR MITTENS.
Four-ply fingering, 6d.
Wheeling or "White Cross" double knitting, 9d.
Needles, 2d. extra.

These prices do not include postage. For the larger articles it will be 3d. and for the smaller ones 2d.

Send your orders, with remittances, to "Wool," HOME NOTES, 18 Henrietta St., London, W.C.

WHY I LET MEN KISS ME.

An article from a girl who doesn't believe in being too prudish. Next week I shall publish a chat giving the - - opposite point of view. - -

IT seems to me that a great deal of nonsense is talked about kissing, and lots of girls seem to think it the deadliest crime to be kissed by any man who isn't a relation or engaged to them. Very often they rule out even such innocent salutes as those given under the mistletoe. Personally, I never heard such rubbish!

It seems to me that there's no harm in either flirting or kissing, when both parties understand that they're only a pleasant game and not to be taken seriously, and they certainly do help a girl to know men well, and so make a wise choice when real love comes to her.

* * * *

Mrs. Grundy.

The way the world's arranged, it's almost impossible for a girl to get to know a man well enough to decide whether she wants to marry him, unless she allows him to flirt with her. Of course, grannies and maiden aunts hold up horrified hands, talk about the modesty of girls when they were young, and so on, but I'd rather have the disapproval of a few old-fashioned people than make the ghastly mistake of marrying a man I didn't really care for—wouldn't you?

If a few kisses, lightly meant and lightly taken, can save me from tying him and myself when we were never intended for one another, then I think the price is small, and I am more than willing to pay it.

For, after all, kisses, like other things, only mean what you put into them. They may be the greatest thing on earth, or they may be insignificant enough to be forgotten as soon as given. Perhaps lots of people won't agree with me, but, personally, I can always get more intimacy out of a hand-clasp than a kiss. Kissing is so much a matter of habit; we kiss people regularly every day of our lives, and even doing so to a new person is not such a great thrill.

* * * *

When Kisses were Common.

I wonder if you know that kissing was not always held to be the sign of intimacy that it is now. In the middle ages the kiss was the ordinary form of salute and the handshake the rarity. Everybody kissed everybody else, and thought nothing of it, and this is true of many foreign countries to this day. In France, even two men, if they are related, frequently kiss each other, while the sign of real affection and friendship between two people is for them to shake their *left* hands.

Do you think I have justified my point of view about kissing? Put in a nutshell, it is that the kiss itself is nothing; the feeling which prompts it may make of it, like the handshake, either a trifle or a sacrament.

The Dreadful Weakness Influenza Leaves

The power of Hall's Wine in banishing this weakness and building up an abundant reserve of new health and strength is absolutely marvellous.

It is after Influenza that so many latent physical troubles develop into serious complaints. By toning up the resistive powers with Hall's Wine all danger of further illness is removed.

A DOUBLE SAFEGUARD

Hall's Wine not only safeguards you *against* Influenza, but safeguards you against the grave illnesses which often *follow* Influenza. Its supreme value in Coughs and Colds and all Winter Ailments should give Hall's Wine a place in every home in the land.

Hall's Wine

THE NATIONAL RESTORATIVE

GUARANTEE.—Buy a bottle of Hall's Wine to-day. If, after taking half of it, you feel no real benefit, return to us the half-empty bottle within fourteen days and we will refund your entire outlay.

Extra large size, **3/6.** *Smaller,* **2/-.** *Of Wine Merchants, Licensed Grocers, &c.*

Stephen Smith & Co. Ltd., Bow, London.

THIS PATTERN FREE. **(See page 255.)**

THE LITTLE DRESSMAKER

Our Little Dressmaker is the most popular of all the people who write for "Home Notes." She is a dear little woman, who took up dressmaking when her husband died so that she might earn a living for herself and her children. What she doesn't know about dressmaking isn't worth knowing, and she also has the happy knack of telling other people how to set to work. If you are in any difficulty, write to her, c/o "Home Notes," 18 Henrietta Street, Covent Garden, W.C.: she will be only too pleased to help you.

ISOBEL'S WAR—

I EXPECT you have noticed for yourself what a lot of feeling there is going about amongst people now against extravagance in any kind of way. Even those who are not suffering from the war feel that they really ought not to spend anything on luxuries. We in the dressmaking trade take great notice of this, and I have come to expect it almost as a matter of course for my ladies to say:

"Now, Little Dressmaker, whatever you make must be useful and good, but as little elaborate and fanciful as can be."

And I have found that specially with regard to underclothes. I do a good deal of underclothes making, it being work that I have always had a liking for, and, in time past, I was rather well known for some of my dainty and out-of-the-way styles in nightgowns and camisoles.

But there is no demand for them now at all, and what I am asked for is "something plain, please, and comfortable, and just as ordinary as you like."

* * *

Dainty but Practical.

It rather goes against the grain for me to make anything perfectly ordinary—somehow I don't seem to be able to take an interest in it—and when a lady came in the other day and wanted me to make her half a dozen "good, old-fashioned comfortable nightgowns," I was quite distressed, till I found that, by just a little thought and arrangement, those nightgowns could be made every bit as dainty as one of those frilly, short-sleeved, low-necked things.

There's so little trimming on this nightgown that you wonder what it is makes it so very, very dainty and becoming. I think, myself, it's the comfortable, clinging cut it's got—and maybe, too, the sets of narrow tucks on the shoulders. Anyway, it's a splendid pattern, and you'll use it again and again.

No. 1620. W. 24 ins. only. (Coupon pattern, see page 255.)

—TIME NIGHTGOWN.

If you look at the picture I am sure you will agree with me. That was the shape I used for my lady, and she was really delighted with it. Nothing could be more practical, now, could it? And yet with the collar cut down just a wee bit at the throat so as to get the fashionable line of the neck, and those little tucks, it is as sweet as anyone could wish.

* * *

Cutting it Out.

You will find it an excellent shape for making up in either flannel or cotton. I did my six in Horrockses' longcloth, with an edging of nice Torchon lace round the collar and cuffs, and all sorts of fancy bows. I can't resist bows, and I put a yard of ribbon into each, and they were all of different colours—lavender and pale yellow, as well as the ordinary pink and blue.

If you are thinking of doing this shape yourself, you will need 4¼ yards 36 inches wide for the medium size, and about 2 yards of lace for a trimming. The lace is put on nearly flat, but it has to be eased just a little at the corners of the collar to keep it from rucking up.

Fold the stuff and put the pattern on it in the way shown by Diagram I. Notice that the straight edges of the back, front, yoke and collar must go to a fold. If I were you I should cut the yoke double; it will make a cotton nightgown stronger in wear, and will give a little extra warmth on your shoulders to a flannel thing that is to be used in winter. It isn't as if the collar came down

DIAGRAM I.

When you're cutting the nightgown, keep the straight edges of yoke, collar-band, centre front and centre back to the fold.

at the back, for it doesn't; it goes quite narrow behind and hardly gives any warmth here at all.

If you are going to have tucks, you must start by making these on both the fronts. There is enough material allowed for nine pin tucks on each side, and if I were you I should run them by hand. But perhaps everyone won't care to take the trouble of doing this; some may prefer to have two or three big tucks, or others prefer just to gather the fronts into the yoke. Gathers will do quite well, though, of course, some may not think them as dainty as tucks.

* * * *

Hand Sewing is Best.

Run and fell the under-arm and sleeve seams. I should like you to do them by hand if you have the time; of course, it does save trouble if you put them through the machine, but you don't get nearly as dainty a look when the thing is finished. Put the fronts and back in between the doubled edges of the yoke and lining, in the way shown by Diagram II. Tack them into place first, and try on the gown, just to see if the yoke sits nicely. Then, if it does, you can stitch the join by hand or by machine.

* * * *

Allow Good Turnings.

Please remember to take a good hold on the back and front. I have known ladies who were so afraid to waste material that they only just caught in the merest edge, and then, of course, it pulled out again the first time the nightgown

(*Continued on page 254.*)

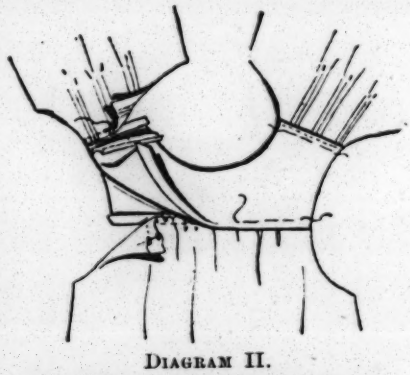
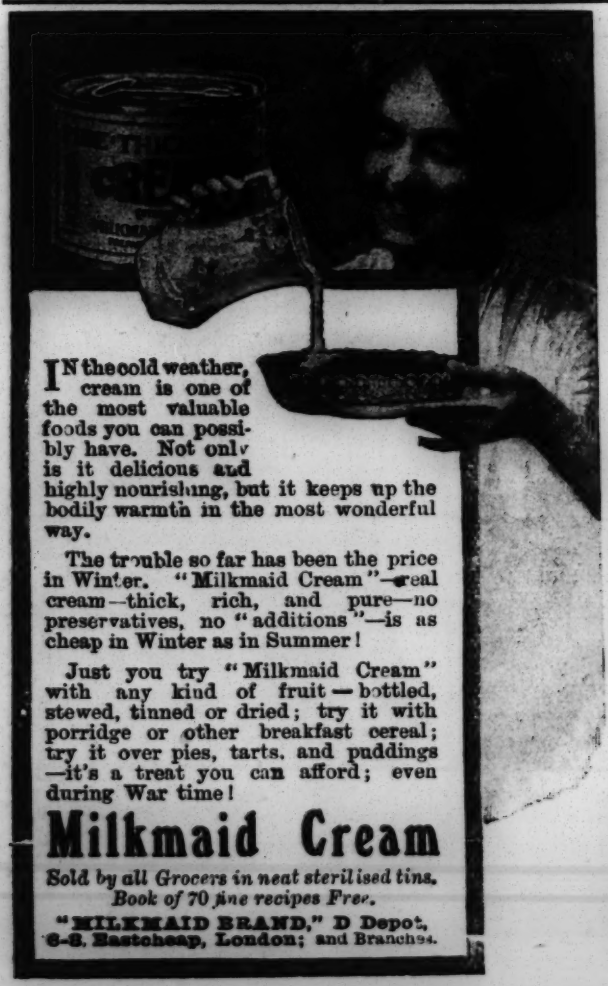


DIAGRAM II.

The fronts and the back are put in between the yoke and yoke lining, just like you see here.



IN the cold weather, cream is one of the most valuable foods you can possibly have. Not only is it delicious and highly nourishing, but it keeps up the bodily warmth in the most wonderful way.

The trouble so far has been the price in Winter. "Milkmaid Cream"—real cream—thick, rich, and pure—no preservatives, no "additions"—is as cheap in Winter as in Summer!

Just you try "Milkmaid Cream" with any kind of fruit—bottled, stewed, tinned or dried; try it with porridge or other breakfast cereal; try it over pies, tarts, and puddings—it's a treat you can afford; even during War time!

Milkmaid Cream

Sold by all Grocers in neat sterilised tins.
Book of 70 fine recipes Free.

"MILKMAID BRAND," D Depot, 6-8, Eastcheap, London; and Branches.

Ask your Draper for patterns of

"AZA" (Regd.)

the popular washing fabric for making-up ladies' blouses and nightwear, gentlemen's shirts and pyjamas, and all children's garments. It is of all-British manufacture, and is highly recommended for Red Cross Work. "Aza" is delightfully soft and comfortable, of exceedingly good appearance, positively unshrinkable, and will last twice as long as ordinary flannel.

30 INCHES WIDE, 1/4½ PER YARD.

Also in Winter-weight, 1/6½ per yard.

OF ALL UP-TO-DATE DRAPERS.

Should you have any difficulty in obtaining, please write Manufacturers:
Wm. Hollins & Co. Ltd. (wholesale only), 24, 25, 26a, Newgate Street, London, E.C.

THE LITTLE DRESSMAKER—Continued from page 253.

went to the wash. Three-quarters of an inch isn't a bit too much to put inside the yoke.

Cut open the centre front fold for a depth of about 8 inches. Now cut two straight strips of stuff 8 inches long by 2 inches wide, and put them on as facings to both sides of the split in the way shown by Diagram III.

* * * *

Putting on the Collar.

Stitch the facings by machine, and at the place where they end sew down a little patch of material which will keep the split from tearing down into the body of the garment. Some people work a buttonhole and loop instead of putting the patch, so that when there is any drag on the front the strain may come on the loop, and not on the material. You can do whichever you prefer.

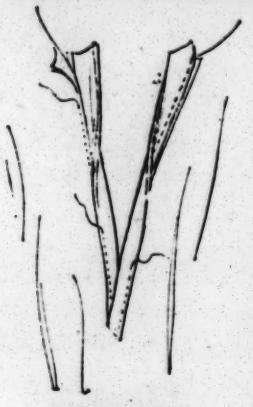


DIAGRAM III.

Managing the opening down the front.

Sew on buttons, and work buttonholes to close the fronts. Hem the collar round its un-notched edges, and sew on lace frills to the hems. Then run and fell the notched edge of the collar to the neck with the notches matching.

You will want a button and buttonhole to fasten the ends of the collar together at the throat. The ribbon bow is not meant to be tied, it is only tacked on to make the gown look pretty.

Set the upper edge of the sleeve into the armhole, with the sleeve seam about 2½ inches in front of the under arm seam. Bind the raw edges with strips of material cut on the cross to make them neat.

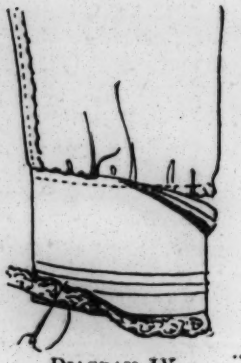


DIAGRAM IV.

Sew the gathered end of the sleeve neatly on to the edge of the cuff.

* * * *

The Cuffs.

If you have had tucks on the front, you must run a few little tucks also on the cuff by way of a finish. There is space allowed for three pin tucks, but if you have only gathers you can leave the cuff quite plain, just finishing it off with a frill of lace.

(Continued on page 255.)

THE LITTLE DRESSMAKER—Continued from page 254.

Join up the ends of the cuff. Run and fell the notched edge of it to the wrist with the notches matching. (Diagram IV.). Then turn it back halfway up, so that it makes the double shape shown in the picture.

Be very careful about this cuff or you will find that you have got the tucks and frill on at the wrong side. Remember that when you are putting the cuff on to the sleeve, the tucks and frill must be inside, so that when you turn it back they may come to the outside and show nicely.

Make a double hem about 2 inches wide round the bottom of the gown, and then it is finished.

Don't forget that you can get my "Little Dressmaker's" book for 1s. 3d., post free, from the Publishers, 18 Henrietta Street, London, W.C. You'll find it very helpful.

Your respectful friend,

THE LITTLE DRESSMAKER.

(*Next week I'll tell you how to make my "Wartime" Overall and Dusting-cap.*)

HOW TO LEARN SHORTHAND.

THERE is no doubt that during the present period of war there are a number of ladies and gentlemen who have a great deal of leisure. The Holborn Hall College have anticipated this by arranging a special course of study, whereby anyone may qualify for secretarial work in three months, and the course—if preferred—may be carried on in their own homes. The College can confidently guarantee this. Each student is taught individually, and study carried on under ideal conditions (the principal and his staff taking a personal interest in each).

Shorthand, which is usually considered such a difficult subject, need no longer strike terror to the feminine mind, as many excellent appointments are secured, one of the recent successes including that of Lady Assistant Secretary to the London Association for the Blind. This was obtained after only ten weeks' study.

FREE!

H.N. FREE PATTERN REQUEST FORM.

Not available after March 16th.

(Foreign and Colonial readers, May 14th.)

Please send me pattern No. 1620, for which I inclose **one penny** stamp to cover the cost of postage.

Name.....

Address.....

.....

Cut in one size only, 24-in. waist.

INCLOSE A PENNY STAMP.

After the dates mentioned above, our free pattern will be sold for 6½d., post free. When applying for it, address your envelope to Pattern Department, HOME NOTES, 18 Henrietta Street, London, W.C., and write "NIGHTGOWN" in top left-hand corner.

BEAUTY DOCTOR TELLS SECRET.

A Beauty Doctor Gives Simple Recipe to Darken Grey Hair and Promote its Growth.

Miss Alice Whitney, a well-known beauty doctor, recently made the following statement: "Anyone can prepare a simple mixture at home, at very little cost, that will darken grey hair, promote its growth and make it soft and glossy. To half a pint of water add 1 oz. of bay rum, a small box of Orlex Compound and ¼ oz. of glycerine. These ingredients can be bought at any chemist's at very little cost. Apply to the hair twice a week until the desired shade is obtained. This will make a grey-haired person look 20 years younger. It is also fine to promote the growth of the hair, relieve itching and scalp troubles, and is excellent for dandruff and falling hair."

Study the Advertisements,

and when writing to advertisers

mention "Home Notes."

The famous non-greasy toilet cream. Use it *regularly* and look your best.

Icilma

CREAM.

1/- everywhere. Icilma is pronounced Eye-silma.

Icilma Co., Ltd., King's Rd., St. Pancras, N.W.

FOUND!

The Secret of Happiness:

IT IS HEALTH!

SO BEAR IN MIND THAT

STEEDMAN'S POWDERS

CORRECT THE SLIGHT STOMACH TROUBLES WHICH MAKE CHILDREN SO FRETFUL

FOR LOVERS ONLY.

Valentine's Day—the fourteenth of February—is the day for lovers, and this very interesting little article by MOLLIE KENNEDY tells you of some of those old superstitions which are still believed in by country folk in certain parts of the country.

IN our grandmother's days beautiful valentines passed between lovers and friends, for of all times in the year, St. Valentine's Day seemed to appeal to them as a suitable day on which to give presents. Dainty filigree satchets, delicately perfumed, and prettily decorated with artificial flowers, pierced hearts, or smiling Cupids, met the eye in every stationer's window, where now only ugly representations bearing vulgar doggerel are to be seen.

But although town-dwellers never celebrate St. Valentine's Day, in some parts of the country many of the quaint and pretty old customs are kept up by the country folk.

In Warwickshire the village maids keep up the old Valentine custom. They go out before dusk—or, as they say, "just afore milkin'-time"—and pick from the nearest holly-bush a small twig. In this they cut a slit, and then, having written the name of their lover on a piece of paper, they thrust this into the slit. The charm must now be worn next to their heart until the following morning, and it is believed that during the night, if this lover will be the future husband, the girl will dream of him.

* * * *

Other Quaint Customs.

To render such a charm doubly sure, it is necessary for the girl to write the name in her own blood. Many a village girl will shyly try to hide the cut or scratch on her hand next day where she has cut herself for this purpose.

Your lover's name on a slip of paper inserted into a holly-twig brings happy dreams.

In Oxfordshire the same rite is pursued, but the twig is put under the pillow, and it is believed that the first person seen—or, as some say, spoken to—on the morning of St. Valentine will be the future spouse.

In other parts of the Midlands the girls each pick bay-leaves. These are pinned at the corners of the bed, and the fifth in the middle of the pillow. Sometimes village lads, as well as their sisters, will follow out this rite. As the clock strikes twelve, he who desires to know his fate must get out of bed and eat an egg, filled with salt, shell and all. A vision of the future will come in the dreams that follow such a repast!

Those who are brave enough to face the ordeal must go to the church porch an hour before dawn, shoeless and hatless, and having fasted a day beforehand. They must stand facing the east, and, as the first streak of dawn appears in the sky, must repeat the following lines:

"Good morning, Valentine,
Good morning, Valentine,
Morning dawn will show me mine.
Good morning, Valentine."

It is believed that after repeating this either the spirit of the future partner will appear, or, as the watcher goes home, he will meet her in the flesh.

* * * *

What a Magpie Signifies.

An old Welsh woman once told me she saw her husband appear thus, and a few weeks later, at a mountain fair, recognised him as the spirit she had seen. They were married and lived happily, and old Bessie had a firm belief in this superstition.

In some parts, magpies are believed to be birds sacred to this day. In Devonshire and Cornwall it is considered very unlucky to see a single magpie on St. Valentine's Day, but if two are seen joy and good luck of various kinds will follow. Should there be three, then the course of true love will be smooth, and a wedding will be in the near future, and if four magpies should cross one's path, then news of a birth may be expected.

It is considered very unlucky to see a magpie on St. Valentine's Day in some parts of the country.

In Oxfordshire the same superstition prevails, and the following doggerel rhyme is quoted:

"One's sorrow,
Two's mirth,
Three's a wedding,
Four's a birth."

It is generally believed, also, that should a magpie cross one's path on the morning of St. Valentine's Day that a death in the family will follow, and I well remember an old lady who resolutely refused to go any further, turning back at once, on seeing one cross the road, although the postponement of her visit meant financial loss to her.

NEXT WEEK!

A FREE CUP OF COCOA FOR YOU!

NEXT WEEK!

—Inside every copy of HOME NOTES, and a simple picture contest which means a prize of £50 for somebody—and over a thousand other prizes as well.

YOU have had many welcome presents given away inside HOME NOTES during the past —patterns galore, charming toys for the children, and dainty coloured plates. Next week I am presenting you with quite another type of gift which I am sure you will find very acceptable indeed. It is neither more nor less than a packet of cocoa which will make a large breakfastcupful of this delicious beverage. All you have to do is to follow the directions carefully—adding water, milk, and sugar in the usual way—and you will enjoy your cup of cocoa as much as the chubby little maid who will smile at you from the cover. Tell your friends about this offer so that they, too, may take advantage of my splendid gift.

* * * *

First Prize £50.

The picture letter competition which I published in HOME NOTES a little while ago was the most popular contest we have had for a very long time. You will find a similar letter in HOME NOTES next week, and over one thousand prizes are waiting for the fortunate individuals who read it most correctly. Just look at the prize list

FIRST PRIZE	£50	0	0
SECOND PRIZE	£20	0	0
THIRD PRIZE	£10	0	0
Two Prizes of	£5	0	0
Two Prizes of	£3	0	0
Two Prizes of	£2	0	0
Fifty Gifts value	£1	1	0
Fifty Gifts value		10	6
One Hundred Gifts value		5	0
Eight Hundred Gifts value		2	6

One thing I want you to remember, and that is that this competition is complete in next week's HOME NOTES; you have only to read the one letter in order to compete for these splendid prizes. When you think how very welcome a money prize will be to you just now, I am sure you will make up your mind to set to work as soon as your newsagent delivers next week's copy to you. You had better order it from him straight away and tell your friends to do the same; if you don't, he may be sold out when you pay your weekly visit!

* * * *

Free Patterns As Well.

But the free cup of cocoa is not the only gift you can get through HOME NOTES next week! Spring-cleaning time is coming, and I expect you are already thinking of overalls and dustcaps in which to arm yourself for the fray. The Little Dressmaker has anticipated your wants, and next week she will describe an attractive little get-up, which is just the thing you need. You will be able to get both patterns free in exchange for the coupon.

You will all be interested in the article, "Women in the Trenches," which you will find on the first page of this number. Next week the same contributor will tell you of women who bear the title of colonel in various regiments, although they never lead their men in a charge as their brother officers do. "Colonels Who Don't Fight," the writer dubs them, but it is by no means an accusation of cowardice as you will soon discover!

Of all the other features I can only say that they will be as bright and chatty as they always are. There is really not room to tell you about them here!

HOW TO OBTAIN YOUR ELEPHANT CHARM.

SO many of my readers have sent for my fascinating little mascots that I can hardly supply them fast enough! There are plenty left, however, and waiting to be sent off to *you*, for, of course, you want one. Shall I tell you how to obtain it?

1. You can send six penny stamps to ISOBEL, Elephant Dept., HOME NOTES, 18 Henrietta Street, Strand, London, W.C.

2. You can send three penny stamps and three of the accompanying coupons correctly filled in.

3. Or you can send six of these coupons correctly filled in.

Ask your friends to let you have the coupons out of their papers, and then show HOME NOTES to friends who do not generally read it.

LUCKY ELEPHANT COUPON.

Available until February 16th, 1915.

I am a regular reader of HOME NOTES, and have shown my copy to

Miss or Mrs. .....

Address .....

who is not at present a regular reader.

Name .....

Address .....

.....

OUR "UNSEEN FRIEND" PAGE. **CONDUCTED BY ISOBEL.**

"SEEING THE CROOKED."

There comes a time in the life of most people when they need a real, true friend, who, though unseen, will try to help and guide them through trials and difficulties, who will try to make crooked things straight, and confused things clear. And this is what I want to do for you if you will trust me with your doubts and difficulties, whether they touch your outer or your inner life. I can help you through this page, or privately, if you like to send me a stamped, addressed envelope.

AMONGST all the letters of congratulation I had on HOME NOTES' twenty-first birthday there was only one that sounded a discordant note. It had no address and was merely signed "A DISAPPOINTED WOMAN." She did not ask for any reply, but I am so sorry for her that I hope she will see this little chat about her letter, and that it may perhaps help her to feel less disappointed.

She began by saying that she had taken HOME NOTES since the first number, and still likes it better than any other paper, and her disappointment has nothing to do with our little paper. But she went on to say: "Twenty-one years is a long time to look back upon, and as I do it, I must confess that the contemplation of them does not give me much happiness or satisfaction. I wonder if you, Isobel, looking back over them, see also, as I do, all the ingratitude, the selfishness and the unkindness that is so rife in the world—and that has often made my life a burden. I hope you may have been spared this, but I could write out a long list of the people I have helped who have never thanked me, and of the people I have advised who have never followed my advice, but, who, nevertheless, when landed in troubles of their own making have looked to me to extricate them."

> Who seeks for heaven alone to save his soul,
> May keep the path, but will not reach the goal;
> While he who walks in love may wander far,
> Yet God will bring him where the blessed are.
>
> H. VAN DYKE.

She wrote a good deal more, which I need not quote, and I can't tell you how sorry I am for anyone who has so utterly missed the joy of life, and who is undoubtedly one of those who—to quote Ruskin—"have looked for the crooked and found the crooked."

* * * *

What About the Pleasant Memories?

I wonder, poor "DISAPPOINTED WOMAN," if you have no memories of the people who *have* been grateful for your help and advice (probably a far larger number than the ungrateful ones, if you could only remember them). For myself, looking down the years behind me, I could, if I chose to search my memory, no doubt find some few people who have expected much of me without any right to expect it, and who have never appreciated the help I gladly gave them at the time, and am glad I gave them now. But they are of no account compared with those who looked to me for help, and found it and valued it.

"I was poor and in direst need and you helped me over my hard times." "I was friendless and you befriended me." "No one loved me; my heart was hungering for affection and my soul cried out for love in vain, till you came and spilt love over me with no niggard hand." "I had fallen by the hard roadway of life, and you raised me to my feet and pitied and helped and gave me a fresh start."

* * * *

Your Duty to Warn Your Friend.

Do no voices cry such words as these to you, "DISAPPOINTED WOMAN"? Could you not make a list of such as these, a list bright with love and gratitude instead of that black, dreary list of *ingrates* you remember so bitterly? I do not like to think that such an old friend—all my readers are my friends, but I have a specially warm corner in my heart for those who bought that now so odd-looking little paper dated January 16th, 1894—can find nothing but regrets and disappointment in twenty-one years. To please me, and because it will make you so much happier, won't you try to readjust your ideas and write and tell me you have done so?

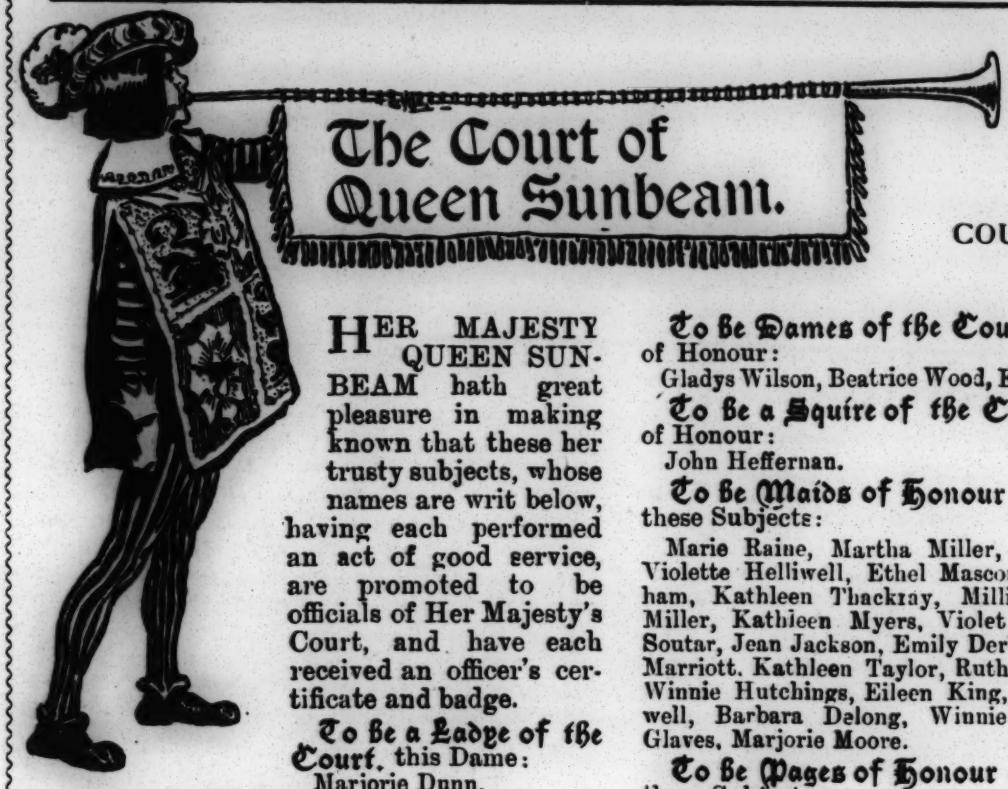
"L. T. H." sees that a young girl she only knows very slightly is in danger of being led into undesirable ways through her friendship with a man many years older than herself, who is taking advantage of her youth and ignorance. The girl has no mother—only a father, who knows nothing of what is going on, and "L. T. H." asks me what she can do to warn and help her.

I think the only thing you can do is to speak to her and tell her exactly what you have told me in your letter. However slightly you know her, you can't risk letting her get into trouble without at least trying to warn her. She may not follow your advice, but I think you ought to give it.

You set me a hard task, "GRACE DARLING," when you ask me how you are to find out if "the one in France," of whom you are so fond, really returns your love, and I'm afraid I cannot tell you in what way you can ask him without appearing "forward." You tell me that you have twice given him up for no reason whatever, but each time he has seemed very willing to make it up, and you wonder if the fact of your feeling more drawn towards him since he went to the Front is a proof of "his love." I don't understand how *your* feelings can be any proof of his, but I certainly think that if you are as fond of him as you say, you had better give up the various other young men of whom you tell me, and keep to him. If your own instinct can't tell you whether he returns your love or not, I fear I can't help you to find out.

Always your friend, Isobel.

PULL OUT THESE FOUR PAGES FOR THE CHILDREN.



The Court of Queen Sunbeam.

THIS PAGE TELLS ALL THE COURT NEWS.

HER MAJESTY QUEEN SUNBEAM hath great pleasure in making known that these her trusty subjects, whose names are writ below, having each performed an act of good service, are promoted to be officials of Her Majesty's Court, and have each received an officer's certificate and badge.

To be a Ladye of the Court, this Dame:
Marjorie Dunn.

To be Knights of the Court, these Squires:
Edwin C. Hardie, Arthur Spencer.

To be Dames of the Court, these Maids of Honour:
Gladys Wilson, Beatrice Wood, Emily Derbyshire.

To be a Squire of the Court, this Page of Honour:
John Heffernan.

To be Maids of Honour of the Court, these Subjects:

Marie Raine, Martha Miller, Alma Griffiths, Violette Helliwell, Ethel Mascord, Doris Cheetham, Kathleen Thackray, Millie Butler, Pearl Miller, Kathleen Myers, Violet Haward, Sylvia Soutar, Jean Jackson, Emily Derbyshire, Florence Marriott, Kathleen Taylor, Ruth Boose, G. Ford, Winnie Hutchings, Eileen King, Vivienne Gresswell, Barbara Delong, Winnie Cowles, Violet Glaves, Marjorie Moore.

To be Pages of Honour of the Court, these Subjects:

George Slayter, Sydney Leadey, Fred Flude, John Heffernan, Percy Edwards, Frank Burton, William Schweitzer, John Gill.

AUNT HILDA'S LETTER.

February 13th, 1915.

MY DEAR SUNBEAMS,—

You haven't had a Court Competition for such a long time that I expect you've almost forgotten what they are. Well, *only members of the Court of Queen Sunbeam* can enter for these competitions; so if you aren't one already, hurry up and join!

Queen Sunbeam, you know, often visits hospitals to see the poor little sick children, and the last time she went she took with her all the pretty Christmas cards you sent. I wish you could have seen how delighted the little boys and girls were with them! One little boy especially seemed to be enjoying himself more than the others, and when Queen Sunbeam asked him what made him look so happy, he told her that it was his birthday, and that, as he was nearly well again, the nurses had let him choose his four favourite things for tea.

Now, what do you think he was having? I want you to guess and write what you think on a postcard, then send it to AUNT HILDA, Court of Queen Sunbeam, 18 Henrietta Street, London, W.C., not later than Tuesday, February 23rd. The prizes will be:

Twenty promotions to the next rank for the twenty *subjects* who guess all the right things, or make the fewest mistakes

A promotion for every *officer* of the Court who guesses all the right things or makes only one mistake.

And a surprise prize for *each* prize-winner as well, whatever his or her rank.

Remember it was a *birthday* tea, Sunbeams, so perhaps it will help you to remember what you had on *your* last birthday.

And now make haste and turn to the last page of THE ROUNDABOUT and read about my lovely special contest. I know you're all longing to do something for our brave men, so I'm sure you'll like my splendid idea.

Your own Aunt *Hilda.*

PEN'S VALENTINE.

And how she found it.

By ETHEL TALBOT.

"I'M sorry," said Mother, smiling bravely over the tea-table, "but I'm afraid there'll be no valentine presents this year. With Dad at the front, you know——"

"We don't want presents," said Jack and Pris, smiling back almost as bravely as Mother herself; "we'll forget that it's going to be St. Valentine's Day to-morrow. It'll be quite easy."

"Kite easy," echoed Pen, who couldn't speak very plainly, but who always tried with all her might to be exactly like the big ones.

But some things are easier said than done; this was one of them, and, though the children were as brave as possible, it wasn't easy to give up all thought of the valentine presents they'd had every year of their lives without talking about them a little sadly.

"Only, we mustn't let Mother know that we mind," said Pris sternly. "You see, as Valentine's Day is Dad's birthday as well, she——"

"Of course," said Jack, and "Torse," echoed Pen.

"And we might do something, you know," continued Pris—"something for Mother, I mean. What about making valentines, now? You and I, Jack, could draw them, and then we'd put them in the post, and they'd come at breakfast-time."

"Me, too!" said Pen; "I want to send Mother a valentine!"

"Oh, Pen, you're too small. You are, really." Pris was getting quite eager over her new idea, and didn't notice the sorrowful droop of her little sister's mouth. "You see, we've only just time to make them and put them in the post-box before bedtime. Do be brave, and don't make a fuss, and go to bed like a good girl, and in the morning the postman'll bring them, and you'll see them, you know."

"Yes be brave," said Jack; "you're too small, really, you know, to make a proper valentine."

Pen wanted to cry, but she knew that everyone has to be brave in war time—little girls as well as soldiers—for Daddy had told her so before he went away. So she trotted off to bed without another word, and tried her hardest to go to sleep.

But it wasn't easy, for she was thinking of to-morrow; she heard Pris and Jack run out to the post box at the end of the garden before they came up to bed, and she lay wondering and wondering what the valentines were like that they had made, and wishing with all her might that she could give Mother a surprise present too.

"I'll get up nice and early," said Pen to herself sleepily, "and I'll go down to my little garden and see if I can't find a flower for her."

That was the last thing she thought of at all until next morning, when a bird woke her by chirping on the window-sill outside.

The bird reminded her of valentines, somehow, and when she thought of them she remembered that the big ones had sent theirs by the postman and that she must get up quickly and go downstairs if she was to find something for mother as well.

It wasn't very light, but she managed her tapes and buttons somehow, and it wasn't long before she had crept downstairs; she could hear Mary working away in the kitchen and the front door was unlocked, so out she scampered and down the path that led to the children's gardens.

"There wasn't any flowers yesterday," said Pen to herself as she ran, "but p'rhaps as it's Valentine's Day there might be just one tiny one that's grown up for Mother."

But there wasn't; there wasn't even the weeest daisy; you see, Valentine's Day comes so early in the year, and somehow Pen hadn't thought much about that. She was feeling very miserable indeed, and very cold, too, by the time

(Continued on last page of Roundabout.)

JOLLY JUMBO AND HIS FRIENDS.

Ho! Sunbeams,—Do you like Hockey and Rain mixed, so you don't know if you're playing at divers or learning to swim? 'Cos that's how it seemed to us when we had our annual hockey match yesterday, and if it hadn't been for that clever, gemplemanly, sweetly-hijeous creechur of a Bruin—

I know we should all have been drownded. For the rain sploshed down like watercarts, and in a minutes the field was under water, and we looked more like submariners chasing a bomb than hockeyists after a ball. And just as we were starting to scream with miserbleness—

Bruin shouted, "Hey! before we get drowned, I've got an idea to save us! We'll use the hockeysticks as stilts, and wade home with dry foots, see? There are six sticks, so three can walk and three ride," and, "Ho, Mr. Lifeboatsaver!" we shouted, "what a splendoshous idea!"

So we pulled up the umbrellas we'd used for goalposts, and made stilts of the hockey sticks, and climbed on each others' backs, and off we went home, and Bruin only dropped me in the water six times, so I was nearly dry when I got into my bedroom!! But, ho! haven't we all got colds!

PEN'S VALENTINE—Continued from second page of Roundabout.

"Ho, what gorjus potry."

she had looked everywhere and had found nothing at all.

"If it wasn't war-time, I think I'd *have* to cry," she said to herself sadly when she'd looked everywhere "I almost think I'm going to, now."

A big tear was just squeezing itself out of one eye, and simply *wouldn't* go back when all of a sudden a sound from the gate made her stop and listen. Someone was coming up the garden path.

"It's the postman," sobbed Pen; "he's bringing the Valentines, and I haven't got anything to give to Mother."

She bent over the garden-bed, just in case the postman should see that she was crying, and she blinked back her tears as hard as she could.

"Pen," said a voice.

Pen started and turned. She knew *that* voice; it sounded like, yes, and it *was*—it was *Daddy!*

Up the path to the little gardens came Dad himself—Dad looking somehow pale and thin, and with his arm in a sling, but it *was* Dad, all the same, no one could mistake him, certainly not Pen.

"Oh, darling Daddy," she cried; "have you come home?"

"Why, of course I have," said Dad; "didn't Mother get word? Why, then, the letter must have been delayed; she'll get it this morning. Pen, let's give her a surprise."

"And a Valentine, too," laughed Pen; "Daddy, darling; will you be my Valentine, and let me give you to Mother?"

So that was how Mother got her best surprise-present of all, and that was how Valentine's Day turned out to be the happiest day the children had had since the War began.

SOME FAMOUS HUNTERS.

BERTIE BALEERO is bouncing and brave—
He will track the fierce mouse to its lair—
But he'll never go out when there's darkness about,
Because of the baffling bear.

Matthew Mackenzie is manly and proud—
No tiger can make him afraid—
But he's only to spy a small bluebottle fly,
And he turns a peculiar shade.

Cæsar Sardonna is seasoned to snakes,
And sharks never shock him a bit—
But the sight of a snail always makes him turn pale,
And a minnow will give him a fit.

There are many queer fads of these hunters of fame
Though Kenneth is cunning and bold,
And has caught kangeroos and the camel and moose,
He is *frightened* of catching a *cold!*"

NANCY M. HAYES.

MITTENS FOR SOLDIERS.

Prizes for the best pairs.

I KNOW you're all simply longing to do something for our brave soldiers, so I've been wondering how you could help them, and, after thinking very hard, I've got a splendid idea. The men's hands get very cold when they are fighting, you know, and you wouldn't believe what a difference a pair of nice, warm mittens makes! So I want all of you who can to make a pair and send them to me, and Messrs. Hawes Bros., of the South London Wool Warehouse, are offering a prize of a lovely work-box for the best pair sent in, and there will be twenty extra gifts for the twenty next best pairs. The closing date is March 15th.

All the mittens will be sent to Lady French for the troops after they have been judged. Now I will tell you how to make them.

Cast on 48 stitches, 16 on each of three needles, join in a round and knit 2 plain, 2 purl, for three inches. Then divide the stitches on to two needles only, making 24 on each needle, and knit right along on both the needles one plain row and then one purl row alternately for two inches.

You will not knit in a round as you did first, you see, but when you get to the end of a row, you will turn round and knit back again, as you would if you were working with only two needles. This makes the hole for the thumb. When you have done two inches of this, replace the stitches on the three needles, 16 on each needle, and knit 2 plain, 2 purl for 20 rounds. Then cast off loosely and the mitten is finished.

How are you to get the wool? Well, send me 9d., and I will post you plenty of beautiful khaki wool and needles, too, or if mother has a set of four steel needles, size 12 or 13, send 7d. for the wool only.

"I want to sing it, too!"

FORM OF ADMISSION.

I wish to become a Subject of Queen Sunbeam, and promise to be her trusty servant and to carry her sunshine wherever I go.

If you want to join the Court of Queen Sunbeam write to Aunt Hilda for a copy of the rules.

FRIENDSHIPS THAT HURT.

There's nothing more beautiful or helpful in the world than a real friendship, but when the feeling is all on one side it's a very different matter. If you ever discover yourself drifting into an affair of the kind, you would do well to remember the sensible advice given in this sympathetic article.

It seemed quite natural to Molly that a younger girl should bring her little tributes of homage—

I'M not particularly keen on Violet Graham myself. I see what it is in her that makes people call her so fascinating, but she has no fascination for me. Her personality—which is certainly rather an unusual one—interests me, but that is all.

I like Molly Peters the better of the two friends. She's a year or so younger than Violet, and, in many ways, her character is less strong. She's not at all a remarkable girl, but she's nice and simple and affectionate. Indeed, you might say that her affectionateness was rather too much of a good thing as far as it concerned Violet.

Violet and I, with two or three others who don't count—had been working in the same office for more than a year when Molly arrived. She was shy at first, and Violet was kind to her, as any decent girl is to a shy stranger. And little Molly promptly repaid Violet's kindness by falling head over ears in love with her.

I've always had a trick of watching people in a quiet way of my own, and I watched Molly and Violet pretty closely because they interested me. At first the older girl hadn't a notion of what was happening. She's blessed with a pretty good opinion of herself, and it seemed to her only right and natural that a newcomer, whom she had honoured by her gracious attentions, should show gratitude by waiting on her hand and foot, bringing her little presents of flowers, and so on. She was quite nice to Molly in a rather condescending way, and, as part of that niceness, she asked the girl to tea with her one Saturday. Molly flushed and sparkled with pleasure at the invitation.

"Oh, I should simply love it!" she cried.

* * * *

Little Attentions that Mean Nothing.

It's delightful to any girl with a good heart—and I'm sure that Violet is very good-hearted—to be able to give so much enjoyment so easily. Therefore it wasn't very long before she asked Molly again, and soon they had arrived at the Christian name stage of intimacy.

Violet has rather caressing manners, which are natural to her. She uses them quite without thinking. For instance, I'm sure it meant nothing to her to rest her hand lightly on Molly's shoulder as she passed the younger girl's desk, to call her "child" and "chick," to slip her arm through Molly's when they walked together, and so on. But it meant a great deal to Molly. A touch of the hand or a little caress from Violet set her all in a glow and a tremble; she counted her days from "the time I went out last with Vi," and was continually on the strain in order to make herself more than ever pleasant and attractive to her idol.

That sort of thing went on for a few months, and then there came the inevitable row. Molly grew jealous—as she was bound to grow, sooner or later.

It happened that my work and Violet's fell together at that time, and Violet did me the honour of taking rather a fancy to me. I didn't return it, for, as I said before, she doesn't happen to appeal to my special taste. But that didn't matter to Molly. She was jealous, and she suffered as only a jealous girl in love can do.

She grew heavy-eyed and pale. She lost a great many of her light-hearted, cheery ways, and was, in consequence, very much less attractive than when she first came to the office. After a while, she grew "scratty," and began to say sharp things to Violet.

* * * *

The Inevitable Result.

Violet was tired of me by that time, and had slipped along into a light-hearted friendship with someone else. She didn't go back to Molly. Why should she? She had never had more than a passing liking for the girl at her best, so it wasn't to be expected that she should stick to her when she had lost her brightness and had fallen into a chronic state of bad temper.

I hoped that they would drift right apart, and make an end of the business. But, as they worked in the same room, Molly didn't have any chance of forgetting her trouble. She brooded over it, and went down and down in health and capacity, doing her work worse and worse each day, till, after repeated warnings, she at last got notice to leave.

It happened that we were the last two in the room that evening; and, while she was putting away her books for the night, Molly suddenly broke down, laid her head on the desk, and simply *howled*. It must have taken a great deal of really bad, interior suffering to produce such bitter, broken-hearted crying as that.

—But that they did not mean nearly as much to her as her adorer hoped caused a deal of heartache when the fact became apparent.

She let me comfort and pet her, "because Violet threw *you* over too, so you know what it's like," as she sobbed.

I didn't tell her that Violet had never had

the chance to throw me over. I only petted and soothed her, took her home with me to supper, and, afterwards, persuaded her to come across the road with me and see my doctor, who is splendid at giving people tonics which pull them together when they are a bit run down.

His bottles, backed up by a fortnight's holiday, did her a world of good, and afterwards she took another post, where she still is. I see her now and then, and sometimes she comes to spend Sunday evening with me. Last time she came she spoke about that unhappy business with Violet.

"It was no one's fault," she said, "but it gave me my first taste of real unhappiness, and—and doesn't it seem to you rather a pity and a waste of energy when you look back on it now? It does to me."

I'm not sure of that, for I think that Molly is all the better girl for it—quieter and steadier and more tender than she was before. But if such an experience had happened to the wrong person, it might have been a very harmful one.

Please, you older girls who have to do with young ones, be careful how you handle them. You may hurt them so terribly, without meaning it in the very least.

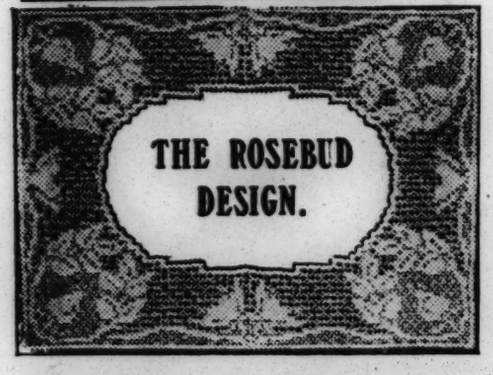
Be kind—yes, by all means. Be friendly and helping and pleasant and obliging. But don't, on any account let the thing slip into one of those passionate adorations, unless, of course, you are prepared to return it from your side, and be the other girl's one-and-only, just as you are hers.

Real, true friendships seldom begin in this way. They found themselves on something more solid than thrills and feelings. A real friendship must always be mutual and fairly well balanced. If all the ardour is on one side, and the other party simply allows herself to be worshipped—well, then, there's something wrong about it somewhere.

As soon as you realise that this is happening to you, please pull up sharply or you may go on into all sorts of troubles. The pull may hurt a little, but, when the first jerk is over, you won't mind it at all, and neither will the other girl. The time will come, sooner or later, when she will thank you from her heart for sparing her the long agony which poor Molly endured.

MY CROCHET SERIAL.

Are you at work on this beautiful piece of crochet lace? The first instalment of directions appeared last week.



THIS week I will commence at the sixteenth row:

Sixteenth row.—1 blk., 1 sp., 1 blk., 9 sp., 5 blks., 6 sp., 3 blks., 3 sp., 1 blk., 5 sp., 10 bars, 1 sp., 1 blk., 1 sp., 3 blks., 1 bar, turn with 6 ch.

Seventeenth row.—1 lacet, 3 blks., 3 sp., 10 lacets 1 sp., 3 blks., 7 sp., 1 blk., 4 sp., 1 blk., 1 sp., 2 blks., 12 sp., 1 blk., 1 sp., 1 blk.

Eighteenth row.—1 blk., 1 sp., 1 blk., 23 sp., 2 blks., 2 sp., 5 blks., 10 bars, 1 sp., 1 blk., 1 bar (over a sp. and a blk.), 2 blks., 1 bar, turn with 6 ch.

Nineteenth row.—1 lacet, 1 sp., 1 blk., 12 lacets, 3 blks., 1 sp., 1 blk., 1 sp., 1 blk., 1 sp., 3 blks., 5 sp., 1 blk., 1 sp., 1 blk., 13 sp., 1 blk., 1 sp., 1 blk.

Twentieth row.—1 blk., 1 sp., 2 blks., 19 sp., 3 blks., 1 sp., 2 blks., 1 sp., 2 blks., 2 sp., 1 blk., 12 bars, 1 blk., 1 sp., 1 bar, turn with 6 ch.

Twenty-first row.—13 lacets, 1 sp., 1 blk., 1 sp., 3 blks., 2 sp., 3 blks., 1 sp., 2 blks., 19 sp., 1 blk., 2 sp., 1 blk.

Twenty-second row.—1 blk., 2 sp., 2 blks., 18 sp., 1 blk., 1 sp., 3 blks., 1 sp., 2 blks., 2 sp., 3 blks., 1 sp., 13 bars, turn with 3 ch.

Twenty-third row.—14 blks. (2 blks. cover a bar), 6 lacets, 2 blks., 1 lacet, 1 sp., 1 blk., 1 sp., 2 blks., 1 bar (over 2 blks.), 3 blks., 8 sp., 4 blks., 5 sp., 2 blks., 3 sp., 1 blk.

Twenty-fourth row.—1 blk., 1 sp., 1 blk., 1 bar, 3 blks., 1 sp., 8 blks., 2 sp., 4 blks., 2 lacets, 1 sp., 2 blks., 1 sp., 1 blk., 1 sp., 8 bars, 1 blk., turn with 3 ch.

Twenty-fifth row.—11 blks., 3 lacets, 1 sp., 1 blk., 1 sp., 2 blks., 1 sp., 2 bars, 1 blk., 1 sp., 3 blks., 2 sp., 1 blk., 1 sp., 5 blks., 2 sp., 2 blks., 1 lacet, 1 blk., 1 sp., 1 blk.

Twenty-sixth row.—1 blk., 1 sp., 1 blk., 1 bar, 1 sp., 2 blks., 1 sp., 4 blks., 1 sp., 2 blks., 2 sp., 2 blks., 1 sp., 2 blks., 2 lacets, 1 sp., 1 blk., 1 sp., 2 blks., 1 sp., 3 bars, 1 blk.

Twenty-seventh row.—6 blks. (the sixth covers half a bar), 1 lacet (double crochet comes over underneath tr.), 4 blks, 1 sp., 2 bars, 1 sp., 2 blks., 1 sp., 2 blks., 2 sp., 2 blks., 2 sp., 1 blk., 2 sp., 1 blk., 1 sp., 1 blk., 1 sp., 1 lacet, 1 blk., 1 sp., 1 blk.

(The directions will be continued next week.)

£50 A WEEK.

THIS sum is offered in prizes in a new and simple Picture Letter Competition appearing in *Pearson's Weekly*.

There is a letter from a soldier in the trenches to his mother, and it is composed of words and pictures. You are asked to find out what the pictures mean.

Each attempt has to be accompanied by an entry stamp. The one shown here is available for this week's competition.

Get a copy of *Pearson's Weekly*, now on sale, price 1d.

Man, it's Nestlé's!

'THE RICHEST IN CREAM'

In the Trenches, 3rd Jan., 1915. *1st Scots Guards.*

"In a present received from home our Company got a tin of Nestlé's Milk, and *it was indeed a luxury.* We have always been issued excellent tea, but Nestlé's Milk simply put the finishing touch—*it was fine.* When people at home send us gifts, tell them to *include some Nestlé's Milk.*"

So if you want to save our Soldiers from 'MILKLESS TEA' send them some tins of

NESTLÉ'S MILK

Or by ordering through your grocer you can send an original strong case, carriage free, to any unit in the British Expeditionary Force on payment only of cost of 48 large tins or 96 half-tins, as you may prefer. If any difficulty, please address: NESTLÉ'S, EASTCHEAP, LONDON.

NOBLE'S **SALE**

Great bargains in smart dresswear and household drapery. Chances not to be missed. Illustrated Catalogue FREE with particulars of handsome presents. Write:
JOHN NOBLE, Ltd.
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For cleaning Silver, Electro Plate &c

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Sold everywhere 6d 1/ 2/6 & 4/6

ARE YOU IN "DIGS"?

If you are, I hope you're not content with an uncomfortable, cheerless room, for there's no reason at all why you shouldn't be quite cosy, as this practical lodger points out.

I'VE lived in lodgings for several years now — quite ordinary lodgings, and several different sets of them—because my work has obliged me to move about a good deal. But I've never yet been uncomfortable, and folks often say:

"How pretty and homely your room looks! It's a pleasure to come here!"

I'll tell you how I manage.

In the first place, I have a gas ring, which simply holds me together. It's only a tiny three-jet affair, which cost seven-and-six, including the rubber tube, but it's worth a fortune to me. I can fix it on to any ordinary gas jet or gas fire.

A fire is best, of course, because then the ring can stand on the flat hearthstone by the stove and be perfectly safe and comfortable.

* * * *

What Could Be Handier?

But a gas jet works quite well, too, for the tube is long enough to allow the ring to stand on an ordinary chair or chest of drawers. Underneath I have an old japanned tin tray—one of the sixpenny sort—and the ring always goes on that, so that if anything which is cooking on it happens to spill or boil over, there may be no harm done to the furniture.

I boil my own hot water for washing on the gas ring, I fill my own hot bottle, I make myself a cup of cocoa if I come in late and tired at night; or, if I want to have a little private tea-party, or a couple of friends, all that I need do is just to buy some cakes and make tea myself for them when they come.

* *

Two Excellent Ideas.

Wherever I have moved I have always taken with me a small hanging cupboard, with a good strong lock, which, when it is nailed up on the wall, contains my teapot, cups and saucers, and anything in the way of cake or biscuits that I may chance to buy.

I simply hate the habit some girls have of keeping food or sweets in the drawers with their clothes. I think it's such a messy plan. All my eatables go into my "larder," and stay there until I want them.

Another thing that goes with me everywhere is my dressing-room screen. It's quite an ordinary screen, covered in dark green canvas. One side of it is as blank and innocent as screens usually are. This is the side which the public see. The other is very carefully covered with all sorts of toilet articles, sewn, clipped or nailed on.

* * * *

Removing Unsightly Objects.

There's a large flat shaving-mirror, supported on two strong strings stretched across from one side to the other of the frame. I can turn the screen into any position I like, so that I always have a good light on my glass. That's such an advantage, I think. Then there's a sponge-basket which holds all my washing things, and another basket of the same kind which takes my brush, comb and hand-glass. A third basket, rather smaller, holds anything in the way of bottles that I may chance to have—hair-wash, medicine, skin lotion, and things of the sort. I have a row of hooks, too, from which I can hang my powder-puff, ties, and anything else that needs to be near at hand.

When you have a screen of this sort, you don't need to use a dressing-table at all. I always get the landlady to move the toilet table out of my room at once. When that is gone, I have quite a nice amount of extra space. Then I move the wash-stand into a corner and put the screen round it, leaving the rest of the room exactly like a sitting-room.

What about the bed? you say. Well, I have a coloured bed-cover of heavy damask—it was once a library curtain—and a pillow-case of the same.

After the bed has been made in the morning, I arrange the cover over it and slip the case on the pillow, transforming it into a cushion. When that is done, the bed—even if it happens to be an aggressive brass-and-iron affair — looks quite ornamental and makes a very comfortable seat.

"VALENTINE."

(*See Cover.*)

Last Valentine's Day I wooed Pierrette;
The scene was a costume ball—
She flaunted a frock of hyacinth blue,
A frilly collar and all.
In a cosy corner dimly lit
We whispered our dreams of bliss,
And Pierrette nestled within my arms,
And gave me her lips to kiss.

This Valentine's Day I'm khaki-clad,
And up to my ears in mire;
I'm doing my level best to dodge
The enemy's shrapnel fire.
And all I can kiss, her photograph—
Pierrette of the laughing eyes
That were dim with the mist of unshed tears
When she whispered her fond goodbyes!

DOROTHY ROSE.

THANKS TO THE QUEEN!

A FACTORY-GIRL GARDENER.

Photos, Barratt.

The open-air work and active life suits the ex-factory girls down to the ground.

Planting young fruit-trees proves most interesting and novel to the city-bred girls.

From factory-girl to gardener is rather a step, isn't it? This article, by a girl who was thrown out of work by the war, tells you how the "Queen's Work for Women Fund" helped her to make the change, and what it has been doing for her since.

FACTORY-GIRLS we were, but we're buck-navvies now! The Queen's Fund done it, and what they call the Central Committee on Women's Employment.

"What say we go to the country, Flo?" my pal says to me after we'd been three months looking for work. Every morning we'd been out after it, till we were fair sick of it. And, you know! yer food fair sticks in yer throat when you haven't earned it. So when Kate heard this tale of teaching factory-girls to be gardeners, I said quick, "I'm on!"

We told the lady at the Labour Exchange that we wanted to go, and she wrote to the Central Committee at 8 Grosvenor Place, an' some lady come and asked us a lot of questions—were we unemployed through the war, an' were we over eighteen, an' were we willing to go and live at Radlett—a place about an hour down the line from St. Pancras.

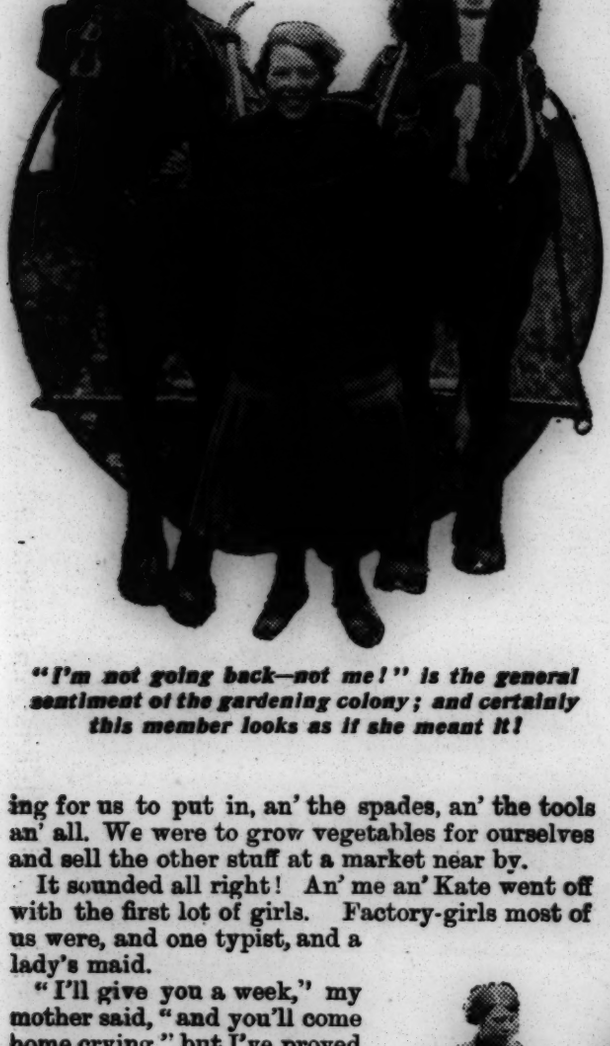
We said "Yes" to them all, an' then she told us we could have training in gardening, fruit-growing, and market-gardening for a year, an' the Queen's Fund would pay us twelve shillings a week all the time. We'd have to keep ourselves, but we could take lodgings in the village or live in a house the Committee's got, and, anyway, she'd see we got a good dinner every day for threepence.

* * * *

We Wouldn't Come Back for Anything.

We'd be under an expert lady gardener, she said, and the land was all ready for thirty of us to start straight away, for a Mr. Phillimore had lent it. The fruit trees and the bulbs were there wait-

Photos, Barratt.



"I'm not going back—not me!" is the general sentiment of the gardening colony; and certainly this member looks as if she meant it!

ing for us to put in, an' the spades, an' the tools an' all. We were to grow vegetables for ourselves and sell the other stuff at a market near by.

It sounded all right! An' me an' Kate went off with the first lot of girls. Factory-girls most of us were, and one typist, and a lady's maid.

"I'll give you a week," my mother said, "and you'll come home crying," but I've proved different. Three months we've been here at Radlett, and when we went home for Christmas they thought we'd come back for good.

They soon saw different. Why I was wishin' to get back after the first two days, and so was Kate! The houses seemed to be tumbling on top of you. An' I wouldn't have missed the New Year party Miss Taylor give (she's the superintendent) for much. It was all right! It was fancy dress, an' I won the prize in kilts. The whole thing only cost a shilling.

* * * *

Our Lodgings.

Miss Taylor is a good sort. If it hadn't been for her I don't think many of the girls would have stuck it at first. An' it took a bit of stickin'. I never thought as I should like the work.

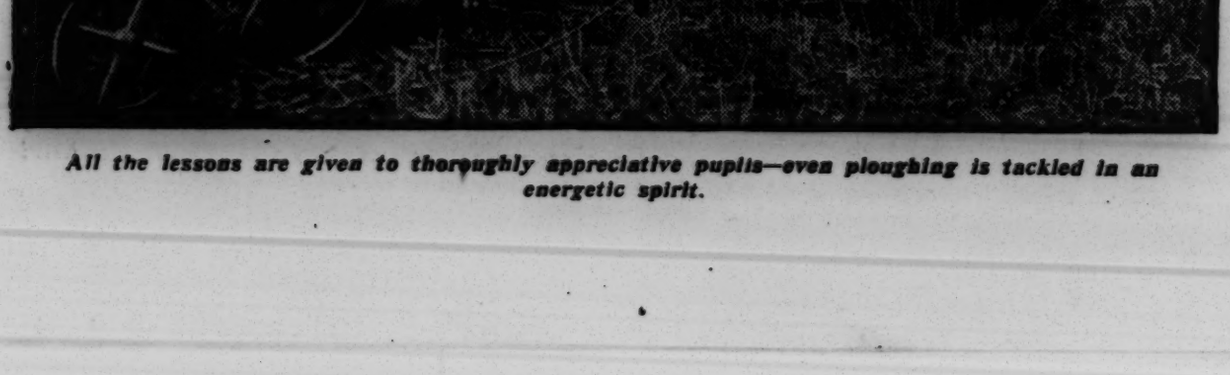
We got used to it all of a sudden. Boots come from a friend in London, an' they seemed to put heart into us. We got sweaters, too, an' warm stockings. I don't mind the cold now, nor the wet, nor nothing but the wind, it fair cuts through your back. But there'll be plenty 'll want our job in the Spring. We're buyin' that time now, I reckon.

Kate an' me lives in lodgings in the village. Half the girls lives at the Committee's house, an' half in the village. Very comfortable we are, only they're old folk, an' we can't budge for upsetting 'em.

"We're getting old an' we like to get to bed,' they say. They don't seem to see we're young. An' now we have to be in at nine o'clock. I'd be as happy as a sand boy if it wasn't for that.

We do have a bit of sport all the same. There's a piano at Common Lane House, an' one of the girls plays, an' we dance after dinner, an' after tea, an' at night when the fancy takes us.

Then on Saturdays we have sing-songs—all the latest! That's when we don't go to London.



All the lessons are given to thoroughly appreciative pupils—even ploughing is tackled in an energetic spirit.

One girl's young man pays her fare up every Saturday.

Kate an' me's been planting plum trees. I thought as I should never like it at first, but now I can do the measuring an' sighting it's very interesting. We have to get them straight on four angles, then you see them straight whichever way you look down the field. We made a hedge, too, with a path between. We've got four fields to plant, an' we work in three lots. We've got a bed of bulbs—narcissus and hyacinths—and another of cabbages, an' we planted plum trees an' apple trees, an' we've got currant bushes and gooseberry bushes in between. Oh, we've learnt a lot.

* * * * *

We're Getting Quite Experts Now.

We can do the planting all by ourselves now, with just the forewoman about, an' we've done the clearing the ground an' putting manure in, and the bulbs under the trees, and washing the tools on Saturdays. We look after hens, too, and get lots of eggs every day.

Some of the girls want to be poultry farmers, an' two is goin' out to Australia to have a plot of land of their own. Me an' Kate's not going away, but we wouldn't mind being gardeners here.

We were frightened of the country at first, and we wouldn't move out without a lantern at night, but we never think of it now.

Kate an' me had two country chaps, but we couldn't put up with them; they were too slow. They wanted us to do all the talking. I like a fellow who's a bit chatty on the road. The people here say we're too hot. They do laugh at the things we say. An' we laugh at them, too.

Our landlord says, "Come into bed *all on yous!*" An' when I asked the postman if there was a letter for Kate he says "Ne'er a one." I just turned round to Kate and said, "Ne'er a one, Kate!" and we both exploded.

* * * * *

Love From Miss Macarthur.

On Sundays we go for joy rides in Mr. Phillimore's motor. He's a gentleman! He teaches us how to make toys in the evening. That's what we do on wet days, but we get sick of it then. We'd all much sooner be out than in.

Miss Macarthur came to see us one Saturday. We saw her in a motor in the village. She was all in a hurry; she'd just got a few hours off. She doesn't have much time, does she? But she saw us, an' the house, and now she sends us her love!

They took our photos, but I don't care about being exhibited in these clothes. They're all right for here, but when they show up in the papers in London, they look funny, I think. We've fine colours, though, an' we think we're a bit improved by the country!

Anyway, I'm not going back. Not me!

(*Next week: "Off to Australia!"*)

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THE BOY.

A true-to-life story told by DORAN G. KERRIE.

WHEN a whole week had passed and still The Boy's place remained empty, Elspeth guessed what had happened. He had enlisted.

He was just the kind who would go first of all. Elspeth wondered if he had a mother or sisters to worry about him, and somehow decided against it, because of that lonely look his face wore.

She had named him The Boy, not that he was so very young in years, but because his eyes were so youthfully frank and clear, and shy, too, and just a little wistful. Elspeth was lonely, too, and understood the wistfulness, liked the clean mind she divined behind the eyes and the swift smile with which he would do her some little service, at once chivalrously distant and boyishly eager.

So she missed The Boy. For over a year both had lunched at the same little restaurant, and she had looked up often from her book to find his frank eyes discreetly studying her, or he, laying down his paper, had been aware of the gaze of two brown ones flitting quickly away.

And at last they had grown to be friends, though all the words they had exchanged (Elspeth counted them one day), amounted to "Thank you!" (for the salt), "Do you mind passing the sugar?" "Allow me!" (when he opened her stiff umbrella), and "Isn't it horribly wet?" and "Horribly!" There wasn't apparently any reason why these two people of all those who visited the dingy little lunchroom should feel the pull of sympathy between them. Yet there it was—Elspeth had to confess it, and The Boy knew it too.

He had the most audacious fancies sometimes. When life was particularly grey and he particularly lonely, he thought how glorious it would be to have a girl like that to sympathise with him, and chase away his gloom with the kindness and merriment of her eyes, and tease him just a little.

When Elspeth was sad one day and her eyes a little red, how she would have blushed to know that The Boy was tucking her under his arm and marching her off to a green nook by the river, making her pale cheeks pink with a big kiss, and telling her that *he* was going to face all her troubles now!

And because The Boy was chivalrous, and a trifle modest and shy, he searched his head in vain for a plan by which a fellow might decently get to know her; and because she was an understanding sort of girl, Elspeth understood this, and liked him more for it. If both privately wished for a big fire into which he would plunge through flames, and get up an impromptu introduction by rescuing her—well, thoughts are free in a free country.

Now the war had come and The Boy had gone. His going made somehow an astonishing blank in existence. As the weeks went by, Elspeth began to realise what it had meant to her to see that quiet young face each day, and to dream that some day . . . well—anything might happen. For now nothing *could* happen.

She wanted somehow to mother him—to write and ask him if he had enough blankets, to knit him socks and mufflers. She wanted to tell him little things that happened, little jokes, little thoughts—how was it that she knew so well just how he would understand them?

Weeks wore into months, and then one day The Boy came back. Straight and brown and soldierly in his khaki, he walked down between the tables, found a seat opposite her, and faced her over the dingy tablecloth. For an instant their eyes met in an involuntary look of recognition, then Elspeth bent over her plate conscious of warm cheeks and hands that trembled. The Boy's lunch arrived, but he did not make his usual bold attack upon it—rather a series of small skirmishes that at last stopped all together. Elspeth, looking up, found his eyes fixed upon her, and understood. He meant to speak at last.

Just at this crisis, Fate, with its usual contrariness, sent along a cheery, well-oiled Knut to clap The Boy loudly on the back and say, "Why, old chap—you back? Thought you were off ages ago! Well—I'm going to sit down and hear all the yarn!" In spite of entire lack of encouragement from The Boy, he dropped into the seat beside him, and the opportunity was lost.

"Nothing to tell, I'm afraid," said The Boy briefly. "We're off to France some time this month, that's all, and I've got a day's leave."

"To say good-bye, eh? You've come home, I suppose?"

"Haven't got a home," said his companion, with a smile that was a trifle grim.

"Oh—come to see your girl, then?"

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in a complete
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COMPETITION.
(See page 257.)

"Haven't got a girl."

"Then why on earth come up to dirty old Town?" (Elspeth, who had a lump in her throat, knew why. He had come to say good-bye to her before he went to fight. And now——)

"Well," went on the other, "no accounting for tastes. Look here, old man. I shall expect to hear what's happening out there—drop me a post-card!"

"If I remember," said The Boy dryly, conscious of a wild desire to run the Knut out by the collar of his coat.

"No—I say—don't forget! Look here—give me your regiment and things, and perhaps I'll write and remind you." He drew out pencil and envelope. "Private Peter Cole, No. 2713, A Battalion, —— Regiment, Expeditionary Force." "I shan't forget. I'd go myself, you know, but they won't let us off at the bank." His voice flowed on in a never-ending stream, while the clock crept relentlessly nearer to the hour of two, when Elspeth must be back at her typewriter or take the stern consequences.

Two o'clock.

Elspeth rose, pulling on her gloves with trembling fingers. She felt cold and comfortless, and her eyes were wet with tears. She dared not look at The Boy, though she felt his gaze upon her. In her distress, forgetting altogether the book she had brought with her, she was half-way up the room before The Boy's voice behind her made her turn.

"Excuse me—your book!"

There he stood, as she was never to see him again, straight and strong, and brown as his uniform. What his eyes said made speech unnecessary. She took the book and then he held out his hand. "Good-bye," said he.

"Good bye." For an instant in that crowded room, hands, hearts and eyes met at once. Then Elspeth fumbled at her coat, and, with what tried bravely to be a smile, she held out a tiny bunch of white heather. "For luck," she whispered.

The Boy said nothing. When Elspeth turned at the door for a last look she saw him still standing there, holding the heather in his hand and gazing after her.

That was how they met and parted.

Then began for Elspeth the weary time of waiting, the hopes and fears, the opening of papers with trembling hands, the feverish scanning of casualty lists, the shudder of relief when the last of the "C.'s" was passed and there was no news of him. But no news was good news, and that and the wintry sunshine had got into Elspeth's heart one day and made her unusually cheerful and full of wild hopes and happy dreams.

And, then, riding to her lodgings at night in the train, she looked down the long list and she found his name.

Private Peter Cole, No. 2713. . . . Seriously Wounded.

At first her brain was too numb to feel pain. She read on mechanically till she reached a little batch of names at the end, headed: "Previously reported seriously wounded, now reported dead."

At last the truth broke on her.

He was dying—The Boy, *her* Boy, was dying.

"Poor thing," said the woman who had been next to her when Elspeth had left the carriage. "Bad news, I s'pose. Did you see her face?"

"Ah, it's a terrible thing, this war," returned her neighbour.

* * * *

"Private Peter Cole, seriously wounded, No 2713, Stationary Hospital, Paris."

The Boy's story was being told briefly. There was only one more line to come. On the day when this second note appeared Elspeth went without lunch to buy a glorious, red scented rose, and that evening she sat down in her lonely room to write a letter. It didn't matter now what she said to him. All she prayed was that it might reach him before he died, so that he might feel and know that somebody thought of him and loved him, that he might not be lonely on the dark way; it was hard to see for tears.

She packed the red rose tenderly in a bed of moss, and in the box with it she slipped one little note:

"Soldier Boy,

"I love you. There is no need to say more because you understand everything. I am proud of you—and proud, so proud that you love me, too. I shall love you for ever."

The Boy's voice behind her made her turn. "Excuse me—your book!"

She sealed up the packet and sent it on its way to the war-swept land of France.

The last line of the story brought no shock. She had known it would be there. She only wished dully that she knew he had had the letter.

"Private Peter Cole . . . Dead . . ."

Dead.

Well, life must be lived. Why? No need to ask why, with so much misery at one's elbow. One must go on living, it seemed, so long as there was something to be done for any other human creature. The Boy had given his life for his country. She, too, would give as much of her life as work left her in helping her country. She must forget her own sorrows in helping others to bear theirs.

At last came one particular morning when life seemed endurable no longer. At work everything had gone wrong; the day was grey and rainy and cold. A chill crept into Elspeth's heart and body. She had worked too late the night before; at lunch time she could eat nothing, and even a cup of tea failed to revive her. She felt useless, lonely, sad. She rose wearily at last, and went out into the street.

And there stood—The Boy . . .

The next thing Elspeth was conscious of was an arm supporting her and a voice, very far away, saying: "Are you all right now, darling? What a fool I was to startle you!"

She looked up dazedly to see The Boy's face bending over her. They were in the wide dark doorway of an empty warehouse. The Boy's face was thin and white, but superbly happy, in spite of the anxiety with which he now regarded her. His right arm was in a sling, and she saw after that he walked with a limp. "Sweetheart!" said The Boy.

Elspeth's face grew suddenly rosy. Then she remembered. "But it said—the newspaper said—"

"Yes, I know, dear, but I pulled round after all. My arm will get right in time, but not my leg—I shall always walk with a bit of a limp. They say I'm no good for any more fighting. It's easy to see how the mistake came about, for I *did* nearly die, dear. Do you know what pulled me through?"

As Elspeth could make no answer, he went on: "It was a withered rose and a letter from the dearest, bravest, little girl in the world, and said 'I love you.' I was dying then, but when I got that I simply *had* to live. I had to live so's I could come back and say how I loved you, too.

"So here I am, dearest. I ought to feel it wrong to ask you to share life with such a broken, battered old wreck as I am. But I know your brave heart—I can't even pretend it will make a difference. Does it, sweetheart?"

Shyly Elspeth stooped and pressed her lips to the arm that lay in the khaki sling.

"Yes," she said. "I love you more, Soldier Boy."

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and are specially valuable for Nursing Mothers and the Critical Periods of Life. All chemists and stores in all parts of the world sell Dr. Cassell's Tablets at 10½d., 1/1½, and 2/9—the 2/9 size being the most economical.

"SAY 'THANK YOU'!"

Just because *you* like a thing, or think it pretty, you mustn't take it for granted that a child will agree with you. Children have quite different standards of judging things from grown-ups, and delight in the quaintest and most out-of-the-way things. But read for yourself and see.

WHEN my grandmother was a little girl, she was taught to say a grace in which she thanked "God and my good parents" for her dinner. My mother was always being reminded of all that her parents had done for her by "giving her food and clothes, and a good education, and a roof over her head." I, myself, had it constantly impressed upon me that I owed my parents a debt of gratitude for every single thing they did for me. But I wasn't grateful—not a bit of it. And I don't believe that, if the truth were known, it would be found that my mother or grandmother were either.

Children don't feel gratitude for the big things of life—food, clothes or education. These things are facts, just as fresh air and sun are facts, and they take them for granted in just the same calm way. If you want to win their whole-hearted gratitude and their passionate adoration, you must set to work on some other basis.

* * * *

They Love Unexpected Pleasures.

Because children deal mostly in little things, those who have to do with them should always be very careful and tactful in the ordering of the details which concern them. A tiny, unimportant promise made and forgotten will seem a terrible omission to a child; a fraction of unfairness in nursery dealings will be magnified by him into a colossal wrong. Therefore, it is essential that you should observe the greatest possible exactitude in all your dealings with him, for one tiny chance injustice or unkindness will be quite sufficient to blot out from his mind the memory of months of patience, love and care.

Then, when you want to give him pleasure, you must start by setting aside your standard of what pleases you, for his will not be at all the same. Children like such strange and unexpected things, and they like them so intensely that no amount of grown-up-planned pleasure could fill their place.

For instance, I remember last Christmas taking my youngest boy, Cyril, to the pantomime. He enjoyed himself—oh, yes, he enjoyed himself all right—but he was not wildly enthusiastic. I had spent a good deal of time and trouble and money on giving him this treat, and I was just a trifle disappointed when I saw the polite boredom with which he sat through it.

Well, two or three nights later, about half past six in the evening, when I was putting Cyril to bed, a Punch-and-Judy show suddenly appeared in the lamp-lighted street outside our house and began to give a performance. Cyril was wild with excitement and enthusiasm. Might he go? Oh, please mightn't he go out and see it just for a few minutes?

"Very well," I said. "Pull on your stockings and boots again, and put your coat over your dressing-gown. Then you may run out for ten minutes."

* * * *

"Everyone Has His Own Taste."

Cyril sprang at me and literally dragged me down to my knees by the force of his grateful hug. And when he came back again—the oddest little figure you can imagine, with his red dressing-gown trailing under his winter coat—he was full of gratitude.

"I've had a lovely time, mummy. Thank you so much for letting me go. It was ripping!"

Never, as long as I live, shall I forget the dismal, aching boredom with which "treats" filled me in my own childhood. I hated being taken to the Tower, and the Lord Mayor's Show, and to visit my cousins, and all the rest of it. Side by side with the memory of these nightmare "treats" is a joyful remembrance of one day spent in a garden where a little stream ran between green banks, and there was a quiet-eyed woman who smiled at me and said:

"Even if you do fall in, you can be dried, you know. I'll ring a bell for you when tea-time comes," and then went, and left me to be happy in my own way with the dear, delightful running water.

Find out a child's own private taste, and then gratify it as far as you can. I feel sure you will find that the child not only thanks you with his lips, but loves you from the bottom of his warm and grateful little heart.

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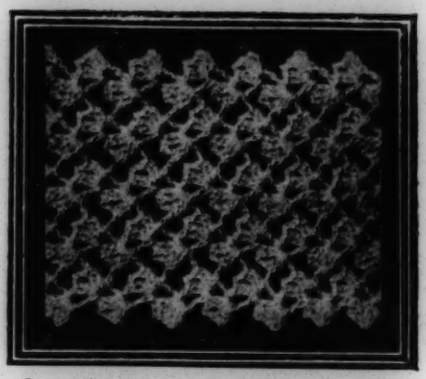
And 10 Boxes of Peri-Lusta Crochet Cotton valued at 3s. 6d. each.



It will take you less than no time to work three inches of this simple little edging!

IT is hardly possible to imagine a simpler design than this pretty little edging, and you will have worked three inches of it almost before you know it. And when you hear that this length may win you £1, you will set to work at once, I know! Use Hook No. 7, and Peri-Lusta Crochet Cotton No. 40. If your draper does not stock this, write to "Peri-Lusta," 19 Ludgate Hill, E.C., and they will tell you where you can obtain it in your neighbourhood.

Commence with 30 ch. Into the 4 ch. from hook work 2 tr., 2 ch., 2 tr., 2 ch., 1 tr. into the same ch., then 2 ch., miss 5, and into the sixth work 2 tr., 2 ch., 2 tr., 2 ch., 1 tr. Make 2 ch., miss 5, and into sixth work same again, and so on until you have 5 groups of work, turn with 4 ch., and into the first sp. work 2 tr., 2 ch., 2 tr., 2 ch., 1 tr., make 2 ch., and into first sp. of next group work 2 tr., 2 ch., 2 tr., 2 ch., 1 tr., and so on; always turn with 4 ch.

READ THESE RULES CAREFULLY.

1. Specimens must be worked with Peri-Lusta Crochet Cotton No. 40, and Hook No. 7.

2. Tack your work on to a piece of paper, write your name and address distinctly underneath, and send your entry to Crochet Competition, HOME NOTES, 18 Henrietta Street, Strand, London, W.C., on or before March 5th.

3. While every effort will be made to return specimens, *provided a stamped, addressed envelope is attached to the work*, ISOBEL cannot accept any responsibility for loss or damage.

4. No correspondence can be entered into with regard to this competition, and no letters should be inclosed with the entries.

5. The result published in HOME NOTES must be accepted as final.

6. The circular card containing the Peri-Lusta Crochet Cotton trade mark, which is to be found in the centre of every ball, must accompany each entry.

"Peri-Lusta" Crochet Spool, Art E421.

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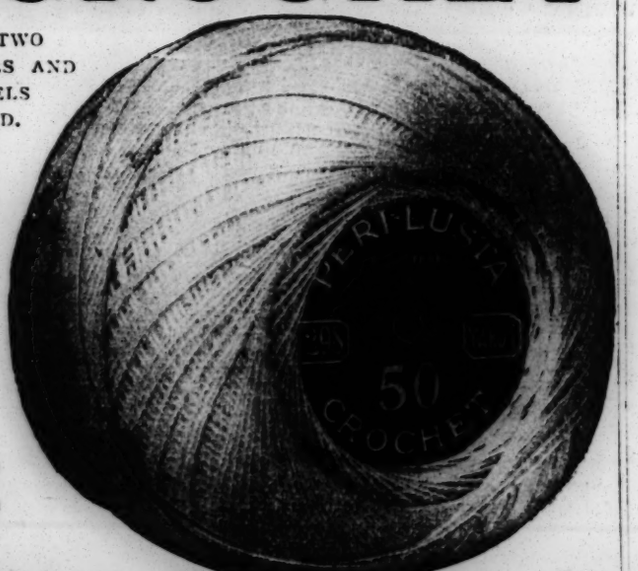

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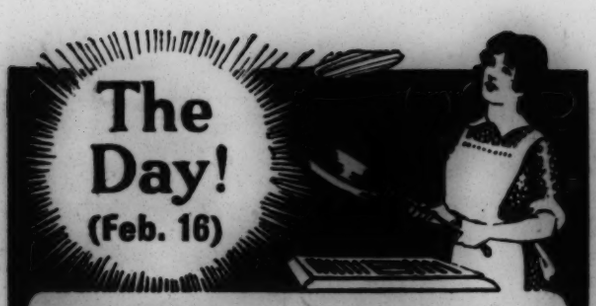

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OUR COOKERY CHAT.

MY MOTHER'S MARMALADES.

A special article by the daughter of an old lady who is widely known and justly celebrated for the excellence of her home-made marmalade.

MY mother has made marmalade at home for the last thirty years, and it has always been excellent. She does several different kinds, because she says that tastes vary almost as much with regard to the flavour of marmalade as they do with regard to the strength of tea or the exact point to which meat ought to be cooked. So, though she herself prefers the kind that is made by the recipe I will give you first, she always keeps a supply of the others on hand.

She says that many folks, who are not quite "up" in all the little secrets of marmalade manufacture, make a mistake by setting to work too early in the year. When the oranges are very much at the beginning of their season, they have far more pips than are to be found in them later on. Put off your making till the middle of February, if possible, and then the fruit will be at its perfection.

Don't go in for cheap oranges—they are always a mistake. Of course, you needn't have the best Seville, either. Those that are sold at about eighteen for a 1s. are quite right.

My Mother's Favourite.

This makes rather a thick marmalade of a good, deep amber tint. It is hardly sweet at all, and so it pleases people who do not care about sugary things.

6 Seville oranges 1 lemon.

Cut the fruit up into thin slices, carefully removing all the pips. Weigh it, and to each pound of fruit allow three pints of cold water. Put all together in a deep basin. Cover the basin with a newspaper, and let it stand for three days.

Put the mixture into the preserving pan. Boil it up. Draw it to the side of the fire and let it simmer there till the fruit is tender. Every now and again you should use your spoon to draw a fairly thick bit of peel to the side of the pan, where you can try the tenderness. When the spoon goes easily through the peel the fruit is cooked enough.

Weigh it again, and to each pound of fruit allow a pound of white sugar. Boil it again for one hour, stirring it now and then, and taking off the scum as it rises. Try a little on a plate, and when it sets into jelly on becoming cold, the marmalade is done.

Put it into dry pots which have been warmed a little to prevent them from cracking. When cool, cover it with brandy paper and store it in a cold, dry place. It will keep quite well for a year or more, if necessary.

Important.—1. *Stir right down to the bottom of the pan.*

2. *Skim very clean. Not a trace of scum must be left.*

3. *Use good quality sugar. The cheap kind makes so much scum that it is very wasteful.*

4. *If you want to deepen the colour, boil the marmalade very fast for a few minutes just before taking it off the fire. Mind it doesn't burn.*

The One I Like Best.

This is made with a mixture of sweet and Seville oranges. I prefer it, myself, because it is not quite so definite in taste as the other. It is clearer and more jelly-like, and the colour is more golden than amber.

1½ dozen of best Seville oranges 1½ dozen of sweet oranges.

Allow one lemon to each two pounds of oranges.

Wipe the fruit and weigh it. Make a note of the weight, so that you may not forget. Grate the yellow part off the rind of the Seville oranges and off half of the sweet ones also. Put the grated rind into a little muslin bag and tie it up.

Remove all the under skin from the oranges and also from the lemons, so that you have only the pulp left. Put the pulp into the preserving pan with a pint of water to each pound of fruit, which you have weighed at the start. Add the bag of scrapings, and boil the whole for an hour.

Skim out as many of the pips as possible. If you take pains you will be able to get all of them, I expect. They must not be boiled in the marmalade longer than can be helped, as they are apt to give it a bitter taste.

At the end of an hour strain the mixture through a fine sieve. Measure the juice, and allow one pound of sugar to each pint, with one pound extra for the gratings.

Turn the gratings out of the muslin into the

(*Cookery Chat continued on next page.*)

juice. Boil all for half an hour or more. You will know when it is done by the fact that the gratings float about in the mixture instead of settling down at the bottom of the pan, as they did at first.

It is perfectly delicious when done—like Golden Shred, but nicer, I think. The method is more troublesome than the first about which I have told you, but I should like you to try it just once, in order to prove what a delightful result it gives.

Important.—1.—*Take care to grate the yellow skin only—not even a scrap of the white underskin.*

2. *Get the pips out as soon as you can.*

3. *If you want a little touch of sharpness in taste, grate up the lemon rind and tie it into the bag with the other rinds.*

Lemon Marmalade.

Make this by the first recipe, substituting lemons for oranges. Allow one pound of white sugar to each pint of pulp. It comes out pale and clear, and it is excellent for use in cakes or tarts, though, personally, I do not very much care for eating it on bread and butter.

Sometimes, in order to give a better colour to lemon marmalade, my mother scrapes up the red part of a large carrot—not the yellow inside, but only the red outside—and adds this. It deepens the colour splendidly, and does not spoil the taste at all.

(*Next week: Pancakes for Shrove Tuesday.*)

A WET DAY SURPRISE BOX.

A toy that will cost you nothing and amuse the children for hours.

If the bairns become fretful long before bedtime on wet days, start a surprise box for your boys and girls—a box full of the most delightful surprises imaginable, a box which is a treasure trove of wonderful things to the kiddies. It will not be either a bother or expense, for children love the quaintest little scraps of things and will play quite happily with anything provided it is novel.

* * * *

Lock it if You Can.

Any sort of box will do for the purpose, though it is better to have one that will lock. It is impossible to tell you exactly what to put into your surprise box, but everything *must* be as surprising and exciting as possible—some striking penny toy, picture postcards, foreign stamps, odd bits of stuff that will make dolls' clothes, dolls' shoes fashioned from old kid gloves, a new story book—anything that children love. There is no reason to spend money upon the things—almost every week housewives throw away lots of suitable trifles.

Remember, though, that the surprise box *must* be a very extra special treat, only produced on wet days or when one of the little people is ill.

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64-PAGE BOOK ABOUT HERBS and how to use them, free.—Trimnell, The Herbalist, 144 Richmond Road, Cardiff.

FATE.—Money returned if horoscope untrue. Send 1/- P.O. and 1d. stamp for seven-page horoscope. Give date, month, year of birth.—Newton Verity, 4 Duke Street, Adelphi, London, W.C.

ETIQUETTE FOR WOMEN.—Etiquette comprises the whole range of good manners, and consequently good breeding, tact, politeness, and charm, and ladies who desire any information on etiquette for all occasions, should procure "Etiquette for Women," by G. R. M. Devereux, post free for 1/2 from A. F. Sowter, Publisher, 17 Henrietta Street, London, W.C.

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Make one for your soldier-boy—it's a present he'll thoroughly appreciate.

THIS holdall would make a most delightful present for anyone who is going to the Front. It can be made quite easily at home, and as it is small and light to carry, it will be found very much more convenient than an ordinary ready-made affair.

Use a piece of strong waterproof material one yard long by ½ yard wide. Divide it into three parts crossways, in the way shown by the diagram. Sew on strips of material over the end parts to make two large and two smaller pockets.

Before putting these strips on you must bind their free edges with American cloth stitched on firmly for the depth of about three-quarters of an inch. You must bind the sides of the little pockets in the same way.

After you have sewn down all the pockets, you must bind the holdall all round along the outside edges with strips of American cloth about an inch wide. This cloth can be stitched on by machine to make it stronger. Then you must have a little bar of material in the centre of the holdall, stitched in three divisions, so that it will hold small articles.

Just the thing to make for your own particular soldier—he'll find a holdall like this ever so useful!

* * * *

Everything He Needs Most.

Now, on to the outside of the holdall you must sew four strong slots of material through which straps can be passed, and then use an ordinary strap with a handle for the fastening. It should not be a very long one, as it will not be required to go round more than once, and it is best to keep everything as small and light as possible in order to make the piece of baggage more easy to carry.

The following should be the contents;—

In one large pocket: A pair of pyjamas; a flannel shirt; socks; felt slippers.

In the other large pocket: A towel; two coloured handkerchiefs.

In one small pocket: Twelve sheets of writing paper and twelve envelopes; one pencil.

In the other small pocket: A sponge in a bag; nail brush; soap.

In the little slits in the centre: Tooth brush; comb; a tube of boracic ointment.

A holdall filled in this way would be perfectly invaluable to a friend who is going to the Front, and it is a little gift that can be made quickly and inexpensively by the merest amateur.

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Then take your hand up quickly and you will find an impression of it. Send impressions of *both* hands.

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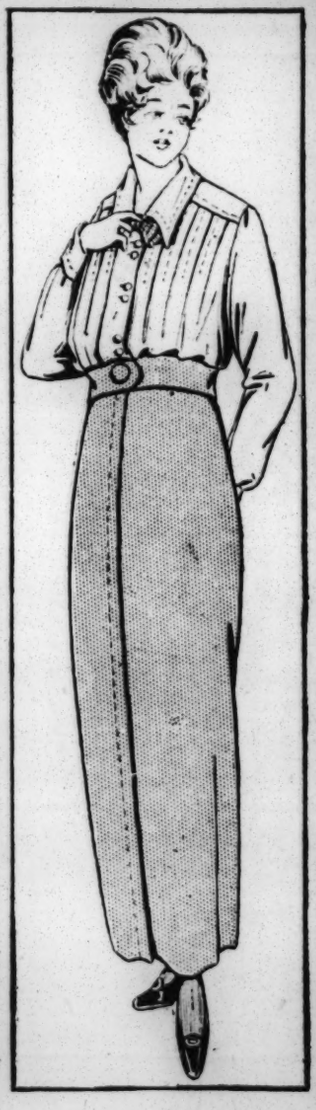

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BLOUSE LENGTHS GIVEN AWAY—

Not in ones or twos, or by the dozen; not even in hundreds, but BY THE THOUSANDS. Why shouldn't there be one for YOU?

COULD you think of a more acceptable present—in these hard times—than a dainty blouse length, one that you had chosen *for yourself* from a splendid selection of patterns sent direct to you from one of London's biggest West-end stores? That is the ideal gift which I have selected for hundreds upon hundreds of my readers and which I hope you may receive before many more weeks have passed.

I didn't decide upon blouse lengths without a good deal of thought, I can assure you, and for a long time I wondered whether it should be ready-to-wear blouses or material which you could choose for yourselves, and make up exactly as you please.

In the end I argued it out with myself like this: "Everybody wants blouses—but everybody doesn't want them the same size, the same colour and the same style." You can't send dozens of blouses for readers to choose from—the postage would be far too heavy—but you *can* send a splendid selection of materials—from which readers can choose the one blouse length which appeals to them most of all Then they can make up the material in their own favourite style, and it will fit better, look better, and please better than a "ready-made" they were not able to choose for themselves.

I spent yesterday morning busily selecting the patterns that are to come to you—and I really *do* think I have included something for everybody. There are crêpes, delaines, voiles, flannels and silks in all colours of the rainbow and in every type of pattern you could wish; some plain, some spotted or striped, and others with the newest of floral designs in delicate colourings ideal for spring wear.

"But how can *I* obtain one?" I expect you ask. Well, I'm not going to tell you *quite* all my secret to-day. Just wait—as patiently as you can—until next week, when you will find full particulars on the first page of HOME NOTES. For the present I'll just give you two little hints:

(1) My new scheme has something to do with patterns—all sorts and sizes of them—indeed, the very ones that you will require for your own and the children's clothes this spring. For everybody is turning "Home Dressmaker" nowadays, and it is really easy work when you have a good pattern to go by.

(2) These blouse lengths of mine are *gifts*, not competition prizes. You will have your first opportunity of obtaining one next week. Order your copy of HOME NOTES to-day, though, or you may find your newsagent sold out when you call.

ISOBEL.

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[*Published by C. Arthur Pearson Limited.*

COLONELS WHO DON'T FIGHT.

They don't actually go into the firing-line—these Colonels about whom S. BEATRICE PEMBERTON tells us—but they have, nevertheless, a great deal to do with success and failure in battle!

Photo] [Central News.

The wounded Russians in the ward of the Empress' hospital at Tsarskoye Selo, hail the Tsarevitch as a "chip of the old block" when he appears in their midst!

THE royal sovereigns and the great ones of the land who count it an honour to be Colonels-in-Chief to some of our leading regiments have an enormous influence on Tommy Atkins; they are able to inspire the fighters with loyalty and courage. It matters tremendously to the soldier that his King and Queen *care*. Ask any man in Queen Mary's Own Hussars and see how he'll glow with enthusiasm!

Before they left for the Front, Queen Mary, who is Colonel-in-Chief of the 18th Hussars, made a special journey down to their camp to review her loyal regiment and to wish the men God-speed.

"But I think," said a Royal equerry who accompanied the King and Queen to Brighton the other day, to visit the wounded in a hospital there, "I really think *every* regiment is 'Queen Mary's Own' since the war began!"

Down at Brighton, that day, our Queen's motherly heart was moved to admiration by the sight of a little Gurkha boy. This lad, whose quaint-sounding name is Bel, is only seventeen, but he and his brother Pim, though under age, found their way to the battle-front, and they were both very cruelly wounded. One had lost an arm, one a leg, and they had other terrible injuries.

But they smiled with delight when their Queen came near, and Bel looked such a child, as he gazed up into her face, that Queen Mary suddenly drew out the carnation she was wearing in her dress, and gave the blossom to our little hero. Neyer a V.C. was prouder, and I wasn't a bit surprised when the Ward sister told me next day, "Bel was far too happy to sleep a wink last night!"

* * * *

Baby May-Blossom.

That little Gurkha soldier would like to see a photograph I have that I very greatly cherish. It shows Queen Mary sitting up in her pram—such an old-fashioned affair, it looks, too, with its two big wheels behind and one tiny guiding wheel at the front—and her proud father and mother, the late Duke and Duchess of Teck, are standing beside her small majesty. For she was always "Her Majesty" to them! The Duchess used to call the baby her "May-blossom." When the Princess Mary was a wee girlie, her mother, who idolised her, wrote describing the future Queen of England in these adoring words:

"She really is as sweet and engaging a child as you can wish to see; full of life and fun, and playful as a kitten; with the deepest blue eyes imaginable, quantities of fair hair, and a tiny rosebud of a mouth."

So our flower-loving Queen, from the day when her doting mother likened her always to some sweet-scented blossom, has chosen to shed fragrance around her path by kindly sympathies and acts of queenly graciousness, as when she put the pink carnation from her breast into the hot hand of the wounded soldier boy.

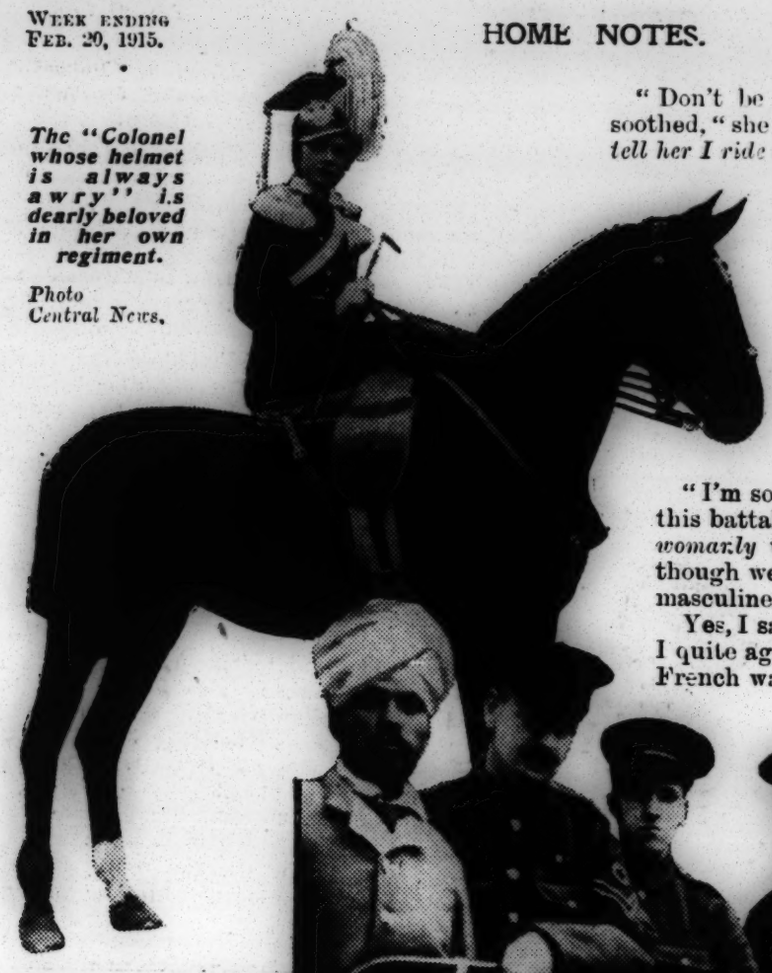
* * * *

Our "Red-Cross Colonel."

The 19th Hussars, Queen Alexandra's Own, are very proud of their Colonel-in-Chief. And they

Photo] [J. Russell & Sons.

It is interesting to picture Queen Mary in her babyhood, as this little family group, taken in 1867, enables us to do.



The "Colonel whose helmet is always awry" is dearly beloved in her own regiment.

Photo Central News.

are not alone in their pride, for the Yorkshire regiment known as Alexandra Princess of Wales' Own also claims the Queen-Mother as its Colonel-in-Chief.

She is sometimes called "our Red-Cross Colonel" because *her* idea of war-time activity is making sure that the wounded lack nothing that tender nursing can give.

I don't know whether her daughter, Queen Maud of Norway, is a Colonel in her own country, but she showed a liking for cavalry in the nursery days at Marlborough House. The little princess had rather a wholesome dread of her stern grandmamma from Denmark. Queen Alexandra, then Princess of Wales, of course, was so young and gentle that the Royal children and their nurses noticed the difference when the Queen of Denmark paid them a visit.

Little Princess Maud was a great tom-boy and loved to ride her brothers' rocking-horse, but she well knew what an offence this would be in Grandmamma's eyes! It was amusing to hear her attempt to calm a very nervous Danish nurse-girl once, who quite obviously dreaded the imminent Royal inspection of the nursery.

"Don't be frightened of Grandmamma," she soothed, "she is really very kind. But *please don't tell her I ride the boys' rocking-horse, will you?*"

* * *

Peaceable War-Chiefs.

Of course, it would be quite impossible to mention every member of this noble army of Colonels Who Don't Fight. Lady French is one of the latest recruits. We may say she belongs to the newest of the New Armies, for she has been appointed Colonel-in-Chief to the Essex and Hertford Battalion of the Women Volunteer Reserve.

"I'm so glad," said one of the Amazons of this battalion, "that we've been given such a *womanly* woman for our Colonel, because although we're fighters we don't mean to grow masculine or forget our womanhood. See?"

Yes, I saw what the fair warrior meant, and I quite agreed that the gentle wife of Sir John French was an ideal Colonel if the valour that goes with quiet sweetness was to be enshrined in the heart of this new-formed regiment.

Then the pretty Princess Patricia of Connaught has a regiment bearing her name, and we've lately been hearing great things of these gallant fellows. "Princess Pat's Own" they call them. "Ready to do and die for her, bless her sweet face," grinned one Irish brave the other day, "and it's us that's aching to do both!"

Photo] *[Topical Press.*

Bel, the Gurkha lad, with the carnation which Queen Mary gave to him; needless to say, the youthful hero values it highly!

* * *

The Tsar's Daughters in Regimentals.

A British Army officer who has seen a good deal in past days of Russian High Society was speaking to me about the Princesses.

"I like the one with her helmet always awry," he said. I laughed, but when he cornered me I had to admit that I'd never seen a photograph of the Grand Duchess Tatiana in full regimentals where her helmet had been precisely "on the straight." And like my Army friend, I couldn't but admire that gay tilt—she looks ready for anything, as indeed she is!

The Grand Duchess Olga is a Colonel of the Lancers of the Guard, and wears a graceful Cavalier cloak and a busby with upstanding plume, which is quite correctly in the middle, as is seemly over that sweet, grave face.

But her younger sister has a jaunty air, and when dressed as an officer of the Imperial Hussars

she is quite irresistible with that top-heavy helmet which *will* lurch over to the right!

* * * *

Mother and Son as Well.

Her Imperial Majesty the Empress is Colonel-in-Chief of the Hussars of the Guard, and the Tsarevitch Alexis, her long-waited for son, the pride of all the Russians, is Hereditary Grand Hetman of the Cossacks, and a princely little figure he cuts in his regimentals!

At Tsarskoye Selo, her favourite residence, the gentle Empress has established an immense hospital. Here these Royal ladies, who in the old days might not either visit or receive any not of Royal birth, are soothing the sufferings of common soldiers. Indeed the young Princesses have made it a rule not to minister to officers, but only to the men of the rank and file.

There is one exception, however. A common soldier was made an officer as a reward for conspicuous bravery on the field of battle, and this honour was conferred upon him as he lay, severely wounded, in the Royal hospital. But because his new dignity deprived him of the ministrations of his Princess nurse, all his pride was swallowed up in chagrin! Indeed his health was suffering, he fretted so much, and the baffled doctors told the Grand Duchess of his distress. She smiled, and went at once to his bedside. "You shall be my one and only officer," she said, "because, after all"—and she laughed gently—"I suppose you couldn't help it!"

* * * *

The Tsarevitch, too.

Even the gallant young Tsarevitch is walking the wards at Tsarskoye Selo, with his Royal mother and sisters, and the soldiers lying there, seeing his likeness to his august father, say with pride a word or two in Russian which would best translate into our familiar phrase—"a chip of the old block"! So there is happiness in Petrograd even in these days of chastening, for it is a wonderful thing for a Royal House and a Great People to learn together the lesson of Love and Trust.

1.—A little-known cure for stopping a nose-bleed—tying a piece of string round the patient's left-hand little finger.

2.—Very effective, also, is the application of something cold—preferably ice—to the back of the patient's neck.

IF YOUR NOSE BLEEDS—

Try one of these remedies, and you'll find it will stop at once.

EVERYBODY knows that the ordinary way of stopping nose bleeding is to lie flat on the floor and hold a handkerchief tightly to the nose till the bleeding has passed. But there are some bad cases in which this is no good.

The first photograph shows a little-known, but very effective, cure. Tie a piece of string tightly round the little finger of the patient's left hand; pull it quite strongly, so that it hurts a little, and hold it so for a minute or more, telling the patient firmly meanwhile that the bleeding is going to stop.

The string compresses a tiny vein in the finger which communicates with the brain and thence with the nose, and the slight pressure on the little finger checks the flow of blood for a few seconds. I have found this cure quite successful even in very obstinate cases.

A remedy that is often employed is to apply a cold sponge or a large key to the back of the neck. If you happen to have a piece of ice in the house, that is better still. The cold object, whatever it is, should be put on for several minutes, and must not be removed till the bleeding has ceased. It should be applied just between the hair and the top of the collar, in the way shown by the second picture.

OUR VISITORS.

I am sure you will be intensely interested in this little sketch of some of our Belgian visitors, written by a lady who has been helping to entertain them.

A HOSTEL for Belgians has just been opened in our neighbourhood, and I was asked to go in there the other day and give a little help. Of course, I was delighted. Several ladies are in charge of it, and they have twenty-seven refugees—men, women and children—under their care. Our local doctor's wife asked me to go in and lend a hand at packing away some stores, but when she found out that I could speak French, she just took the things out of my hands and fairly bustled me downstairs to the large sitting-room on the ground floor where the refugees pass most of their days.

"Come and talk to them—do," she begged. "I can't understand a word they say. Their French is so difficult. And they are evidently pining for someone to talk to."

Dear me! What a talk we had! I was passed round from one group to another, who were all anxious to get a word with the lady who could understand their language. (It isn't proper French, in the case of the peasants, you know. It's Flemish, a sort of patois, like very broad Yorkshire dialect.)

They were mostly from Louvain, and just a few had come from Louvain to Antwerp, had been shelled out of Antwerp, and had passed on to England. The things that they have seen during the past couple of months would fill a library if they could be written. But, for some reason, which I cannot at all understand, they did not care to tell me tales of their sufferings and adventures—they much preferred to talk about their present circumstances.

Oh, yes! They were very happy—they were most comfortable—everyone was very good to them. One dear old soul, who was called by the others Gran'mère, ticked off on her fingers a list of the ladies who had done things for her since her arrival.

There was the lady with the grey hair who had given her clothes, and the nurse who had sat up with her through the first night, when she was so ill and frightened, and the young lady with the round face who came in the evenings and brought a machine to make music for them. (It was a gramophone, I suppose.) Gran'mère would pray for them all, but most for the young lady with the music! Ah! that music!

She would have gone on talking to me for hours, but just then I felt a pull at my sleeve and turned to look down on a little dwarfed woman, all in black, who wanted—oh, so badly!—to ask a question. Would I look in the paper and see if I could find any news of her sister Marie, lace-maker, of Louvain. They were in the house together when the Germans came, and they ran out together. But she—Philippa—could not go as fast as Marie, so they lost each other. That was weeks and weeks and weeks ago, but she had heard no word of Marie since.

I couldn't give her any news, but I could get her something else that she wanted—a lace pillow. Lace-making was her trade and she felt lonely without it to keep her occupied. She was delighted when I told her that she should have one, and she said she would make some lace for the ladies who had been so good to her.

It was always the same tale. "You are so good to us. We are so grateful. We shall never forget it." Even when a little grumble slipped out by mistake, thanks always followed it very quickly.

"Your country is very cold," was said to me several times. And the remark was always accompanied by a pathetic glance at the open window. I am afraid that our visitors don't much care for fresh air indoors. They don't mind going out as much as anyone pleases, but they like indoors to be *really* indoors, and the more stuffy they can get it the better they are pleased.

Photo] [*F. Barter, S. Croydon.*

It is no wonder that the papers possess a great fascination for our Belgian visitors, for so many of them have yet to learn news of friends and relatives lost sight of in the hurry of their flight.

MY CROCHET SERIAL.

This is the last instalment of directions for this beautiful crochet lace.

THE directions commence this week with the twenty-eighth row: *Twenty-eighth row.*—1 blk., 1 sp., 1 blk., 1 bar, 1 sp., 1 blk., 4 sp., 3 blks., 3 sp.,1 blk., 1 sp., 3 blks., 1 sp., 3 bars, 2 blks., 1 sp., 1 bar, 1 blk.

Twenty-ninth row.—3 blks., 1 sp., 1 blk., 1 lacet, 1 sp., 5 blks., 1 sp., 3 blks., 3 sp., 1 blk., 2 sp., 1 blks., 1 sp., 1 lacet, 1 sp., 2 blks., 1 sp., 1 blk.

Thirtieth row.—1 blk., 2 sp., 1 blk., 1 sp., 1 bar, 1 sp., 2 blks., 1 sp., 2 blks., 2 sp., 1 blk., 5 sp., 4 blks., 1 sp., 2 blks., 1 bar, 2 sp., 1 blk.

Thirty-first row.—3 blks., 1 sp., 4 blks., 3 sp., 1 blk., 1 sp., 3 blks., 3 sp., 2 blks., 1 sp., 3 blks., 1 sp., 1 lacet, 1 sp., 1 blk., 2 sp., 1 blk.

Thirty-second row.—1 blk., 2 sp., 2 blks., 2 bars, 3 blks., 1 sp., 1 blk., 2 sp., 2 blks., 1 sp., 2 blks., 1 sp., 5 blks., 1 bar, 1 sp., 1 blk.

Thirty-third row.—3 blks., 1 sp., 2 lacets, 2 sp., 1 blk., 1 sp., 3 blks., 1 sp., 4 blks., 3 lacets, 1 blk., 3 sp., 1 blk.

Thirty-fourth row.—1 blk., 3 sp., 1 blk., 3 bars, 1 sp., 3 blks., 1 sp., 3 blks., 1 sp., 2 blks., 1 sp., 2 bars, 1 sp., 1 blk.

Thirty-fifth row.—3 blks., 1 sp., 1 lacet, 1 sp., 1 blk., 1 sp., 3 blks., 1 lacet, 1 blk., 1 sp., 4 lacets, 1 blk., 3 sp., 1 blk.

Thirty-sixth row.—1 blk., 3 sp., 1 blk., 7 bars, 1 sp., 3 blks., 1 bar, 1 sp., 1 blk.

Thirty-seventh row.—2 blks., 1 lacet, 1 blk., 1 sp. 8 lacets, 1 blk., 3 sp., 1 blk.

Thirty-eighth row.—1 blk., 3 sp., 1 blk., 10 bars, 1 blk.

Thirty-ninth row.—2 blks., 1 sp., 6 lacets, 2 sp. (over a bar), 2 lacets, 1 blk., 3 sp., 1 blk.

Fortieth row.—1 blk., 2 sp., 2 blks., 2 bars, 1 sp., 1 blk., 6 bars, 1 sp., 1 blk.

Forty-first row.—2 blks., 6 lacets, 2 blks., 2 sp. (over a bar), 1 lacet, 1 sp., 1 blk., 2 sp., 1 blk.

Forty-second row.—1 blk., 2 sp., 1 blk., 1 sp., 1 bar, 3 blks., 1 sp., 6 bars, 1 blk.

Forty-third row.—1 blk., 5 lacets, 1 sp., 1 blk., 3 sp., 2 blks., 2 sp., 2 blks., 1 sp., 1 blk.

Forty-fourth row.—1 blk., 1 sp., 1 blk., 2 sp., 2 blks., 1 sp., 2 blks., 1 sp., 6 bars (first covers a blk. and a sp.), 1 blk.

Forty-fifth row.—2 blks., 1 sp., 5 lacets, 4 blks., 1 sp., 1 blk., 2 sp., 3 blks.,

Forty-sixth row.—2 blks., 4 sp., 5 blks., 5 bars, 1 sp., 1 blk.

Forty-seventh row.—1 blk., 1 sp., 5 lacets, 1 sp., 5 blks., 2 sp., 3 blks.

Forty-eighth row.—2 blks., 1 sp., 6 blks., 6 bars 1 sp., 1 blk.

Work four of these corners. Seam them together, short ends to short ends, long ends to long ends. Get an oblong of linen just a little larger than the work. First hem the outer edges of the linen and the work together, then the inner edges, carefully hemming round the little corners. Then turn work over to wrong side. Cut linen away behind lace, leaving enough to turn in a narrow hem all round. Hem first the outer edge, then the inner edge.

IF YOU'RE GIVING A CHILDREN'S PARTY—

You will find the decoration idea suggested by the writer of this article quite an invaluable one.

DURING the winter months hardly a week passes without some children's party on a large scale. Sunday school scholars are entertained to tea, or the cripples of the neighbourhood have their annual treat, and this year many towns and suburbs are giving special parties for Belgian refugee children.

For a small party in one's own home it is easy enough to decorate prettily, but it is a much more difficult matter to give a big, bare schoolroom or hall a really festive appearance. One of the nicest ways of doing it is to make a rockery; in the middle of the room if it is a large one, or against the wall at one end if space is precious.

Begin by laying a piece of old oilcloth the size the rockery is to be on the floor, then edge it all round with a beading of wood secured to the oilcloth with putty. Flat blind sticks make an excellent beading, but whatever wood is used must be painted green.

Next you will want a number of branches of trees, not too thick and heavy, which must be tied or nailed together so as to form a kind of cage over the foundation. Leave plenty of small gaps between the branches, and let the highest part of the cage be in the centre for a middle decoration, or at the back for a wall one.

The next step is to throw some thin calico or an old sheet right over the cage. Then mix whiting with water to a consistency somewhat thicker than cream, and colour it either brown or green with a penny dolly tint. Pour this dye gently all over the calico before it has time to settle, taking care that every part of the cage is wet. A little sand sprinkled over the oilcloth will absorb any moisture that runs through.

The next day, when the dye has dried, your erection will look just like a rockery, for the calico will dry in a stiff and quite "rocky" manner and the gaps will have the appearance of cavities in the rocks. Fill all these spaces with little ferns, covering the tell-tale pots carefully with moss, and you will have the most charming of decorations to delight the children's eyes.

PATTERNS READERS HAVE ASKED FOR.

This is a new feature for HOME NOTES—which you will find in the third issue of our paper published during the month. If *you* want some special pattern designed on purpose for you, write to the Little Dressmaker about it *now*, so that she may include it amongst next month's "asked-fors."

A plain, well-fitting shirt that is specially meant for older ladies (No. 1624).

I ALWAYS keep in mind the things that ladies ask me for when they write to me, and even if I have not got room for what they want at the moment, I put it down on a bit of paper and make mention of it to the Editress, so that she may find a corner for the picture as soon as she has space.

She has very kindly given me a whole page this week so that I can get on it four of the patterns which my ladies have asked for a while ago. I am sure I hope they will give satisfaction to the readers who have been so patient and good in waiting for them.

First of all, there comes a frock for a little boy between the age of one and two years. This frock is neither a real baby's frock nor a tunic suit; it has the look of a tunic, and yet it is really a frock. You see, it is cut all in one, quite in the ordinary way, and then a big tuck is made round the hips to give a sort of tunic effect. As the child grows you can let out the tuck, and get quite a nice bit of extra length.

I should make the dress in fine blue serge for every day, with a white tucked collar and cuffs, and in white or cream for best. If you are a bit tired of sailor effects you can have a frilled collar for a change, and a bow, instead of the lacing at the front.

* * * *

Dainty Styles.

Ladies who are rather stout are always telling me they find it so very difficult to get anything loosely fitting and comfortable and plain, that doesn't drag across the chest, or make the figure look quite shapeless.

I hope they will find this plain shirt blouse (No. 1624) right. You see, it has plenty of fullness at the front to give a nice soft effect, and yet the plain yoke on the shoulders keeps the shape from becoming at all baggy. The armhole is cut rather wide underneath, because a pattern of that shape wears so much better on a stout figure than a tightly fitted-up thing. The collar is the new high, double shape now so fashionable.

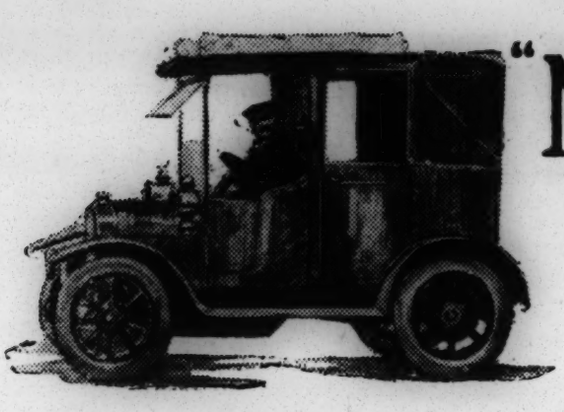
Both these patterns (Nos. 1622 and 1623) are very plain and useful, but dainty all the same; the camisole can be trimmed in any way you like.

Isn't this a dear little costume for a tiny boy? It's a cross between a frock and a tunic (No. 1621).

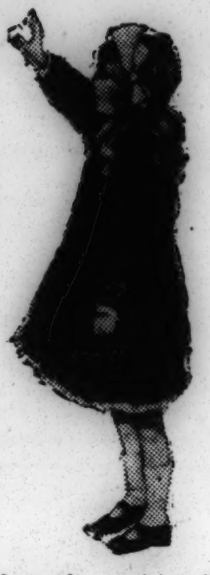
I can't at the moment call to mind who it was that asked me for a pair of buttoned-up drawers, but I know it was some young lady who didn't like ordinary open-leg drawers, and yet didn't care to wear dark knickers. I have had a pattern specially done for her, and I think it will be exactly what she wants, because, you see, it fastens up on the hips.

And in the same picture you will see a thing that I have been asked for a good many times lately—a very plain fitting camisole to suit a stout figure. Some ladies say that they find it difficult to get anything which doesn't make the bust seem bigger, because of the fullness and frills on the camisole. If you have this, you will find that it fits just as smooth as a knitted spencer would do, and yet looks dainty and pretty under a transparent blouse. (You will see some more popular styles in a month's time!)

(Nos. 1622, 1623, and 1624 are cut in three sizes, W, 22, 24 and 28, and No. 1621 for Child of from one to two, and can be obtained for 6½d. each, post free, from the Pattern Department, Home Notes, 18 Henrietta Street, Strand, London, W.C.)



"MILADI"



A Charming Child Story by Alice Gates.

"GOOD-BYE, darling — good-bye, Betty—Mother's own baby."

And Betty was set down, her clinging embrace loosed gently by Mother. Then—

"Remember, Mrs. Brewer, I rely on you—I trust you implicitly. The cheque will come regularly, but I am asking you for more than money can buy. . . . Be kind to Betty—but you will—I know you will!"

A swish of grey silken skirts. murmured protests and fervent sniffs from Mrs. Brewer, and the door closed on Betty's world. Mother had gone. She turned with unspeakable desolation in her little heart to the large woman in the grey dress and white apron, in whom Mother had relied so implicitly. Betty's lips quivered.

Mrs. Brewer had been Mother's own nurse when she was a child, but that was twenty years ago at least. In those days she had been the very epitome of the old-fashioned, perfectly trustworthy servant. It did not occur to Mother to question what the passing of years and the surroundings of her married life might have effected in nurse's character. She just thought that the mere fact of Mrs. Brewer's existence was a mercy, for she could never have forced herself to leave Betty with an utter stranger. Also, Mrs. Brewer accepted facts, especially when accompanied by a cheque, without too much questioning.

Mrs. Brewer was well-versed in the initial signs of grief or rebellion in the young.

"Now, Miladi, none of your tantrums with me," she said, briskly.

She didn't speak exactly unkindly, but Betty was vaguely conscious that she would rather have been punished than spoken to in that odd, hard tone of voice. Mrs. Brewer had called her a new name, too, and just in the tone of voice they use when they tease you. Miladi—she had said.

Mrs. Brewer was examining intently a slip of pink paper. Evidently it was a cheque. Timidly Betty touched her skirt.

"Please, it's not tantrums," she said. Her voice sounded a little tremulous and not quite controlled. "It's Mother going away—and everything, and please—please will you call me Betty?"

For a moment Mrs. Brewer regarded this piece of audacity speechless.

"Well I——. Now, look here, Miladi, I'm just going down the street for a few minutes, and you'll go into the nursery and play with those nice new toys Mamma has brought you. As for what I please to call you—a little girl like you settin' herself up against me—I never heard of such a thing."

So Betty was left in the large empty room that was to be her nursery with a wooden horse, a doll and a fairy-book. She sat down on the floor, very quiet and still, listening for the distant sound of the taxi that had borne Mother away, but none came.

* * * *

Life seemed to have cheated Penelope Harding of many things. She wondered sometimes how it had come about, and how she had ever lived through the interminable years of her married life. And then Paul died. There had been no pretence of sorrow over that. She was free, free once more, and now that she had got freedom it seemed an empty thing. She had come this voyage out to America to try and forget things. It was memory, she decided, that was holding her back and making her re-live the years of horror. If she could but forget and begin life over again as if that had never been. Of all pure, clean things in the world, she thought, the sea is the most directly refreshing. So, with nothing more definite than this in her mind, she set sail for America. And every day on the limitless stretch of water broke down some barrier in her mind and gave her new life.

And then she met Geoffrey Challoner. It was strange that with all the years of disillusionment behind, her heart went straight out to him like a child's.

To others he was just a typical, slightly-built young Englishman. To Penelope he was everything—the man her soul had cried out for through those years of darkness—the man she loved.

And Geoffrey Challoner, usually indifferent to women, was drawn irresistibly to this pale, sweet-faced woman. Her whole personality attracted him.

So the days passed by. On a voyage the days are very long, friendships are quickly made and as swiftly broken. And as they neared their destination this thought swept into Geoffrey's mind with desolating force.

This voyage had been different from any other

because of her. Life with Penelope had suddenly become full of meaning—without her. . . .

They were sitting on deck together. The night was dark, and a stiff breeze was beginning to blow. He was leaning over, looking into the dark unseen rippling world they were racing through, quite suddenly he spoke.

"Penelope—you know very well. . . . I can't let you go," he said. "Stay with me. Be my wife."

Penelope's heart was beating fast. A certain forced numbness that had stood her in good stead through the years of darkness seemed to be failing her now; the first signs of palpitating life were throbs of joy that were like pain.

She looked up at him.

"Geoff," she said, "is it true—really true?"

He seized her hands and gazed down at her.

"You don't love me," he said, half incredulously, "it isn't true—it can't be. Oh! my love—Penelope."

And then she remembered.

"Geoff! you mustn't mind about my having been married before; it was a horrible mistake, but it's there—a fact. Do you mind?"

For a second his face clouded, but only for a second.

"That's gone and done with," he said, "it's nothing to us, it has nothing to do with us now." He gave a little laugh. "You'll think me silly," he said, "but I simply couldn't have stood it if you'd had a child of—his."

He drew her closer to him in the dusk.

"You forgive me that thought," he said, "you understand? It's because you're my love—mine—and I want you for my very own."

Just for a moment there was silence.

"Why you're shivering, Penelope!"

Geoffrey took up his coat from the chair and wrapped it round her.

"It's all right, dearest, you didn't mind my saying that?" he asked eagerly.

"It's all right," said Penelope.

* * *

The days passed slowly for Betty. It seemed to her that they were all very much alike after she had given up expecting that Mother would come to-day.

Of course, there were the days when the pink slip of paper came to Mrs. Brewer—Betty believed, direct from Mother—and because of that she always longed to be allowed to touch it, but for some reason not easy to deduce, this suggestion seemed to infuriate Mrs. Brewer more than anything else Betty did.

"Ah! Miladi," she would say, "people that wants to pry into other folks' business is apt to get their fingers bit off, and rightly."

And on these days Betty noticed that Mrs. Brewer always had business down the street, and would come back a little before bed-time with a rather flushed face and a tendency to give Betty more than her usual allowance of jam for supper.

"There, Miladi," she would say, as she gave it to her, "no one can say as I don't look after you well."

So the days slipped by. Betty went about just dully unhappy. But if you had asked her about it she could not have told you. She didn't understand why she was unhappy, she just knew that she was.

Weeks and months slipped by and it was now over a year since Mother had gone out of the door in her wonderful grey silk dress and had never returned.

It was late afternoon in Giles Street. Betty was sitting on the floor in the nursery. She had tried playing with Jemima, but, after all,

"I'm a coward, Geoff," said Penelope. "I had a child—Paul's child, my baby. I—couldn't face telling you, lest I should lose you."—(See page 290.)

Jemima was a doll — not subject to human frailities as Betty was, and Betty at this moment had an aching head and an intermittent shivering that made her feel curiously ill and dreamy.

Presently she lay down on the floor and slept, dreaming strangely. When she awoke, Mrs. Brewer was carrying her to bed. Betty didn't like being in Mrs. Brewer's arms, and said so. But for once this frank statement on Betty's part didn't seem to matter. Mrs. Brewer just tucked her up, and there was a frightened look on her face, Betty thought.

Then they lit a fire—a real fire—in her room, and that seemed to Betty wonderful, though she was too tired to think about it much.

"If only Mother would come," she murmured.

And Mrs. Brewer, bending over her flushed face, said:—

"Now, Miladi, don't you worry about Mother—Mrs. Brewer'll mind you."

And Betty said, "It's Mother I want." And still she was not slapped for this persistent obstinacy. Then, lulled by an overwhelming drowsiness and the monotonous sound of voices, Betty went to sleep.

She awoke to the sound of voices again. It was evening; a strange man was there talking to Nurse.

"It seems almost," he said, "as if the child had had some prolonged mental strain which has used up her strength." He looked searchingly at Mrs. Brewer. "Has she no mother?" he said.

Mrs. Brewer nodded wisely.

"She has—and she hasn't," she said. "I'm paid to take her place."

"Oh, indeed," said the doctor; "well, she should be communicated with if that is possible, and——"

A small, clear voice came from the bed.

"I want Mother," Betty said.

The doctor came and leant over the end of the bed.

"Poor little lass," he said. "Poor little lass."

Betty closed her eyes. And Mrs. Brewer, following him to the door, said in an urgent whisper, "You think she won't pull through, then, Doctor?"

Betty, half asleep, heard the words. It was what they had said of old Mr. Martin down the street last week, and he had died. Betty knew that he had died. She had seen the funeral pass.

Betty, flushed and shivering, struggled out of bed. She knelt down beside it.

"Please God, don't let me die," she said incoherently, "and send Mother, please."

It was just then that she caught sight of a crumpled envelope. It was Mrs. Brewer's—the kind the pink slips came in. Betty pulled out the sheet of paper; at the top it said:—

1 Carlton Terrace, W.

Betty stood shivering in an ecstasy of joy and fear.

"It's *there* she lives," she said; "that's Mother's home. I'm going to find Mother——"

She dragged on the little fur coat that Mother had sent her, and tremblingly put on her socks and shoes; then she walked unsteadily on to the landing and listened. There was not a sound. Mrs. Brewer had evidently gone down the street as she generally did about this time. Betty crept down the stairs, and, opening the front door, stood on the pavement.

A taxi was coming slowly along the street. Betty held up her hand.

The driver stopped.

"1 Carlton Terrace, please," she said eagerly.

For a moment the driver hesitated, then, the address and the coat together, and perhaps the tiny pathetic dignity of the child, decided him.

He shut the door, and started off for Carlton Terrace. When they reached their destination Betty clambered out. The singing noise in her head was odd, and how hot it was and yet so cold. She walked unsteadily up the steps—"Wait a minute—Mother will pay you," she said.

The man looked at her, then frowned perplexedly. "If that ain't a rum go," he said.

Betty rang the bell, and to the man who answered it she just said:

"Please, I want Mother."

And as he stood in blank astonishment she walked straight through the hall into the dining-room. It was full of lights and people.

Mother was there, as Betty had known she would be. Betty stood for a moment in the doorway, only a moment—then—

"Mother — oh, Mother — I want you!" she cried, and stumbled across into her mother's arms.

Mother started. Her face went as white as a statue Betty had seen Then Betty was in her arms, the little flushed, feverish face resting on her arm, and a general consternation among the guests; and, worst of all, Geoffrey staring at his wife with a look that might well have chilled any woman's heart.

Somehow the guests dispersed into the drawing-room, and at last Geoffrey stood alone, watching his wife bending over the little form, holding it as if she could never let it go again.

"Penelope——"

Suddenly she remembered. What must Geoff be thinking?

She looked up at him.

"Oh, Geoff, I've been very, very wrong, but I'm punished, indeed I am; try to forgive me. I'm a coward. I *had* a child—Paul's child, my baby, and when you said you couldn't bear it if I had a child to remind you of my—life before we met, I—couldn't face telling you, lest I should lose you. Oh, Geoff! Can you ever forgive me? It was wicked of me—but I loved you so."

Geoffrey Challoner's face softened strangely.

"Dearest," he said, "did you really love me as much as that! But when I said that I hadn't seen this baby-thing. What's her name?"

Betty stirred uneasily in her mother's arms.

"Say Betty, please," she said dreamily—"not Miladi."

SEND FOR HIM TO-DAY!

He has lots of luck stored up for you!

(*See page 313.*)

THREE PRETTY FROCKS.

The wide skirts are coming back again as fast as they know how; but these dainty indoor dresses have no excessive fullness round the ankles, in spite of the new decree, and yet they look thoroughly up-to-date and becoming! Which are you going to have?

I WANTED an office dress badly, war or no war, and after a successful visit to the sales and the acquiring of some really good patterns, I made myself a delightfully smart little frock that cost the merest trifle. I'll tell you all about it.

The style I chose in the end was No. 1627, but it took me a long time to finally make up my mind! No. 1626 is so very becoming with its quaintly trimmed bodice and the full tunic pointed in front—especially for tall, rather slim figures, that I nearly decided on it. I should have had the collar of white or delicately flowered silk, edged with a zig-zag of the charming Oriental braid you can buy in long lengths for very little at remnant sales. This braid would have been sewn into four tabs across the front of the bodice, too, and some fancy buttons down the fastening, at the belt, and on the cuffs, would have finished a really effective little get-up.

A very pretty dress, with a slight fullness in the pointed tunic (No. 1626).

* * *

A Dress For Best.

Then No. 1628, too, was hard to resist, though I realised from the beginning that it was really more of an afternoon costume than one for business only.

If I had wanted a new Sunday gown I should certainly have made it up for myself in that dull, putty-coloured cloth that is all the rage, with an underskirt of black velvet and the deep collar, revers and the cuffs of the same, and a tiny white silk vest at the neck.

The fullness of the tunic comes from the big box-pleat down front and back, but the underskirt is quite narrow. Don't you think the button trimming and the wide belt with its black buckle are fascinating?

No. 1627.

No. 1628.

Two becoming styles especially suited to tall figures (Nos. 1627 and 1628).

* * * * *

For Those Who Embroider.

Now you'll be wanting to hear about the frock I *did* have. Well, as I said, it was No. 1627, and very pleased I am with my choice. I am rather good at embroidery, you see, and so I worked that strip of trimming down the front myself—dull blues and old rose on a piece of the material, which was a warm brown. The collar is velvet to match, and the silk of the swathed belt tones in with it all exactly.

The skirt is only moderately wide, for it would look ridiculous to fly to the other extreme after the hobbles we have been wearing, and the sleeves are my favourite baggy armhole ones, set in quite simply under a plain little shoulder-strap yoke.

(W. 22, 24, and 28, these patterns can be obtained for 8½d. each, post free, from the Pattern Department, "Home Notes," 18 Henrietta Street, Strand, London, W.)

CAN I SING SITTING DOWN?

I expect you think you can't, but just read this article by Mrs. WEGUELIN GREENE before you quite make up your mind on this subject.

IT is surprising how long wrong ideas manage to survive even in this superior age. Singers, for instance, fancy, as their grandmothers have fancied before them, that they cannot sing sitting down, or at any rate can only sing well standing up.

As an actual matter of fact, I'm not so sure that sitting is not a better position for singing than standing, for this last demands a considerable output of energy that is better kept in reserve. Directly you stand every muscle of your body is at tension, and it will surprise you to learn that did you slacken this tension you would immediately topple over! Every sculptor is aware of this natural law.

When you sit, your muscles downward from the waist are at rest, although those above are not entirely so, as there is an upright position to maintain. Taken as a whole, then, the sitting posture is a comparatively restful one; one that enables you to reserve a considerable amount of muscular energy for the effort of singing.

To turn to the breathing question, as your lungs do not run down your legs, it stands to reason that your respiratory organs neither lose nor gain on the score of sitting or standing. An absolutely perfect breath can be taken when seated whatever some people might fancy to the contrary. To prove this take a long breath when sitting and hold it. Do the same standing. Note by the second hand of a watch or clock if there is any difference in the length of time it can be held. You will find that when seated the holding power is greater.

The only real need in singing is that the posture should be a perfect one from the waistline upward. If this is attained, it matters very little what becomes of your legs. On this head remind yourself of the different positions an actress is required to sing in. She has to do so again and again, not only sitting, but also reclining. Even those who have never had the good fortune to go to the opera are perfectly aware, too, that a singer is expected to sing her most exciting passages when dying, perhaps, in her lover's arms, or in some equally uncomfortable position. But to come back to the perfect posture referred to, which is the same, whether standing, sitting or lying. Hold yourself erect from the waist. Poise your head well; that is to say, neither crane it forward, nor let it slouch back on to your neck. Don't allow your chin to droop, and for another "don't"—don't turn your face to the right or the left, but keep it in an even line from the middle of the neck, with your shoulder blades well together, any space between them means that, whether standing or sitting, your chest is contracted, and proper breathing impossible.

"I can't sing and accompany myself as well," is, of course, another wail in this question of the sitting or standing position.

Well, the reason you can't do this is that you have the common fault of being careless about the bass of your songs. To be blunt, if you cannot put in a correct bass to your accompaniment, society is all the better off if you never sing at all! A slovenly bass means an unmusical mind, and, however good a voice, singing is never pleasing when the unmusical mind goes with t.

Try this plan. Look out your very easiest songs, all those, for instance, written in simple keys. Get the basses of these correctly by practising them in four bars at a time. When two fours go well as separate groups, practise them as a set of eight bars, not breaking into the eighth. In most instances, the second group of eight resembles the first group of eight. This doubling only obliges you to make a study of the first batch of eight. An eight-bar group is referred to as a musical sentence.

Now, to get your basses correct on this easy plan is to make yourself a sure accompanist; and mind, when you are a sure accompanist, you can sing courageously, and with none of that nervous hesitation which makes your singing painful to your listeners and yourself. Each accompaniment that you tackle in this way will come easier than the last, till in time you will wonder why you preferred someone else to play for you when you sang.

NEW USES FOR VINEGAR.

1. Moisten the stove polish with a few drops of vinegar instead of with cold water. If you do this, only quite a gentle rub will be necessary in order to give the stove a bright polish.

2. When eggs are scarce, add a dessertspoonful of vinegar and one egg to a large plain cake for which you would, under ordinary circumstances, use three eggs. The vinegar will lighten and shorten the cake deliciously, and will prevent it from having that tough consistency, which is sometimes the result of using too few eggs in proportion to the flour.

3. Next time you are boiling fish, add a few drops of vinegar to the water. Then the fish will be quite firm and a beautiful white colour.

4. If an egg has a very thin shell, or is chipped, so that you fear it may crack in the boiling, add a few drops of vinegar to the hot water. This will harden the white and prevent it from running out through the hole; so the egg may be boiled without breaking.

NO KISSING FOR ME.

Last week I promised you the other side of the question "Why I Let Men Kiss Me." I wonder very much with which point of view you'll agree.

TO me, kissing is one of the most intimate and sacred things we have. We only kiss those who are near and dear to us; for people we merely know and do not care about, a handshake is good enough. I've always hated the one or two casual women acquaintances who will persist in kissing me when we meet, because I feel that in offering kisses that mean so little they are lowering the value of those I give to my own people.

We judge the value of a thing by its rarity, and the kiss that can be had by all comers is valueless. Friends ought to earn their caresses, and in the same way words of affection from an intensely reserved person are a far greater compliment than much more gushing praise from a gushing acquaintance.

* * * *

Lowering the Value of Kisses.

By kissing men without using much discrimination as to who is worthy of that honour, a girl not only lowers the value of her kisses to the right man when he comes, but she cheapens herself. I'm sure it's true that men care most for what is hard to gain, and though they often amuse themselves by flirting with women who hold their kisses lightly, such women retain neither their respect nor affection. What is quickly won is soon tired of, and soon the poor flirt finds her proud place usurped by a newcomer.

* * * *

Kisses Should Be Earned.

As I have said, I do think friends ought to earn their right to kisses, and they are not earned by a few idle compliments and a stroll or two in the moonlight. At least, no kisses worth having are got that way, and the man who is content with less than the best affection which a woman can give is not the sort whose friendship will do her any good.

Of course, I know quite well that girls who think as I do get called prim and prudish, and are jeered at by the people who have different opinions. But they keep clear of that unpleasant label "flirt," they never lose their own self-respect, and when Mr. Right comes they can give him all the love that is in them, because none of it has been wasted in play with Mr. Wrong.

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SEE THE BRITISH DRUMMER ON EVERY PACKET—
that's your guarantee and protection against substitutes

Ah 11

THESE PATTERNS FREE. (See page 296.)

THE LITTLE DRESSMAKER

Our Little Dressmaker is the most popular of all the people who write for "Home Notes." She is a dear little woman, who took up dressmaking when her husband died so that she might earn a living for herself and her children. What she doesn't know about dressmaking isn't worth knowing, and she also has the happy knack of telling other people how to set to work. If you are in any difficulty, write to her, c/o "Home Notes," 18 Henrietta Street, Covent Garden, W.C.; she will be only too pleased to help you

ISOBEL'S WAR-TIME OVERALL.

THIS is the last of our war-time patterns, and I must say that, for my part, I'm really sorry to come to the end of them. I've liked the patterns, and taken a kind of pride in them, and I'm glad to know, from letters I've had, that my ladies have liked them also.

Still, the best of good things must come to an end, and as we have to finish up the set somehow or other, I'm pleased to be able to do it with such a nice and useful pattern as this overall.

Like khaki is for a man, so is a sensible, hard-working-looking apron for a woman just now—it's something to wear with pride because it shows that you're hard at work, trying your best to help your country in your own particular way.

* * * * *

Just Doing Her Bit.

I went last week to spend a couple of days with my brother, who is married and lives a little way outside London. I can't say that, up to the present, I had ever really taken to his wife—she was always a bit too much of a fine lady for my taste—the sort of woman who scolds the servant from morning to night, while she sits around in her best dress, never doing a hand's turn herself. But this time I found her without any servant to scold (not being able to afford one any longer), and with three soldiers billeted in the house.

You wouldn't believe how that woman had changed for the better. There she was, in an apron with her sleeves turned up, working round the house, cooking for four men, making them all as comfortable as you please, and keeping as bright as a bird the whole time.

"Well, Florence," I said to her, "you really do surprise me. I never knew you'd got it in you to come out so strong," I said.

"Oh, go along with you!" she said. "I'm only doing my little bit as every Englishwoman should. And I'm proud and glad to have the chance."

Which, really, has nothing to do with the apron. But I hope my ladies won't mind my little bit of gossip before we start out on the lesson.

* * * * *

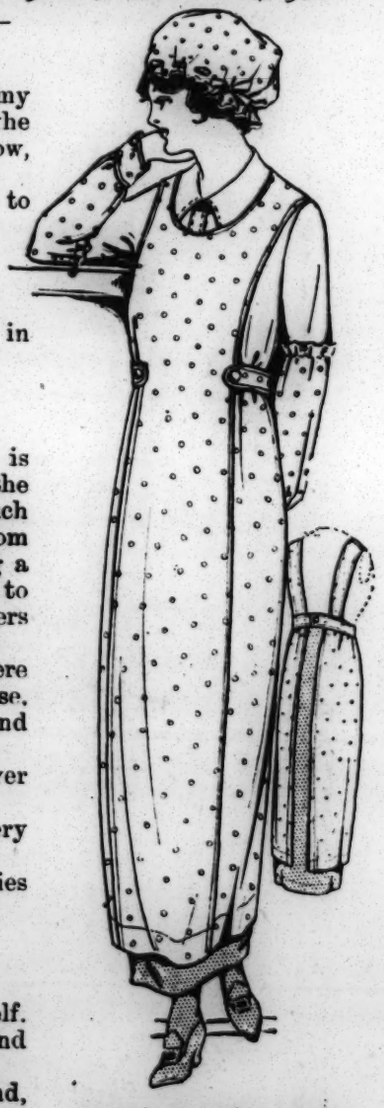
Cutting Them Out.

The pattern includes cap and cooking sleeves, as well as the apron itself. You will want 2¾ yards of stuff 36 inches wide for the apron alone, and 3¾ yards 36 inches wide for the whole lot.

Use print, galatea, strong zephyr, casement cloth, crash or holland, A spotted or striped thing keeps clean much longer than a plain stuff. which shows the dirt at once.

Fold the material, and put the pattern on it in the way shown by Diagram I. Notice that the straight edge of the apron front and the straight edge of the cap must lie on folds. Mark the dotted line round the cap. Allow ¾ of an inch for turnings on all edges, except at the bottom, where you will need 1½ inches for a double hem.

You can make nearly the whole of the apron by machine. Start by joining the skirt pieces on to the front by lapped seams, in the way shown by Diagram II. You must make a turning about ¾ of an inch wide down



There's nothing more serviceable than a big overall to a lady that is doing a lot of housework, and she'll find this complete set—overall, cap and sleeves—a perfect treasure to brave the dust with. It's the last of Isobel's war-time patterns.

No. 1625. (Coupon pattern, see page 296.)

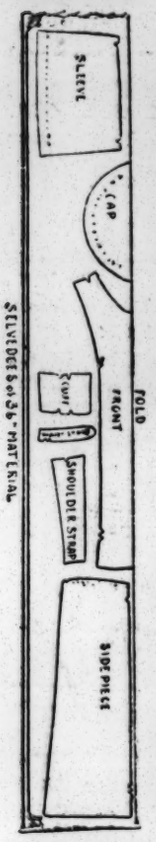


DIAGRAM I.

All you need remember when cutting out this set is to keep the straight edges of cap and overall front to the fold.

each long straight edge of the front. Lap the turnings down to the side pieces with the notches matching (Diagram II.), and tack them together. Now unpick the lap at the edges of the upper part of the front—that is to say, the part which has nothing joined to it. Seam on the straps to the shoulders, with the notches matching. Then turn in narrow double hems at the wrong side of the material right up the sides of the front and all round the straps. Tack them, and then put the whole thing through the machine.

* * *

Stitching the Apron.

You can run long rows of machining up both sides of the front and all round the straps. You can also machine the open backs of the skirt. They will need to have narrow double hems made up them, and you can run these under the needle very quickly. Tack up the hem at the bottom of the skirt, and machine that, too.

Cut little linings for the waist straps. Turn in and tack single hems at the wrong side of the material round both straps and linings. Run gathering threads along the top of the skirt. Tack the gathers to the bottom of the straps (Diagram IV.), face them up with the linings, and machine the whole thing together.

The round ends of the straps go towards the front of the waist, and are finished off by fancy buttons. The square ends meet at the back, and are fastened by a plain button and hole. You will need to sew a couple more buttons on to the straps, a little toward the sides, and work holes through the shoulder pieces to match them.

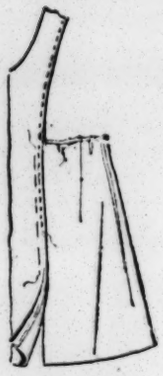


DIAGRAM II.

Lapping the front down to the side-pieces.

Face up the neck with a narrow bit of material cut on the cross. The facing must go at the wrong side of the garment, and must be machined into place to match the stitching which holds the laps.

* * * *

The Cap.

Make a narrow double hem all round the out-

(Continued on page 296.)

WITH TEA AND SUGAR DEAR

why not try the Café au Lait of our French Allies?—but be sure it is

MILKMAID BRAND
Café au Lait

Coffee made with milk and sugar in correct proportions as served in France, and only hot water needed. Prepared in a moment. Not an essence or anything of that sort.

Economical: Delicious: Correct.

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B46

THE LITTLE DRESSMAKER—Continued from page 295.

DIAGRAM III.

The sleeves are quite straight-forward—you simply can't go wrong with them.

side edge. Work slot holes at the line marked by the dots. About a dozen holes will be enough. Thread a ribbon through them and tie it in a bow at the left-hand side.

Seam up the sleeves. Turn in and stitch a double hem about 1½ to 2 inches deep at the wrong side of the material round the top of each sleeve. Run a bit of rather narrow elastic into the hem, and put it well down, so that it rests on the stitching. Then run a second row of machining round, just above the elastic, so that it is held between two rows of sewing. Or, if you like, you may do the two rows of sewing first and put the elastic in afterwards.

Double the cuffs. Seam up their ends. Gather the bottoms of the sleeves. Put the gathers in between the open edges of the cuffs with the notches matching (Diagram III.). Stitch the join by machine. Fasten the cuffs with buttons and buttonholes.

Don't forget that you can get my "Little Dressmaker's" book for 1s. 3d., post free, from the Publishers, 18 Henrietta Street, London, W.C. You'll find it very helpful.

THE LITTLE DRESSMAKER.

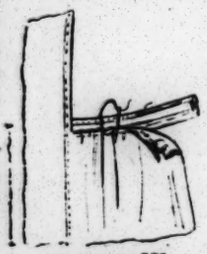

DIAGRAM IV.

The gathers of the skirt pieces are eased gently on to the bottom of the straps.

(Next week I'll tell you how to make a sweet little dress for a child.)

FREE!

H.N. FREE PATTERN REQUEST FORM.

Not available after March 23rd.

(Foreign and Colonial readers, May 21st.)

Please send me pattern No. 1625, for which **I inclose one penny stamp to cover the cost of postage.**

Name .....

Address .....

.....

Waist.	Mark an X against the size required.
22 inches.	
24 inches.	
28 inches.	

INCLOSE A PENNY STAMP.

After the dates mentioned above, our free pattern will be sold for 6½d., post free. When applying for it, address your envelope to Pattern Department, HOME NOTES, 18 Henrietta Street, London, W.C., and write "OVERALL" in top left-hand corner.

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For sound and scientific reasons the basis of the hand-fed baby's diet MUST be FRESH Milk.

Fresh cow's milk *alone* does not meet the full requirements—but *humanise* it by adding Mellin's Food and you have all the vital qualities of fresh milk in a condition exactly suited to baby's needs.

Instantly adapted for all ages.

Simply by varying the quantity of Mellin's Food you can instantly regulate the diet to meet the requirements even of the feeblest new-born child or of the most thriving youngster.

A well-known Doctor writes:

'I find that Mellin's Food made up with fresh cow's milk is far superior to foods made with water only.'
The Mother of the above baby writes: 'Baby was brought up entirely on Mellin's Food, and it would be difficult to find a healthier child.' (Mrs.) A. Traghelm, Prestwick, N.B.

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TEST IT FREE A sample of Mellin's Food, sufficient to prove its value, together with a useful handbook for mothers—"How to Feed the Baby"—sent free. **SEND TO-DAY**

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£50 A WEEK.

THIS sum is offered in prizes in a new and simple Picture Letter Competition appearing this week in *Pearson's Weekly*.

There is a letter from a soldier in the trenches to his friend, and it is composed of words and pictures. You are asked to find out what the pictures mean.

Free Entry Stamp for "Pearson's Weekly" Picture Letter Contest No. 2.

Each attempt has to be accompanied by either a penny postage stamp or an entry stamp The one shown here is available for this week's competition.

Get a copy of *Pearson's Weekly* and try for a prize.

WARM CLOTHES FOR THE WINTER.

ANY doctor will tell you that it is quite a false idea of economy to wear thin or insufficient underclothes in the cold weather, for unless you are well and warmly clad you expose yourself to all sorts of dangers. It is, therefore, very essential this winter especially, when it is so necessary that everyone should keep well, to pay special attention to details of this sort.

If you want thoroughly reliable garments, guaranteed to wear well and comfortably, and wash splendidly, at very moderate prices, you should write to Messrs. Pettigrew and Stephens, Sauchiehall Street, Glasgow, and ask them to send you their illustrated booklets concerning their "Wooltax" and "Wincwova" specialities. These books contain, besides many illustrations, full particulars as to prices and sizes, and also actual patterns of the materials themselves, so that you may see for yourself what splendid fabrics they are.

When writing to Messrs. Pettigrew and Stephens you should ask them to forward you at the same time their spring price list, which gives full particulars of the wonderful bargains that are to be obtained from this firm both in clothing and household goods.

FRESH AIR FUND FIGURES.

Many thanks to you all for helping us.

AMOUNTS to hand since last list was published: Nan Dalziel, 5s.; D. Hocking, 1s. 6d.; M. Williams, 4s. 6d.; Mrs. Ross, 1s. 1d.; Miss A. Vianna, 14s.; C. Arlidge, 1s. 6d.; Gertie Smith, 4s.; Margaret Crabtree, 5s.; Amy Locker, 5s.; Eric Sanders, 2s.; F. Knowles, 4s.; Mr. Anon., 9d.; M. E. Douglas, 1s.; D. Carpenter, 5s.; V. Lawrence, 2s.; Miss Loader, 8d.; Doris Allart, 2s.; M. Brown, 1s. 1d.; Mrs. Murphy, 2s. 6d.; Leslie Bowker, 5s.; Maud and Ella Buckeridge, 2s. 6d.; Mrs. Macpherson, 2s. 6d.; Anon., 4s.; Donna V. de Lima-Le.tas, 10d.; Basil Parsons, 2s. 6d.; Marjorie Lea, 3s.

COLLECTED: Irene Newbold, 3s.; Cecily Butter, 5s.; Jennie and Annie Jordan, 7s. 6d.; Bernard Hazel, 5s. 7d.; Miss Wishart's Class, 5s. 3d.; Jean and Ian Ross, 5s. 2d.; Ethel Mascord, 5s.

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Miss Agnes Frewer, after a few weeks' study, was officially appointed Assistant Secretary to the London Association for the Blind, Charing Cross Road.

Miss Ethel New, after eight weeks' study, became Secretary to a Harley Street Physician.

Miss Dorothy Clark, after seven weeks' study, was appointed Private Secretary to a Consulting Engineer and Member of Parliament.

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OUR "UNSEEN FRIEND" PAGE. CONDUCTED BY ISOBEL.

A GROUNDLESS FEAR.

There comes a time in the life of most people when they need a real, true friend, who, though unseen, will try to help and guide them through trials and difficulties, who will try to make crooked things straight, and confused things clear. And this is what I want to do for you if you will trust me with your doubts and difficulties, whether they touch your outer or your inner life. I can help you through this page, or privately, if you like to send me a stamped, addressed envelope.

"WESTBOURNE" begs me not to laugh at her, and I should not dream of doing so, for I can see that she is in a terrible state of nervousness, her fear being that she may become insane. Some months ago, a naughty little girl, whom she had occasion to reprove for biting a ball, turned upon her and bit her arm. Immediately before the child had bitten her ball a dog had been playing with it and putting it in and out of his mouth, and "WESTBOURNE" cannot free herself from the fear that perhaps the ball might have been infected by the dog and that through the bite of the child there is a possibility of her developing hydrophobia. The doctor has assured her that there is no danger, but she is always thinking of what *might* happen, and she begs me to reassure her.

I am quite sure there is no danger of your having hydrophobia from this cause, "WESTBOURNE," but I am sure, too, that you have worried and brooded so much over the matter that you are doing yourself a great deal of harm. Once and for all, do try and make up your mind that your fears are all born of imagination and the nervous state into which you have fallen. If you had only trusted me with your address I could have reassured you by post immediately.

I think you should ask your doctor to give you a tonic; take plenty of good wholesome food and milk, be out of doors as much as you can and fill your time with interesting occupations. Go to bed early and sleep with your windows wide open at the top. As your general health improves, your terrors will lose their strength and finally you will wonder how you could ever have thought them terrors at all.

* * * *

Unreasonable Jealousy.

"TROUBLED ONE" was very fond of a young man, but owing to her jealousy they parted, and now she wants me to tell her how she can become friendly with him again. I can only suggest that if you see him you should speak to him, or, if he lives at a distance, you could write to him and say you are sorry for having been unreasonably jealous. He may come back to you—or he may not! Personally, I rather sympathise with a young man who has suffered from the unreasoning jealousy of a girl, and think it quite likely he may not care to run the risk of incurring it a second time.

It would be a pity to leave your good situation merely because you have not a young man, "MIRRY PIPON," and I advise you to stay where you are. You ask me, "Do you think that if God intends me to get married I shall do so, no matter how quiet my life is?" Yes; I do think so, and I know many girls who have lived in quiet places and married delightful husbands, whilst many other girls I know who have opportunities for meeting lots of young men are still unmarried. If there is a "Mr. Right" for you, never fear but that he will find you out no matter where you live.

* * * *

"Mixed" Marriages.

You can easily show the gentleman who behaved in a too familiar way that you won't tolerate such behaviour again, "FORTY ODD." It is a mistake ever to allow a business interview to become anything else, and if the gentleman tries to make it otherwise it rests with you to decline to allow him to do so.

> **Don't be in a hurry to throw yourself away:**
> **By the side of wisdom for a while delay;**
> **Make your life worth living; nobly act your part;**
> **And don't be in a hurry to spoil it at the start.**

I am afraid it is too late to tell you anything about the present for the young man, "PIERROT," since the date is past. You should have sent your address for a reply by post. I am sure, however, that if your mother disapproved of his writing to you so much that she wrote to him personally asking him to stop it, she would not like your giving him presents. I am very sorry to hear that in spite of your mother's request that he should cease corresponding with you, he still does so, and I hope you will stop writing to him. I feel sure that your mother would not disapprove of the correspondence unless she had a good reason for doing so.

There is always a risk in marrying a man who belongs to an entirely different race, "LOMMELLE." It has been truly said that "East is East and West is West," and I could not honestly advise you to marry the Indian gentleman, however charming he may be. I do not see why your relations should *laugh* at you for loving him; it seems to me no laughing matter, and it is not with any feeling of amusement that I am considering the question.

You must remember that if you marry an Indian you will almost certainly be cut off from your own people, while his people are not likely to welcome you. The whole outlook of the West and the East is so dissimilar that the chances of their blending well together are very faint. I advise you to wait, say, for two years, and at the end of that time, if I am not much mistaken, you will see the inadvisability of marrying him.

Always your friend,

Isobel

FROGGY'S FRIEND.

She was only a horse, but Froggy missed her very much when she went to the war.

By LILIAN GASK.

FROGGY was a little French boy, very thin and pale, with big, dark eyes that gleamed and sparkled in a way that his Devonshire cousins thought "queer."

His real name was "Edouard," which was much, much prettier; but Bob and Tony called him Froggy, because his legs were so long and thin, and because they had once been told that French folk ate frogs for breakfast instead of eggs.

The very first morning after he came, Tony caught a fat, green one in the garden, and put it under a basin on his plate. When Edouard jumped and gave a funny little scream, he and Bob roared with laughter. They were most dreadfully hurt and surprised when Mother said she was ashamed of them.

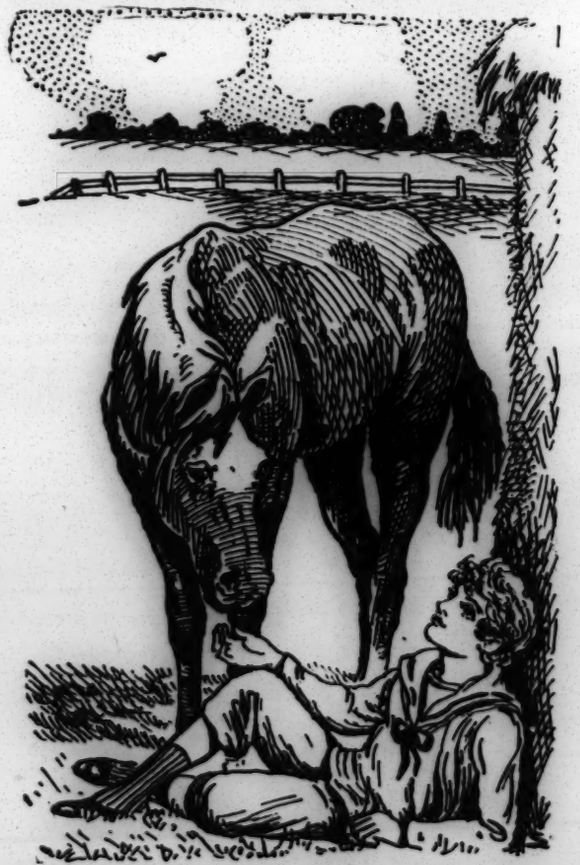
"We only did it for fun!" they said, glaring at Edouard angrily, as if it were all his fault. But the poor green frog, as he hopped away—for Edouard had put him very gently on the grass outside—didn't think it was "fun" at all.

After this the boys *always* called Edouard "Froggy" when Mother wasn't there to hear them, and "Froggy" grew lonesomer every day.

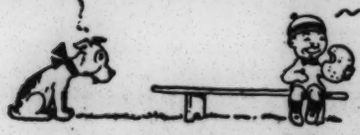
He had been very ill that spring, and his father (he hadn't any mother) had sent him to Devonshire for a few weeks, thinking it would do him no end of good to have boys of his own age to play with.

But Bob and Tony were too thoughtless to be kind, and Froggy used to long to be back in the little brown house in the valley, where everyone loved and made much of him.

One afternoon, as he lay on his back beside a haystack, staring up at the sky and wishing that one of the little white cloud-ships would sail away home with him, a big brown mare came quietly up



Nightcap thrust her soft nose into Froggy's hand. "What's the matter, old fellow?" she asked.



from the other end of the field, and thrust her soft nose into his hand.

It was Nightcap, his uncle's mare. The top of her head was a pure snowy white that came right down to her eyes (which were bright and sparkling as Froggy's own), and made her look very odd.

"What's the matter with you, old fellow?" she asked in a language that the little boy understood at once. It was the language all mother-things use to small creatures who are tired and sad.

"I'm so lonely," sighed Froggy, sitting up that he might lean against her. Now that the boys were forbidden to tease him, they left him all to himself, and he minded this most of all.

The big, kind mare rubbed her velvet nose on his shoulder, with a gentle whinny of sympathy. Her last foal, the dearest of all, had just been taken away from her, and she wanted something to love.

After this she and Froggy became great friends. He romped with her when she was loose in the field, and rode on her back when she drew heavy loads from one end of the farm to the other.

Froggy knew all about horses, for at home, in that beautiful valley on the Marne, his father took care of sick ones, and Froggy often went with him to see his patients.

So, when Nightcap got a very bad chill, he knew just what ought to be done for her, and the boys did not think him so "stupid" now When they found what splendid whistles he could make from pith-stems, they said that he "wasn't half bad," and before it was time for him to go home, they called him "a real jolly brick."

But Froggy never grew as fond of them as he was of Nightcap, his first and most faithful friend.

He was only just back in his lovely green valley when the sound of great guns boomed out in France, and the banks of his river were covered with soldiers. who trampled down the grass and flowers and dug deep dark trenches in the brown earth.

Froggy was sent into a distant province, but Froggy's father worked on the battle-fields, doing all he could to help the beautiful dumb creatures who had no choice but to fight their masters' battles.

Nightcap missed Froggy dreadfully when he left the farm, but soon she had such amazing adventures that she hadn't time to think of anything. She was "commandeered" for the war, and taken off to draw transport waggons instead of loads of hay.

Poor Nightcap! She hated the terrible noises, and shuddered when bullets whizzed round her meek head.

One day, as she crossed an open stretch of ground, a sudden, sharp pain threw her back on her haunches, and, moaning, she staggered to the ground.

The waggon behind her was hastily unloaded, but she was left where she fell.

Some few hours later, Veterinary-Surgeon Jacques came up and looked at her.

"Poor beast!" he said. "She's badly hurt. I think she'd better be shot."

But he stayed his hand, for he was Froggy's father, and his quick eyes noted the "funny white cap" that had gained her her name at the farm. His little Edouard had often talked of her, and surely no two horses could be so strangely marked.

So with very tender hands, for Froggy's sake, he stayed to bandage the brown mare's wounds, and fed her with something that gave her strength, and she was able at last to rise. . . .

She is grazing now in a green field in France, rather lame, but otherwise almost well. And when she and Froggy meet again, they'll have lots to say to each other.

AUNT HILDA'S LETTER.

February 20th, 1915.

MY DEAR SUNBEAMS,—Only a very tiny space for me this week, so I can't say nearly as much as I wanted to. First of all, turn to the last page of THE ROUNDABOUT and read what the Court Gardener tells you about getting your own little garden ready for the Spring. He's going to write to you every month.

Now for this week's competition. I want you to send me in the funniest postcard you can find, either that you have had sent to you, or that you can see in a shop window. It doesn't matter what kind of postcard it is as long as it's funny. Write your age, name, and address on the card you choose, and send it to AUNT HILDA, Court of Queen Sunbeam, 18 Henrietta Street, London, W.C., not later than Tuesday, March 2nd. The prizes are: Twelve boxes of paints for the twelve best entries; and twenty consolation prizes of Jumbo brooches or toy pistols for Sunbeams under 10. So keep your eyes open when you're out, Sunbeams!

Your own AUNT HILDA.

MAKING-UP FOR THEATRICALS.

If you are taking part in amateur theatricals on behalf of charity—and most young folks are just now—you will appreciate this article on the subject of "make-up" by an old "stage-hand."

FIRST of all, study the stage and find out what lights are to be used. For a stage which has both overhead and footlights, you will need a complete make-up. For a stage which has footlights only, the make-up should be slighter, and for one which is lighted—as many concert platforms are—by gas-brackets at the back or lamps set about, you will need only the slightest dust of rouge and powder.

The materials necessary are: A good skin cream for making the foundation; pale pink grease paint; carmine or powder rouge; powder; a black or blue pencil for the eyes; liquid white for arms and neck, and brown pencil for the eyebrows.

Rub a little foundation cream all over your face. Now rub the pale pink grease paint over this, spreading it on smoothly and working it well into the skin. Put on a little dab of carmine on each cheek, and work this in till it fades off at the edges and you cannot tell where it begins or ends. Purse up your lips and press the end of the carmine stick against them. Then smooth off the spot of colour so made, being careful not to work it too far towards the corners of the lips, for this would give you the appearance of a large mouth. Touch the lower and upper lids of the eyes lightly with the blue pencil, but beware of darkening them too much, or this will give you a big-eyed, haggard look. Now dust the face well with powder, giving a touch to your eyebrows with the brown pencil if necessary, and rub liquid white in the neck and hands.

* * * *

Getting it Off.

For a dry make-up such as looks best on a stage where there are few lights, do not use any grease paints, except on the lips. Rub a very little skin cream on the face, and dust the rouge lightly on the cheeks. Make up the lips as directed above, and powder the face. A very light touch of the pencil on the eyebrows and lids may be effective for those who have blue or grey eyes.

Points to remember:—(1) Go to your dressing-room between the acts and see if a little more powder would improve your appearance. Sometimes, as an actor grows hot, the make-up is inclined to look a little shiny, but a touch of powder will soon put that right.

(2) If possible, make yourself up for the dress rehearsal, so that candid friends may judge of the effect and give you a hint or two if necessary.

To remove make-up do not begin by washing your face. Rub it with a rag on which grease has been smeared till most of the colour has come off. Then wash in warm water.

RECIPE TO DARKEN GREY HAIR.

By a Specialist.

A very satisfactory preparation which darkens grey hair and acts as a corrective agent for dandruff and other diseases of the scalp can be made at small expense and in your own home by dissolving a small box of Orlex Compound in 7 ounces of water and then adding an ounce of bay rum and a quarter ounce of glycerine. Any chemist can furnish these ingredients. This is to be applied once a week until the hair is sufficiently darkened, then every two weeks to keep the hair soft and glossy and the scalp in a healthy condition. It may be used with equal success in darkening the beard. This is a preparation that gives splendid results, both as a hair darkener and as a remedy for all scalp disorders, and is well worthy of a trial. You will find it far superior to the ordinary stock preparations and much less expensive.

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IT IS HEALTH!
SO BEAR IN MIND THAT
STEEDMAN'S POWDERS
CORRECT THE SLIGHT STOMACH TROUBLES
WHICH MAKE CHILDREN SO FRETFUL

COMPLETE CONTEST! **ENTER TO-DAY!**

£100 in Cash

1st Prize	**£50**	**2nd Prize**	**£20**
3rd Prize	**£10**	**2 Prizes of**	**£5**
2 Prizes of	**£3**	**2 Prizes of**	**£2**

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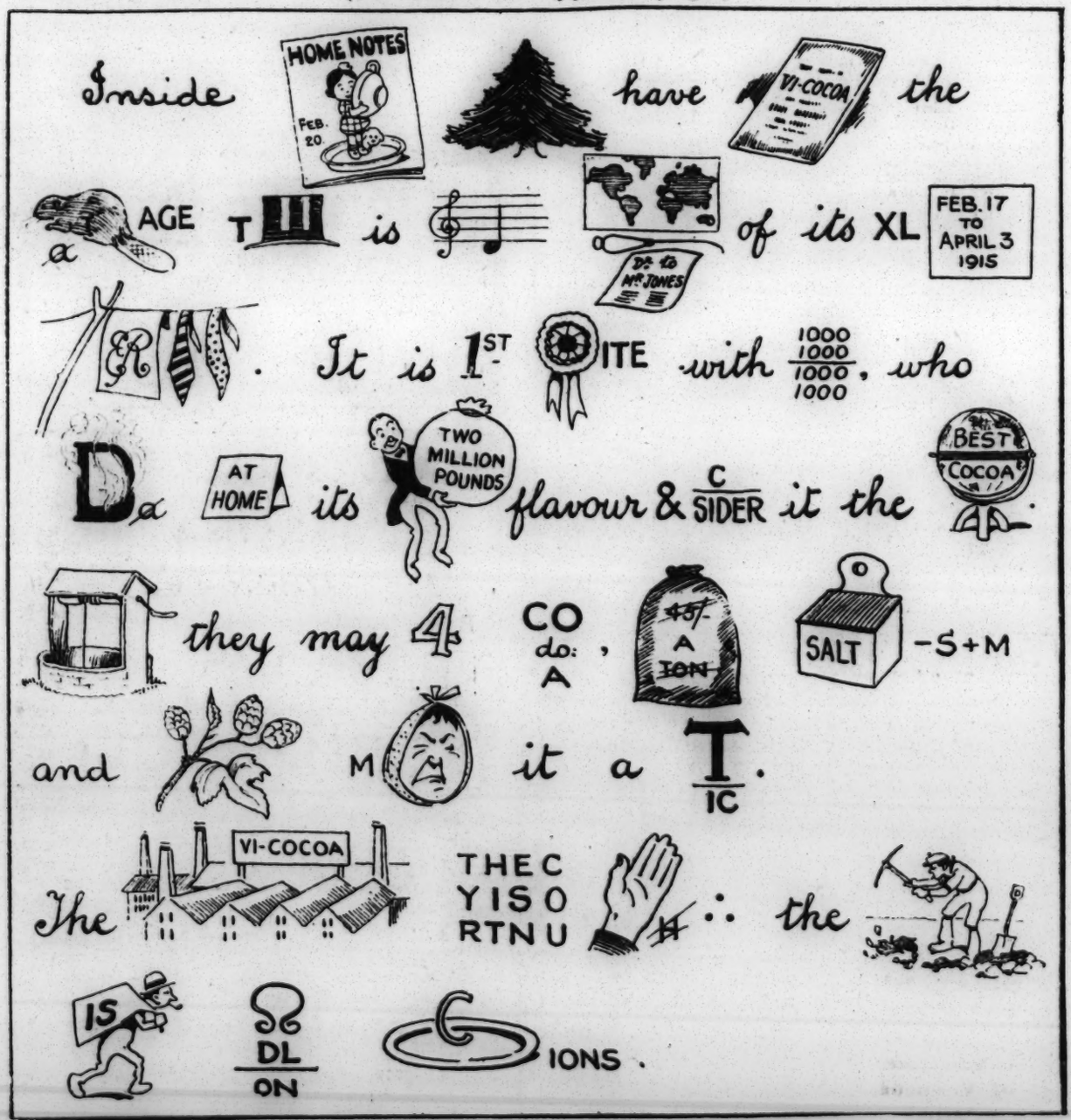
800 Consolation Prizes ... ... **value 2s. 6d. each**

(For Rules see opposite page.)



OVER 1000 PRIZES FOR READING THIS ONE PICTURE MESSAGE.

HOW TO WIN £50.

ON the opposite page you will find a message written partly in pictures. *You* may win **£50, £20, £10, £5, £3,** or **£2** for a translation of this puzzle, and even if your entry does not obtain one of these cash prizes, there are over **1,000 Consolation Gifts** for distribution. Start right away and do your best to win the first prize. You have just as good an opportunity of securing it as anybody else.

Before you send in your entry read the rules given below, and remember to follow them all carefully. It would be *so* disappointing for you to forfeit a prize through failing to comply with the conditions.

RULES YOU MUST REMEMBER.

1. Translations of this picture puzzle message must be written clearly in ink on one side of the paper only. No alterations are allowed in the words written, and each translation must be accompanied by the entry form below, which must be correctly filled in with the competitor's full name and address written in ink.
2. Every coupon must have attached securely to it a 6d., 9d., or 1s. 6d. price medallion cut from the wrapper of a packet of Vi-Cocoa, obtainable from all provision stores. Any coupon received without a price medallion will be disqualified.
3. You may send in as many translations of this picture message as you like, but each one must be accompanied by the entry form given below, correctly filled in and with medallion attached as stated in Rule 2.
4. The first prize of £50 will be paid to the competitor from whom the Editress receives a correct (or most nearly correct) translation of this picture message, the correct translation being the original version from which the artist drew the pictures. The other one thousand and eight prizes will be awarded in order of merit.
5. In the event of a tie, a second picture message will be set for tying competitors, or the prize money will be divided at the discretion of the Editress.
6. The Editress of HOME NOTES will accept no responsibility in regard to the loss or non-delivery of any attempts submitted. Proof of postage cannot be accepted as proof of receipt or delivery.
7. Competitors must agree to abide by these conditions, and the Editress's decision in all matters connected with this competition is final and conclusive. No correspondence can be entered into in connection with this competition, nor must letters be enclosed with the translations.
8. All entries must be posted so as to arrive on or before Tuesday, March 16th, 1915. Late entries will be disqualified.

PICTURE CONTEST.

I agree to abide by the conditions of this Picture Contest, and to accept the Editress's decision published in HOME NOTES as final and conclusive, and I enter only on this understanding.

Name .....

Address .....

Attach your price medallion from a 6d., 9d., or 1s. 6d. packet of Vi-Cocoa here.

.....

.....

This form must be cut out and fastened to your translation of the Picture Letter.

NATURE'S BEST GIFT.

No charm that a woman can possess is so irresistible as a good complexion.

Now this charming gift of nature is not a thing that is unattainable, if only we will adopt Nature's way, which is the health way. The secret of a good complexion is a well-nourished skin. The secret of keeping wrinkles away is the same. Pomeroy Skin Food was perfected by the greatest of all women specialists in complexion health. It is a smooth, fragrant cream. The skin absorbs Pomeroy Skin Food and uses it to feed the cells underneath, the shrinking of which is the cause of wrinkles. But Pomeroy Skin Food (which any chemist sells for eighteenpence) not only prevents wrinkles; it also clears the skin and gives a healthy, brilliant complexion, after only a very little time, if regularly used.

ARE YOU FAT?

Or are you getting fat? Do not waste big money on quack medicines that do not cure. Spend a little money wisely on

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They will restore you to your normal slimness in eight weeks. Sent post free, with directions, in plain wrappers, for P.O. 1/1½. Don't delay.

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THANKS TO THE QUEEN!

OFF TO AUSTRALIA!

"The Queen's Work for Women Fund" does more than help girls in our own country thrown out of work by the war. It is ready and willing to give a fresh start in other parts to those who are enterprising enough to emigrate. In this article one of the plucky girls tells you all about it.

The girl who tells her story in this article. Aided by "The Queen's Work for Women Fund," she is going to start new work in the Antipodes!

YES! I'm going to Australia this month with eighteen other girls who have been thrown out of work through the war.

I made up my mind to go at a tea-party the British Women's Emigration Association gave in November, when we were told that Australia had sent an invitation to the Queen for five hundred and fifty unemployed girls.

I always wanted to travel, but I knew that even if I could manage the fare, I couldn't afford to get the outfit I should need. But when they said that the Australian Government would take us all the way for £1 if we promised to go into domestic service for one year and to pay £2 out of our wages after we got there, I thought my chance had come! Especially when the Queen's Work for Women Fund offered to pay the £1 for us, and to give us another sovereign to have in our pockets when we landed.

It seemed almost too good to be true when an outfit was promised as well, which the Central Committee on Women's Employment would have made for us in the women's workrooms.

* * * *

Hard Work, but Good Holidays.

My friend wanted to go at once, for she was out of work then. She's a glove maker, and her firm wasn't doing anything. I was expecting to be out of work after Christmas, too. I'm a cashier in a tea-shop, and all our places have been doing so badly that there was a feeling that a good many of us would have to go.

They showed us lime-light pictures of Australia at the tea party, and Louie and I took a fancy to Sydney at once. It looked so bright and somehow home-like, and I said to myself, "never venture never win!" Some ladies who had been in Australia spoke, too, and told us what a wonderful country it is.

Mrs. Laird from New South Wales said that although we would have to work hard, we should have lovely holidays—two half-days every week, and from 2 o'clock till 10.30 or 11 o'clock every other Sunday, with a day and a night off every month. And someone else said that if we could not do housework, it was best to say so, and go as a learner; not be like a photographer's assistant who took a place as first-class cook at 35s. a week and couldn't boil a potato.

Louie and I filled up the application form before we left, and we took home a whole lot of papers and books telling us all about Australia. We've read them all, and I should think we know more about Sydney now than the Association itself!

* * * *

When we Get to Australia.

Louie's been to the museum too, and studied the Australian section, and we've been to another tea-party and heard more ladies tell about the life out there. One lady offered to pay for us to go to classes on how to turn out a room, and how to cook, but I hadn't time to attend them.

My firm's been very good. When they heard that I wasn't to sail till February they kept me on. And Louie got a temporary place in a draper's until Christmas.

Some of our friends wonder at our going to domestic service, and Louie doesn't want her relations to know. People do look down on you here certainly, but they say in Australia a lady would be ashamed not to be able to scrub a floor. I'm quite strong, too. We had to get a doctor's certificate. Altogether, we've signed five papers.

In one we had to say we would be willing to go to the country. I would really rather go to a farm than anywhere else. I lived seven years in the country, and I liked the life, and I think you can save in the country.

Of course, our places are not chosen for us, although the Government promises to find us work at once. When we get to Sydney, the ladies will meet us in one of the Homes the British Women's Emigration Association know about, and we shall be able to take the place we think we can suit best. We're not bound to stay in it for the year, either. We can come back to the Home and get another place.

There's other girls going, too, and they're very nice. Two are shop-girls, and they say they're sick to death of business. They have to spend all their money on food if they want to keep healthy. One is the eldest girl of eleven, and she's been used to housework. Two shorthand typists are going together, and they think they will stay in domestic service even when the year is up. And there's a dressmaker who has been out of work a lot. She is glad of

WOULD YOU LIKE A BLOUSE-LENGTH

to be chosen from a splendid selection of materials? Read how to obtain one

NEXT WEEK.

Photos by The One Studio and Barratt.

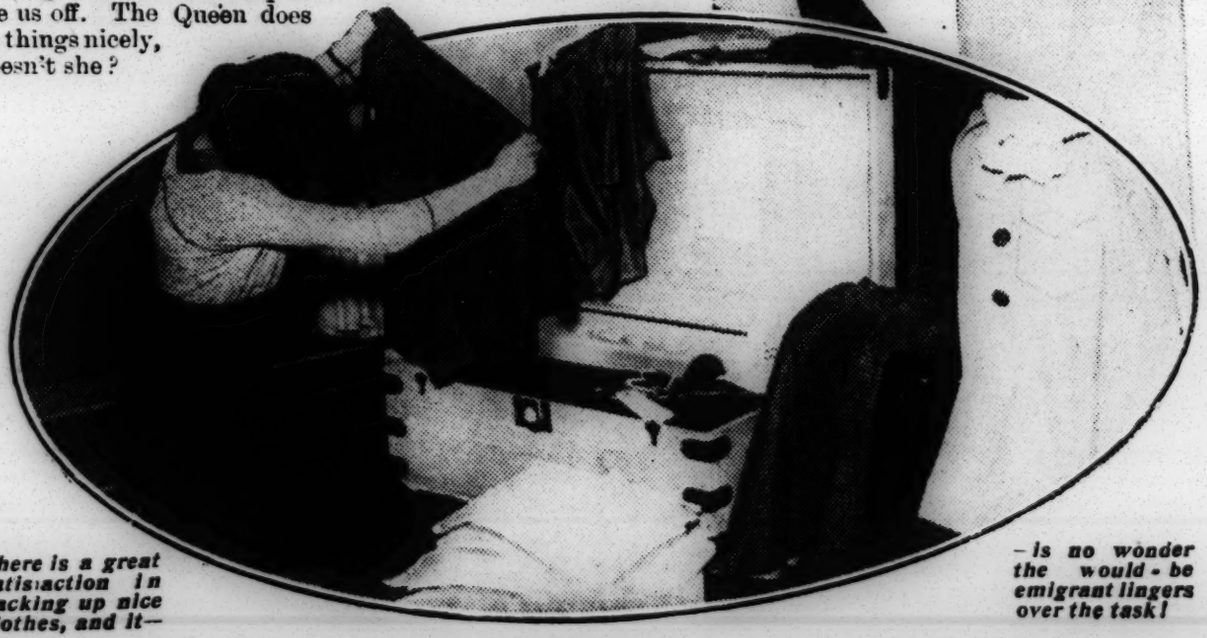
It takes some sewing to provide outfits for nineteen girls, but each set of garments is carefully fitted and finished before it is handed over to its proud possessor.

the chance. She said just before she got work at the Queen's workroom, she had only 3s. left to pay the rent. They've sent us all, these clothes from the Central Committee:

1 trunk, 1 ulster, 1 tweed coat and skirt, 2 overalls 2 fine linen aprons, 2 coarse linen aprons, 2 print dresses, 1 alpaca dress, 1 flannel blouse, 3 pairs stockings, 6 handkerchiefs, 1 rough towel, 2 smooth towels, 4 nightgowns, 2 pairs knickers, 4 pairs combinations, 1 brush, 1 comb, 1 tooth brush.

The clothes have been made in three sizes, and they seem to fit us both. They're pretty things, too.

We're to have a good send-off. The night before we sail we are all to meet at the Wortley Hostel, Paddington, when we can get to know the girls, and the matron who is going with us. Then a lot of the ladies, who have arranged the emigration for the Queen, are coming down to the ship to see us off. The Queen does do things nicely, doesn't she?



There is a great satisfaction in packing up nice clothes, and it—

—is no wonder the would-be emigrant lingers over the task!

OUR NEXT NUMBER.

Order it well in advance from your newsagent, or "Home Notes" may be sold out and you will miss the good things it contains.

YOU will have read all about my splendid new Blouse Scheme on the first page of this number, and much though I should like to go on talking about it—giving away all manner of important secrets—I really will refrain! There are so many other attractive features to mention, too, ready for next week's number, that I should never have enough space if I did not keep to them only.

First of all, I must deliver a message from "The Wise Woman" to you all. "I should like HOME NOTES readers to know," she says, "that I shall be very pleased to read the characters of their soldier and sailor relatives.

"They need not send me a coupon for these delineations—all I want is a few lines in 'his' handwriting. Or if they know of any wounded hero who would be amused by a character-reading I will send it him with the greatest pleasure."

* * * *

Gifts from Home.

So let the "Wise Woman" have a sample of his writing as soon as you can; you will find all further particulars on the last page. It would be a very novel way of making him forget the grim realities of war, wouldn't it?

And, as we are speaking of soldiers and sailors, I must not forgot a very excellent woollen comfort, the making of which I will describe fully in our next issue. The men can never have too many gifts of this sort from home, and it is only a very slight acknowledgment after all, for all they are sacrificing for us.

* * * *

A Little of Everything.

"If You Were Me" is a title with which you are already familiar; this time you are to hear the experiences of an Hotel Manageress, and many novel details of her work. Even more interesting is next week's article in the splendid "Thanks to the Queen" series that is so popular with all my readers; you will learn a great deal about the gentle art of cradle-making whilst reading it, for it is written by an "out of work through the war," who was aided by the "Queen's Work for Women Fund," to take this craft up as a profession.

Blouse fashions are a very special feature next week, and you will hardly know which to choose when you come to picking out one for yourself. Hair-dressing has not been omitted either, and altogether "there is a place for everything and everything has its place," which has, after all, always been the case with your old friend and favourite, HOME NOTES, hasn't it?

A HAPPY MEDIUM—

—for flappers who often have trouble in arranging their pretty locks.

A style that shows off the hair to its very best advantage, and is quite simple to adopt

A FLAPPER'S appearance is nearly always made or marred by her hair, and I regret to say that it is much more often marred than made. Young girls, who have really lovely locks, often fail to make the best of them. It seems to me a perfect shame to see beautiful hair dragged back from the face and scragged into two tight tails; or, on the other hand, to see it fussed and crimped and filled with cheap combs and jewelled pins. Surely it should be possible to hit a happy medium between severity and over-elaboration.

Look at the style shown in the picture. Don't you think it charming? And don't you like the soft, full lines of the locks round the forehead and over the head? These are obtained in a way that is quite original.

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How to Obtain this Effect.

First the hair must be brushed back over the head. Then the top layer of it, so to speak, must be divided from the under part. You can most easily do this by making a light parting behind the ears, and taking only the upper part of the front hair—not the whole mass of it. Brush the rest of the locks smoothly down over the back of the head, and twist them into one thick curl behind.

Now back-comb the under-side of the front hair lightly. Brush the upper side of it perfectly smooth. Wave it back loosely from the forehead, drawing it well down over the ears, and catch it to the back hair by means of a wide clip at the nape of the neck. The ends of the front pieces should be twisted into two little curls.

If you push the clip well up, the hair will bunch out at the back of the head, giving a soft, thick look which is perfectly delightful.

GRAND NEW SERIAL. START IT TO-DAY.

The GIRLS HE LEFT BEHIND HIM

By BERTA RUCK.

"Two's company, three's none," as we all know, and when the two are a handsome young soldier and an adorably pretty but feather-brained little coquette, the poor third feels very much out of it all. But when she is of the stuff Ethel Smith was made of, she keeps a stiff upper lip through the darkest days, and wins through in the end!

NEW READERS START HERE.

"GOOD afternoon. Is Madame Whatshername here?" inquired the fashionably dressed lady who had just alighted from the beautiful grey car. "No—well, then you can do my thingymyjig—I mean my wig, for me."

Poor Ethel Smith, the pretty assistant at the smart Beauty Culture Establishment in Bond Street, smothered a sigh. She had so been wanting to get off punctually at six o'clock to-day for Harry Freeman's birthday party!

Everything has a bright side if you can only manage to find it, and Ethel found that even being kept late when you were aching to get away was not so bad when the customer was as amusing and talkative as this one was. She seemed to take rather a fancy to the pretty, refined-looking girl who attended her so deftly, and when she finally left she gave Ethel her card saying:

"Remember that if you find yourself at a loose end on account of the war, you can come to *me!*"

Ethel put it hastily into her purse, and in her anxiety to get to her very extra special birthday party, promptly forgot all about it, little thinking how useful that card was going to be to her in the future.

It didn't take her long to get ready for the party when she once got home, for the amusing customer had been so complimentary about her appearance in the black dress that she wore in the shop that she made up her mind not to change it. So in the end she didn't get to the Freemans' house very late—in fact she arrived before the hero of the evening, Harry Freeman, had returned from the City.

Taking her upstairs, Phyllis Freeman introduced her to a pretty girl. It was with a very sinking heart that Ethel noticed the fragile prettiness of Miss Trixie Beresford, for Phyllis Freeman had accompanied the introduction with a murmured aside of "Harry's latest"—words that seemed to poor Ethel like the death-knell of all her hopes. For it must be admitted that pretty Ethel Smith had long ago quite hopelessly and irrevocably lost her heart to dashing young Harry Freeman, and although the young man was quite ready and pleased to have Ethel as a friend, he seemed well content to let matters remain at that.

Soon after this Harry Freeman electrified the whole assembly by appearing in khaki. He told them that he had enlisted that very morning, and now, more than ever, the hero of the party, he settled down to enjoy himself.

But though young Harry seemed to be having a thoroughly good time, poor Ethel Smith didn't enjoy one minute of that evening, for that very fickle youth on whom she had set her affections hadn't a glance for her—he was completely occupied with Miss Trixie Beresford. It seemed that Phyllis Freeman had been quite right when she had said that Trixie was "Harry's latest." Every minute that passed proved to Ethel the truth of this distressing fact.

After the party was over, susceptible young Harry offered to take Trixie home in a taxi, and on the way he took a step he had been contemplating all the evening—he asked the pretty little coquette to marry him; and she, feeling that it would be rather fun to be engaged to a handsome young soldier, accepted him.

Different Ways.

WEEKS later, when Harry's regiment had embarked, there followed the most miserable time she had ever had in her life for poor Ethel Smith. Sometimes she didn't know which she minded most—the fact that the only young man for whom she had ever cared had left England and was risking his life at that problematical address "Somewhere in France," or whether what grieved her most desperately was the other truth, that whatever happened, *she had no right* to grieve over him. He was another girl's property; he was the *fiancé* of Trixie Beresford.

It was Trixie's privilege to write to him, to wander round the London shops to find presents for him which were light enough and useful enough to be included in a young soldier's service-kit. It was Trixie's right to knit the helmet and the muffler, the mittens, the socks or the belt which should be the winter comforts for her special soldier among the troops.

As a matter of fact Miss Trixie was not doing any knitting at all.

"A most boring occupation, I call it!" she announced to Harry's rather scandalised sisters the Sunday after Harry's departure, when she came round to the big villa on Parliament Hill to pay what was obviously a duty-call on the rest of the Freeman family. "For one thing, work of any kind always did hurt my eyes"—and she cast those very large and effective orbs in the direction of Harry's father, who was, next to Harry, the most fervent admirer that the pretty, frivolous girl had ever had—"and for another thing one sees in all the shops knitted comforts for the troops—Balaclava helmets, and mufflers, and all the other frightfully stuffy-looking contrivances, all done by machine, ever so much better than one could knit them oneself—and ever so much cheaper.

"Really the finished article only comes to about

what you would pay for the wool, now that the horrid stuff has gone and got so dear!"

"Yes—but, Trixie, surely it's rather nicer for a man to feel that his 'girl' has taken trouble about the gloves or the helmet or whatever it is?" protested Harry's sister Phyllis, looking up from the khaki muffler which she was knitting for a special friend of her own in the London Scottish. "Surely he would like it better if he felt that a kind thought for him went specially into every stitch that she took? And besides, I should have thought that the girl herself would have wanted to do it."

"Perhaps she would, if she were a romantic soul like you!" laughed Trixie lightly, leaning back in her armchair and folding her pretty, highly-manicured and idle little hands in her lap.

One of them wore the pearl engagement-ring which it had taken all Harry's spare cash to buy for her before he embarked. "Harry doesn't expect any of that kind of sentimentality from me. Anyhow, he doesn't get it, and he likes me just as well as I am."

The engaged girl, in her dainty blue cloth costume and the soft white furs which she had put on for the first time, looked so bewitchingly pretty as she spoke that even Harry's mother and sisters couldn't help understanding the beloved Harry's point of view.

Mrs. Freeman thought: "She doesn't mean half she says when she speaks in that flippant tone. It's only put on to hide from the rest of us how truly devoted she is to our darling boy. And as for knitting and sewing—well, there'll be time enough for the child to do that when she's my age. She's very young, and she's been brought up to do nothing but amuse herself; so it wouldn't be natural to expect her to settle down soberly and staidly all at once."

Harry's father took an even more lenient view of his charming daughter-in-law-to-be.

He declared that when a girl was as pretty as Trixie, it was absolutely ridiculous to expect her to do anything more than just be looked at, and that as for showing any more affection for Harry than she did, well, he didn't see how a girl could be asked to display much more affection for a young chap than in promising to become his wedded wife, and that, personally, he thought Harry was about the luckiest young fellow in the British Army to have secured such a treasure for the girl he left behind him.

Only Phyllis, Harry's sister, looked a little doubtful as she went on with her Territorial's muffler and said that of course being engaged or in love "did take a girl in different ways."

Bad News.

It certainly took poor Ethel Smith very differently. There was hardly an hour in the day that she was not thinking tenderly and longingly of the absent young soldier who, for one mad moment, she had been encouraged to believe might become her own "special." When she was getting up in her small, comfortless room in her aunt's house at Highgate, when she was speeding, one of a crowd of business-girls, towards the Tube that was to take her to Bond Street, when she was standing behind the glass-fronted counter in Madame Ninon's Beauty Culture establishment, there was not one of these times when the thoughts of the fresh-faced girl were not full of the young man who was no doubt highly commendable in the way that he had come forward to offer his services to his country, and who would doubtless do his bit for that country to the utmost of a fine young Englishman's ability, but who *had* behaved, on at least one other occasion, as a common or seaside flirt. She could not refrain from buying, out of her scanty shop-assistant's wage, a pound-and-a-half of the finest and softest khaki wool that was to be found on the market, also a pair of bone needles, and thereupon proceeding to knit a scarf, so broad yet fine, so long and yet rollable into such a small ball, that it would have been good enough for the wearing of the young Prince of Wales himself.

"I shall get Phyllis to send it on to him in one of their parcels from Parliament Hill as soon as it's finished," thought Ethel Smith, as she snatched odd moments from her luncheon-hour to add another couple of rows to this superfine scarf. "They needn't tell him whom it's come from, but I am sure it's warmer and more comfortable than anything which could be

TOUCHES OF WHITE.

Many mothers like a little piece of white to show at the neck of a child's coat, and they can get this effect beautifully by having detachable collars and cuffs which can be laundered as frequently as is necessary.

There are three very charming little styles shown in the side drawing.

The top one is made of crash, embroidered with large flowers.

The second one is just plain lawn, tucked for half its depth, and then let free in order to give its shape.

The third is rather a large pointed collar of spotted muslin edged with lace. These sets can be tacked on with very little trouble indeed.

bought; also I am sure that it must make some difference, as Phyllis says, when a girl has knitted so many hopes and thoughts and wishes into a thing—it *must* bring him luck!"

The experts in this matter decree that scarves for soldiers and sailors should be at least two yards long. This of Ethel's was only half that length on the evening that she went up after her work to the villa on Parliament Hill to inquire if there were any fresh news of Harry. Every time the girl went she suffered tortures of hesitation first. Would it seem as if she were *too* anxious for tidings of the young man with whom actually she had no concern? Might the Freemans possibly guess her unhappy, girlish secret? But she consoled herself with the thought that after all she *was* an old friend, and at a time like this it is natural for any old friend to be allowed to take an interest in any news that gets through from the front.

So far his letters to his home had been short,—("He puts all his spare time for letter-writing into his love-letters," Phyllis had explained)—but they had been frequent. He was all right, but he mightn't tell them where he was or what doing. *Punch* and some daily papers would be a godsend; also they could go on sending cigarettes until the cows came home.

Then there had been a few official postcards, with every sentence crossed out except the mere bare

"*I am quite well.*

"*I have received your letter and parcel.*

"*I am writing to you shortly.*"

Each one of these communications poor Ethel knew by heart, merely from having heard them read once through. She hoped so much—she had a presentiment—that to-night there would be a letter or news of some sort. There was news. But it was not of the kind for which she had hoped.

As the girl stood at the door it was opened to her by Phyllis—a strange-looking Phyllis, with white face and eyes red with weeping.

Ethel, in a sudden panic, cried out almost breathlessly, "You've had bad news? News about Harry?"

Phyllis nodded. She opened a door in the hall and drew the other girl into the big empty dining-room—that room never to be forgotten by Ethel Smith, since it had been the scene of Harry's birthday party, when he had looked deep into her eyes as he had touched her glass of golden, bubbling wine, and had murmured, "Here's luck, Ethel!"

Ethel, feeling as if an icy hand clutched her heart, could see the whole picture clearly before her of the young man, well set up and gallant in his new uniform. She could see his laughing face and hear the tone of his voice.

"Come in here," whispered Phyllis. "Mother's in the drawing-room, so frightfully upset that she couldn't see anybody, not even Trixie."

The other girl, white-lipped, demanded hoarsely: "You haven't told me what the news is! Is Harry among the *killed?*"

Here Harry's sister suddenly dropped her head down on the other girl's shoulder and broke into fresh tears. "It isn't *killed*. I almost think it's worse!" she sobbed. "Oh, Ethel, the message came through from the War Office yesterday evening: "Lance-Corporal Freeman reported missing." *Missing!* We can't know what's become of him!"

But Ethel Smith lifted her golden-brown head, and there was hope revived shining in those grey-blue eyes of hers.

"Missing! Then why should you give him up?" she cried, with a little catch in her voice. "*I* don't believe that means he's killed. He may only have been taken prisoner. One has heard of quite a number of those men already whose relations haven't had a word for months, and then it's turned out that they are in Germany, actually being quite well looked after."

Phyllis said tragically, "Yes, of course there *is* that hope! But one can't help always fearing the worst. It's all very well for you, Ethel; you aren't his sister; *you* can't understand!"

Poor Ethel, who was not supposed to have even the right to understand!

"'Lance-Corporal Freeman reported missing.' Missing! We can't know what's become of him!"

"Of course, you're awfully sweet and sympathetic to us," Phyllis Freeman hurried on, "but it can't be the same to you as to us! Oh, the thought of those terrible, terrible months that we may have to wait before we hear another thing about poor Harry!"

Again, poor Ethel! Did it not loom black before her, the thought of those awful months?

But she thought to herself desperately, "No, I shall not give up! I shall go on knitting that scarf for him! I shall go on hoping!"

The Sack.

ABOUT a month after Harry had been reported "missing," since which time no further news had come of him, Ethel Smith, hurrying back to Madame Ninon's Beauty Shop after a hasty tea-shop lunch, caught a glimpse of the girl whom Harry had left behind him, his *fiancée*, Trixie Beresford.

She was hurrying along Bond Street with an older woman, both prettily dressed, both sparkling and rosy-cheeked from the autumn wind, both laughing, the picture of health and gaiety. And Ethel Smith, just before she turned into the shop to resume her duties of selling cosmetics and hair-tonics and nail-polishers, heard the rather high-pitched voice of Harry's *fiancée* exclaiming gleefully, "To think that I should have been able to get those lovely furs at such a bargain! Oh, it seems almost too good to be true. All yesterday I could have jumped about for joy!"

She could have jumped for joy! thought Ethel, in bitter bewilderment, as she re-entered the softly carpeted showroom, and yet "*Lance-Corporal Freeman is still among the missing.*" And yet he loves a girl like that, and I, who care for him so much, am nothing to him, nothing at all. Life does seem horribly unfair sometimes!

In the course of the next hour something else had happened to convince poor Ethel of the unfairness of life in general. Towards tea-time she was called into the little inner office by her superior, Madame Ninon, a small, well-preserved little woman, with a kittenish face and a very soft voice, in which she sometimes said uncommonly hard things.

"Oh, Miss Smith, I've some rather bad news about the business," she announced, looking up from her miniature desk as her assistant stood before her. "The fact is there isn't going to *be* any more business; things are so slack just now. Owing to the war there don't seem to be enough women left to care what becomes of their complexions, or their hips, or their superfluous hairs. As for weight-reducing, one or two of my clients have told me that they've taken off pounds already, merely by skipping about doing refugee work, instead of spending their time and money on my patent waist-puttees. My best American customers are off, and I really don't see why I should keep open any longer, particularly as a friend of mine thinks she can get me in as an assistant matron to a nursing-home for wounded officers. That's *the* thing!" said Madame Ninon, with her big eyes evidently firmly fixed on the main chance. "That's *the* opening for a single woman of good appearance nowadays. Because," she added naïvely, "even if one doesn't get married at once to a title or something really thrilling of that nature, there is always a connection to be built up. One can get invitations through the patients to charming country-houses, and it all means business of one sort of another."

"Yes, I see, madam," said Ethel Smith, outwardly demure, inwardly thinking how positively revolting it was to find oneself of the same sex as types of women so absolutely heartless or mercenary as Miss Beresford or Madame Ninon. She thought it must be the same feeling of shame of one's kind as a *real* man, *with a gun*, must feel at the sight of some trousered spectator of football who refuses to enlist.

She fought down her disgust at this woman who had, after all, provided her, Ethel Smith, with her bread-and-butter for the last year. And she asked gently, "And should you be taking me with you, madam? As forewoman or secretary?"

"Oh, dear me, *no*, my child!" said Madame Ninon, very firmly. "If you think for a minute, you will see that that is quite out of the question. Your looks are against you."

"My looks?" faltered Ethel.

Madame gave a little shrewd laugh as she explained. "I took you *here*, of course, *because* of your looks—because of your wild-rose skin, and the lights in your hair, and the suppleness of your figure, that customers imagined were all due to my treatment," she said. "But you must see that if my friend and I are going into the wounded-officer business ourselves, we should have no earthly use for a much prettier and younger woman about as a secretary. No, no, Miss Smith. I am very sorry, but it can't be helped. I'm afraid it means the key of the street for you. Here is your week's salary. I'm goiong to get in an accountant to take the whole place over to-morrow, and I shan't be wanting you any longer. You had better apply to me here if you want a recommendation or anything of that sort. It is very unfortunate, but you see there we are. If we're in the soup we're *in* it, and everybody's got to look out for herself. Good afternoon!"

"Good afternoon!" said Ethel, distinctly dazed over this new development of misfortune.

Poor Ethel! What is she to do now? And to whom can she turn? Next week's instalment will tell you.

THE WISE WOMAN will tell your soldier-boy's :: character :: — FREE! —

Read her message on page 308.

ITEM 653a/15 Miss Smith's account 828

HOW TO OBTAIN AN ELEPHANT CHARM.

Perhaps you haven't sent for one yet, but I am sure you want it badly. For who would say "No, thank you" to a run of good luck?

JUST as a white blackbird is a very strange apparition to us, so in Burma and Siam a white elephant is a great cause for wonder. Not only that, it is looked upon as a mysterious and supernatural being—one who must of necessity bring good fortune with it.

No wonder, then, that a favourite mascot in those Eastern countries is a tiny white elephant carved in ivory or bone. Little "gunpati" charms they are called!

And these little lucky elephants are exact replicas of the "gunpati" charms. How do I know? Because a friend living in the East sent me a real "gunpati," and the mascots I am offering you have been copied from mine with great care and precision. They simply can't help bringing you luck!

As I write, a letter lies on my table from a reader to whom I sent one of these lucky charms. "Your little elephant has brought me good fortune already, Isobel," she writes. "It came at breakfast-time, and by the same post I received a letter from the one man I have ever cared for, asking me to marry him! Oh, I am so happy!"

How can you get one, too? Quite simply; you can obtain it in one of these three ways:—

1. You can send six penny stamps to ISOBEL, Elephant Dept., HOME NOTES, 18 Henrietta Street, Strand, London, W.C.

2. You can send three penny stamps and three of the accompanying coupons correctly filled in.

3. Or you can send six of these coupons correctly filled in.

Ask your friends to let you have the coupons out of their papers, and then show HOME NOTES to friends who do not generally read it.

LUCKY ELEPHANT COUPON.

Available until February 23rd, 1915.

I am a regular reader of HOME NOTES, and have shown my copy to

Miss or Mrs. .....

Address .....

who is not at present a regular reader.

Name .....

Address .....

.....

The CHILD'S War Dictionary.

DECLARATION OF WAR — Dreadful commotion caused by Nurse trying to wash me with an *IMITATION* of

WRIGHT'S Coal Tar Soap.

THE Nursery Soap. **4d.** per Tablet.

CELLAR GARDENING.

You cultivate your patch of ground diligently, I expect, and perhaps you have window-boxes to look after, too. But I'm quite sure you've never realised what can be done in a cellar before!

A DARK cellar is an invaluable possession during the winter time, when things will not grow out of-doors. There are so many things that can be cultivated in a cellar, and the darker it is the better. The housewife who thinks of starting a cellar garden should not waste any time, but set about it at once.

She should procure sufficient boxes to place in rows across her cellar, so that she can get between and around them. These boxes must be of all sizes, but it is better not to have any too big for moving about, although a row of large ones could be placed against a wall. These will do for the plants that require a certain amount of root space. Have the boxes filled three-parts full of earth, so that they may be ready to use when the time comes. A crop of mushrooms can be grown straight away.

The advantage of mushrooms lies in the fact that, given the necessary conditions, they may be grown all the year round. The usual method of growing mushrooms is to have a large supply of stable manure, but for many reasons this would be difficult to manage in the cellar under a dwelling-house.

* * * *

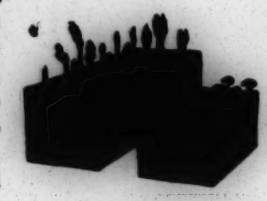
Preparing the Boxes.

The best plan is to get a boy to gather a bucket full of street droppings. This will cost a penny. Spread this over the top of the earth in the boxes. Three inches of manure will be sufficient. Turn this twice, and then cover with a thin layer of earth.

Water, using a fine rose spray, with warm water, and leave for another day. If the surface feels warm and not too hot, break a brick of mushroom spawn into small pieces and bury in the manure. Water once more, and leave for a few days. This kind of mushroom bed will not bear so abundantly as spawn planted in the usual way, but will yield a good supply of mushrooms, and the bed will last in bearing longer. The boxes must be watered every day or two to encourage the growth of the mushrooms.

The mushroom should be cut just above the ground, the largest being removed and the smaller ones left to develop. Two or three boxes would keep a family supplied with mushrooms, as they are a valuable article of diet, for some time, and when the quantity of mushrooms declined in a box a fresh one should be started. The boxes would afterwards be used for forcing rhubarb ready for the spring.

Rhubarb and sea-kale can be successfully forced in a dark cellar; but this cannot be done until the roots have felt the frost, so leave them in the garden till required. The method usually employed is to select good, large roots, and, as soon as the weather gets cold, to dig these up and leave them exposed to the frost for a few days; then, when the frost gives place to a fine, bright day, take the roots down into the cellar and plant them.



It is quite an easy matter to procure the necessary boxes, and the growing of your plants is almost as simple.

The foolish plants will imagine that the winter is passed, and will soon commence to send up long, thin, blanched leaves, which will be found very useful when fruit and vegetables are scarce. But the supply will depend upon the size and strength of the roots. If these are good, the resulting crop ought to be good, too.

When the roots are exhausted, they can be planted in a waste corner of the garden, but they will not bear much in the way of leaves for some time. As a rule, the roots are thrown away; but, if one root shows a good result from forcing, I am of an opinion that it would be an advantage to plant it out in some good ground, and, if it recovers, use it to produce a set of roots that will make useful ones for forcing in a couple of seasons' time. If there is no garden, it is better to throw the old roots away, as they are no use for further forcing.

* * * *

To Grow Potatoes.

No earth is required for these, and the cellar must be absolutely dark. Procure a supply of large old potatoes. The larger the potatoes, the better the crop will be. The old potatoes must be from last year's crop, and if they have tiny sprouts, so much the better. Lay the potatoes upon the floor or on shelves. They should be quite separate, and at least 9 inches apart. Do not touch them after placing them in position.

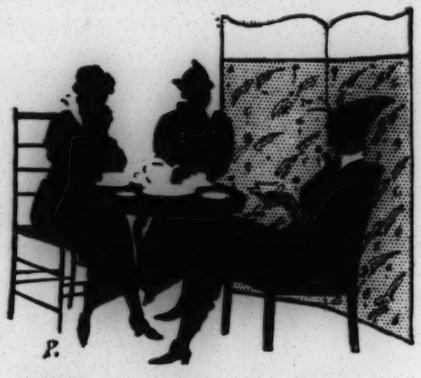
In a few days the potatoes will send out shoots, and, because there is no light, these shoots will not turn into plants, but will use up the nourishment in the old potatoes to form tiny fresh tubers.

It is a wise law of Nature that each plant must, if possible, produce either seeds or bulbs to carry on its vegetable life, and the potato does its best at the sacrifice of its leaves. The tiny potatoes should be picked as soon as they are as big as large marbles. Leave the very smallest, and take care not to injure the roots to which they cling.

The old potatoes selected must be perfectly sound at the start. A gentle spraying with a little warm water is an advantage, but this must not be done unless the surplus water can drain away at once, and not rot the potatoes.

DON'T BE A SCANDALMONGER.

Some people seem to think that talking scandal doesn't matter as long as it's only about well-known people, and not about their own personal friends. The writer of this article, though, thinks that it *does* matter very much, and wants you all to make a very belated New Year's resolve "to speak no slander—no, nor to listen to it."



Don't get into the habit of repeating little casual bits of unfavourable criticism—you may unwittingly hurt your hearers very much indeed.

LAST night Vera and I went to a concert in aid of the Belgian Relief Fund. It was only a local affair, but one very well-known soprano, who happens to live in our district, had consented to sing. I'd never heard her before

"She's wonderful!" I said. "Mustn't it be grand, Vera, to have a voice like that? And she looks such a nice sort of woman, too—not a bit affected."

"Yes, but do you know, I've heard she isn't at all nice really," said Vera. "I've heard that she *drinks*. Pity, isn't it? But then they say that so many of these singers——"

And she rambled on fluently, while I reflected with a sigh that I might have known better than say such a thing to a girl like Vera. For, kind and jolly as she is, she has a most unfortunate habit of repeating discreditable bits of gossip about celebrities big and small—from crowned heads to pretty chorus girls.

She would never think of saying unkind things against people she actually *knows*—she would call that "scandal." But she maintains that it doesn't matter how you speak of the folk you have never met. She says it can't make the smallest difference to them—they'll never come to hear of it, and anyway they've won their positions for good and all. "Besides," she will often add, "it's only what I've *heard*, mind you—there may be nothing in it. But it's rather queer, isn't it?"

* * * *

The Harm it Does.

I used to laugh at this trick of Vera's, until one day I happened to be with her when she was relating some silly rather ill-natured (also, I am sure, quite unfounded) story about a very great personage indeed. There was a quiet-looking old lady in the room, who went quite pink with surprise.

"My dear," she said, "I *am* sorry to hear that. I always thought such a great deal of her. But no doubt what you say is true, as you have it from such a reliable source. I am afraid I shall never feel quite the same towards her again."

"Oh," stammered Vera, "I don't mean to say that I actually had it *direct* from Lord S——. Only—only from someone who knows him very well."

She had really read it in a rather common little weekly paper, but she couldn't own to the truth with those innocent old blue eyes looking so regretfully at her above the wrinkled pink cheeks.

"Oh, well, *perhaps* it may be wrong," said the old lady.

But I seemed to see *something* lose its brightness in that old lady's mind—and I knew that it would for ever remain a little dimmed and dull. For the silly story would get between her eyes and the radiance, blurring it like a mist of tears that will not be blinked away.

* * * *

An Underbred Habit.

Do you see what Vera is doing? She is not perhaps harming the great folk of whom she prattles so lightly, but she is spoiling the dreams of her hearers. When she goes to the theatre with her youngest sister, and tells her that the debonair hero, whom small Maggie secretly adores, "isn't very nice *really*," she is putting to death a girl's ideal; which means death also to the ideals of the many schoolfellows among whom Maggie is likely to repeat the careless phrase.

I think that is a great pity. And it also seems to me rather an underbred habit to speak disparagingly of people who will never meet you face to face and refute what you have said—it is something like writing anonymous letters, don't you think so?

After all, there is nothing clever in knowing a lot of "anecdotes"—either good or bad—about, say, Lord Kitchener or your favourite novelist—and there is no merit in spreading them abroad. They may or may not be true—probably "not." Shall we try to make up our minds to keep our mouths shut over malicious little stories, *even when they concern people whose position they can't possibly affect?*

The subjects of our gossip may never hear of what we say of them, but our stories do harm all the same. For they are helping to put out warm wee fires of affection and admiration in hundreds of simple hearts; and it is these wee fires all burning together that make up the world's goodwill.

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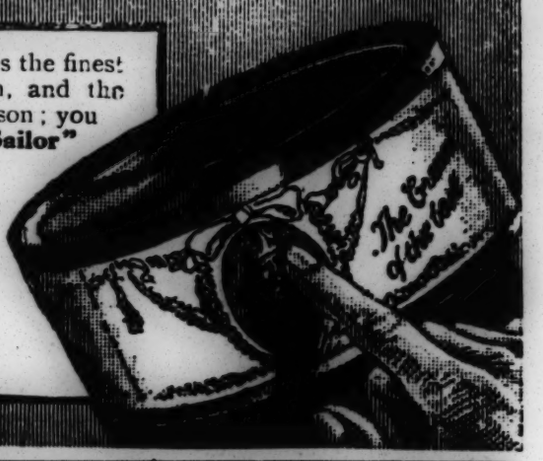

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THOSE FASHIONABLE WINGS.

A few useful hints on the arrangement of the smart little feather mounts which everyone is wearing this year.

EVERY girl who wants to trim a hat for herself this winter naturally buys a pair of wings, thinking that they are so very easy to sew into place and arrange. Well, so they are in one way, but in another they are difficult things, because, unless you sew them correctly, they will very soon work loose and look untidy, or blow away altogether.

In the first place, you must remember that it is not a good plan to sew through the fluffy, paddy part at the base of the wing if you can help it. This is nearly always artificially made from little bits of fluff stuck down on to a muslin or cotton foundation. If you stitch through this you will disarrange the fluff and spoil the look of the wing altogether.

You should hunt for the stem on which the wing is mounted. You will generally find an end of wire curled up inside, and you can very often pull this out to make a piece which will bore right through the hat and curl up again inside. If you can do this you will have gone a long way towards steadying your feather and keeping it perfectly secure.

These wings are made of fluted velvet, an look exceedingly well on a high-crowned hat.

Sew the stem as strongly as ever you can; then turn the hat wrong side up and stitch from the inside, catching the stem in with each stitch, but never putting your needle right through if you can help it.

Big wings made of silk or velvet like those shown in the picture need to be sewn very strongly indeed, or they will blow away. Do them in thread or double silk which matches them exactly if possible. Remember that all your stitches must go in near the base; you must not try to sew the fluffy tips, even if they happen to lie on the material of the hat.

Do not try to put the wings on with mathematical exactitude, or they will look horrid; put the root at the centre or exact side where you wish it to be, but let the ends go pretty much as they please. If you drag them up and down, and try to make them exactly even at both sides, you will take all the freshness out of them, and they will be battered-looking before you have worn the hat at all.

Very big white wings are exceedingly fashionable this year, and I expect a great many of my readers have hats decorated with them. I am afraid that these wings will get soiled very soon, if they are much worn in smutty towns, but that does not matter, as they can so easily be cleaned. Sprinkle the wings thickly with powdered magnesia, and put them away for a couple of days. Then shake out the powder, and it will bring off the dirt with it, leaving the wings almost as good as new.

A delightful way of arranging a pair of wings on a small hat — nothing stiff about them, is there?

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Dreams and Omens.

(1) Dreams or omens should be described as shortly and clearly as possible.

Reading the Hand.

(2) To take an impression of your hand, paint the inside of it all over with Indian ink, soot, or blacking, and lay it downwards on a sheet of white paper. Press it firmly down, and with a pencil draw lightly round the outlines of fingers, thumb, palm and wrist.

Then take your hand up quickly and you will find an impression of it. Send impressions of *both* hands.

Character from Handwriting.

(3) Send a letter (thirty words at least) on unruled paper, with your usual signature.

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(4) Select and write down the six places at which the pack is to be cut. For instance, if you write 5th, 9th, 10th, 18th, 24th, and 35th, I shall cut the cards at these places. State whether you are man or woman, married or single.

Each query must be accompanied by the form opposite, properly filled up, and a stamped addressed envelope.

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HOME NOTES

BLOUSE LENGTHS FREE. (See Page 376.

Item 653a/16

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March 6, 1915. **One Penny.**

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It cannot be too strongly urged that all due precaution is necessary in employing any curative agent internally. Hence it is well worth while insisting upon the Chesebrough Company's White Liquid "Vaseline."

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Booklet telling of the many sovereign uses of Vaseline (in all its varieties) post free on receipt of postcard.

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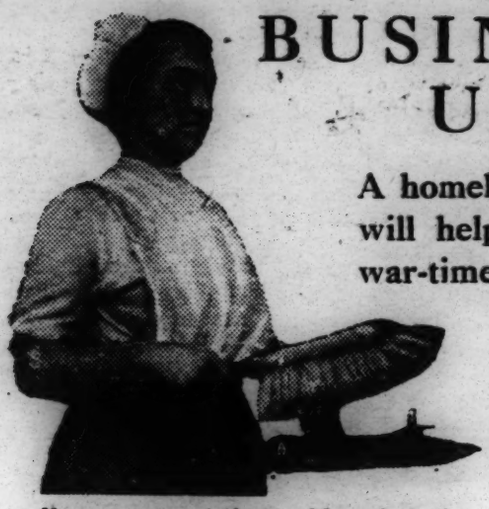

Many a servant thoroughly enjoys the upheaval of spring-cleaning.

A homely little article which will help you to make your war-time spring-cleaning a thorough success.

By
ELIZABETH STUART LANGFORD.

If the mistress is wise she will adopt regular spring-cleaning attire to keep the dust at bay!

THE time for spring-cleaning is close upon us, and in many thousands of homes women-folk, whose lives for months past have been clouded with anxiety and dread, are asking themselves if it is possible this year to go through with the usual processes. How, they ask, can we begin the orthodox sweeping, scrubbing, polishing, and "doing up," and go on with it day after day just as we did when we knew that our dearest dear would be coming home in the evening to grumble a little and joke a great deal at the inevitable upheaval?

* * * *

A Ready Answer.

The answer, as it seems to me, is not far to seek. All the worrying in the world cannot bring our men-folk back from the war, but it can surely be believed that those women who are staying quietly at home, and always thinking *hopefully* of their beloved ones, are being far and away more helpful to the brave men at the front than are those who give themselves up to the mournful luxury of fretting and worrying, and imagining the worst of all evils.

* * * *

The Chimney Sweeping.

And now, having cleared the way, we will begin our spring-cleaning.

There are two points which must be settled quite a fortnight before the actual cleaning begins. The first is the matter of the extra help which is usually got in for the occasion.

One good-tempered little maid of my acquaintance has put in a special petition that she and she alone shall work right through the business with "missus." "We can do it *lovely*," she says, with a special emphasis on the "we," and she even suggests that it will be as good as a holiday to spend all the days in her mistress's company.

If you are happy enough to possess a willing and devoted little maid like that I strongly advise you to manage with her alone. She may not have mature strength, but see how willing she is to put forth what strength she has! She is ready also to agree that your way is better than her way, and she will have a certain pride of possession that can never come to the charwoman who has a dozen or more "places," and delights in comparing them one with another.

The second matter has to do with the chimneys. Be sure and order the sweep early so that he may come to you the week before you upset your house. Do not make any extra preparation for him. If he knows his work he will make no more mess than you can guard against with a big hearth-cloth and a couple of dust-sheets.

* * * *

Cleaning Out Drawers and Cupboards.

Your first real duty with regard to the cleaning should be the thorough turning out of every drawer, wardrobe, cupboard, and box in the house.

Drawers and shelves should be washed out with hot water, in which a sufficient quantity of powdered soap or best quality soft soap has been dissolved.

In the case of drawers or shelves made of polished wood, wipe them thoroughly clean with a cloth wrung out of hot water, dry with a soft cloth, and afterwards paint over with spirits of turpentine, applied with a medium-sized flat brush. This same treatment is also specially good for trunks and boxes, for moths and marauding insects abhor the pungent odour of turpentine.

* * * *

Turning Out the Rooms.

The old-fashioned plan of beginning at the top of the house and working right down to the bottom of the stairs, then going on with the sitting-rooms and finishing up with hall, kitchen, and scullery cannot be bettered.

Beginning, then, with the bedrooms: First fold

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[*Published by C. Arthur Pearson Limited.*

up blankets and sheets and carry them to another room (the blankets will get their annual washing when the spring-cleaning is over), remove the calico covers from hair mattress and pillows, and thoroughly brush the mattress, going well into the crevices of the leather tags. Beat the pillows with the hands, and brush the covering tick. Then, if you can manage it, carry mattresses and pillows into the garden and let them have five or six hours' sunning.

Now take up the carpet, roll it neatly, and carry it down to the yard or garden. It is scarcely wise, if you have no outside help, to spend further time on the carpet so early in the day.

Clear the walls of pictures and curtains. The pictures should have the loose dust removed from them, and, if the bedroom is a small one, it will be better to take the pictures to the bathroom and clean them there later in the day. Long curtains should be well shaken and set aside for washing, cleaning, or dyeing at home. Muslin or voile short curtains can be put to soak ready for washing, drying, and ironing in the late afternoon.

* * * *

Cleaning the Wall-Paper.

Next clean the wall-paper, following one of the two methods here given. The first and simplest way is to sweep it well with a Turk's head, or with a broom tied over with a duster. The second way is to rub the paper with crumb of bread, taking two widths of paper at a time and working from ceiling to floor.

If you have done without an underfelt up to now, do learn to look on the possession of one as a necessity and not a luxury. It will treble the life of your carpet!

Having finished the walls, sweep all the dust to the fireplace, then, while the little maid is giving the grate an extra good cleaning, turn your attention to the toilet-service and china ornaments. Wash these in hot soapy water, and afterwards clean the marble and tiles of the washstand. Stack all the clean things on the marble slab, and cover them over with a dust-sheet.

Next clean the paint. If it is enamelled it should need little or no scrubbing. Very bad stains may be removed by means of one of the many good paint-soaps which are so much advertised.

The windows should not be cleaned until after the paint is finished.

* * * *

The Trouble That Might Have Been Spared.

Your next business is the washing of the floor. If the carpet has been protected by an underfelt the boards will need plenty of water but no hard scrubbing. I only hope that you will not have cause to share the dismay of the mistress of the good-tempered little maid I told you about. Her carpet, which had been down scarcely nine months, was found to be stained almost through by the black dust that had drawn up through the cracks of the boards. Another month, and those disfiguring stripes would have shown right through on the face of the carpet.

Underfelts should be considered not a luxury but a necessity; and it must always be remembered that if the woollen felt is too expensive, excellent paper felts are obtainable at a few pence per square yard.

* * * *

Now for the Polishing.

Nothing is better for the bedstead and wire mattress than a good brushing and dusting; then go over the polished parts with a cloth dipped lightly in furniture cream.

This is my first mention of furniture polish, and I want to give you a recipe that was sent to me, as a very special favour, by a manufacturer.

Dissolve two ounces of Castile mottled soap in three-quarters of a pint of boiling water. Take two ounces of bees-wax, shred it finely, put it in a large jar with one quart of turpentine. Leave in a warm place until it is melted, giving it a shake now and again, and then very gradually blend the soap and the turpentine by shaking them together. The turpentine, being a spirit, must be kept well away from the open fire during the whole process.

I rather wish I had not to send you and the little maid down just now to see about the carpet, for to beat and clean it properly requires stronger arms than either yours or hers. I think, perhaps, you may be able to enlist the services of a man or a big strong boy, to help you with this.

When the carpet is clean take it upstairs ready for relaying when the floor is quite

dry; then clean and re-hang the pictures, and after that bring back the mattress and the bedding and make the bed.

If you are a really clever little housewife you will get through to this point by about three o'clock. It will now be prudent for you to change your gown and rest for just a wee while. Afterwards, while your little maid is dressing herself and preparing tea, you can polish the furniture and clean the mirrors. Everything will then be ready for the final straightening of the room.

* * * *

The Little Things Left Out.

There are crowds of other things which I should have loved to include in this homely talk, but already I have over-stepped my space limit. The most I can do is to give you one last little bit of advice.

Do not run about too much from room to room, and do not shift things unnecessarily. For instance, when you come to the drawing-room, proceed exactly as I have advised in the bedrooms, and, when the carpet is up and the floor swept, clear a space for washing your china ornaments, and do them there in the room rather than carry them into the kitchen. It is by such simple little precautions that you not only save yourself and your little maid endless journeys, but you also quite frequently prevent the smashing of some treasured ornament that you "would not have had broken for worlds."

Photos] [Jean Conroy.

A large table covered with newspaper makes the best place for washing and drying your china ornaments.

"BOTHER THE BLINDS!"

You'll be saying that, too, but not *after* you've read these suggestions.

"SPRING cleaning is going to be worse than ever this year, now that every penny counts so much. I don't feel as if I dare spend money on sending the linen blinds to the cleaner's, as usual. I can do the Venetians myself, but——"

"And the others, too, if you only go the right way to work," Aunt Mary, with whom I was having tea, interposed in her quiet way. "I do all my blinds at home; it saves such a big cleaner's bill. It's not very much trouble, either.

"If a blind is not much soiled, I lay it flat on the table, sprinkle it with powdered bath-brick, and rub very thoroughly with a wad of clean flannel, one side at a time. Then I give the blind a shaking and hang it in the open air to dry."

"But my linen blinds are not merely slightly soiled," I protested, "they're downright dirty!"

"You can wash them," went on Aunt Mary, "in this way. Don't take each blind off its roller, but lay it on a clean table, take a small hard scrubbing brush and well scrub the blind with a mixture of warm soapsuds and liquid ammonia. Be careful not to have the brush too wet, as you can't scrub properly if you swamp the blind with water.

"When the stuff seems clean, wipe off all suspicion of soap with a sponge dipped in lukewarm water, and hang the blind in a shady place out of doors. Be careful that it is put straight on the line, or it is sure to dry crookedly. When almost dry take it down, lay it flat on the table again, cover it with an old sheet or tablecloth, and pass a very hot iron quickly over—in fact, you'll spoil the blinds if you fiddle long over them. And, of course, Venetians are easy enough to clean," she added suggestively.

I begged for hints at once. There was no special secret, the old lady said, but she owned that there was a right and a wrong way.

"Don't let your Venetians get *very* dirty before you clean them, or your task won't be so easy," she cautioned. "The way to go to work is to pull down a blind and straighten all the laths. Then make a bowl of soapsuds with shredded white soap, powdered borax, and warm water. With a small penny sponge you must thoroughly wipe over each lath separately, then rinse with a second sponge and lukewarm water, and finally wipe dry with a clean towel.

"If the laths look dull afterwards, a little furniture polish will freshen them wonderfully. It is a good plan to wipe the blind cords with an oiled rag—this makes them much less liable to break."

"And the tapes?" I murmured reminiscently.

"If you must wash them, scrub with a hard brush moistened in soapsuds and ammonia, and then rinse in tepid water. But don't do this at all unless it's absolutely necessary, for the tapes nearly always shrink afterwards."

TOUCHES THAT TELL.

It is sometimes very difficult to tell a person's character from the face or voice, but there are often little, unconscious movements or tricks which "give the show away" and reveal character at a glance to an understanding eye.

PEOPLE who have a habit of putting up the hand to the mouth, of twisting or rubbing the lips or merely of pressing on them with the fingers, are nearly always nervous, undecided, and a trifle weak. A strong and determined person almost invariably keeps his hands right away from his face. Tricks of shading the eyes, or propping up the chin on the hand, though not indicating such decided weakness as that of touching the lips, do not show strength as a rule.

You see, the habit is almost invariably formed, at the start, as a sort of screen or a means of gaining time. The undecided person does not know what to reply when a sudden question is put to him, and, instinctively, his hand goes up to his mouth in order to cover the fact that his lips are not quite ready to form an answer.

* * * *

The Habit of Touching the Face.

The habit of shading the eyes is often to be found in a person who wishes, for one reason or another, to hide his real thoughts or feelings, and is afraid that his eyes, if seen, may reveal them. The habit of propping the chin on the hand is a less decided indication of any special turn of mind, but it is a strange fact that the whole desire to touch the face with the hands nearly always accompanies a certain amount of want of self-control. People who have themselves perfectly under discipline very seldom do it.

A habit of crossing the left foot or knee over the right when sitting at ease, is said to indicate general vitality and good health. A habit of leaning on the left arm, or turning to the left rather than to the right—without being actually left-handed—is said to be a good sign. People who are a little run-down or out of health, or people whose nerves are not in excellent condition, very often become clumsy and weak on the left side, and will instinctively move and use the right hand and foot rather than the other.

* * * *

The Touch that Tells.

A habit of looking at a person before speaking to them is nearly always found in subtle and commanding men. One who can manage others without letting them know that they are being managed, one who can mould others to his wishes and gain for himself whatever position he desires, will often have this habit of giving a long, quiet look into the face of the person speaking to him before making any answer. He has self-control enough to sum you up and take stock of you before he says anything; and you may be certain that his answer, when it comes, will be just exactly the right one for you.

DON'T BE OBNOXIOUS—

And if any of your relations show signs of any of these failings, warn them off if you can. They will thank you in the end.

PERHAPS the most obnoxious of all annoying people is the lightning calculator, or the arithmetical rebuker—call her which you will, for she is both! Your husband takes away his favourite ha'porth to read in the train, but leaves you your own special paper. It's a war luxury *and* a necessity! The L.C. comes, and sees you reading it.

"Surely, my dear, you are not taking an extra paper!" she begins. "Why, a ha'penny a day is threepence a week, and threepence a week is thirteen shillings a year! In five years that would be five guineas! For five guineas you could . . ."

* * * *

She Means Well!

She finds you waiting for a tram to the station, and it's—"Why, surely you don't take the tram? I always walk. Fourpence a week is one and fourpence a month, and one and fourpence a month is seventeen and fourpence a year! In ten years that would be nearly nine pounds! Think what you could do with nine pounds!"

You are paralysed. She makes you feel that you are robbing your husband, your home, and your children. She means well, but she is obnoxious! For a whole day you hate her, and then forgive her!

Then there's the child teaser. *She's* nearly as bad. "Hullo, Babsie!" she cries. "Would Babsie like a sweetie—such a nice little sweetie?"

Babsie eagerly puts out a chubby hand. And then the obnoxious person draws back, and says archly: "Ah, but I haven't got any! No sweeties for Babsie to-day. Bad for Babsie's toothies!"

* * * *

The "Show-you-up."

What Babsie thinks I don't know! For myself, as Babsie's mother, I think the child teaser wants smacking!

Then there's the show-you-up. You have a little tea-party—nice, dainty, but economical.

"Yes, I'll have another piece of cake, please," she says gaily. "Aren't these *wonderful* cakes for fourpence ha'penny? Quite worth sevenpence, I'm sure! . . . Oh, and how delightful! You've nut butter! So stupid to call it margarine, isn't it, and be prejudiced? . . ."

She rattles on, meaning well, but dragging the veil ruthlessly aside, until you're bound to decide that she's perfectly obnoxious!

JUST THE HAT YOU'RE WANTING.

If you haven't already got a little hug-me-tight hat, I know you won't be able to rest till you have copied the one shown in the photographs. It costs under five shillings, and in this article its fair inventor describes exactly how she made it.

Isn't it a dear, perky little shape, and doesn't it look smart and "military"?

EVERYBODY wants to look a wee bit "military" these days, but it is not everyone who can wear the real Glengarry cap. If you are one of the people who can't, I am sure you will be delighted with the fetching little hat shown you in the photographs.

You will want ¾ yard velveteen (satin would do equally well), ¼ yard black buckram, ¾ yard jap silk (for the head lining), 2½ yards moiré ribbon 1 inch wide, and 1 yard of moiré ribbon ½ inch wide, and then you can set to work.

You must first cut out your brim in buckram, according to the pattern. It should fit closely to the head.

* * * *

The Hat in the Making.

Next, cut the brim out in velvet, making it rather larger than the buckram so as to allow for turnings. Turn the buckram in an inch all round at the bottom, and then join the two ends together. You can then see if it is comfortable to your head and you will be able to make any slight alterations necessary. Snip the turned-in edge of the buckram in several places so that it shapes to the head. Then proceed to cover the shape with the velveteen. This is the most important part of the whole thing, because if the velveteen does not lie flat the hat will look home-made, so you must not mind spending a little time in tacking.

The hat seen from the right is equally fascinating, with its soft folds of velvet.

Begin by tacking the velveteen within ½ inch of the lower edge of the brim, and then about the same distance from the upper edge. Turn in the velveteen at the bottom and sew to the lower edge of the buckram, slightly easing it. Then turn in the velveteen at the top of the brim, pressing it up from the bottom to get it smooth. Stitch the velveteen at the top of the buckram as close to the edge as you can. Then take the narrow moiré ribbon and bind all along the top. You will find it easiest to begin by sewing it first to the wrong side, and then turn over and secure it to the right side with tiny stitches. The chief thing is to keep the ribbon very taut, and mitre the corners nicely. This disposes of the brim for the time being, and the rest is comparatively simple.

You must now cut out your crown in velveteen and gather it round within a ¼ inch of the edge. Measure carefully all round the top of the brim and draw your velveteen to the same size. Arrange the gathers evenly; then fit the crown into the top of the brim, of course putting the longest part from back to front. You must then stitch it from the inside to the velvet that has been turned in at the top of the brim.

* * * *

Making the Rosette.

You have now only got the rosette and bow left to tackle. Of course, you can make any kind of rosette you like, but the one in the photograph was done in the following way: Cut a round of buckram 2 inches in diameter. Pleat the ribbon round the edge, make two little flat bows and sew in the middle to fill up the gap. From the centre of each bow leave a loose end about 3 inches long.

Then sew the rosette firmly to the broad brim, rather towards the back, as it is in the photograph. With the same ribbon as you used for the rosette make a small bow and sew on the other side of the brim to hide the join in the velveteen.

Line your hat and you will have as smart a little confection as you could possibly wish for.

(You can obtain a pattern of this hat for 5d., post free, from the Pattern Department, HOME NOTES, *18 Henrietta Street, Strand, London, W.C.)*

SEND FOR YOUR LUCKY CHARM TO-DAY!

(See page 370.)

THE LAST CRUST.

By MAY WYNNE.

The story of two brave deeds, and two superb sacrifices. It would be hard to say which was the greater of the two.

"BREAD!" demanded the man hoarsely. "Bread! I'm starving!" He reeled as he spoke, leaning against the doorway. It was a tragic figure to be standing there in the sunlight, with flowers at its feet, and the picturesque surroundings of the little cottage there on the outskirts of the wood, with half-a-dozen black-eyed children crowding around their mother, looking in wonder at the tattered, khaki-clad stranger, whose cheeks were gaunt, his chin unshaved, his whole frame bowed by exhaustion in spite of a fierce fighting light in his blue eyes.

Marie Lechard, a wan little woman who bore herself heroically, saw only too plainly that the man spoke truth. He was fainting with fatigue and hunger, this poor one, who, in spite of his dilapidated appearance, was undoubtedly one of those brave English who had come to France to pay the price of friendship.

Ah, the good English! The heroes over whose great deeds she had thrilled and wept, wondering, however, whether there would soon be any of them left to drive back the Germans who were simply devils. Oh, yes, simply that!

Richard Tallant leaned back against the doorway, crushing unheedingly against the delicate vine tendrils. He was eating bread, breaking off great pieces of the half loaf in his hand and thrusting them into his mouth quite heedless of the fact that he was being watched with absorbing attention by six pairs of black eyes.

Never, never had the soldier tasted food so good as that, nor drunk cold water with such gusto. Bread and water! What? Would you call that prison fare? I tell you, if Dick Tallant had ever heard of nectar and ambrosia he would have vowed that the meal he had just devoured beat the food of the gods hollow.

As it was, he passed his torn sleeve across his mouth and heaved a mighty sigh. It was the sigh of a man content to regain his strength.

And the mist obscuring his vision had cleared, he no longer needed to crush bruised vine tendrils, but stood upright on the cottage path, grinning friendly-wise down at the six little black-eyed Frenchies who stood still, staring at him in a kind of awe and reproachful wonder.

"I could do with some more of that top-hole *pang* of yours, missus!" he explained almost gaily to the wan little mother, who appeared to him in the guise of a bantam hen surrounded by her bantam chicks.

Marie Lechard did not know English—at least only a few words picked up here and there from passing soldiery, but she could not misunderstand.

With a sigh she spread out her hands, moving aside to show the room behind her.

"Monsieur sees," she explained, "il y a rien de plus." She shook her head vigorously. "Not more," she added haltingly. "Not at all."

It was true that the dish on which the half loaf had stood was bare saving for a few crumbs.

The black-eyed children saw, too, and sighed—such quaint, expressive sighs as brought shame to the soldier's heart.

"Yew don't mean to say," he ejaculated, "that I've eaten the whole blooming lot?"

The little woman tried hard to explain further. "Monsieur, Engleesh soldier," she said. "Monsieur ver' welcome! With heart welcome! We give gladly. Demain, nex' day, Germans defeated. Friends come. We have bread."

The black-eyed children were as attentive listeners as their visitor. There was sighing and whispering amongst them at their mother's triumphant conclusion.

One is anxious to know more certainly whether the food so lightly alluded to *is* to arrive to-morrow or the day after.

Dick Tallant was appalled. In his extremity he had devoured the two day's provisions of this family in about as many minutes. No wonder the black-eyed bantam-chicks regarded him with the awe one might give to an ogre.

But what is done is done.

The bread was gone, and Dick had not even the power to explain his regret, his gratitude, his indebtedness. As for Marie Lechard, she had the supreme gift of generosity. She could not have understood the grudge of necessity.

Richard Tallant turned away at last with tears stinging in his eyes and a great admiration in his heart. The French peasant had taught him a lesson such as one can never learn too often.

As for Marie Lechard, she stood at her gate smiling after the brave Englishman as though there were no such thing as hunger in the world; whilst, if the children did not smile, be sure they did not complain; and through the shade of what seemed interminable woodland, Dick Tallant swung on his way. He had strength now to reach the Allies' lines—strength and courage. Pshaw! It made him mad to think that such necessities for a soldier depended in part on a half

A magnificent
EIGHT PAGE
FASHION SUPPLEMENT
in
NEXT WEEK'S
SPRING
DOUBLE NUMBER.

loaf of bread. Aha! Dick's ears were sharp now, his eyes keen. What moved down there in the valley? What crept upwards in a solid, grey-green mass along the hill-side?

"Germans," mused the soldier as he halted under the tree. "Germans. And they're coming this way."

He thought rapidly, with every pulse and all his wits alert.

By skirting to the right he could easily escape observation and the more certainly reach his own lines. But he must make haste

"They'll pass that cottage for certain," muttered Dick. "Dead sure that is, and——"

He gritted his teeth, since he had seen just about enough of German devilries in an experience which embraced the fighting round Mons.

Personally he was of the opinion that devils would be ashamed to be classed with Prussians and Uhlans, but at present there was no word coined to be sufficiently expressive.

And he thought of a brave little peasant woman who had smiled so generously in giving her last crust.

That deed had been somehow heroic—and those six queer little black-eyed souls had never squealed or whimpered at the thought of going supperless.

Richard Tallant realised that it wasn't just the moment to be thinking of personal safety when he had a debt to pay. A second later he was racing back for all he was worth. Yes—even faster than he raced at Mons when it was a question of avenging butchered comrades. For a man's legs may be moved by a world of motives.

There are times when eloquence of speech is unnecessary.

When Marie Lechard saw that ragged man in khaki come racing up to her door she knew instinctively what was going to happen. Before he could cross the threshold she was there to meet him, her cheeks blanched in the fear that forgot itself in anguish for the little ones who clung to her skirts.

"Les Allemands!" she gasped.

The French of Private Tallant got as far as that.

"Yes—Germans," he nodded. "Comin' up the hill. Ken I 'elp with this little lot?'

He swung the smallest but one of the brood on to his shoulder, whilst Marie — woman-like — rushed back into the house, shrilly screaming to the elder children. She had gone—poor soul—to collect her household gods. Who shall count the roll of those who have perished in the like attempt?

The Englishman's impatient summons brought this poor soul back, trembling; great as was her admiration, she had awe too, for her deliverer.

But to her surprise, on reaching the porch laden with a stout cloth filled with the most heterogeneous of collections, she found the soldier proceeding in a most extraordinary fashion. "Voyee, missus," he roared — being no exception to those who believe that the louder they talk the more plainly they will be understood. "I m goin to set light to this here 'appy little home. If I don't do it those cussed sausage eaters will: *but they'll be lookin' around fust!* If they see this blazin' before and they'll be thinkin 'some of their own kidney hev bin marchin' along, and'll be nippy in followin' on. Size up? Comprenee?"

Poor Marie Lechard. It is not to be supposed that she understood one word of this speech, but the crisis and Dick Tallant's pantomimic action assisted a naturally keen wit.

With a piteous little cry she snatched up the smallest of the black-eyed ones, hugging it to her.

"Oui, oui, monsieur," she cried. "It is true—quite true!"

She said no more, but there was something superb in her faith as she watched the gaunt soldier, who, to her, was a total stranger, light a handful of thatch torn from the roof and then thrust it back under the eaves.

Yes, she trusted him. Was he not English? To the women of France in these times, it appeared impossible that an English soldier could be less than heroic.

It was not till the fire had a thorough hold of the little cottage that Private Tallant turned.

"Now then," he said briskly, "we've got to clear right hout."

His blue eyes kindled as he lifted the awed Jeannette on his shoulder.

It was the woman who led now, chattering in breathless staccatos all the while. Two of the children were crying, whilst the elder girl—a miniature mother with black pigtails hanging down her back, tried to comfort them.

A small boy marched ahead hugging a white kitten.

And, in spite of the growing crackle of the flames, the sound of approaching soldiery could be

In spite of the growing crackle of the flames, the sound of approaching soldiery could be only too plainly heard; Private Richard Tallant's heart ached for this little family, so brave, so desolate.

only too clearly heard, whilst, in the distance, came the desultory booming of guns.

The grimness of it all impressed even the stolid imagination of Private Richard Tallant, whose heart ached for this little family so helpless, so brave, so desolate.

He cursed the Germans roundly, and then fell to chuckling approval as Marie Lechard showed him a safe refuge in a cave hidden in a steep bank, and screened by ivy.

Here they would be safe from observation, and it was not likely that the Germans would be looking far for the occupants of a cottage apparently visited at no recent date by their fellows.

Tramping, shouting, cursing—so the Germans came, and halted, as was to be expected, to watch for a moment a spectacle they should by now be accustomed to.

Listening, with tense nerves and liveliest perception, those who hid near by heard guttural jesting, orders, shouts, and then gradually receding footsteps. The ruse had succeeded—the terrible danger was averted. Tallant was still inquiring of himself whether these Germans were really men or devils to thus take delight in wanton cruelty to defenceless women and children, when a sharp cry brought him to the knowledge that the boy Etienne had allowed his white kitten to escape from his arms and now ran out across the woodland track to recapture it. And coming up the slope was a small party of laggard Germans—some four or five in all.

What happened thereafter took place so quickly that the Germans could scarcely have realised that they had missed their "pot shot" at that miserable little peasant before boy and kitten were whirled from the firing line by a ragged khaki-clad man who dashed back amongst the undergrowth.

Then, with a shout, they were in pursuit.

Five to one, well, those are the sort of odds an Englishman is accustomed to, but it was a bit awkward, nevertheless, seeing the lack of cover.

The woman and her brood of wailing bairns had crept as far back into the cave as possible before the Germans came in sight. It may be they prayed, that piteous group, of whom only one knew the full horror of what might follow.

But Private Richard Tallant was a man of one idea.

He was assured no German could stand against cold steel, and he'd fixed his bayonet before the foe came within range.

They stood—as he had expected—herded together, whispering.

Yes, they had seen the cave and no doubt planned to approach it *en bloc* to shoot down its helpless inmates.

Dick Tallant chuckled in gleeful anticipation. He had never heard of a one-man charge, but he was ready to try it as an experiment.

That was why the Germans, confident as if they were bent on rabbit shooting, were filled with amazed horror at the sight of a khaki-clad figure leaping forth with the wild rush of some dervish, uttering a cheer which echoed far as he raced with fixed bayonet on the group of foes.

And Dick Tallant's one idea was a winner. Cold steel doesn't suit German courage. Though the men halted to discharge their pieces, the shots flew wide, and the next moment they had turned and were racing back towards the road, as poultry driven by the marauding fox.

They could run well, yes, they could run well, and who could not, with a yelling fiend, bayonet in hand, at their heels? Each man of the fugitives felt in woeful anticipation the shock of that ever-to-be-feared weapon plunging into his vitals, and the sweat stood thick on their brows.

But there was good chance of the tables being turned presently, for the steps behind flagged as they reached the roadway, stumbled, hesitated, halted.

The cottage of Marie Lechard still blazed merrily; so pleasant had been the sight of destruction that the German soldiers passed slowly, reluctantly, out of sight. There were many stragglers who were within hail of their comrades, and Dick Tallant, seeing enemies thick as blackberries on autumn brambles, paused, knowing Nemesis was here, Nemesis, red-jawed, vengeful-eyed, who would have no mercy.

A DAINTY PETTICOAT.

Now is the time to set to work on summer "undies" for the small people, and I am sure every mother will be glad to know of well-cut and simple patterns of children's underclothing. The little petticoat shown here is sure to appeal to everyone, for it is such a simple shape that it can be run up in no time, and yet it is so dainty and well-fitting that it will please the most fastidious young miss. It is a style that would lend itself either to flannel or longcloth, and its neatly tucked skirt allows for plenty of letting down as the small owner shoots up.

This dainty little garment is taken from a splendid article on children's underclothing which appears in "Leach's Children's Dressmaker" for March, and if you have young people to make for, you should certainly buy a copy of this very useful and practical little penny paper. It is full of helpful articles showing charming fashions for kiddies, and every copy contains a free inset pattern of a very charming frock for a girl. Other free patterns of coats for girls of all ages can be obtained free in exchange for a coupon to be found in every copy of the paper.

Like relentless hounds he saw them turning back along the track, and a mist as of blood was before his eyes. He reeled back to cover, standing exhausted there against a tree.

He was going to die—but he wouldn't risk going back to those poor folk in the cave. Maybe they would escape.

How the din grew! Were all the forces of the Kaiser in pursuit of him—a single unit?

With the mists of faintness clearing, the man realised that others had appeared upon the scene. Many others. But these latest comers did not wear the grey-green uniforms of the Germans—he could see brighter patches along the roadway. Blue and red.

Then a shout went up, and Dick could have wept because his legs refused the mad longing of his heart to join in the bonny fight that went forward close to a burning cottage.

It was the sight of that flaming home which strengthened the muscles and purpose of the Frenchmen. Nor did the fight last long. Soon enough the whirl of battle swept by, and the man in khaki who lay stretched, exhausted, beneath the tree where he had fallen could have believed it to be a dream when he roused to the fact that a woman knelt weeping near, crying down blessings on him through her tears, whilst six black-eyed children stood grouped very close to their mother's skirts.

It was a Colonel of Chasseurs who rode up to the strange group, and who listened with great attention to the story told by the little woman who was his compatriot.

"It was a great deed, my brave one," he said at last. "Every day we of France see how much the debt grows of gratitude to England. This that you have done is noble—generous."

But Richard Tallant grew awkward to nervousness under such praise.

"Monsieur," he said shyly, "it was her who taught me the lesson. I'm thinking what she did was the biggest thing of the two. You'll think so too when you hear." And then—because he was more a fighter than tale teller—he blurted out the simple story of a gift of supper. A supper of bread and water, which had meant so much.

There were tears in the eyes of those who listened to the recountal of two brave deeds.

£50 A WEEK.

THIS sum is offered in prizes in a new and simple Picture Letter Competition appearing this week in *Pearson's Weekly*.

There is a letter from a soldier in the trenches to a friend, and it is composed of words and pictures. You are asked to find out what the pictures mean.

Each attempt has to be accompanied by either a penny postage stamp or an entry stamp The one shown here is available for this week's competition.

Get a copy of *Pearson's Weekly* and try for a prize.

One of the great TOOTAL line of Guaranteed Wash Cottons, TOBRALCO is at once the soundest and most charming wash-fabric obtainable.

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NEXT WEEK'S DOUBLE NUMBER.

A little talk about some of the splendid features it will contain.

DOUBLE numbers are always red letter events in HOME NOTES history, and my next week's SPRING FASHION NUMBER is no exception to the rule. It is crammed full of good things—indeed, there are so many of them that I hardly know which to tell you about first.

The free pattern I think deserves premier place, for I know from experience how much you like to find a give-away pattern *inside* your HOME NOTES. It is an extra special one, too, for a simple spring dress, chosen as *the* easiest and *the* prettiest style of the season by our good friend, "The Little Dressmaker."

I am putting a teeny picture of it on this page so that you may know what to expect. The skirt is just a little full, you see—all dresses will be before spring is really here—and it *is* nice to have room to move about in again!

The bodice is not too loose but very stylish, and the making, with the help the Little Dressmaker will give you, is simplicity itself.

* * * *

Sadie's Supplement.

Sadie—our American Dress Expert—is in the highest of spirits, for this Double Number means a Monster Fashion Supplement for her to arrange. I have been hearing dark hints of coming glories for some time past, and yesterday I saw *The* SKETCHES—that is what Sadie calls them, as if there were no others in the whole world—and they really *are* sweet. You will see them for yourselves next week, and I know Sadie will be longing to hear what you think of them.

Next week's issue will hold a very special attraction for those of you who have pattern labels in their possession, for the first list of one hundred numbers will be published, and that will mean one hundred blouse lengths from Selfridges', perhaps one of them for you. I haven't time to tell you about these gifts of mine here, but you can read all about them on page 376.

You will find a pattern of this dress inside HOME NOTES next week—tell all your friends about it.

* * * *

A Delightful New Series.

Spring is the time for gardening, so next week I am starting a delightful series of gardening articles, "Over the Garden Wall." They are written by an expert, and I know you will find them useful, especially just now, when everybody feels how necessary it is to grow vegetables as well as flowers at home.

The other articles are too numerous to mention—there will be an interesting account of "Feeding the Boys in Khaki," a hair-dressing cinema, showing a very easy and stylish way of arranging one's tresses, delightful short stories, a fascinating competition, and illustrated articles galore.

The children, too, have not been forgotten, and their Roundabout will be a special source of delight to them. Aunt Hilda is taking a holiday, you see, and the "Creechurs" themselves are going to look after the Roundabout in her absence. The world-renowned Jumbo, ably assisted by Bruin, is at the head of affairs, and the bairns will be hugely delighted by their pranks and wonderful adventures.

For their sakes—as much as your own—make a point of ordering next week's Double Number TO-DAY, so that it may be delivered to you first thing on Monday morning next.

HOW TO OBTAIN YOUR LUCKY ELEPHANT.

IF you want to be thoroughly fortunate this year, in spite of the war, you should wear one of my lucky elephant charms! They are so easily obtained, and you will fall in love with yours, I know, the minute it arrives! You can get it in one of these three ways:

1. You can send six penny stamps to ISOBEL, Elephant Dept., HOME NOTES, 18 Henrietta Street, Strand, London, W C.

2. You can send three penny stamps and three of the accompanying coupons correctly filled in.

3. Or you can send six of these coupons correctly filled in.

Ask your friends to let you have the coupons out of their papers, and then show HOME NOTES to friends who do not generally read it.

LUCKY ELEPHANT COUPON.

I am a regular reader of HOME NOTES, and have shown my copy to

Miss or Mrs. .....

Address .....

who is not at present a regular reader.

Name .....

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.....

Not available after March 9th, 1915.

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THE VERY LATEST IN COTS—THE PERFECT NEST FOR BABY.

No. 1 FOLDED. Showing Net Support. Portable as a Camp Stool.

Light—Comfortable—Hygienic—Portable.

Affords Healthy, Natural Sleep away from draughts,

No hard substances to mar baby's comfort.

Easily Washable—No Parts to Rust—Packs into Small Space for Travelling.

All Cots Supplied with either Net Support or Canopy Support as desired.

No. 0. Plain Wood	14/9
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Showing Canopy. No. 3. Open.

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TREASURE COT CO., Dept. E, 120-122 Victoria Street, LONDON, S.W.

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3 cups a 1d.

Half the Price

OF GOOD CLASS ORDINARY COCOA.

LEAST COST. MOST NOURISHMENT. FINE CHOCOLATE FLAVOUR.

PLASMON OAT-COCOA

ALL-BRITISH PRODUCT

4½d. PER ¼ LB.

—a combination of the celebrated Plasmon Oat-Food and PURE COCOA.

"LANCET" Report, October 24th, 1914.

"Plasmon Oat-Cocoa is a very palatable and highly nutritious food and contains an abundance of phosphates."

1/4 PER LB.

Everybody's drinking it!

If any difficulty in obtaining write to the sole manufacturers: Plasmon Ltd., Dept. H.N., Farringdon St., London

Our Most Popular Feature!

THE LITTLE DRESSMAKER

Our Little Dressmaker is the most popular of all the people who write for "Home Notes." She is a dear little woman, who took up dressmaking when her husband died so that she might earn a living for herself and her children. What she doesn't know about dressmaking isn't worth knowing, and she also has the happy knack of telling other people how to set to work. If you are in any difficulty, write to her, c/o "Home Notes," 18 Henrietta Street, Strand, W.C.: she will be only too pleased to help you.

HOW TO MAKE THE SPRING COSTUME.

WHAT I had in my mind when choosing this costume was the fact that this spring a great many ladies will only be able to afford just one new thing, and as the fashions have changed so much in the last few months, that one new thing will be the only thing that they can wear on anything like special occasions, no matter whether it is morning or afternoon.

You will have to wear out your old tight skirt as best you may at home, and your new costume with that full skirt will need to go on, in the morning and afternoon, if you are to make anything like a good appearance when you are out. So you won't need anything that's very marked either one way or the other. It will have to be plain enough for the morning and yet smart enough for the afternoon.

This is rather a difficult kind of costume to find, but I hope I have done it. You see, the one in the picture would look quite as well with a neat shirt below it and a sports hat for a finish, as it would with a lace blouse below it, and some kind of smart little French hat cocked on one side of your head in the afternoon. If you make it of good material, with a pretty lining to the coat, it will look as nice as possible, in spite of its simpleness.

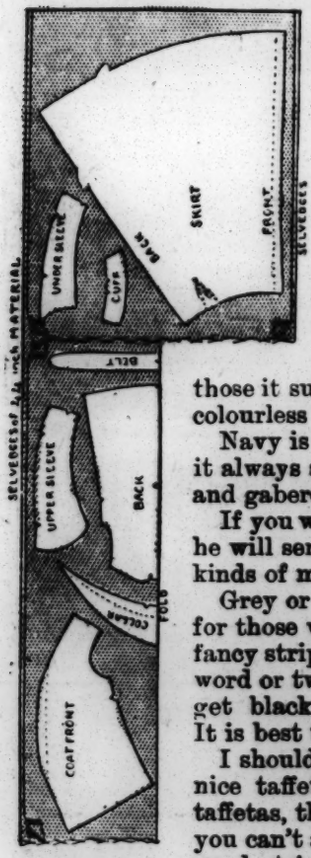

DIAGRAM I.
Cutting out the costume.

* * * *

A Choice of Materials.

Covert coating is all the fashion, because of its being a sort of khaki in colour. It wears splendidly, and always looks smart on those it suits, but you must not have it if you are rather a colourless lady with at all a sallow complexion.

Navy is not as fashionable as it was last year, but still it always stays in favour, and there are a lot of whipcords and gaberdines in this colour that are very smart.

If you write to Robinson Brown (Dept. 16), Macclesfield, he will send you a beautiful selection of patterns of all kinds of materials.

Grey or black and white suiting is always good. And for those who want black there are a number of new smart fancy striped materials of all prices. Let me just put in a word or two about the price of black. It never pays to get black material cheap, because it so soon wears rusty. It is best to pay a fair price for it at the start.

I should like the coat to be lined with real satin or a nice taffetas, of course. Satin wears much better than taffetas, though it costs a little more to begin with. If you can't afford either of these, have a tailors' satin in a good stripe, which will wear longer than the other stuffs, but won't look quite as nice.

You will need 5 yards of material 44 inches wide for

What is special about this costume is the full skirt and the pretty way the fulness of the coat is held in place by the band.

Nos. 1642 and 1643. W. 22, 24, and 28 ins. (Price 7d., post free, from the Pattern Department, "Home Notes," 18 Henrietta St., Strand, London, W.)

the medium size. That seems a good deal, I know, but you must remember that a full skirt is bound to take a lot.

DIAGRAM II.

You'll want to manage the seam and hem very neatly, as these details are so important—but here you see exactly what to do.

Fold the stuff and put the pattern on it in the way shown by Diagram I. Notice that the straight edges of the coat back, belt, and collar must go on folds. Cut the whole of the coat again in lining. Cut the collar, cuff, and belt again in tailors' canvas.

Some people might stiffen the coat fronts with canvas also, but I almost think that I should not do this myself, if I were using a good strong stuff, and a steady lining such as satin or tailors' satin. Of course, you can put it in if you choose, but it makes the job of putting the coat together rather more troublesome.

Let us start by making the skirt. Run up the centre-back seam singly at the wrong side of the material, stitching in a piece of tape with it, to keep it from stretching. You see this seam is a good deal on the cross—much more than back seams have been for some time—and unless you are careful with it, it will pull, and hang all uneven at the back, which always looks so very bad. Therefore you must tack it in before you stitch it, sewing in the piece of tape with the tacking, and take great care not to pull the stuff at all. Use the largest stitch in the machine, and ease the seam through it. Press the seam open and overcast the edges to keep them from fraying (Diagram II.).

Turn in and tack the right-hand front to a single seam about 1½ inches wide, at the wrong side of the material. Lap it down to the left-hand front and stitch the two together, leaving a placket about 10 inches deep at the top. Face up the placket and sew on patent clips to close it.

DIAGRAM III.

The collar is not hard to do, but you must be very exact about it.

Turn the skirt inside out and try it on. Pin up the darts to fit the waist; then take the skirt off, stitch the darts by machine, sewing in only the merest possible amount of thread with the last few stitches. Cut them open, and overcast the raw

(*Continued on page 374.*)

Don't Buy New Curtains

When Spring Cleaning—remember that for the outlay of only a copper or two you can ***renew*** every curtain—whether lace, muslin, or silk—in your house to give the same good service and wear again by tinting them with

DOLLY CREAM

"So easy to use."

Your grocer, oilman, store, or chemist can supply you. Ask for the "Cream with the Stick in."

Sole Makers—**EDGE'S, BOLTON, LANCS.**

Renew the "Old" Curtains

Patterns SENT POST FREE on approval.

Satisfaction guaranteed or money returned.

Choosing Your New Clothes

is one of the easiest of tasks when dealing with **ROBINSON BROWN** (Dept. 16), **Macclesfield.** It is a real pleasure, and enables you to shop at home in comfort in your own leisure, and have a far greater variety of materials to choose from than you can possibly expect to see in a shop. **SEND TO-DAY for MAMMOTH BOX OF PATTERNS—sent Post Free on approval**—containing all the newest and most fashionable materials for wear this season. The beautiful new shades and colourings so fashionable this season are all shown in an unending variety of style.

To those who desire to be well and fashionably dressed and at the same time observe economy, this is an opportunity not to be missed.

The particulars of special lines named below in Dress Goods represent only a few of the very many bargains we are offering this season; we advise readers to send early for a full collection of patterns. POST FREE.

DRESS MATERIALS include the latest productions in Navy and Black Serges (fast dye); Whipcord Suitings, all colours; All Wool Taffetas; Silk and Wool Taffetas; Silk and Wool Ecliennes; Finest French Habit Cloths; All Wool Crepe Cloths, newest colours; Silk and Wool Crepes; Jacquard Suitings; Smart British Tweeds; Latest Novelties in Black and Grey Materials, etc.

PRICES FROM **1/-** TO **6/11** PER YARD.

SILKS in the loveliest colourings and designs from 1/- to 5/11 per yard.

SPECIAL: 20,000 yds. NATURAL SHANTUNG SILK, 34 in. wide, 1s. per yd. Patterns Free.

ROBINSON BROWN

(Department 16),

MACCLESFIELD.

All Orders Sent Carr. Paid in U.K.

ROBINSON BROWN, "The House for Value."

THE LITTLE DRESSMAKER—Continued from page 373.

edges, then press them down flat to the inside of the skirt.

Turn the top of the skirt over a piece of petersham banding about 2 inches deep, which is fastened at the front by hooks and eyes. Face up the raw edge inside the petersham with a piece of prussian binding. The skirt should be sewn only to the top of the petersham; the bottom of the band is left quite free.

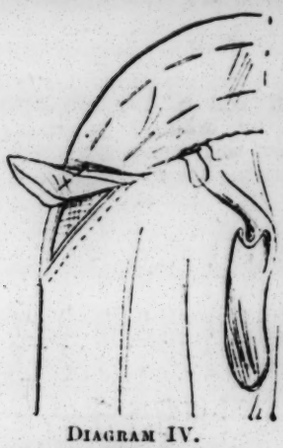

DIAGRAM IV.

Put the collar on to the coat in the way you see here.

Now get someone to come and turn up the bottom of the skirt on you; she will need to be exceedingly careful about this, for the more fullness you have, the more difficult a skirt hem is to manage. The best thing to do is to have a ruler or marked piece of stick, stand it on the floor, and put it up against the skirt at intervals of every few inches, putting in pins where the mark touches the material. Then take off the skirt, and tack up the hem carefully. As the bottom is a good deal on the curve, there will be a lot of spring in this turned-up piece, and you must pleat it into tiny little pleats every now and then, so that the hem lies quite flat. When all the tacking is done, try the skirt on again to make sure it is all right, then stitch prussian binding over the raw edge, in the way shown by Diagram II.

Give the finished skirt a good pressing, damping the hem carefully, and pressing it on the wrong side.

* * * *

How to Make the Coat.

Do the whole of the material coat first, and the lining afterwards. Start by running up the under-arm, shoulder, and sleeve seams singly at the wrong side of the material; press them open, and overcast the raw edges to keep them from fraying.

Take the collar lining, lay the canvas on it at the wrong side, and turn in the un-notched edge over the canvas and stitch it down. Now take the material collar, turn in and tack a narrow single hem at the wrong side of the material round its un-notched edge, and slip-stitch this hem down to the turning of the lining (Diagram III.). Damp the collar well on the wrong side, and give it a good pressing. Then run and fell the open edges to the neck with the notches matching (Diagram IV.). Try the coat on, crease the collar down at whatever line suits you best, and press it again so that it stays in place.

(*Continued on page 375.*)

THE LITTLE DRESSMAKER—Continued from page 374.

Make up the cuffs in exactly the same way as the collar and put them on to the wrists. Set the upper edges of the sleeves into the armholes; tack the join first, then stitch it by machine. Mind you get a nice wide fit on the shoulders. Don't take the armholes in too tight, and don't shorten the shoulders more than you can help.

Turn in and tack single hems about ¾ inch wide down the fronts, and round the bottom of the coat.

Now seam up the lining. Turn in and tack single hems about an inch wide round all the outer edges. Slip the lining into the coat with the seams touching, and tack it on to the coat round the turned edges and at the shoulders and wrists. Try the whole thing on to make sure that it is a good fit. Then slip-stitch the lining into place down the fronts, round the bottom and neck, and at the bottom of the sleeves.

If you are going to use the canvas, you must put it into the material fronts of the coat before you add the lining, but as I said, I don't think you will need this unless you are using very flimsy material.

Take the lining belt, turn the edges of it over the canvas one, and then face up the outside with the material, just as you did the collar. Press it well, then tack it to the coat at the centre-back and at the under-arm seams, fastening it at the front with a button and buttonhole.

If you can possibly send the finished coat to be pressed at a tailor's, by all means do so. But if you can't, remember that a thing of this sort needs to be ironed on the wrong side, and done with a heavy stamping pressure to flatten it down as much as you can.

Don't forget that you can get my "Little Dressmaker's Book" for 1s. 3d., post free, from the Publishers, 18 Henrietta St., London, W.C. You'll find it very helpful.—Your respectful friend,

THE LITTLE DRESSMAKER.

(*Next week: The Free Pattern House Frock.*)

FREE!

H.N. FREE PATTERN REQUEST FORM.

Not available after April 6th.

(Foreign and Colonial readers, June 4th.)

Please send me pattern No. 1644 or 1645, for which I inclose **one penny** stamp to cover the cost of postage.

Name.....

Address.....

.....

Waist.	Mark an X against the size required, and quote number of pattern.
22 inches.	
24 inches.	
28 inches.	

INCLOSE A PENNY STAMP.

After the dates mentioned above, our free pattern will be sold for 7d., post free. When applying for it, address your envelope to Pattern Department, HOME NOTES, 18 Henrietta Street, London, W.C., and write "BLOUSE" in top left-hand corner.

COOKING IS QUICKER

when Aluminium Pans are used. A quart of water in a light Aluminium kettle will boil in five minutes on an ordinary gas-ring. And this means not only saving of time but saving of fuel also.

"DIAMOND" Brand

ALUMINIUM

COOKING UTENSILS

Absolutely hygienic, easy to clean, won't chip or rust. The lightest ware and the longest lasting. Look for the "Diamond" Trade Mark.

ILLUSTRATED BOOKLET FREE from

LONDON ALUMINIUM CO. Ltd.,
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Ask your Grocer for

Jackson's Floor Polish

ABSOLUTELY BRITISH

Brightest Shine in Quickest Time

FREE SAMPLE FROM WORKS, MALT STREET, OLD KENT ROAD.

FOUND! FREE!

The Secret of Happiness:

IT IS HEALTH!

SO BEAR IN MIND THAT

STEEDMAN'S POWDERS

CORRECT THE SLIGHT STOMACH TROUBLES WHICH MAKE CHILDREN SO FRETFUL

THOUSANDS OF BLOUSE LENGTHS!

I am giving them away absolutely free—there may be one for you among them!

"THOUSANDS of blouse lengths"—it sounds too good to be true, especially nowadays, when one has to be oh! so careful with the pence in the hope that the pounds will appear of themselves! Many and many a girl has to plot and plan with scrupulous exactness if she wants to look nice on what she can afford for clothes just now, and however brave she is being about new garments, she cannot help casting wistful glances at the dainty materials displayed in the shop windows. She wouldn't be human if she could!

It is in times like these that the gift of something that will help to fill the wardrobe is so very, very welcome. And when, quite suddenly, somebody says, "Thousands of blouse lengths—one for you, too, perhaps!" you naturally prick up your ears!

* * * *

Is there One for You?

That is what I am saying now. I am giving them away galore, and there is no reason at all why you should not be so fortunate as to win one. It is quite easy, you see: nothing complicated about it! All you have to do, when next you buy a pattern from HOME NOTES, is to notice very carefully the number which you will find stamped on a little label attached to it. The number is *at the top* of the label (and it is one that has been stamped on *your* label and no one else's), and underneath it are the words: *This number may mean a blouse length from Selfridge's for you! Look out for it in* HOME NOTES.

* * * *

The First Numbers Next Week.

My next week's number—the Grand Spring Double Number—contains the first list of pattern numbers, one hundred in all, which you must scan as soon as you get HOME NOTES. If your number is among them, all you have to do is to send your label to me, and a delightful selection of blouse lengths will be delivered at your door soon after—voiles, crêpes, and other pretty, up-to date materials—so that your decision will not be a light one! A stamped addressed envelope is inclosed with the samples, so that you have only to return them inside it with particulars of your choice, and Messrs. Selfridge will forward you the material you have selected, postage paid and free of charge.

Other lists of numbers will follow next week's, so that if your number does not appear in my next issue, it's quite possible you will find it in the following one, or the one after *that*. And remember to tell all your friends about my magnificent offer!

USING UP THE WOOL.

This week I am giving you directions for working the mitten (you'll remember that you start knitting it at the finger-end instead of the wrist) on two needles.

THE "ODDS AND ENDS" MITTEN!

COMMENCE by casting on 40 stitches.

First to tenth rows.—Knit 2, purl 2.

* *Eleventh row.*—Knit plain,

Twelfth row.—Purl.

Thirteenth to eighteenth rows.—Repeat from * three times.

Nineteenth row.—Knit 20, cast on 16 stitches, knit 20.

Twentieth row.—Purl.

Twenty first row.—Plain.

Twenty-second row.—Purl 19 stitches, purl 2 together, purl 14, purl 2 together, purl 19.

Twenty-third row.—Plain.

Twenty-fourth row.—Purl.

Twenty-fifth row.—Knit 19, knit 2 together, knit 12, knit 2 together, knit 19.

Twenty-sixth row.—Purl.

Twenty-seventh row.—Plain.

Twenty-eighth row.—Purl 19, purl 2 together, purl 10, purl 2 together, purl 19.

Twenty ninth-row.—Plain.

Thirtieth row.—Purl.

Thirty-first row.—Knit 19, knit 2 together, knit 8, knit 2 together, knit 19.

Thirty-second row.—Purl.

Thirty-third row.—Plain.

Thirty-fourth row.—Purl 19, purl 2 together, purl 6, purl 2 together, purl 19.

Thirty-fifth row.—Plain.

Thirty-sixth row.—Purl.

Thirty-seventh row.—Knit 19, knit 2 together, knit 4, knit 2 together, knit 19.

Thirty-eighth row.—Purl.

Thirty-ninth row.—Plain.

Fourtieth row.—Purl 19, purl 2 together, purl 2, purl 2 together, purl 19.

Forty-first row.—Plain.

Forty-second row.—Purl.

Forty-third row.—Knit 19, knit 2 together twice, knit 19.

Forty-fourth row—Purl.

Forty-fifth row.—Plain.

Forty-sixth and forty-seventh rows.—Repeat rows forty-four and forty-five.

For the Cuff.

K. 2, p. 2, for required length, and cast off *very* loosely indeed. Sew up the side.

ALL THUMBS!

Is your boy awkward and all thumbs, or have you, like the wise mother who writes this article, taught your son and heir to be a Jack-of-all-trades and a thorough household help?

MY sister's youngest boy, Wilfred, has been staying with us just lately, and a clumsier lad I never met. When he came he couldn't get across a room without knocking something over, and he'd no more idea of using his fingers than the man in the moon. In fact, they were all thumbs, as the saying goes, and as a result Wilfred wanted waiting on at every turn.

My sister seemed to take this state of affairs quite for granted. She's got a fixed idea that you can't expect boys to be handy, and though she teaches Daisy, who is two years younger, to sew and iron and cook, it never worried her in the least to think that Wilfred couldn't make his tie into a neat knot, and didn't know a screwdriver from a chisel.

* * * *

Learning to be Helpful.

Poor Wilfred! It wasn't his fault, of course, and until he came here he didn't realise how helpless he was, but when he saw the handy ways of my own Maurice, his cousin, he began to feel uncomfortable And he hadn't been in the house three days before he came to me quietly, and asked if I would teach him to turn his thumbs into clever, capable fingers.

"Willingly," I said, "and, first of all, you shall learn a little sewing. Fetch that coat of yours you wrenched the button off yesterday, and I'll show you how to put it on."

Wilfred shuffled his feet, and his face grew scarlet.

"But boys don't sew," he stammered. "I didn't mean that sort of thing, auntie—I meant——"

But here Maurice, who had just come in, interrupted heartily:

"That's all you know about it, young muff!" he said. "The most sensible boys do sew and knit. Why, all the King's sons do, and when Prince Albert was in hospital recovering from an operation a little while ago, he knitted two mufflers for the troops. And sailors always do their own sewing, and doctors have to put in stitches. Don't they, mother?"

That convinced Wilfred, as perhaps no arguments of mine would have done, for he looks up to Maurice a great deal, and wants to be like him. He had a button-sewing lesson as meekly as possible, and the next day I showed him how to put on a patch, and then gave him a lesson in plain knitting. Maurice learnt all these things long ago, and sat by encouraging Wilfred as he plodded through his unaccustomed task.

Every day we devoted half an hour to sewing or knitting, and soon the boy's clumsy fingers began to grow more skiful, and he didn't drop stitches nearly so often. I don't believe any school prize—and he's a clever boy who gets a good many—gave him half as much pride as his first kettle-holder, very indifferently knitted. He sent it straight home to his mother, and positively gloated over her amazed and delighted letter of thanks.

Photo] [W. H. Goddard, Finchley.

It's not only convenient for you, but it's splendid training for your son if he learns to do odd jobs about the house. Girls learn them as a matter of course—then why not boys?

For other sorts of training I turned the boy over to Maurice, who is a first-rate Boy Scout, and a capital hand at anything in the mechanical line. Why, he made me a splendid salt box for the kitchen last holidays, and if the bells or window cords go wrong he always knows how to put them right.

* * * *

A Splendid Little Carpenter.

I encouraged his taste for carpentry when he was quite small by providing him with an old table to work on and a few tools, and now he is quite expert enough to give his cousin some elementary lessons.

He is my only son, and I've always trained him to help me a bit in the house. He cleans all our boots, and has been showing Wilfred how to lend a hand at that task, too. He can lay the table and wash up quite as well as any girl, and can even hook my frock for me if I can't manage it myself.

Wilfred's gone home now, but the last thing he learnt from Maurice was how to light an open-air fire.

He says he's coming back at Easter to camp with his cousin in the back-garden and practise cooking his own meals with fingers that have ceased to be "all thumbs."

I am giving away the Free Pattern of a delightful
HOUSE-FROCK
inside next week's
HOME NOTES

OUR "UNSEEN FRIEND" PAGE. CONDUCTED BY ISOBEL.

CAN WE UNDERSTAND?

There comes a time in the life of most people when they need a real, true friend, who, though unseen, will try to help and guide them through trials and difficulties, who will try to make crooked things straight, and confused things clear. And this is what I want to do for you if you will trust me with your doubts and difficulties, whether they touch your outer or your inner life. I can help you through this page, or privately, if you like to send me a stamped, addressed envelope.

FRANKLY, I admit I am unable to explain God's actions to you, "S. L. T. K." and I do not for one moment suppose that anyone could explain to you at all conclusively why, for instance, your friend, aged twenty-one, with all life and happiness before him, should die, while your mother, aged fifty-six, should recover from the same illness which killed him. I think the quotation you give: "God never works without a definite purpose," is quite true, but what that purpose is we are not always allowed to know.

It does seem very hard, I know, to lose those whom we love, and who are doing good work in the world, whilst other people whose death it would seem could be nothing but a blessing to themselves and their friends and relations, live on, very often suffering and diseased. It may be to teach them and us patience and resignation, but it seems to me that no amount of desire to know the reason can ever find it, and that as these things constantly happen we can only accept them on trust, as it were, and believe as well as we can that there is some hidden and good meaning in them.

> I will not doubt, though all my ships at sea
> Come drifting home with broken masts and sails;
> I shall believe the Hand which never fails
> From seeming evil worketh good for me;
> And though I weep because those sails are battered,
> Still will I cry, while my best hopes be shattered,
> "I trust in Thee."

Just sometimes the veil is lifted a little. I am thinking of a dear friend of my own who loved going about and enjoying herself, and who was so bright and cheerful that she was welcomed wherever she went. She used to say to me sometimes: "I can't think of anything more dreadful than not being able to get about; I would far rather die than be a helpless invalid." Well, one day she was seized with illness, and although everything possible was done, she died in a fortnight. To the very end we thought she would recover, and even now, long years after, I write about our loss with my eyes misty with tears and a sense of desolation tearing at my heart. And after she was dead I said to the doctor what a particularly sad thing it was that she should have been taken, since she was always so well and strong and so much enjoyed life, and, of course, if she had got over the illness she would have been as well as ever again.

* * * *

A Wise God.

He looked at me for a moment and then said "I thought you knew that if she had lived she would always have been an invalid, unable to walk or do any of the things she so much enjoyed, and she would always have been subject to fearful attacks of pain."

Do you see, "S. L. T. K.," what I mean? I wanted her to stay, but if she *had* stayed, if the frantic prayers I offered for her life had been heard and answered by a God wiser than I knew, I could never have forgiven myself for keeping her here, a broken, helpless invalid. The anguish I felt at her loss would have been as nothing compared with the anguish I would have felt each time she was in pain. Many times since then I have been able to thank God that He did not answer my prayers and that I can think of her safe and well and happy in that Upstairs Kingdom which is nearer to us than many of us realise.

* * * *

The Age to Marry.

I think you would find our little book "Etiquette for Women" useful, "ANGLICE." You can buy it from any bookseller for 1s., or if you care to forward 1s. 3d, I can post it direct to you. It does not cover the laying of tables and waiting, but if you send me a stamped addressed envelope I will answer any definite questions on these subjects that you like to ask.

I don't quite know what you mean when you ask me if you are too old to get married, "T. S." There is no age limit to marriage if you want to marry and someone wants to marry you. If you could enter more fully into details and let me know your address I will write to you privately.

Only the other day I assured a correspondent who had given herself up to despair over superfluous hairs that it was possible very much to improve her appearance even if the hairs could not all be completely destroyed; but it is impossible to give particulars here. If you will send me a stamped, addressed envelope, "CONSTANT READER," I will hand your query to our Beauty Expert, who will gladly advise you. You may quite safely confide in her.

If you are not *quite* sure you love the young man of whom you tell me, "DOROTHY," I certainly think you had better not marry him; but I am inclined to think that during his absence you have allowed all kinds of foolish doubts to enter your mind, and that in reality you love him as much as you ever did.

I hope he will come safely back and that you will be very happy together. Always your friend,

Isobel.

ZOO NOTES.

What do you say to Zoo News every month, Sunbeams, telling you all about the pretty, funny little ways of the animals? I'm sure you'll all love the idea, so I've asked "Jacky" to write to you regularly.

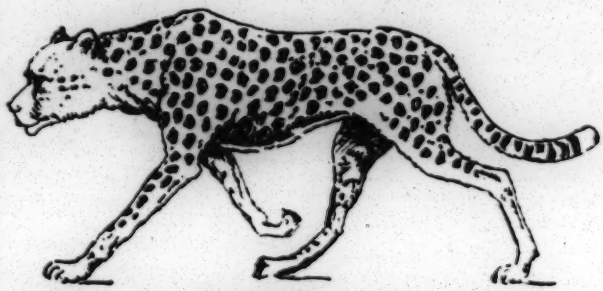
I JUST love the Zoo—don't you? Every time I go it seems better, and of course, when you know the animals' pet names, and what sort of beasts they really are, it's much more interesting.

Last time I was there I went straight to the Lion house. It was just before feeding time, and though, when they're free, lions and tigers don't roar much till after they've fed, these caged ones were making a frightful noise. Dick—he's one of the finest lions in the Zoo—nearly made me deaf when I got near him, and a queer little shiver went down my back, though I knew he couldn't get out His eyes are like flaming yellow lamps, and he looks so fierce and strong and splendid. I like him awfully, and so does his keeper, who says he's a very good-tempered beast, and chucks him under the chin.

But once, when a visitor leant across the barrier and poked an umbrella at him between the bars, all in a minute Dick thrust out his paws, caught the arm *and* umbrella between them, and dragged their owner over against his cage! That silly man was dreadfully hurt before they got him away, and I rather think it served him right!

Dick has eyes like flaming yellow lamps, and he looks so fierce and strong.

Dick's *most* particular over what he eats. His inner cage arches over the passage where the meat's cut up, and he always goes there to watch just before dinner-time. The keeper had taken me into the passage with him, and to show how very dainty he is, he offered him a piece of goat's flesh. Dick took it, for he was hungry, but you should have seen him turn up his nose at it, as he rolled it disdainfully between his paws. "You might have the sense to remember that I prefer horse!" his grunt seemed to say, and he grumbled all the time he ate it. He had his proper dinner afterwards, though.



Bob is very good-tempered, and let "Jacky" pat him.

Beasts are like people the keeper says, some good-tempered, and others always on the growl. Bob and Queen, two Cheetahs, or Hunting Leopards, are just as friendly as they can be. The Keeper opened the door of their cage, so that I could pat them, and Bob wanted to come for a walk with me. Queen looked rather bored, though she let me stroke her. Her fur is most beautifully soft and thick.

THE ROUNDABOUT.

May, a Puma, is fearfully spiteful.

"Mary" is a very pretty Puma, like a big, faithful dog, as playful as anything, and very tame. She's eighteen months old, and hasn't been in the Gardens long, so she is one of the new ones. "Prince," another Puma who lives close by, loves the keeper, too, and comes when he's called, but "May," his mate, is fearfully spiteful, and cannot be trusted for a moment. She's almost as bad, though not so dangerous, as a fine Leopard given to the Zoo by the King, who snarls if you look at her—she's so proud. The Black Panther, a little farther on, is another very fierce creature, and his face is all scarred from fighting his mate. But Bogey, a splendid Black Jaguar (the first they've had in the Gardens), seems quite a kind old thing. When he's wild, they say, he's a very deadly beast. Even the birds aren't safe from him, for he's more at home in the trees than on the ground.

Dandy and Bunty, two jolly young Tigers who've lately come, are great pets of mine. They're growing so fast that they soon grew too big for the collars they came in, and when Dandy's got too tight for him, he let his keeper chop it off with a pair of shears while he took a drink of water. "Bunty," his mate, is much more shy, so they gave her chloroform when they took off hers. She might have been alarmed if they hadn't, you know, and then would have sprung at them.

He is the tallest Giraffe they've ever had.

I'd heard that there was a baby Giraffe, but when I went to see him, he was dead. He had caught cold, and died of pneumonia. The other Giraffes missed him dreadfully, their keeper said. For days and days they couldn't keep still, and were always looking round for him. His father is such a beautiful animal—the tallest Giraffe I think they've ever had. His mother is smaller, and very gentle-looking. Her big, soft, brown eyes were so sad.

There's a new Kinkajou in the Small Mammals house (this is one of my favourite places). He's a jolly little beast, only nine months old, and already he's grown quite tame. He was fast asleep—the night is his playtime—his keeper woke him up to introduce me. His name is Edward, and he liked me ever so. I held him in my arms for two or three minutes, and he cried and cried when he had to go back, and hid his head in my neck.

"What's a Kinkajou like?" Why, he's about the size of a cat, with the cutest little face and a very long tail that curls round things at the tip like a monkey's. A grown-up Kinkajou's the colour of honey, though Edward's still darkish-brown. He's fed now on fruit, but if he were wild in the lovely warm forests in South America he came from, he'd eat birds and birds' eggs as well.

I'll tell you next time about the Crab-eating Dogs, and the funny Cat-Bear and the White-Nosed Coati.

A Kinkajou has a very long tail that curls round things at the tip.

AUNT HILDA'S LETTER.

My Dear Sunbeams,—"Zoo News" takes up such a lot of room this week that there's only just space for me to tell you about the new competition. I want you to say, in a few words on a postcard, why you like The Roundabout. Write carefully and express your reasons well, and don't forget to add your age, name and address, and send it to Aunt Hilda, Court of Queen Sunbeam, 18 Henrietta St., London, W.C. not later than Tuesday, March 16th. There will be 25 prizes of books, and 10 consolation prizes of Jumbo brooches for Sunbeams under 10. Prize-winners may have either a story book, the life of a hero, a nature book or a fairy story. So write on your entry which you would like if you win a prize.

Your own
Aunt Hilda.

FORM OF ADMISSION.

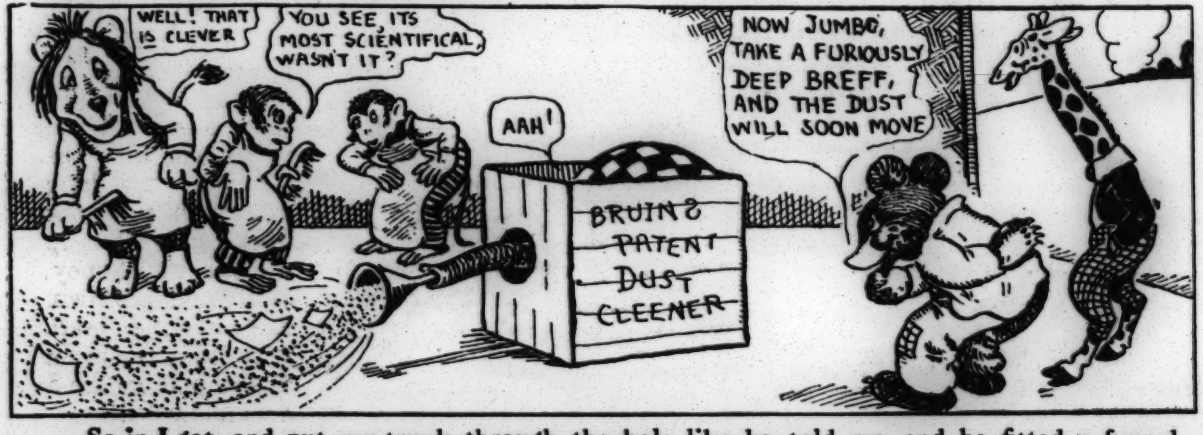
I wish to become a Subject of Queen Sunbeam, and promise to be her trusty servant and to carry her sunshine wherever I go.

If you want to join the Court of Queen Sunbeam write to Aunt Hilda for a copy of the rules.

JOLLY JUMBO AND HIS FRIENDS.

Ho Sunbeams,—Kerchoo! Arashoo! oh, the dusty sneezefulness, you can't think! We've been spring-cleaning, and I'll never do it again, nor nothing while that creechur is about. Yes, I mean Bruin, the miserble. D'reckly we started to spring-clean the drawing-room he and Jimmy ran off,

"Lazyfuls!" I thought, as the dust got thicker and thickerer, "I wish we had a vacuum thing to do it with, for it's zackly like a fog you *never* saw." And then in rushed those two boys with a big box, and screamed, "Hey, we've inventioned a splendoshous vacuumer. Come on, Jumbo, in yer get and work it."



So in I got, and put my trunk through the hole like he told me, and he fitted a funnel into it, and said, "Now, Jumbo, take a deep breff, and you'll soon find the dust move." So I breaved in hard—and next minute about twenty million tons of dust came up my trunk and down my throat.

And I gave such a furioshous sneeze I nearly exploded, and burst the box open, and—oh, it was *drefful!* And that orful one shouted, "Now you know how to work it we needn't stay." And off they dashed. But when I get all the dustincss out of my insides, I'll give them vacuum! You watch!

WHEN PRINCE WAS COMMANDEERED.

Bobby didn't like it at first, but he was glad he'd let him go when he heard of his brave deed. By ETHEL TALBOT.

PRINCE had been "commandeered." Mother said so, and at first Bobby didn't know what she meant. He soon understood though, for she told him all about it, and he heard her directing Tom the stable-boy to give the horse an extra good bran mash "before he goes away."

"Is Prince going away, Mother?" Bobby could hardly believe his ears. "Is *that* what 'commandeered' means?"

The little boy's eyes filled with tears, because the big black horse had lived in the stable for so long now that Bobby loved him next best to Mother and Father, and couldn't bear to think of losing him.

"Father's gone away to the front, and now Prince is going, too," he sobbed. "Soon there will be no one left at all."

But Mother explained things. "We let Father go without making a fuss," she said, "because we wanted to show him that we gave him up to serve the country without grudging; now the King wants Prince, and he's going to the battlefield, too. So we'll give him a good dinner and let him go with the soldiers who have come for him."

Bobby dried his eyes at that; he was a soldier's son, you see; then he crept out of the room, for there was something he wanted to do.

"You'll take care of Prince, won't you?" he said to the soldiers who were waiting. "I'm going to give him to the King without making a fuss."

"Sure and we will," said one of the men; "he's a fine horse, and no mistake, and the King'll be proud of him."

This comforted Bobby a little, especially as the black horse was tossing his mane and looking as though he was pleased to be going to help the country; he waved his hand to the soldiers as they went off with Prince at the end of a halter, and wondered when he would see him again. Then he went back to the house, and he and Mother made up their minds that they would keep brave and cheerful.

"And Prince too," said Bobby.

"And Prince too" said his mother, but she didn't know what a beautiful surprise was in store for them.

Three months later came a letter from Father; it made Mother turn pale at first, for it was written from a hospital, and it was to say that Father was wounded, but when she had read the first page she gave a gasp of surprise and read on with her cheeks getting pinker and pinker every minute.

"What is it, Mother?" asked Bobby and then she told him the most wonderful thing.

"Do you know," she said, "that Father has been in a great battle; his horse was shot under him by one of the German shells."

"Oh, Mother," Bobby sounded as though he was going to cry.

"Oh, but listen," said Mother, "there's better news further on. "He couldn't get away from the battlefield because he had been wounded, too, in his leg, and there seemed to be nothing for him to do but to lie there and wait until the Germans came to take him prisoner. Then, just when he was feeling very bad indeed, he heard a gentle little whinny behind him, and there was——"

"*Prince*!" shouted Bobby. "I *know* it was!"

"Yes, it was," said Mother; tears were in her eyes, but she looked so happy; "and father just managed to drag himself on to our dear horse's back, and then he fainted. When he woke up he was near the Red Cross Ambulance, and he was being lifted off. Prince had carried him straight there!"

"Then didn't he save Father's life?" Bobby's eyes were opened wide.

"Yes, I think he did," said Mother. "You see, the soldier who was riding Prince must have been killed, I think, and that left the horse riderless."

"Oh, Mother," Bobby looked radiant, "*what* a good thing I let Prince be 'commandeered' without a fuss!"

RESULT OF STORY COMPETITION.

(*Announced in* HOME NOTES *dated Jan 2nd.*)

TWENTY PROMOTIONS TO THE NEXT RANK:—

Doreen Smith, Dundrum; Enid M. Ingall, Birmingham; Lily Morris, Burslem; Eileen Pool, Lewisham; Phyllis Syclemoore, Glusborough; Alice Boyer, Eatleigh; Norah Burrows, Long Buckby; Phyllis Morgan, Brighton; Ruby Elder, Belvedere; Essie Fink, Edgbaston; Vera Knott, Bolton; Catherine Harper, Craigleith; Alice Miller, Aberdeen; Mamie Gilchrist, Dumbarton; J. Bishop, Southsea; Hilda Roberts, Bayswater; Douglas Stewart, Northampton; W. Warley, Kingsland; Pretoria Bickerstaffe, Southampton; J. G. Underwood, Lambeth.

Ten consolation gifts have been sent to the ten best entries received from Sunbeams under nine.

THANKS TO THE QUEEN!

PAID TO LEARN.

A young widow who was thrown out of employment by the war tells in this article how she is spending the time until she gets work, in making herself a good housewife. She is receiving a course of Domestic Economy training arranged by the Central Committee on Women's Employment, while she is paid relief wages through the "Queen's Work for Women Fund."

The "cook in the making," with her pots and pans!

WHEN they told me I was to cook, I said, "But I can't cook."

"That's what we want you for," they said—they wanted to learn me; an' they have learned me a lot. Me an' six others is in the kitchen at St. Andrew's Hall cooking the dinners for the women at the Bethnal Green workrooms.

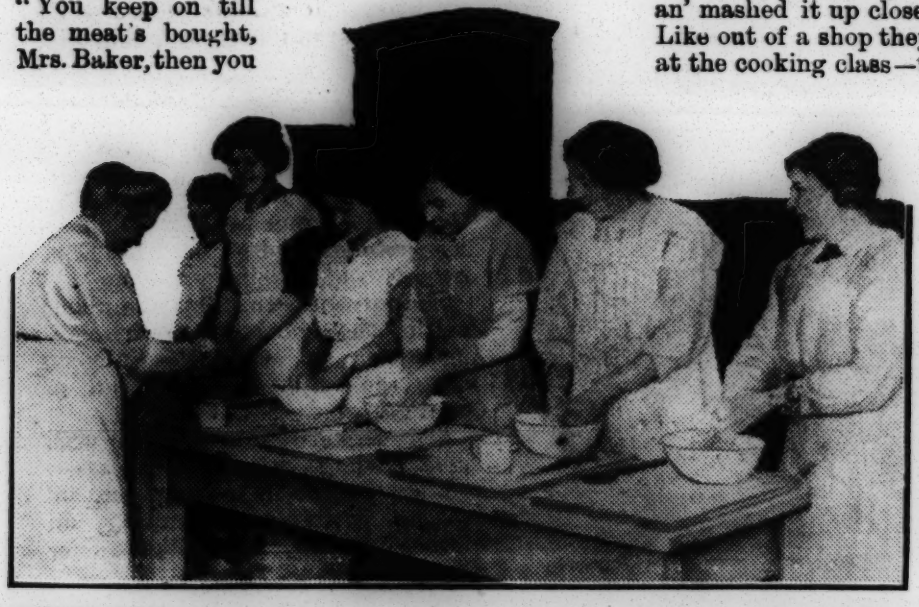
It's the happiest time I've had, an' I'm going to stay as long as they'll let me, although I do say if "Miss" goes I 'ops it. She's the head of us, you see, and I haven't learned nothink but what "Miss" 'as showed me.

I did silk work afore the war, but people can't afford no tassels now.

"Miss" says she couldn't do without me in the kitchen. I takes the girls down Green Street of a mornin' to buy the dinner. I'd never done so much buyin' afore, an' all I knows is what "Miss" 'as taught me.

I takes six of 'em along of me, an' they stands behind an' sees what I do, an' then they knows how. We gives all the shops an' stalls a turn—they've all got to live—that's what I say. I goes to three shops for the meat, an' to them as buried a mother for the 'taters.

Of course, you've got to bait 'em a bit. The girls can buy most things themselves, but they don't like buyin' the meat. When I've got the 'eadache they say, "You keep on till the meat's bought, Mrs. Baker, then you can get bad." They thinks of the time they bought it, an' it were 'ard. The women didn't forget to let 'em know it at dinner time, neither!



Great interest is shown in the culinary art by the pupils, and the teacher's trouble is well repaid.

One girl didn't know a scrag from a breast. I tell 'em the best bits for boiling or baking, an' we only buy just what's going in the pudding, so as the girls will know what to get themselves.

When we gets back "Miss" shows us how to cook the dinner. Forty there is comes for it, an' pays 3d., an' we gives 'em Irish stew and college pudding, or boiled mutton and parsley sauce, and greens and 'taters, and fruit tart—just what "Miss" thinks.

We do 'ave a bit of sport sometimes. Didn't the gas company go an' cut half the gas off! Savin' they called it, but they might have give folk warnin'. We'd got sheep's hearts in the oven, an' jam tarts, and half an hour afore dinner the hearts wasn't warm. We had to take 'em out and fry 'em. An' we had to give the women their teas while they was waitin' for the tarts. Lovely they were, those tarts!

We turned a cup over an' cut them out, and then we put the cup right side up on the paste an' mashed it up close, an' then put the jam in. Like out of a shop they were! We learned them at the cooking class—the London County Council gives it on Monday nights. Then we experiment next day.

Our soup was better than they made at the class, not 'arf it wasn't! An' our fig pudding was, too, 'cos they hadn't time to boil it enough. They let us buy the things we made, an' we eat the pudding on the way home, an' it stuck to the roof of yer mouth. But they do knows how to set abart it, I'd give them that credit.

Cheese tarts we've 'ad, too, an' breakfast an' supper dishes, but I don't hold with the likes of them 'cos I don't 'ave no

breakfast or no supper; I don't have nothink but what I 'ave here, an' that's my dinner an' a cup of tea an' a piece of bread an' drippin'. I don't fancy nothink else, 'cos you see, I've got a boy to find hot supper for.

"Miss" gives us cooking lessons, too, when we have cleared up of an afternoon. She shows us how a big dinner could be made for three or four like, an' what it 'ud cost. For a stew we'd have to buy two pennorth o' pieces, an' a pennorth o' pot 'erbs carrot an' turnip an' onion), an' half a pound of rice—that 'ud be ¾d.—an' a pennorth of taters. You'd have a good dinner like that for 4¾d. An' we uses up the scraps lovely.

You should have tasted the scones we made out of cold potatoes; they made you feel "moreish," I tell you! And the gingerbread, out of the taste of syrup that was over from the dumpling!

We've had things we've never heard of afore—potato soup, an' cheese an' potato pie, an' a cake pudding. My son sez to me, "You are getting a cook, mum!" Of course, we writes it all darn in a book in our own words, an' we puts in the bits about keepin' apple peelings for the top of the pudding to let the juice run in, an' to keep it from burnin'.

We goes to washin' lessons as well at the Council Schools, an' we can take our own clothes an' wash an' iron them. Some doesn't like to do that, so one woman brought something for everyone to wash, an' got it all done for nothink. They've got all the utensils there, lovely; tubs, an' sinks, an' irons an' all. But they don't put enough o' soda in for my liking.

The way I get stains out of my tablecloth is to rub the place with soap an' put a piece of soda on it an' then roll it in, an' soap the next stain an' put soda on it an' roll it up until the whole thing's in a ball. Then when the copper begins to boil, I pull it all out, an' you should see my cloth! You'd never think there'd been cups of tea spilt over it.

You do learn a thing or two at the class. I thought before that boiling the clothes made 'em white, but it seems that it just grinds the dirt in if they ain't clean when they go in to the copper.

There's all sorts goes to them lessons—dressmakers an' waitresses, an' tea-shop manageresses, an' factory girls, an' daily girls. It's funny to see them wash as never washed afore. I want to take it out of their hands, I do.

Some wanted to boil the flannels with the white things! An' of course there were those that wanted it all their own way, usin' a rubbin' board, an' all.

We took it all down in a book—like this for flannels:—Avoid: steeping, rubbing, hard water, great heat, extreme cold, keeping wet long.

They give us some hints, too, about melting the scraps of soap with boiling water, an' using the jelly to make the water soapy instead of having soap.

Ten weeks we're going on with this schooling; there's health classes, too, an' lessons in cutting out, an' making patterns, an' turning old clothes into new. You'll like to hear about them next week?

I didn't think my head would have held as much. My son, 'e says it's fair burstin' now!

Some "out-of-works" know a great deal about washing and some very little—but there is opportunity enough to learn!

Photos] [Barratt.

Shopping expeditions are headed by a more experienced woman, who knows what to buy and where to buy it.

MILK & SUGAR
BOTH UP!

Follow "Truth's" advice:

"TRUTH" recommends: "Careful housewives to be chary of sugar and economise in every convenient way. **CONDENSED MILK** . . . . . is useful in this direction, and **lends itself to far more methods of cookery than it is as a rule used for.**"

PROVE THIS YOURSELF: BUY A TIN OF

NESTLÉ'S MILK

NO ALTERATION IN PRICE

and send a postcard for "Dainty Dishes" and other information supplied gratis on application.

NESTLÉ'S, EASTCHEAP, LONDON, E.C.

By Appointment *to H.M. The King.*

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CHARLES RILEY, Desk B, MOOR STREET, BIRMINGHAM.

Please mention *Home Notes* when writing for lists.

CHIVERS' CARPET SOAP

is the best carpet cleaner in the world. It removes ink, grease and all dirt from carpets and woollen fabrics. A damp cloth a little Chivers' Soap—a carpet like new without taking it up. Over 50 years' success. Sample 1d. stamp.

F. Chivers & Co. Ld., 15, Albany Wks. Bath.

The Girls He Left Behind Him

By BERTA RUCK.

"Two's company, three's none," as we all know, and when the two are a handsome young soldier and an adorably pretty but feather-brained little coquette, the poor third feels very much out of it all. But when she is of the stuff Ethel Smith was made of, she keeps a stiff upper lip through the darkest days, and wins through in the end!

NEW READERS START HERE.

"Good afternoon. Is Madame Whatshername here?" inquired the fashionably dressed lady who had just alighted from the beautiful grey car. "No—well, then you can do my thingymyjig—I mean my wig, for me."

Poor Ethel Smith, the pretty assistant at the smart Beauty Culture Establishment in Bond Street, smothered a sigh. She had so been wanting to get off punctually at six o'clock to-day for Harry Freeman's birthday party!

But Ethel found that even being kept late when you were aching to get away was not so bad when the customer was as amusing and talkative as this one was. She seemed to take rather a fancy to the pretty, refined-looking girl who attended her so deftly, and when she finally left she gave Ethel her card saying:

"Remember that if you find yourself at a loose end on account of the war, you can come to *me!*"

It didn't take Ethel long to get ready for the party when she once got home, for the amusing customer had been so complimentary about her appearance in the black dress that she wore in the shop that she made up her mind not to change it. In fact she arrived before the hero of the evening, Harry Freeman, had returned from the City.

Taking her upstairs, Phyllis Freeman introduced her to a pretty girl, Miss Trixie Beresford. Phyllis Freeman had accompanied the introduction with a murmured aside of "Harry's latest"—words that seemed to poor Ethel like the death-knell of all her hopes. For it must be admitted that pretty Ethel Smith had long ago quite hopelessly and irrevocably lost her heart to dashing young Harry Freeman, and although the young man was quite ready and pleased to have Ethel as a friend, he seemed well content to let matters remain at that.

Soon after this Harry Freeman electrified the whole assembly by appearing in khaki. He told them that he had enlisted that very morning, and now, more than ever, the hero of the party, he settled down to enjoy himself.

After the party was over, he offered to take Trixie home in a taxi, and on the way he took a step he had been contemplating all the evening—he asked the pretty little coquette to marry him; and she, feeling that it would be rather fun to be engaged to a handsome young soldier, accepted him.

But although Trixie was engaged to Harry she found plenty of time to flirt with other men, and when the news came that he was reported "missing" it didn't seem to worry her half as much as it did poor Ethel.

Life was altogether proving rather hard for Ethel just then, for she had just been dismissed from the "Beauty Culture" Establishment, and things looked very black for her until she remembered the offer of help the amusing customer had given her. Accordingly she called at Lady Lydia Herrick's house, only to find that lady in the middle of packing up to set off for France. It looked rather as if she would be unable to do anything for Ethel after all, until her maid suddenly gave notice, and Ethel offered to take her place. Lady Lydia engaged her on the spot.

When the Fiancé's Away.

THIS shall be "Good-bye for the present" also from the reader to Ethel Smith. We will now turn to have a look at the other girl whom the missing trooper, Harry Freeman, left behind him—the girl who wore his ring and had promised to become his wife: Miss Trixie Beresford.

Trixie lived with her widowed mother in a house just off one of those broad, leafy roads in Brixton.

It was not a big house, since Mrs. Beresford could not afford much of her slender private income for rent, or, for the matter of that, for housekeeping, or for her own dress. "You see," as she explained to any friend who wondered to find the poor lady year in year out in the same black cashmere gown, "dear Trixie's dress *naturally* costs a good deal. It would have been hard if a girl like that were not able to be properly turned out."

The fact of the matter is that every spare penny—and a good many pennies that ought not to have been spared—was lavished upon the finery and amusements of that little golden-haired coquette.

Trixie was one of those girls who "had" to have things. She *had* to have a good evening-wrap to go over her pretty restaurant gown; she *had* to have a taxi all the way, so that the dainty brocade shoes which matched the gown shouldn't be spoilt by pattering along a muddy street to the stopping-place of the trams.

For, now that Harry was away, Trixie didn't see why she should be expected to give up going out in the evenings. In fact, she *had* to have *amusement as usual*, even if she were engaged to a young man at the front, and even if that young man had been careless enough to get himself lost by his regiment and have to be put down in casualty lists as "missing." Surely that was no sort of a reason for his *fiancée*, poor dear, to take it upon herself to sit at home by the fire every night of her

SPECIAL ARTICLE NEXT WEEK: "FEEDING THE BOYS IN KHAKI."

life getting the "miserables" over a grey worsted Army sock—"Knit one plain, one purl, and drop two tears"? She was quite certain, she told her mother, that Harry Freeman, wherever he was, was the last person to expect her to behave in such an idiotic manner.

"Oh, I daresay you're right, darling! I'm not blaming you. Of course, I know you must have distraction," agreed Mrs. Beresford, who was a plaintive little creature, rather like a hen sparrow, and who had never got over the honour that had been paid her when Trixie's handsome father had offered her his heart and hand *and* debts. She looked upon it as even more of an honour that the beautiful Trixie consented to be her daughter.

"Of course, it would be idiotic, darling, as you say, for you to allow yourself to become downhearted and nervous by moping at home all the time: and, as you say, I'm sure Harry, dear fellow, wouldn't wish it. But at the same time," said Mrs. Beresford, plucking up heart of grace to speak her mind, "I don't know what Harry would say to your going about *quite* such a lot with Mr. Paterson?"

Now, Mr. Paterson was the well-off and rather stout young man who had sat on the other side of Trixie at Harry Freeman's birthday-party. He was the young man who didn't join the Army because he couldn't leave his business.

His business of making Army boots had been going up by leaps and bounds ever since other firms had been ruined by the war, and Paterson, of Paterson's marching boots, had never been so well off. He had never been so well able to buy two-guinea boxes of chocolates, five-shilling bunches of violets, stalls at the theatres, and dinners at the Criterion for the prettiest girls he knew.

And, at the moment, the prettiest girl he knew was Trixie Beresford, who was supposed to be engaged to some young man who had been "mug" enough to take literally the suggestion that his King and Country wanted him, and who had enlisted—not even in a decent corps, where everybody was a gentleman, but in the common "Regulars"!

Well, he was well out of the way now, and Mr. Paterson might ask his lovely *fiancée* out to dinner as he chose; *she* didn't seem to mind.

She was laughing gaily that evening when he called for her in his enormous car, all padded and silent, and fitted up like a boudoir on wheels; and she told him: "I very nearly wasn't allowed to come with you. Mother began wondering whether it was quite 'the thing' for a left-behind *fiancée* to enjoy drives and dinners and theatres with another young man. She began suggesting that Harry might not care for all this gaiety and gadding about on the part of the girl he left behind him!"

"Serve him right if he didn't!" retorted Mr. Paterson, fastening his fur-lined overcoat well up round his chin before he settled himself heavily into the seat beside the pretty creature in the pink restaurant wrap. "What does a man want to be such a fool for as to leave such a girl behind him, instead of staying at home and looking after her himself?"

And the two prepared to spend a really amusing evening!

(Continued on page 388.)

SHE DARKENED HER GREY HAIR.

A Well-known Lady Darkened Her Grey Hair and Stimulated Its Growth by a Simple Home Process.

She Tells How She Did It.

A well-known society lady, who darkened her grey hair by a simple home process, made the following statement: "Any lady or gentleman can darken their grey or faded hair, stimulate its growth, and make it soft and glossy with this simple recipe which they can mix at home. To half a pint of water add 1 oz. of bay rum, 1 small box of Orlex Compound, and ¼ oz. of glycerine. These ingredients can be purchased at any chemist's at very little cost. Apply to the hair every other day until the grey hair is darkened sufficiently, then every two weeks. This mixture relieves scalp troubles, and is excellent for dandruff and falling hair. It does not stain the scalp, is not sticky or greasy and does not rub off. It will make a grey-haired person look ten to twenty years younger."

Study the Advertisements,

and when writing to advertisers mention "Home Notes."

THE GIRLS HE LEFT BEHIND HIM.—Cont. from p. 387.

A Journey—and a Conquest.

Ethel Smith felt that *never*, if she lived to be a million, would she forget that tedious journey on which she accompanied Lady Lydia Herrick to France as her lady's-maid.

The travelling party consisted of Lady Herrick, in travelling garments that were perfect in every detail, and which cost even more than the superb evening frocks that were now to be Ethel's care; and of Millar, the newly enlisted soldier servant, whom she was taking out to her husband, and who seemed gloomily resigned to anything that came; of the chauffeur, and of Ethel herself, who was by turns half terrified of what she was doing, and whether it would be right, and half amused at the extraordinary new and thrilling circumstances in which her life was cast.

Perhaps her first definite feelings were all relieved over the quite commonplace subject of sea-sickness, which may be a farce or a tragedy—this depending upon whether you are a good or a bad sailor.

Ethel thanked Providence that she was a good sailor.

It is almost impossible to imagine anybody being a worse sailor than poor, smart, amusing, and unconventional Lady Lydia Herrick! Almost as soon as she got on board the boat the poor lady exclaimed in tragic tones, "It is going to be an awful crossing, Smith—I *know* it is. Why did I ever leave home? And what on earth induced me to start off on this wild goose chase?"

"But, madam," put in the demure Ethel, laden with rugs and small parcels as she stepped gingerly down the gang-way after her new employer. "You want to see Colonel Herrick before he goes off to the front, you know."

"Oh, I don't know that I do!" sighed Lady Lydia fretfully. "Why have husbands? Life is just as amusing without, and much less fatiguing."

The exquisitely artistic motor-bonnet which she wore was tied over her head by a long scarf of string-coloured chiffon, which floated in the Channel breezes, and her handsome face was rapidly growing the same tint of string colour as the scarf.

"It is going to be the worst voyage I have ever known in my life, and yet I have been over to India and back again fifteen times; to South Africa five times, besides other times to Paris or Vienna, when I have wanted frocks," she declared hopelessly. "None of those are going to be anything to this, Smith."

She was interrupted by the usual raucous voice, well-known to all steamer travellers. The voice that exclaimed, "Any more, any more for the shore?"

"Yes, there are! *We're* for the shore!" exclaimed Lady Lydia Herrick, making as if she would dash down the gang-way, and Ethel, who was then new to the lady's ways, had not a notion of what was expected of her.

"I should have certainly dismissed you on the instant," Lady Lydia Herrick informed her afterwards, "if you had been so absolutely lost to all sense of what had to be done, Smith, as to allow me to bolt at the last minute, as I always invariably do in all my sea voyages! I have always behaved like that each time! Each time I have had to be firmly clutched and held back by the maid, or the chauffeur, or Eric"—Eric was her husband—"or whoever it was that happened to be handy!" On this occasion the person who happened to be handy was a passenger on the boat, who was apparently no stranger to the charming Lady Lydia's little idiosyncrasies.

He was a young man wrapped against the breeze in what is known as a "British warm," with an alert, dark, oval face, looking out from under the peak of an officer's staff cap.

"Hello, Lady Lydia!" he exclaimed in a very boyish and pleasant voice, as he caught sight of the tall figure in the exquisite coat and motor-bonnet, who was preparing to flee. "We are to be fellow-travellers, are we? But, I say, you mustn't cut! You mustn't cut! I am going to see you safely over to the Colonel."

"Oh, Algy, you can't; you can't!" moaned the lady. "I am not going to undertake this unspeakable voyage, after all. I won't! I won't! Not this time. I have suffered too much on many of these voyages," wailed Lady Lydia.

And the young officer, who Ethel afterwards discovered was the Honourable Algernon Fitzermine, and attached to Colonel Herrick's staff, cast an amused glance of understanding at what he considered a ripping pretty girl in the blue blanket-coat, who appeared to be a friend of Lady Lydia's. (This was Ethel.) And he said, "It can't be done, ma'am; it can't be done. We are off now; they have hauled up the bridge. No hope for it; you're off this time."

DAINTY UNDERWEAR.

Every girl who is handy with her needle ought to make her own underwear, for home-made lingerie is so much daintier than ready-made and always comes cheaper in the long run. The fascinating chemise shown here is such an easy pattern that anyone could run it up in no time and yet it's pretty enough for a queen. It would look very sweet made up in longcloth and trimmed with a dainty little crochet edging and insertion, and you could have the satisfaction in that case of knowing that you had done every stitch of it yourself. Of course, if you were feeling rather extravagantly inclined and happened to have an odd length of silk by you, nothing could be nicer than this pattern carried out in that material, and trimmed with Valenciennes lace and a soft bow of ribbon.

No. 1643.

This pattern, No. 1643, is cut in three sizes, W. 22, 24 and 28, and can be obtained for 7d., post free, from the Pattern Department, Home Notes, 18 Henrietta Street, Strand, London, W.C.

"Oh, Algy, I shall never forgive you," declared Lady Lydia vindictively. "Miserable boy! Never again need you expect any help from me, whether it's in a love affair or in some job that lets you go and risk your life somewhere in one of the few new ways that it has not been risked in before! Anyhow, I cannot ever help you again now, even if I wanted to. I am past all help myself; I am going to die. Come along, Smith; help me below," she concluded to the pretty girl, whom the Honourable Algy discovered, with much amusement, was Lady Lydia's new maid.

"Mother began suggesting that Harry might not care for all this gaiety on the part of the girl he left behind him," laughed Trixie, gaily. *(See page 387.)*

And a very curious time that new maid proceeded to have down below in the first-class cabin, where she ministered with eau-de-Cologne, with brandy, and with every known drug against sea-sickness, to a prostrate and moaning employer.

Lady Lydia was one of those people who are plucky and self-reliant enough under any other circumstances, but who lose self-control and courage the moment they find themselves afloat on the ocean wave.

Poor Lady Lydia, with her face turning from string colour to Nile green, clutched Ethel's hands and informed her that she, Lady Lydia, was going to die before they had reached Boulogne, and that she was not fit for it. She knew she was not.

"I am *such* a wicked old woman, Smith, my child!" she moaned. "I *am* old, in spite of looking about twenty-eight when I have just had my hair done, and am sitting in the pink-shaded candle-light. More brandy, please. It is taking care that has kept me young. (For pity's sake unfasten the belt of my skirt!) Taking care, and having lots of admiration all about me. Nothing like admiration for keeping a woman young, as you will find out one day. Of course you are young now. (No; take this beastly stuff away; it's doing me no good.) I'm sure you do pretty well for admiration.

"*I* saw young Algy looking at you just now on deck. . . . Algy is another person who always reminds me that I am not fit to die. I treated poor Algy's father most disgracefully in 1890, I think it was. Up to the last minute he thought I was going to marry him, and I was only using him to bring Eric up to the scratch, and then I married Eric, and Algy's father went and threw himself away on an American heiress, and I believe he has scarcely spoken to her since young Algy was born, and that's only one household I have made miserable, Smith. Plenty of others—— (Oh, what a lurch the boat gave then!) I really should not like you to know all the ways that I behaved when I was a girl! And now I am going to be cut off in the midst of my sins. Oh, I know I *know* we shall never reach Boulogne."

However, reach it they did, at last! And it was really astonishing to see how the first moment that she set her exquisitely-shaped foot upon *terra-firma* again Lady Lydia instantly became another woman. Colour returned to her face, and a bright light of amusement and intelligence to her eyes. She smiled and joked with her new maid; she returned the friendliest of greetings to the young officer, Mr. Algy Fitzermine, who immediately constituted himself a sort of courier to her, helping the rather dazed chauffeur (who had also been miserably seasick) to see about the luggage and the landing of the big dove-grey car.

Lady Lydia was to motor across country to Marseilles, and to obtain all sorts of passports and of notes from the Powers That Be.

Young Fitzermine had to report himself to some other Powers That Be in Paris before coming on to join his chief.

"We shall meet again soon, then," he said to Lady Lydia, with a very smart military salute.

And as he said this he was looking straight, not into the carefully preserved and handsome face of the mistress of the car, but into the face, so young and pretty, that needed no preservation, of her ladyship's new maid.

Ethel Smith, though she hardly realised it at the time, had made quite an important conquest!

(This is a very different sort of life from that of a Beauty Culturist, isn't it? Of course, you are anxious to know what it holds in store for Ethel! The next instalment tells you!)

BLOUSES YOU WILL LIKE.

If you are wanting a pretty blouse for afternoon or evening send for the pattern of one of these fascinating models. It won't cost you a penny!

BLOUSES with a little vest or waistcoat of contrasting material are still just as fashionable as ever, and you will see that both these pretty models have this idea introduced very effectively.

No. 1644, would look delightful carried out in flowered silk, or, if you feel you can't run to that these hard times, crêpe or voile would both look very nice indeed. I should make the big turnover collar and cuffs of very fine muslin, and the little waistcoat of the same material. Tiny coloured buttons to match the flowers on the material would finish it off daintily.

The other blouse, No. 1645, is designed for striped material, although plain would look nearly as effective if you prefer it. Here again I should make the collar and tiny vest of muslin, as this material makes up better than any other for dainty little trifles of the sort. A little hand embroidery on the collar and cuffs would be a very pretty touch especially if you carried the work out in silk the same colour as the stripe of the blouse.

(Either of these patterns can be obtained free in exchange for the coupon on page 375.)

No. 1644.

No. 1645.

Both the striped shirt with its pretty little vest, and the one in flowered material—dainty though simple—are easily made, and quite an acquisition to your wardrobe.

The dainty violet edging.

£1 FOR SOMEBODY!

First Prize ... ... £1.
Second Prize ... ... 10s.
Third Prize ... ... 5s.
And 10 Boxes of Peri-Lusta Crochet Cotton valued at 3s. 6d. each.

You may perhaps succeed in winning £1 by crocheting three inches of this pretty edging **in Peri-Lusta crochet cotton No. 40, with a steel hook No. 7.** If by any chance your draper does not stock this thread, send a postcard to "Peri-Lusta," 19 Ludgate Hill, London, E.C., and they will tell you where to obtain it in your neighbourhood. Commence by making a chain the length required.

First row.—1 tr. in seventh ch. from needle, 2 ch., 1 tr. in same, miss 2 ch., 1 tr. in third, 2 ch., 1 tr. in same *, miss 2 ch., 1 tr. in third, 2 ch., 1 tr. in same, continue from * to end, 5 ch., turn.

Second row.—1 tr. on second tr., * 3 ch., 1 tr. between trebles of last row, continue from * to end, 1 ch., turn.

Third row.—4 d.c. in each hole of 3 ch., 4 ch., turn.

Fourth row.—* 2 long tr. in first d.c. of last row, pulling through last three stitches at the top, 4 ch., 2 long tr., as before, forming two leaves, 1 d.c. on top of next tr., 6 ch., miss two holes, 1 d.c. on next tr., 4 ch., repeat from *, finishing off with the 6 ch., turn.

Fifth row.—1 ch., 4 d.c., *, 1 leaf, join to the centre of two of last row, 1 leaf, 5 ch., slip back to point of next leaf, 7 d.c. under 5 ch., 7 ch., 1 d.c. in sixth for picot, 5 ch., 1 d.c. between leaves, 1 picot, 3 ch., 4 d.c. in loop of 6 ch., repeat from * to end.

READ THESE RULES CAREFULLY.

1. Specimens must be worked with Peri-Lusta Crochet Cotton No. 40, and Hook No. 7.

2. Tack your work on to a piece of paper, write your name and address distinctly underneath, and send your entry to Crochet Competition, HOME NOTES, 18 Henrietta Street, Strand, London, W.C., on or before March 26th.

3. While every effort will be made to return specimens, *provided a stamped, addressed envelope is attached to the work*, ISOBEL cannot accept any responsibility for loss or damage.

4. No correspondence can be entered into with regard to this competition, and no letters should be inclosed with the entries.

5. The result published in HOME NOTES must be accepted as final.

6. The circular card containing the Peri-Lusta Crochet Cotton trade mark, which is to be found in the centre of every ball, must accompany each entry.

PUTTING AWAY WINTER CLOTHES.

Some hints that will help you to keep your heavy attire in good condition until it is wanted again next year.

THE advent of the bright sunshiny days makes us think about putting away a lot of the clothes which we have worn through the winter weather, but unless these things are put away in the right manner they will look anything but nice when they are brought out again next year. If you want to do the job thoroughly, wait until you can spare a whole afternoon or evening, and then go through all your winter garb with care and common sense, deciding definitely what is to be kept and what discarded.

Heavy coats and skirts, great-coats, and such garments should be well brushed and shaken, and have any spots or stains removed from them. Then stuff the sleeves with crumpled newspaper, and fold up the garments with plenty of old newspapers between the folds. If there is no box or drawer which will take the coats and skirts full length, fold them over *from the top*—coats from the neck and skirts from the waist—and put a roll of crumpled paper in the fold to prevent a crease being made.

Pack the heaviest garments at the bottom of the box, and work up to the lightest. Be sure to use newspapers for packing the clothes, and not tissue paper. The latter *looks* nicer, of course! But the newspaper is far the *wiser*, since the printers' ink is a moth preventive—quite as good as any moth preventive you can buy!

Winter dresses should be brushed, mended where necessary, and if possible stored in hanging positions. The best plan is to slip them on to a coat-hanger, fasten the dress, and then put it into a calico "bag." Such a bag is easily made from two lengths of unbleached calico rather longer than the dress, with a drawstring run in the top. When the dress is in the bag pull up the string, leaving the hook of the coat-hanger outside, and tie it tightly so that no dust can get in.

Blouses which are essentially "winter wear" should also be packed away. If they are made of flannel it is better to wash them, and roll them up "rough dried" before packing away.

Go through all winter underclothing, mend all holes and thin places, and have it washed properly before packing it up. Then spread each garment out flat, cover it with newspaper, and roll it up tightly. If such things are folded into neat, flat arrangements, there is danger of their cracking while packed away. It is much better to roll them, and the newspaper will prevent moths paying them a visit. Winter stockings, too, should be washed and mended, paired, and rolled up in a newspaper before being stored.

ART
E116

BRITISH THROUGHOUT

BOX OF TEN BALLS
OF TEN GRAMMES
:: :: EACH :: ::

"PERI-LUSTA"
PEARL-KNIT

UNSURPASSED FOR ALL CLASSES OF WHITE
AND COLOURED EMBROIDERY AND CROCHET.

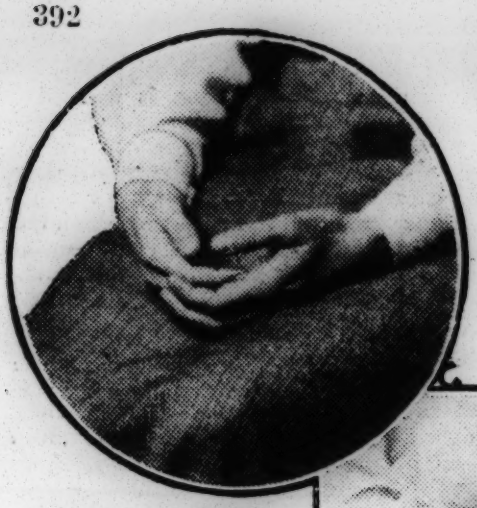
WHITE, in Sizes 3, 5, 8, and 12.
COLOURS, „ 3, 5, and 8.

If any difficulty in obtaining send a postcard to

"PERI-LUSTA" 19 LUDGATE HILL, LONDON, E.C.

HOW DO YOU HOLD YOUR HANDS?

Do you recognise your pet position in any of these pictures? Whether or no, you'll be tremendously interested in what the Wise Woman has to say on the subject.



1.—A very healthy, restful pose of the hands, that denotes a well-balanced temperament.

THE first picture shows a very easy and un-self-conscious position in which hands lie, when their owner is at rest, and is not thinking about them at all. A person whose hands go like this at "off" moments probably has nerves and muscles which are well in tune. She is quite quiet, healthy, and restful, but not actually lazy or slack. This pose is a very wholesome and good one, and you can feel quite happy about any friend of yours who is in the habit of adopting it.

Some folks say that if the right hand lies over the left when in repose, the owner is born to rule; and if the left hand lies over the right, the owner is born to be ruled. I should not like to vouch for this matter, as I think there is a certain amount of superstition mixed up with the saying, but it may have a good foundation in coincidence, though it is not actually proved by fact.

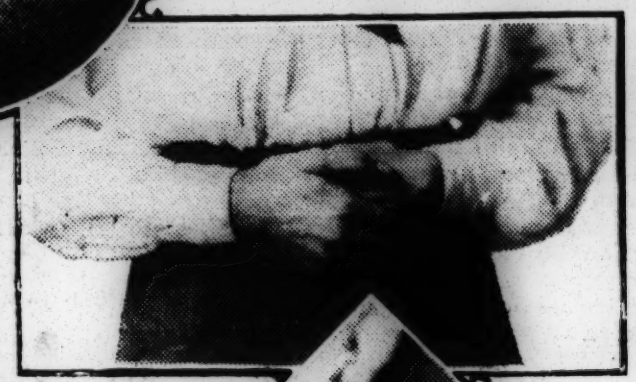
The second photograph shows rather a prim and careful position which is often adopted by a person who is inclined to be a little narrow-minded and definitely upon her guard against liberties or encroachments of any sort. You will very often find it taken by people who are "proud of keeping themselves to themselves," by those who "know what is due to their position," and by those, like the old lady in *Punch*, who "object on principle to all improvements." It is a position that you will often see among older women, but very seldom among young girls, unless these have been very rigorously brought up, and have naturally rather a prim turn of mind.

* * * * *

A Very Ugly Position.

The third picture is an ugly position which is likely to belong to a hard and rather aggressive character. A person who sits like this, with the knees apart, and the palms of the hands firmly planted on them, will very probably be the sort of woman who will die rather than yield her point in an argument. She will bluster on and never give way, however clearly she may be proved in the wrong. People who sit like this have very seldom anything of yielding, gentleness, or tractability in their characters; they are exceedingly difficult to teach or train.

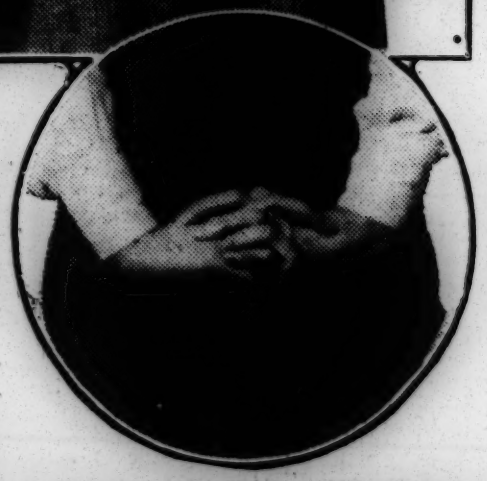
It is a position which is more often seen in folks who have passed middle life; when it is found in a young person or a child, it is a bad sign, as the owner will be likely to prove exceedingly obstinate and



2.—Many people who are inclined to be a little "narrow" and prim will fold their hands like this.

3.—This position indicates a rather hard and aggressive character, with a great deal of obstinacy.

4.—Place no reliance on the girl whose hands hang in this loose, purposeless way!



5.—You can often guess that a person is hiding something from you when you see the hands compressed in this way.

headstrong, during the whole of his or her life.

If you are engaging anyone to work for you in any capacity, or to enter with you into any business relations, beware of the person whose hands hang in the way shown in the fourth illustration. Hands that hang in this loose, purposeless way nearly always go with a lazy or feeble character. People who have exceedingly bad health, those who are "born tired," and those who are always more ready to crumple up and cry than to face difficulties in a plucky spirit, will instinctively let their hands hang like this.

The next photograph shows a very tell tale position indeed. If you find a person standing like this with the hands strongly linked together, and pressed downwards to the full extent of the arms, you will almost invariably find that that person is trying to hide something from you. The face may be quite quiet and controlled, and the voice may be restrained and ordinary, but the strongly-linked and pressed-down hands will give away the fact that the owner is suffering from nervousness, fear, irritability, pain, or boredom, which she is trying very hard to conceal.

People whose self-control is constantly at the edge of breaking point, or who frequently suffer from ill-health, will very often keep their hands like this. The control is not often lost, for the owner of the hands generally has a good deal of will power, but the struggle is always present.

RESULT OF KNITTING COMPETITION.

(*Announced in* Home Notes *dated November 28th.*)

First Prize, £1.—Mrs. Lloyd, 26 King Street, Brighton.

Second Prize, 10s.—Miss F. Vaughan, Burdock Villa, Pemberton Road, East Molesey.

Third Prize, 5s.—Mrs. Dennis, South View, Freshfield Road, Brighton.

Fifty Boxes of Peri-Lusta Pearl Knit.—Mrs. Hutchings, Surbiton; Mrs. Barling, Oxford; Miss L. A. Wells, Chesterfield; Miss Proudfoot, Moffat; Miss M. Brown, Lowestoft; Miss D. Player, Derby; Miss S. E. Arnold, Pontypool; Miss Hole, Exeter; Miss D. Barnard, Cheshunt; Mrs. A. J. Noyes, Ilford; Miss Swift, Barnsley; Miss G. Houghton, Higher Walton; Miss M. Crutchfield, Gt. Kingshill; Miss M. Boorman, Broadstairs; Miss A. Temple, Chingford; Miss M. A. Brown, Streatham, S.W.; Miss Cambie, Co. Tipperary; Miss F. Dowson, Tow Law; Mrs. A. M. Stacey, Thornton Heath; Miss A. Batho, Watford; Mrs. W. E. Goodson, Eastbourne; Miss E. A. Prior, Oakworth; Mrs. Calvert, Masham, S.O.; Miss Medill, Purley; Miss B. Thompson, Weybridge; Miss D. Stirzaker, Hull; Miss K. Fedarb, Southsea; Mrs. F. W. Tannett-Walker, Leeds; Miss Andrews, Neasden, N.W.; Miss Wells, Carshalton; Miss M. Love, Boscombe; Mrs. J. E. Upton, Leagrave; Mrs. Gibb, Ilford; Miss M. Hexter, Marlow; Miss Watson, Wolverhampton; Miss A. Kendrick, Stone; Mrs. A. C. Tanner, Steyning; Mrs. Whittle, Leicester; Miss J. M. Thompson, Alderton, near Woodbridge; Miss M. Palmer, Lichfield; Miss R. Stephens, Balsall Heath; Mrs. McKeown, Larne; Miss E. English, Boston; Mrs. Jewels, North Shields; Mrs. A. James, Abingdon; Mrs. Partridge, Watford; Mrs. Noquet, Devonport; Mrs. R. G. White, Cosham; Miss Mountford-Smith, Birmingham; Mrs. F. Isaac, Croydon.

THE TOUCH OF TIME.

It is not age, but neglect, which ruins the skin. A woman who from girlhood has always given proper care to her face will never have a coarse, tired complexion; her wrinkles will only come quite late in life, and they will be small and of little conspicuousness. It is never too early to begin, and it is never too late to mend. Pomeroy Skin Food, a hygienic, natural cream, needs only to be lightly massaged into the face with the finger-tips at night in order to make a visible difference to the complexion on the very first day. Feeding the skin and the cells and muscles beneath it will keep the complexion healthy and fresh. Pomeroy Skin Food can be had of any chemist in eighteen-penny jars.

BY APPOINTMENT.
PURVEYORS OF JAMS TO H.M. THE KING.

Chivers' Strawberry Jam

Choicest Home-Grown Fruit and Refined Sugar only

MADE IN SILVER-LINED PANS

ASK YOUR GROCER FOR CHIVERS' WITH THE GUARANTEE OF PURITY ON THE JAR

Chivers & Sons, Ltd., The Orchard Factory, Histon, Cambs.

About 80 per cent. of this country's Shoppers are women. Each copy of the

LADY'S COMPANION

is read by the woman at home in her leisure—when her mind is most receptive.

FOR "BETWEEN-TIMES."

You don't want to look shabby when the longer days come—and the spring sunshine has a dreadful way of showing up the dowdiness of winter clothing! You can't do better than be forewarned and forearmed, and make yourself one of these charming frocks, quite suitable for outdoor wear!

A PARTICULARLY clever friend of mine—and by that I mean the sort of person who always looks suitably dressed and manages to do it on next to nothing!—once told me that she found the most difficult time of year as regards clothes was the spring.

"Autumn's not so bad," she said, "for you can go on wearing your summer things with, perhaps, warmer underwear, until it's cold enough for thick coats and dresses, and nobody seems to notice that you're making do. I think it's because the days are getting shorter and there's not so much colour in Nature. But in the spring—it's simply awful! There's no light as bad for showing up shiny skirts and dingy blouses as the sunshine we get in March and April. It makes you feel like a walking rag-bag!"

"But you always look ever so nice just at that time of year," I put in. "I've noticed it often."

She looked distinctly pleased at that. "If I do," she confessed, "it's because I provide myself with something really smart to tide myself over that awkward season. You see, there are so many days when you can go without a coat if you have a warm dress on. So during the winter I make myself a nice cloth or fine serge frock, being careful to choose something that is pretty for the house, and will be equally right for a walking 'get-up,' and I make a point of reserving it chiefly for the spring.

"This year my 'between-time' costume will be a warm brown serge, with one of the new full skirts—only not too much so! It has a very wide belt, shaped like the bottom of a waistcoat and fastened with two buttons. The bodice is absolutely plain except for a tiny vest of dark brown velvet and a Medici collar to match. Over this collar, however, there is another of fine white lawn, and the cuffs are the same, with a band of brown velvet at the wrist. The set is detachable, by the way, for I want to be able to clean it without much bother.

No. 1646.

A delightful suggestion for a "wide skirt" costume that will look just right for a walking dress in the spring.

"When I was deciding on the style and material of this dress I saw ever so many ideas that would have been almost as satisfactory. In fact, one was so fascinating that in the end I had to toss up for my choice! It was a very becoming tunic frock that would have looked delightful in dark blue or grey cloth, with the wide, swathed belt in velvet or silk of the same tone. The skirt was not as wide as mine, but the tunic—open in front—was very full, and that gave the appearance of a 'flare-out'! The bodice was like mine as to the fastening, but it had quaintly set-in sleeves, whereas mine was a magyar with a baggy armhole. I think if I had been making it up I should have had the vest white to match the large collar. And I shouldn't have forgotten the tiny silk rose at the side of it, for that is the very latest and smartest touch of all!"

No. 1647.

A slender girl will look her best in this smart tunic frock. It's quite the latest.

(W. 22, 24, and 28, these patterns can be obtained for 7d. each, post free, from the Pattern Department, "Home Notes," 18 Henrietta St., London, W.C.)

DON'T LET THE CHILDREN SUFFER!

Not one of us, I am sure, is proof against the temptation of looking back, comparing "this time last year" with the state of affairs at the present. Sometimes the backward glance brings pleasant thoughts and a sensation of well-being, sometimes there is also a feeling of regret. To many—I might almost say to all—who, now that Lent is with us again, are remembering the Lent of the year that is gone, there can, however, be nothing but a wistful envy; we were not entirely satisfied with life, perhaps, "this time last year," but it was a time of peace, not war, and had we known what the days were bringing us we should, I fancy, have grumbled less.

We have all suffered—we are all suffering—from the war. And because that is so, let us not omit to do what we can for one another. None need help and kindness as much as the children—the children of the streets.

Last Lent you sent for a little red box, on which was inscribed, "Lent Savings for the Fresh Air Fund." Ninepence pays for a poor child to have a day in the country. Ten shillings will enable a child to spend two weeks at the seaside. You obtained it from the Honorary Secretary, F.A.F., 17 Henrietta Street, Strand, London, W.C., and into it you dropped the pennies that represented little sacrifices, little givings-up, little economies. It is Lent again, and the war has not made the children's lives any brighter; indeed, if it has affected you, think how it must have affected them! The little red boxes are waiting to be sent away; there is one for *you*. I am quite sure that you will write for it at once, because it is Lent, and because you love the children.

GET YOUR WOOL FROM "HOME NOTES"!

FOR HELMETS.
Khaki or Navy, 1s. or 1s. 3d.
Needles, 4d. extra.

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Khaki or navy, 2s. 10d., 3s. 6d., or 3s. 9d.
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Dark or mid-natural, light or dark grey, 1s. 4d. or 1s. 6d.
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Four-ply fingering, 6d.
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These prices do not include postage. For the larger articles it will be 3d. and for the smaller ones 2d.

Send your orders, with remittances, to "Wool," HOME NOTES, 18 Henrietta St., London, W.C.

The CHILD'S War Dictionary.

"PRZEMYSL"—The dreadful word I spluttered out when Nurse tried to wash my face with an *IMITATION* of

WRIGHT'S Coal Tar Soap.

Protects from Infection. **4d. per Tablet.**

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(Easy Recipes in each packet.)

With "Cake Royal" you can make the most delicious cakes you ever tasted—so easily and quickly and so cheaply, too!

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Beautiful Gifts for Wrappers.

Full instructions in each packet.

Sole Manufacturers—

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You are feeling old and you begin to look it, with those grey and faded hairs, always so conspicuous. Write at once to the great hair Specialists, J. Pepper & Co. Ltd., Bedford Laboratories, London, S.E., for a bottle of their world-famed

LOCKYER'S Sulphur Hair Restorer 1/6.

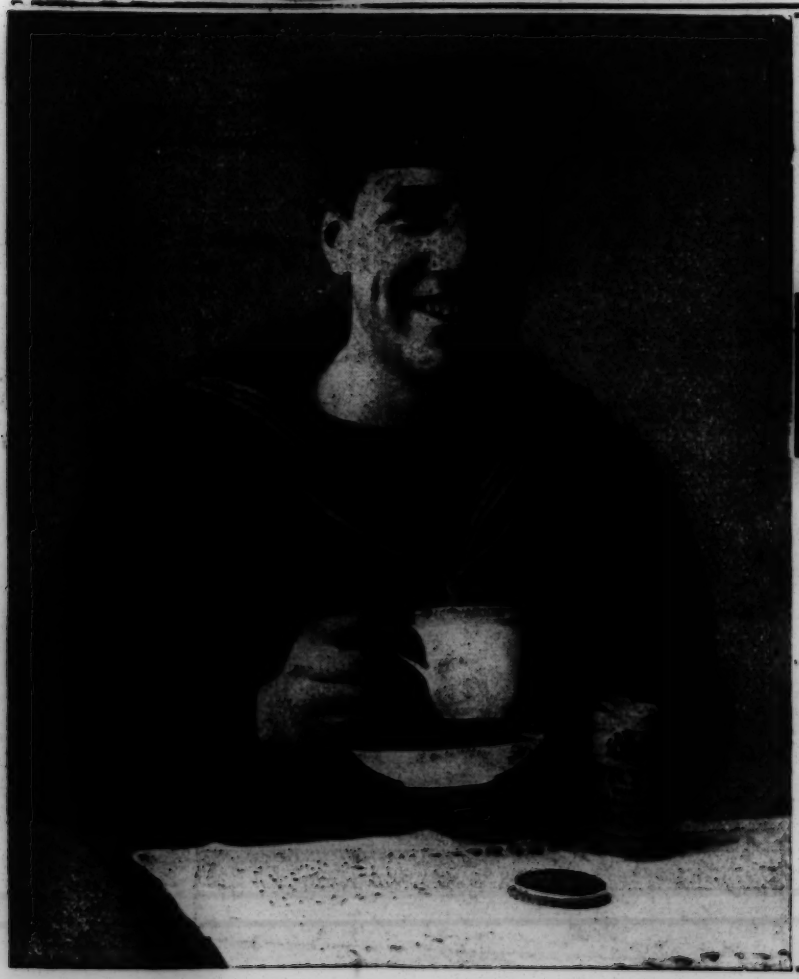
Sent privately packed and post free.

This preparation gives health to the hair and restores the natural colour, and cleanses the scalp. Will enable you to *look* as you did ten years ago, and you will *feel* years younger.

As the housewife is almost invariably the money spender, appeals made to her by her favourite weekly are not likely to go unheeded. The

LADY'S COMPANION

has many friends and is a great favourite.



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Bring Your Girls and Boys up on it, and

SUPPORT HOME INDUSTRIES.

OUR COOKERY CHAT.

MOTHER'S MONDAY DISHES.

Excellent recipes for cold meat cookery, which will appeal to all who want to keep up a nice-looking table at moderate expenses.

IN most households they have cold meat on Mondays. But we very seldom get it—not more often than once a month, at most. None of us care for it, you see, and mother is so very strong on the importance of giving people the things that they like to eat, that she does not mind taking a little extra trouble in order to spare us from the infliction of the detested cold joint.

She says that folks cannot digest properly the food that they do not eat with relish. And that, therefore, it is not an extravagance—but rather an economy in health and strength—to tempt their appetites, instead of forcing them to swallow disagreeable food from sheer necessity.

Our Monday dinners are often the very nicest in the week. I will give you a few of the recipes for dishes which we like most of all.

Beef Batter.

This can be made best when part of a rather underdone joint of beef is left from Sunday. You must not use very well cooked meat for it, or it will be tasteless.

¾ lb. of beef	6 tablespoonfuls of flour
½ pint of milk	½ pint of stock or water
1 egg	Pepper and salt.

Use the egg, pepper, salt, milk, and water to make a batter, exactly as I told you when I was giving you the directions for making Mother's pancakes, in HOME NOTES, dated February 20th. Cut up the meat into small thin pieces. Grease a deep piedish very well. Lay the meat at the bottom of the dish. Pour the batter on to it. Bake all for one hour in a moderate oven.

Just before sending the dish to table, melt a tiny bit of butter on top of the batter, and then return the dish to the oven for a few minutes. This gives a nice, brown, shiny top.

Important.—1. *If you have no stock it is a good plan to use a whole pint of milk instead of any water. The water batter is rather poor, and Mother hardly ever makes it unless she happens to be short of milk.*

2. *Carefully take away all fat and gristle from the meat, as they are very unpleasant in this dish.*

3. *If you have a little cold bacon, sausage, ham, or anything tasty of that kind, you might as well mix it with the beef to improve the flavour.*

Meat Mould.

You can use any sort of meat for this. Mother often makes it towards the middle of the week, when she has scraps of several different kinds that can be mixed together.

½ lb. of minced meat	1 small onion
1 egg	¼ lb. of cold potato or white crumbs
Brown crumbs	2 tablespoonfuls of stock.
Flavouring	

Chop the onion small. Mash the potato. Mix all with the stock, egg, and flavouring.

Grease the inside of a deep piedish, and line it thickly with brown crumbs. Put in the mince mixture. Cover it with a greased paper. Bake the whole in a moderate oven for half an hour. Turn it out just like an apple Charlotte, and serve it on a hot dish with gravy round it.

Important.—1. *Grease your dish with dripping, because the crumbs stick so well to this.*

2. *Loosen the mould with a knife before you try to turn it out. Handle it gently, for if it is broken all the attractive appearance will be lost.*

Pork and Potato Chips.

When the Sunday dish has been a joint of pork, Mother often makes us chips on Monday. We are all so fond of them.

Take about equal quantities of lean pork and unboiled potato. The quantities must be equal in size, though they need not be so in weight. Mother never troubles to measure them, as exactness is not particularly necessary.

Boil the potatoes in their skins for about ten minutes. Skin them, let them get cool enough to handle, and then cut them up into pieces

SPECIAL COOKERY CHAT

"The Lunches Mother Made for Me."

NEXT WEEK.

(Cookery Chat continued on page 398.)

about two inches long by a quarter of an inch thick—that is to say, more or less the size of your little finger.

Take away the fat and crackling from the pork. Cut up the lean into pieces of the same size. Season the pieces with pepper and salt.

Chop up an onion into very small fine bits.

Mix all together. Melt a little pork dripping in a frying pan, and fry the chips lightly till they are a good brown.

Pile them high on a dish and serve them very hot. Gravy should be made separately and offered with them.

Important.—1. *The onion must be cut very fine. Large pieces would not cook thoroughly in the short time necessary for the frying of the pork and potatoes, which, as you must remember, have been cooked already.*

Rice Rissoles

are useful in the early spring, when potatoes are so new that they cannot be boiled soft enough for mashing.

Boil one teacupful of rice till it is quite tender. Mix it with three heaped tablespoonfuls of mince (any meat will do), flavouring, and half an egg.

Roll the mixture into balls. Flour them thickly. Coat them with the rest of the egg and some brown breadcrumbs. Fry them in deep fat.

Important.—*Rice rissoles are more apt to break than those made with potato, and must, therefore, be handled more carefully.*

Mince Dumplings.

Mother doesn't care for these, but she sometimes makes them to please me.

Mince your meat and add just a very little stock—only enough to bind the mince into a stiff paste.

Of course, the stock and the mince also must be nicely flavoured. Roll the mixture into small balls, and coat each ball in short suet crust, which has been rolled out thin. Close up the crust carefully round the mince, wetting the edges, and pinching them so that they may be secure.

Tie each dumpling in the corner of a well-floured pudding cloth, put them into boiling water, and cook them gently for forty minutes.

Important.—1. *Don't tie the dumplings too closely into the cloth. They will swell a good deal, and must have room or they will become tough.*

2. *Never let the water go off the boil or the dumplings will become water-logged and spoilt.*

To the Busy Housewife

with little spare time, Milkmaid Brand Café au Lait makes an irresistible appeal. It is prepared in a moment with the simple addition of boiling water—no trouble and no sugar or milk needed.

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Not an essence or anything of that sort, just the finest coffee made with milk and sugar in correct proportions.

Delicious, Nourishing, Economical.

Sold in 5½d. and 10d. tins by all Grocers and Stores. Sample free on receipt of name and address of Grocer and 2d. stamps.

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Have you been a martyr to asthma and bronchitis for years? If so, keep a tin handy and use when required. Attacks will be prevented and peaceful sleep ensured. So that you may prove its value, send for the Free Trial at once.

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Home Notes.

When you cook ordinary salmon the valuable juices are drawn off into the water. But **"Sailor"** Slice is cooked inside *sealed tins* so that none of the goodness can escape. Salmon tastes as it ought to taste when you eat

7½d. and your grocer's name and address will bring you a half-tin post free if he does not sell it.

ANGUS WATSON & CO., Newcastle-on-Tyne.

Sailor SALMON SLICE

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will be inserted in this page at the rate of 1s. 6d. per line of 6 words or part thereof. All advertisements should be addressed to Advertisement Manager, "Home Notes," 17 Henrietta Street, London, W.C., 21 days prior to date of appearance.

GRATIS TO LADIES.—"Hosezene," the perfect sanitary towel with girdle to fit any waist. Post free.—Hosezene Co., Nottingham.

SKIRTS AND BLOUSES of "Flor-zella"—Irish Linen Fabric—new silky finish, are perfect. 11½d. to 2/4½ yard. 200 patterns FREE!—Hutton's, 77, Larne, Ireland.

POSTER STAMPS.—The coming rage. Send for one sheet of ten, art reproductions of farm stock, post free, 1½d. Terms for agents, 6 sheets, 4d.; 12 sheets, 6d.; 24 sheets, 1/-.—Apply *Smallholder* Office, Henrietta Street, Covent Garden, London, W.C.

FREE TO LADIES!—Towle's Toilet Towels, with Elastic Loops. The most absorbent and antiseptic Sanitary Towel made. Never fails to give satisfaction. Sample sent GRATIS to any lady. Prices 6d., 1/-, 1/6, 2/-, and 2/6 dozen.—E. T. Towle & Co. Ltd., 19 Long Row, Nottingham.

5/- A WEEK, HOW TO LIVE WELL ON.—A valuable little book which should be in every home. Not written by a faddist, but shows how really dainty and sufficient food may be provided at that price per head. Price 1/- net, or post-free for 1/3, from A. F. Sowter, Publisher, 17 Henrietta Street, London, W.C.

64-PAGE BOOK ABOUT HERBS and how to use them, free.—Trimnell, The Herbalist, 144 Richmond Road, Cardiff.

FATE.—Money returned if horoscope untrue. Send 1/- P.O. and 1d. stamp for seven-page horoscope. Give date, month, year of birth.—Newton Verity, 4 Duke Street, Adelphi, London, W.C.

VELTINE makes pretty women. Gives a lovely velvety bloom to the skin. White and beautifies. Bottles, 1/-, 1/6.—Veltine Co., 110 Commercial Road, Bournemouth.

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FOR MOTHERS.—A book which no mother should be without is "The Mother's Guide to the Care of Children in Sickness and in Health," by L. Leney, M.D. It is thoroughly clear and practical, and the chapters treating of the diseases and accidents to which infancy and childhood are liable are arranged with admirable clearness. Price, post free, 1/3, from A. F. Sowter, Publisher, 17 Henrietta Street, London, W.C.

LOVELY DRESSES, etc.—Secondhand bargains. Catalogue, stamped envelope.—Madame Dupont, 42 Upper Gloucester Place, London.

ETIQUETTE FOR WOMEN.—Etiquette comprises the whole range of good manners, and consequently good breeding, tact, politeness, and charm, and ladies who desire any information on etiquette for all occasions, should procure "Etiquette for Women," by G. R. M. Devereux, post free for 1/2 from A. F. Sowter, Publisher, 17 Henrietta Street, London, W.C.

FREE SAMPLE TO LADIES.—HORTON'S "RELIABILITY" SANITARY TOWELS are the best on the market. Prices 6d., 1/-, 1/3 dozen; postage 2d. extra. Free sample on application.—Horton & Co., Dept. 125, Aston Manor, Birmingham.

DREAMS.—If you want to know the meaning of your dreams, send 1/2 to A. F. Sowter, Publisher, 17 Henrietta Street, London, W.C., for a copy of "Pearson's Dream Book."

FREE.—Make 28/- Rainproof easily for 6/11. For 6/11 we send coat length (3 yards) of Renowned Rivington Waterproof Coating. Also free practical paper pattern and full instructions. Write for patterns.—Whitakers Warehouse, 87 Deansgate, Bolton.

MAKE YOUR OWN CLOTHES.—The Little Dressmaker's Book will help you to cut out and make all your own underclothing, blouses, and skirts. It contains many instructive diagrams and clear information. Post free for 1/3 from A. F. Sowter, Publisher, 17 Henrietta Street, London, W.C.

DELICATE LADIES.—If you have wrecked your nerves by overwork or worry, and you feel weak, mentally upset, or suffer from Neurasthenia, send 2d. for my booklet on "Nervous Breakdown," and it will teach you more in five minutes than you will gain in years by experience.—Address, Neurasthenol Co., 60 Great Russell Street, Bradford, Yorks.

LETTER WRITING.—How to compose a letter, with models of love letters, business letters, how to apply for situations, sending and answering invitations, etc., is fully explained in HOW SHALL I WORD IT? Price 1/-, post free for 1/3, from A. F. Sowter, Publisher, 17 Henrietta Street, London, W.C.

FITS CURED by very simple home treatment; 25 years' success; 1,000 testimonials in one year. Pamphlet free.—Trench's Remedies Ltd., 133 Frederick Street, Dublin.

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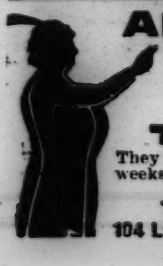
SERVANTS.—A Handbook by Mrs. Leverton giving information for the guidance of mistresses as to the duties of their various servants; and also for maids as to what is expected of them, with instructions on waiting at table; how to lay a table for dinner, etc.—Post free for 1/2 from A. F. Sowter, Publisher, 17 Henrietta Street, London, W.C.



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THINZU TABLETS.

They will restore you to your normal slimness in eight weeks. Sent post free, with directions, in plain wrappers, for P.O. 1/1½. Don't delay.

THE THINZU TABLET CO.,
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THREE FROM ONE PATTERN.

These little garments are all very suitable for little folk who like to be comfy rather than grand—and what child doesn't? *You'll* like the pattern because it's so simple to follow in whichever of the three ways you decide to use it.

THE romper takes 1⅝ths yards of material, 36 inches wide, for the 4-6 size. Put aside the collar portion of the pattern, as you will not need this at present. Cut open the little split which makes the legs. Run up the seams. Cut and face a placket at the centre back. Turn in and face the neck edge, and gather up the bottoms of the legs on elastics.

The whole of the work can be done in quite a short time, which is a great advantage, for it is no use to waste your energy by putting elaborate work into a romper, which will get so much rough wear that it will soon be worn to rags.

The overall should have an opening at the front, so that the child can fasten it unaided. Shorten the sleeves to the dotted lines, and cut open the fold at the centre front from the neck downwards to a depth of about 4 inches or 5 inches. Sew a piece of ribbon to each side of the opening, and let the child tie the ends in a bow to close the front after the overall has been popped over her head.

No. 1648.

Both these play-time garments are ideal wear for the little folk, and they will take hardly any time to make.

The sailor dress takes 3⅜ths yards of serge 27 inches wide, and about a ¼ yard of contrasting material for the collar, if it is being made to fit a child aged 4 to 6 years.

You must remember, when using the pattern in this way, that the pouch at the waist will take up about two to three inches of the material. So you must make allowance for this in the cutting, as, otherwise, the skirt will be too short.

A dear little sailor-frock that will suit your little maid admirably. Why not make her one like it?

This dress should have a placket opening from the neck to a couple of inches below the waist. As the placket is at the back, you will only be able to stitch the left-hand side of the collar to the neck; the other side must be left loose, and fastened down at the front by a hook and eye.

Stitch up the whole dress, except the bottom hem, before gathering the waist. Then fit it on, and find out what amount of pouching is most becoming to your little girl. Then make sure that the length is the same all the way round, and fasten a strong piece of tape to the inside of the dress so as to keep the gathers in place and hold the waist-line steady.

(*This pattern is cut to fit children from 4 to 6, and can be obtained for 7d., post free, from the Pattern Department,* HOME NOTES, *18 Henrietta Street, Strand, London, W.C.*)

THE WISE WOMAN TELLS YOUR CHARACTER FREE.

Dreams and Omens.

(1) Dreams or omens should be described as shortly and clearly as possible.

Reading the Hand.

(2) To take an impression of your hand, paint the inside of it all over with Indian ink, soot, or blacking, and lay it downwards on a sheet of white paper. Press it firmly down, and with a pencil draw lightly round the outlines of fingers, thumb, palm and wrist.

Then take your hand up quickly and you will find an impression of it. Send impressions of *both* hands.

Character from Handwriting.

(3) Send a letter (thirty words at least) on unruled paper, with your usual signature.

Reading the Cards.

(4) Select and write down the six places at which the pack is to be cut. For instance, if you write 5th, 9th, 10th, 18th, 24th, and 35th, I shall cut the cards at these places. State whether you are man or woman, married or single.

Each query must be accompanied by the form opposite, properly filled up, and a stamped addressed envelope.

Address, "THE WISE WOMAN," HOME NOTES, 18 Henrietta Street, Covent Garden, London, W.C.

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of LI-NOLA. A great number of new designs have been added to our stock of LI-NOLA and Cork Lino. These new patterns are expressive of the latest notions in floor coverings, and, really, they are so pleasingly fresh in colour and design, they strike that note of combined niceness and novelty which every man and woman of good taste appreciates. In fact, home beauty and good taste is a question in which both men and women interest themselves; we therefore appeal to you who desire a charming home to write to us for free samples of the actual material and book of designs and prices, for without any question there is only one make of low price durable floor covering to make home beautiful and bright, and that is Catesbys floor coverings. We sell LI-NOLA on Easy Terms, without reference or security, or allow 2s. in the £ discount for cash. We pay carriage.

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Ask for "Owbridge" and take no substitute.

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W. T OWBRIDGE, Ltd.
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Estab. 1874.

£75 Prize

We will give **£50** in Cash to those sending us the correct quotation. Recollect there is only one correct answer, and probably few will send it. There is no catch. It is a well-known proverb from the Standard Collection of Sayings by a noted author of the last century. If more than two exactly correct solutions are received we shall appoint two competitors to award this **£50** proportionately. While if you find 7 words correctly you will participate in a **Second Prize of £25.** Many additional Handsome Cash and other Prizes amounting in value to over **£250** will be given, and there is only one condition, which need cost you nothing, about which we will write when you send your solution. If a stamp be enclosed we inform you should your solution be incorrect. Finally, we shall carry out every promise in accordance with our practice of the past.

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FINANCE AND INDUSTRY.

MANY WORKPEOPLE IDLE.

Every possible precaution is being taken by the Government and the leading financiers of the country to ease the financial strain. Mr. Lloyd George announced in the House of Commons yesterday that £1 notes and notes for 10s. are to be issued on the security of the Government, convertible into gold at the Bank of Englnad and that postal orders are to be legal tender on the same terms. He hoped, however, that they would not be converted. In order to increase the available gold supplies, the Bank of England announces that to-morrow two millions will be released from the amounts previously set aside on behalf of the Government of India currency and the gold standard reserves.

At a meeting of the leading accepting houses of London, held yesterday, it was decided that all acceptances due on Tuesday, Wednesday, Thursday, and Friday, of this week, should be considered for purposes of re-acceptance under the Proclamation, as due on Friday, August 7. All such bills as are then re-accepted will therefore mature for payment on September 7, the further days of grace being taken into consideration. It was also decided that the date of maturity of such re-accepted bills must be mentioned on the face of the bill at the time of re-acceptance.

The Government War Risks Insurance Office opened at Cannon Street Hotel yesterday. There was a large number of people waiting to obtain information, and the staff were busily engaged in answering inquiries. The great hall of the hotel has been transformed into an office, and a large staff is on duty to cope with the work. The office has been opened by the Government, who have made arrangements with certain approved Associations covering a large number of British ships engaged in overseas trade by which the Government will reinsure ships belonging to members of those Associations, against King's enemy war risks as defined in the policy. Applications for insurance at the War Risks Insurance Office can only be made in respect to cargo, ...ped or to be shipped on a vessel covered for the ...ge against King's enemy war risks by a Govern... policy.

...e effects of the war upon industry are already being ...usly felt. The loading of all French ships on the ...e has been stopped. All the horses in South Shields, ...ding those of the Cab Company, have been com...deered by the War Office. Fifty-three nurses in ...th Shields have offered their services to the authori...

Messrs. Morrison and Company, shipowners, at ...th Shields, have two of their steamers at St. Peters...g, and they are unable to ascertain anything con...ning them owing to the lack of telegraphic facilities. ...d the same applies to other North-country ships.

Wearmouth Colliery, Sunderland, was closed yesterday, and will remain so till further notice, because there are no ships to carry the coal. Other collieries in the Sunderland district are working, but their future policy is uncertain. Several of the ship yards opened yesterday after the holidays, but few men put in an appearance. A number of tradesmen in the town have intimated to their employees that they will have to be placed on short time, and that possibly the establishments may be altogether closed.

Two more weaving sheds at Burnley closed down yesterday. Two came to a standstill, along with a large spinning mill, earlier in the week. It is expected that several thousand looms will be completely stopped by to-morrow, and a wholesale shutting up of weaving sheds is regarded as certain next week. The operatives were ill-prepared for such a calamity after a long period of short time, and the situation of many thousands of workers will soon be pitiable.

Last night three of the largest mills in Colne closed down for an indefinite period, throwing 2,000 workers idle. At Nelson mills have begun to close, and weavers put on short work. By next week it is expected most of the mills in the district will be shut.

A meeting of members of the Liverpool Cotton Association was held yesterday, when a plan for dealing with the situation created by the present crisis was unanimously approved. The board of directors recommend that all members and Association members interested in the selling of spot cotton already in Liverpool and Manchester, and cotton afloat to Great Britain, shall agree to place themselves under the control of a Committee of supervisors, and that no cotton shall be sold under a minimum price to be determined by them. Other regulations are made as to dealing in spot cotton, and it is stated that the plan is propounded with the idea of safeguarding the interests of importers and consumers alike, and is not an attempt to hold up cotton on an artificially high level. It is approved and supported by banks concerned in the importation of cotton.

The mid-week rag sales at Dewsbury yesterday, were poorly attended. The business transacted was of very small dimensions, purchases only being made to meet pressing requirements. Prices, however, ruled much the same as last week. Messrs. S. Lyles, Son, and Co., Ltd., Earlsheaton, yarn spinners, who do an extensive trade abroad, have closed their works until further notice. The firm were working night and day up to a week ago. The sudden stoppage of other firms is likely to follow before the week is out.

At a conference attended by over 100 delegates from National Labour, Socialist, and Co-operative Associations held at the House of Commons yesterday, a National Committee was formed to deal with the position of the working classes as affected by the war. Among the members are Messrs. J. A. Seddon, H. Gosling, and C. W. Bowerman, M.P. (representing the Parliamentary Committee of the Trade Union Congress), W. C. Anderson, John Hodge, M.P., Arthur Henderson, M.P. (Labour Party Executive), Ben Cooper, Ben Tillett, and W. A. Appleton (General Federation of Trade Unions), Robert Smillie (Miners' Federation of Great Britain), Arthur Bellamy (National Union of Railwaymen), Miss Mary McArthur (Women's Trade Union League), Dr. Marion Phillips (Women's Labour League), Mr. H. M. Hyndman (British Socialist Party), and Mr. Sydney Webb (the Fabian Society). It was decided to press upon the Government and municipal authorities measures for officially controlling (a) the protection and storage of food; (b) the fixing of maximum prices of food and principal necessities; and (c) the distribution of food. A number of other proposals relating to the provision of work and food were adopted.

The orders which Huddersfield cloth manufacturers have are fast being completed, and it is expected that very shortly most of the mills will only be running for a limited number of hours during a few days of the week.

Wakefield manufacturers generally are contemplating running half-time, and in the case of Messrs. E. Green and Son, economiser makers, the works in Caldervale Road have been closed down.

Yorkshire Observer 16 8 14

A Gain for Trade.

The autumn trade for some dressmaking firms is turning out beyond expectation to be good. One would not have supposed that the seasonal activity which normally begins about this time would be entirely absent this year. Women's purchasing power has diminished very much, but it has not disappeared. Still, the demand for some kinds of clothing has, of course, been killed by the war, and there is considerable unemployment everywhere in the women's trade. It is therefore rather surprising to hear of one or two firms which are able to keep some part of their staff working until half-past 9 at night. There are particular reasons for this spasmodic outburst of industry. One of the reasons is, again, the heaven-sent Americans, who have in the last two months spent more money in London than they intended to when they set sail from New York. Hundreds of them, scattered over the Continent when the war began, have lost their luggage beyond immediate hope of recovery. They have added considerably to the London demand for clothes. I am told that one dressmaking shop has orders from sixty American women for autumn frocks. Besides the Americans there are a good many English women whose wardrobes are by this time perhaps having adventures on the Continent. Unfortunately a little rush of trade due to such a cause cannot last very long.

Cabinet Maker.
14.1.15.

Mr. D. H. L. Young's Suggestion for Unemployment.

At the monthly meeting of the directors of the Glasgow Chamber of Commerce, held this week, a number of suggestions for the capture of the trade of our enemies were submitted.

Mr. D. H. L. Young, of James Templeton and Co., carpet manufacturers, from whom a letter was also received, wrote that he had been in communication with some of the members of the Women's Committee, and he had been asked to inquire whether the manufacture of plush felt for making ladies' hats would not be an opening for women's work in this country. The industry had hitherto been mainly carried on in Austria. He understood there was likely to be a continued and growing outlet for the product. The raw material consisted of the loose fur of hares or rabbits, which was blown on to revolving cylinders by compressed air. That, he believed, was afterwards felted, and the hats moulded by hand. Such information might, as far as it went, be of interest to some manufacturers and merchants. Another scheme which had occupied his attention was the possibility of employing a certain class of women's labour next summer in trying to exterminate the bracken which was so largely encroaching on sheep pasture in Scotland. Such labour would be organised in the same way as that of the women who annually work in the fishing industry or in the fruit-picking industry. Committees, largely consisting of ladies, would have to be formed to arrange for the housing and feeding of the workers. Housing might be under tents, and the weaving of cotton canvas for this purpose would give immediate employment to women. Other committees would arrange with landed proprietors and tenant farmers as to the contribution they would make towards the expenses. The Glasgow Employment Committee, of which Mr. Francis Henderson is chairman, had already got powers to supplement the wages paid to workers under such a scheme. Professor Bower, of Glasgow University, had made a study of bracken and could advise as to the most scientific way to attack its encroachment. Men like Dr. Beilby, of the Technical College, and the Chairman of the Agricultural College could be asked to give information as to the possibility of extracting potash from the bracken. Potash would be in great demand for manure, as the German supplies were cut off, and it was quite conceivable that the burning of bracken for potash would recoup some of the expense. He had spoken to Mr. Whitton, the superintendent of Glasgow Corporation parks, who had had experience of the matter in connection with the Ardgoil estate, and could give valuable advice. In conclusion, Mr. Young expressed his willingness to act on any committee of preliminary inquiry which might be appointed.

Daily Mirror.
14.12.14

"ONLY A SHILLING."

WOULD "Naval Officer's Wife" prefer to employ unskilled labour?

May I be allowed to suggest that it is not domestic servants that the war has mostly affected?

Women who are out of employ are chiefly those of gentler occupations.

Would "K." care to pay £20 per annum to a novice?

I, who am used to all household duties, do not in any way consider them derogatory, and am pleased to execute them; but, on the other hand, many women have been trained for other occupations which the war has affected very much, and are at a moment's notice unfit for domestic service.

Dare I venture to suggest that perhaps one shilling spared from "K.," with so comfortable a home, would greatly help so good a cause?

FOR OUR OWN SEX.

Daily Telegraph.
12.12.14

HAND-MADE HOMESPUNS.

DUCHESS OF HAMILTON'S INDUSTRY.

TO THE EDITOR OF "THE DAILY TELEGRAPH."

SIR—At this time, when great efforts are being made to provide work, it is not perhaps out of place to ask you to be kind enough to allow me to draw attention to my industry at Winterslow, in Wiltshire, for hand-spinning and weaving.

Any profits that accrue are divided among the workers.

The intrinsic merits of hand-made homespuns are too well known to enlarge upon. More labour is necessary to produce a hand-made article than a similar one made by machine, therefore a greater proportion of the value is for labour. This labour, besides being profitable, is pleasant, and is done in the homes of the women, who can look after their home duties at the same time. Many have husbands or sons at the front.

The industry is different from most others in that it is run on strictly business lines, and the entire [illegible] the hands of Messrs. Burberrys.—Yours [illegible]

NINA HAMILTON and BRANDON.
[illegible] Strathaven, Lanarkshire, Dec. 5.

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Morning Advertiser.
27.11.14

UNEMPLOYED TYPISTS.

Yesterday a conference of City men was held at the Mansion-house on the subject of the distress prevailing among female typists and secretaries owing to the war.

The LORD MAYOR, who presided, said it was estimated that over 2,000 of these young women had lost their situations. The Mansion-house Committee had started a register at the St. Bride Institute, and 600 girls had already enrolled their names. He felt sure there were many banks and business houses who could give temporary work to these girls if they knew that this register existed. Already a good beginning had been made, for some 150 of them had been assisted to either temporary or permanent work.

Mr. C. G. Kekewich, Miss Mary M'Arthur, and Mr. Brimsley Harper having spoken,

The Honourable MAUD PAUNCEFOTE said the Agent-General of Australia had made the Queen an offer to take out to Australia a large number of unemployed women under 24 years of age at very reduced rates on their agreeing to enter and remain at least 12 months in domestic service. Surely, the speaker added, some of the inexperienced and younger typists out of work could accept this offer and give colonial life and service a year's trial.

Eventually, on the motion of Alderman HANSON, a small sub-committee was appointed to assist the Lord Mayor in calling the attention of the City banking and mercantile community to the state of affairs in regard to female typists.

The Daily Mirror.
11.12.14

HARD HIT.

I WONDER how many of your women readers know how badly hit the dressmakers have been by the war. Their case is so bad that unless more clothes are bought the smaller dressmakers will be in as bad a position as the Belgians.

As an example, I can quote one instance in which a little dressmaker, keeping a whole family and paying rent and taxes, has had no work for twelve weeks. Women who are patriots should buy clothes now.

A DRESSMAKER.

654 I/2

654 I/3

Board of Trade Labour Gazette, January 1915.

OTHER CLOTHING TRADES.

DRESSMAKING AND MILLINERY.

RETURNS from retail firms in London, chiefly in the West End, employing 2,069 dressmakers in the week ended December 19th showed a decrease of 3·5 per cent. in the number employed compared with a month ago, and of 13·1 per cent. compared with a year ago; 57 per cent. of the workpeople averaged three-quarter time or less during the month, as compared with 55 per cent. during November. Court and private dressmakers, employing 958 workpeople, in the week ended December 19th showed a decrease of 5·6 per cent. in the number employed compared with a month ago, and of 35·2 per cent. compared with a year ago; about 73 per cent. of the workpeople were on three-quarter time or less during the month, as compared with 70 per cent. during November. Many of the workers were partly employed in making army shirts, belts *etc.*

With milliners in the West End employment continued slack, and was worse than a year ago; over 35 per cent. of the workpeople worked about three-quarter time during the month.

MANTLE, COSTUME, BLOUSE &c. TRADES.

In the wholesale mantle, costume, blouse, underclothing and millinery trades, firms in London employing 4,752 workpeople on their premises (in addition to outworkers) in the week ended December 19th showed an increase of 0·6 per cent. in the number employed compared with a month ago and a decrease of 12·6 per cent. compared with a year ago. The regular trade was slack; but full employment was provided in many cases by Government contracts and, as a result, only about 16 per cent. of the workpeople covered by the returns in these trades were on short time. In the millinery branch 27 per cent. of the workers were on short time, but this was partly due to seasonal causes.

At Manchester, firms employing 5,007 workpeople in the week ended December 19th in the costume, skirt, blouse, mantle &c., trades showed an increase of 1·6 per cent. in the number employed compared with a month ago and of 5·6 per cent. compared with a year ago. Practically all the workpeople were fully employed during the month, and about 10 per cent. worked overtime on Government orders.

At Glasgow, employment in the mantle, costume, and underclothing trades continued moderate, and was worse than a year ago. Returns from firms employing 2,274 workpeople in the week ended December 19th showed an increase of 0·3 per cent. in the number employed compared with a month ago and a decrease of 3·2 per cent. compared with a year ago. About 22 per cent. of the workpeople were on short time during the month, as compared with 30 per cent. during November.

SHIRT AND COLLAR TRADE.

Returns from shirt and collar manufacturers in England, Scotland, and Ireland employing 4,828 workpeople in their factories (in addition to outworkers), and paying £3,546 in wages to indoor and outdoor workers, showed a decrease of 1·0 per cent. in the amount of wages paid compared with a month ago and of 12·2 per cent. compared with a year ago. In the shirt department employment was good; in the collar branch it was slack; but on the whole there was less short time than a month ago, 16 per cent. of the workers being thus affected, as compared with 26 per cent. during November.

CORSET TRADE.

Returns from corset manufacturers, mainly in England, employing 5,866 workpeople in their factories (in addition to outworkers) in the week ended December 19th showed an increase of 0·7 per cent. in the number employed compared with a month ago and a decrease of 7·0 per cent. compared with a year ago. Employment generally was fair and less short time was reported than during November.

Common Cause, January 1st. 1915.

UNEMPLOYED PROFESSIONAL WOMEN.

MADAM,—In view of the distress, caused by the war, to the educated woman worker, the Conservative and Unionist Women's Franchise Association has now opened a Hostel at 9, Roland Gardens, South Kensington, for the reception of ladies who are either being trained or are seeking employment.

Guests will be maintained free of charge for a period of one month, at the end of which time, if no employment has been found, their case will be reconsidered. All applicants must be of British birth, and must provide two personal references.

All applications must be made in the first place in writing to the Secretary of the Conservative and Unionist Women's Franchise Association, 48, Dover Street, Piccadilly, W., who will forward a form of application to be filled in.

MAUD SELBORNE (President).
C. & U. W. F. A.

Morning Post, January 2nd. 1915.

THE QUEEN'S "WORK FOR WOMEN" FUND.

CLASSES FOR UNEMPLOYED CHILDREN.

The Queen's "Work for Women" Fund has made possible the work the London County Council hoped to do for the girls of St. Pancras between the ages of 14 and 16 years. These children were thrown out of work through the war and the London County Council decided to fill up their time by giving them domestic economy training. The basement of Bainbridge House, a residential home for working girls off Tottenham-court-road, was fitted up therefore in September as a centre and teachers supplied. The girls, however, did not come. After having earned wages they could not settle to work without them, and their parents could not do without their money. The centre had to close for want of pupils. Thus it was that the Central Committee of Women's Employment, which had the same idea as the London County Council with regard to the training of the girls, found the machinery ready for their own scheme. A grant was given from the Queen's Fund, and the girls were offered 4s. per week maintenance and a daily meal. Those now attending the classes come from a diversity of trades. There is a shell-box factory worker, a toy maker, a feather cleaner, a girl from a penny bazaar, a cap maker, a carpet sewer, a picture frame mounter, a boot finisher, a circular folder, a wig maker, and an errand girl. There are several who have been in dressmaking, tailoring, and millinery. In the morning they attend the Passmore Edwards Settlement, where a London County Council teacher of dressmaking and tailoring supervises their needlework. Four of their number cook dinner for the rest at Bainbridge House, under the direction of the Council's Organiser for the Higher Education of Women in St. Pancras.

Yesterday the Fund reached a total of £121,149 13s. The day's subscribers included:

	£	s.	d.
Sixth Contribution from the Scottish Branch (per the Marchioness of Linlithgow)	668	6	1
"From Shanghai" (per the Hongkong and Shanghai Banking Corporation)	531	0	0
The London Teachers' Association	250	0	0
The Hon. F. H. Baring	105	0	0

All communications and gifts for sale should be addressed to Lady Roxburgh, 33, Portland-place, London, and all cheques be made payable to Mrs. C. Arthur Pearson, Hon. Treasurer, at the same address, and crossed "Queen's 'Work for Women' Fund Account."

All communications respecting the work of the Central Committee on Women's Employment must be addressed to Miss Mary R. Macarthur, Hon. Secretary, 8, Grosvenor-place, Hyde Park Corner. Applicants for work should apply to the Secretary of the Local Representative Committee at the Town or County Hall or Urban District offices in the locality in which they reside.

54.

East London Observer, January 2nd. 1915. 654 I/4 686

Unemployment Amongst Women In Stepney.

Interesting Facts.

Mr. E. F. Hitchcock, the Secretary of Toynbee Hall, contributes to the November "Toynbee Record" an interesting and authoritative article on this subject, from which the following extracts are taken: The economic dislocation owing to the War has caused in London a much larger amount of unemployment amongst women than amongst men. The effect has probably been felt more in Stepney than in any other London Borough. It may, therefore, be of interest to consider the nature and extent of the problem in the Borough of Stepney and the methods adopted to deal with it. In the first place it should be noted that over one-third of the women workers living in Stepney are normally occupied in tailoring and dressmaking of various kinds. If dislocation occurs in these occupations, 15,300 women are likely to be affected in addition to 16,500 men. During the first week of the War unemployment figures in the tailoring trade commenced to rise, and for a period trade went from bad to worse. At this time there was very little work at the docks and wharves, and this factor, together with the effects upon carmen of the commandeering of horses for military purposes caused much distress amongst transport workers. The wives of many of these men were employed as tailoresses or in jam and preserve factories in the district, which, owing to the shortage of sugar, were compelled to put their workers on short time or to close down altogether. Some employers sold out their stocks of sugar when the price was very high, with the result that they netted a considerable profit themselves and discharged their employees. Other firms, especially the larger ones, retained all their sugar stocks and deliberately put their

WORKPEOPLE ON SHORT TIME

in order to spread employment over as long a period as possible. Since then the sugar stocks in the country have been augmented, and employment in this trade, though still below the normal, is somewhat better. The temporary coincidence of unemployment in tailoring, jam preserving, and transport caused chronic and widespread distress during August. Luxury trades and such trades as millinery and ladies' and children's fancy boot and shoe making soon began to decline, and generally at the beginning of the War the economic outlook for Stepney was extremely serious, both for men and for women. The general distress was unhappily augmented by the unfortunate fact that for several weeks at the commencement of the War many wives of soldiers received no allowance. The seriousness of this state of affairs was by no means minimised when later they were presented with comparatively large sums of gold. The brewers reaped a considerable harvest. From about the third week of the War tailoring began to revive. Orders came in for soldiers' canvas kit bags and bandoliers, blankets, shirts, and similar work. These were, however, not sufficient to give employment to the numbers requiring it. The War Office was already giving out substantial contracts for military clothing, but for the reason stated above practically none of the work, save trousers, was given out in East London. The work required on the military jacket was too "difficult." Acting on a suggestion made to them, the War Office, with admirable accommodation to the need of the hour, then simplified the design of the coat (e.g., abolished raised seams). Various difficulties had to be overcome, and some time yet elapsed before

MILITARY ORDERS

filtered down through the various grades of workers—wholesaler, sub-contractor, machinist, and finisher—but soon cloth and khaki dye were obtained in larger quantities and employment in the tailoring trade from being very slack, became extremely brisk, especially in factories. It must, however, be remembered that some classes of tailoring, the workers in which attain considerable skill, are still affected, and it is not always easy or even desirable for such workers to change their trade. A substantial amount of overtime is being worked, and one hears that sweating is

per hour and the majority work for 40 hours per week, save those in the cookery and making-up departments, whose hours are from 30 to 35 per week. In some cases where the circumstances justify it, they are on part time, as it is a principle of the workroom to employ as many suitable women as possible in proportion to their need. The workroom, however, is intended as nothing more than a temporary shelter and stop-gap. Its aim is to give employment instead of doles to women who, though unable to obtain work owing to the War, are normally wage-earners, and incidentally to train them in the cutting-out and making up of useful garments, as well as in plain cookery. The ignorance discovered has been amazing, though the progress made has been very satisfactory. Every woman is registered at the Labour Exchange before admittance, renewing her registration each week, and it is the aim of those organising the workroom to utilise every possibility of finding suitable work at reasonable and recognised rates for the women as soon as possible. In some instances manufacturing clothiers have taken on women for a few weeks as learners on power machines, paying them during the learning period 1s. a week, and then engaging them as ordinary employees on piece rates. What the economic effects of the increased

USE OF POWER MACHINERY

and the training of women to use the machines will be on such problems as homework, the economy of production, on wages generally, and the displacement of men for women in the factories, it is, of course, too early to estimate. That excellent body, the Women's Industrial Council, is already concerning itself with this latter question, as well as with the question as to whether much of the power machinery used is not unduly heavy for women workers. It is a mistake to regard the workroom as a permanent institution or, to judge it by the normal tests applied to ordinary industrial concerns. The wage given—3d. an hour—is purposely fixed at a low figure, so that the women may not be tempted to stay on at the workroom rather than seek regular employment. Already cases have occurred where women have refused other employment at higher wages, preferring the gentle discipline and congenial surroundings of the workroom. The wages are paid and the material supplied from the Queen's Work for Women Fund, and no attempt is made to compete with ordinary industry. The garments made are distributed freely through such agencies as the East End Lying-in Hospital to poor people who would otherwise be unable to obtain them. They are stamped before distribution, to prevent their being disposed of to pawnbrokers. The workroom relieves women workers who from causes just as much outside their own control as of ours are unable to obtain work. Its influence is educative, both in as far as it gives definite training, and also in that it is felt it is in those things, incalculable though fundamental, upon which the care and cheeriness of a home depend. The vases of flowers which it is the pride of some of the women to arrange on the dining-room tables each day are symbolic. The total accommodation of the workroom is 200. Since its opening, 245 women have been given work. Up to November 10th, 63 had obtained regular work and 12 had left from other causes. During the first few months of the War,

UNEMPLOYMENT AMONGST GIRLS

from 14 to 16 years of age was considerable. The normal earnings of these girls are from 3s. to 4s. per week, or less as apprentices, and because of this it was difficult to fit them into the experimental workroom scheme. For other reasons also it was felt undesirable for them to work with adult women in the workroom. Several private efforts were made to cope with the problem, though nothing of an official nature was attempted. At one point the problem, presenting as it does peculiar aspects, assumed somewhat alarming proportions. Meanwhile, the Local Representative Committee of the Prince of Wales's Fund, realising the seriousness of the question, decided to increase up to 4s. the relief given to girls under 16 who attended certain "instructional centres" which had been established by private individuals, and were already dying for want of funds. Happily, however, trade became very much better during the third month of the War, and employers regained confidence, and the majority of girls soon regained employment. The headmistress of a large school in Mile End recently questioned her girls as to how many of their elder sisters under 16 years of age were unemployed. Out of 350 families, only eight girls, mostly high class dressmakers, were unemployed

St. Pancras Guardian, Jan. 2nd. 1915.

WORK FOR WOMEN IN WARD 4

The Women's Committee of Ward 4 of the Prince of Wales' Fund, were faced with a serious and difficult problem, early in September, when case after case of distress and trouble, among women and girls, caused by loss of work, directly or indirectly owing to the war, was brought to their notice. The sad facts—and still sadder circumstances—of these applicants, proved to the Women's Committee, the absolute necessity of providing some means by which money could be earned, and the homes and children saved. Work rooms were immediately opened, both in the Salvation Army Hall, which had been most kindly offered for the use of the committee, and, later, through the kindness and courtesy of Mr. Marshall Roberts, in his premises in Camden Town, where the work is now briskly carried on, in comfortable well warmed rooms, under the personal direction of a forewoman and her assistant. It is a source of much satisfaction and happiness to the members of the Women's Sub-Committee to see the gradual and unmistakable change, from despair and misery, to relief and contentment, that is so noticeable among the workers after their admission into these workrooms; and the thanks and gratitude of the whole of No. 4 Ward are due to Mr. Marshall Roberts, for his generosity and kindly assistance in offering the use of his rooms. These workrooms presented an unusual scene on Wednesday, December 23, when the Women's Committee provided a generous and ample tea before the workers dispersed for the Christmas interval. Bright and happy faces, cheery laughter and universal good comradeship betokened the kindly fellow feeling engendered among the workers, old and young and a very pleasant and happy hour was spent before the workrooms closed for the Xmas holiday. Cheers were heartily given for Mrs. Eve, the chairwoman of the Women's Sub-Committee, to whose kindness and indefatigable energy so much of the success of these workrooms is owing, and to whom the workers are thereby so greatly indebted. Before separating each worker was presented with a packet of tea and a nice Christmas card, and all went home cheered and encouraged by the kindliness and thought of the Committee on their behalf. The workrooms re-opened on Monday, December 28th.—(*Communicated*).

Norwich Eastern Daily Press Jan. 2nd 1915.

UNEMPLOYED GIRLS AT YARMOUTH

To the Editor.

Sir—Will you kindly let me call attention to the distress in Yarmouth caused by the bad fishing season. There are hundreds of young girls thrown out of employment owing to the closing of the net chambers. In some cases the girls are the sole support of their homes. Surely something can be done to find them employment during the winter.—Yours truly,

UNEMPLOYED BEATSTER.

January 1st.

Evening News Jan 2nd 1915.

The Less Romantic Side.

Sir,—On Tuesday, January 5, a special matinee is to be held at the Court Theatre, Sloane-square, on behalf of the Chelsea Workroom. May I ask for the valuable assistance of your paper in the publication of this letter in support of this workroom, which rests entirely on voluntary contributions, and which has maintained in work nearly fifty girls since the war broke out.

The indirect victims are always the least romantic result of any war, but each of the workroom girls is represented at the front by either a near relative or a sweetheart. It is possible to find work for even more, and therefore I trust that if your readers are unable to be present themselves at this matinee, at which every one of our Allies will be represented, they will remember that the workroom will be very grateful for their donations, and wounded soldiers for the tickets they themselves cannot use.

WILLIAM FOSS, Hon. Or
Royal Court Theatre, Sloane-sq., S.W

and homes. Many wives and mothers will still be ignorant of cooking and plain sewing and of those things which go to make a home. The East End, and especially the Docks, will continue to be to a great extent an industrially unorganised mob. In many ways this crisis has produced a greater sense of our collective responsibility; and we are able to regard unprecedented things with equanimity. Many of us from one reason and another are unable to go to the Front, but our sense of national unity is quickened. We talk of our national civilisation—young we do something of a permanent character to make it a reality to the wives and mothers

however, be remembered that some classes of trailoring, the workers in which attain considerable skill, are still affected, and it is not always easy or even desirable for such workers to change their trade. A substantial amount of overtime is being worked, and one hears that sweating is taking place to a considerable extent. This latter problem requires an article to itself. In any case, the inadequate staff of the Office of Trade Boards, excellent though it is, cannot be expected fully to cope with a problem as extensive as this, and until the Trade Boards Act is amended the real culprit who profits out of sweating will often escape. The revival in the tailoring trade has absorbed a great number of women, but still large numbers belonging to a variety of trades, especially charwomen, office cleaners, dressmakers, high-class tailors, cigar and cigarette makers, shop-assistants, box-makers shorthand typists, and foreign correspondents, book and enve'ope folders, printers, babies' and women's boot and shoe makers umbrella-makers, and luxury trades generally, are badly hit. Almost from the beginning the serious condition of

WOMEN'S EMPLOYMENT

has been recognised, and efforts have been made, apart from the Prince of Wales's Fund, to deal with the problem. The Central Committee on Women's Employment was set up by the Cabinet Committee to devise schemes for women's work, and very soon, in co-operation with the Stepney Labour Investigation Committee (a Sub-Committee of the Local Representation Committee), it set to work to establish an experimental workroom for British women resident in Stepney who had lost their employment directly owing to the War. An empty London County Council school in Cannon-street-road was rented and equipped as workrooms for making baby outfits and as a kitchen for teaching women plain cookery, and, incidentally, providing a substantial dinner and tea (at a total charge of 3d.) for the women employed. No girls under 16 years of age were admitted. This raises a problem which is mentioned later. Arrangements are being made to obtain an L.C.C. cookery mistress to give extra instruction on two afternoons a week. The baby outfits are of a very practical pattern, and include ingenious cradles made out of banana crates. Later on a separate scheme, working in with the cookery training scheme, was started to teach cutting-out and the making of old clothes into new ones. Each department of the workroom is in charge of a competent forewoman and assistant. The women employed are not taken on direct at the workroom itself, but are recommended by the local Relief Sub-Committees, of which there are five in Stepney, having regard to the normal earnings of the applicant and the

POVERTY OF THE FAMILY

as a whole. A family income of over 25s. a week is generally regarded as an indication of opulence. The women receive 3d. and the majority of girls soon regained employment. The headmistress of a large school in Mile End recently questioned her girls as to how many of their elder sisters under 16 years of age were unemployed. Out of 350 families, only eight girls, mostly high-class dressmakers, were apparently out of work. The experience of the After-Care Committees seems to confirm this state of things. Much doubt exists in the minds of a number of people as to whether the Prince of Wales's and Queen Mary's Funds should be used for aliens. Anyone knowing Stepney realises that thousands of technically

ALIEN FAMILIES,

the majority Russian Poles, have not taken out naturalisation papers, having always regarded them as expensive luxuries. Many of these people have lived here for many years, secure in the sense of freedom and liberty often denied to them in their own country. Only lawyers could regard them as aliens, and no scheme for the relief of distress in Stepney is adequate which excludes them by some rigidly-worded definition. The Jewish Board of Guardians does excellent work, but it cannot be expected to deal with every marginal case which arises, and these are frequent. The Jewish Society for the Protection of Women and Girls has particularly cared for the protection of alien girls. At first the Society admitted any unemployed single women to its workrooms, and during the first weeks of the War its rooms were inconveniently crowded. Since then it has taken in only alien girls, but during the last few weeks many of them have found work, and the problem is assuming smaller proportions. Besides the official workroom, fourteen others have been opened, all run on a voluntary basis. Four of them give work out to homeworkers. Three are for girls under 16 years of age. One admits only wives of soldiers and sailors, and is more in the nature of a club. Two deal solely with Jewesses and alien and refugee women and girls, and the others admit as far as possible any woman who is in distress. Two of the workrooms have crèches attached. All make clothing of some description, mainly underclothing, shirts, Red Cross and soldiers and sailors' clothing. The conditions of admitting applicants vary very much. On November 10th the total number of women receiving work, whole or part-time, was 513. In the beginning of November the Stepney Distress Committee opened its

REGISTER FOR SINGLE WOMEN,

girls of 16 years and upwards, married women with incapacitated husbands, and widows. No local workroom has been opened by the Committee, the nearest ones being situated in Bow and Bermondsey, to which 34 women have been drafted from Stepney. In some respects the problems which we have had to face during the last few weeks in connexion with women's employment are those which normally exist. After the War women will have to seek work in order to supplement the casual earnings of their husbands in much the same way as during the War. Homework will still destroy the home life of a thousand unprecedented things with equanimity. Many of us from one reason and another are unable to go to the Front, but our sense of national unity is quickened. We talk of our national civilisation—cannot we do something of a permanent character to make it a reality to the wives and mothers of those who in various ways serve the cause of their country? These

PROBLEMS AWAIT SOLUTION,

they await those who will collect the necessary information without which efforts are too often doomed to failure. The present situation has provided the necessary stimulus to induce people to extend personal help to women workers where otherwise it might not have been given. They have had an opportunity of realising in some small measure what the problems are. We only hope they will not desert us when the War is over. But underlying most of the problems of women's work in East London is the larger one of men's employment. Unemployment and underemployment of men, low wages and bad social conditions, all conspire to compel the women to accept even lower industrial conditions. Why not set up a Central Committee on Men's Employment? We shall need it to cope with unemployment arising out of Peace.

The Queen, January 2nd. 1915.
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PUBLIC WORK AND WOMEN'S EMPLOYMENT.

RULES FOR THIS DEPARTMENT.

1. Letters of enquiry should be accompanied by the Public Work and Women's Employment Coupon, which will be found in the advertisement pages. The coupon must be duly filled up, and the letter be addressed to the Public Work and Women's Employment Editor, *Queen* Office, Bream's Buildings, London, E.C.

2. The Editor does not undertake to forward letters from one correspondent to another, but will endeavour to do so when the letter to be forwarded is sufficiently stamped, bears the pseudonym or initials of the addressee, and is enclosed under a separate cover addressed to the Public Work and Women's Employment Editor. Letters cannot be forwarded when more than a fortnight has elapsed since the publication of the *Queen* containing the pseudonym or initials of the addressee. An exception to this rule is only made on behalf of correspondents living at places more than a week's journey by post from London.

3. The Editor of this department does not send addresses or engage (save under circumstances which the Editor may deem exceptional) in private correspondence.

4. Difficulties which may be solved by advertising cannot be dealt with. The Editor, however, will gladly advise in all other matters connected with the subject in which guidance may be desired—such, *e.g.*, as general education, special profession or technical training, conditions of tuition, and apprenticeship, openings for particular kinds of work, and where and how to set up in business.

5. Correspondents who forward trustworthy information respecting opportunities for women's public and voluntary work or remunerative employment will confer a benefit upon applicants to this department, for which the Editor will be much obliged.

TO CORRESPONDENTS.

PINK HAWTHORN.—*Training in ambulance work.*—You should apply to the secretary, St. John Ambulance Association, St. John's-gate, Clerkenwell, E.C., for full particulars of the society's examinations and course of training. Whether you work under the St. John Ambulance or the Red Cross scheme, you should make a point of taking a full course of three years' hospital training, so that you may become fitted afterwards for any nursing work that you may wish to undertake. Women with a slight knowledge of nursing, who do not get beyond the stage of first aid and ambulance work may be fairly useful as orderlies and in quite subordinate capacities, but will not after the war be in a position to say that they are members of the nursing profession or to earn their own living. To our thinking you do not need to leave Ireland for London, but could obtain an excellent training by entering one of the chief Dublin hospitals as an ordinary probationer.

THE PROGRESS OF EVENTS.

The New Hobson's Choice.

To BE killed but not to kill is the new version of Hobson's choice which the Germans have now forced upon the women of Great Britain. If an Englishwoman shoots in defence of herself, her children, and her home, she will not only be killed in return as though she were a soldier, but the Germans would hold themselve free to kill all other civilians of either sex in the place to which she belonged. On the other hand the Germans, as they have shown at Hartlepool and Scarborough, consider themselves perfectly at liberty to kill as many non-fighting women as their shells can reach. The only distinction which they would perhaps draw at this moment (though next week or next month they might not) is that they would not definitely aim at any individual woman who was not aiming at them; but if they could kill a few hundreds of women in the general scope of ostensibly other operations, so much the better.

This new development of the enemy's policy renders it obligatory on the Government to give women some definite work and duties in connection with the maintenance of national strength and with the work of national defence. A clear lead should be given, and women should be called upon to offer their services just as urgently as men are being daily called on to offer theirs. Women are waiting for the call and are eager to respond. But they cannot be satisfied to be left to be smashed to fragments ignominiously like the cattle grazing on the cliffs. They call for their work and their lives to be used and valued by the nation in the person of its Government in order that their deaths in this war may be honourable.

Supposing this great demand to be granted—as granted, eventually, it must be—there will come the question whether women are actually in the last resort to be enabled to fight or not. And attendant on this question will come many others, such as whether a woman should wait till she herself is attacked before she shoots, or whether she should wait till her children are attacked or threatened? On the replies to these questions many people are in doubt. Some extremists would perhaps be equal to saying that a woman should allow her only child to be killed sooner than try to kill its assailant. The great majority, however, have not yet seriously thought about the matter; there has been till now no urgent occasion for them to do so, and their minds are in fog.

At present among the women who demand some form of public enrolment for war service there are two parties—the party who wish women to be trained to shoot the enemy, as well as to maintain the strength of the Allies, and the party who would omit militant action from the duties of women. There is complete agreement among the two parties as to the need for women to be apportioned to posts of duty of many other kinds. Their place, from this point of view, would be in its way, similar to that of the army medical man, whose duty it is to preserve the life of his countrymen rather than to kill, and who, being engaged in work which is of high value to the army, is entitled to wear his khaki uniform. Why should we not, then, have in addition to our army medical women, and army nurses, army women cyclists to convey messages, and army women to make arrangements for billeting, and to do the catering and cooking for the canteens? If it is objected that in the course of the execution of these or other duties women would be exposed to difficulties and dangers, the reply seems to be that they are exposed to quite as great difficulties when they have no particular duties, and that from the dangers of warfare women are no longer protected. The events of Dec. 16 have deeply affected the views of women in regard to their place as non-combatants.

Army Needlewomen.

The military authorities might fairly be asked to employ paid needlewomen on principle rather than volunteers. The women in almost every English town visited by troops are suffering in pocket through the war. The women of some towns have lost their regular factory work; in others they have lost the luxury trades, and the more profitable dressmaking orders; in some of the university towns and winter watering places both the women lodging-house keepers and the laundresses are suffering cruelly. Some of these women might fairly be employed—and paid—to do the various kinds of needlework and clothes repairs which are wanted by soldiers. Why should not every military hospital have its mending workroom, where women under expert supervision would put the men's clothes in order? At present we hear complaints sometimes of men being given on leaving hospital the clothes in which they arrived, and in precisely the same miry, ragged condition. To a man who has risked his life for his country and gone through intense pain and discomfort, there must be a sense of hurt when he finds himself turned out of hospital to go home on leave in clothes that nobody has attempted to make tidy. Women in some places, rather than let these things be, offer to do the mending themselves gratuitously. But there can be no doubt that it would be far better if the War Office would allow the work to be done by regular needlewomen, and would pay them. The main reason why the country is not suffering economically by the war so much as was at first feared is that money is being diffused, through billeting, army contracts, &c., over a large mass of the industrial population. The point for which women should press is that this system should be carried out still further. Wherever and whenever possible the nation should employ paid workers for war needs and keep these people, as it were, in good "running repair," instead of leaving them to become social wreckage to be paid for as expensive derelicts.

Keeping Professional Women Going.

There still remains the question of keeping professional women in similar "running repair." The National Relief Committee might have been expected to start a scheme of employment for them. Such an undertaking was quite within its "terms of reference." But it has not done so. Then the Central Committee of Women's Employment was formed. T body, also, was not precluded from bringing help to professional women. It has done a good deal, and has started workrooms for needlewomen and others, and has done something to provide employment for clerks and typists. But it has shrunk from the difficulties—admittedly great—of the employment problem higher up in the scale of education and work. A large private society was then formed to help professional workers of both sexes, and the Local Government Board has formed a Professional Classes Sub-Committee. Meanwhile, the National Union of Women's Suffrage Societies, desiring to see something done and done quickly to utilise the services of professional women, has started a Professional Women's Patriotic Service Fund.

The idea of the union is to do for professional women what the Relief Fund's workrooms do for manual workers. This is to make a gift of paid labour. As the poor may be given garments made for them by paid needlewomen, so societies and institutions, the funds of which are small, may be given for a time the paid labour of a skilled professional woman. The idea ought to be applied with care; but it is certainly a good one. It has many merits. It enables a woman to maintain her skill and to earn her living; it enables some public service to be conducted much more efficiently than it could be by volunteers, and, thirdly, it leads the people who manage societies to recognise how desirable it is to employ a professional woman as secretary, organiser, or manager, and thus, later, to make an effort to raise the funds for this purpose.

Dealing with the question of rates of payment (which appears to have left some of the other committees quite bewildered) the National Union of Women's Suffrage Societies proposes courageously that the women employed shall be engaged at "the standard rate of pay already existing in the profession." This may be more easily said than ascertained; still, the fixing of the rate is not impossible. Indeed, it has been done by the Central Committee on Women's Employment, when they determined the wages they would pay to the women clerks supplied by them to the Soldiers' and Sailors' Families' Association. Moreover, they point out that, though it looks like a much cheaper and simpler business to pay needlewomen 10s. a week to make clothing, yet in practice the material has to be paid for also, and makes the cost of this particular undertaking mount up. The professional women will not require to have materials purchased. Moreover, the N.U.W.S.S. offers office accommodation and sufficient staff and equipment to carry out the work. There is the making of a success in this notion, and it is the first important, workable proposal that has been forthcoming.

The Sunday Times, Jan. 3rd. 1915.

WOMEN'S LOCAL GOVERNMENT ASSOCIATION.

(PADDINGTON BRANCH.)

To the Editor of THE SUNDAY TIMES.

Sir,—May I through the valuable medium of your paper make an appeal for our workrooms opened for women and girls at 51, Westbourne-terrace North.

The women receive a maintenance grant, and are employed in repairing, remodelling, and cleaning clothes which are forwarded to the Belgian refugees, all ready to wear.

The workrooms can be visited every day from 10 to 1, or 2 to 5 p.m., except Saturdays.

Funds are urgently needed, as our present resources will only last till the middle of January. Address, Hon. Treasurer, as above.—Yours, etc.,

K. L. EMPSON,
Chairman of Committee.

Evening Standard, Jan. 4th. 1915.

INCREASE OF UNEMPLOYED WOMEN.

Some idea of the distress caused by the war to women workers is shown by a return of the Stepney Distress Committee, which records 325 applicants for help as against only forty-seven last year and twenty-four the year before.

Glasgow Herald, Jan. 6th. 1915.

UNEMPLOYED TYPISTS AND CLERKS.

FROM OUR CORRESPONDENT.

LONDON, Tuesday Night

A large number of young lady typists and clerks formerly employed in the City having lost their situations through the war, the City Women's Unemployment Sub-Committee has arranged to give them useful occupation and training until better conditions prevail. Bridewell House, until recently a police station, has been lent to the committee by the Corporation, along with free light, furnishings, and a gift of £100 to make the place suitable as a polytechnic. Numerous rooms have been converted into comfortable, airy workshops and classrooms. The establishment also contained a laundry, a kitchen, and a dining hall. Lunch and tea are prepared on the premises and provided at a cost to the young women of 2d a day. Wages are paid at the rate of 10s a week of 40 hours, travelling expenses being allowed up to 4s a week. Although the committee has started with only 50 young women, it is intended to bring in 200 for training in commercial subjects, French, typewriting, shorthand, bookkeeping, dressmaking, and gymnastics. Ten industrial women will be occupied on the premises and trained in domestic economy, while 20 others will receive instruction to fit them as *home helpers*. The latter, who are to be women about 40, after preliminary training in household duties and infant care and hygiene, will continue work in the Home of the Sick in Bethnal Green. Unemployed city charwomen will also be trained in domestic economy to fit them for attending the sick poor. Much of the work done in the polytechnic will be unproductive, but the general scheme is in accordance with the recommendation approved by the Local Government Board and the Advisory Committee that assistance from the Women's Unemployment Branch of the National Relief Fund should support schemes in which training is the main object rather than economic production. Garments and other articles made at Bridewell House will be given away to the sick poor in the East End. A band of enthusiastic workers have lent their services to the training centre, including Mr. A. C. Horner, M.P., Mr. F. Brocklehurst Harper, chairman, Mrs. F. F. Horner, hon. organising secretary, and Miss Cecil, hon. secretary.

Irish Times, Jan. 4th 1915. 656

Business and Employment.

Some one has calculated that the total income of the population of these islands is about 2,300 millions a year—or, say, a pound a week for every man, woman, and child. This is a gigantic figure, and, if we suppose it to be approximately correct, it shows how comparatively light, provided that the income could be maintained, would be the burden of the war expenditure. Taking Mr. Lloyd George's estimate of 450 millions for a year's war, and supposing all were paid out of revenue, we should still have some 15s. a week for the maintenance of every individual. Of course, we know that the national income cannot be maintained in present circumstances. Some two million men, most of whom were wage-earners, have been withdrawn to take part in the economically unproductive business of fighting, and the employment of a vast number of the remaining workers has been temporarily destroyed or dislocated. The falling-off cannot be exactly calculated. Some idea of it may, however, be gathered from the annual return of the Bankers' Clearing House. In 1913 the amount of cheques cleared was 16,435 millions of pounds, or about seven times the estimated amount of the national income. In 1914 the amount cleared was 14,665 millions, a falling off of 1,771 millions. As there had been an increase in the clearings up to the end of July, the real diminution was considerably greater, and amounted to over 2,000 millions for the last five months. It was greatest in August, when the dislocation of business was most marked, and there had not been time to adjust it to the new conditions. But thenceforward there was a steady improvement, and by the end of the year the London clearings had reached about two-thirds of the usual amount, while the country clearings were very nearly normal. The decrease in London was largely attributable to the closing of the Stock Exchange.

Stockbrokers will be the last to feel the tide of returning prosperity. Even when the "House" re-opens speculative transactions will be quite rightly forbidden, while the volume of money available for investment will be immensely restricted by the demands of the tax-gatherer. But trade and manufacture are already looking up in many directions. Thanks to the silent sentinels in the North Sea, our maritime commerce is being carried almost as safely as usual, and shipowners and shipbrokers are reaping a rich harvest out of the increased freights. The war has put an end to German competition over a large part of the Continent, and in all the extra-European countries, and a considerable portion of the trade lost to our enemies is coming to ourselves. Then the requirements of our own troops and those of our Allies have given an enormous impetus to certain trades. The manufacturers of armaments, of boots, and of clothing have never been so busy. It would probably be an exaggeration to say that the activity in these directions makes up for the curtailment of people's expenditure in luxuries and semi-luxuries, but it has undoubtedly gone a great way to counterbalance it. Those people who minister chiefly to the needs of the rich and upper middle classes, and have been unable to adapt their machinery to meet the demands of the moment, are suffering considerable loss, but those who have a more general trade, and deal in articles needed by all classes alike, are doing very well.

This particularly applies to the small shopkeepers in our great cities, who cater for the working-classes. An ex-Cabinet Minister, who probably knows the humbler life of London as well as any man living, remarked in conversation the other day that he had never in all his experience known so little distress. The fact is partly due to the liberality of the separation-allowances which the public has rightly insisted upon giving to the wives of our brave soldiers. In the working-class home the woman is the Chancellor of the Exchequer, and rarely has she had such large sums to administer. With a clear pound a week a capable housewife can do wonders, and, with few exceptions, she has risen nobly to her opportunities. Never, perhaps, have the school children of our great cities been better fed and clothed than they are to-day. Another factor which has prevented distress is the adaptability of the average Briton. The increasing tendency to substitute machinery for manual labour may have some drawbacks, but it has, at least, the advantage that, in a time like the present, the minder of one kind of machine can easily be taught how to mind another. But even the manual workers have quickly adapted themselves to the new conditions. The makers of cheap jewellery have turned their hands to shell-fuses and other implements of war; dressmakers' assistants, accustomed to compose delicate "confections" for balls and dinner-parties, are now, like Sister Susie, "sewing shirts for soldiers." Even the women typewriters, thrown out of work by the closing of City offices, are finding compensation in the increased activity of some of the Government departments, and the starting of innumerable philanthropic agencies for the benefit of the soldiers and their dependents. Unemployment has fallen to a *minimum*, and it may be said that there is a place for everyone except the incurably work-shy. The London Docks used to be the refuge of the destitute labourer. To-day they are congested with goods, although some 2,000 more hands are employed than was the case a year ago. In a word, under the stress of war, England is becoming a better organised nation. Let us hope that the improvement will remain, long after the cause has been removed.

Daily Call, Jan. 5th. 1915.

Of course, the great majority of women and girls thrown out of employment by the war are not "expert" milliners and dressmakers, but nearly all can do plain sewing and repairing. If they cannot, then the various ladies' associations will be glad to teach them. Now, if kindly women will inspect their wardrobes and boxes and pick out what needs renovating, "making over," and mending, and then send to one of the committees for seamstresses to to do the work, that will be an act of sisterly love. They are not asked to pay more than the usual wage, but no doubt their hearts will prompt them to treat wars' victims with every consideration, especially in the matter of good and nourishing food. Please remember madame, that the girl you employ may not have had a regular meal for days or weeks, and that, after she leaves your house, she may have to go without proper food for more days to come. Drop in at the Chelsea workrooms, at the Court Theatre, and hear more about the matter.

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Manchester Guardian, January 4th. 1915. 654.

EMPLOYMENT.

During the first seven months of the year the number of members of trade unions who were unemployed remained fairly steady, but on the whole the figures were not so good as in the previous year, and during June and July there was a distinct increase. The Board of Trade statistics published every month in the "Labour Gazette" show the following results for the past six years:—

Percentage of unemployed at end of each month in	1909.	1910.	1911.	1912.	1913.	1914.
January	8.7	6.8	3.9	2.7	2.2	2.6
February	8.4	5.7	3.3	2.8	2.0	2.3
March	8.2	5.2	3.0	11.3	1.9	2.1
April	8.2	4.4	2.8	3.6	1.7	2.1
May	7.9	4.2	2.5	2.7	1.9	2.3
June	7.9	3.7	3.0	2.5	1.9	2.4
July	7.9	3.8	2.9	2.6	1.9	2.8
August	7.7	4.0	3.3	2.2	2.0	7.1
September	7.4	4.3	2.9	2.1	2.3	5.9
October	7.1	4.4	2.8	2.0	2.2	4.4
November	6.5	4.6	2.6	1.8	2.0	2·9
December	6.6	5.0	3.1	2.3	2.6	—

It will be observed that, as in 1913, the figures for the first six months were remarkably steady. There has also been a marked absence of labour upheavals, although the disturbance in the building trade lasted a long time. As already pointed out, the figures show that a slight setback was in progress before the war broke out, due to the general decline in trade which was becoming evident in many quarters. That the effect of an outbreak of a European war did not have so much effect on the figures as did the coal strike in 1912, when in April the percentage reached 11.3, is remarkable. The percentage unemployed at the end of August was 7.1, representing 69,956 members of trade unions with a net membership of 987,692. Since then the figure has steadily declined. At the beginning of December the Board of Trade issued a report on the state of employment since the outbreak of war, the result of exhaustive inquiries amongst employers in various industries. The report was compiled from returns from nearly 10,000 large industrial concerns (*i.e.*, employing more than 100 persons) and from 10,600 small industrial firms (less than 100). The numbers employed in July by the firms whose returns were tabulated amounted to over 4,000,000 persons, compared with 3,300,000 persons employed by the firms whose returns were tabulated in September. According to the 1911 census nearly 9,250,000 persons were occupied in these industries; the investigation therefore covers about 43 per cent of the industrial population.

The first effect of the outbreak of war was an abrupt and considerable curtailment of production. Orders both in home and foreign trade were withheld or cancelled, large numbers of factories went on short time, and in a number of cases employees were given a provisional notice of discharge. By September, however, it had become clearer in most industries how far markets were likely to be restricted, and in many cases factories resumed their normal working. The returns for September showed that the reduction of employment amounted to 10¼ per cent in the case of males and 8½ per cent in the case of females. In the case of males enlistment and the calling up of reservists reduced this contraction to the comparatively small proportion of 1½ per cent. In October there was a continued improvement except in one or two trades, brought about by the recovery of confidence at home, increase of export trade, and the immense industrial activity induced by the placing of large war contracts. By the middle of October the progress of recruiting had equalled the reduction of employment of males due to the war, while the unemployment of females was appreciably less than in September.

The following table shows the changes from July:—

MALES.

	September. Per cent.	October. Per cent.
Employed in July	100	100
Still on full time	60.2	66.8
On overtime	3.6	5.2
On short time	26.0	17.3
Contraction of employment	10.2	10.7
Joined the Forces	8.8	10.6
Net displacement	1.4	0.1

FEMALES.

	September. Per cent.	October. Per cent.
Employed in July	100	100
Still on full time	53.5	61.9
On overtime	2.1	5.9
On short time	36 0	26.0
Contraction of employment	8.4	6.2

Thus while overtime had increased slightly, the proportion on short time fell by about 8 per cent in the case of males and by 10 per cent in the case of females. The high proportion of females on short time is largely due to the cotton trade, which, it should be noted, was already working short time to a considerable extent before the war. The reduction of employment is rather greater in small firms than in large firms, but in both cases conditions were better in October than in September. In the case of males the figures show that at the end of October there was very little abnormal unemployment at all, since in many cases the contraction of employment in small firms, over and above those joining the colours, has been offset by the filling of vacancies in the larger firms.

The statistics for various industries show that the trades most affected were the cotton trade and the furniture trade, the later an important London industry. The actual contraction of employment was most marked in the furniture trade, but short time was greater in the cotton trade—40 per cent in large and 40.3 per cent in small firms in the case of males and 42.3 per cent in large and 45.5 per cent in small firms in the case of females. In the woollen and worsted trades many features were the same as in the cotton trade, but the former were relieved more than any industry by Government contracts. In the large firms in Yorkshire there were in the middle of October 24.1 per cent of the males and 22.2 per cent of the females on overtime and 12.2 per cent of the males and 13.9 per cent of the females on short time. Other trades showing a gross contraction of 10 per cent or more among the males employed were:—

	Per cent.
Cycle, motor, and carriage	17.8
Brick, stone, &c.	15.7
Building	14.0
Engineering	12.0
Tinplate	11.7
Paper and printing	11.7
Glass, china, &c.	11.5
Clothing	11.2
Cutlery, wire, &c.	10.3

In the cycle and motor trades many men have found Government employment, other than with the forces, as, for example, in the Arsenal and as drivers and mechanics with the Expeditionary Force.

The final table shows the contraction of employment and the effect of recruiting, &c. in each Labour Exchange division in the form of percentages of the numbers employed in July:—

(Number employed in July =100.)

Division.	Males. Contraction of employment. Per cent.	Males. Known to have joined the Forces. Per cent.	Males. Net displacement (−) or replacement (+) Per cent.	Females. Contraction of employment. Per cent.
London	13.7	10.3	−3.4	7.0
South-Eastern	15.2	12.9	−2.3	4.9
South-Western	10.4	13.2	+2.8	3.3
West Midlands	10.2	11.0	+0.8	2.3
East Midlands	9.2	8.1	−1.1	1.4
Yorkshire	8.0	8.1	+0.1	3.1
North-Western	12.6	9.3	−3.3	12.0
Wales	9.6	10.8	+1.2	2.2
Northern	7.7	11.1	+3.4	3.2
Scotland	10.9	13.2	+2.3	4.5
Ireland	9.0	9.8	+0.8	2.6

The outstanding features here are the variations in the recruiting percentage in different parts of the country and the comparatively small reductions of employment among women, except in Lancashire, and to a less extent in London.

The report implies that as a whole there is now no margin of the unemployed from whom additional recruits may be drawn, and that any further extensive withdrawal of labour for enlistment would put many vital industries in jeopardy.

Dundee Advertiser, Jan. 6th. 1915.

Training Unemployed Women.

A most excellent use has been found for one of the police stations which has been closed owing to the remarkable diminution in crime in the City of London. Bridewell House, off New Bridge Street, has become a polytechnic for young women formerly employed as clerks and typists in the City, and who have lost their situations through the war. The building is commodious, with large and airy rooms, where stalwart constables formerly were quartered. Thanks to the generosity of the City Corporation and other kind friends, it is now admirably adapted to its new purpose, which is that of a training centre in commercial subjects, French, typewriting, shorthand, book-keeping, dressmaking, and gymnastics for 200 business women, and in domestic economy for ten industrial women, while 20 other industrial women will be trained as home helpers. London County Council teachers are to give lessons to the young typists, and a certified dressmaker will teach them how to cut their own patterns and make their own clothes. The girls chosen for the training are mostly young, with very little experience, and it is hoped to make them into competent clerks. They will be paid 10s a week of 30 hours, and travelling expenses up to 4s a week, and their dinner and tea will cost them only twopence a day. The schemes are approved by the Central Committee on Women's Employment, and financed by the Queen's Fund. They are under the management of the Women's Unemployed Sub-Committee for the City, of which the Organising Secretary is Miss E. E. Morton, daughter of Mr A. C. Morton, M.P. for Sutherland, and the Chairman, Mr F. Brinsley-Harper.

Daily Mail, Jan. 7th.

LEARNING TYPEWRITING AT BRIDEWELL.

Bridewell, which has been discarded by the City Police, and now exhibits a "to let" sign, has been put to a new use, and is at present the scene of great activity.

It has been lent by the Corporation of the City of London to the Women's Employment Sub-Committee for the City of London, and within its walls may be seen daily between 150 and 200 girls and women above the age of eighteen receiving instruction from London County Council teachers in book-keeping, shorthand, French, English, commercial arithmetic, typewriting, and hygiene.

Teachers of dressmaking have also been provided by the sub-committee.

The old Bridewell was a palace presented by Edward VI. to the City.

It afterwards became a prison, wherein City apprentices were frequently lowed to repent their misdemeanours.

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Manchester Dispatch, Jan. 8th 1915.

STATE OF EMPLOYMENT

War's Effect on Various Trades.

STEADY IMPROVEMENT.

Calls Made on the Relief Committee.

It appeared to be the general opinion amongst the heads of the various departments in the work of the Manchester War Relief Committee, as expressed at a meeting of the latter, held in the Lord Mayor's Parlour yesterday, that the state of unemployment in consequence of the war was becoming less serious.

The Lord Mayor (Alderman D. M'Cabe) presided, and it was reported that trade had remained about the same since the last report was published, except that the home and shipping trades had improved. No marked change in the export trade was to be expected just yet.

Inquiries amongst the societies of warehouse hands showed that the position was still unsatisfactory, but an inquiry made by the Manchester and Salford Trades Council respecting the various skilled trades revealed the fact that there was a notably small proportion of totally unemployed. Of 13,068 members of societies providing information, only 784, or 6 per cent., were returned as totally unemployed. However, there was a preponderance of partial employment, as many as 3,258 persons, or nearly 25 per cent. (men and women), being employed at less than the ordinary number of hours each week. The average weekly hours of partially employed persons were about 25.

It was significant that societies embracing 45 per cent. of the total members covered by the inquiry reported "no change" or "slight improvement," as compared with July 31. These societies were connected with such occupations as ring spinning, wire drawing, railway work, machine work, shop employment, leather work, and brass work.

Certain branches of the book printing and binding trades and cotton industry seemed to have been most heavily affected at the beginning, whilst for a time makers-up and packers suffered heavily. The worst reports came from the lithographic printers, the tailors, who said their trade had never been worse, the engravers, and block cutters and stampers.

Reports from the Labour Exchange stated that the general condition of employment compared favourably with conditions for the last four years, and that the position had been improving to such an extent that the applications for employment during the past week were 407 less than a fortnight ago, whilst during the week ended December 4 only 200 claims for unemployment benefit were paid compared with an average of 460 for the year. Owing to the necessities of the Government the demand for joiners and men employed in engineering works was in excess of the supply.

Position of Women.

The report added that in almost every male occupation the state of employment tended to be better than in corresponding periods of previous years, and this was attributable to the number of men who had enlisted, and the way in which civil workers had otherwise acceded to the demands of the Government. In respect to women the position was not so satisfactory, and although the number of unemployed on the register had decreased by 120 it was still greater to the extent of 293 than in the corresponding period of last year.

Attempts to persuade cotton operatives to transfer to the Yorkshire woollen mills had met with little success, owing to the objections which many had to taking up work other than that to which they are accustomed, and to moving outside the Manchester area. About 100 women were being placed each week by the Labour Exchange, and the women's workrooms were finding employment for about 200.

It had been shown by inquiry that of 2,012 women in trades exclusively for women only 156 were unemployed, but 1,502 women were partially unemployed.

The Unemployment Relief Sub-committee reported that up to and including December 5 last they received 18,121 applications of which 12,128 were granted. The number of grants distributed was 74,015, and at an average cost of 6s. 2d. amounted to £22,951 14s.

Alderman Holt gave a report on the work of the Soldiers' and Sailors' Families' Association, in which he stated that there had been 100,000 applications to the local committee, and of these 40,000 had been granted. There had been a continuous reduction of numbers and in the amount of payments since the last week in September, until this week, when, owing to the departure from the district of the 5th, 6th, 7th, and 8th City Battalions, there had been an increase in numbers to the extent of £500 in the expenditure. The sum of £4,280 had been paid out in separation allowances, and of that amount only £50 had been so far recovered.

Local Relief Work.

Sir Thomas Shann stated that since the commencement of the work of the local relief committee, out of 20,000 applications received, 13,000 had been relieved at a total cost of £29,000. The number of meals supplied to mothers and young children continued to increase, 31,000 having been given to mothers and 27,500 to children at a total cost of £815. There was a decrease in the number of meals served to children since December 8, and returns showed that the Education Committee had provided 727,000 meals during the past year, against 244,000 for the previous year. Up to date 12,400 dinners had been supplied by various cafés on Sundays.

A statistical report of the Manchester local fund stated that the various items of expenditure included—£28,738 11s. for provisions for unemployed persons, £815 11s. 11d. in food for mothers and children, £986 18s. 7d. in wages and insurance contributions of temporary assistants of the Unemployed Relief Sub-committee and refreshment, £187 4s. 9d. for a similar purpose in respect to the Voluntary Workers' Sub-committee, £537 in wages and the insurance contributions for the Women's Unemployment Sub-committee, and £128 7s. 8d. for incidental expenses. There was a balance in hand of £27,096 0s. 5d.

Manchester Courier, Jan. 8th 1915.

SPECIAL EMPLOYMENT FOUND FOR DEPENDENTS.

The efforts which are being made in Manchester for the provision of work for women who have been thrown out of employment on account of the war were reported to the Manchester Relief Committee yesterday by Mrs. Smith, Secretary of the Women's Employment Sub-Committee. The principal work which the Committee have undertaken was that of doll dressing at the workroom, which was opened by the Committee at 1, Police-street, and for which work a loan of £160 was granted out of the Local Relief Fund.

This workroom has employed 30 workers and two forewomen since October 19th last in the premises at 1, Police-street, Manchester, which were kindly lent free of charge by Messrs. Kendal, Milne and Co.

The Women's Sub-Committee draw attention to the fact that for a period of 11 weeks, from October 19th to 31st December, 40 women have been kept employed for varying periods and paid at the rate of 10s. per week until they obtained other work. These women were all unemployed through the war, and would— except for the workroom—have been in receipt of war relief from the Unemployment Sub-Committee, at a cost of about £100. In addition to this fact, some of the women employed during his period have received a training, whilst others have become more skilled, results which cannot be measured in pounds, shillings and pence. That the results from this point of view have been beneficial, the Sub-committee add, is proved by the fact that several of the workers have been able to obtain employment in the particular trade taught at this room, and of these some have obtained situations at a higher rate of wages than previously.

Yorkshire Post, Jan. 8th 1915

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The tin shops attached to the great wholesale provision factories fulfilling Government contracts have never been so busy as they are now, every man and boy who can handle a soldering iron being assured of employment. The extraordinary pressure has, indeed, led one well-known firm to train women and girls for the more mechanical side of the work. Each tin requires to be soldered at the top, bottom, and the side seam, and to be provided with a self-opening tongue, the cutting of the latter being entrusted to the girls. So great is the demand for tins that, so far as the home trade is concerned, firms are preferring to pack in glass, even at a reduced profit.

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Manchester Dispatch, Jan. 9th 1915.

SHORTAGE OF WORKERS.

Facts Gleaned From the Trade Unions

IN BUSY MANCHESTER

Wages Showing an Upward Tendency.

The war has not resulted—at any rate, so far as Manchester is concerned—in the large amount of unemployment that was predicted by the wise-acres at the outset.

An improvement is reported all round by secretaries of trade unions and other organisations dealing with labour problems, and the outlook is officially spoken of in quite optimistic terms.

Reviewed generally, a *Daily Dispatch* representative was informed yesterday in Manchester, the number of persons out of work in men's trades is abnormally low, and in many unions there has been a big decrease since the outbreak of war in the number of members on the funds. The Workers' Union describes the decrease in unemployment due to the war as remarkable, and in the Manchester district, which includes Lancashire, Cheshire, and North Wales, the volume of unemployment is returned as nil.

Lack of work among the organised carpenters and joiners in Manchester at present is stated to be practically an unknown thing. The engineering trade, too, is reported to be in a prosperous state, and the margin of unemployment, always visible in peace time, namely between 2 and 3 per cent., has nearly disappeared since the military operations commenced.

Search for Grocers' Assistants.

According to the Amalgamated Union of Co-operative Employers the war has resulted in a pronounced shortage of assistants for the grocery and provision trades in Manchester and throughout the whole country. Manchester possesses eight co-operative societies, in connection with which there is a joint board composed of directors drawn from each of the societies. This board has appealed to the A.U.C.E. to obtain for them a considerable number of grocers' assistants, but, despite the efforts made to meet the application, there are still many unfilled posts.

The union, in addition to reporting that the war has caused the absorption of all its unemployed members, states that wages show a distinct upward tendency, the increase being as much as five shillings a week.

In regard to other trades and occupations it is found that the demand exceeds the supply of workers in the joinery trade, engineering trade, among Government workers, carters, general labourers, builders' labourers, foundry labourers, and engineers' labourers.

With regard to Manchester's women workers, several interesting facts were gleaned by our representative. The Corporation inspectors, who visited 592 outworkers last month, discovered only thirteen cases of distress. Among other women workers an improvement was noticed. The Women's Labour Exchange reports a distinct advance in the demand for workers extending over a large number of trades. In approximately 200 private houses in Manchester domestic servants with good references are required, but the demand is unsatisfied. Half a hundred hotel "hands" are also wanted.

Some half-dozen of the trade unions catering solely for female workers state that there is at present no permanent unemployment in their ranks, and that trade prospects are bright. Machinists and others are needed in the shirt and jacket trade.

The labour position in Manchester, as affected by the war, was summed up in the following by a trade union secretary: "There is little cause for grumbling on our part."

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Common Cause, Jan: 8th 1915

To Prevent Unemployment.

It is one of the features of war time that the whole energy and thought of the Government is necessarily taken up with the business of carrying on the war. Emergency legislation, and emergency administration, become essential, and their inconveniences are endured with resignation by the people, because their necessity is admitted. Expedients which would arouse a storm of opposition as "Socialistic" at one end of the scale, or "autocratic" at the other, pass almost without criticism, and practically unopposed. We desire, now, to plead that such measures should be taken not only for the protection and regulation of finance, but also in the interests of industry.

At a recent meeting in London, Sir George Pragnell urged that if the same steps had been taken to avoid unemployment as had been taken to tide over the financial crisis, an enormous amount of distress might have been avoided. Unemployment, as he truly said, has been due not to lack of work, but to the dislocation of industry. Such industries as suffered from real shortage were largely relieved by recruiting as far as the men were concerned; while huge orders for army clothing and other necessaries, created by the war, might, with due care, have been placed in such a way as to give employment to the rest of the men and to the women. The work was there. It was only a question of spreading it over the right areas.

It is, of course, true that such a shifting of employment could not have been effected without difficulty. Human beings cannot be drafted off from one industry, to which they have been trained, to another for which they have no training at all, without loss. But we have to consider not an economic ideal, but a choice of several difficult plans. As things stood, we had a large number of women—many of them skilled workers in the cotton trade—working on half-time, or altogether unemployed; while others, mostly in the woollen industry, were working the most appalling hours, with factory legislation suspended, and overtime regulations gone by the board, in order to keep up with the enormous orders placed by the Government for army clothing. The economic result (to speak of that only) is a large number of workers starved into inefficiency by unemployment, and another large number destroyed by over-work. This is a problem whose disastrous results will outlast the war, for these women are the mothers of children.

The Government has done wonders with our railways and our finance. And these wonders have been done because the interests concerned were put into the hands of experts. We strongly urge the same treatment for unemployment. A committee of experts—not philanthropists or Government officials or retired army men, but experts in industrial organisation—should be appointed to deal with the whole matter. As a very large proportion of unemployment is among women, there should be women on the board; women representing employed as well as employers, and women from those who have already gained experience on the Queen's Work for Women Fund. As, however, most large businesses are in the hands of men, men with this experience should be there also; and men, again, from the ranks of labour. Such a committee would be competent to deal with the question of industrial dislocation with real knowledge of the obstacles and the possibilities. They would know how far—and how quickly—it is possible to draft workers from one industry to another, and which branch of a new industry would be most congenial to which workers. It is, for instance, notoriously easier to train a highly skilled worker to a new form of skill, than an unskilled to a skilled trade; but there are degrees even here. It would be easier to turn a cotton operative into a woollen worker—both accustomed to factory life and factory conditions—than either of them into a cook; just as it would probably be better to make a dressmaker into a milliner than either into a clerk. We take crude instances, but they serve to show the kind of knowledge our body of experts would require to deal with this matter with the least human and economic loss. They should also be able to decide how each worker was to be maintained during the period of training, for if we are to "cut our losses" it is better to spend money on the maintenance of workers for a short time, than to have their efficiency permanently lowered by unemployment or over-work.

The period of acute economic distress seems for the time to be passing. But both unemployment and overwork still exist and cause intense suffering to women, and through them to their children. Nor do we know at what moment the problem may become intensified, or how long war conditions will last. We plead, therefore, most earnestly that the Government should do for industry what it has done with such admirable effect for banking and for transport, and put the matter for the time being into the hands of experts.

Manchester Courier, Jan: 8th. 1915.

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LITTLE DISTRESS IN MANCHESTER.

SATISFACTORY REPORT BY EXPERTS.

WOMEN WELL EMPLOYED.

The condition of trade in Manchester, according to a report compiled by the Town Clerk (Mr. T. Hudson) and Professor S. J. Chapman, continues fairly satisfactory under the circumstances. The report, which was presented to the Manchester Relief Committee yesterday, stated that the general state of employment was reported by the Labour Exchange to be good and to compare favourably with conditions for the last four years. The position had been improving. The applications for employment during the past week were 407 less than a fortnight ago. In insured trades the number of claims for unemployment benefit had come down enormously since the latter end of August.

For the week ending December 4th two hundred claims were paid, compared with an average of 460 for the year. In some occupations—joiners and men employed in engineering works—the demand was in excess of the supply, due to Government work. In almost every male occupation the state of employment tended to be better than in corresponding periods of previous years. The result was attributed to the number of men who had enlisted and to the demands of the Government.

As regarded women, the position was not satisfactory. Compared with a fortnight ago, the number on the register had decreased by one hundred and twenty, but it was still two hundred and ninety-three more than in the corresponding period last year.

The following details relating to various occupations bear out these points:

Clerks.—Good demand during last fortnight and supply about equal.

Engineers.—Large demand for machinists and turners. The supply has been inadequate for some time, and remains so.

Joiners.—Demand which has been exceedingly good recently fell off; but applications had now arrived for many joiners for Wales for the purpose of erecting huts for troops, etc.

Labourers and Carters.—The demand for carters, general labourers, builders' labourers, foundry and engineers' labourers exceeds the supply.

Warehouse Workers.—The position is still unsatisfactory.

Cloth Porters.—Some improvement, but far from satisfactory. The average wage on Friday last was 13s., but a fortnight ago it was 10s. 7½d.

For other classes of workmen on the register, the position may be regarded as normal compared with previous years.

With regard to women, the Corporation inspectors visited 582 out-workers and found only 13 cases of distress. These cases existed principally among women engaged upon inferior classes of work. Among the other workers an improvement was noticed, which is largely, though not entirely, attributed to the work resulting from good orders. The Women's Labour Exchange reports a distinct advance in the demand for workers extending over a large number of trades.

Attempts to persuade cotton operatives to transfer to the Yorkshire woollen mills have met with little success. The obstacles are the objection which many girls and women have to taking up work other than that to which they are accustomed, and the objection to moving outside the Manchester area.

About a hundred women are being placed each week by the Labour Exchange. This number represents rather more than normal activity for the period of the year. The demand for domestic servants in private houses keeps up. There are now about sixty vacancies in private houses for servants with good references. Places could also be found for about 40 hotel hands.

Dundee Courier, Jan: 9th. 1915.

DUNDEE SOCIETIES TACKLE

QUESTION OF PROVIDING WORK FOR WOMEN.

A scheme for the provision of work for women and girls out of employment in Dundee on account of the war was inaugurated yesterday.

The question was under the consideration of two societies, but every care is to be taken to prevent overlapping.

A Sub-Committee of the Women's Employment Committee of the Prince of Wales' Central Executive discussed the advisability of opening workrooms to relieve distress, but after carefully considering the whole situation it was felt that there was not sufficient evidence of unemployment to justify any action. It was agreed, however, to recommend the Central Executive to apply for a grant from the Scottish Committee on Women's Employment to develop the existing toy industry recently established in the city by the Women's War Relief Fund.

Cases for Consideration.

The Dundee Advisory Board of the Scottish Council for Women's Trade afterwards met. Mr James Thomson, who presided, explained that the meeting had been called to decide whether they should provide work for women in unorganised trades who were either wholly or partially unemployed. He pointed out that Glasgow had already tackled this problem, and had opened three centres for work. The Local Government Board had recognised the work by giving grants, and they in Dundee were anxious to see if they could not do something on the same lines.

The Rev. A. C. Mackenzie said, while it was extremely gratifying that the staple industry was practically normal, at the same time they would admit that since the war began there had been a certain dislocation of business, resulting on the one hand in the dismissal of employees, and on the other hand in the non-employment of new workers. It was the casual cases that would require most careful consideration and thought.

He submitted a resolution to the effect that, in view of the dislocation in certain departments of business due to the war, with consequent unemployment or under-employment for women and girls, they resolve to co-operate with others, or, if need be, to originate and organise such temporary work for women and girls as might be considered necessary.

No Competition.

Canon Turner, who seconded, said he did not think they were beginning too soon with the scheme. He added that they would not be competing with any other industries.

Miss Husband said that whatever they did they would have to keep clear of what had already been done in the city. There was no doubt there was an opening for a workroom.

The Chairman said they did not want to run counter to any work that had been started.

Miss Henderson asked if they had definite information which would lead them to think that it was necessary to open a workroom, as the Women's Employment Committee, after carefully considering the whole situation, came to the conclusion that they could not recommend the opening of a workroom.

Mr Mackenzie said that, from his own knowledge, he could contribute as many instances of unemployment and under-employment as they began with in Edinburgh, where they started with a very limited number indeed. For five months the labour market had been in a state of unrest, and girls belonging to working-class families who were just preparing to enter on work had been held back.

Miss Husband thought there was quite definite work for the Board to do.

The resolution was adopted, and a committee was appointed to consider and report upon the best methods of carrying the objects into practical effect with the least possible delay.

City of London Advertiser, Jan: 9th. 1915.

EMPLOYMENT OF WOMEN.

We must all sympathise with the devoted efforts of those ladies who, under the presidency of her Majesty the Queen, have been organising a fund to provide work for women. But at the same time we cannot forget that there is a field of employment open to women in which the supply of workers is never equal to the demand. We have never been able to understand the prejudice which appears to exist against domestic service, which, as a field of employment for women, is in every way superior to the workroom, the shop, the factory, or even the office. By some strange freak of human nature, domestic service has been left largely to a class of inefficients who have it in their power to create constant irritation and friction in the home. A glance in the advertisement columns of any daily paper will show the immense demand for this class of workers, and the supply is so inadequate that even the least efficient can demand better terms of employment than can be obtained in any shop or workroom.

Unfortunately no successful attempt has ever been made to organise this form of employment. The registry offices supply the names of applicants for employment, but the would-be employers have to hunt them up and undertake all the negotiations. Even where references are forthcoming they are frequently delusive, and the interval between engagement and dismissal is often a matter of days, even when the servant does not desert her post for some trifling reason.

We would suggest, therefore, that some part of the Queen's Fund might be devoted to the training of really efficient domestic servants, and we are quite confident that there would be no difficulty whatever in finding employment for them. The charitable public can hardly be expected to pay for the establishment of special workrooms and the creation of artificial forms of employment when they are unable to obtain the service which they require in their own homes, even when they are willing to pay high wages for it.

The Glasgow News, Jan 11th. 1915.

UNEMPLOYED WOMEN.

Glasgow Distress Committee have found that the toymaking workrooms which they have provided for the employment of women, who are at present out of work, are not sufficient to meet the requirements of the various classes who apply. They have been given permission, however, by the Local Government Board to enter into arrangements with suitable existing agencies in Glasgow for affording employment to women for whom the Distress Committee are responsible. The Scottish Council for Women's Trades are quite willing, according to arrangement to give employment to 40 women from the Distress Committee for three months. Edinburgh Distress Committee have agreed to the scheme, and it is expected that at to-morrow's meeting the Glasgow body will also approve of the sub-committee's recommendation.

Daily Sketch, Jan: 12th. 1915.

WOMEN HAVE SUFFERED MOST.

Unemployment Not So Serious As Some People Feared.

Fears of a widespread dislocation of trade entertained by some people at the beginning of the war have, happily, not been realised.

Unemployment, the Local Government Board reports, has proved much less serious than was anticipated, and unemployed labour has, as far as possible, been absorbed in schemes of useful work, the cost of which is chargeable on public funds.

It has been unnecessary to make demands on the National Relief Fund for the relief of distress. The total amount of grants recommended up to the date of the report was £152,226.

Women have felt the effects of the war on employment more severely than men.

The Scotsman, Jan: 9th. 1915.

LADY BANK CLERKS.

186-188 Bishopsgate,
London, E.C., January 7, 1915.

SIR,—I have read with interest the paragraph in your issue of the 2nd inst. as to lady bank clerks, and I hope it will be read and well considered by all bank clerks. One result of the war has undoubtedly been that whereas male clerks displaced in some quarters have, as a rule, been able to fill vacancies created by enlistment, in other quarters the large number of women clerks who have lost their positions through the war have found considerable difficulty in obtaining fresh positions, and for them the innovation forced by circumstances upon some of the banking houses is very fortunate.

There is evidence, however, that the banks are not paying the lady typists whom they are now engaging anything like the same salaries they formerly paid for the same work, and unless some steps are taken to counteract this tendency to underpayment, the ultimate result will probably be a displacement of men by women at lower rates of pay.

With this class of work there can be no question that women can be found quite as competent as any of the men. The only safeguard which the male bank clerk has is that of organisation, and to be effective this must take the form of combination with his fellow-clerks, male and female, in the commercial world from which these substitutes are drawn.—I am, &c.

FRED. HUGHES, Asst. General Secretary.

Scottish Mercury, Jan: 9th.

There are considerably over 7,000 women unemployed in Blackburn through the war. A great number of them are already engaged making articles of clothing for the poor at a special centre, and as a grant has since been received from the Queen Mary's Fund, it was decided on Wednesday night to extend the work by opening a second workroom immediately.

Glasgow Herald, Jan: 12th. 1915

AID FOR UNEMPLOYED WOMEN.

The question of unemployment among women has been engaging the attention of the Glasgow Burgh Distress Committee. Some time ago a deputation waited upon the Local Government Board, and urged the necessity for action being taken to enable the committee to provide work for the women who applied to the committee for assistance. Sir George M'Crae, in his reply to the deputation, stated that the principal objection, in his opinion, to toy-making workrooms was the limited employment that it could give, and the committee would be faced with the question of providing other classes of work for, say, charwomen and others. He thought, taking into account the whole circumstances, that the committee would be well advised to come to an arrangement with some of the agencies of existing workrooms to take cases from the Distress Committee which had been passed as eligible for assistance under the Act. Acting upon this suggestion, the Distress Committee have accepted an offer from the Scottish Council for Women's Trades to give employment in cases for which the committee are responsible. Under the agreement the Scottish Council for Women's Trades will receive 40 women at their workrooms. The scheme has been in operation for about a week, and already 20 women have been given work.

Northern Daily Telegraph, Jan: 12th 1915.

Table Talk.

Since the inauguration of workrooms for unemployed women in Burnley the sub-committee and the local Distress Committee have repeatedly received applications for work from young persons whose ages kept them outside the scheme. As a result of a request to the central committee in London, a new scheme will come into operation shortly under which girls of from 14 to 16 may receive some benefit. They will be engaged 30 hours per week, 15 in one of the workrooms and the rest in a class, in which they will receive instruction in such subjects as cooking, hygiene, millinery, &c. The Director of Education has promised to see to the latter part of the scheme being carried into effect, whilst the directors of the Mechanics' Institute will provide accommodation in that building for the employment of 50 girls.

Manchester Despatch, Jan 9th 1915

WOMEN BEHIND THE COUNTER

In regard to the employment of women in the grocery trade, the Manchester Women's Council of the Shop Assistants' Union have passed a resolution urging their Executive Committee "to adopt the equal pay for equal work basis for the minimum wage in the grocery trade."

"Only by doing this," they state, "can we battle with the undercutting of wages in this particular trade, as women inevitably will take a greater share of employment in this trade in the near future."

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MAKING UNIFORMS FOR THE ARMY.

Owing to the demand for uniforms for our Armies, the bespoke tailors of the East End are now having a very prosperous time, working day and night to complete their orders. Picture shows scenes in a typical workshop off Commercial-road.

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Edinburgh Evening News,
Jan: 12th. 1915.

TYPISTS: HOW THEY ARE AFFECTED IN WAR TIME.

George M'Adam, 55 and 57 Shandwick Place, writes: I observed in your issue of Saturday's date an informative article entitled "Edinburgh in War Time." It is interesting to learn how the war affects various industries, and the writer deals ably and fully with the subject. I feel in duty bound, however, to question one of his statements. He says that typists, among others were adversely affected by the war, after the outbreak of which there was a greatly "decreased demand" for their services. I do not know where the writer of the article got his information, but it is at so much variance with my own experience, and I understand the experience of others who are, like myself, engaged in training girls for this occupation, that I venture to ask for fuller details. If he had stated that a few typists, owing to the shrinkage in certain businesses, had lost their positions I could have agreed with him, but where one door was thus closed two were opened. My experience has been that, at no previous time has there been so much activity in filling posts for typists as since the war began. If we give but the slightest consideration to the matter we can easily understand how this comes about. The military demand for young men has denuded our offices to a large extent of their help, and as our motto is "Business as usual" such assistance as girls can efficiently give is being made use of. As the shorthand-typist's occupation is one in which girls, as a rule, excel, there need be no surprise that at the present critical time their services are in greater demand than ever before. The military authorities themselves have absorbed a large number of such workers, and I know of several large insurance, chartered accountants, and commercial offices in Edinburgh which have increased their staffs of typists.

The Glasgow Herald
Jan 13th. 1915

WAR DISTRESS.

WORK FOR WOMEN SCHEMES.

Since the war a new movement for women has been developed—no small matter in any interest, although previous schemes have been mere experiments or temporary expedients, while the present openings are promises of a permanent work in the coming. At present only comparatively small beginnings are being made, but these have been planned on sound business-like lines, which have taken the desirability and probability of expansion into account.

To-day there is being opened in the Sportsmouth a woman's workroom which is fitted with twenty power machines, and the object of which is the training of young women and girls so that they may pass from the overcrowded ranks of the unskilled into those of the skilled women workers for whom, even at present, the demand is greater than can be supplied. These girls will receive in addition to the standard wage a meal of soup, meat, and tea or meat, pudding, and tea at a cost of threepence, and it is part of the scheme to teach other girls how to market, plan and cook so that these meals may be retailed at threepence per head and yet pay their own cost. Such a training should be invaluable in the future married life to which these girls are no doubt looking forward.

In other respects, of course, the scheme cannot pay, but must be subsidised. In the case of the Sportsmouth, premises have been given by the Corporation, and there is accommodation for a future group of over a hundred women. But there are the expenses of superintendents and materials, &c., to be defrayed, and it is here that the scheme becomes of interest to supporters of the National Fund, which through our Relief Fund Citizens' Committee is paying the cost of this method of alleviating war distress.

The first workroom under the auspices of the Citizens' Relief Fund Committee was opened six weeks ago, and there are now workrooms in Woodlands Road, Possil Road, and Springburn, as well as the new rooms which are being opened to-day, each workroom having its own well-defined method of dealing with women who have lost their work owing to the war. In addition, there is the Central Bureau which acts as a Labour Exchange for women workers of the better class. In each case there is an able consultative committee and a convener chosen from the women members of the Citizens' Committee, while the technical advice of Labour Exchange experts has also been available.

Such work as this is far more satisfactory than the doling out of temporary relief, for the women retain their self respect, and see the means they may help themselves in the future. In no direction can the National Fund be doing work with a higher practical result as cause deserving of support.

Evening News,
Jan: 13th. 1915.

Shop Girls and Employment.

Sir,—Knowing how excellent your paper has been in helping during the war-time, I am wondering whether you would give some prominence to a subject that is becoming a very serious one. Many of the leading manufacturers, also the shops and stores, have given large to sums to the various war funds. At the same time trade is bad, and they have had to dismiss their employees.

A case has lately come to my knowledge in which one of our large West-End shops has had to dismiss two hundred girls. Some of these girls have no homes, and as they cannot get fresh employment it means starvation or the streets. Their employer had given largely to the relief funds. This is only one case in many. Surely it would be wiser and better to keep on the poor girls and give less to public charities.

Meanwhile, what is to be done for the girls? One perhaps in a hundred will get re-employment.

(Miss) M. Chamberlin.
South Hampstead.

Glasgow Record,
Jan 14th 1915.

EMPLOYMENT FOR WOMEN.

INTERESTING GLASGOW SCHEME.

SUITE OF WORKROOMS OPENED.

An interesting sidelight on the problem of unemployment amongst women in Glasgow owing to the war was afforded yesterday at the opening of a suite of workrooms for the training of machinists at 11 Sportsmouth, Gallowgate.

The rooms, which are under the auspices of the Glasgow District of H.R.H. the Prince of Wales' National Fund for the Relief of Distress, are well lighted and ventilated and have been adequately equipped.

In one of them have been placed over a score of shirt-making machines, kindly supplied by the Singer Company and by Messrs. Salton, Brown & Co., Ltd. Another room has been furnished as a kitchen, in which the women will be taught to cook their own meals. These meals will be supplied to the workers at a nominal price.

Yesterday's opening ceremony was performed by Mr. Francis Henderson, convener of the Committee on Employment, who presided over a large attendance of ladies and gentlemen.

The Chairman explained the steps which had led to the institution of the scheme, and stated that those who had interested themselves in the unemployment question included the Corporation, representatives of various ladies' societies in the city, and the officials of the Labour Exchanges.

The employers concerned in the kind of work which they proposed to carry on in those rooms, viz., the making of shirts, underclothing, etc., had neither time nor opportunity at present to teach beginners, and it had occurred to the Committee that the best way to help young women to help themselves was to open those rooms so that they might learn to become expert machinists and earn a remunerative living.

Councillor P. C. Stewart said that women were being very much better employed in the city than had been anticipated when the war broke out, but in those rooms they had provided accommodation sufficient for the real crisis when it came, although it was to be hoped it would not arise.

Mr. F. Roberts, manager of Singer's Works, commenting upon the great need for efficient machinists in Glasgow, said he believed that the institution would serve its purpose if means could be found for affiliating it with one of their educational departments or making it the nucleus for a thoroughly organised system of training workers. In this way they would do more than they had done in the past to combat German trade. (Applause.)

Eastern Daily Press, 6554
Jan: 13th 1915

The report presented to yesterday's meeting of the Norwich Distress Committee is quite astonishingly satisfactory, so far as the unemployment of men in the city is concerned. Except for a very small margin, the smallest with which the Distress Committee has had to deal for years, the unemployed problem has practically ceased to exist so far as the men workers of the city are concerned. Three years ago, at the corresponding period of the year, we had 1100 unemployed men registered under the Distress Committee; two years ago 730; and last year 590. The number now is only 106; a remarkable reduction which is all the more welcome because it is quite contrary to what, at the outset of the war, everybody expected and predicted for this winter. It was to have been a record winter for serious distress. It is a record winter, truly; but happily the record is in the reverse direction from that to which the gloomy forecasts pointed.

With regard to unemployment amongst women, the position is not so satisfactory; and it is there that the main call is made upon the Distress Committee. There are 343 women registered; and of these 134 are being employed in the workrooms set up by the committee. Thanks to the way in which numbers of subscriptions to the National Distress Fund have been earmarked for local purposes, it has been possible to deal much more effectively with this problem of women thrown out of employment by the war than would otherwise have been the case. The industrial effect of the war has been felt most heavily in the minor luxury industries; hence the disproportionate way in which the effect has shown itself as between the employment of men and of women. We hope that the application which is to be made to the Local Government Board will be successful. It is all very well in normal times to have a regulation limiting to sixteen weeks the amount of employment for any individual in a single year. The purpose of such a regulation is to prevent people from relying chronically upon the Distress Committee and ceasing, because of such distress employment, to trouble about finding normal employment. But these are not normal times. The industry from which numbers of these women workers have been thrown out is industry which will probably remain in abeyance while the war lasts; and to meet the exceptional and quite abnormal facts the ordinary regulation should be suspended, and the Distress Committee—who, after all, know most about the matter; much more than Whitehall can possibly know—empowered to deal with cases on their merits and according to their needs.

Daily Call,
Jan. 14th. 1915.

MORE WOMEN OUT OF WORK.

WHAT LABOUR EXCHANGES REGISTER.

The Board of Trade state that in the trades compulsorily insured against unemployment the percentage of unemployment at January 8 was 3·36, as compared with 3·62 a week ago, 3·41 a month ago, and 5·73 a year ago.

As regards the uninsured trades the number of men and women on the registers of the Labour Exchanges at January 8 shows an increase on the figure a week ago, being 46,000, as compared with 37,567. For men alone the corresponding figures were 13,203 and 10,310, and for women 27,000 and 21,102.

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Glasgow Herald, January 14th 1915.

UNEMPLOYED WOMEN.

A GLASGOW TRAINING SCHEME.

To meet as far as possible the present demand for competent machinists and to provide the means of earning a livelihood for women and girls unemployed owing to the war, a scheme for the training of machinists has been inaugurated in connection with the Glasgow District of the Prince of Wales's National Relief Fund. Commodious premises at 11 Spoutmouth, Glasgow, were opened yesterday, when the hope was expressed that the venture would be the beginning of an organised scheme for the training of workers. The premises consist of three large rooms. One of them has been fitted up as a machine-room, and 20 machines given by the Singer Company have been installed. Another room has been converted into a kitchen, where, under the direction of Miss Dick, of the Glasgow and West of Scotland College of Domestic Science, girls will be taught domestic economy and will cook meals which will be supplied to the other workers at a nominal charge. The third apartment will be used as a workroom. The organisers hope to turn out each month 20 trained machinists competent to take situations in factories.

Mr Francis Henderson, chairman of the Sub-committee on Employment of the Glasgow District, presided at the opening ceremony, which was also attended by Councillor P. G. Stewart, Mr Robert Graham, Mr Cramond, of Glasgow Labour Exchange Mr Frank Roberts, of the Singer Company, and a member of the members of Glasgow Corporation.

The Chairman explained the steps taken to cope with unemployment consequent on the war, and said that the general public, Corporation representatives, women's societies in Glasgow, and the officials of the Labour Exchange were co-operating with a view to dealing with the question. They were restricted by the regulations of the fund to assist only those who were unemployed in consequence of the war. They found there was a great demand in Glasgow for capable machinists. Employers were so busy with contracts that they had not the time and opportunity they usually had to teach learners, and it occurred to the committee that they could help women to help themselves by establishing workrooms where they would be taught to be expert machinists. (Applause.) The Singer Company had given them machines, and Messrs Saltoun, Brown and Co. had also lent some machines.

Councillor P. G. Stewart said that in men's industries there was plenty of employment in Glasgow, and women were very much better employed than it was thought they would be in time of war. In the workrooms they had provided sufficient accommodation for many more women whom they hoped would not require it but whom they feared would.

Mr Frank Roberts said that for some years past there had been in Glasgow a great need for efficient machinists. Under normal conditions within the last few years in almost every trade there had been calls for labour, and if under normal conditions we could not do what we were called to do, what were we going to do to get German trade? If we were going to organise and have some plan it was time we started. Could the workrooms which were being opened not be the nucleus of an institution where there would be some organised system of training workers?

Miss Paterson, Edinburgh, secretary of the Scottish Committee on Women's Employment, also spoke; and Mr Robert Graham proposed a vote of thanks to the chairman.

EMERGENCY WORKROOMS.

The 19th annual meeting of the Scottish Council for Women's Trades was held at 58 Renfield Street, Glasgow. Mr R. L. Bremner, chairman of the Executive Committee, presided. Miss Irwin, general secretary, presented a report on the past year's work. Previous to the outbreak of the war the council had been engaged in three main investigations:—(1) The hours in shops exempted either wholly or provisionally under the Shop Hours Act; (2) wages and other conditions of work in the blouse and women's underwear trades; (3) conditions of employment among message girls. The legislative reforms with which they had been actively occupied included extensions of the Trade Board Act to additional sweated industries, amendments of the Shop Hours Act for dealing with excessive hours in certain shops, the Employment of Children Bill and the Underground Workrooms Bill. The council had sent deputations to Ministers of the Crown in London, and had also held conferences with members of Parliament in regard to these measures, with good hopes of success. Unfortunately all these activities had necessarily been suspended since the war broke out. They had also made urgent representation to the Corporation of Glasgow for the prohibition of street trading of boys as well as girls under the age of 16. The council had published a pamphlet by Mr R. L. Bremner entitled "The Case Against Juvenile Street Trading." This has done much to educate public opinion on the subject. It was very gratifying that subsequently the Glasgow Corporation had agreed to make a by-law giving effect to these recommendations.

SUCCESS OF WORKROOMS.

In common with other societies the council had suffered interruption in its work through the war. It had therefore agreed to take up lines of work specially suited to the national crisis. At an early stage the council had been confronted with evidence that unemployment amongst women was becoming widespread and acute, and that special hardships were likely to be endured by workers in certain trades. Many of these women and girls lived in lodgings, and were entirely dependent on their own earnings. Frequently these did not exceed 8s or 10s a week. This left no margin for saving. Consequently a short period of unemployment reduced the workers to destitution. The council saw that steps had to be taken at once to provide for these urgent cases. They felt that, as a society existing for the care of women's industrial interests, they had a special responsibility in this matter, and that their long experience in dealing with women's industrial affairs ought to guide them in devising practical measures for help. The council appointed a special sub-committee to organise a scheme of emergency workrooms. These had proved a conspicuous success. Three workrooms have been opened by the council. These give employment to 100 women and girls, including the respective staffs. The following is a summary of what has been done under the council's schemes for relief of unemployed women:—1181 women and girls registered at the council's office, 100 provided with steady employment in their workrooms, 171 provided with temporary work, 70 provided with temporary agricultural work, 4 placed in training for dairy work, 81 passed out of the workrooms to regular employment, 426 workers relieved. Among other schemes the council provided temporary agricultural employment for 70 women and girls. A dairy training scheme has also been started in which girls are trained for work at dairy farms. The council have received official recognition of the practical nature of their work in a recommendation recently made to the Glasgow Distress Committee by the Local Government Board of Scotland, namely, that the council should be asked to take into their workrooms, and under their supervision, the cases coming at present under the Distress Committee. This recommendation had been unanimously adopted by the Distress Committee, and the extensions necessary for receiving these cases are now being made. Contributions in aid of the work in money, provisions, materials, clothing (new or cast off) will be gratefully received.

APPOINTMENT OF OFFICE-BEARERS.

The following office-bearers were appointed:—Chairman of council, Principal George Adam Smith; chairman of Executive Committee, Mr Robert L. Bremner; chairman of Parliamentary Bills Committee, Mr Donald Currie; chairman of Industrial Investigations Committee, the Very Rev. Provost Fred. Ll. Deane; vice-chairman, the Rev. A. Herbert Gray; chairman of Industrial Conciliation Committee, Mr William Twaddle; chairman of Committee on Children's Employment, the Rev. Dr David Watson; chairman of Finance Committee, Miss Janie Allan; joint hon. treasurers, Miss Janie Allan and Mr John Mann; secretary, Miss Irwin; assistant secretary, Miss Madeline W. Millar.

Glasgow Evg. Times, Jan. 14th. 1915.

LANDLADIES AND UNEMPLOYMENT.

104 West George St., Jan. 13.

Sir,—In reply to inquiries I should like to point out that those who have made a living by keeping lodgers have not been ignored in the present crisis. They can apply to the Town Clerk for relief in the usual way by filling up application forms, which may be obtained from free libraries, public baths, etc. The Glasgow Central Office for Women has a sub-committee for landladies, and by means of it has been able to deal successfully with cases passed on from the National Relief Fund. The committee will be glad to take an interest in cases if they are reported by letter to the Secretary, Central Office for Women, 104 West George Street, Glasgow.

I am, etc.,
ELIZ. COUPER,
Convener of Sub-Committee for Landladies.

Evening News, January 15th 1915.

WORK FOR WOMEN.

2,000 Shop Girls Affected in the West End.

Reports from various agencies which deal with the employment of women agree that there has been an improvement since the early days of the war.

Nearly 2,000 shop girls in the West-End alone had lost their work, but many of these have gained other employment and others may get back again.

Influence is being brought to bear on the larger houses to retain as many of their women workers as possible, though, in many instances, all is being done already that can be done in this direction.

Girl clerks have suffered severely, but the secretary of the National Union of Clerks informs *The Evening News* that typists and secretaries are finding it easier to get places now that men clerks have become scarcer.

"We have not a single male shorthand-typist unemployed," he said. "There is a disposition to find work for the men because most of them have people dependent on them, but so many have enlisted that vacancies can now only be filled by girls.

"The Government has also taken on a large number of girls for special war work, and as conditions show signs of continual improvement we are hopeful that unemployment will decrease to a great extent.

"But to-day we have 100 per cent. more girls out of work than we had twelve months ago."

The Queen's Work for Women Fund is doing something for the unemployed girl clerks, of whom a number selected by the Central Committee on Women's Employment have been put in the way of securing a commercial training. They are allowed a maintenance grant of 10s. a week, with 4s. for expenses.

Miss M. G. Spencer, secretary of the Central Bureau for the Employment of Women, says that thousands of professional women have been badly hit by the war.

"They have not all lost their occupations," she said, "but those who are still in employment have had to reduce their expenses considerably. We deal with all classes of professional women with the exception of nurses and school teachers, and the cases of distress caused by the war which have come to our notice are deplorable."

People's Journal, Jan. 16th. 1915.

What of the Fishermen?

For months many sympathetic landlubbers have been asking "What has become of all the fishermen who were thrown out of employment when the war began?" The result is gradually becoming known that the fishermen are a more enterprising class of men than they have usually been esteemed. The Royal Naval Brigade and the army have naturally absorbed a considerable number, but large numbers of the Buckie men, for instance, have resumed employment in ocean-going liners, and in different parts of the country. At Rosyth they have also shown a considerable amount of enterprise, many of them having taken up net-mending, hawsing coal at Inverkeithing, and acting as mine-sweepers as much as that very few able-bodied men, who have sought work, are now unemployed.

The Fisher Lassies.

Perhaps the class which has suffered even more severely than the fishermen are the female fish workers, who returned home when the war broke out with practically nothing. A few of them have become domestic servants, but for the most part they are experts at their own peculiar craft. In many houses whose hosts have gone to the front supporters of the home who depend for the winter's earnings [illegible] and it is to be hoped the local [illegible] will [illegible] their claims before the National Relief Fund.

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The Glasgow Eve. Citizen,
Jan: 14th. 1915.

The committee of the Glasgow District of the National Relief Fund has so far only been called on to deal with unemployment among women. On the invitation of the Sub-committee on Employment a number of ladies and gentlemen were present yesterday afternoon at the opening of a new workroom at 11 Spoutmouth, Glasgow. A roomy flat has been transformed into a workroom for the training of machinists, and there is also a well-equipped kitchen attached. Mr Francis Henderson, convener of the sub-committee, declared the workroom opened, and referred to the great demand at present for machinists. In that workroom they would be able to train girls and start them on a new career.

Aberdeen Free Press, 16th. Jan.

EMPLOYMENT FOR SCOTCH WOMEN

To the Editor of the "Aberdeen Free Press."]

Sir,—In the midst of so many demands upon a generous public, one almost hesitates to issue yet another appeal, and especially an appeal for cast-off clothing, as it would seem that the urgent needs in this line of the nation's Belgian guests must have well night exhausted the supply.

Should there, however, be some amongst your readers who have not entirely come to an end of the resources of their wardrobe, I should like to call their attention to the needs of the workrooms which are being carried on in different parts of Scotland, under the Queen's Work for Women Fund. These workrooms are providing employment for hundreds of women who have been thrown out of work owing to the war, and who are now engaged in making, amongst other things, clothing for the destitute poor, and infants' outfits for distribution through the maternity hospitals and nursing associations. The cost of sufficient new material to keep so many workers constantly employed is a heavy drain upon the Fund, and the various local committees managing the workrooms are most grateful for donations of cast-off garments in fairly good condition, which can be altered, repaired, and made down. The infants' outfits must necessarily be made of new material, but the workers are becoming expert in the fashioning of children's clothing out of old garments "of a larger growth," and very attractive little frocks, suits, and under-garments are made from what may seem at first sight to be rather unpromising material. The chief aim of the workrooms is not so much the production of large quantities of work in a given time as the encouragement of neat workmanship and the giving of thorough training in cutting out, making, and mending, which will not only serve to tide the workers over a season of unemployment, but will be of lasting benefit to them in after life.

No one need, therefore, hesitate to present to the workrooms garments which may seem to require a good deal of time and work in order to render them fit for use.

If any of your readers have clothing to dispose of, it would be extremely kind if they would communicate with the Hon. Secretary, Scottish Committee on Women's Employment, 20 Melville Street, Edinburgh, stating what articles they would propose to send. The Committee would then give information as to where such gift might be most acceptable at the time, and the cost of carriage would be met. The garments would, in this way, be serving a double purpose, in clothing the destitute, and in furnishing work for the unemployed.—I am, etc.,

MARY M. PATERSON.
Interim Hon. Secretary.

Edinburgh, January 14, 1915.

Daily Call,
Jan. 16th. 1915.

REGIMENTAL BEADS.

DRESSMAKERS WEAVING WAR CHAINS.

The Belfast Workrooms, which were started to alleviate the distress among dressmakers and women engaged in trimming and similar trades, started with only 20 women, but have now found employment for 56. They strongly appeal for orders at 2, Basil Mansions, Sloane-street, S.W.

Bead chains are woven in all regimental colours; snuggles are designed to commemorate the war, bags are made in colouring; boys are outdoors, bead bags, muff chains, necklaces, earrings, embroidered children's frocks, and soldiers' shirts.

Farmers Record, Jan 15th.

MR. D. H. L. YOUNG ON WAR UNEMPLOYMENT.

At the monthly meeting of the Glasgow Chamber of Commerce Mr. D. H. L. Young (Messrs. James Templeton & Co., carpet manufacturers) wrote that he had been in communication with some of the members of the Women's Committee, and he had been asked to inquire whether the manufacture of plush felt for making ladies' hats would not be an opening for women's work in this country. The industry had hitherto been mainly carried on in Austria. He understood there was likely to be a continued and growing outlet for the product. The raw material consisted of the loose fur of hares or rabbits, which was blown on to revolving cylinders by compressed air. That, he believed, was afterwards felted, and the hats moulded by hand. Such information might, as far as it went, be of interest to some manufacturers and merchants. Another scheme which had occupied his attention was the possibility of employing a certain class of women's labour next summer in trying to exterminate the bracken which was so largely encroaching on sheep pasture in Scotland.

The Chairman explained that they had received from the Board of Trade an exhaustive statement showing the number of persons occupied in German industrial centres in certain industries and a number of trades which the Board suggested the Chamber might deal with.

Richmond Herald,
Jan: 16th. 1915.

KEEPING THE HOME TOGETHER.

WORK WANTED FOR UNEMPLOYED WOMEN.

Mrs. H. M. Swanwick, honorary secretary of the Richmond Committee of Organised Women, writes:—

The need for finding work for unemployed women at the Town Hall is unfortunately increasing. Women are losing employment in many ways. On the books at the Town Hall are women who have lost lodgers or boarders owing to the war, or who are obliged to find other or unaccustomed work; women usually engaged in dressmaking or millinery, whose clients are making their old clothes serve; women who just scraped along with the prices of necessaries as they were before the war, and who now must earn more because the loaf has gone up to 7d.; women who were employed by foreigners or other persons who have been removed from the district.

Many of these women have growing children; some have invalid husbands or other relatives to support. It is not only humane, it is good business to keep the home together and to prevent these women and their dependents from coming on the rates. It is good business to help them before absolute destitution has set in, and they have pawned their furniture and even their clothes. The Women's Committee working at the Town Hall has had several cases where it has been necessary to provide a decent hard-working woman with clothes before she could be given work. It is obviously bad economy to leave a woman so destitute that she has actually to pawn her print dresses, her aprons, and even (as in one case) her underclothing. It is better to find such a woman work, provided she is fit for work, because when she has pawned everything she will have to go to the Workhouse and be economically unproductive. It is creditable to our women that most of them have the greatest desire not to go "into the house." The Women's Committee does not employ the unemployable. It endeavours to keep up a good standard of work, and already some of the workers have improved and learned better work. Appreciative letters have been received from a number of ladies whose material has been worked up, and a constant supply of material is the chief need. In particular the committee would be glad of prints and shirtings for servants' dresses, linen and cotton for aprons, black dress material for house dresses, tweed and serge for boys' suits, wool for knitting.

Materials have been received during the month of January from Miss Rake, Mrs. Ford, Miss Scorer, Mrs. Westcott, Miss Hales, Mrs. Thomas, Miss Estridge, Mrs. Beasley, Mrs. Sandover, Mrs. Bailey, Miss Lane, Miss Clare, Mrs. Alexander, Lady Yonall, Mrs. Frost, Mrs. Mackenzie, Mrs. Oates, and Lady Noel Buxton.

More please! The finished clothes are either handed back to the donor of the material (if for a charity) or are distributed by the Committee of Organised Women and the Relief Committee under careful supervision.

Morning Post,
Jan: 16th. 1915.

DISTRESS AMONGST DRESSMAKERS.

In the early autumn arose an increased amount of unemployment among women engaged in the dressmaking, trimming, and other similar trades. In order to alleviate the distress among such women a committee was formed with the object of starting the United Workrooms, which raised a sufficient sum of money to ensure the project a fair trial. The efforts of the promoters of the United Workrooms, of which Lady Jane Gathorne Hardy and Lord Plunket are two of the most energetic members, have been so successful that, although they started with only twenty women, they have now been able to increase this number and to find employment for fifty-six. Lady Jane Gathorne-Hardy invites inspection of the various articles for disposal by the United Workrooms at 2, Basil-mansions, Sloane-street, and those who respond to the appeal are assured of a warm welcome and will not be pressed to purchase should they see nothing to suit their particular requirements.

Daily Call,
January 18th. 1915.

It is very bad taste, to say the least, to complain of English dressmakers, as a class, at this time, when all good people—which is the same as saying all patriots—should make it their business to discover ways and means to keep trade going and to give employment to the thousands trying their level best to weather times beset with non-employment and many other disadvantages. Of course, to argue with the woman that complains or considers that she has any grievance whatever is more than useless, but for the rest of us a statement recently made by one of the best-dressed women in London should have considerable weight. Miss Marie Tempest, the actress, whose frocks attract attention both on and off the stage, declares that for more than tens of years she has employed none but London dressmakers and worn none but English fabrics. "But you supply the dressmakers with ideas," it was suggested. "Not to any great extent," she replied. "Of course, we talk things over, for two heads are better than one, but on the whole I find English dressmakers as clever and resourceful as any I ever dealt with."

Yorkshire Post, January 16th. 1916.

IN SEARCH OF A LIVING.

A WOMAN'S QUEST IN WAR TIME.

SECOND ARTICLE.

Of course, there were the ordinary agents to look out—a class of human I stand in real awe of! They ask you a string of impertinent questions wholly irrelevant—they ask you to lay bare your very soul. What is your father? Your religion? Your politics? etc. What has this to do with your capacity, say, for writing shorthand or cooking cabbage? One day I was rung up: "That Miss Z——?" "Yes." "What is your father? Mine was an officer." "Well, mine wasn't; and as far as I know he is an angel now; at least he has every claim to be if there are such things off this earth," and I rang off. I failed absolutely to see what my father had to do with the job. He was far too nice to have put such a question. There are the 5s. agents still, who absorb 5s. from poverty-stricken females on the promise that they will get her a good berth in no time. These people rarely have any of these berths to offer such as they profess to be able to provide; and if they advertise in the columns of the best "dailies" anything approaching the thing, some one else has always got it or you lack some qualification; and if they really can't find anything else the matter with you, you are too old, or too young—too old, that is always a slap in the face they have ready for you, if you worry them, although you may be in your prime. How I have heard long-suffering women complain over their vagaries. It is not so long since I read of one of these sharks being hauled up by the L.C.C. for having several thousand names on their books, the owners of which had paid down sums of money, and only about 100 jobs had been found. They are consequently improving, and the best do not demand a preliminary fee; some few are quite nice and comprehensive, and some merely treat you in accordance with your marketable value from their own point of view. Young girls should be very careful about accepting foreign situations offered through agents, unless full inquiry is made from a British Consul.

I should like to tell you one experience I had of an agent and her client. I argued with the agent that it was a very doubtful possibility and I did not feel inclined to gamble on it. She compromised and accepted 2s. 6d. instead of 5s. I was to call on her client in one of the fashionable squares at 12 o'clock. I found the hall literally lined with a nondescript collection of women of all ages. Doubtless they had paid 5s. each, representing several pounds to the agent. After wasting half an hour, a young footman came forward and spoke to each one in a subdued voice. Arriving at myself, he said: "Will you go away, and come back in about two to three hours?" I was ready to breathe fire—I had been out since early morning, and like many another did not know where to go to kill time—going into a restaurant meant spending. It was drizzling; I certainly would not come back! However, curiosity got the upper hand. I went into the city and returned about 5 p.m., weary, pale-faced, hungry, and the bloom certainly rubbed off my ordinarily, I can't say exactly peachy, appearance; but let it pass.

The hall was empty, the footman in full afternoon uniform, and I was at once shown into the presence. There, sitting in an armchair, was a very big woman, luxuriously clothed, with a hat trimmed with about three different lots of Prince of Wales's feathers, yellow in hue; they bowed and nodded energetically as I entered.

The lady raised a tortoiseshell lorgnette, and stared at me in an intensely arrogant manner. "Are you a maid?" she queried. I was non-plussed. Did I look like a lady's maid? I stammered and blurted out "no."!

"Oh," said she, and paused—"Secretary?"

"Yes, Secretary," rejoined I, standing first on one leg, then on the other, and ready to drop with fatigue.

She continued, in sepulchral and measured tones, which seemed to come out of the cellar, enough to make the most hardy out-of-work tremble.

"I want—a young girl—a—nice—young—girl, about twenty—go back and tell the agent—I want a—young girl—to do the flowers!"

I curbed my impatience somehow. "Not a Secretary, then?"

"Oh ye-s—to write my letters, and she must have a big, heavy style." It was a 10s.-a-week-morning job; I did not write a heavy scrawl, and doubtless looked twice twenty at the moment. Endeavouring to be as rudely polite as she was crudely rude, I requested her to inform the agent of her needs herself, as I did not intend going to her again, and withdrew, thinking with sorrow of my wasted half-crown, and equally wasted day.

* * * *

One day an acquaintance told me she knew of a lady frantically anxious to dispose of a private hotel, who wanted some one to look after it for a week or two—it might be sold any day—would I care to go? "Yes," said I," if you think I am your man; it's not exactly in my line, but——"

"You'll do," she said. Mrs. X. was rung up, and in the course of an hour or two I was installed.

A widowed friend of Mrs. X's had previously been in charge, but had gone away suddenly, saying she was ill. I was left to make the best of it. I had to carve for a handful of people off a very small joint at a side table; it was hard work to get a decent slice off the thing, and I was rather flustered. I slept in the office—which never saw the sun, cold as a cave—in a cupboard bed. The first morning I was aroused a little before eight o'clock by the most awful row I have ever heard. The English waiter, aged 20, and a housemaid, 40 (a most excellent servant with a violent temper), were going it hammer and tongs. They had come up from the lower regions, and were close to my door; I sprang out of bed and hurried on to the scene. I implored them to cease. I stood between them, I entreated, I pleaded for the sake of the good name of the establishment in vain. Finally the housemaid went upstairs, talking at the top of her voice all the way up. The boy retired into the dining-room and sought my sympathy. I was shivering and left him, still chuntering, to dress. At breakfast some one asked if there had been a murder committed across the street.

I was kept very tight for money, and had to order in supplies in bits. The proprietress looked in, and said I was a treasure; but she was premature. I bought English meat! What a fuss there was. She at once declared she must have some one used to managing private hotels. I showed my weekly bill later to people used to catering, and they said they couldn't have done it on the money. For hotel fare it was very plain, and there was naturally some grumbling; therefore I got it from both sides. There was one so-called eccentric guest (to my belief there was method in her madness), a spoilt, pampered Anglo-Indian, who rung her bell at every turn, pestering the one solitary housemaid and myself in turn; she was always trying to get round me to let her have food taken up to her room, and other privileges. "And you won't charge me extra?" She was always ordering or demanding something that was not there. "I never take anything but ham for breakfast," she told me. I got some. She sent it down, and demanded eggs—"fresh eggs, please to understand!"

I had been instructed to buy eggs at 10 in a box for a shilling. She told me she always required a chop for lunch, then turned round to the others at their different tables, waving her arms dramatically. "Chops, chops, chops—nothing but chops."

I tried her another day with veal and ham pie and a mince. "Where is my chop?" she inquired savagely. "No chop, then I must have a sole."

One evening dinner commenced with hake, merely to ring the changes on cod and slips, for I had to get the cheapest things going.

"What is this fish?" she asked. "Hake," replied I seriously.

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I remonstrated, but she excused herself quite civilly—and took no notice. On appealing to Mrs. X, she had nothing to suggest, and was only horribly afraid of her giving notice. I got the key of the area door, and took to sitting up. However, cook did give notice, and said she must leave in a day or two, as her husband had got a joint job for them both. Mrs. X was frantic; another cook hunt!

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"What are the staff to have?" or "There's no coffee, madame." Such small quantities were ordered that you had almost to sit by and watch to know that they were run out. Cook was no earthly help.

I know on this occasion there was some coffee—and this wretch knew it too—and he went down the kitchen stairs laughing like a hyena because he thought he had done me one. He knew well enough he would have to go, so gave notice with a flourish, though for a few days he was quite lamb-like. He would seek me out to admire his dining room—cleaned properly for once!

The weekend found cook—I think to see how things were going—"You're so wonderfully calm," said she. Well, I'm not one of those people who [illegible]

65+15/15

and the best do not demand a preliminary fee; some few, are quite nice and comprehensive, and some merely treat you in accordance with your marketable value from their own point of view. Young girls should be very careful about accepting foreign situations offered through agents, unless full inquiry is made from a British Consul.

I should like to tell you one experience I had of an agent and her client. I argued with the agent that it was a very doubtful possibility and I did not feel inclined to gamble on it. She compromised and accepted 2s. 6d. instead of 5s. I was to call on her client in one of the fashionable squares at 12 o'clock. I found the hall literally lined with a nondescript collection of women of all ages. Doubtless they had paid 5s. each, representing several pounds to the agent. After wasting half an hour, a young footman came forward and spoke to each one in a subdued voice. Arriving at myself, he said: "Will you go away, and come back in about two to three hours?" I was ready to breathe fire—I had been out since early morning, and like many another did not know where to go to kill time—going into a restaurant meant spending. It was drizzling; I certainly would not come back! However, curiosity got the upper hand. I went into the city and returned about 5 p.m., weary, pale-faced, hungry, and the bloom certainly rubbed off my ordinarily, I can't say exactly peachy, appearance; but let it pass.

The hall was empty, the footman in full afternoon uniform, and I was at once shown into the presence. There, sitting in an armchair, was a very big woman, luxuriously clothed, with a hat trimmed with about three different lots of Prince of Wales's feathers, yellow in hue; they bowed and nodded energetically as I entered.

The lady raised a tortoiseshell lorgnette, and stared at me in an intensely arrogant manner. "Are you a maid?" she queried. I was non-plussed. Did I look like a lady's maid? I stammered and blurted out "no."!

"Oh," said she, and paused—"Secretary?"

"Yes, Secretary," rejoined I, standing first on one leg, then on the other, and ready to drop with fatigue.

She continued, in sepulchral and measured tones, which seemed to come out of the cellar, enough to make the most hardy out-of-work tremble.

"I want—a young girl—a—nice—young—girl, about twenty—go back and tell the agent—I want a—young girl—to do the flowers!"

I curbed my impatience somehow. "Not a Secretary, then?"

"Oh ye-s—to write my letters, and she must have a big, heavy style." It was a 10s.-a-week-morning job; I did not write a heavy scrawl, and doubtless looked twice twenty at the moment. Endeavouring to be as rudely polite as she was crudely rude, I requested her to inform the agent of her needs herself, as I did not intend going to her again, and withdrew, thinking with sorrow of my wasted half-crown, and equally wasted day.

* * * *

One day an acquaintance told me she knew of a lady frantically anxious to dispose of a private hotel, who

some grumbling; therefore I got it from both sides. There was one so-called eccentric guest (to my belief there was method in her madness), a spoilt, pampered Anglo-Indian, who rung her bell at every turn, pestering the one solitary housemaid and myself in turn; she was always trying to get round me to let her have food taken up to her room, and other privileges, "And you won't charge me extra?" She was always ordering or demanding something that was not there. "I never take anything but ham for breakfast," she told me. I got some. She sent it down, and demanded eggs—"fresh eggs, please to understand!"

I had been instructed to buy eggs at 10 in a box for a shilling. She told me she always required a chop for lunch, then turned round to the others at their different tables, waving her arms dramatically, "Chops, chops, chops—nothing but chops."

I tried her another day with veal and ham pie and a mince. "Where is my chop?" she inquired savagely. "No chop, then I must have a sole."

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The widowed friend called—I think, to see how things were going—"You're so wonderfully calm," said she. Well, I'm not one of those people who imagine they're running the "Cecil" or have got the burden of state on their shoulders. I told her a few things—

"Do you know, I should have gone mad if I had stayed," she said, "I simply had to get away—five cooks in five weeks—I couldn't tell you how many waiters—and the housemaid having a stand-up fight with each cook in turn, throwing the kitchen furniture at each ther—then that eccentric woman upstairs and that vful 'James' 'manageressing' one about the house I shall hate the word as long as I live"—indeed, claim to the title had not struck either of us.

he place was sold—I'm glad it's not mine!

Cork Weekly News,
January 16th. 1915.

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TECHNICAL EDUCATION.

EMPLOYMENT OF MILL WORKERS.

A meeting of the City Technical Instruction Committee was held at half-past three o'clock Monday in the School of Art. Mr A F Sharman Crawford J P (Vice-Chairman), presided. Also present—W Hart, T C (Deputy Vice-Chairman), Alderman H Dale, Treasurer Nicholson Messrs W Fleming, T C; W Ellis, D O'Mahony T C; J Good, J L Fawsitt, T A Conroy, M A.

The Secretary (Mr F B Giltinan) submitted a statement of current accounts which showed that the balance at bank on 31st of last month was £1,232 5s 10d as compared with a balance of £298 10s 6d for the corresponding period last year.

The agenda included a reference to consider request of Local Representative Relief Committee, as contained in letter from Secretary dated 4th inst. that a conference be arranged between this committee and sub-committees of ladies, appointed by the Relief Committee, to devise means of providing employment in the Institute for women, particularly mill-workers, who will and have been disemployed in consequenc of the war, on the lines suggested by Mr Aston, L G B Inspector, and to take such action in the matter as is deemed advisable.

In connection with this matter, Messrs J F O'Sullivan (Chairman Relief Committee), C Daly, James Dwyer, Miss Stanton and Mr B C Galvin, City Solicitor, attended as a deputation from the Relief Committee. and

Mr O'Sullivan referred to the course taken in Dublin to relieve women who had been disemployed in consequence of the war. They were sorry to say that the amount of unemployment of women workers in the city would increase in the next month or two. They had come to ask for the co-operation of the Technical Committee in this work.

The Chairman said the Local Government Board would allow the Technical Committee grants to cover the expenses of teaching, and they would also reimburse them any money they expended in giving the workers the pay they would receive were they employed. The mill-workers would attend the school for fifteen hours a week.

Mr Galvin said if the committee was in favour of the request of the Relief Committee, the best thing would be to appoint a few members to confer with the Sub-Committee of the Relief Committee and bring up a report as to what was best to be done.

After some discussion, the Vice-Chairman, Deputy Vice-Chairman, Messrs W Fleming and J L Fawsitt were appointed a sub-committee, as suggested.

A letter was read from Dr Winder solicitor, stating that he was organising a Voluntary Aid Detachment of the St John's Ambulance Association in the city, and would be obliged if the committee would give the use of the Lecture Theatre in the School of Art for the purpose of lectures, to be given on Tuesday evenings from 8 to 9.30, commencing on Tuesday, 12th inst, and continuing for the five following weeks. Fire and light and any other necessary outlay would be paid for.

Dr Winder appeared before the committee in support of the application, and said that he had at present thirty members anxious to obtain certificates and Dr Crosbie had kindly consented to lecture for them. The difficulty they had was to find a room in which to accommodate about 60 persons, and failing to find such a place they were obliged to ask for the Lecture Theatre. The lectures would be open to everyone who liked to attend.

On the motion of Mr Hart, seconded by Mr Fleming, the application, which was warmly supported by several members, was unanimously granted.

A letter was received from the Department dated 14th ult, stating that they were unable to sanction the proposal to make a grant of £20 annually towards the maintenance of the Christian Brothers' Day Trades' Preparatory School, but they would be prepared to consider proposals to award scholarships to the value of £20 tenable at this school.

Mr Fleming said the Department sanctioned such grants to the Christian Brothers' Schools in Belfast, and gave them scholarships as well. Under these circumstances he failed to understand why they were unable to do in Cork what they did in Belfast. Their action was inconsistent and illogical, and he proposed that they again write to the Department pointing out these facts to them.

This was seconded by Mr Hart, who said he considered the action of the Department in the matter very unfair.

The motion was agreed to unanimously.

The Department also wrote under date 18th ult, stating that they were unable to sanction the appointment of Mr M J Galligan as teacher of cabinet making, and again suggesting that the opening of a class in this subject be deferred until the services of a well-qualified cabinet maker could be secured.

Mr Fleming said it was well for the cabinet makers of the city to know that there was an opening for a well-qualified teacher of this subject. It was open to any one, whether he attended classes or not, to take out the diplomas of the City and Guilds of London.

The next business was to consider minutes of meeting of committee held on 4th instant, recommending that proceeds of the concert organised under the auspices of the school, in aid of the local distress caused by the war, amounting to £31 1s 6d, be divided equally between the St Vincent de Paul Society, Indigent Roomkeepers' Society, and the Sick Poor Societies of the Middle, North, and South Parishes.

This was approved of, and the meeting ended.

Birmingham Post,
Jan. 18th. 1915.

To replace men who have enlisted more women will be employed this week at certain collieries in the Manchester and Wigan districts. About 2,000 pit brow girls are now engaged at Lancashire collieries.

Glasgow Evg. Times,
Jan. 18th. 1915.

For Unemployed Women.

There has seldom been a time when skilled machinists were kept so steadily employed as they are at present. The demand for expert shirtmakers, indeed, far exceeds the supply. On the other hand, many unskilled women and girls are out of work as a result of the war. It has therefore been the object of those interested in women's work to try as much as possible to help the unemployed in a way likely to be of lasting use to the women themselves, instead of merely giving them temporary employment. This twofold object was certainly kept in view by the Glasgow district of the Prince of Wales's National Relief Fund when making arrangements connected with the workrooms opened last week at 11 Spoutmouth. It is hoped that this venture may be the beginning of an organised scheme for the training of women workers, and meantime the promoters expect to turn out each month a score of trained machinists fitted to take situations in factories. The Spoutmouth premises consist of three commodious rooms—a machine-room, a workroom, and a well-equipped kitchen, where the girls will be taught domestic economy and simple cooking. The meals cooked here will be sold to the workers at a nominal charge. A good three-course dinner is supplied for the modest sum of threepence. Miss Dick, of the Glasgow and West of Scotland College of Domestic Science, is kindly giving her services in this department, and under her skilled tuition the girls should soon learn how to cook and clean. Miss MacLean is superintendent at the Spoutmouth, and the general arrangements have been made by the Consultative Committee, whose representatives are Mrs Thomas Johnstone, Mrs Brownlie, and Miss Agnes Young. Mrs Elizabeth Ross, of the Labour Exchange, acting as a member of the Citizens' Relief Committee.

* * *

The Financier, 20. 1. 15.

Banks and Female Clerks.

It is interesting to note in the report just issued by the Board of Trade that statistics relating to commercial employment in London show that since the war the number of women employed in the London banks has increased 25 per cent., whilst a somewhat similar state of affairs is indicated in other centres of employment in the City. It need hardly be said that the extensive enlistment of male clerks is mainly responsible for this state of affairs, although the employment in Government offices of many thousands of temporary clerks is held to be partially responsible.

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Daily Mail,
Jan. 19th. 1915.

FEWER UNEMPLOYED THAN IN PEACE.

WAR TRADE BOOM.

MANY MORE GIRLS AT WORK IN LONDON BANKS.

PROFESSIONS IN TROUBLE.

Based mainly on returns received from 23,000 industrial firms, employing about 4,000,000 workpeople—roughly 43 per cent. of the industrial population—a report was issued by the Board of Trade yesterday showing the state of unemployment in the United Kingdom in December.

According to this report from July to December there has been an actual diminution in the number of people unemployed.

The number of men on short time has been reduced from 17.3 per cent. in October to 10.8 per cent. in December, while the percentage on overtime has risen from 5.2 per cent. to 13 per cent.

Women were more seriously affected by the war than men, but the recent improvement in their case has been almost equally marked.

As compared with July the reduction in the numbers employed was 3.2 per cent. in December, as against 6.2 in October.

Short time has fallen from 26 per cent. to 19.1 per cent., while overtime has increased from 5.9 per cent. to 10.8 per cent.

TRANSFORMED INDUSTRY.

By December, in lieu of the displacement of men previously employed, there has been a replacement of men previously unemployed; that is to say, the war has actually reduced the numbers unemployed in July by absorbing a proportion of them into industry.

This, of course, does not imply that no trades have had to dismiss employees, but that after allowing for enlistment the number of cases in which employees have been taken on is considerably in excess of the dismissals.

"The employment figures indicate that there has been a big transformation of industry. While private business has fallen off to an unprecedented extent, the requirements of the Government have undergone so great an expansion that, when account is taken of the numbers joining the forces, the labour market presents the appearance of a trade boom.

The most noteworthy feature of the situation is that so important a transition should have been effected so easily and with so little unemployment.

GONE TO FRANCE.

The notable feature of the return from the coal and other mines, iron and steel, shipbuilding, engineering, wool and worsted, boot and shoe, leather, chemical, timber, hosiery, and food industries, is the fact that, in spite of the abundance of Government orders, and the keen demand for labour, there is a marked increase in enlistment in each.

In all these trades those who have joined the forces have been replaced to a very large extent, and there is much more overtime than short time.

Enlistment from Government offices has been heavy—about 15 per cent.—and it has been necessary to fill places temporarily on a large scale.

Returns from 460 local authorities show that over 19,700 persons have been taken on to fill the places of 27,783 who have joined the Colours.

Business has fallen off particularly heavily in the legal professions, but the decline is compensated from the employers' point of view by the enlistment of a very large percentage of lawyers' clerks.

WOMAN TEACHER SHORTAGE

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The Daily Telegraph, January 19th. 1915. 654.

WAR AND EMPLOYMENT

A NOTABLE IMPROVEMENT

EFFECT OF RECRUITING.

Further gratifying evidence of the favourable position of British trade and industry is furnished in a report, just issued by the Board of Trade, on the state of employment in the United Kingdom in December. It is a continuation of the report published some weeks ago, dealing with the position in October, and a comparison of the figures for the two periods discloses a notable improvement.

The document is based mainly on returns received from 23,000 industrial firms, which employed over 4,000,000 workpeople in July. The total number occupied in the trades in which these 4,000,000 persons were engaged amounted, according to the census of 1911, to nearly 9,250,000 persons. The investigation, therefore, covers about 43 per cent. of the industrial population. Information is also given concerning employment in professional and commercial occupations.

So far as industrial employment is concerned, the main facts brought out are these:

By December the reduction in the number of male workers employed, compared with July, had fallen to 10.6 per cent., while the percentage joining the forces had risen from 10.6 in October to 13.3. Hence there has been an actual diminution in the number of males unemployed, as compared with July, of 2.7 per cent.

The number of men on short time fell from 17.3 per cent. in October to 10.8 per cent. in December, while the percentage on overtime rose from 5.2 to 13.

In the case of women the improvement has been almost equally marked. As compared with July, the reduction in the numbers employed was 3.2 per cent. in December, as against 6.2 in October. Short time fell from 26 per cent. to 19.1 per cent., while overtime increased from 5.9 per cent. to 10.8 per cent.

Except in the building, furniture, cotton, and one or two other industries, there is now a shortage rather than a surplus of labour.

This favourable position does not mean that the war has had a small effect on the industrial system. Decline of private business and the great expansion of Government requirements have caused a big transformation of industry, which has been effected with surprisingly little disturbance.

AN INDUSTRIAL TRANSITION.

Dealing with the figures in detail, the report points out that while for September and October the contraction of the numbers employed among males exceeded the numbers known to have joined the forces, in December the position was reversed. In lieu of displacement of men previously employed, there has been a replacement in employment of men previously unemployed: that is to say, the war has actually reduced the numbers unemployed in July by absorbing a proportion of them into industry. This, of course, does not imply that no trades have had to dismiss employés, but that after allowing for enlistment the number of cases in which employés have been taken on is considerably in excess of the dismissals. The changes are shown in the following table, in which the state of employment in October and December is compared with employment before the war:

	Oct.		Dec.	
	Males.	Females.	Males.	Females.
	Per cent.		Per cent.	
Employed in July	100	100	100	100
Still on full time	66·8	61·9	65·6	66·9
On overtime	5·2	5·9	13·0	10·8
On short time	17·3	26·0	10·8	19·1
Contraction of numbers employed	10·7	6·2	10·6	3·2
Known by Employers to have joined the Forces	10·6	—	13·3	—
Net displacement (−) or replacement (+)	−0·1	−6·2	+2·7	−3·2

The contraction figure in the case of females is chiefly due to the state of affairs in the cotton trade. If the North-Western division (Lancashire and Cheshire) is excluded, the contraction of employment of females in the rest of the United Kingdom is as follows: September, 6.2 per cent.; October, 3.8 per cent.; December, 1.2 per cent.

In regard to the effect of the war on industry, it is pointed out that while private business has fallen off to an unprecedented extent, the requirements of the Government have undergone so great an expansion that, when account is taken of the numbers joining the forces, the labour market presents the appearance of a trade boom. The most noteworthy feature of the situation is that so important a transition should have been effected so easily, and with so little unemployment. There has been an important transference of labour and machinery, which has been effected, on the whole, much more smoothly than might have been anticipated. But the fact that short time and overtime are found together, not only when the figures for the whole country are taken, but also in the same trade and district, shows that there is still considerable room for further adjustment.

LAST MONTH'S FIGURES.

The difficulty of transferring labour from trade to trade is brought out by an examination of the results for separate industries. The appended table shows for men the results of the inquiry in various industries under three heads:

1. Industries in which there is a marked shortage of male labour, and in which it has been necessary to attract men from the outside.
2. Industries which are in a fairly normal condition as regards male labour, and
3. Industries in which the contraction of numbers employed is considerably greater than the withdrawal of men for the forces.

The figures represent the state of employment in December compared with the period before the war:

	Contraction of numbers employed.	Known to have joined the Forces.	Net displacement (−) or replacement (+).	On Short Time.	On Overtime.
GROUP 1.	Per cent.	Per cent.	Per cent.	Per cent.	Per cent.
Coal and other mines	10·4	13·7	+ 3·3	14·1	0·6
Iron and steel	7·5	13·9	+ 6·4	7·1	12·1
Shipbuilding	6·0	13·6	+ 7·6	1·3	33·4
Engineering	8·7	14·6	+ 5·9	5·7	27·0
Wool & worsted	0·7	7·2	+ 7·9	5·9	29·5
Boot and shoe	3·3	9·9	+ 6·6	1·3	27·9
Leather, canvas, rubber, &c.	6·3	16·6	+10·3	4·5	29·8
Chemicals	3·3	15·4	+12·1	2·4	13·2
Timber	6·2	14·2	+ 8·0	12·5	13·9
Hosiery	0·7	7·5	+ 6·8	3·0	22·2
Food	5·6	13·4	+ 7·8	2·7	12·7
GROUP 2.					
Clothing	14·1	12·5	− 1·6	16·9	12·2
Paper & printing	12·2	12·5	+ 0·3	12·1	12·3
China, pottery and glass	11·2	13·3	+ 2·1	19·5	2·6
Linen, jute, & hemp	8·2	15·0	+ 6·8	31·1	4·5
Cycle & motor, carriage, &c. building	17·5	14·3	− 3·2	9·0	19·9
GROUP 3.					
Building	21·5	12·2	− 9·3	9·2	6·3
Brick & stone	20·2	13·5	− 6·7	19·2	4·8
Furniture	20·3	13·5	− 6·8	19·7	6·7
Cotton	18·3	9·6	− 3·7	30·4	1·6
Tinplate	11·5	8·3	− 3·2	27·8	3·1
Total (including other trades)	10·6	13·3	+ 2·7	10·8	13·0

PROSPERITY MORE WIDESPREAD.

Of the first group the most notable feature is the fact that, in spite of the abundance of Government orders, and the keen demand for labour, there is a marked increase in enlistment in each of these trades. The wool and worsted percentage, though still the lowest on the list, is nearly 2½ per cent. higher than in October. In all these trades those who have joined the forces have been replaced to a very large extent, and there is much more overtime than short time. The improvement in the chemical trade is not only the consequence of the stoppage of German imports into the home market, but is in part due to an expansion of exports. The woollen and worsted trades show better results than ever, partly owing to the fact that worsted is now being used extensively for uniforms. Prosperity is, therefore, more widespread than before.

In all the industries in the second group there has been a net replacement of men, enlistment more than accounting for the contraction of male employment. The linen trade is one of the few where the condition of things was worse in December than in October; linen depends largely on supplies of flax from Russia, and the closing of the Baltic by the war has caused a serious shortage. The jute trade, too, though there are here and there complaints of a shortage of men, is not in an entirely satisfactory condition. The paper and printing trades have benefited much less than usual from the Christmas season, and mention is made of the diminution in catalogues.

Although shirtmaking and wholesale tailoring show a great deal of additional employment, the result for the clothing trades, as a whole, is fairly normal. The sections which remain most depressed are high-class dressmaking and bespoke tailoring, while laundries are experiencing a good deal of short time. In the cycle, motor, and carriage trades, there has been a considerable improvement in the railway carriage section, and some improvement in others.

In all the industries in the third group the enlistment figure has increased since October, and has, except in the cases of the building and brick and stone trades, reduced the net displacement. The building trade, in fact, stands out as the one important industry which shows results greatly inferior to those of October. A large number of carpenters are, however, employed directly by the Government in the erection of soldiers' huts, and as the tables refer only to employment by private firms, these men help to swell the contraction figures, and give them, as an index of unemployment, an artificially high appearance. A further part of the contraction represents the seasonal depression which the building trade regularly undergoes, while it has also to be noted that a good deal of enlistment from the building trades probably occurs after the men have left their employment, and is therefore not recorded in the employers' returns.

Employment in the cotton trade shows an appreciable improvement in spite of some unfavourable factors, for example, the cutting off of the Turkish market. The furniture trade has also improved. There has been no improvement either in tinplate or in the brick and cement group, and in the latter case there is an increased "net displacement."

Of the trades which do not appear in the table, there has been a considerable displacement of both men and women, and a large amount of short time in the lace trade. There is a good deal of short time in the silk trade; but as regards unemployment the condition of this industry is not unsatisfactory. There has been a marked renewal of employment in the jewellery and musical instrument trades, in which a large amount of short time and overtime now co-exist.

DISTRICT RECRUITING.

With regard to enlistment, it is pointed out that the percentages given above as "joining the forces" do not by any means represent the number of recruits enlisted. They relate solely to men known by their employers to have left industrial employment for the purpose of joining. Thus they do not include any recruits who enlisted while unemployed, or whose occupation was not industrial. On the other hand, they include reservists besides new recruits.

In this connection the annexed table, showing the percentages of the total number of men employed in July in the various districts who are known to have enlisted, is of considerable interest:

	Sept.	Oct.	Dec.
London	8·5	10·3	13·0
South Eastern	11·4	12·9	15·2
South Western	12·8	13·2	16·0
West Midlands	8·4	11·0	12·7
East Midlands	7·3	8·1	11·2
Yorkshire	6·2	8·1	10·7
Northern	8·3	11·1	14·6
North Western	7·9	9·3	12·8
Wales	8·4	10·8	13·4
Scotland	10·4	13·2	16·0
Ireland	6·2	9·8	11·6
United Kingdom	8·8	10·6	13·3

One fact disclosed by the December investigation is that the contraction of employment in small firms is still considerably more serious than in large firms, the contraction of employment in the former being 12.8 per cent., compared with 9.4 per cent. in the case of the latter. One of the tendencies of the war, says the report, is clearly to transfer a more than normal proportion of the nation's business to large concerns.

PROFESSIONAL OCCUPATIONS.

In the section of the report dealing with professional and commercial occupations, it is stated that enlistment from Government offices has been heavy (about 15 per cent.), and it has been necessary to fill places temporarily on a large scale. As to employment by local bodies, returns from 460 authorities show that over 19,700 persons have been taken on to fill the places of 27,783 who have joined the colours. The enlistment percentage works out at nearly 13½ per cent.

As regards the professions, the general tenor of such reports as come to hand is that while business is restricted it does not yet involve any considerable amount of distress. Business has fallen off particularly heavily in the legal professions, but the decline is compensated from the employers' point of view by the enlistment of a very large percentage of lawyers' clerks. The musical profession has also suffered rather heavily, but apparently more in London than in the provinces. Male school teachers are scarcer than ever, owing to heavy enlistment, and places are being filled by women to such an extent that a shortage of women teachers is reported. Artists and architects seem to be among the worst hit of the professional classes.

There is no evidence of serious lack of employment among domestic servants, except charwomen. Railway companies have been compelled to apply to the War Office for permission to put pressure on their employés not to enlist, and the number who have joined the forces has therefore only risen slightly since October, and is now about [illegible] out of some [illegible] employed. In the London docks [illegible] were employed in the middle of December, compared with [illegible]

By December the reduction in the number of male workers employed, compared with July, had fallen to 10.6 per cent., while the percentage joining the forces had risen from 10.6 in October to 13.3. Hence there has been an actual diminution in the number of males unemployed, as compared with July, of 2.7 per cent.

The number of men on short time fell from 17.3 per cent. in October to 10.8 per cent. in December, while the percentage on overtime rose from 5.2 to 13.

In the case of women the improvement has been almost equally marked. As compared with July, the reduction in the numbers employed was 3.2 per cent. in December, as against 6.2 in October. Short time fell from 26 per cent. to 19.1 per cent., while overtime increased from 5.9 per cent. to 10.8 per cent.

Except in the building, furniture, cotton, and one or two other industries, there is now a shortage rather than a surplus of labour.

This favourable position does not mean that the war has had a small effect on the industrial system. Decline of private business and the great expansion of Government requirements have caused a big transformation of industry, which has been effected with surprisingly little disturbance.

AN INDUSTRIAL TRANSITION.

Dealing with the figures in detail, the report points out that while for September and October the contraction of the numbers employed among males exceeded the numbers known to have joined the forces, in December the position was reversed. In lieu of displacement of men previously employed, there has been a replacement in employment of men previously unemployed: that is to say, the war has actually reduced the numbers unemployed in July by absorbing a proportion of them into industry. This, of course, does not imply that no trades have had to dismiss employés, but that after allowing for enlistment the number of cases in which employés have been taken on is considerably in excess of the dismissals. The changes are shown in the following table, in which the state of employment in October and December is compared with employment before the war:

	Oct.		Dec.	
	Males.	Females.	Males.	Females.
	Per cent.		Per cent.	
Employed in July	100	100	100	100
Still on full time	66·8	61·9	65·6	66·9
On overtime	5·2	5·9	13·0	10·8
On short time	17·3	26·0	10·8	19·1
Contraction of numbers employed	10·7	6·2	10·6	3·2
Known by Employers to have joined the Forces	10·6	—	13·3	—
Net displacement (−) or replacement (+)	−0·1	−6·2	+2·7	−3·2

The contraction figure in the case of females is chiefly due to the state of affairs in the cotton trade. If the North-Western division (Lancashire and Cheshire) is excluded, the contraction of employment of females in the rest of the United Kingdom is as follows: September, 6.2 per cent.; October, 3.8 per cent.; December, 1.2 per cent.

	numbers employed.	joined the Forces.	ment (−) or replacement (+).	On Short Time.	On Overtime.
GROUP 1.	Per cent.	Per cent.	Per cent.	Per cent.	Per cent.
Coal and other mines	10·4	13·7	+ 3·3	14·1	0·6
Iron and steel	7·5	13·9	+ 6·4	7·1	12·1
Shipbuilding	6·0	13·6	+ 7·6	1·3	33·4
Engineering	8·7	14·6	+ 5·9	5·7	27·0
Wool & worsted	0·7	7·2	+ 7·9	5·9	29·5
Boot and shoe	3·3	9·9	+ 6·6	1·3	27·9
Leather, canvas, rubber, &c.	6·3	16·6	+10·3	4·5	29·8
Chemicals	3·3	15·4	+12·1	2·4	13·2
Timber	6·2	14·2	+ 8·0	12·5	13·9
Hosiery	0·7	7·5	+ 6·8	3·0	22·2
Food	5·6	13·4	+ 7·8	2·7	12·7
GROUP 2.					
Clothing	14·1	12·5	− 1·6	16·9	12·2
Paper & printing	12·2	12·5	+ 0·3	12·1	12·3
China, pottery and glass	11·2	13·3	+ 2·1	19·5	2·6
Linen, jute, & hemp	8·2	15·0	+ 6·8	31·1	4·5
Cycle & motor, carriage, &c. building	17·5	14·3	− 3·2	9·0	19·9
GROUP 3.					
Building	21·5	12·2	− 9·3	9·2	6·3
Brick & stone	20·2	13·5	− 6·7	19·2	4·3
Furniture	20·3	13·5	− 6·8	19·7	6·7
Cotton	18·3	9·6	− 3·7	30·4	1·8
Tinplate	11·5	8·3	− 3·2	27·8	3·1
Total (including other trades)	10·6	13·3	+ 2·7	10·8	13·0

PROSPERITY MORE WIDESPREAD.

Of the first group the most notable feature is the fact that, in spite of the abundance of Government orders, and the keen demand for labour, there is a marked increase in enlistment in each of these trades. The wool and worsted percentage, though still the lowest on the list, is nearly 2½ per cent. higher than in October. In all these trades those who have joined the forces have been replaced to a very large extent, and there is much more overtime than short time. The improvement in the chemical trade is not only the consequence of the stoppage of German imports into the home market, but is in part due to an expansion of exports. The woollen and worsted trades show better results than ever, partly owing to the fact that worsted is now being used extensively for uniforms. Prosperity is, therefore, more widespread than before.

In all the industries in the second group there has been a net replacement of men, enlistment more than accounting for the contraction of male employment. The linen trade is one of the few where the condition of things was worse in December than in October; linen depends largely on supplies of flax from Russia, and the closing of the Baltic by the war has caused a serious shortage. The jute trade, too, though there are here and there complaints of a shortage of men, is not in an entirely satisfactory condition. The paper and printing trades have benefited much less than usual from the Christmas season, and mention is made of the diminution in catalogues.

Although shirtmaking and wholesale tailoring show a great deal of additional employment, the result for the clothing trades, as a whole, is fairly normal. The sections which remain [illegible]

the silk trade; but as regards unemployment the condition of this industry is not unsatisfactory. There has been a marked renewal of employment in the jewellery and musical instrument trades, in which a large amount of short time and overtime now co-exist.

DISTRICT RECRUITING.

With regard to enlistment, it is pointed out that the percentages given above as "joining the forces" do not by any means represent the number of recruits enlisted. They relate solely to men known by their employers to have left industrial employment for the purpose of joining. Thus they do not include any recruits who enlisted while unemployed, or whose occupation was not industrial. On the other hand, they include reservists besides new recruits.

In this connection the annexed table, showing the percentages of the total number of men employed in July in the various districts who are known to have enlisted, is of considerable interest:

	Sept.	Oct.	Dec.
London	8·5	10·3	13·0
South Eastern	11·4	12·9	15·2
South Western	12·8	13·2	16·0
West Midlands	8·4	11·0	12·7
East Midlands	7·3	8·1	11·2
Yorkshire	6·2	8·1	10·7
Northern	8·3	11·1	14·6
North Western	7·9	9·3	12·8
Wales	8·4	10·8	13·4
Scotland	10·4	13·2	16·0
Ireland	6·2	9·8	11·6
United Kingdom	8·8	10·6	13·3

One fact disclosed by the December investigation is that the contraction of employment in small firms is still considerably more serious than in large firms, the contraction of employment in the former being 12.8 per cent., compared with 9.4 per cent. in the case of the latter. One of the tendencies of the war, says the report, is clearly to transfer a more than normal proportion of the nation's business to large concerns.

PROFESSIONAL OCCUPATIONS.

In the section of the report dealing with professional and commercial occupations, it is stated that enlistment from Government offices has been heavy (about 15 per cent.), and it has been necessary to fill places temporarily on a large scale. As to employment by local bodies, returns from 460 authorities show that over 19,700 persons have been taken on to fill the places of 27,783 who have joined the colours. The enlistment percentage works out at nearly 13½ per cent.

As regards the professions, the general tenor of such reports as come to hand is that while business is restricted it does not yet involve any considerable amount of distress. Business has fallen off particularly heavily in the legal professions, but the decline is compensated from the employers' point of view by the enlistment of a very large percentage of lawyers' clerks. The musical profession has also suffered rather heavily, but apparently more in London than in the provinces. Male school teachers are scarcer than ever, owing to heavy enlistment, and places are being filled by women to such an extent that a shortage of women teachers is reported. Artists and architects seem to be among the worst hit of the professional classes.

There is no evidence of serious lack of employment among domestic servants, except charwomen. Railway companies have been compelled to apply to the War Office for permission to put pressure on their employés not to enlist, and the number who have joined the forces has therefore only risen slightly since October, and is now about 60,000 out of some 600,000 employed. In the London docks 28,258 men were employed in the middle of December, compared with 24,311 a year ago, an increase of 8 per cent. Liverpool, on the other hand, records a decline of 13.8 per cent. On the East Coast generally employment is below normal; on the West and South Coasts it is good.

WOMEN AS BANK CLERKS.

In commercial occupations there has never been much evidence outside London of serious unemployment, though the situation has been relieved by enlistment on a heavier scale than in other occupations. In London there was in September a considerable discharge of male and female clerks, but enlistment, together with the engagement of several thousands of temporary clerks in various Government offices, has produced a shortage of male clerks, while among the female clerks the situation has been greatly improved.

There has been an increase of 25 per cent. in the employment of women in London banks since the war, while similar, though not quite such striking, figures are given for some other City employments. The enlistment percentage for commercial employments as a whole in London is 18½, which about balances the contraction of numbers employed. There is no evidence of lack of employment among shop assistants.

As to agriculture, while in most districts there is a sufficiency of labour for winter needs, there is likely to be difficulty in getting the necessary work done in the spring, owing to the considerable numbers who have enlisted. Shortage of labour is already marked in the Wold district of Yorkshire and in the Home Counties in the case of milkers and market gardeners.

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Morning Post, January 19th 1915.

A PROBLEM FOR LABOUR.

In the Board of Trade's report on the state of employment in this country during December there is much matter both for congratulation and reflection. The state of employment continues to improve in a manner most marked. Returns have been received from 23,000 industrial firms, employing some 4,000,000 workpeople, or just short of 50 per cent. of the whole industrial population. In October the number of male workpeople displaced by the war was balanced by the number who enlisted. In December the latter number had so increased that there was on balance a diminution in the number of unemployed equal to 2.7 per cent. of the male workpeople engaged in industry. Similarly, the reduction of men on short time was very large—from 17.3 per cent. in October to 10.8 per cent. in December, while the percentage on overtime increased from 5.2 per cent. to 13 per cent. This signal improvement is found in a less degree only in the statistics relating to women's employment, which was the first to be seriously affected by war conditions. The reduction in the number of women unemployed and in the number on short time has been considerable, while the number of women on overtime has doubled. No doubt this improvement is not spread equally over the country's industries, and some, like the cotton, building, and furniture trades, are still suffering severely. But it is evident that the worst effects of the dislocation due to the war are over and that the figures of unemployment to-day are actually lower than in pre-war times. There has been, as the Board of Trade report points out, a big transformation of industry, and "the most noteworthy feature of the situation is that such a transition should have been effected so easily." The fact that short time and overtime exist together shows that the necessary adjustment is not yet complete; but we can at least dismiss the forebodings that were so confidently expressed at the opening of the war. This result is very largely due to the prompt response which the workers have made to the call to arms, for it is a notable fact that recruiting has been highest in those very trades where there is an abundance of Government orders. All honour is due to the men who have thus unhesitatingly thrown up well-paid work to serve their country, and to their leaders who have exerted their influence to promote the interests of voluntary enlistment. If only in requital of such services, it must be a first care to do nothing that would injure the legitimate interests of organised labour. But it is possible to suggest to those who direct and advise organised labour that the time has now come when freer scope might be given to the employment of that great mass of labour which the overrunning of Belgium by the German hordes has driven to our shores. These new statistics prove that it would be possible, without injury to Trade Union rates and conditions, and with immense advantage to the country as a whole, to absorb a large proportion of the Belgian refugees who now find themselves compelled against their will to eat the bitter bread of charity and to rust in idleness. A shortage of labour—and that is the prospect that has now been realised in some industries and that is imminent in others—can only result in sending up prices more and more, with consequences incalculably distressing for those whose welfare is the immediate concern of the labour organisations. On the other hand, the absorption of this available labour can only lead to an increase of the nation's power to bear its burden of charity, together with a decrease of the burden itself. The sufferings and wrongs of the Belgian people have most profoundly moved the workpeople of this country, and it is certain that they will not look askance at any arrangements that may be possible to relieve in the best way the distress of those who have been invited to seek sanctuary among us.

Daily News & Leader, Jan. 19th 1915.

WORK IN TIME OF WAR.

Marked Improvement in December.

HOW THE MEN HAVE JOINED THE COLOURS.

From the Board of Trade a most interesting report was issued yesterday on the state of employment in December, with particular relation to the war. The report is in continuation of that for October, and is based mainly on returns received from 23,000 industrial firms, employing about 4,000,000 workpeople, that is, about 43 per cent. of the industrial population.

The report states that the improvement which was noted for October has continued. In October the reduction in the number of male workpeople employed, compared with July, was 10.7 per cent., while the percentage joining the forces up to that date was 10.6 per cent., so that, allowing for enlistment, there was practically no net increase of unemployment as between July and October.

By December the reduction in the number of male workpeople employed had fallen to 10.6 per cent., while the percentage joining the forces had risen to 13.3. There had, therefore, from July to December, been an actual diminution in the number unemployed, representing 2.7 per cent. of the male workpeople in industry.

The favourable tendency shown by the statistics is emphasised by the figures for short time and overtime. The number of men on short time has been reduced from 17.3 per cent. in October to 10.8 per cent. in December, while the percentage on overtime has risen from 5.2 per cent. to 13.0 per cent.

Women Seriously Affected.

Women were more seriously affected by the war than men, but the recent improvement in their case has been almost equally marked. As compared with July, the reduction in the numbers employed was 3.2 per cent. in December, as against 6.2 in October.

It is pointed out that the contraction in the case of females is chiefly due to the state of affairs in the cotton trade, for if Lancashire and Cheshire are excluded the contraction of female employment in the rest of the United Kingdom is as follows:

September	6.2 per cent.
October	3.8 „ „
December	1.2 „ „

Except in the building, furniture, cotton, and one or two other industries, there is a shortage rather than a surplus of labour. The employment in the cotton trade, however, shows "an appreciable improvement."

Transformation of Industry.

"The employment figures," the report says, "are not very far from normal, but they do not indicate that the war has had a small effect on the industrial system. On the contrary, there has been a big transformation of industry; for while private business has fallen off to an unprecedented extent, the requirements of the Government have undergone so great an expansion that, when account is taken of the numbers joining the forces, the labour market presents the appearance of a trade boom.

"The most noteworthy feature of the situation is that so important a transition should have been effected so easily, and with so little unemployment. There has been an important transference of labour and machinery, which has been effected, on the whole, much more smoothly than might have been anticipated. But the fact that short time and overtime are found together, not only when the figures for the whole country are taken, but also in the same trade and the same district, shows that there is still considerable room for further adjustment."

Employment and Enlistment.

A noteworthy feature of the report is the statement that, although recruiting is no doubt encouraged by unemployment, the prosperity or depression of a trade is by no means the only factor in determining the percentage of enlistment. As a matter of fact, in some of the most prosperous trades the percentage of enlistment is very high, and is apparently the cause of a good deal of overtime amongst those who remain at home.

Taking the number of employed males in July, the contraction of the number employed and those known to have joined the forces since the beginning of the war, the percentages for the various industries

Daily Express, 654. Jan. 19th 1915

INDUSTRY'S GIFT IN MEN.

HOW ALL TRADES HAVE JOINED THE COLOURS.

WOMEN BANK CLERKS.

Cheery optimism is the note struck by a Government return issued last night dealing with the condition of British industries at the end of December. It is shown that while in September and October there was a decided increase in unemployment owing to war, by the end of December the trouble had more than righted itself.

It is a remarkable fact that in many industries, in spite of the abundance of Government orders and the keen demand for labour, there has been a marked increase in enlistment.

The net result has been that the war, instead of increasing unemployment, has actually reduced the numbers that were unemployed in July by absorbing a proportion of them into industry. In many industries there is an actual shortage of labour.

Three groups of trades which give employment to 7,000,000 men are set out in detail, and it is shown that of these 13.3 per cent., or 931,000 men, have joined the forces. Different trades have varied in the proportion of men they have sent. Some of the trades are as follows:—

	Men employed		Joined the forces.
Coal and other mines	1,164,000	.....	13.7
Iron and steel	311,000	.....	13.9
Shipbuilding	164,000	.....	13.6
Engineering	567,000	.....	14.6
Wool and worsted ...	129,000	.....	7.2
Boot and shoe	199,000	.....	9.9
Leather goods	116,000	.....	16.6
Food	344,500	.....	13.4
Clothing	235,000	.....	12.5
Paper and printing	242,000	.....	12.5
Cycle and motor	202,800	.....	14.3
Building	1,422,500	.....	12.2
Furniture	132,000	.....	13.5
Cotton	254,000	.....	4.6

Translated into numbers some of the percentages show the following actual numbers who have joined the colours:—

	Men.
Coalminers	159,468
Iron and steel workers	43,229
Shipbuilders	22,904
Engineers	82,782
Papermakers and printers	29,796
Builders	124,745
Cycle and motor makers	28,886

OTHER SOURCES.

In addition to the enlistment among the trades indicated, enlistment from Government offices has been very heavy, about 15 per cent., and it has been necessary to fill places temporarily on a large scale. Then 27,783 men employed by 400 local authorities have joined the colours, and their places have had to be filled, some 19,700 persons having already been taken on.

The Professions.—The general tenor of the reports received is that while business is restricted it does not yet involve any considerable amount of distress. Business has fallen off particularly heavily in the legal professions, but the decline is compensated from the employers' point of view by the enlistment of a very large percentage of lawyers' clerks.

The musical profession has also suffered rather heavily, but apparently more in London than in the provinces. Male school teachers are scarcer than ever owing to heavy enlistment, and places are being filled by women to such an extent that a shortage of women teachers is reported. Artists and architects seem to be among the worst hit of the professional classes.

Domestic Service.—The fear expressed in the autumn that there would be very little employment later in the year has not been realised, and except among charwomen there is no evidence of serious lack of employment.

Commercial Occupations.—There has never been much evidence outside London of serious unemployment, though the situation has been relieved by enlistment on a heavier scale than in other occupations.

In London there was in September a considerable discharge of male and female clerks, but enlistment, with the engagement of several thousands of temporary clerks in various Government offices, has produced a shortage of male clerks, while among the female clerks the situation has been [illegible]

ber of women on overtime has doubled. No doubt this improvement is not spread equally over the country's industries, and some, like the cotton, building, and furniture trades, are still suffering severely. But it is evident that the worst effects of the dislocation due to the war are over and that the figures of unemployment to-day are actually lower than in pre-war times. There has been, as the Board of Trade report points out, a big transformation of industry, and "the most noteworthy feature of the situation is that such a transition should have been effected so easily." The fact that short time and overtime exist together shows that the necessary adjustment is not yet complete; but we can at least dismiss the forebodings that were so confidently expressed at the opening of the war. This result is very largely due to the prompt response which the workers have made to the call to arms, for it is a notable fact that recruiting has been highest in those very trades where there is an abundance of Government orders. All honour is due to the men who have thus unhesitatingly thrown up well-paid work to serve their country, and to their leaders who have exerted their influence to promote the interests of voluntary enlistment. If only in requital of such services, it must be a first care to do nothing that would injure the legitimate interests of organised labour. But it is possible to suggest to those who direct and advise organised labour that the time has now come when freer scope might be given to the employment of that great mass of labour which the overrunning of Belgium by the German hordes has driven to our shores. These new statistics prove that it would be possible, without injury to Trade Union rates and conditions, and with immense advantage to the country as a whole, to absorb a large proportion of the Belgian refugees who now find themselves compelled against their will to eat the bitter bread of charity and to rust in idleness. A shortage of labour—and that is the prospect that has now been realised in some industries and that is imminent in others—can only result in sending up prices more and more, with consequences incalculably distressing for those whose welfare is the immediate concern of the labour organisations. On the other hand, the absorption of this available labour can only lead to an increase of the nation's power to bear its burden of charity, together with a decrease of the burden itself. The sufferings and wrongs of the Belgian people have most profoundly moved the workpeople of this country, and it is certain that they will not look askance at any arrangements that may be possible to relieve in the best way the distress of those who have been invited to seek sanctuary among us.

net increase of unemployment as between July and October.

By December the reduction in the number of male workpeople employed had fallen to 10.6 per cent., while the percentage joining the forces had risen to 13.3. There had, therefore, from July to December, been an actual diminution in the number unemployed, representing 2.7 per cent. of the male workpeople in industry.

The favourable tendency shown by the statistics is emphasised by the figures for short time and overtime. The number of men on short time has been reduced from 17.3 per cent. in October to 10.8 per cent. in December, while the percentage on overtime has risen from 5.2 per cent. to 13.0 per cent.

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Women were more seriously affected by the war than men, but the recent improvement in their case has been almost equally marked. As compared with July, the reduction in the numbers employed was 3.2 per cent. in December, as against 6.2 in October.

It is pointed out that the contraction in the case of females is chiefly due to the state of affairs in the cotton trade, for if Lancashire and Cheshire are excluded the contraction of female employment in the rest of the United Kingdom is as follows:

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A noteworthy feature of the report is the statement that, although recruiting is, no doubt, encouraged by unemployment, the prosperity or depression of a trade is by no means the only factor in determining the percentage of enlistment. As a matter of fact, in some of the most prosperous trades the percentage of enlistment is very high, and is apparently the cause of a good deal of overtime amongst those *who remain* at home.

Taking the number of employed males in July, the contraction of the numbers employed and those known to have joined the forces show for December the following percentages for the various labour exchange divisions:

	Contraction of Employed. Per cent.	Joined the Forces. Per cent.
London	11.5	13.0
South-Eastern	12.5	15.2
South-Western	13.2	16.0
W. Midlands	10.0	12.7
East Midlands	10.4	11.2
Yorkshire	7.4	10.7
Northern	11.8	14.6
N.-Western	12.1	12.8
Wales	10.0	13.4
Scotland	11.0	16.0
Ireland	7.2	11.6

The enlistment figures relate solely to men known to their employers to have left industrial employment for the purpose of joining the forces. Recruits who enlisted whilst unemployed are not included.

unemployed in July by absorbing a proportion of them into industry. In many industries there is an actual shortage of labour.

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	Men employed	Joined the forces.
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Shipbuilding	164,000	13.6
Engineering	567,000	14.6
Wool and worsted	129,000	7.2
Boot and shoe	199,000	9.9
Leather goods	116,000	16.6
Food	314,500	13.4
Clothing	235,000	12.5
Paper and printing	242,000	12.5
Cycle and motor	202,000	14.3
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In London there was in September a considerable discharge of male and female clerks, but enlistment, with the engagement of several thousands of temporary clerks in various Government offices, has produced a shortage of male clerks, while among the female clerks the situation has been greatly improved, partly through Government employment and partly through the filling of places vacated by men in banks and other commercial offices.

Statistics relating to commercial employment in London show that there has been an increase of 25 per cent. in the employment of women in London banks since the war, while similar, though not quite such striking, figures are given for some other City employments. The enlistment percentage for commercial employments as a whole in London is 18½, which about balances the contraction of numbers employed

Railways.—The companies have been compelled to apply to the War Office for permission to put pressure on their employees not to enlist, and the number who have joined the forces has therefore only risen slightly since our last report, and is now about 60,000 out of some 600,000 employed.

Docks.—Employment in London was abnormally brisk throughout November and December, and certain classes of work in the port have been held up for lack of labour. The number enlisting of this class of worker is very high throughout the country.

Agriculture.—The correspondents of the Board of Agriculture report that while in most districts there is a sufficiency of labour for winter needs, there is likely to be difficulty in getting the necessary work done in the spring owing to the considerable numbers who have enlisted. Shortage of labour is already marked in the Wold district of Yorkshire and in the home counties in the case of milkers and market gardeners. At the November hirings in several districts competition among farmers has caused a considerable advance in wages.

The Standard,
Jan: 19th. 1915.

FEWER UNEMPLOYED.

IMPROVEMENT SHOWN IN DECEMBER.

THE PROFESSIONS.

Based mainly on returns received from 23,000 industrial firms employing about 4,000,000 workpeople—roughly 43 per cent. of the industrial population—a report was issued by the Board of Trade yesterday showing the state of unemployment in the United Kingdom in December.

The improvement which was noted in the report for October was continued. In October the reduction in the number of male workpeople employed, compared with July, was 10.7 per cent., while the percentage joining the forces up to that date was 10.6 per cent. By December the reduction had fallen to 10.6 per cent., while the percentage joining the forces had risen to 13.3.

Women were more seriously affected, but the recent improvement in their case has been almost equally marked. As compared with July, the reduction in the numbers employed was 3.2 per cent. in December, as against 6.2 in October.

The trades which show the largest contraction of employment are building, cotton, and furniture, but in many a shortage of labour is noticeable.

As regards the professions, the general tenour of such reports as come to hand is that while business is restricted it does not yet involve any considerable amount of distress. Business has fallen off particularly heavily in the legal professions, but the decline is compensated from the employers' point of view by the enlistment of a very large percentage of lawyers' clerks. The musical profession has also suffered rather heavily, but apparently more in London than in the provinces. Male school teachers are scarcer than ever owing to heavy enlistment, and places are being filled by women to such an extent that a shortage of women teachers is reported. Artists and architects seem to be among the worst hit of the professional classes.

MORE WOMEN BANK CLERKS.

In domestic service the fear expressed in the autumn that there would be very little employment later in the year has not been realised, and except among charwomen there is no evidence of serious lack of employment.

In commercial occupations there has never been much evidence outside London of serious unemployment, though the situation has been relieved by enlistment on a heavier scale than in other occupations. In London there was in September a considerable discharge of male and female clerks, but enlistment, together with the engagement of several thousands of temporary clerks in various Government offices, has produced a shortage of male clerks, while among the female clerks the situation has been greatly improved, partly through Government employment and partly through the filling of places vacated by men in banks and other commercial offices. Statistics relating to commercial employment in London show that there has been an increase of 25 per cent. in the employment of women in London banks since the war, while similar, though not quite such striking figures, are given for some other City employments. The enlistment percentage for commercial employments as a whole in London is 18½, which about balances the contraction of numbers employed. Fuller details of this investigation are given in the supplement to this report.

As regards railways, says the report, the companies have been compelled to apply to the War Office for permission to put pressure on their employees not to enlist, and the number who have joined the forces has therefore only risen slightly since our last report, and is now about 60,000 out of some 600,000 employed. In view of the abnormal pressure of Christmas and the demands of the Government for transport, the companies have been compelled temporarily to fill places to some extent. The situation with regard to tramway and omnibus services is little changed compared with October.

As regards the docks, the need of labour is pressing. As to agriculture, while in most districts there is a sufficiency of labour for winter needs, there is likely to be difficulty in getting the necessary work done in the spring owing to the considerable numbers who have enlisted. There is no evidence of lack of employment among shop assistants.

Western Mercury
Jan: 19th. 1915.

PLYMOUTH CONFERENCE.

MISS M. P. WILLCOCKS ON WOMEN'S EMPLOYMENT.

The Plymouth Conference, which assembles in the Belgrave Electric Theatre, Mutley, was addressed on Sunday afternoon by Miss M. P. Willcocks, B.A., the well-known novelist. Miss Slater resided.

Miss Willcocks's subject was "War and Women's Employment." She believed there was little, if any, unemployment among women in Plymouth, but the position in many towns was less favourable. Out of the question of police supervision over the recipients of separation allowances she thought two points arose in respect of those who were mothers—whether the grants were made by the State because of their service to the State as mothers, or whether the grants were made as wages earned by their husbands. She agreed that if the allowances were given as wages earned by their husbands, subject to police supervision, it followed that the wives of all in the public service must be subject to supervision in the same way—(applause). She dwelt upon the importance of the support of motherhood. The woman who gave birth to, and reared, a future citizen was doing a piece of work of first class value, and she had a right to support during the period of life that the claim of that work was paramount. If the State paid it would, of course, be entitled to take away the child if it was not properly cared for, but that was not a thing to be lightly done.

The war had brought them up against certain realities which asked them questions, and the answers they gave would settle the fate of civilisation for centuries to come. Among the great questions before them was the one to which she had referred. The State that first solved the problem how to give its children a full share of the gifts of life was the State that would not only win battles, but would also settle the final heights to which they would rise. Another was to decide what was to be done, after the war, with the widow with children.

Then there was the problem of the employment of women. Speaking principally of the middle classes, she lamented the fact that spinster life was very largely thrown away in this country. They were wasting much power, ability, and energy possessed by the genteel young women. How to get over the difficulties she did not know. She recognised the difficulties which would arise if all the women entered the labour market, and yet it was pathetic that any energy, any ability, any willingness to work should be lost.

Many women were engaged in the finery trade, and at present they were suffering badly. All who were engaged in the production of what could be classified "luxuries" were hit in war time. She spoke of cases where contracts had been lost because some of the labour masters would not put aside their prejudice against women and allow them to do work which hitherto had been done by men. Prejudice ought not to be allowed to stand in the way. In the factory, in the shop, in the office, and in the agricultural industry she thought women should be employed to take the places of the men who had gone away—(hear, hear)

Were women going to be unnecessarily sheltered in some respects, and not protected where they should be: or were they going to let them come out and render national service where that was possible? Women shared in the greatness of England, as they shared in the greatness of the human race and the hopes of the future, and they wanted to pay back something for what had been given to them—(applause).

ADDRESS ON "PEACE."

In the evening the Rev. Hatty Baker addressed the Conference on "Peace."

In her opening remarks she stated that the Scriptures said "He has made every man of one flesh." In dealing with the sufferings of war she thought that the women suffered more than the men. The whole energy of women was to save life, and they found women going right away to France for that purpose. The question she asked was "What are the Churches doing to bring about peace?" It appeared to her that the Churches had lost their lead. The Chinese were praying daily for peace, and praying also that the people of Europe might be forgiven for killing one another. What was wanted was an educated democracy and that the voice of the people should be heard. There should be no Triple Alliance; only one alliance to prevent terrible wars—one great union, in which all nations should take a place. The individual must be brought to realise sufficiently the horrors of war, so that appeal should be made to the nations to lay down arms at once. Let them remember that their foes were the same blood as themselves, and that they should not pick out the bad in them, but the good. In conclusion, she stated that if the Pope could bring about a great International Council and demand peace, no Government could stand against it.

Miss Bisson, of Devonport, was the soloist, and the Rev. Hatty Baker was thanked for her outspoken address. Miss E. J. Rendell presided at the organ.

65+I/19 654
The Daily Chronicle,
Jan: 19th. 1915.

Employment and Recruiting.

The Board of Trade's preliminary report on its special inquiry into unemployment last month shows that (except in particular localities, such as cotton-towns or fishing-towns) there is no sort of abnormal distress. This is primarily due to the numbers joining the Colours, which in October approximately balanced the contraction of the labour market, but have now gone so far beyond it that except in the building, furniture, and one or two other industries there is a shortage rather than a surplus of labour. The December percentages of unemployment among males were therefore extremely low; and the shortage has indirectly stimulated the demand for female labour, so that except in the cotton area the percentages of female unemployment are low also. Indeed the drain caused by recruiting has been so enormous that the difficulty is coming to be much less that of finding work for the workers than that of finding workers for the work. Most of the "war trades" (though not, for some reason or other, the cycle, motor, carriage, and wagon building group) are experiencing the dearth of male labour, and finding it necessary to attract men from the outside.

The figures for men joining the Colours, which were collected and analysed side by side with those for unemployment, throw some new lights of their own. Over 23,000 firms, employing over 4,000,000 workpeople, made returns regarding industrial employment (as distinct from professional, commercial, transport, and agricultural employment); and though the totals of males and females respectively are not given, it appears that in the whole membership of the trades studied, the males formed about three-quarters. The percentage of males enlisted by December was 13.3, which if it may be calculated on 3,000,000 males means 399,000. When it is remembered that not much above a third of these employed males can be of military age, or say 1,000,000 of the total before us, it would seem that we had already by December enlisted roughly 40 per cent. of the gross number available. But this gross number includes all those—the undersized, the narrow-chested, the lame, the weak-sighted, and so on—who, though they have a place in industry, can find no place in war. The net number really available must be much less, and the number joining the Colours must be well over half it. When we start making further deductions for men employed in the short-handed "war trades" it will be seen that the unrecruited margin can be by no means large. Some idea of it can be perhaps obtained by comparing districts. The districts supplying most men to the Colours were Scotland and South-West England, with 16.0 each, followed by South-East England with 15.2. Those supplying least were Yorkshire with 10.7 and the East Midlands with 11.2. In each case they are men supplied from producing industries only, and the difference of the figures certainly seems excessive; for though West Riding cloth and East Midland boots are conspicuous "war trades" a large proportion of the production in Scotland is also for the Government, and so, too, one would have thought in South-West England. Of occupations other than industrial it is interesting to note that Government offices have sent 9 per cent of their staff to the Colours, and local authorities 13½ per cent.; while the percentage for commercial employments (clerks, &c.) as a whole in London reached 18½ per cent.

Yorkshire Herald, January 20th 1915. 654 I/20 654.

The Scotsman, 20/1/15.

THE LABOUR MARKET.

EMPLOYMENT IN DECEMBER

IMPROVEMENT MAINTAINED.

The improvement in the state of employment in the United Kingdom, which was officially noted in the late autumn, is further emphasised in the Board of Trade report for December, issued as a White Paper. The report is based mainly on returns received from 23,000 industrial firms employing about 4,000,000 workpeople, i.e., about 43 per cent. of the industrial population

Sir H. Llewellyn Smith, Permanent Secretary to the Board of Trade, in a covering memorandum to the President of the Board, states that in October the reduction in the number of male workpeople employed, compared with July, was 10.7 per cent., while the percentage joining the forces up to that date was 10.6 per cent., so that allowing for enlistment there was practically no net increase of unemployment as between July and October. By December the reduction in the number of male workpeople employed had fallen to 10.6 per cent., while the percentage joining the Forces had risen to 13.3. There had, therefore, from July to December, been an actual dimimution in the number unemployed, representing 2.7 per cent. of the male workpeople in industry.

"The favourable tendency shown by the statistics is emphasised by the figures for short time and overtime. The number of men on short time has been reduced from 17.3 per cent. in October to 10.8 per cent. in December, while the percentage on overtime has risen from 5.2 per cent. to 13.0 per cent.

"Women were more seriously affected by the war than men, but the recent improvement in their case has been almost equally marked. As compared with July the reduction in the numbers employed was 3.2 per cent. in December, as against 6.2 in October. Short time has fallen from 26 per cent. to 19.1 per cent., while overtime has increased from 5.9 per cent. to 10.0 per cent.

"The trades which show the largest contraction of employment are the building, cotton, and the furniture trades, but in many industries a shortage of labour, rather than a lack of employment, has become the chief feature of the situation."

MALE AND FEMALE WORKERS.

Statistical tables given in the report show that while for September and October the contraction of the numbers employed among males exceeded numbers known to have joined the forces, in December the position was reversed, and the numbers known to have joined the forces exceeded the contraction of the numbers employed. In lieu of displacement of men previously employed, there had been a replacement in employment of men previously unemployed; that is to say, the war has actually reduced the numbers unemployed in July by absorbing a proportion of them into industry.

Among females the contraction of numbers employed (8.4 per cent. in September, 6.2 October, and 3.2 December) was chiefly due to the state of affairs in the cotton trade, and if Lancashire and Cheshire had been excluded the contraction in December would have been only 1 per cent

"The employment figures are thus not very far from normal," says the report, "but they do not indicate that the war has had a small effect on the industrial system. On the contrary, there has been a big transformation of industry; for while private business has fallen off to an unprecedented extent, the requirements of the Government have undergone so great an expansion that, when account is taken of the numbers joining the forces, the labour market presents the appearance of a trade boom. The most noteworthy feature of the situation is that so important a transition should have been effected so easily, and with so little unemployment. There has been an important transference of labour and [illegible] which has been effected, on the whole, much more smoothly than might have been anticipated. But the fact that short time and overtime are found together, not only when the figures for the whole country are taken, but also in the same trade and the same district, shows that there is still considerable room for further adjustment."

In the following trades there was a marked shortage of male labour, and it has been necessary to attract men from outside: Coal and other mines, iron and steel, shipbuilding, engineering, wool and worsted, boot and shoe, leather, leather goods, canvas, rubber, etc., chemicals, timber, hosiery, and food. The most notable feature in regard to these trades is stated to be the fact that there has been a marked increase in enlistment in each, in spite of the abundance of Government orders and the keen demand for labour. The leather, etc., trades show the highest percentage of men known to have joined the forces (16.6), and the wool and worsted the lowest (7.2), but the latter figure is nearly 2½ per cent. higher than in October. In all these trades, except the coal trade, there is much more overtime than short time.

NORMAL CONDITIONS.

Industries showing a fairly normal condition as regards male labour were the clothing, paper and printing, china, pottery and glass, linen, jute and hemp, cycle and motor and carriage and wagon-building. On the other hand, in the building, brick and stone, furniture, cotton and tinplate trades the contraction of numbers employed was considerably greater than the withdrawal of men for the forces. The building trade stands out as the one important industry showing results greatly inferior to those of October. The gross contraction figure rose to 21.5 per cent., and after making allowance for those joining the forces, there was still a net contraction of 9.3 per cent. It is pointed out, however, that the large number of carpenters employed directly by the Government in the erection of soldiers' huts, help to swell the contraction figures, as the tables refer only to employment by private firms.

Of the approximate male industrial population (7,000,000) the percentage on short time in December was 10.8, and on overtime 13.0. In the case of the female industrial population (2,250,000), however, the numbers on short time are much larger than those on overtime, the respective percentages being 19.1 and 10.8.

The report states that enlistment from Government offices has been heavy (about 16 per cent.), and it has been necessary to fill places temporarily on a large scale; but an estimate of the additional employment given in this way cannot yet be made. As to employment by local bodies, returns from 460 authorities show that over 19,700 persons have been taken on to fill the places of 27,783 who have joined the Colours.

PROFESSIONAL CLASSES

"As regards the professions, the general tenor of such reports as come to hand is that, while business is restricted, it does not yet involve any considerable amount of distress Business has fallen off particularly heavily in the legal professions, but the decline is compensated from the employers' point of view by the enlistment of a very large percentage of lawyers' clerks. The musical profession has also suffered rather heavily, but apparently more in London than the provinces. Male school teachers are scarcer than ever owing to heavy enlistment, and places are being filled by women to such an extent that a shortage of women teachers is reported. Artists and architects seem to be among the worst hit of the professional classes."

Statistics relating to commercial employment show that there has been an increase of 25 per cent. in the employment of women in London banks since the war.

As regards agriculture, the correspondents of the Board of Agriculture report that while in most districts there is a sufficiency of labour for winter needs, there is likely to be difficulty in getting the necessary work done in the spring, owing to the considerable numbers who have enlisted.

REASSURING evidence has already been quoted from the Board of Trade statistics to show that, in spite of the war and active recruiting, work is plentiful in the country and wages good—that unemployment in the last month of the year was actually lower than in the corresponding month of 1913, and only about half of the mean of the previous five years. Fuller statistics, published to-day, which cover occupations employing nearly 9¼ millions of persons, or some 43 per cent. of the whole industrial population of these islands, enable us to form a more accurate and definite opinion regarding the influence of the war and of recruitment on particular trades and in particular districts. The general impression drawn from these figures is highly gratifying. Two movements, which might seem to be strongly antagonistic—the voluntary flow of men into the ranks of the Army and the maintenance of the efficiency of the national industries—proceed satisfactorily. Enlistment has, of course, served, to a certain extent, to drain away unemployment. But it would appear that, under war conditions, the national industries have begun to replace in employment men who were unable to find work. In December, "in lieu of displacement of men previously employed," there was "a replacement of men previously unemployed"; workmen have been absorbed back into industry as well as drafted in larger numbers into the service of the country. After allowing for enlistment, which, in the industries covered by the returns rose from 8.8 per cent. in September to 10.6 per cent. in October, and to 13.3 per cent. in December, the cases in which employees were taken on in these trades rose in the latter month considerably over the number of dismissals. This is traceable to the fact that, while, owing to the war, "private business has fallen off to an unprecedented extent," Government requirements have undergone so great an expansion that, "when account is taken of the numbers "joining the forces, the labour market pre- "sents the appearance of a trade boom." What is proceeding is, in fact, an industrial transition, among the features of which is an extension of female employment and "the "transfer of more than a normal proportion "of the nation's business to large concerns"; while most noteworthy and most gratifying of all is the fact that this big transformation is being effected with "surprisingly little disturbance." We have come to a time when, except in the building and certain other industries, there is now "a shortage rather than a surplus of labour," and when overtime is in excess of short time. Compared with the period before the war, there is a contraction in the numbers employed in the industries covered by the return to the extent of 10.6 per cent., while the numbers known to have joined the forces amount, as has been seen, to 13.3 per cent., leaving a net replacement from the ranks of the unemployed of 2.7 per cent. The number of men on short time fell from 17.3 per cent. in October to 10.8 per cent. in December; while the number working overtime rose in the same period from 5.2 to 13 per cent. The proportions varied greatly in different branches of trade. Thus, in the iron and steel, shipbuilding, engineering, leather and timber trades, the contraction in the number employed has been relatively small, notwithstanding that the percentages known to have joined the Army have been equal to or above the average. In the wool and worsted and hosiery industries, the contraction, for obvious reasons, has been less than 1 per cent., and in chemicals only 3.3 per cent. These are all trades in which there has been a marked shortage of male labour, rendering it necessary to draw upon supplies from outside, and overtime has risen to a high percentage. On the other hand, in the building, brick and stone, and furniture businesses, the decrease in the number of employed in December, compared with the period before the war, has been over 20 per cent., and there has been a displacement of labour, after deducting recruits drafted into the forces, varying from 9.3 to 6.7 per cent. Employment in the cotton trade, in spite of certain adverse new factors, shows an improvement, but the contraction in numbers employed 13.5 per cent. is still not nearly accounted

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"The employment figures are thus not very far from normal," says the report, "but they do not indicate that the war has had a small effect on the industrial system. On the contrary, there has been a big transformation of industry; for while private business has fallen off to an unprecedented extent, the requirements of the Government have undergone so great an expansion that, when account is taken of the numbers joining the forces, the labour market presents the appearance of a trade boom. showing results greatly inferior to those of October. The gross contraction figure rose to 21.5 per cent., and after making allowance for those joining the forces, there was still a net contraction of 9.3 per cent. It is pointed out, however, that the large number of carpenters employed directly by the Government in the erection of soldiers' huts, help to swell the contraction figures, as the tables refer only to employment by private firms.

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Midland Evg. News,
21/1/15.

WAR AND LABOUR.

EFFECT IN THE WOLVERHAMPTON DISTRICT.

("Midland Evening News" Special.)

Those who five months ago predicted that the war would have a disastrous effect upon the industries of this country have, it is pleasing to know, so far been confounded.

The grave problems of unemployment which they said would arise have not come. Up to now, the 176th day of the gigantic struggle, things have gone fairly smoothly at home, and the latest statistics issued by the Board of Trade make healthy reading, for we are told that employment is not very far from normal—altogether a most excellent report that must be rather annoying to our enemies.

In Wolverhampton alone, at the present time, it is estimated that some 80 per cent. of the total manufactured output is War Office or Admiralty material. It was stated last week that the number of claims for unemployment insurance benefit had decreased by 34, compared with last year. Those who were thrown out at the commencement of hostilities quickly found jobs again, the skilled men having no difficulty, whilst the semi-skilled and the majority of unskilled also gradually worked back.

A Partial Migration

In two of the local branches of the Amalgamated Society of Engineers, embracing between them 600 members, there were on Wednesday only some six signing as out of employment. Quite a large number of Wolverhampton men unable to get berths here have gone to parts of the country where they are in more demand. Particularly has this been the case with carpenters, who have been required to erect huts for the troops.

But the generally satisfactory condition must not be taken to imply that there is no unemployment in Wolverhampton. There are the men who are unfit for the army—men between 40 and 50 as a rule, and as a class labourers. Unless they can prove that they are out directly owing to the war no relief whatever is given to them, and their case presents some difficulty. That some scheme should be launched for their benefit is felt in several circles, although it is contended that the position hardly warrants such a course at present. However, as a local labour leader pointed out to a representative of this journal, the predicament of these men is acute. Another Rough Hills levelling has, as is known, been suggested, and from what is gathered there will be a further ventilation of the subject at the next meeting of the Distress Committee.

Female Workers.

There is another aspect of the question, and that is the case of the girls who have been discharged through the studying of economy in workshops, etc. In Wolverhampton a fairly large number of young women are out of work—chiefly tailoresses and dressmakers. Queen Mary, in appealing for subscriptions to her splendid fund for women, expressed the firm belief that "prevention of distress was better than its relief, and that employment was better than charity." It is upon those admirable lines that the girls are to be assisted if possible. The local committee of ladies in charge of the position are endeavouring to obtain a grant from the fund whereby they could start a workroom in which to employ the girls.

The Central Committee in London, however, require full evidence as to the amount of unemployment before making any advance, and at present figures are being collected to place before the officials. Should they then make a grant a building will be taken—St. Paul's Schools have been suggested—and clothes and articles made to be given away to the poor. The girls would not be allowed to work more than forty hours a week, and would be paid at the rate of 3d. per hour—a rate higher than the majority earn in Wolverhampton. It is hoped that within a few weeks the scheme will take shape.

Too much optimism should not be entertained as to the future. There is a trying time ahead, as when peace comes, when factories stop turning out military equipment and the great armies disband, mighty problems will assuredly arise. That period during which trade is being adjusted to its new conditions will be a critical one, and then, above all others, it will be seen that the Prince of Wales's Fund was a vital necessity.

Manchester Evening Chronicle.
January 21st. 1915

656.

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NOVEL UNEMPLOYMENT SCHEME.

"Evening Chronicle" photo.

AT THE COOKERY CLASS.

Burnley is trying a novel unemployment scheme. By arrangement between the Work for Women Committee and the Education Committee, fifty unemployed girls, aged between 14 and 18, are being trained "work" every morning, for which they will be paid, and in the afternoons they attend special classes in household management, dressmaking, millinery, cookery, etc., for which they will be made a grant of 5s. a week.

Daily Graphic,
January 22nd. 1915.

SWIMMING BATH AS A WORKROOM.

Two hundred women of St. Pancras, who have been thrown out of their employment through the war, at work at the Prince of Wales's Baths, N.W. The Queen's Work for Women Fund pays them 10s. per week for useful labour, which consists principally of sewing.
("Daily Graphic" photograph.)

Manchester Dispatch,
Jan: 21st. 1915.

War Benefits the East End.

A remark made to me to-day by a leading member of one of the Metropolitan Distress Committees throws a significant light upon both the progress of the recruiting movement and the state of the labour market here in London. "There are," I was told, "no young men now applying for employment. If the war had occasioned much distress through want of work among the industrial community it would assuredly be found in the East End, whose population is seldom far removed from the brink of real poverty. Yet there is actually less unemployment in such quarters as Poplar and Stepney than there was in the first month of 1913, and in some cases there is even a shortage of labour."

The fact is that while on the one hand the rush to enlist took off a lot of surplus labour in the first three months of the war, the last three months have, on the other hand, witnessed a remarkable extension of the industrial boom, so that several East End trades are now sharing in the harvest of Government orders by which the north country has been benefiting. The transport workers, especially the dock hands, are busier than they have been for years, and the packing case makers down Poplar way—there are nearly two thousand of them—are turning out huge quantities of light wooden boxes required for army supplies.

In one respect only must I qualify this roseate picture of conditions in industrial London just now. There is acute unemployment among the women workers. Whatever may be stated to the contrary, the fact remains that 11,700 women had registered themselves as unemployed at the beginning of the month.

Northern Daily Telegraph,
January 21st 1915.

A BURNLEY EXPERIMENT.

CLASSES FOR UNEMPLOYED GIRLS.

Replying to Mr H. Lees at the monthly meeting of the Burnley Education Authority yesterday afternoon, Mr Pickles, the director of Education, said that classes for unemployed girls between the ages of 14 and 16 years were commenced at the Mechanics' Institute on Monday. Forty attended in the morning for work, and in the afternoon and every afternoon since classes had been conducted in cookery, dressmaking, millinery, English, and household management. No provision had been made yet for females of from 16 to 18 years. These classes would be started so soon as sanction was given by the Central Committee in London.

Morning Advertiser,
Jan: 22nd 1915.

COURT OF COMMON COUNCIL.

GIFT TO FRENCH RED CROSS SOCIETY.

The Lord Mayor presided at yesterday's meeting of the Court of Common Council, held in the Guildhall.

On the motion of Mr. R. Davies, a sum of 1,000 guineas was voted to the English branch of the French Red Cross Society, the money to be handed to the French Ambassador for transmission.

A sum of 100l. was voted for the fitting up of Bridewell House, now being used as a workroom and training centre for City girl typists thrown out of work by the war. It was stated that the girls were paid 10s. each per week from the Prince of Wales's Fund.

In reply to Mr. Morton, M.P., it was stated that the Billingsgate porters' dispute had been settled.

Mr. Billings, chairman of the Billingsgate Markets Committee, said the strike was among a few of the outside porters, and it was a pity they did not consult the superintendent of the market before taking so serious a step, as the committee had always favourably considered the complaints of the men. Instead of doing this they struck at a moment's notice, with the result that many hundreds of tons of fish were returned to Hull, and London's very limited supply was still further restricted. No doubt the grievance of the men arose from the fact that owing to the limited supply of fish coming to the market in consequence of the war the men were not able to earn so much as they had been doing.

Textile Mercury,
Jan: 23rd 1915.

At the Accrington Trades Council meeting, on January 14, Mr. Emmett, secretary of the Weavers' Association, reported on the action taken in regard to the proposal for the inauguration and maintenance of a workshop for women and girls who had become unemployed owing to the war. A committee had been formed to carry out the scheme, and they got to work quickly, with the result that a workroom had been established. They started with 20 women, and now the number had increased to over 50. The committee had decided to pay wages at the rate of 4d. an hour, as at Blackburn, so that the employees would earn 10s. for a week of 30 hours. They had received a grant of £85 to cover three weeks' wages from the Queen Mary Fund, and so far as the workshop had gone it was doing nicely. Manufacturers were circularised asking if they could give any cloth for the workshop, though the response had not been good, but since then a deputation had waited upon some of the manufacturers with good results. The committee had received a large consignment of material from London, but that had not to be used unless all possible sources of supply locally had failed to meet requirements.

Kensington News.
January 23rd. 1915.

Many in Kensington and elsewhere are suffering in silence as a consequence of this terrible war. There are the wives, mothers, and friends of those who have already fallen in the conflict, and likewise many gentlewomen who have lost their means of livelihood, in some cases through the depreciation of securities and others owing to being deprived of the little employment that has hitherto helped them to keep a home together. I see that a committee of ladies, with Mrs. Gordon McArthur as hon. secretary, are endeavouring to provide a residence in the Royal Borough for some of these gentlewomen in distress, and all who can should help to give them the financial and other assistance needed. The Duchess of Marlborough is the president, and Lady Cowdray fulfils the duties of chairman, with Mrs. Herbert Samuel as vice-chairman, of the very influential committee. An appeal is made in a letter appearing in another column, and from this it will be seen that a suitable house in the southern part of the borough has been lent for the purpose, but this will have to be equipped and furnished, and then there is the future upkeep to be provided for.

The Observer,
January 24th. 1915.

ORGANISING EMPLOYMENT.

The Queen's Work for Women Fund yesterday reached £127,275 14s. 3d.

Every week that passes adds to the employment which has been organised for unemployed women by the Central Committee on Women's Employment. This week an order for 15,000 double flannel body belts for the French Army, obtained through Sir George Pragnell, has kept about 200 women employed.

The making of ulsters for girls who are emigrating to Australia has employed 70 or 80 women whose firm was on the point of dismissing them. The contract for 2,000,000 pairs of Army socks obtained by the committee, which will keep well over 1,000 women employed weekly until August, has been taken in hand.

6541/22 631

Daily News & Leader,
Jan: 23rd. 1915.

LABOUR IN WAR TIME.

Regularisation Plan in Operation.

SUCCESSFUL EXPERIMENT AT TOYNBEE HALL.

An interesting experiment, with encouraging prospects, is being carried out at Toynbee Hall, Whitechapel, the object being the transference of skilled labour from an underworked to an overdriven trade.

The Toynbee Hall experiment deals with the upholstering trade and other branches of wood-working, and a training school has been set up to train men in leather-stitching and riveting, in regard to which there is something like a famine of hands. The co-operation of several different agencies was necessary to make the scheme a success. The officials of the Upholsterers and the Amalgamated Furnishing Trade Unions have given it their warm support and nominated the men for tuition; Toynbee Hall has lent three large rooms for workshops; the Cabinet Committee on the Prevention and Relief of Distress have secured grants (for maintenance) from the Prince of Wales's Fund; and a number of individual supporters, notably Sir Bamfylde Fuller and Mr. J. St. George Heath, Warden of Toynbee Hall, have given valuable aid to the project.

Finding New Employment.

What has been accomplished can be briefly told. In the six weeks ending last Friday 139 men had been enrolled—wood-carvers, upholsterers, French polishers, and others—of these two have been sent away through inability to learn the trade; 15 have obtained work at their old industry; 64 had been found employment in leather stitching and riveting, and 58 were then (Jan. 15) in the school. Since that date the number of those who have obtained regular work (leather) has considerably increased.

This constitutes a very notable result, particularly when it is considered that many men who had never had an awl in their hands or a clamp between their knees are already in steady work at wages averaging 30s. to 35s a week without overtime. A few, indeed, are at present drawing 10s. a day. A dozen have been taken on at Woolwich Arsenal, and the rest with well-known leather firms. All the men who have had a full month have found regular work, some of them, indeed, obtaining places after only a fortnight's training.

Making all allowance for the fact that the leather trades are ready at the present moment to absorb any worker of even moderate competence, the success of the scheme is remarkable and of obvious significance. Nothing more impressed a "Daily News" visitor who went over the workshops yesterday than the age of the men who were thus striking out into a new path of industry. One white-haired veteran, just mastering the elements of "making a thread," arrested immediate attention, and it was pointed out that his age—which was 66—need be regarded as no bar whatever in view of the number of his friends, men of 64, 65, 60, 59, 63, who had already passed through the school into permanent jobs. The bottom has been knocked out of the "too old at 40" cry very badly indeed.

Co-operative Venture.

An interesting development in the training school has been the establishment of a little co-operative venture by a couple of dozen members of the Upholsterers' Union who had been through the training school.

"I had offered to me," said Mr. L. Leckie, the secretary of that union, "the option on a contract for the supply of leather work for haversacks for the French Army. I accepted it and fitted up the hall of our club in Gower-street as a workshop. There the men are in regular employment under two foremen elected by themselves from their own number turning out the work to the complete satisfaction of the contractor who gave us the option."

What the Toynbee experiment has established is, first, the practicability of transferring willing men from one skilled industry to another; and, second, the value of trade schools for adult workers, supported by an adequate maintenance grant during training. (The Central Committee on Women's Employment has already been working successfully on these lines.)

What is further clear is that the scheme is without doubt capable of wise and carefully planned extension. It is a question that might profitably engage the attention of the Cabinet Committee.

Yorkshire Post, January 22nd. 1915. 654 I/23 654.

IN SEARCH OF A LIVING.

A WOMAN'S QUEST IN WAR TIME.

THIRD ARTICLE.

(Special to The Yorkshire Post.)

Again looking for a billet, I came across a lady (connected with one of the Suffrage Societies), who observed "You look very thin. I think we shall have work for you shortly, in the meantime you had better go down to my country cottage for a few days." I jumped at the offer, and was packed off with a young woman also looking rather worn and lean, and at the station we were to look out for a third. She was nowhere to be seen; we accosted several likely looking girls, told various porters, and nearly missed the train with looking for No. 3.

Arriving at our country station, we still looked conscientiously for the illusive No. 3, and still she eluded us. "The fly is waiting," said the porter, "I have put in the luggage," as we strolled across to the other side of the station. "Where is the fly?" we inquired; we could see no fly or anything pertaining thereto. We looked blankly at each other, and asked various people, "Where is the fly for X——." "Oh," said one man, "B——'s fly has just driven off with a lady."

A lady? No. 3! What was she up to going off with our luggage too; this was too much, and six miles off our destination.

We strolled out of the station and came across a man with a landau. He would take us for 7s. The correct thing to say here undoubtedly would be: "Do you take us for blooming heiresses?" We told him we were refugees, and he grinned. If a woman has a good gown on her back and a fashionable hat, men of all classes are all alike, and they think she is amply provided for, as if she grew clothes and lived on air, and if you succeed in convincing them she is not, you reduce her at once to a "competitor" or an object of pity.

That reminds me of a woman who begged from me in the street. Said I, exchanging a few words, "Can you not find work to do; I have to earn my own living?" "Lor," she cried, "I thought yer was a laidy," and turned away with a sniff. We bargained with the landau man to set us on our way for the sum of 1s. 6d. He took us about a mile and dumped us down on the outskirts of a glorified village.

We trudged on up hill and down dale—quite chirpy. My friend was an actress by profession, though she had plied another trade of late to fill in—being thrown out through this ghastly war. She played the Belgian refugee and talked broken English.

After a considerable tramp we arrived at the inn from which our flown fly had been ordered, and asked why it had flown without us. The landlord was a surly boor; it wasn't his fault—his son had passed that way with the fly and a lady—and he didn't know why we were not in it. Observing that it was rather strange not to have looked round a little more carefully, I asked could he let us have another vehicle?

"And who's going to pay for it?" inquired he, morosely.

"I thought I was," I rejoined, "but I have changed my mind"; and we walked out disgusted. Would you believe it, but that grumpy old boor bounced after us, passed us at a stride on the road, and presently we met him driving back with his son, lest the son, being young and probably more amenable, might have given us a lift and turned back?

We toiled on. It was twilight when we reached another inn. Here were ordinary civil folk, who offered to telephone for a carriage—it would take three-quarters of an hour if we would wait—they did not possess one.

They sold glasses of port wine from 3d. upwards, and we indulged in a "fourpenny" each. Somewhat soothed, we continued our way—still two miles to go—it was a long six; the "shades of night were falling fast," the scenery began to grow fantastic, almost unfriendly, trees creaked and groaned as we passed ghostly spots in the woods, and they were closing in upon us. We halted now and again in hesitation—paths diverged—which should we take? Not a soul to be seen! We had to pass through some gated land, and came to one very high gate, which would not open. We might have climbed it with some little effort, as hobble skirts wouldn't be allowed to prevent us; but for the moment I sat down and wept as the more easy of the two performances. My friend observed, with some pardonable vehemence, "Where can the —— cottage be? There's something over there, but whether it's a house or a haystack, I can't tell"——

Should we have to go back, or should we climb and get lost in the endless woods? Quite unexpectedly she got the gate open, and we groped on a little further. It was almost dark now. "See, a light!" cried my friend, but it seemed some way off across uncrossable ground on our left.

Another light became visible on our right, and at last some real cottages loomed out of the gloom; we had reached our goal.

A fire was burning on an open hearth, a lamp on the table; there was a piano in one corner of the room—and—No. 3 sitting in the other toasting her toes. Talk about looking wan and lean, I have never seen any one more so—a classic head, with pale, pinched almost transparent features. Here was an old woman, and we had been looking out for a girl.

We mildly demanded an explanation: they had not seen us; some-one said "Drive on," so they drove, and we need not grumble at having had to walk, as it had been horribly cold driving; thus our murmurs were severely suppressed.

A nice, middle-aged woman, who lived hard by with a very old mother, had set out a meal.

We had to fetch water from a stream, and it was No. 2 who, like "Rebecca," hied thither each morning with a pitcher and fetched it—unless perchance two or three cows rambled down the valley, tinkling their neck-bells like the cows of the Swiss mountains, when Rebecca was full of fear and cried off; she was ready to climb a tree if she saw a harmless cow half a mile away.

At our mid-day meal No. 3 told me she did not think I knew how to order in meat or cook—she did! So I intimated my willingness to resign in her favour. Next day, I think she must have been playing the piano instead of minding the meal, for the potatoes—potatoes once more in evidence—were boiled to mash, the rice was mostly cooked to the pan, and she had deposited one onion and one carrot in the stew; as there wasn't much meat there wasn't much to eat. The third day we tried the range—No. 3 put the joint into a cold oven—I took it out—discussion followed. It took us three-parts of the day to cook that dinner; we couldn't get the oven hot, and never tried again. We made "Beatrice" do after that. The fourth day No. 3 said plaintively, "Don't you think we had better take the cooking in turns?" Anything for peace; however, she never took a turn again. She talked of making a sketch of "Rebecca," but it never came off. She was very restless and cranky, and soon returned to Town. We had quite a good time after that, lunching out at country inns; on one occasion for the sum of ninepence between us we were given as much bread and cheese and beer as we could stow away, it was excellent; we partook of it on a bench in the open, the sun shining gloriously, nature and all around at peace, and but 50 miles away a ghastly war going on—the papers which we got the butcher to bring us were full of slaughter and of massacres, so that we might not forget.

The fringe of the woodland paths was heavy with luscious blackberries—I have never seen so many; we sent some quarts away. "Rebecca" made two pots of jam to save the lives of some we could not get through. She wrote me afterwards that everything in her valise was a brilliant purple hue when she arrived at ——. She wished she had taken my advice! I don't remember giving her any—it's such a waste of time, and I leave it to the lawyers, who get something for it.

Rebecca went off on her own on one occasion—the hours passed, I was getting very uneasy, the cottage felt lonely without her, it grew dusk, long past tea time. I looked out in all directions; it was useless my going to seek her. At last she reappeared looking very scared, and said she would certainly have had to spend the night in the woods had she not fallen in with a wood-cutter.

She amused me immensely. We decided to have a blackberry and apple pudding—I chopped the suet, but as we did not want to stay in in the morning, we left it to finish some other time. Next day Rebecca made the pudding, but did not cook it till evening, after our supper, when she had it boiling away on the sitting-room fire up to 10 o'clock. The third day she hotted it up for supper, after the fire got over the quenching it received from the kettle having turned a somersault. The fourth day and onward, whenever Rebecca seemed at a loose end, she was cooking up the remains of that pudding. I don't know if it were ever finished.

We were startled one evening by a gentle rap tap on the window-pane. I pulled aside the curtain, and a voice called out "Don't be frightened." We opened the door and discovered a lady and gentleman with a lantern, each carrying a large casket, one of apples, the other of potatoes. They were such pleasant people (Yorkshire, as it happened), and had walked through the woods a couple of miles to look us up.

The next evening we were again startled by a persistent scratching at the door. What could it be? Very gingerly I opened—there stood a fine "Airedale," demanding admittance. We had just been wishing for a dog, and he came in and made himself quite at home, sharing our milk and roast potatoes baked on the hearth. It turned out that he belonged to our friends, and so loved hunting in the woods they were afraid of his getting shot by a keeper; he knew the cottage well, and evidently thought he would take shelter for the night.

In our regret, Rebecca got a call to return—a job in prospect. So at the end of twelve days we left our country cottage to return to Town, to finds its streets by night still more shrouded in gloom than when we left—London was not itself. People by day were hustling about much as usual, but of an evening the great city was subdued, the streets were thinly peopled, the motor 'buses, dimly lighted by candles as of ancient days, were not running to time, and searchlights swept the dark blue vault of heaven.

The day following I was appointed secretary to a Committee connected with war work. We were very busy—we worked in a cold, draughty building, fires not yet started, and, alas, at the end of a week I was down with a chill. I don't generally give in to chills, but this one developed violent ear-ache, which ended in a month's agony nearly incessant day and night.

I had the good luck to have been asked to stay at the flat of two ladies who were greatly interested in war work, out all day long in their car, taking bales of flannel, cut-out belts, shirts, etc., to the factories, workshops, and dressmakers all over London. There I was laid aside, treated with every kindness and attention possible; tended by the dearest of maids (a Yorkshire woman) who had been with these ladies for years, and who was a capital nurse, and, with all her usual work to do, yet made time to poultice and look after me, and the sight of her kind face was in itself a source of comfort. I was attended by a woman doctor, a practical, capable woman, and I also received great kindness and help from another woman-doctor friend.

As soon as I was able to get out I was told that an accountant was wanted at —— on the South Coast for a fortnight. Would I go? I am not an accountant! However, after a little parleying over the matter I, Jack-of-all-trades, went, and again met with great kindness, and my job was made as light as circumstances permitted, for I was still obliged to go about with my head swathed in cotton wool, and was most assuredly taken for one of the wounded.

I write now from the heart of the country, from a farm—again an out-of-the world spot where it is very difficult to get provisions, especially butter and eggs—though we had a delicious fowl, like a small turkey, for 3s. 3d., the other day. There is a new cow in the yard—she is disconsolate—her new mates are not over friendly to her, "and she don't take to they," said the cowherd, and while she moos and moans in a most heart-rending manner, the wind not only moans, but every now and again howls and shrieks, and the rain has been lashing in at the latticed windows, leaving rivulets all along the broad sills. The land is flooded, some villages are cut off. We were in the hollow, and the lanes are quagmiry, but, getting out of them, the main roads are good. There is a station some five miles away at which cabs and even taxis can be hired, but taximen don't like coming down here.

A lady came to stay lately and she got an old cabby, being cheaper, to bring her—it was pitch dark, and he took exactly two hours—she asked him if he could not go a little quicker—"no mum, slow and sure!"

Great camps of soldiers are within a few miles in various directions. Two miles away you may hear Gaelic and the broadest Scotch such as have probably never been heard before in that village. The ducks, geese, cows, and other live stock stand and listen, making observations of astonishment at the unaccustomed notes of the bugle or the squirl of the pipes wafted on the wind. Pheasants are plentiful and often perch on the trees. I was out one of these glorious, wild nights, the moon at full, and nearly fell down in the mud at the harsh cry of some pheasants, and the sudden whirr of three or four pairs of strong wings in woods skirting the lane. There is a Y.M.C.A. marquee on the Green, and on Sunday it was full of "Tommies" as we passed, singing "Onward, Christian Soldiers" with a will. We meet detachments swinging along the roads, we meet them carrying panniers of potatoes and joints from the cooking stoves to the tents; we see them hard at work, drilling, etc.

The men are billeted about amongst the cottagers, in barns, in the schoolhouse (school is closed), etc. Said a bugler I have a talk to sometimes: "It's noo convenient, but it's a nice wee place," and another: "We're short of underclothing and all sorts, but we come with a good heart, we know we're in for a tough job, and we mean to try and win." They're good fellows and it makes one's heart ache to think of the work in store for them. The farm is to be lent to officers, so we are leaving it.

Well, we are all "merely players," and what is going to be my next role I know not, but I feel cut out for a sinecure; this perpetual moving on, this uncertainty is demoralising, and I think I am fast developing the instincts of a tramp.

654 I/24 654.

The Railway News, January 23rd. 1915.

EMPLOYMENT AND THE WAR.

The Board of Trade has published a report on the state of employment in the United Kingdom in December last, based mainly on returns received from 23,000 industrial firms, employing about 4 million workpeople, or 43 per cent. of the industrial population. The improvement which took place in October has continued. In October the number of male workpeople employed showed a reduction compared with July of 10.7 per cent., which, however, was just about balanced by the percentage of men joining the forces up to that time—10.6. By December the reduction had fallen to 10.6 and the percentage joining the forces had risen to 13.3. From July to December, therefore, an actual diminution took place in the number unemployed, representing 2.7 per cent. of the male workpeople in industry. The percentages given as "joining the forces" should not, it is pointed out, be taken to represent the number of recruits enlisted. They only refer to men known by their employers to have left industrial employment to join the forces.

The trades which showed the largest contraction of employment were the building, cotton, and furniture trades, but in many industries a deficiency of labour rather than lack of employment had become the chief feature of the situation. The contraction which still existed in women's employment was chiefly due to the state of affairs in the cotton trade. In the mining, iron and steel, shipbuilding, engineering, wool and worsted, boot and shoe, leathers, chemical, timber, hosiery, and food trades, notwithstanding the abundance of Government orders and the keen demand for labour, there was a marked increase in enlistment. The wool and worsted percentage, 7.2, though still the lowest, was nearly 2½ per cent. higher than in October. In the metal trades the figures varied from 13.6 in shipbuilding to 14.6 in engineering. The improvement in the chemical trade was not only the consequence of the stoppage of German imports into the home market, but was in part due to an expansion of exports: for the trade returns of the last three months showed an increase, which was doubtless due to a deficiency of certain German chemicals in neutral markets.

In the building trade the employment figures compared unfavourably with those of October. The contraction had risen from 14.0 to 21.5 per cent., and after allowance had been made for those who had joined the Forces, there was still a net contraction of 9.3 per cent. Employment in the cotton trade showed an appreciable improvement. In the case of men the net contraction had fallen from 10.1 per cent. to 3.7, and in the case of women from 14.2 to 9.3.

It is pointed out that though recruiting was no doubt encouraged by unemployment, the prosperity or depression of a trade was by no means the only factor in determining the percentage of enlistment. In some of the most prosperous trades the percentage was very high. Enlistment from Government offices had been heavy, about 15 per cent.; 460 local governing bodies had taken into employment 19,700 persons to fill the places of 27,783 who had joined the Colours. The enlistment percentage was nearly 13½ per cent. The enlistment percentage for commercial employments as a whole in London was 18½, which about balanced the contraction of numbers employed.

In September there was a considerable discharge of male and female clerks in London, but enlistment, together with the engagement of temporary clerks in Government offices, produced a deficiency of male clerks. Among female clerks the situation had greatly improved. There had been an increase of 25 per cent. in the employment of women in London banks since the war, and a similar state of things existed in some other city employments.

As regards railways, the companies have been compelled to apply to the War Office for permission to put pressure on their employés not to enlist, and the number who have joined the forces has, therefore, only risen slightly since the last report, and is now about 60,000 out of some 600,000 employed.* In view of the abnormal pressure of Christmas and the demands of the Government for transport, the companies have been compelled temporarily to fill places to some extent. The situation with regard to tramway and omnibus services is little changed compared with October. As regards the docks, employment in London was abnormally brisk throughout November and December, and certain classes of work in the port have been held up for lack of labour. Figures comparing employment in the middle of December with the corresponding week last year show 26,258 employed by the Port Authority, wharves, shipowners, etc., as compared with 24,311 a year ago, an increase of 8 per cent. In Liverpool, on the other hand, the numbers of men paid at the clearing houses under the Liverpool Dock Scheme was 18,896, against 21,917 a year ago, a decline of 13.8 per cent. On the east coast generally the state of employment is below the normal, owing to the shipping difficulties, but there is evidence that men have found employment in other directions. On the west coast the state of employment is good. At Cardiff there is a shortage of labour, largely owing to heavy enlistment. On the south coast the state of employment is also good. The number enlisting of this class of worker is very high throughout the country.

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Scottish Independent, Jan: 23rd. 1915.

654 I/25 654.

Edinburgh Evg. News, Jan: 29th. 1915.

WOMEN AND EMPLOYMENT.

DISCUSSION BY WOOLWICH TUTORIAL CLASS.

The Woolwich Tutorial Class began the study of the third section of its syllabus ("Problems of Employment: Modern Conditions and Constructive Forces") at its ninth meeting, held at the Polytechnic on Wednesday, January 13. The section deals with "woman and man," and the subjects for the evening's study were as follows:—

(1).—Woman and Employment.
(2).—Position of married women as workers. The burden of maternity. Effective payment for motherhood.

The question of the relations of men and women in industry, as well as in politics, administration, and other spheres of activity, was becoming more and more important at the present day. It was becoming more important because women, owing to a variety of causes and circumstances, were taking a larger and larger part in these spheres; and they were taking this larger part, not merely as the result of a temporary movement, but as the result of a movement—a re-adjustment of the conception of woman's place in life and work, which was certain to be permanent and to produce far-reaching results. We were seeing with increasing clearness to-day that the sexes, despite their differences, both biological and psychological, were not merely different, were not really antagonistic, but were complementary. If, then, men and women were by their nature complementary, it follows that there must be many fields open to them for co-operative action, and that there must be other fields of activity for which the one or the other sex was more fittingly adapted. The more extreme of the opponents of the movements for women's freedom and scope for action tended to restrict very narrowly the sphere of woman; while on the other hand there was a tendency on the part of the extreme supporters of the movements to ignore biological and psychological facts and to regard the woman's sphere as practically unlimited. Biological and psychological facts must be allowed for, but even then it would be found that the sphere of women's employment and activity could be widely extended; though it must be admitted that to-day there were grave problems involved in the employment of women in certain occupations for which they were not physically so well adapted as men, or in conditions of employment which reacted injuriously upon them as actual or potential mothers. One of the greatest needs in the problem of employment to-day—and it affects social as well as industrial life in the next generation as much as the present generation—was a careful survey of the various fields of employment—using employment in the widest sense—in which men or women were respectively most fitted by nature to work, and the fields in which both men and women could be effectively employed. In earlier times woman's sphere of activity was narrowly restricted to the home. But the home then was part of a different social constitution, and was largely self-contained and self-supplying; many industries, such as baking, brewing, weaving, etc., which are now carried on almost exclusively outside the home, and altogether or largely by men, being part of the women's ordinary household occupations. The factory system had changed all that. It had drawn women outside the home into workshop and factory, put many domestic occupations upon an industrial basis, and specialised the non-domestic work of women. The Census of 1911 (from which representative figures were quoted by Mr. McGegan, the conductor of the class) showed the extent to which women were now employed in industrial, professional, and other occupations, and revealed the fact that there were few occupations in some branch of which women were not engaged.

The position of married women as workers raised many important and complex questions. Every married woman who took a direct part in the conduct of the duties of her own household was to that extent a worker, and no section of the community worked harder than the working-class mothers. Yet the Census classed all married women engaged in the duties of their own households as being "unoccupied." Here, as in so many other spheres of work, we needed a revaluation of the nature of the work performed, and of its value to the community and to the State. Under such a revaluation the work of the mother would rank with the most valuable and with the noblest work that was done by any, and would give irresistible force to the demand for a living wage or for the endowment of motherhood, or both. The question of whether married women should be employed on paid work outside or within the home was a question which could be answered satisfactorily only on consideration of all the facts of particular cases. Existing economic conditions too often made it imperative that married women and mothers should become wage-earners; but, speaking generally, it might be laid down that where the paid occupation of a married woman, either outside or within the home, made impossible adequate organisation and care of the home and its members, no matter whether the children were young or grown up, such occupation could not but react injuriously upon the home and all within it; and no married woman and mother should be compelled to have recourse to it. The problem of the withdrawal from industrial wage-earning of the mothers of young children was a problem, the solution of which was vital to the well-being of the nation. Whether the industrial wage-earning employment of such women was due to the fact that their husbands were not paid an economic wage, either because of the low standard of remuneration, or because of their being under-employed; or was due to the inadequate Outdoor Relief which was given by most Poor Law Authorities to the thousands of widows and deserted wives in need of such relief, so driving these women on to the industrial market to earn enough to maintain themselves and their children; or was due to such demands for women's employment in a specialised industry, as in the jute industry of Dundee, the results were inevitably, in many, many cases, highly injurious to the health and well-being of the family as a whole and of the next generation. It was significant of much that of the 4,830,734 females, aged ten years and upwards, classified as occupied in the 1911 Census of England and Wales, there were 680,191 married and 411,611 widowed.

The "burden" of maternity made heavy demands. Under existing conditions of home organisation it inevitably largely restricted the life and activity of mothers, so far, at least, as the majority of working-class mothers were concerned, during the school age of their children, a routine of hard and wearing domestic work and anxieties, which made their intellectual advance, adequate social intercourse and activity in social or other voluntary work practically impossible. But with adequate and effective co-operative organisation this burden could surely be greatly reduced. The co-operative organisation of home life and work was only in its rudimentary stage, if it has even reached so far, but it was along such lines that much of the relief that could be given from the burden of maternity would be built up. The admirable municipal crèches, under skilled professional supervision, which had been set up in so many French towns during the past twenty or thirty years, presented an example of what might be done.

The claim for the effective payment or the endowment of motherhood had been brought forward in recent years, especially by Mr. H. G. Wells. The claim was based upon the view (to quote Mr. Wells) that "parentage rightly undertaken is a service as well as a duty to the world, carrying with it not only obligations but a claim, the strongest of claims, upon the whole community. It must be provided for like any other public service; in any completely civilised State it must be sustained, rewarded, and controlled. And this is to be done not to supersede the love, pride, and conscience of the parent, but to supplement, encourage, and maintain it." Such a claim involved a new conception, or, at least, a re-investigation of many things, such as:—

(1). The whole question of personal liberty and of the nature of liberty itself.

(2). The real significance of parenthood, and especially of motherhood, and the value to the community and to the State of the work performed by the mother in her functions as a mother.

(3). The relation and the responsibility of the individual family to the community and to the State.

(4). The relation of the community and the responsibility of the community and the State to the individual family.

(5). The present basis and organisation of industry and standards of remuneration, in their relation to the effective life of the family and to the proper exercise of the duties of the family to the community and to the State.

WOMEN'S EMPLOYMENT IN EDINBURGH

Mary H. Eeles, Hon. Secy. Women's Emergency Corps, 29 Drumsheugh Gardens, writes: Surely it is a pity that the Edinburgh Sub-Committee on Women's Employment should have felt themselves obliged to abandon the scheme for making high-class artificial flowers. It is said to be an industry recommended by the Board of Trade as profitable. That the preliminary cost is considerable and that some time must elapse before it pays is no doubt the case, but is this sufficient reason for dropping the scheme? Unloubtedly, work of this kind requiring technical skill and artistic taste cannot be used for purposes of immediate relief for the average unskilled worker. But many of us forget that the war has brought hard times to numerous skilled workers of the middle class. They are more difficult to provide with work, and such work must necessarily be of a kind which takes time and money to set going. Yet there is no reason why it should not be done so long as it does not interfere with existing trades. A good deal is being done to meet the needs of the unemployed factory hand and less skilled operative, but little is being done to help the artists, designers, and highly skilled women workers. Here is a case in which the Women's Emergency Corps might perhaps be of use. The whole question is worthy of consideration. If the Executive Committee of the Corps decided to start flower-making it would of course mean that a special appeal would have to be made to raise the necessary funds, as it has hitherto been impossible to obtain any help for the Corps from the National Relief Fund or the Queen's Work for Women Fund.

Daily Graphic, Jan: 27th. 1915.

THE SHORTAGE OF LABOUR.

The public is slowly waking up to the fact that the war, instead of bringing unemployment and destitution, as many people imagined it would, has created a serious shortage of labour. The explanation of the fact is not far to seek. Our command of the sea enables us to carry on the greater part of our ordinary trade with all the world except our three enemies, Germany, Austria, and Turkey. At the same time the demands of our own armies and the armies of our Allies for all kinds of munitions of war have created a condition of feverish activity in many industries. Finally, at least three million men, most of whom would normally be engaged in some kind of industrial work, are now fighting or learning how to fight. The only wonder is that the shortage of labour has not made itself even more seriously felt; but already the docks have suffered badly, while farmers all over the country are beginning to take alarm. So far as farm labour is concerned, this country is in a peculiarly unfortunate position. In France and most other Continental countries when the men go to the war the women garner the harvest and prepare the soil for the next crop; in England a false feeling of social pride forbids working-class women to do agricultural work. Indeed, in some districts labourers' wives will not even work in their own gardens. Here is a splendid opportunity for women of the leisured classes. Admittedly it is more exciting for women to parade the streets in khaki than to sit in a byre milking cows; but it so happens that the country does not want women fighters at all and does want women milkers very badly. There are many other farm jobs that are perfectly suitable for women, and it would indeed be disappointing if our women should refuse to do the work that is most wanted for fear of soiling their fingers.

Yorkshire Post,
Jan: 28th. 1915.

THE EMPLOYMENT OF LEEDS WOMEN.

The Leeds Trades Council met last evening at the Trades Hall, Mr. Arthur Hill presiding.

Miss I. O. Ford and Mrs. Butler came before the Council as a deputation from the Employment of Women Sub-Committee of the Leeds Local Committee under the National Relief Fund, to ask for assistance in maintaining the workshop for women. Miss Ford said that her sub-committee were most anxious to continue the scheme of employing women who would otherwise be left to the tender mercies of the Poor Law. As soon as she had seen that the workshop's existence was threatened owing to lack of funds, she went to London to try to obtain help from the Queen's Fund, but she was told that the distress in Leeds was nothing as compared with that in other districts, and that nothing could be done. The City Council had also said they were unable to make any grant. Unless help was immediately forthcoming the workshop would have to be closed in a fortnight.

It was decided to ask Miss Ford to put her appeal in writing, so that it could be printed and distributed amongst the affiliated societies. If each society gave 10s. or £1, it was estimated that the difficulty would be solved, at any rate for the present.

Cotton Factory Times,
Jan: 29th. 1915.

Tuition for Workless Girls.

An interesting experiment, which is likely to prove a great success, is the formation of special classes for girls between 14 and 16 years of age who are unemployed at Burnley. Forty-three girls are having a nice change from factory life. In the mornings they sew, and in the afternoons they are instructed in cookery, dressmaking, millinery, English, household management, and physical exercises. The girls, who get 4s. a week from the Work for Women Committee, are very enthusiastic over the classes, particularly those for cookery and physical exercise.

Westminster Mail,
Jan: 30th. 1915.

MARYLEBONE AND THE WAR.

Where Dressmakers Assistants are being Employed.

Splendid progress is being made in the scheme of assistance organised by the St. Marylebone National Relief Committee for the employment of dressmakers assistants resident in the borough. Large workrooms have been opened up for this purpose in Little Portland street, which have been kindly given over for the use of the Committee by Messrs. Peter Robinson's Ltd., who also supply sewing machines, lighting and heating installations gratis.

There are at present thirty-five hands employed in the making up of women and children's garments, lingerie, childrens frocks, overalls, bonnets, hats, &c., some of the articles being most exquisitely embroidered, while each garment reveals exceptional quality of workmanship and artistic design.

The hours are from 9 a.m. until 5.30 p.m., 40 hours a week in all, with the usual intervals for lunch and tea, while a special scale of payment has been drawn up by the Committee. The garments, when completed are either sent to the Belgian refugees, or devoted to similar charitable purposes.

The workrooms are in the capable charge of Mrs. A. Mitchell, who will be most grateful to receive gifts of materials, linings, lace, trimmings, buttons, &c., the smallest contributions being thankfully acknowledged.

Manchester Courier, Jan: 29th. 1915. 6541/26 634.

EMPLOYMENT IN MANCHESTER.

IMPROVED BUT NOT NORMAL.

A DEMAND FOR WORKMEN

A comprehensive statement on the condition of trade and employment in Manchester, compiled by Professor Chapman and the Town Clerk (Mr. T. Hudson), was presented to the Manchester Relief Committee yesterday afternoon.

According to the report trade has improved since the issue of the last report a month ago, but is still far from normal. Government contracts have helped Lancashire to some considerable extent recently. They have related mainly to heavier makes of goods, and one of the consequences has been a relative rise in the price of coarse counts. On the whole the India market has somewhat rallied, particularly Karachi and Calcutta. Bombay is more stagnant. The smaller Eastern markets have done rather better, but China is still in a state of collapse. The position in China is due largely to financial stringency, which causes large accumulations of stocks in Shanghai, though up-country markets are supposed to need feeding. Another deterrent is the very low price to which silver has fallen, and the consequent state of the China exchanges. It remains to be seen to what extent Eastern markets will suffer in purchasing through the effect of the war on the value and quantity of their exports.

An inquiry into the course of the wholesale home trade in Manchester soft goods since the war shows as follows: In August and for part of September trade was phenomenally bad. Since then there has been steady recovery, and in some cases now trade is actually better than normal. Many orders cancelled in August have been taken up since, and the direct and indirect war demand has told. In many cases, however, this revival is independent of war demand. In the towns the middle-class and working-class demands are by no means weak. Some difficulty is being felt in securing such goods as used to be imported, and when they can be obtained the cost is substantially higher as a rule.

The above holds generally of the country as a whole; but Lancashire trade is down, and so is trade with North Wales, the latter being doubtless occasioned by the breakdown of the tourist season. Lancashire drapers are having a trying time, recovery being slow, particularly in Burnley and Blackburn. Customers of many years standing are needing more credit.

EVIDENCE OF ECONOMY.

Trade for the whole country shows a falling off in the sale of very high-priced goods. This is doubtless due in part to economy and in part (perhaps more especially) to the small number of social functions that are being held.

One curious feature revealed by the inquiry is that trade in some districts where there is abundance of work is not very good. This may be attributable to overtime—people not buying new clothes when kept so steadily at work. Better trade is confidently looked forward to in the spring.

Generally speaking, money has been got in well from all classes, though in Lancashire and in some of the poorer agricultural districts some difficulty has been experienced.

"Various answers," state the signatories to the report, "were received to the question whether there was any tendency for an inferior grade of goods to be substituted for a better. In the case of some classes of goods, there had been no such substitution, because the lower grade stuff used to be imported, and English manufacturers would not make it, or could not, at a price that would be paid. Trade in these grades would go abroad again, it was said, when the war was over. In consequence of the difficulty of getting certain cheap goods, there had been some substitution of a better class for an inferior class of goods. In other kinds of goods there had been substitution of the cheaper for the dearer, sometimes in consequence of a rise in prices, customers keeping rather to what they had paid than to the quality they had previously bought. In Lancashire and the poorer country districts substitution was most marked.

"Taking the country as a whole, it seems certain that there has been a great increase in the demand for men's clothing—shirts, vests, etc.—in consequence of war needs. This has been partly offset by a fall in the demand for women's clothing, notably blouses and underclothing. This is again very marked over Lancashire and North Wales.

"One would expect to find the periods of forward buying curtailed at such a time as the present, but no striking change seems to have taken place. It was suggested that the fear of rising prices had encouraged anticipation. In some instances, it was said that forward buying had been slightly affected, but that it was recovering. It is noted by some informants that, where payment for cash means payment on the first of the next month, the concentration of buying in the first week of the month (to secure the three weeks credit) was not quite so common a feature now as normally. The explanation would seem to be that purchasing as need arose had taken the place of stocking in anticipation to some extent.

PROSPECTS OF THE SPRING.

"The war needs, in their bearing on soft goods, have evidently helped to right the trade. But trade all round is not bad outside the range of influence of the new demands. Fair trade in the spring is expected, and the wholesale traders are certainly cheerful about prospects generally. It is probable, however, that the rise in the cost of living will make itself felt before long."

In regard to the employment of men, exclusive of clerks, the manager of the Labour Exchange reports an appreciable increase in the demand for all classes of workers. In the engineering trades men are at a premium, and any man can have the choice of several jobs, if capable, despite age and minor disqualifications that tell in normal times. The demand for carters greatly exceeds the supply, owing mainly to enlistments. The same is true of unskilled railway work of all types (e.g. porters), builders', engineers' and foundry labourers are in great demand, and a man with any experience is now being accepted if he can adapt himself.

The number of men on the books for the week ending January 22nd, 1915, was 1,225, the prominent groups being building trades 664, metals, machines, etc., 281, and labourers, commercial and conveyance, each with about 50 registrations. The figures alone are liable to misrepresent the state of demand, because they include re-registrations made as men move from firm to firm, and many men incapable of doing the work offered them.

The Women's Labour Exchange gives again a very favourable report. The placings, averaging about 130 per week, are considerably above those for the corresponding period of last year, and are well in advance of the average weekly placings during the early months (August and September) of the war.

The increased demand is most marked in the case of clerical and textile workers, women clerks and typists being needed to take the place of men who have joined the Forces.

A good sign is the revival of demand for unskilled women (especially charwomen and office cleaners), because this is held at the Exchange to reflect more "normal" trade. This view is borne out by the increased stability of the demand for women in retail trading concerns. The prospects of whole-time work may be contrasted with the intermittent work during the August-December period.

Northern Daily Telegraph,
Jan: 30th. 1915.

While it is no great compliment to women to offer them employment because of the scarcity of men, it says much for their complaisance and adaptability that they are able so readily to fill men's places. Women are "taking the wheel" on taxi-cabs and private cars in the Metropolis, and on tram-cars and motor-omnibuses they have shown that they are not inferior to men in the qualities—including courtesy—which make for a good conductor. The manager of the Newcastle tramways is considering the desirability of engaging women as conductors of single-deck cars on certain routes in that city. In this case, it is to be confessed, the expedient of resorting to women's aid arises from necessity rather than choice, the calls upon men being so numerous and varied that they are in great demand.

The Glasgow Herald
7/2/15

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UNEMPLOYED WOMEN.

DISTRESS COMMITTEE PROBLEM.

PROPOSED SCOTTISH CONFERENCE.

The Glasgow Burgh Distress Committee at a meeting held yesterday in the City Chambers decided to promote a conference of Scottish Distress Committees with the view of formulating a national policy regarding the provision of work for unemployed women. Bailie Alston presided, and there was a large attendance of members.

Miss Irwin said that the time had come when they ought to consider fully and in detail the provisions to be made for women workers. It was a branch of the committee's work which had been considerably neglected in the past, but it was never too late to mend. They should formulate as soon as possible a national policy. They should not wait, as they had done this year, until distress was upon them and then adopt measures in a hurry. They required to use political influence in order to carry out any policy of which they approved. No policy could be effective without the assistance of the Treasury, and if they wanted the Treasury to do anything they must go straight to Parliament. In view of the importance of the work in Glasgow they could very well take the initiative in convening a Scottish conference. She moved that a conference of representatives of the distress committees of Scotland be convened in the autumn to consider and devise a national policy in regard to making provision for unemployed women, and to arrange for collective action being taken for carrying out the same. Miss Irwin added a suggestion that the conference might be held about the end of September. They would then have some idea of the prospects for the winter.

Miss Margaret S. Kerr, in seconding, said that while there were more openings for women workers at present, they should prepare in case of need.

Bailie Nicol said he was not against the proposal, but he thought the question of the expenses of the conference should be considered. A number of the distress committees of Scotland had no distrss to deal with, and were practically disbanded. These committees would not be inclined to share the expenses of such a conference, and if Glasgow took the iniative she might have to foot the whole bill.

The Chairman pointed out that a conference of all the distress committees of Britain had been held last year regarding the provision of work for men. They had been allowed the expenses of that occasion by the Government without question, and surely they would get similar treatment in regard to a conference on the provision of work for women.

Miss Irwin said that her idea of the conference was that the big committees of the four or five large industrial centres in Scotland would be parties to it. They had very valuable legislative machinery for dealing with industrial distress, and she was afraid that unless the committees took action there was a danger that all of them would be disbanded.

The Chairman said that the Local Government Board had told them emphatically that they had no fund to provide for any scheme of women's work, and that if the matter was to be dealt with the committee must approach the Treasury. The Local Government Board had asked for a written statement of their proposals so that they might lend their aid when the committee went to the Treasury. Such a conference as Miss Irwin suggested would be the proper place at which to formulate proposals.

Mr William Martin said he did not think there was any justification under existing circumstances for the motion. It implied either the existence or the anticipation of widespread distress among women workers, but there were no signs of that at the present time. Indeed, there were probably more openings just now for women workers than there had ever been, owing to their employment in munition making and in other war services.

Mr John Stewart said that they had not dealt with distress among women workers as they ought to have done. They had merely been pottering at the problem hitherto. Immediately the war ended there would be a slump in female labour. The women who were now employed on other than ordinary peace-time work would be thrown out of employment immediately the end of the war came in sight. They should be prepared for that.

The Clerk (Mr Thomas Spence) read a letter which the committee had sent to the Local Government Board asking them to obtain funds from the Treasury for a scheme of training unemployed women and girls in Glasgow and of finding work for them. The letter stated that the funds at the disposal of the committee would be barely sufficient to carry on the work of the labour colony alone for the next six months. It was pointed out that since September last until May 15 of this year 1,331 girls and women had made application to the Distress Committee and that out of that number only 181 were provided with work by the committee. The returns of the Labour Exchange showing that the number of unemployed women and girls in the city had come down [illegible]

WAR EFFECTS AT HOME.

Daily News.
28.1.15.

VII.—In Edinburgh and Glasgow.

A DEMAND FOR WOMEN WORKERS.

Some people in Edinburgh—a city "poor but proud"—claim that, though in population she is but one-third of Glasgow, yet in accumulated wealth her people, house for house, are as rich as those of her commercial rival Glasgow, instancing three recent millionaire Lord Provosts, denies this, but the point here is that in both cities the great Trustee Savings Banks are putting by money, even in a financial year which, ending in November, included four months of war. In Edinburgh, the growth of deposits, including interest, was about £250,000 In Glasgow, the increase was £317,000, this on a total of more than 12 millions. With 70,000 men at the front, the new accounts were fewer than usual; but withdrawals, save in early August, were also less. It means two things—first, that the people retain confidence in these banks, and, secondly, that they are not living upon their past savings, but upon their present incomes.

In Edinburgh the best financial authority approves of Mr. Lloyd George's embargo on new issues. But it is hoped that high-class securities, which happen to be now maturing, may be allowed renewal, since this would be no drain on capital, but merely a continuance of investments made years ago. The tone is optimistic. "We can find for the war a thousand millions," was a remark which has been made to me by bankers and others in more than one large city. I am told that Sir George Paish has put the normal savings of the country as high as £400,000,000 a year, which is nearly enough to pay for Great Britain's share in the struggle.

PRINTING TRADE.

In Edinburgh the printing trade employs 12,000 persons. It has been hard hit, and has not recovered. War literature has helped things, and immense numbers of Bibles have been bound up for the soldiers. About 20 per cent. of the whole trade has enlisted, or, put in another way, 70 per cent. of the able-bodied males. Government printing helps some of the larger firms, but the general position is not satisfactory.

Both in Edinburgh and in Glasgow the landladies are in difficulties. Students and young men generally have been drafted elsewhere. Billeting, if it could be arranged, would be a blessing, but in Edinburgh, which is a prohibited area, there is not even a Belgian to be had In Glasgow the Belgians who have obtained work are placed out in lodgings selected and supervised by the local relief workers, which co-ordination helps matters considerably.

In both cities I made inquiries about the shopkeepers. The Edinburgh tradesman fears the war far less than he fears the progress of the co-operative system, with its local membership of about 30,000. Glasgow has had an amazingly good Christmas. Even a jeweller, with a prominent business, confesses that he did better this December than in December, 1913.

WOMEN WORKERS WANTED.

Scotland is, on the whole, without distress. The farmers are favoured by splendid prices, and can find work for any number of casuals. In Fifeshire the mines—dependent on export—have been closed, save for two days a week. But things are now better, and the only result of the depression was a wave of recruiting on the part of men who are peculiarly suited to trench work. On the Clydebank, the great firm of Singer, with their sewing machines, left the men severely, but even here the [illegible]

would be barely sufficient to carry on the work of the labour colony alone for the next six months. It was pointed out that since September last until May 15 of this year 1331 girls and women had made application to the Distress Committee and that out of that number only 130 were provided with work by the committee. The returns of the Labour Exchange showing that the number of unemployed women and girls in the city had risen from 410 on January 1 to 1699 on April 16 were quoted as an indication of the extent to which unemployment among women prevailed.

The Chairman—The increase in the number of unemployed women on the Labour Exchange Register gives us some reason for action.

The motion was adopted, and a remit was made to the Executive Sub-Committee to make arrangements for the conference.

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things are now better, and the only result of the depression was a wave of recruiting on the part of men who are precisely suited to trench work. On the Clydebank, the great firm of Singers, with their sewing machines, felt the crisis severely, but even here the average is asserting itself. The price of sugar struck the confectionery trade in Glasgow, and golf balls are no longer in demand, even if there were rubber to put into them. Also dressmaking is slack, for a social as much as an economic reason, since there are few evening dinners and receptions, for which in the ordinary way ladies would require costumes. Yet, despite these circumstances, it is literally a fact that Glasgow is short of women workers. Referring to hosiery, men's underclothing and shirtmaking, a well-informed lady said to me, "The girls cannot be got." I visited the new municipal workroom for women which has been opened in a lane which Glasgow poetically calls "the Spout Mouth." There I found twenty young girls learning to use power sewing machines, provided by Messrs. Singer. Another six were learning cookery. The girls are carefully selected, and are paid 10s. a week, or 3d. an hour, which is nearly, if not quite, double what a learner would receive in an ordinary way. A hundred machinists could be placed, here and now, with shirtmaking firms. Mechanical knitting women are also needed, which—so strange are the ramifications of industry—brings one to the fish trade.

THE "GUTTER" GIRLS.

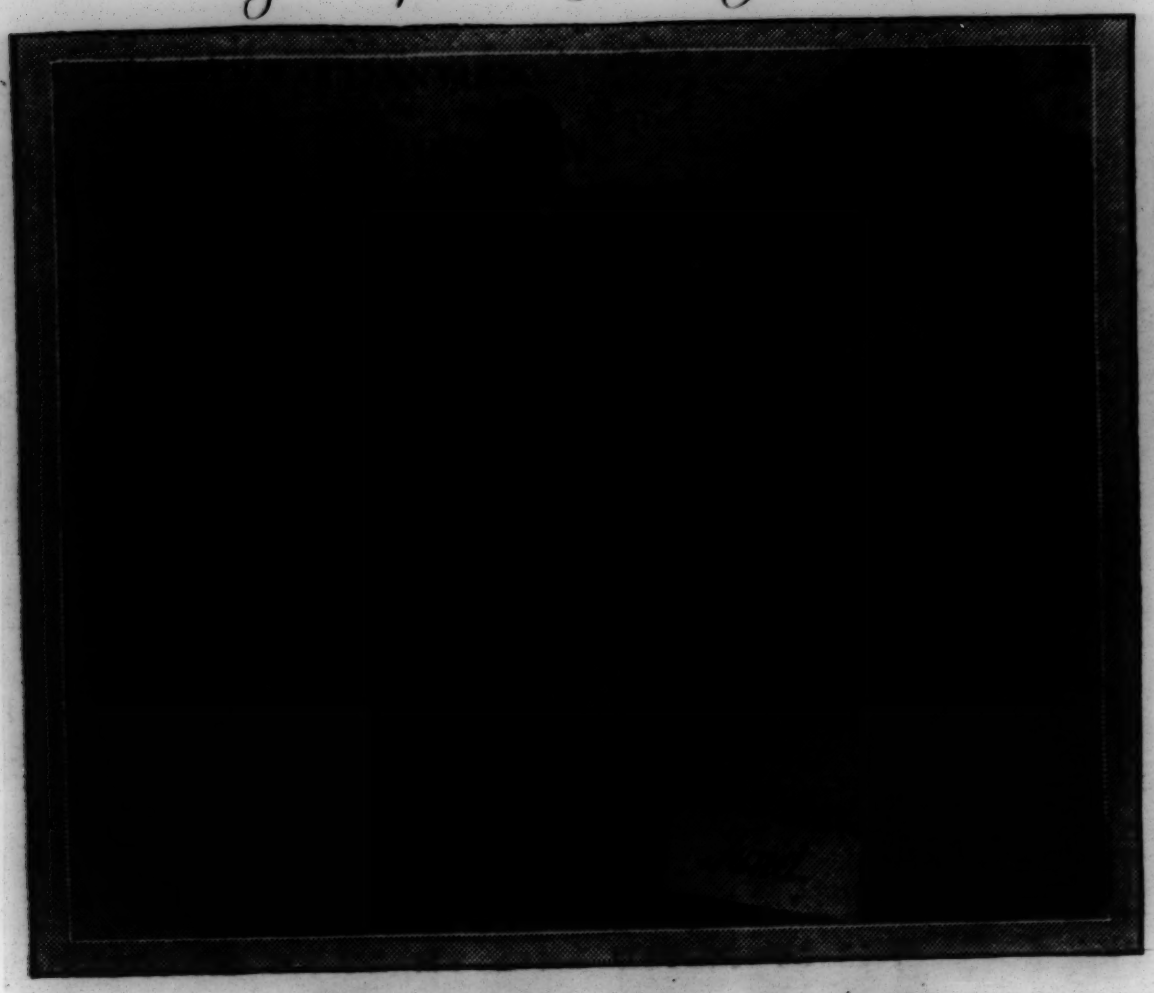
The "gutter" girls—which is not a term of reproach, but merely the technical description of the six or seven thousand lassies who "gut" the fish—are accustomed to follow the fish round from the west of Scotland, right over the highlands, to Yarmouth, where the season ends about Christmas. These girls, and the trade on which they depend, are much troubled by the closing of the North Sea. But, although they are receiving relief, it has to be said that the families, so maintained, are often possessed of balances at the bank. Fishing is on the whole a remunerative business—a harvest without ploughing or sowing, which has only to be reaped. Many of the fishermen, with their complete indifference to danger, are of great service to the Admiralty. They undertake the riskiest tasks with absolute nonchalance.

But the lassies—how about them? Well, they are the fastest knitters in the world. They knit as they walk, and when their health fails and they take to bed, they still go on knitting. At the moment a good deal of knitting is needed, and the fishergirls are the people to do it.

Recruiting in Scotland is a phenomenon. In an important Government Office half the men have gone, and others continually ask for leave of absence, urging that people look at them in the streets as if to ask: "What are you still doing here?" Sir George Macrae is colonel of a regiment which he raised in a week. The Heart of Midlothian Football Club raised a company, which is known by its name, and will challenge any other football team on this earth to immediate combat.

P. W. W.

The Daily Graphic, January 30th. 1915.



NEW MITTENS FROM OLD SOCKS.

Two of the three hundred women who are engaged by the National Patriotic Association, of St. Paul's Churchyard, in the manufacture of mittens from old socks. In this way the association has found employment for City typists who have lost their berths through the war. On the right is seen Sir George Pragnall, the president.

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The Financier, Jan: 30th. 1915.

Employment Returns.

BOARD OF TRADE returns show that in the trades compulsorily insured against unemployment the percentage of unemployed at the end of last week was 2.73, compared with 2.98 the previous week and 5.60 a year ago. As regards the uninsured trades, the number of men and women on the registers of the Labour Exchanges at the end of last week shows an increase compared with the preceding week, namely, 48,027, against 47,284. The increase was mainly in respect of women.

Yorkshire Post, February 3rd. 1915.

WORK FOR UNEMPLOYED WOMEN IN LEEDS.

To the Editor of The Yorkshire Post.

Sir,—In a former letter an account was given of the relief workroom for women which has been opened under the auspices of a sub-committee of the Local Representative Committee. There for some ten weeks twenty women have been employed to make garments suitable to be given away to the Belgians and to cases of civilian distress, or sent to the hospitals and troops.

Those who are employed have all lost their employment owing to the war, and were reduced to great straits for food and firing. In the case of one family the staple diet was bread and tea, and they were only able to afford a fire for one hour a day, conditions which must inevitably tend to undermine their health and strength. These women are now enabled to earn enough to keep themselves whilst they are waiting for their own work to improve. Two or three have already gone back to their own employment, and others hope to do so before long.

The Committee are very anxious to be able to give them employment where necessary till the winter is over. Their funds are, however, at an end, and they appeal for help to carry on the enterprise, especially to those who are themselves in good employment. They also ask for gifts of materials for dresses and underclothing, and for garments to renovate. All donations, however small, will be welcomed. Amounts already received:—National Union of Women's Suffrage Societies, £93 0s. 6d.; Mr. A. G. Lupton, £25; Miss B. Kitson, £10; Mrs. Roland Kitson, £3—£131 0s. 6d.—Yours, etc.,

J. BEATRICE KITSON.

1, East Parade, Leeds.

Newcastle Chronicle, Feb. 6th. 1915.

"WORK FOR WOMEN" SCHEME IN NEWCASTLE.

The Movement Centralised.

Under the chairmanship of the Lady Mayoress (Miss Fitzgerald), schemes for giving work to women have now been centralised. A Women's Employment Sub-Committee of the Lord Mayor's War Relief Committee, upon which is represented all industrial and other women's organizations, has been formed.

At 51, Northumberland Street there has been in operation for some time a work room for the mending of clothes. Donations of clothes are gladly received, and are mended, cut down, and made into useful garments, which are distributed through the agency of the Soldiers' and Sailors' Association. Between twenty and thirty women have been employed in this way. They work five days per week and eight hours per day, thus leaving one day free to find permanent employment if possible. All workers employed by the Committee are registered at the Labour Exchange, so that they may be drafted to their own employment when the opportunity arises. The Lady Mayoress again appeals for help in this direction, children's clothes being urgently required.

An order agency has been opened at 51, Blackett Street, where an office has been lent by the North Eastern Centre of the Northern Political League. The business of this agency is to receive and place orders for goods required because of the war for soldiers, sailors, Belgian refugees, and others. From the beginning between 50 and 100 workers have been supplied with work, some earning their living and others supplementing inadequate wages.

A pleasing feature of the work is that several small firms, which otherwise would have had to suspend their workers, have been able to keep them on, because of the orders given in this way, and, up to the end of December orders amounting to £500 had been received. Further orders for knitted goods and other articles are necessary, and will be gratefully received by Miss Richardson at 51, Blackett Street.

The Committee believe that if they could now start one or two skilled trades for women in which Newcastle is lacking, they will have anticipated to some extent unemployment, and opened up fresh avenues for the women workers who will be thrown out as soon as the Government work finishes. An arrangement is being made in conjunction with the Education Committee, whereby a number of young girls will be given training in domestic work and needlework. Sewing classes are to be arranged for the morning, where the girls will make an outfit for themselves in the afternoon. Cookery and housewifery will also be taught. This course will last three months, and the girls will be paid a maintenance wage, rising from 4s. to 6s. per week. It is hoped that this may be the beginning of making domestic work a skilled trade, and that attractive posts may in due course be [illegible]

Western Mail, Feb: 4th. 1915.

THE STRESS OF THE WAR.

RELIEF MEASURES IN SOUTH WALES.

STATE-AIDED SCHEME.

WORK FOR THE UNEMPLOYED WOMEN AT CARDIFF.

Excellent work is being done by the Women's Employment Committee at Cardiff. Since its formation on September 25 over 70 women have been employed, and are trained under the supervision of a superintendent and forewoman. They are taught needlework, laundry, housework, and economical cookery. All applicants have to register at the Women's Employment office at the City-hall, and also every week at the Labour Exchange, where suitable work will be found for them.

The work is financed by the Government committee on the Prevention of Relief and Distress, which has already granted £290, and which is prepared to make further grants as occasions arise.

A public inspection of the workrooms at St. Andrew's Institute, Cathays, was held on Wednesday, the ex-Lady Mayoress (Mrs. J. Robinson) presiding over a large gathering. A special appeal was made for the loan of sewing machines and other useful articles for the workrooms, and the secretary (Miss Russell) will be pleased to hear from anyone who is anxious to help.

DECISION OF THE PONTYPRIDD GUARDIANS.

Mr. Godfrey Clarke, J.P., presided at a meeting of the Pontypridd Board of Guardians on Wednesday, when Mr. W. C. Dyer (Abercynon) brought forward a motion that owing to war prices the outdoor relief be increased by 20 per cent. This Mr. Frank Thomas seconded. Mr. William Evans, J.P., suggested that the motion should be first referred to the relief committee for consideration, but this was opposed, and Mr. Dyer's resolution carried.

The guardians refused to alter their decision deferring the scheme with reference to the proposed alterations to the children's probationary home at Maesycoed and the erection of new buildings at a cost of £20,000.

Dundee Courier, Feb: 3rd. 1915.

Before the war broke out an interesting movement was started by a London lady with the object of solving the problem of unemployment and distress amongst educated women. The title given to the movement was "The National Guild of Housewifery," and its three main objects were (1) to elevate housecraft to the dignity of a fine art, and promote the ideal of home-making and home-keeping as a national service for women; (2) to bind together women of every class and every shade of opinion by the one interest common to all—the well-being of the home; and (3) to provide training in domestic subjects for all women who desire to make themselves efficient citizens and to qualify for posts at home or overseas. With the outbreak of the war a wider scope was given to the work of the League, for many professional women, especially actresses and music-hall performers, were thrown out of work. The League is giving free training to many women of this class, and actresses who have suddenly been deprived of a living are learning to blacklead grates and scour floors with the intention, if necessary, of earning their living as domestic servants.

NEW MITTENS FROM OLD SOCKS.

Two of the three hundred women who are engaged by the National Patriotic Association, of St. Paul's Churchyard, in the manufacture of mittens from old socks. In this way the association has found employment for City typists who have lost their berths through the war. On the right is seen Sir George Pragnall, the president.

Newcastle Chronicle,
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Meantime, any information will be given by the Hon. Secretary, Miss K. B. Andrew, 51, Blackett Street, Newcastle-on-Tyne.

Western Mail,
Feb: 4th. 1915.

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Liverpool Post,
Feb. 5th. 1915.

THE CALL FOR WOMEN WORKERS.

Sir,—In consequence of an article entitled "The Call for Many Women Workers," which lately appeared in your columns, a great number of letters have reached the Enquiry and Employment Bureau for Educated Women, and the writers of these letters have pleaded for employment.

For such as were already qualified for definite work the committee has and will be able to find work; they, however, desire, through the medium of your valuable and widely-read journal, to reach the vast army of women who have no such equipment.

All would-be women workers must be brought to realise the futility of seeking employment unless adequately trained. What commercial firm will employ a woman of forty possessing no knowledge of office routine, and who thinks that "she can soon pick up typewriting?" What house mother will entrust children of tender years to a half-educated girl of eighteen unaccustomed to children, lacking habits of tidiness, and without even a working knowledge of needlework?

Long, long past is the age when a lady, merely because she was educated, could obtain work. In former times middle-class homes were less luxurious, and girls were better prepared to fight the battle of life.

It is imperative that those who may have to become salaried workers should now, and without delay, prepare themselves for eventualities.

Liverpool possesses institutions offering first-class trainings at reasonable figures. At this moment special privileges and terms are being offered; public committees are prepared under certain circumstances to assist. Hence there is no valid excuse for girls remaining unprepared. In later life such opportunities will be recalled with remorse, for in middle age only unskilled domestic work will be open to them. For it must be remembered that in the North positions as companions, lady housekeepers, and travelling companions are practically non-existent.

Excellent books and pamphlets on the subject are available, and the Enquiry and Employment Bureau gives, at a merely nominal fee, expert and individual advice as to future prospects, adequate preparation, and suitable institutions; also indicates whence financial assistance, with fees, can be secured.—Yours, &c.,

LYDIA A. BOOTH, President.
E. F. DENTON LEECH, Secretary.
27, Leeco-street, February 3, 1915.

The Queen, February 6th. 1915. 656.

NOTES ON THE MAGAZINES.

MRS COURTNEY in her talk about "The War and Women's Employment" in the *Fortnightly Review* is manifestly perplexed like many other people by the fact that women in this country are being so comparatively little engaged to replace the men who have joined the army. She hardly takes sufficiently into account that shrinkage of business is in many cases a real, and in others a plausible, reason for the reduction in the number of employees. It is comparatively easy to dismiss a certain number of workers.

In this case dismissal is not necessary; war conditions bring about withdrawal. But considerable opposition would be offered if women workers were engaged at less wages to do the work previously performed by men. On the other hand, were women engaged at the same wages as men, a precedent would be created that would have costly results. It is probably for these reasons rather than that "the men of this country at a crisis can run it alone" that many unemployed women are kept unemployed. For in many kinds of work there is manifest under-staffing. The real difficulty is the rate of payment. If the double standard of remuneration for the work of men and women is to be maintained, much of the work hitherto done by men must be allowed to be scamped rather than have it performed by women. A curious illustration of this is afforded in the case of hotel waiters. Mrs Courtney is surprised that "the temporary exodus of a whole army of foreign waiters" should not have caused "a striking increase in the demand for caps and aprons." The real explanation is probably one of pounds, shillings, and pence. "Caps and aprons" are not considered to be in keeping with the opulent look of a fashionable hotel dining-room. They are cheap, or they are thought to be cheap, and while their presence is permitted in tea rooms or restaurants where prices rule low, they are not expected in hotels that desire to cater for moneyed guests. Yet it is obvious that many customers would feel much more comfortable and at home if they were waited on by nice young English parlourmaids than by German men. Mrs Courtney pierces further below the smooth proffered surface of things when she considers the Civil Service and the manner in which some of its officials strive to keep women at bay. Here she writes with some experience of the individuals who decide whether women are qualified to enter the service in which they themselves hold well-paid posts. She remarks: "It was curious to see how in the evidence given by witness after witness before the Royal Commission lately sitting the real reason against employing more women was that these older civil servants did not like it."

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Morning Advertiser,
Feb. 6th. 1915.

EMPLOYMENT IN LONDON.

GENERAL IMPROVEMENT.

Mr. F. BRINSLEY HARPER, chairman of the Central Unemployed Body, in the course of a statement at yesterday's meeting, said there was a general improvement in the conditions of employment for men in London. At the docks and wharves the conditions were better than last year, and many industries usually slack at this season of the year were busy on account of Government orders. Registration at the labour exchanges was decreasing, and casual pauperism and school feeding were less than usual. On the whole the poorer classes were not worse off than usual. Things were felt more among the lower middle-classes, due in many cases to the young-man boarder having enlisted.

With regard to women, work was getting better. But although there was a distinct improvement, things were still below the normal, and unemployment among dressmakers (particularly those accustomed to the better class of work) and charwomen was very noticeable.

Mr. HAZEL suggested that the chairman's review should be sent to Berlin.

The CHAIRMAN.—I hope you don't suggest that I take it myself.—(Laughter.)

Daily Telegraph,
Feb. 6th. 1915.

UNEMPLOYED GIRLS.

EMIGRATION TO AUSTRALIA.

To-day the first party of young women who have been accepted by the Queen's Work for Women Fund for emigration to Australia will leave by the Uripides for their new home. The emigrants represent a small proportion of the girls who have been thrown out of work owing to the war, and who have been helped by the Queen's Fund.

They are the advance guard of a total of 200 girls whom the States of New South Wales and Victoria have offered to take for domestic service. The Queen's Fund has given each of the girls a complete outfit, £1 towards their fare, and £1 landing money. They are taken out for £3 each, but each girl is to repay £2 from her wages after her arrival to the State in which she settles. Eleven of the party will go to New South Wales and six to Victoria.

They have been engaged as shop-girls, typists, dressmakers, factory girls, and in other occupations, but they express their willingness to begin as domestic servants in their new home.

Glasgow Herald
6/2/15.

EMPLOYMENT OF WOMEN.

The Glasgow Burgh Distress Committee at their meeting on Tuesday will receive a report from their sub-committee as to the steps which have been taken to deal with unemployment among women. A special sub-committee was appointed some time ago to prepare a detailed estimate of the cost of running a workroom with a view to providing employment for all classes of women applying to the committee. That sub-committee was furnished with a statement showing that the number of applications for employment received from September 21 to January 30 was 954. Of that total 346 of the applicants were "working when visited" or "not found," and 415 appeared before the sub-committee, while the other cases remained to be dealt with. Of the 415 whose applications have been disposed of 106 were passed for work, 65 were refused, and 244 did not attend when summoned. Forty-one of those passed for employment failed to start, 45 were started at 281 Cathedral Street, and 20 remained waiting for vacancies. It was reported to the sub-committee that the Scottish Council for Women Trades were in a position to accommodate 100 women in their workrooms in addition to those already sent by the committee, and in view of this the sub-committee recommend that arrangements should be entered into with the Council for Women's Trades to take all the cases passed by the Distress Committee. This recommendation will come before the meeting on Tuesday.

The Queen's Work for Women Fund yesterday amounted to £131,872.

Liverpool Post
21-11-14.

THE SWEATED WOMAN WORKER.

TO THE EDITOR OF THE POST AND MERCURY.

Sir,—The publicity given to cases of sweating in our midst has resulted, we are glad to learn, in the raising of wages to more humane levels.

In the hope that the same good result may be repeated, I beg leave to give details of work and wages in an occupation unhappily not as yet under any Trade Board determination. A machinist worked for an employer (a woman) who keeps an underclothing shop, and has the goods made on the same premises. The first day the machinist made sixteen large chemises, on the second day two of the same kind of chemises, twenty smaller ones, and in addition ten little boys' shirts, with thirty button-holes and thirty buttons stitched on. She was discharged for not doing enough; and she was paid 2s for the two days' work.

In the same shop a woman who has been at this kind of work since she left school makes twenty-six large chemises a day, with sundry odds and ends, such as children's bodices and knickers. This worker earns, or rather receives, 10s a week.

I will make no comment upon this, but ask your readers to picture it all in their minds, with its pathetic implications.

In cases of this order we have at present no possible redress but the force of public opinion. In other sewing trades there is a minimum wage and a legal remedy. The only legal offence committed here is one against the Factory Acts. The hours are 8 to 8, with one hour for dinner and half an hour for tea. The tea time is scrimped to ten minutes, or not allowed at all. This we are notifying in the proper quarter. If war were not on we could organise the workers. As things are, we and they are helpless.—Yours, &c.,

H. D. ROBERTS,
Chairman, Liverpool Anti-Sweating League.

The Daily Chronicle
9/2/15.

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654 I/30

WAR AND WOMEN EARNERS.

EMPLOYMENT LOST & GAINED.

CALL FOR DOCTORS.

The war has brought changes in almost every field of our national life. In the case of women wage-earners there are notable losses and no less notable gains.

To-day we publish the first of a series of articles dealing with these questions, based on evidence carefully sought in all the chief towns and cities of the United Kingdom. While there is a slump in some professions, it is clear that the demand for women in medicine has increased enormously.

One of the most interesting questions raised by the war is: "How is it affecting women who work?"

Two considerations will qualify the optimism of those who regard the present moment as woman's golden chance. Before the war, wherever and whenever girls and women could be employed on work formerly done by men, they have been employed for the simple but regrettably sufficient reason that they cost less than men. This tendency the war has accentuated, not created. In the second place, if women have not been employed in this or that occupation prior to the war, it is either because they lacked the skill or the experience, or the strength required. This lack the war has not suddenly supplied.

Let us take first the professional woman. She was one of the earliest to suffer as a result of the war. Economy, like charity, begins at home, and the father of the family faced with the need for retrenchment told his daughters they must at least for a time forego their music or their singing or their drawing or their painting lessons, and his younger children their governess. He himself gave up his secretary, and his wife her companion. Meanwhile those governesses who had been employed in Germany, France, Belgium, and Switzerland poured back to swell the ranks of the unemployed in this country. In brief, the professions which depend upon the conditions of peace and the fluency of the market came to a sudden stop, and the creative and artistic professions, such as art, music, literature, and journalism, were seriously crippled.

WOMEN DOCTORS IN POSSESSION.

The one professional woman whom the war is undoubtedly benefiting is the woman doctor. She has swept into her own in an amazing fashion. For a generation she was regarded with a kind of critical suspicion by the public; thought, perhaps, good enough for women and children in private, but not for the hospital or dispensary, or for really serious cases. To-day hospitals are clamouring for her, and the stampede of surgeons and medical men to the front and of students to the ranks has left her in possession. No wonder Dr. Mary Scharlieb, whose skill and reputation have done much to make to-day's triumph possible, declares this to be "really the time of opportunity." That women realise this is evident from a conversation we had with Miss Brooks, the secretary of the London School of Medicine for Women.

"We began our session in October," she said, "with a record entry of 56 new students, but I do not think the war responsible for this. Since that time, however, there has been an enormous increase in the number of applications and inquiries from women with a view to taking up a medical course. I am confident a great impetus has been given to women to enter the profession, an impetus due to their realisation since the war began that there is very little use for the untrained worker in times of crisis.

MEDICAL OUTLOOK.

"But, apart from such desire, the public is faced with a most serious position in the matter of medical service. There was a shortage of supply before the war began, due, in my opinion, to the way in which the Insurance Act has improved the financial position of the ordinary general practitioner, especially in industrial districts. The need for assistance has been so great that men in big industrial practices have offered a large salary to young assistants, and thus drawn them away from less well-paid positions in hospitals and dispensaries. Every hon. [illegible]

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"Probably it is not realised how serious the situation may become, but if there is such pressure on the medical service in this country when 200,000 men are in the field, what will it be in the spring, when four times as many are at the front? The withdrawal of the large majority of the young men from ordinary service has necessitated the opening of posts to whoever will apply, and the big hospitals are only too thankful to get fully qualified women. For example, two of the biggest hospitals in the Midlands are now entirely staffed by women. Indeed, there is hardly a resident post not open to a qualified woman if she cares to apply for it. At the present time we have something like 220 medical students in the school, so that we hope to pass out each year 30 or 40 qualified women doctors."

At the front there are five hospitals supplied and maintained wholly by women. Inquiry at the Central Bureau for the Employment of Women showed that the war is also giving a keen impetus to nursing as a profession; otherwise it is not having a good effect on the employment of educated women or providing them with increased work or fresh opportunities, though girls and women are writing every day from every part of the British Isles asking if they can take the place of men!

Worcester Times. 6/2/15

654/4

654 I/31

WAR ITEMS.

CHAINMAKERS IN DOMESTIC TRAINING.

The unemployed women chainmakers of Cradley Heath have brought about a new position in war relief work. No less than five local Relief Committees of as many districts, have united in the management of a common workroom for their benefit. The great obstacle, which no single local Committee felt equal to removing, was the unsuitability of the chainmakers for any other work. The majority, it was said, practically did not understand the use of a needle, and their hands were so hard with the rough work to which they were accustomed, that to teach them seemed too great an undertaking. The Central Committee was not daunted by this difficulty. The establishment of a Domestic Economy Centre, which would include a needle-workroom, was suggested. There seemed no reason, in the view of the Central Committee, why the opportunity should not be used of instructing the women, who confessedly have little such knowledge in the domestic arts. The experiment has been a great success. The Workers' Institute, a large convenient building, was lent for the purpose, and the Secretaries of the different Committees approached the local Education Committee for help in forming instruction classes for the workers. Nurses and Health Visitors were promised for health talks and demonstrations, and the services of an expert cookery teacher were obtained. The scheme included, in addition, the making and mending of clothes, cradle making, and the training of sick room helps. The results of the work, (which has been started barely a month) have been far ahead of all expectations. The workers have not only learned to use the needle, but to turn out very creditable work. They have even got the length of embroidery and making buttonholes. An improvement is remarked in their own personal appearance, and pumice stone and nail brushes are used energetically to the hard hands. Keen competition takes place in the making of the cleanest garments. The domestic training is having effect upon the homes of the women, which already appear cleaner and more tidy. The food which the women cook at their lessons they are given the opportunity of buying at cost price, and taking home.

Hastings Observer. 6/2/15.

LOCAL UNEMPLOYMENT.

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BILLETING TROOPS MITIGATES DISTRESS.

Last (Friday) evening, at the Town Hall, a meeting of the Local Committee for the Prevention and Relief of Distress was held.

The Mayor (Councillor E. A. Hocking) presided, supported by Alderman R. W. Mitchell, J.P., and others. There was a large attendance.

The Mayor said Mrs. Bagshawe, who had done much charitable work, had suffered a double bereavement, and she was far from well. He moved a vote of sympathy.

This was carried, the members upstanding.

The Assistance Sub-Committee reported that the total number of cases considered by them was 161, dealt with as appended:—Not entertained, 6; referred to Poor Law Guardians, 12; Central Aid Council, 10; Soldiers and Sailors' Families Association, 30; Society of Friends of Foreigners in Distress, 1; Industries Committee, 43; Borough Engineer for employment, 2; War Refugees Committee, 4; Mental Deficiency Committee, 1; assisted from Mayor's Emergency Fund, 19; assisted from Local Relief Committee, 49. The number of cases in hand was 25.

The total expenditure incurred on behalf of persons assisted was: From Mayor's Emergency Fund, £46 3s.; from Local Relief Fund, £211 8s. 3d.

The Finance Sub-Committee had made the following grants:—Industries Sub-Committee, £100; Industries Committee (toy-making), £50; Assistance Sub-Committee, £160; total, £310.

The Finance Committee was empowered to make grants to other Committees without the previous sanction of the principal Committee.

The Industries Sub-Committee's report stated that work had been resumed upon the ground at the Highlands provided by Mr. Crake, J.P. Owing to weather, work has not yet been commenced upon the ground at Clive Vale provided by Mrs. Sayer. By the kindness of the Committee of the Central Cricket Ground, the use of the Pavilion has been obtained gratuitously for a workroom. Mrs. Botley kindly undertook to act as hon. secretary and organiser, assisted by Miss Reeves and Miss Bowerman. Women unemployed through the War had been employed, the number varying from 7 to 15. Owing to

THE BILLETING OF TROOPS,

the number of unemployed had been less than was anticipated.

The Toy-making Industry was working satisfactorily under the Committee. On the whole (largely owing to the billeting of troops), the number of unemployed were no greater in the aggregate than in ordinary years, but exceptions existed in certain occupations, in particular in the dressmaking and millinery trades and among painters.

Mr. C. F. Botley, as Chairman of the Industries Sub-Committee, moved the acceptance of the report. There was any amount of energy with regard to the gardens, and though the weather had been against them they would be able soon to have produce. They had had great help with regard to the workroom in the Cricket Ground, not only by money, but from material. If any lady or gentleman would help them in that it would be welcomed. The distress was chiefly amongst young women who had never been in distress before. They were communicating with Headquarters in the hope of a grant. If the soldiers were withdrawn and they lost the billeting, there would be great need. The Sub-Committee provided 1,696 hours of employment and expended £40 14s 4d. of the £75 voted to them. They had sufficient cash and material for three weeks' labour, and their Secretary had £26 in hand.

Mr. Guest (representing the Central Committee in London) explained that there being at that time very little unemployment among women, they did not make a grant from headquarters. If there was a need for it now he would be glad to give assistance if he could. (Hear, hear.)

Miss Sheehan said she now had about the same registering as at any normal time. She had now nearly 100 applications. A large number of girls in millinery, dressmaking and tailoring were on very short time, and their wages were low.

Councillor F. W. Morgan said that they had not much to complain of if when the need became pressing they could have assistance from headquarters.

Mr. Guest indicated that this was so.

Mr. Botley, in replying to questions, said the amount realised from the toys was practically £30.

Councillor H. Groome raised the point as to relative cost of the toys and the amount from the sale.

Mr. Botley said they had a very able organiser. They got as much as they could from the sale.

Mrs. F. Strickland wrote reporting on the War Refugees' Sub-Committee that the number of refugees was

[illegible]

They were more or less employed in the [illegible] and the cost of their work was about [illegible] a week. The result of the [illegible] collection was [illegible]

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CONSTANTLY GOING UP.

They were more or less responsible for 159, and the cost of their work was about £74 a week. The result of the house to house collection was most gratifying. The Mayoress kindly handed over £30 from the Children's Dance. A good many Belgians had grants to return to their own country after consultation with the Belgian Legation.

Mrs. Harkness resigning from the Assistance Sub-Committee (owing to work on another Committee), Lady Mabelle Egerton was appointed in her place.

The Evening News
21/2/15

654.

Dundee Courier 9.2.15.

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VERY LITTLE UNEMPLOYMENT.

"There is no indication throughout London of any distress caused by unemployment amongst men of the industrial class," reports the Central Unemployed Body for London, on the work of the year ending June 30.

"Amongst women the position is also good."

The total registrations from men, in all 9,223, are lower than in any previous year. In 1908-9, a "distress year," 47,731 applications were registered.

In the case of women, the total of 14,411 registrations is very much in advance of the previous highest total, 1,805; but about 80 per cent. of the registrations were made in the first half of the year.

EMERGENCY WORKROOM FOR DUNDEE UNEMPLOYED WOMEN.

The Dundee Advisory Board of the Scottish Council for Women's Employment are taking account of some unemployment existing in Dundee which is not reached by applicants applying for charity, and acting on the experience of Glasgow are opening a workroom for women and girls in search of work. Application was made to the Corporation for the use of premises for an experimental period of three months, and it was reported at a meeting of the Board yesterday, over which Mr James Thomson, solicitor, presided, that suitable premises had been granted at 73 Castle Street, where names would be received and suitable work provided.

The work will be of a temporary nature, and will not conflict with any industry or business. The Board hope for the co-operation and personal assistance of ladies in this work, and in gifts which may help it on. A feeling has been growing that, while all possible effort should be made for general purposes, it were a disgrace if any were to be in want through those temporary dislocations caused by the war.

The Daily Chronicle
13/8/15.

Daily Call. 14.3.15

M. WORTH TO CLOSE HIS ENGLISH BRANCH.

WAR'S EFFECT ON DRESS AND SOCIETY.

There is consternation among the work-girls at Worth's. After 14 years in London the great Paris dressmaker is to close the English branch of the famous house in two weeks' time.

"Perhaps we shall be able to open again in six months," said Mons. Poncet, the manager, to a "Daily Chronicle" representative yesterday. "Who knows? At present it is not worth while to go on. Our clients? Yes, they have been splendid. But this craze for economy in clothes—it means that we shall have to suspend business till after the war—or until matters improve."

The head of one of the departments told our representative that the news of the closing of the house has come to all the employees as a huge surprise.

"It is very serious for us all," she said, sorrowfully. "We are so happy here. We get the best food possible, two new dresses every year, and excellent wages. I have been here nine years. And the clients have been so good. That is why I cannot understand the closing of the house. Ladies who in the ordinary course expect two years' credit have paid up like angels. And as soon as it became known that we could not carry on, duchesses and countesses have called in their cars to know if they could help.

"It will be indeed serious for the work-girls. I fear they will be unable to get posts elsewhere. All the London houses are telling applicants that they will have to wait a long time for a vacancy. And who knows how long the war will last?

"There are no race gowns, no Court gowns, no elaborate evening gowns, and all this means a difference to the big houses. But to think of Worth closing! It is impossible!"

BOOM IN WOMEN'S WORK.

ARMY BILLETS GIVE PLENTY TO DO.

DEARTH OF CHARWOMEN.

The general state of employment amongst women has altered but little during the last month, but what changes have occurred have all been towards improved conditions, says the "Board of Trade Labour Gazette."

In spite of the abnormal condition of industry as a whole the normal seasonable changes are being felt in certain trades.

Thus dressmakers are benefiting by the beginning of the spring trade and the introduction of new fashions.

Dressmaking still remains, however, amongst the trades most seriously affected by the war.

Many dressmakers are finding employment on Army clothing, shirts, etc.

The millinery trade in London is reported to have recovered to a great extent from the effects of the war.

SHORTAGE OF NEEDLES.

As an instance of isolated cases of unemployment in industries working at high pressure it has been reported that a certain large hosiery factory which has been working on Government contracts is putting off a number of women at present owing to the difficulty of obtaining machine needles, which were made in Germany.

Another case occurred of a firm of football boot manufacturers who have received a contract for Army boots, but owing to the fact that there is less work in an Army boot than in a football boot a certain number of women have been dismissed.

The pressure in the trades supplying the needs of the Army and Navy shows no signs of lessening.

HELPED BY MEN'S WAGES.

In districts where large detachments of soldiers are billeted the number of women desiring work has materially declined.

Women who went out either for industrial or domestic work now find occupation at home.

In many cases they even needed additional help, and the two influences combined have in some districts resulted in the unusual state of affairs that the supply of charwomen is insufficient to meet the demand.

The high wages earned by men have also to some extent reacted on the supply of women's labour.

Liverpool Post 12.2.15

The Evening Mail 12/2/15

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Dislocation of trade resulting from the war has adversely affected women's work, notably dressmaking, millinery, high-class ladies' tailoring—many of the large shops having dismissed from thirty to forty hands—upholstery, and sugar confectionery. There are also a number of café waitresses on half time (writes a correspondent). One class of women and girls have, however, been hard hit by the war—namely, those employed in season hotels and boarding-houses. With a season cut short, which also affected their tips, they have had a hard winter. To a great many, without homes, who naturally drift into Liverpool, as the great exchange for this class of work, the time has been fraught with much anxiety and privation, if not temptation, and I have been much struck with the courageous and independent spirit in which they have encountered the trials. Unfortunately, it is a difficult matter to deal with this class under the existing agencies, but let us hope the approach of spring will ease the anxious hearts of many of these girls.

GIRL WORKERS AND THE MILITARY BAND.

It was a kind thought that prompted Major Benson to send the band of the 8th Irish to play outside the Liverpool Women's War Service Bureau yesterday morning (writes Miss Bevan). The band were very warmly welcomed by the workers, who spent a most enjoyable morning listening to the varied selection of music, Irish airs, patriotic songs, &c., played for their benefit. The girls employed in the toy rooms at No. 6 were set free from their work for a short time and congregated in the drive, appreciating to the full the respite from work and the cheerful and inspiring strains of the band, and joining with great zest in the chorus of "Tipperary." Nor were they and the bureau workers the only participators in the enjoyment. Judging from the knots of people who gathered on several doorsteps in the drive their pleasure was shared by many. It is an old saying that "all work and no play makes Jack a dull boy." The workers of the bureau, with the exception of a week's holiday at Christmas, have laboured steadily since August 4 at their work of collecting, altering, packing, and despatching the 135,000 articles which up to the present have been distributed among his Majesty's Forces and the hospitals. So they were grateful for the short relaxation, and returned to their work cheered and encouraged by the efforts of the musicians and by the extremely kind thought of Major Benson.

GERMAN TOY TRADE.

Northumberland Effort to Capture Industry.

(To the Editor of the "Evening Mail.")

Sir,—The Northumberland County Women's Employment Committee opened last November a workshop in North Shields in order to provide work for unemployed women, and also to teach them a new trade, the making of wooden toys, by which they would be able to earn good wages, both now and after the war.

Premises have been lent at 27, Northumberland Square, and the services of an instructor given. The undertaking has been extremely successful, and the girls are rapidly becoming skilled workers.

Exhibitions of their work were held at Christmas in North Shields and Newcastle, and all the completed toys were sold. They are exhibiting at a Trades Exhibition in London in March, which has been organised with a view to capturing the German and Austrian trade. There they hope to get a sufficient number of orders from the toy dealers to enable them to become self-supporting.

To make it possible to start, a small fund was raised, but this money is practically exhausted, and the committee appeals most earnestly for donations to enable the workrooms to pay their way during the next two months, and to get a good stock made for the March exhibition.

The cost of plant and material is so small that almost all the money which is given is spent in wages to these women, who would otherwise be destitute. Donations should be sent either to the Viscountess Howick, Howick Grange, Lesbury, Northumberland, the Viscountess Allendale, Bywell Hall, Stocksfield, or Miss C. M. Gordon, 3, Osborne Terrace, Newcastle.—Yours, etc.,

A. ALLENDALE.
MABEL HOWICK.

County of Northumberland Women's Employment Committee,
February 9, 1915.

DISTRESS IN GLASGOW

Glasgow Evening News. 9.3.15

Women Workers Idle.

Reports submitted at the meeting to-day of the Glasgow Burgh Distress Committee showed that 1087 women had applied for work since September, and that 153 had been passed for employment. Some had not appeared when summoned before the committee, while others did not fulfil the requirements of the Act which the committee administer.

Mr John Stewart asked if any information could be given as to what became of the women who applied for work and were refused. He understood that women who were out of employment in

Consequence of the War

were not eligible for work under the committee, and that only women who were temporarily unemployed as a result of normal conditions could be dealt with. What became of all the women who were idle owing to the war?

Bailie Maclure, who presided, said that they could not go beyond the power given them by the Act.

Mr Alston said that a large proportion of the applications which had come before him and had had to be refused were from women who were seeking work because their

Husbands Were Out

of employment. These women had not previously been at work outside their own households, and they could not be described as temporarily unemployed from normal causes.

Mr Stewart—And do you refuse a woman work because her husband has gone to the war?

Mr Alston—I did not say that. I said because their husbands were out of work.

Bailie Nicol pointed out that in such a case the husband could apply for work.

In reply to Mr Early, the Clerk stated that it took ten days to dispose of an application from the time it was received. Mr Early expressed the opinion that that was too long to

Keep a Woman Waiting

when in all probability she was very near a state of destitution before she approached the committee.

Miss Irwin said that the Scottish Council for Women's Trades endeavoured to mitigate the position of these women in the interval, and Mr Ross suggested that temporary relief might be granted in those cases.

The committee agreed to remit to a sub-committee to consider and report regarding the question raised by Mr Stewart.

The Times
17. 2. 15.

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UNEMPLOYED WOMEN.

EMIGRATION AS A PARTIAL SOLUTION.

THE "TEMPORARY" WORKER.

The war created industrial hardships for women which, though now much decreased, are still widely felt. Families reduced their staffs of female servants, and in houses where only one had been employed, she was in some cases dispensed with altogether. In the City the number of women clerks was cut down, and in various other trades and occupations there was a good deal of unemployment. Matters, however, have gradually begun to right themselves.

In business offices the situations left vacant by men have been given in many cases to women, sometimes at a lower wage and sometimes without change. It was suggested yesterday that at the end of the war, when the men come to reclaim the situations kept vacant for them, a very difficult problem will have to be faced—namely, what is to become of the temporary woman clerk? The men must return to their engagements, and so far as can now be seen there will be a greater surplus than ever of unemployed single women.

The British Women's Emigration Society (Imperial Institute) is continuing to organize parties for the Colonies in spite of wars and threatened blockades. The society is helped by the Government of Australia, which gives special facilities to the emigrants. These young women who go to Australia are destined for domestic service only; they must be between the ages of 18 and 25, and if they have up to the time of leaving this country received no training it will be provided for them in the Colonies to which they go. Last week a party of 100 sailed, and two more parties have already been arranged for to leave in March.

In many factories work hitherto done by men is now being performed by women, and in the professions, especially medicine, as has already been mentioned in *The Times*, the woman practitioner is now enjoying the benefits of reduced competition. The problem of the surplus woman, however, still remains difficult of solution, and it is abundantly evident that the number of single women seeking work is in excess of the number of vacant situations. The purely temporary employment obtained by many as a result of the absence of men does not compensate for the number of berths which have been closed, and every unmarried woman has not the inclination to emigrate, though many have already done so.

Unemployment has brought with it a good deal of sickness. The books of many friendly societies with women members have lately shown a large increase in demands for sick pay, and investigation has shown that in the great majority of cases the ailment has been of a nervous kind, the result of worry through unemployment.

The Friend Feb 19th 1915

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Friends' Social Union.

The War and Trade Dislocation.

By no means the least of the evils which have been brought upon our country by this terrible war, is the serious dislocation of several branches of industry, with the misery and distress which it brings to many poor families. I do not wish to suggest that the evils of a depressed trade are in any way comparable to the other great evils which follow in the wake of war. Indeed I am inclined to think that distress here in England as a result of this conflict, might have a wholesome and salutary effect if it brought home to us something of the horror of the course we have adopted. But unfortunately the burden of civil distress does not fall upon those who glory most in war.

Before the war broke out there was no subject upon which public opinion was so vague as to what its effects upon industry would be. It was obvious that trade with the nations against which the Allies were fighting would cease entirely. Trade with neutral nations would suffer loss and hindrance through increased risks of shipping and through the general depression of credit. Trade with allied nations would suffer much dislocation, being increased in some directions and curtailed in others. Against these disadvantages there could be set the greatly increased demand for labour at home upon the huge Government contracts, and also the absorption of much displaced labour in the ranks of the new Kitchener Army. The financial confusion, which has been considerable, has not really seriously affected industry as a whole, except through the oppressive rise in prices consequent upon the shortage of labour.

From the table of figures given at the foot of this page it will be seen that trade has recovered very remarkably since its acute depression in August, and if the effect of war upon industry is to be used as an attack upon militarism, it is necessary to know and understand what has taken place. At the moment it seems as though the war has actually increased the total demand for labour, especially of a casual nature, whether at the docks or in the carrying and kindred trades, because the men who usually undertake this work had been drafted off into the army.

The Board of Trade obtained its figures after a careful investigation covering 66 per cent. of the employees in large firms, and 10 per cent. of those in small firms, including non-union as well as union labour. The table only includes industrial concerns and does not touch railways, docks, shipping, carrying trade, agriculture, clerks or shop assistants, but these, with the exception of the last two groups, are known from other sources to be almost normal. It will be seen that of every 100 men who were at work in July, 10 in September, and 10.7 in October had lost their work through the war. For November no figures were obtained, but by December although the contraction figures slightly decreased to 10.6 per cent., the figures for enlistment still increased, reaching a percentage of 13.3 of the men displaced from industry. This means that the war has really provided employment, whether in industry or in the army, for 2.7 per cent. more men than were employed in July last year (indicated in the bottom line but one of the fifth column of the table). In women's industries the displacement in September was 8.4 of every 100 women employees who were at work in July. This figure was reduced to 6.2 in October, and by December it reached the very low percentage of 3.2. The actual displacement of women workers does not appear to have been so serious as it has been for men; yet the distress amongst women has been more acute, because they have not the alternative of enlisting which is open to men who are out of work. Women engaged in high grade tailoring, jewelry and all luxury trades, have been most seriously affected, but those who were thus thrown out of work in the early stages of the war have since partially been absorbed in the numerous workrooms for women which have been established by the Distress Committees and also by the Women's Employment Committee. However it should be remembered that typists, actors and actresses and nearly all professional classes have suffered very much, and many remain without prospect of obtaining work even in the near future. Short time is a serious problem, but distress here like that caused by total unemployment is rapidly decreasing.

The January figures following upon the December figures which included the busy Christmas season may possibly show some slight increase in unemployment, but the situation in the industrial sphere is not likely to become acute during the continuation of the war.

E. ST. JOHN CATCHPOOL.

Out of every 100 employed in industrial occupations in July	September.		October.		December.	
	Men & Boys	Wn. & Gls	Men & Boys	Wn. & Gls	Men & Boys	Wn. & Girls
Still on Full Time	60·2	53·5	66·8	61·9	65·6	66·9
On Over Time	3·6	2·1	5·2	5·9	13·0	10·8
On Short Time	26·0	36·0	17·3	26·0	10·8	19·1
Contraction of Employment	10·2	8·4	10·7	6·2	10·6	3·2
	100·00	100·00	100·00	100·00	100·00	100·00
Contraction figures analysed thus —						
Known by employers to have joined the forces	8·8		10·6		13·3	
Net displacement (−) or replacement (+) ...	1·4	8·4	0·1	6·2	+2·7	3·2
	10·2	8·4	10·7	6·2	10·6	3·2

Sundee Evening Telegraph
26-2-15.

WOMEN IN THE FIELD.

The employment of female labour in work ordinarily undertaken by men has been subject of frequent consideration since the outbreak of war, and in not a few instances a serious problem has been solved by the utilisation of the services of women.

Generally speaking, women exhibit great adaptability, and there seems no reason why they should not be given an opportunity to show that they can discharge many of the duties ordinarily performed by men quite satisfactorily.

That they can do so is apparently the opinion of the military authorities, who are about to avail themselves of the services of a large party of British Suffragettes in France. These women, it is stated, are to take up the work of telephonists, telegraphists, chauffeurs, and such like, and thereby set free a corresponding number of men for the discharge of the more arduous duties of the field.

That they will perform their functions efficiently no one need have any doubt. In their political campaign they showed a capacity for sticking to their point which compelled a measure of admiration even from those most resolutely opposed to their claims. That in itself is an indication that they will not readily grow weary of the new duties they may undertake.

Then their patriotism is beyond question, for no body or section in the country has more completely put aside for the moment its particular programme than have the women who claim equal electoral rights with men. In what they are now doing the women Suffragists are giving evidence of their capacity and their practical commonsense.

Lancashire Daily Post
19-2-15.

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WOMEN AND THE WAR.

At a time when the question of employing the services of women, temporarily at all events, in positions usually filled by men is being much discussed, it is interesting to inquire into the effects of the war upon the ordinary sources of feminine employment, and the necessary information is supplied by the Board of Trade returns. Happily in this as in other directions there has been an improvement during the past three or four months, largely in consequence of the demand for women's labour in connection with the equipment of the new Armies that are now being organised and trained, especially as regards tailoring, shirts, boots, and leather work. On the other hand, it has to be admitted that certain trades remain slack. Many dressmakers and milliners are without work, and there has been a falling off in the mantle, costume, and underclothing trades, while in the lace trade employment is described as bad and in the silk and linen trades moderate. In Yorkshire women's employment is good, owing to the activity in the textile industries, and in Lancashire the improved conditions in the cotton trade have had the effect of bringing back many of the women who had gone into Yorkshire to find work in the woollen mills. It is a significant fact that the number of women on the register of the Labour Exchanges on the 15th January last was about 88 per cent. above the figure for the corresponding date in 1914. The returns of the Women's Employment Bureaux, which are not connected with the Labour Exchanges, show that the number of applications registered in January, 1915, represented an increase of 12 per cent. compared with January, 1914, and the number of situations offered decreased by 16 per cent. Something has been done in various districts to ease the general situation by establishing workrooms where women and girls are not only employed but in many cases also taught new trades.

Manchester Guardian.
20. 2. 15.

6 5 4.

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WAR EFFECTS ON WAGES AND CONDITIONS.

THE INDUSTRIAL SITUATION REVIEWED.

(From a Labour Correspondent.)

There is a popular impression that the war has had the effect of raising industrial wages to an unprecedented level. The plain truth is that wages remain much as they were before the war. The movement for increased wages is yet at the beginning, and only in a few instances have any actual benefits reached the working classes. It is necessary frankly to dismiss the idea of "business as usual." Industries directly affected by the demand for war material are, of course, abnormally busy, but those not employed upon war material are more or less stagnant. The concentration of the nation's industrial energies upon military and naval munitions and equipment has produced some curious results, but in no case yet has it led to any considerable rise in standard wages. A careful investigation of the conditions shows that wherever the workers are making larger earnings the excess over the normal or pre-war conditions is almost entirely due to longer hours of overtime and to excessive workshop pressure.

Machines and Metals Industry.

The huge group of trades in the machines and metals industry which employ considerably over a million and a half persons in the United Kingdom have been taxed to their utmost capacity since last October. Broadly speaking, all the workers in these industries are still working upon the rates and conditions in force before the war. What has actually happened is that all union restrictions upon overtime have been suspended and that the men in most localities are working excessive hours.

To understand this apparent anomaly it is necessary to bear in mind the general method of adjusting wages. Such a thing as a national alteration of wage rates is unknown; every locality makes its own arrangements as to wages and workshop conditions. Of late years the tendency has been to make wage rates secure for a period of years. Thus, the rates for Manchester engineers are fixed until January, 1916, while those for Newcastle are fixed for nearly twelve months longer. The Glasgow and Clyde agreement has lapsed this month, and, war or no war, a rectification of standard rates would have taken place.

There have been some rises in smaller districts, but they do not materially affect the general conditions. Many of these districts have long been under wages conditions much below the average for the country, and advantage has been taken of the war boom and the consequent sharp demand for labour to force these districts roughly into line with the rest of the trade. Though the method varies very much locally and sectionally, there is now a general definite movement for increased wages. But the demands for advances are practically the first made since the war began.

The Rising Labour Market.

Wages, then, have not risen, but are about to rise. As far as the engineering group is concerned standard wage rates are not likely to be much altered for some time to come. Three important cases will illustrate the probable results, as well as the diversity of procedure. In Manchester, which is the largest centre of machine production in the kingdom, the claim is for a bonus to be paid upon existing standard wage rates during the continuation of the war. This will leave the agreement conditions unaltered. The claims will very likely be conceded, and the percentage will probably be in proportion to the rise in the rate in those places where the recognised standard has been raised, as at Glasgow. [illegible]

contracts is almost as rapid, too. In [illegible]th industries it is always vehemently opposed by a considerable, though not a predominating, section of the men, who regard it as a sinister device of the employers to take some unfair advantage. Nevertheless, it is generally recognised as a good arrangement if for no other reason than that it gives a certain security and fixity to wages and does much to minimise the danger of disputes and strikes.

The war has had rather an adverse effect upon building. At the beginning of the war the building trades surrendered to the London employers and closed the lock-out. Since then there have been no trade developments to justify a demand for higher wages. With the possible exceptions of joiners employed in the shipbuilding yards and house joiners engaged in making huts for the new armies, no members of the building trade organisations have gained any industrial advantage from the war boom. These exceptions are not sufficiently important to influence the rest of the labour occupied in the building industry, with regard to which it may confidently be said that there is neither a disposition to demand higher wages nor a state of trade which would justify it.

The Clothing Trades.

The popular idea that the clothing trades have been made extremely active through the war is curiously mistaken. Factory machinists engaged upon military uniforms and makers of one particular type of boots have had more work than they could cope with. But there are nearly 2,000,000 persons of both sexes occupied in the industry, and the vast majority have been heavily hit by the war. The vast army of dressmakers, milliners, tailors, and hatters are worse off than usual at this season.

The mass of the factory workers are still upon the pre-war lists and conditions, and no advance in rates is either demanded or in contemplation at present. With regard to bootmakers, whatever higher wages may be obtainable are emergency rates applicable to individuals or, at best, to localities. The rest of the industry is as much depressed by the war as the few exceptions are inflated by it.

The Transport Industry.

The railwaymen appear to be the only large section of the workers whose wages have been, or are to be, generally advanced. It is interesting to note that the advance offered by the companies is, roughly, the same as that offered by other trade employers—viz., 10 per cent on existing rates. In the shipping trade some sections of the workers have obtained higher wages, but chiefly as war bonuses and not as the result of any preconcerted or organised demand. In the case of the railwaymen the movement for higher wages began before the war, but was suspended for patriotic reasons. The dockers are only now joining what is likely to be a general movement by the whole of the workers directly affected by the urgency of military supply and distribution.

The Textile Industry.

Only one comparatively small division of the textile industry, the woollen trade, has been quickened by the war boom. The largest section, cotton, and most of the less-important branches have been adversely affected. Here, as in other industries, wages are settled for terms of years, but even where this is not the case there is no state of trade which promises any hope of success for a demand for an advance. The West Riding woollen [illegible]

siderable rise in standard wages. A careful investigation of the conditions shows that wherever the workers are making larger earnings the excess over the normal or pre-war conditions is almost entirely due to longer hours of overtime and to excessive workshop pressure.

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The Building Trades.

There have been no advances, other than small local or sectional advances, in any branch of the building industry. Much the same methods of adjustment are customary amongst the building trades employers and workers as among the iron trades. The growth of the time-limit arrangement in wage

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The Miners.

Except in cases where the usual periodical review of rates and conditions has taken place and has resulted in readjustments of wage agreements, there have been no advances in the coal-mining industry. The recent arrangement in the Yorkshire coalfield was not, strictly, an advance; it was merely a mutual understanding as to the interpretation of a wage agreement already in existence. The point involved was equivalent to something less than 3s. per week. It is probable that the miners themselves would resent the suggestion that they had even asked for an advance of wages, or that the owners' concession of the point in dispute amounted to an advance. The Minimum Wage Act and the Eight Hours (Mines) Act remain undisturbed, and to the extent that they govern wages and conditions in normal times they still govern in war time. The important fact is that there has been no general wage advance attributable to the war boom in the mining industry.

Liverpool Post
24 3 15.

EMPLOYMENT OF GIRLS IN WAR TIME.

TO THE EDITOR OF THE POST AND MERCURY.

Sir,—As many of your readers are doubtless aware, the Liverpool Women's War Service Bureau established toy workrooms last October in order to provide work for girls thrown out of employment by the war. The funds originally subscribed are now exhausted, and unless further help is immediately forthcoming the useful and educational work initiated in these rooms will have to be abandoned.

Under this scheme twenty girls have been trained in the making of stuffed toys. Six of these have now become so expert that they have been taken into the employment of a local toy manufacturer, leaving vacancies for six others. Since the experiment is a new one, the rooms have inevitably been run at a loss, although the toys made have been sold to wholesale dealers. A working capital is essential if the rooms are to be continued. The committee feel that this scheme must make its own appeal to the public, since it not only aims at safeguarding a certain class of the population from the disastrous effects of the war, but also is bidding fair to open up a new channel of employment for the surplus of girl labour always existent in Liverpool.

All donations, however small, will be most gratefully received, and should be sent to the hon. treasurer, W. N. Sherlock, Esq., c/o Messrs. W. H. Walker and Co., 42, Castle-street, Liverpool.—Yours, &c.,

WINIFRED RATHBONE, Chairman;
ROSA HOCH, Hon. Treasurer;
JESSIE J. BEAVAN, Hon. Secretary;
Liverpool Women's War Service Bureau.
6, Gambier-terrace, March 22, 1915.

Work for All.

The report issued to-day by the Board of Trade on the state of employment shows that as a result of the war we have reached, temporarily it may be, the ideal economic and social condition in which there is work for all. Down to October the labour market was seriously affected, although not to the extent that had been anticipated. Thenceforward there has been a steady revival, to which several causes have contributed. The efficient work of the Navy in keeping the trade routes open restored confidence among manufacturers, and the remarkable recovery of the cotton trade eliminated one of the chief sources of unemployment. Meanwhile large numbers of men were joining the colours, and before the end of the year there was a dearth of workers in many trades. The army of casuals, a quarter of a million strong, was absorbed in the industrial system, but, even so, by February the shortage of labour has become almost universal. Up to that time more than 15 per cent. of male workers had enlisted, and in the metal, engineering, and shipbuilding trades there were all evidences of increased pressure—less short time, more overtime, and a considerable increase in the numbers actually employed. Farmers have been able to replace one in five of the labourers who have joined the Army. The shortage is in many cases being made good by the employment of female labour. In offices and in shops women have already taken the place of men, and the proportion of female school teachers has been largely increased since the beginning of the war. The urgent call for women is now in the factory, the workshop, and the field, where they can find employment in practically unlimited numbers.

Reynolds's Newspaper
21 2. 15

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THE TAILORING TRADE.

To meet the large amount of unemployment existing among the tailors and tailoresses, the London Management Committee of the Amalgamated Society have held a number of Conferences with the Association of London Master Tailors. An Emergency Committee, which was formed, has prepared a scheme for making soldiers' uniforms in good sanitary workshops, worked on Democratic lines, to be opened in the West-end. Mr. M. Daly, the secretary, explains that the working conditions, distribution of profits, and general management, will be controlled by a Committee representing the London Master Tailors and the Amalgamated Society of Tailors and Tailoresses.

Irish Times
4, 3. 15

ASSISTING UNEMPLOYED DRESSMAKERS.

The drapery, millinery, dressmaking, and such like trades have suffered probably more than any others from the effects of the war, with consequent bad results for employés. Very successful endeavours have been made by the Church League for Women's Suffrage, Ireland, to assist women and girls who have lost their employment in these trades, and at present nearly fifty women and girls are working at No. 24 Kildare street, under the auspices of the League, while with outworkers employed in making shirts, the number provided with work by the League reaches nearly a hundred. The premises have been fitted with electric light, and the rooms arranged for work, storage, and meals. In respect of some of those employed, the League receives grants from the Mansion House Fund, but some of the workers are ineligible, as their need of work is only due indirectly to the war. Even with the Mansion House grants, there is surplus expenditure to be covered. The work is chiefly obtained from private sources, and includes dressmaking, tailoring, millinery, embroidery, knitting, shirt making, mending, alterations, and so on. Among the equipment are electric irons and a knitting machine. The women, most of whom were previously employed in the Grafton street shops, work from 9 a.m. to 6 p.m. on five days of the week. Care has been taken not to compete with the trade or private dressmakers, and this point is borne in mind in fixing the rates of wages. Earnings are from 7s. 6d. to 10s. per week. Unless this useful effort is to be curtailed more money is required, and with the object of obtaining funds the League have arranged a concert to be held at the Abbey Theatre on Monday next.

Daily Graphic

All over the country voluntary associations have been formed for good work in connection with the war. One of their chief needs is for trained, efficient secretaries and clerks. Such work is done admirably by women of the right standard of education. Unfortunately many of the associations cannot afford to pay adequate salaries. Yet it remains true that while voluntary help is necessary for direction, the carrying out of the details should be in the hands of the trained and efficient. Realising this, there stepped into the breach Mrs. Constance Hoster, whose Queen Anne's typewriting, shorthand and translating offices at St. Stephen's Chambers, Telegraph Street, E.C., with its staff of twenty and its sixty or seventy pupils has for many years been a beacon of hope to the educated girl trying to make her way in London business and professional life. Mrs. Hoster took on, as a labour of love, in addition to the cares of a great business, the work on the one hand of scheduling and classifying women workers, and on the other of offering this trained assistance to the voluntary associations. Over thirty women have been placed, and several of the associations have written of their work in terms of high praise. Meantime, while the two sides are being brought together, the women have to live, and Mrs. Hoster is paying out £25 a week for this and allied purposes. It is a work which will appeal to all women and to most men, and such well-known people as the Dowager Countess of Desart, Viscountess St. Cyres, Mr. Leopold de Rothschild, Messrs. Dawes and Sons, the eminent solicitors, and Mr. C. E. Town, of the London Chamber of Commerce staff, are helping it, and are willing as references to vouch for its absolute genuineness. The fullest inquiry into it will be welcomed by Mrs. Hoster at the address given, and the work is hereby warmly recommended for help.

Manchester Guardian.
24. 2. 15.

WOMEN'S WORK.

GAINS AND LOSSES FROM THE WAR.

The state of employment among women in the Manchester district, so far as the knowledge of those who are engaged in the industrial organisation of women goes, would seem to be only partly reflected in the report, which was published in the "Manchester Guardian" on Monday, of an inquiry into the employment of girls and young women recently conducted by the Girls' Club Union.

The figures quoted, which showed that of 1,727 members of girls' clubs only 176 were working short time and 12 out of work, though they may apply to the case of the younger women and correspond to certain classes of workers in the better organised trades, show too favourable a condition for women's work as a whole. The great improvement in employment generally which has been brought about, on the side of demand, by brisk trade in the wide filed of industry affected by Government contracts, and, on the side of supply, by the withdrawal of so many men for military service, has not been shared in by women. In a few cases their labour has been substituted for that of men, and there has been a specialised demand for women's work in connection with Government supplies, but these two things together have scarcely been sufficient to restore a shrunken demand for women's labour to something like its normal level.

The Unorganised.

There are many classes of women's work in connection with which Labour Exchange experience affords a very poor guide, but among the unorganised and comparatively unskilled workers, who are beginning to make more use of the Exchanges, work is still hard to find. Office cleaners, for example, and other classes of the more elderly labouring women, with regard to whom it is difficult at any time to obtain exact statistical information, have been seriously affected, and if the percentage of unemployment or "short time" among them could be properly estimated it would make a big difference to any general statement as to the state of the women's labour market.

On the other hand, there are certain definite kinds of skill which are now at a premium and for exactly the same reasons as have favourably affected the market for men. The chief effect of the Government contracts as they touch women has been on the demand for machinists, and at the present time it may be said that no woman who can use a machine (particularly a power machine) need be out of work. Tailoresses, too, so far as factory work is concerned, are doing very well, but here the tendency of the market rather discounts special skill, and women who have been used not to factory work but to "private order work" in big tailors' shops are suffering. So far as the departure of men for military service goes, typists seem to be the only women workers who have greatly benefited, and they have no difficulty in finding work.

The Skilled Trades.

In the skilled trades generally there is room for improvement. Weavers, winders, and ring-spinners in the cotton industry have shared the general benefit as their trade has adjusted itself to the new conditions. In the bookbinding trade, a women's society with between 700 and 800 members has only about 12 out of work, but the majority of the others are on short time, which varies from working 40 instead of 55 hours a week to working alternate weeks only. Many of the smaller trades have been badly hit, and, for an example, there are the "clay-pipe finishers"—some 60 or 70 women who can normally earn anything up to 10s. or 12s. a week, but are now reduced to a few shillings.

Daily Graphic.
23. 2. 15.

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HELP FOR A THOUSAND "HARD CASES."

GROWING DISTRESS AMONG PROFESSIONAL PEOPLE.

RELIEF COUNCIL'S WORK.

Every week the number of hard cases of professional people whom the war has robbed wholly or partially of employment, and who are being driven into tighter and tighter corners, increases. Probably most of these cases are never heard of. But the beneficent action of the Professional Classes War Relief Council, which never turns any deserving case away without seeing if something cannot be done for it, brings a good many of them to light. One might say that the thirty or forty cases that the council helps every week have been compelled by necessity to bring their troubles into the light of day. More than a thousand "hard cases" have been met. Every one of them is characterised by two indispensable attributes. The first is that the applicant's necessity has been caused solely by the war. The second is that the applicant belongs really to the professional classes, and therefore has no other way of getting help.

The one thing the council does not give is money. It gives help, and it tries to find employment.

For example, a governess, untrained, who had an invalid sister to support, and who all along had found her want of training a serious handicap, lost her post owing to the war. It was decided to give her a training in domestic economy to enable her to qualify for a post as matron. While she is being trained, a member of the council gives her hospitality.

FIRST-CLASS TRAINING SUPPLIED.

An artist was anxious to enlist if hospitality could be provided for his wife and two little children. Through the help of two friends of the council, they have been placed as boarders in the house of another "hard case"—a professional man whose yearly income of £600 to £700 has entirely come to an end through the war. Thus two cases were benefited.

A similar instance of co-operation in help was that of a lady whose house, now empty, was till the war always filled with boarders from abroad. The council has placed with her several ladies who, having returned from the Continent or having lost their employment, were temporarily without homes or means.

Artists who have lost all their commissions, professional men without employment but with sons at school, music teachers, composers—have been helped with the education of their children, have been found work in other vocations, or in some cases are being trained for other jobs. Anyone who will help this good work should write to the Secretaries, Professional Classes War Relief Council, 13 and 14, Prince's Gate, S.W.

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Standard
23/3/15

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654 I/40

FEW OUT OF WORK.

CLOSING UNEMPLOYMENT REGISTERS.

Owing to the satisfactory condition of men's employment in London, the Central (Unemployed) Body is closing the registers to all male applicants.

Now that women are doing work hitherto performed by men, the same organisation finds that all the women's work-rooms are no longer necessary, and they will be gradually closed. Reports indicate that work is being found for women in many occupations hitherto reserved for men. At Deptford Market, now controlled by the War Office, women and girls are employed in packing rations, though it is mentioned in this connection that at the moment some 200 or 300 have been temporarily dismissed owing to lack of material. This week two instances are recorded of firms (acetylene apparatus makers and drapers) where women are employed to take the place of men who have joined the forces.

Daily Despatch
26-2-15.

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FILLIP TO TRADE AND EMPLOYMENT.

Upward Leap in Manchester.

OFFICIAL FIGURES.

'Depression Passing Away All Round.'

WORKERS ON OVERTIME.

32 Per Cent Increase in Cost of Food and Coal.

The salient features of the very thorough monthly review of the conditions of trade and employment in Manchester and district, prepared by Profesor S. J. Chapman and Mr. Thomas Hudson, Town Clerk, for the Manchester Relief Committee, are

A considerable improvement in the cotton trade.

A more favourable outlook in employment of all kinds.

An increase in the cost of food and coal of 32 per cent., and

Fluctuating trade among shopkeepers in working-class districts.

A spirit of self-sacrifice seems to prevail amongst the workers. In consequence of the higher price of commodities, they have found it necessary to economise. The consumption of beer has consequently been reduced. Off-licence beersellers report "a considerable decrease in trade, which in many cases reaches 50 per cent.," whilst the trade in tobacco and cigarettes "is 25 per cent. beneath normal."

Confectioners are feeling the effects of the war, because the public are purchasing more bread and fewer fancies where they have not begun to bake at home. In grocers' shops the buying in small quantities is marked, whilst a reduced demand is experienced for such articles as boiled ham, butter, and bacon. Relief ticket shops are not doing badly. The cycle trade is bad, sweet shops say their takings show a gradual decrease, whilst some pawnbrokers are refusing to accept further pledges.

It is also affirmed that the cost of food and coal, as compared with July, 1914, has risen by 32 per cent. This figure is arrived at by taking the four budgets given in the last report and adding coal to the list of commodities bought. Last month the increase was estimated at 28 per cent., the increase during January being 4 per cent.

It is mentioned that flour has advanced again by a substantial percentage, but it was to be hoped that some subsidence of price would be experienced as new harvests came forward. Meat has risen, but not to the same extent. Coal also has gone up recently. The cause in this case was said to be shortage in the means of delivery, which had produced local scarcity. It had to be remembered in connection with the difficulty of getting coal to consumers that the recovery of industry in Lancashire put a pressure on the coal trade that to some was unexpected.

Exports Increasing.

The reporters say that the

Exports of piece goods for January were more than 25 per cent. better in quantities than those for December.

"Recovery is due in part to the fulfilment of large orders for our Allies. But it is due in the main to the improvement of demand in overseas markets, where in addition by now some replacement of German goods by English substitutes may be taking place.

"Of an increase in exports of 76.5 million yards, France took only 4.5 million yards, which meant, however, 110 per cent. advance on December, when the takings of France were already abnormally high. Increase was biggest in bulk in the supply of the Indian, China and Australian markets. India took 34.5 million yards or 29 per cent. more in January than in December; China 12.8 million yards or 59 per cent. more; British South and West Africa 6.7 million yards or 56 per cent. more; and Australia 3.2 million yards or 27 per cent. more.

"It is also notable that the Egyptian market, which had been gravely affected, accounted for 3.7 million yards of the increase, meaning an advance of 45 per cent. as compared with December; and that Greece accounted for 3.5 million yards, raising her buying over December by 219 per cent.

"Clearly depression is passing away all round. In yarn exports there was an advance of nearly 40 per cent. in January as compared with June. The total increase was nearly 4,000,000lb. and of this France took a little less and India a little more than 1,200,000lb."

Employment Prospects.

The position of employment is now considerably better than a month ago, and the prospects are recognised as favourable. Practically the whole of the members of the societies reviewed in the report are in employment, though some are still on short time. The opinion was expressed that a shortage of labour, owing to enlistments, was not improbable in the near future, provided that the recovery of trade continues. It was generally stated that the bulk of the work was, as yet, confined to grey-cloths, the dyed section remaining very quiet.

The returns show that a large proportion of the workers are engaged on Government work, and in many instances this has necessitated overtime. The following may be enumerated as being on overtime: Saddlers and general leather workers, boot and shoe operatives, flint glass cutters, pattern makers, and paper makers.

Taking the men's unions, it is reported that 90 per cent are on full-time, 6 per cent. on short time, and 4 per cent. unemployed. As regards mixed unions, the percentage on full time exceeds 99, and the "conditions could not be better."

Position of Out-workers.

Since the last report the Corporation Inspectors have visited 366 outworkers, and report only two cases of distress. No case of distress amongst these women has been reported during the last three weeks.

"The most notable development in the work of the women's work-rooms is the training of machinists to take up work with firms engaged on Government contracts. Already several women have passed out of the Sackville-street room after about three weeks' training to take outside work. Twenty more machines will be started in the Heyrod-street work-room this week. It is not, however, intended to admit more women at present, but to give a chance to the more skilled. Toy-making work is proving of value, and it will be continued in St. Matthew's School."

The report says that the Labour Exchange figures showing increased unemployment among women are not conclusive, and they propose to issue a supplementary report on this situation in the course of a few days. The women's trade unions report only 1 per cent. of unemployment and 14 per cent. of short time.

Manchester Guardian
26-2-15.

FOURTEEN THOUSAND CASES.

THE CALLS ON THE RELIEF COMMITTEE.

The meeting of the Manchester Relief Committee was held at the Town Hall yesterday afternoon. The Lord Mayor presided.

Sir Thomas Shann, who presented the minutes of the Unemployment Relief Sub-committee, said that up to the end of last week 21,000 applications for relief had been dealt with. Out of this number 14,000 had been granted at a cost of £37,306. At the end of October, 1914, they were paying out relief at the rate of nearly £2,000 per week. At the end of December this amount had been reduced to about £1,500 per week, whilst during last week the amount had been still further reduced to £785. The meals supplied to nursing mothers numbered 48,000 and to children 46,000. The cost had been £1,287. The number of school children receiving free dinners from the Education Committee had fallen from 8,000 in October last to 5,000 at present. The Sunday feeding of children kindly undertaken at certain Manchester cafés was still going on, and over 18,000 meals had been already supplied.

Under-Statements of Income.

Information had been prepared and placed before the Sub-committee dealing with relief cases in respect of wages, occupation, and other matters. He was sorry to say that a considerable number of applicants still tried to obtain relief by false statements concerning income. Careful inquiries were made, and the result of experience showed that the only effective way of obtaining the real income was to make inquiry from the employer.

The Committee continued to give relief to cases in which distress had not been brought about by the war. It was difficult to see how the Committee could do otherwise than help some of these cases. It had been suggested that the amount of relief might be increased in a number of cases. He would be only too pleased to consider any individual cases of hardship if such cases were brought to his notice. A report from the manager of the Labour Exchange indicated that conditions with regard to the types of employment dealt with by the Exchange were improving. The manager included amongst his figures those women who were employed in the workrooms conducted by the Relief Committee. He stated that a number of women appeared to have made application at the Exchange for the sole purpose of obtaining employment in the work-rooms, which work was in some cases preferred to the work offered by the Labour Exchange.

The minutes of the Voluntary Workers' Sub-committee, which were confirmed, included a recommendation that in view of the increased cost of living the Government should instruct pension officers to increase the allowances to dependents of soldiers, other than wives, by a sum equal to 25 per cent of the amount of the allowance.

Grants to Landladies.

There was some discussion, initiated by Dr. Goodfellow, upon the desirability of making grants in money to landladies who are in distress as a result of the war.

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FRIDAY, APRIL 16, 1915.

EDUCATION AND UNEMPLOYMENT OF WOMEN.

From time to time in these pages reference has been made to both unemployment and dearth of labour, but these have referred almost entirely to the relation of men and boys to the labour market. This has not occurred from any desire to overlook the conditions among women and girls, but from the greater difficulty of obtaining adequate data. It appears that during September and October of last year, when the amount of unemployment among men was very largely reduced owing to the large number specially engaged for municipal and other work at the instance of the Government, the number of unemployed women and girls was *three* times as great as the normal. It is estimated that there are nearly five million women and girls employed in earning money in this country, of which about 80,000 are working employers, about 313,000 "individual producers" working on their own account, the remainder working for salaries or wages. Thus more than half the entire female population between 15 and 25 is at work for hire.

This figure only becomes important when the question of wages is considered. Among 8·7 million adult males, the average weekly earning comes out at £1 5s. 9d., and of 1·9 million boys at 10s., while among 3·1 million adult women, the average earnings are 10s. 10½d., and among 1·5 million girls, 7s. 6d. per week.

It is usually assumed that this enormous difference in the payment of adult men and women is justified by the necessity of the support of dependants on the man's part and not on the woman's. It is very questionable whether the statisticians *normal* family of man (working), wife (not working) and three dependant children is not rather the exception than the rule and indeed, in some recent careful statistics only occurs in about five per cent of the cases. What is true on the other hand is that a very large number of the women working for gain, are responsible for the maintenance wholly or in part of others besides themselves. It is probable that the number approaches 50 per cent, so that the problem is indeed one which affects a large proportion of the population.

With an economic problem of this character to be faced it is probable that Englishwomen are at a disadvantage as compared with the women of almost any other of the advanced nations. In the first place the natural relation of women to agriculture has been almost entirely lost, especially in the southern parts of England. A hundred years ago the women of the country would have naturally taken up the work thrown open owing to the enlistment of the men and would have been able to carry on agriculture in the same way as French and Russians, and no doubt also German and Austrian, women have actually done, without any fuss or trouble on an appeal from their Governments. If this were true only of agriculture, but in industry women were able to show that they really entered largely into the spirit and direction of affairs, the condition would be deplorable to the economist, but not so much to the educationist. But the facts show that in industry also, Englishwomen do not take any share in the management except in very isolated cases. The two greatest industries for women are domestic labour, which showed 1,260,673 for England and Wales in 1911 and cotton manufacture with 372,834, whereas agriculture only showed 94,841. Domestic service is the most unorganised and chaotic of industries and in that of cotton where they again exceed the males employed they have hardly any share in its direction. Unfortunately these strictures do not only refer to the six or so million women who are gainfully employed, but with more force even to those whose occupation is controlling a household. We have from time to time called attention to this subject under Domestic Economics and in this column. In spite of the fact that three million married women belong to the co-operative movement, personally or as wives of shareholders, they have very little voice in its control, though happily there is a slow movement to put women on the management committees of some of the largest societies. In many ways the Englishwoman is economically as free as is possible, she has absolute command over her property and earnings, and yet, she seems to have lost touch with the industrial life of the country and only appears as a voiceless wage slave with rare exceptions. How can this condition be altered and women be brought back to form an integral part of the activities of the nation? First the notion of gentility which regards paid work for women as a miserable necessity for the poor and unfortunate must go, and secondly, there should be a great increase of the facilities for technical training of women. With the excep-

centres, providing accommodation for 19,800 cases. We are proposing that four additional centres shall be opened for the nursing treat-

In the

Domestic Subjects, Gardening, &c.

Slaton. The Education Committee report that the Board of Education have called their attention to the necessity for the development of practical work in the Public Elementary Schools in the County [illegible] Cookery, Laundry

Manchester Guardian
26-2-15.

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THE CALLS ON THE RELIEF COMMITTEE.

The meeting of the Manchester Relief Committee was held at the Town Hall yesterday afternoon. The Lord Mayor presided.

Sir Thomas Shann, who presented the minutes of the Unemployment Relief Sub-committee, said that up to the end of last week 21,000 applications for relief had been dealt with. Out of this number 14,000 had been granted at a cost of £37,306. At the end of October, 1914, they were paying out relief at the rate of nearly £2,000 per week. At the end of December this amount had been reduced to about £1,500 per week, whilst during last week the amount had been still further reduced to £785. The meals supplied to nursing mothers numbered 48,000 and to children 46,000. The cost had been £1,287. The number of school children receiving free dinners from the Education Committee had fallen from 8,000 in October last to 5,000 at present. The Sunday feeding of children kindly undertaken at certain Manchester cafés was still going on, and over 18,000 meals had been already supplied.

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Information had been prepared and placed before the Sub-committee dealing with relief cases in respect of wages, occupation, and other matters. He was sorry to say that a considerable number of applicants still tried to obtain relief by false statements concerning income. Careful inquiries were made, and the result of experience showed that the only effective way of obtaining the real income was to make inquiry from the employer.

The Committee continued to give relief to cases in which distress had not been brought about by the war. It was difficult to see how the Committee could do otherwise than help some of these cases. It had been suggested that the amount of relief might be increased in a number of cases. He would be only too pleased to consider any individual cases of hardship if such cases were brought to his notice. A report from the manager of the Labour Exchange indicated that conditions with regard to the types of employment dealt with by the Exchange were improving. The manager included amongst his figures those women who were employed in the workrooms conducted by the Relief Committee. He stated that a number of women appeared to have made application at the Exchange for the sole purpose of obtaining employment in the workrooms, which work was in some cases preferred to the work offered by the Labour Exchange.

The minutes of the Voluntary Workers' Sub-committee, which were confirmed, included a recommendation that in view of the increased cost of living the Government should instruct pension officers to increase the allowances to dependents of soldiers, other than wives, by a sum equal to 25 per cent of the amount of the allowance.

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tion of London the provision by local authorities is very inadequate. At Manchester and Plymouth schools for dress-making, at Reading for domestic economy, at Birmingham for training children's nurses and at Brighton one will be started for laundry work, exhaust the list for the working classes.

In the training in evening schools or by vocational classes in secondary schools, the instruction tends to be confined to housecraft and needlework or dress-making, or on the other side to clerical work. This is only a small fraction of profitable occupations open to women and there should be increased facilities in training for the remainder. At the same time a necessary co-ordination will be wanted to bring girls and women who have been trained more easily into touch with openings for employment.

It has been pointed out very frequently that to employ the unemployed to produce the usual commodities does not really get rid of the difficulty, it merely shifts it on to other shoulders. Many mistakes were made at the beginning of the war by philanthropic but misguided people who only considered the particular cases under their immediate observation. For some obscure reason the Local Government Board made the same mistake in connexion with the Central Unemployed Body for London when dealing with women in its earlier days, but since last October the conditions have been much improved.

Clearly what is wanted here, as in other branches of national industry, is the creation and fostering of new trades and the training of the workers to take part in them. There are it is true many difficulties against anything of this kind, but if the energy, the money and the initiative spent in nationally unproductive directions were diverted into the right channels there would be a real increase of national prosperity and decrease of unemployment.

We are treading on old ground when we revert to rural industries. Kropotkin's "Fields, Factories and Workshops," and other works, including one of the most recent* show how much can be done by simple tools in the home or in small factories if the selling and distributing ends are properly looked after by people who understand them. There is rather too much tendency in some of these industries to make articles which are merely ornamental and not useful, and hence which require a market to be created for them at great trouble and expense. But there are many which can produce really useful articles or produce which are either usually imported or which come on the market in a somewhat different form.

Some experience for this country may be gained from Ireland, which had a Development Grant Act six years earlier, and where very good work has been done under extremely difficult conditions.

Of course all increased educational facilities and improved organisation mean money, and at the moment expenditure is being curtailed in every possible direction. But if the country can find millions a day for war to preserve its independence and status in the world, is it too much to hope that in the great re-organisation which must follow peace, something adequate may be devoted to directions so urgent and useful as those above mentioned?

* *Village Industries*, by J. L. Green (The Rural World Publishing Company Ltd., London).

Board of Trade Labour Gazette
Feb: 1915.

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UNEMPLOYMENT AMONG WOMEN.

[*See also articles on dressmaking and other women's trades on pp.* 58, *and* 53 *to* 56.]

In the November *Gazette* some information was given as to the effect of the war upon employment for women, and it is satisfactory to note that during the past four months there has been a gradual improvement, owing to the demand for women's labour in connection with the equipment of the new Army, especially as regards tailoring, shirts, boots, and leather work. The demand for women in certain trades, such as dressmaking, however, remains slack; but the situation has to some extent been relieved by the establishment of workrooms where women and girls are not only employed but are in many cases taught new trades.

The following notes are mainly based on information supplied through the Labour Exchanges:—

London.—In London the two headings which account for the largest figures on the live register of the Labour Exchanges are dressmakers and daily servants. During the month there was an improvement in employment among the latter class; the number of daily servants on the live registers fell between December 11th and January 15th by nearly 100 (from 1,751 to 1,661), and the vacancies notified increased by nearly 600 (from 919 to 1,500). Amongst dressmakers unemployment further increased during the month. The number of vacancies notified showed no increase, and there was an increase of 200 in the number of dressmakers on the registers (from 1,356 to 1,563).

Employment in the men's clothing, canvas, and leather trades and in other Army work still continues busy. In the ready-made costume, blouse, mantle making, etc., trades there is very little short time, as many firms are engaged on Government contracts. There were still a large number of women clerks unemployed, but the number on the registers decreased from 2·3 per cent. to 2·1 per cent. of the total in London during the month. A number of these are being trained in their own subjects and in domestic subjects in relief workrooms; the names of those being trained remain on the registers.

South-Eastern.—In the South-Eastern Division there is little unemployment—a fact largely due to the number of soldiers billeted in the division—women and girls who previously went out to work now having to stay at home. It is only amongst the net-menders of the East Coast fishing towns that employment is seriously affected. The straw hat trade at Luton, which for a time was seriously affected, has now started on its usual spring season, though it is not so busy as under normal conditions at this time of year.

South-Western.—In the South-Western Division dressmakers, daily servants, and lodging-house keepers have been to some extent affected by the war. The lace trade also was slack. In Bath and in Portsmouth the corset factory workers who were thrown out of work at the beginning of the war are now employed on making knapsacks for the Army.

West Midlands.—In the West Midlands there is still exceptional activity in many branches of the metal trades. There is much unemployment, however, amongst women employed in certain branches of the tackle-making trade in Redditch, especially rod finishers and fly dressers. The girls from the hook departments are likely to be absorbed by the local development in the manufacture of hosiery machine needles. The chainmakers at Cradley Heath are also suffering from unemployment. At Worcester the operatives in the glovemaking industry are working short time. There is still much short time in the pottery trades, especially amongst the decorators and the women employed in making the more expensive class of goods. In Walsall a considerable number of dressmakers and other unemployed women have been taken on in the lighter and less skilled branches of the leather industry.

East Midlands.—In the East Midlands unemployment in the lace industry is still serious. During the month ending January 15th only seven vacancies were notified to the Nottingham Labour Exchange, as against 51 last year. In Basford an endeavour was made to draft the lace menders into the hosiery trade, but they were not found to be suitable for the work. In Long Eaton it is probable that a new industry will be started for the manufacture of tapes, braids, etc., which will absorb an appreciable number of lace workers, who are well adapted to this class of work.

Yorkshire.—In Yorkshire women's employment is good. In the textile districts the burlers and menders remained unemployed for some time after the trade as a whole had recovered, as Army cloth is heavily milled, and consequently does not need to be mended. Now, however, they are fully employed or being rapidly absorbed. In Sheffield the women employed in the high-class silver and cutlery trades have been badly affected by the war.

North-Western.—The most important change in the North-Western industries has been the improvement in the cotton trade. This has diminished the movement of Lancashire cotton operatives into the woollen mills. Over 200 women went either into Yorkshire or into the Rochdale woollen mills. But with the recent improvement in the cotton industry a large proportion of these workers have returned, and it seems improbable that anything more can now be done in the way of transferring workers from the one trade to the other. The Macclesfield silk industry and fustian cutting were still on short time in January.

Northern.—In the Northern Division employment on the whole is good, excepting in Sunderland, where there is unemployment amongst dressmakers, clerks, and shop assistants. Ammunition works have absorbed large numbers of workpeople from other factories.

Scotland.—The fishing industry—and consequently netmaking—in the coast towns still remains severely affected. In Kilbirnie, however, the netmakers have gone into the textile mills employed on Government work. At Dunfermline and Cowdenbeath the linen industry is on short time. The cotton industry in Perth is busy. The woollen mills are very busy, though the burlers and darners are on short time in certain districts. Of the smaller trades, golf-ball making has been slack since the beginning of the war, and shows no signs of improvement. In Glasgow there is still unemployment amongst dressmakers and clerks.

Ireland.—The linen factories in Belfast are working short time, and the handkerchief trade, which improved before Christmas, is again depressed, hem-stitchers and embroiderers being the most seriously affected. Depression in the box-making trade follows as a necessary result from the slackness in the handkerchief trade. The collar trade is also slack, and this is only partly compensated for by activity in Army shirt making, the two trades being frequently carried on by the same manufacturers. The spring trade in blouse and mantle making promises to be normal. Dublin is in the same position as many other large towns; there is a shortage of power machinists, but unemployment amongst dressmakers.

Evening Standard 13.3.15

UNEMPLOYED TYPISTS.

NEARLY 400 SITUATIONS FOUND FOR WOMEN AND GIRLS.

Owing to the closing of the Stock Exchange, and the fact that the war caused the complete stoppage of business for a large number of foreign agents, etc., in the City, a great many typists and women clerks were suddenly thrown out of employment last August, and many sad cases came under notice.

A register was opened by the National Patriotic Association at 32, St. Paul's-churchyard, in September, and through the kind offices of the chairman, Sir George Pragnell temporary work was found for those who had to house and clothe themselves. For instance, 35,000 flannel belts were made by 183 girls, the wages paid under this heading, at 3d. each, amounting to £437 10s. Sir George also started a new industry for the unemployed by turning old socks into mittens. Over 16,000 pairs have been given to the Fleet and the troops, the refugees, and wounded. More than £100 was paid to typists for the simple task of cutting off the old feet and sewing the remaining part so as to form a mitten.

Mr. Howard Williams also found work in the shape of shirt-making for a good number of girls. In all, 411 typists were registered, and the committee found suitable situations for 386 of them by the middle of February.

The business of making mittens out of old socks has now been taken over by the Queen's Unemployed Committee, with a large stock, and an initial order for 1000 pairs, whilst Sir George Pragnell continues to send (free of charge) a sample pair and particulars to those who wish to start making them amongst their own circle. The old feet can be sold at a good price, or sent to the troops to clean their guns with. Only thick socks are suitable for mittens, and these may be sent in any quantity (clean and carriage paid) to the manager, Contract Department, Queen's Central Committee, 138, Piccadilly, W.

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The Daily Chronicle. 7. 2. 15.

West London Observer 6. 3 15

MORE EMPLOYMENT FOR WOMEN.

320,000 FOUND WORK SINCE WAR BROKE OUT.

Mr. Donald Maclean, M.P., speaking at a conference on women's work, held in connection with the autumnal conference of the Congregational Union at Leeds yesterday, said the coming need for the services of women in munition factories, when provision could be made for their supervision and direction, could scarcely be too strongly emphasised.

The best course for women to take who wished to do munition work was to register at the nearest Labour Exchange. The advantages of this course in the national interests, as opposed to indiscriminate application to employers, were numerous. Most of all it assisted in enabling the Government to control and organise the total labour supply.

The Labour Exchanges already did a large amount of work in placing women in employment. From the outbreak of the war to the middle of September 1915 they had placed 320,000 women in employment from the ordinary register, and in addition nearly 6,000 were placed from the special register for offers of war service from women, which was opened last March.

In the morning the assembly discussed "The notes of the Evangel calling for emphasis in view of the special circumstances of the time."

Dr. J. Cman, of Cambridge, said they had to ask themselves whether their principles had not degenerated into mere prejudice. Their ecclesiastical rivalries seemed futile and un-Christian in face of that call to sacrifice in the spirit of comradeship which overleapt the barriers of creed and caste. After the war there would be the task of material succour. Much had been taken over by the State, but both at home and abroad there would be deep needs which the State could not touch.

TRAINING OF YOUNG GIRLS OUT OF EMPLOYMENT.

We have received the following letter from the Town Clerk of Hammersmith:—Town Hall, Hammersmith, W., 2nd February, 1915.—Sir,—The Women's Employment Sub-Committee of the Hammersmith Local Representative Committee have under consideration the desirability of promoting a scheme for dealing with young girls out of employment, by way of training and maintenance, as far as necessary, in dressmaking, blousemaking, millinery, cookery, laundry-work, mending clothes, household management, etc. The scheme will have a definitely educational purpose.

Before proceeding further with such a scheme, the Sub-Committee are desirous of ascertaining the number of girls of sixteen years of age and under residing in the borough who would be prepared to accept employment under the Sub-Committee if a special scheme of instruction was promoted for their benefit. In the case of wage-earning girls who were formerly supporting themselves or partly supporting the families to which they belong, who are unemployed through the war, a maintenance allowance of 4s. per week, with meals, would, in all probability, be made.

I am accordingly directed to request girls under 16 prepared to receive instruction of the kind indicated above, to register themselves forthwith at the Ward Committee Room of the ward in which they reside. For the information of intending applicants, I append a list of the Ward Committee Rooms, and a statement of the hours the same are open, viz.:—College Park, St. Peter's Church Room, Ponsard Road, N.W., no fixed hours; Wormholt, 286, Uxbridge Road, W., 12 noon to 1 p.m. and 7 to 9 p.m.; Latimer, 31, Bramley Road, W.; 5.30 to 6.30 p.m.; St. Stephen's, Public Baths (Scott's Road entrance), Lime Grove, W.; 11 to 12.30 daily and Wednesdays 6.30 to 9 p.m.; Starch Green, Victoria Hall, Becklow Road, Monday, Wednesday and Friday 9.30 to 11.30 a.m. and Thursday 7 to 9 p.m.; Ravenscourt, 292, King Street, W., 10 to 11 a.m. and 3 to 4 p.m. (except Saturday afternoons); Grove, Gladstone Club, Goldhawk Road, W., 7 to 9 p.m. and at certain hours during the day; Brook Green and St. Matthew's, St. Matthew's Parish Hall, Blythe Road, W., 11 a.m. to 1 p.m.; St. Paul's, 15, Queen Street, W., 10 a.m. to 12 noon; St. Peter's, Hampshire House Club, Hog Lane, King Street, W., no fixed hours.—Yours faithfully, Leslie Gordon (Town Clerk), Hon. Secretary.

Northern Daily Telegraph 17. 3. 15

WORKING GIRLS' FOLLY.

At a meeting of the Charity Organisation Society held this week to discuss unemployment among women, it was shown that there is very little serious unemployment now, and the real trouble may come after the war is over. It was interesting to hear that women are being largely employed by armament firms in shell-making, and that these women are mainly from the Potteries, where work is slack. The new secretary of the Society, Mr J. C. Pringle, incidentally referred to the visit he made to Leeds last Friday. He said he had seen a number of social workers in Leeds, who all agreed that the question of women's unemployment had hardly arisen. But he found girls in Leeds, in view of the joint earnings of the families, rather indifferent on the question of wages so long as they could enjoy themselves. The result was that they did not feel any incentive to make themselves skilled, and they changed their places and occupation very frequently.

Weekly Telegraph 17. 3. 15

Women's Work.

The account given by the Board of Trade of unemployment amongst women shows that it is now limited to comparatively a few occupations, and even in these the percentage is declining. The cotton industry was most seriously affected at the beginning of the war, but its condition has greatly improved. There are considerable numbers of cardroom workers still signing the vacant books for unemployment benefit under the emergency grant, especially in Bolton, but the number of signatures is declining, and this is true also of the other Lancashire cotton districts. The spells of stoppage of work have frequently been brief; what has passed for unemployment has often been a form of short time, firms working their people alternate weeks. Dressmakers, we are told, are benefiting by the spring trade, and the introduction of new fashions. Printing, book-binding, and the silk and collar trades are, however, to some extent feeling the war. In some areas billeting of soldiers has made an increased demand for service in domestic duties, while the high wages earned by men in busy parts of the country, such as the colliery districts, has made women in those areas unwilling to learn new technical trades.

Daily Call
19·3·15.

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Evening News 11·3·15

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In the cotton industry, which at the beginning of the war was one of the most seriously affected of all trades, employment, as will be seen from the article on p. 91, has improved. There are, however, considerable numbers of cardroom workers still signing the vacant books for unemployment benefit under the Emergency Grant, especially in Bolton, but the numbers of signatures are declining, and this is true also of the other Lancashire cotton districts. So considerable has the general improvement been during the last months that it is possible to say that there is at present practically no distress. The extent to which unemployment has caused distress amongst the cotton operatives is doubtless much modified by the fact that the spells of unemployment are frequently very short. It is common for firms to work alternate weeks, so that what passes for unemployment is in reality often a form of short time.

Short time was still very general in the linen industry, and employment in Ireland showed little change compared with a month ago; in Scotland some of the operatives have found work in other districts, and as a result there was rather more work for the remainder.

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In spite of the abnormal condition of industry as a whole the normal seasonal changes are being felt in certain trades. Thus dressmakers are benefiting by the beginning of the spring trade and the introduction of new fashions. The Labour Exchange registrations for the United Kingdom during the four weeks ending February 12th were 2,857 as compared with 3,172 for the previous month, whilst the vacancies notified increased from 304 to 559. A corresponding decrease in the registrations and increase in the vacancies notified appears in the figures for London, which is, of course, the largest centre of the dressmaking trade. In spite of this improvement the demand for labour was still much less than is usual for the time of year, and dressmaking still remains amongst the trades most seriously affected by the war. Many dressmakers are finding employment on Army clothing, shirts, &c. The millinery trade in London is reported to have recovered to a great extent from the effects of the war.

Apart from the trades referred to above in which unemployment amongst women is a serious factor, unemployment or short time exists, although to a less serious extent, in many other industries, such as printing and bookbinding, silk, the collar trade, certain of the metal trades, and, with outworkers not engaged on Army clothing, in certain branches of the tailoring trade.

Even the trades which as a whole are working at a high pressure are not wholly exempt, and isolated examples of unemployment are to be found, which, however, in view of the general demand for labour, are presumably only temporary. Thus it has been reported that a certain large hosiery factory, which has been working on Government contracts, is putting off a number of women at present, owing to the difficulty of obtaining machine needles, which were made in Germany. Another case occurred of a firm of football boot manufacturers who have received a contract for Army boots, but owing to the fact that there is less work in an Army boot than in a football boot, a certain number of women have been dismissed. Such isolated cases cannot, of course, affect the general state of employment in the trades concerned; but they are of some interest as illustrating the variety of conditions and influences obtaining even in trades most immediately and deeply affected by the war. In spite of occurrences of this nature the pressure in the trades supplying the needs of the Army and Navy shows no signs of lessening

It is not, however, only the demand for labour that has altered, but there has also been in certain directions an independent change in the supply of labour. In districts where large detachments of soldiers are billeted the number of women desiring work has materially declined, as women who went out either for industrial or domestic work now find occupation at home; in many cases they even need additional help, and the two influences combined have in some districts resulted in the unusual state of affairs that the supply of charwomen is insufficient to meet the demand.

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covered was 1,243,248, of whom 80,231, or 6·5 per cent., were unemployed at the end of January, compared with 7·2 per cent. at the end of the preceding month and 4·7 per cent. on the corresponding date in January, 1914.

Unions.	Membership reported on at end of Jan., 1915.	Percentage of Membership returned as Unemployed at end of Month.		
		January, 1915.	December, 1914.	January, 1914.
All Unions making Returns	**1,243,248**	**6·5**	**7·2**	**4·7**
PRINCIPAL UNIONS:—				
Building trade operatives	131,473	13·9	11·6	..
Metal workers (Soc. Dem.)..	315,934	3·0	4·1	4·1
Engineers and metal workers (Hirsch-Duncker)	13,151	3·1	3·3	4·0
Metal workers (Christian)..	23,686	2·5	2·7	1·4
Textile workers (Soc. Dem.)	97,189	5·3	7·0	2·1
Boot and shoe makers ..	27,432	2·7	3·5	2·2
Transport workers	117,242	3·9	3·9	7·5
Printers (book and job) ..	44,300	12·4	15·4	3·4
Lithographers	11,687	12·1	18·2	..
Bookbinders	23,344	12·8	13·8	3·4
Leather workers	9,004	7·3	5·1	2·8
Saddlers and bag makers ..	14,769	1·0	1·5	6·4
Wood workers (Soc. Dem.)..	108,518	13·4	17·7	7·8
Glass workers	9,601	13·9	18·2	3·6
Porcelain workers	9,413	16·7	33·0	2·6
Bakers	17,133	6·1	3·6	7·4
Brewery and corn mill workers	29,701	1·2	1·0	2·6
Tobacco workers	21,057	1·1	1·7	2·3
Factory workers (Soc. Dem.)	123,303	4·8	5·2	5·3
State and municipal workers	34,261	1·2	1·3	1·7

As regards the month of January, the *Reichsarbeitsblatt* states that "the improved conditions with regard to employment which were reported in previous months have, on the whole, been maintained in January. Some small changes for the worse were compensated for by partial improvements in employment in other branches.

"According to reports from individual undertakings d associations of employers in the various coal mining tricts, there was in January, as in the previous month, ery brisk demand for coal, in some degree even exceeding that of December. The production of pig iron ther increased. Various branches of the engineering des showed a still further improvement, principally ing to orders placed by the military authorities. On other hand, employment in the textile trades showed ne decline. In the building trades employment was out the same as in the previous month; building was actically at a standstill."

Returns from 309 industrial concerns showed a total of 3,278 workpeople (including 28,807 females) employed the last day of January, as compared with 334,906 ployed by the same firms on the corresponding day of nuary, 1914, a decrease of 81,628, or 24·4 per cent. is decline was almost entirely confined to males, and s principally due to men being called up for military vice. The decline in the number of persons employed s greatest in the glass and porcelain industry (37 per t.), chemical industry (36 per cent.), paper and nting (30 per cent.), mining, &c. (29 per cent.), wood l clothing industries (27 per cent.), the engineering, tal and electrical industries (21 per cent.).

GERMAN WAR MEASURES

OR CONSERVING SUPPLIES OF FOOD AND RAW MATERIALS.

TWEEN the date of the commencement of the war and end of last year the German Federal Council ed some thirty decrees in pursuance of powers ferred upon it by three laws enacted on the 4th gust, authorising (1) the fixing of maximum prices, the remission of import duties, and (3) the adoption economic measures generally.

Under the first of these laws maximum prices had, by end of the year, been fixed for wheat, barley, oats, beans, potatoes and potato spirit; for copper, nickel, minium, antimony and tin (with their alloys) ther crude or manufactured; for sulphate of monia; and for wool and woollen goods.

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Irish Independent. 3.4.15.

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WAR AND EMPLOYMENT.

On the whole the report of the Board of Trade on unemployment in the United Kingdom in February is not unsatisfactory. The report is based mainly on returns received from 24,000 industrial firms employing over 4,000,000 workpeople, or about 46 per cent. of the persons employed in private industrial concerns. It also deals with the state of employment in agricultural, commercial, and other occupations. While in September and October the contraction of the numbers employed among males exceeded the number known to have joined the forces, in December the position was reversed, and the numbers known to have joined the forces exceeded the contraction of the numbers employed. Thus by December, in lieu of a displacement of men previously employed, there was a replacement in employment of men or boys previously unemployed or unoccupied. By February the percentage joining the forces had risen to 15.4 per cent., while the reduction in the number of male workpeople had risen only to 11.8 per cent. The percentage of absorption into industry of unemployed or unoccupied men had thus increased to 3.6 per cent. This process of replacement does not imply that no employers have had to dismiss their workpeople; but that, after allowing for enlistment, the number of cases in which employes have been taken on is considerably in excess of the dismissals.

When account is taken of employment by the War Office and Admiralty it would appear that the number of persons who have found employment in industrial occupations in these and other ways who were not so occupied before the war, is about 250,000. The contraction in the number of women and girls employed is less than in December, but the fall is entirely due to the improvement in Lancashire, as the figures for the rest of the country show practically no change since December. As compared with July the reduction in the numbers employed was 1.5 per cent. in February, as against 3.2 per cent. in December, a result due to a marked improvement in the cotton industry. The statistics of short time for both sexes continues to show improvement. In many of the trades which are still on short time, as, for example, linen and pottery, the curtailment of hours is serious. In offices and shops there has been an increasing tendency to engage women to fill vacancies. The demand for domestic servants is in excess of the supply, a condition which, according to the report, shows that the tendency to economise in expenditure has not been carried so far as was anticipated in the early months of the war. In our view, the conclusion to be drawn from the shortage of domestic servants is that in other occupations the demand for female labour has increased. In the linen industry in Ulster short time reaches serious dimensions, and is certainly as bad as in December. The deficiency in the supply of flax and of flax seed, which has been accentuated by the freezing up of the port of Archangel, is responsible. The prospects of the trade in the immediate future are regarded by employes with some anxiety.

So far as agriculture is concerned, generally speaking farmers were managing to carry on with their reduced staff except that where labour of special skill was required it was impossible to fill the places of men who had joined the forces. Unless the farms are to be worked shorthanded, or means can be found to economise labour, some 80,000 additional permanent male labourers and 90,000 casuals will be required in the summer. In English counties which rely on the annual migration of Irish labour farmers are apprehensive that the ordinary influx will not occur this year in as large a volume as usual. The number of Irish migratory labourers has been rapidly dwindling in recent years, and this year there will be many alternative openings for labourers who normally go to England, and even a shortage in Ireland itself, for it is estimated that over 30,000 men have been called up or have enlisted from those employed in agriculture in Ireland. Taking the returns obtained from industrial concerns, they indicate that the percentage of employes known to have joined the forces up to and including February was 15.4 for the United Kingdom. In Ireland the percentage was 12.9, the only district providing a smaller percentage being Yorkshire, with 12.6. The highest percentage, 18.4, has been obtained from Scotland, while Wales has supplied 15.6. Over 56,000 of the railway employes of the United Kingdom have joined the forces.

Leicester Post. 17.3.15.

UNEMPLOYMENT AMONG WOMEN.

To-day's issue of the "Board of Trade Labour Gazette" confirms the indications from various quarters that the tendency in regard to employment is still upward. A shortage of male labour is still reported in some industries, and "war trades" are, of course, booming. An increased scarcity of agricultural labour is reported. As far as wages are concerned, it is shown that. in addition to Government employees and railway servants, 154,000 workpeople have secured an advance of £18,000 per week. It is pleasing to see that the many efforts to deal with women's unemployment are steadily making themselves felt. The Charity Organisation Society has taken this matter in hand, and I am told that when some of the preliminary work incidental to transfer from one occupation to another is completed, excellent results will be shown. The Women's Horticultural Union has sent out a large number of women to act as head and assistant gardeners in the place of men who have gone to the war. At the Athenæum Club parlourmaids have been promoted to places vacated by menservants, and it is said that the experiment will soon be extended.

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Board of Trade Labour Gazette. 3 1915

Dundee Advertiser.

6.5.15.

FEMALE LABOUR.

SHORTAGE AT DUNDEE MILLS.

The proposal that fisher girls and other workers whose occupation has been affected by the war might be found useful employment in the mills of Dundee has not yet taken definite form, although in many quarters the project is regarded as an excellent one.

Inquiry into the subject reveals the interesting fact that several hundred girls could be provided with work at the different mills. The shortage of female labour is due to a variety of causes, one being the stoppage of work by soldiers' wives since the institution of the separation allowances. Those women now find themselves comfortably provided for, and are no longer under the necessity of working for their living. The difficulty of the situation is also increased by the large volume of work which is at present pouring in upon the manufacturers, who would welcome an accession to the ranks of their operatives.

Nottingham Guardian

18.5.15

A good deal of attention is naturally being paid to the effect of war on women's work. As a matter of fact, whatever might have been expected, the effect so far appears to have produced an improvement in its general conditions. This is not at all surprising, considering the enormous numbers of men whom the war has called away from their employment. One particular case has attracted perhaps more attention than it strictly deserved, we mean that of the Athenæum Club, one of the most exclusive resorts of London clergy of the higher ranks and savants of all kinds. These eminent persons, having been deserted by almost their entire male waiting staff, who, being of military age, rightly considered that they might at last serve their country in a better way if they ceased to "only stand and wait," are now attended to by neat-handed waitresses, hitherto employed only to minister to lady visitors as parlourmaids. Thus it has happened that the Athenæum, of all men's clubs, has been the first to employ women servants, and according to one member at least the innovation has not been unpopular. The spring trade has produced a recovery in dressmaking and millinery, whilst for women clerks, who at first suffered severely, employment is now being found in many banks and other large concerns. A great deal of work has been found for women also in the districts where troops are billeted, so that not only have women ceased to go out to work, but they have needed assistance in their homes. In Nottingham a good deal of money must at present be earned in this way, and it might well pay women with initiative and a little cash to take some of the houses now empty for the extension of their hospitality. As the supply of male labour must be restricted long after the war, many tasks hitherto performed by men, but which women are as capable of fulfilling, will no doubt be allotted to them.

OTHER CLOTHING TRADES.

DRESSMAKING AND MILLINERY.

Returns from retail firms in London, chiefly in the West End, employing 1,899 dressmakers in the week ended 20th February, 1915, showed a decrease of 6·0 per cent. in the number employed compared with a month ago, and of 23·1 per cent. compared with a year ago: 52 per cent. of the workpeople averaged three-quarter time or less during the month, as compared with 53 per cent. during January.

Court and private dressmakers, employing 1,016 workpeople in the week ended 20th February, showed an increase of 11·6 per cent. in the number employed compared with a month ago, and a decrease of 34·3 per cent. compared with a year ago; about 53 per cent. of the workpeople were on three-quarter time or less during the month, as compared with 60 per cent. during January. In a considerable number of firms the workers were engaged on Army work.

With milliners in the West End employment showed a seasonal improvement, and was said to have recovered to some extent from the effects of the war; it was, however, somewhat worse than a year ago; 5 per cent. of the workpeople worked reduced hours during the month, as compared with 28 per cent. during January.

MANTLE, COSTUME, BLOUSE, ETC., TRADES.

In the wholesale mantle, costume, blouse, underclothing and millinery trades, firms in London employing 6,060 workpeople on their premises (in addition to outworkers) in the week ended 20th February showed an increase of 8·8 per cent. in the number employed compared with a month ago, and a decrease of 6·2 per cent. compared with a year ago. The improvement shown was common to all the branches in this section. In the costume and mantle branches employment was hampered by lack of materials. Several firms reported a scarcity of labour.

At Manchester firms employing 4,936 workpeople in the week ended 20th February in the costume, skirt, blouse, mantle, etc., trades showed an increase of 2·8 per cent. in the number employed compared with a month ago, and of 6·3 per cent. compared with a year ago. Employment was on the whole good. Many of the workers were engaged on Army contracts, and there was an improvement in the ordinary trade during the month. A scarcity of women and girls was reported by several firms. About 27 per cent. of the workpeople were on overtime during February, as compared with 22 per cent. a month ago.

At Glasgow employment in the mantle, costume, and underclothing trades continued fair and was better than a month ago, though not so good as a year ago. Returns from firms employing 1,600 workpeople in the week ended 20th February showed an increase of 4·4 per cent. in the number employed compared with a month ago, and a decrease of 5·0 per cent. compared with a year ago. About 6 per cent. of the workpeople were on short time during the month, as compared with 7 per cent. a month ago, while 11 per cent. were on overtime during February.

CORSET TRADE.

Returns from corset manufacturers, mainly in England, employing 5,703 workpeople in their factories (in addition to outworkers) in the week ended February 20th, showed an increase of 1·8 per cent. in the number employed compared with a month ago, and a decrease of 7·1 per cent. compared with a year ago. Employment was good, and about 12 per cent. of the workpeople covered by the returns worked overtime during the month. The delay of goods at docks and on railways was said to be causing some inconvenience.

SHIRT AND COLLAR TRADE.

Returns from shirt and collar manufacturers in England, Scotland and Ireland, employing 3,923 workpeople in their factories (in addition to outworkers) and paying £2,730 in wages to indoor and outdoor workers, showed an increase of 5·2 per cent. in the amount of wages paid compared with a month ago, and a decrease of 6·8 per cent. compared with a year ago. About 19 per cent. of the workpeople were on short time during the month, as compared with 16 per cent. a month ago. Employment was good with firms employed on Army shirts, but bad with collar workers, and only moderate in the white shirt branch.

Manchester Guardian.

27.9.15.

Charwomen and the Poor.

There is now little unemployment among working women, but a lasting result of the scarcity of work at the beginning of the war is the development of the Home Helps scheme, initiated by the Queen's Women's Employment Fund, to train women workers for emergency work in poor homes. For months a large number of women served an apprenticeship either in motherless homes or where the mother was temporarily incapacitated, and the result was so satisfactory that a suitable society has taken the whole scheme in hand. It is now trying to raise a £1,000 fund to subsidise various local centres which will promote the scheme. Manchester already has a similar scheme, and can probably match the numerous instances quoted by the London Committee of Home Helps who have proved angels in the house. We are told of women who would have been in extremity had not the kindly help swooped down upon the scene, brought order out of chaos, charmed the unruly children into good behaviour, cooked meals for the harassed husband, and set the mother's feverish mind at rest.

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THE WAR AND THE DRESSMAKER.

Times
20.3.15

EFFECT ON PURCHASES.

REPORTS FROM THE FIRMS.

The opinions of the heads of many leading firms were taken yesterday on the state of the dress trade, the kind of costumes and gowns that are being bought, and the need for keeping on workers who could not possibly do other work. It was said everywhere that the majority had been buying, not extravagantly, but in keeping with the restrained spirit of the times; but that no one had been purchasing last year's gowns or asking for last year's styles. Tailor-mades, afternoon gowns, and three-piece frocks in quiet forms of the new models are selling well, but few evening gowns are being bought.

"Boom" in Tailor-mades.

The managing director of a very well known and high-class drapery firm, who asked to be anonymous, declared that the new fashions had arisen because the spirit of the times was more modest than that which had inspired the slashed and tight skirt. Women who did not care to buy new gowns were taking their tight skirts to dressmakers to have them enlarged. Business was "booming" in tailor-mades, and the ready-made, copied from French models, has come to stay. There was actually at the moment a deficiency of tailors: the dressmakers, on the contrary, were very hard hit. Other opinions recorded were as follows:—

Lucile.—So far from any outcry being raised at the new fashions their moderation and reticence is commended. Of the popular models the short skirt to the top of the boots is the one most frequently chosen. In regard to the workers, the question of adapting them to national service was considered when the crisis was most acute, but it was decided that it was not feasible to transfer women whose fingers were accustomed to the finest work to the making of body-belts: and as many as possible were kept on at work suited to their skill. Their future is largely in the hands of women who must have new clothes.

Doucillet.—Our clients are ordering very well and so far from having to face the difficulties of previous changes of fashion, when women thought a good deal before choosing, the new styles, shown in simple models, are meeting with instant favour. Those who do not like the short skirts have them long. Low shoes to match gowns will be worn in the summer. The full skirts are being carried out in crêpe de chine or soft taffeta, which subsides into unobtrusive folds and does not suggest great width.

No Sudden Change.

Paquin.—So far from the new fashions being in any way extreme, Mme. Paquin has for the past 18 months been widening skirts and leading up to the present change. The accusation that the change is a sudden one to make women buy new clothes can be disproved from the models which arrived a few hours ago from Paris. We have as far as possible kept the workers on, at great loss to the firm, but find it impossible to put them to any contract work, as if they once lost their fine touch they could never recover it.

Marshall and Snelgrove.—As to the accusation of the correspondent of *The Times* who accused the drapery houses of changing the fashions to suit themselves, we are the servants of the public, and give them what they want. The change happened last autumn, only no one noticed it. So far from there being any reluctance or any criticism of the wider and shorter skirt, we find our tailor-made department busier than last year on these new styles. As to the lady who cried out that people should be patriotic and dress in tweeds and friezes, she failed to remember that every bit of wool should go to the making of khaki. We kept on all our workers during the war.

Peter Robinson.—The letters in *The Times* have been written from the point of view that the majority of women are habitually extravagant. There are a few women who buy dresses galore, and a reduction of their expenditure would do them no harm, but the majority never buy more than they need. The very women who are now complaining about the width of skirts and the beauty of the passing "hobble," cried out, and with some justice, at the immodesty of the tight skirt. We find that women are pleased with the new width. There is no need for extremes.

Debay and Toms.—We find our dress business not so good as before the war, and from our point of view it is a great pity that the change of fashion should have come just now. A lot of ready-made stock has been rendered practically valueless, as all our customers who are purchasing dresses wish them to be after the new mode. The main demand is for tailor-mades. There is difficulty in obtaining the material, particularly blue serges and covert coatings, owing to the factories being so largely occupied with Government orders. We have done our best to keep all our workpeople going and that has chiefly been in connexion with Government work.

Hanover.—The livelihood of an army of expert workwomen who are unskilled for [illegible]

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HARRODS.—The livelihood of an army of expert needlewomen who are unsuited for rougher work must be seriously affected should a wave of drastic economy in dress be encouraged to spread. The tendency towards the wider skirt is an unmixed blessing for all. It gives the wearer greater freedom and must tend towards better physical health. To the manufacturer it provides the opportunity for creating and selling normal quantities of material, while it revives the erstwhile ruined business of petticoat making.

TRADE NOW NEARLY NORMAL.

JOHN BARKER AND CO. (LIMITED).—Our customers all ask for the new mode, which if modified to suit the taste of a well-dressed English woman is exceedingly beautiful. The autumn trade was very poor in the costume departments, but it is now nearly normal. The new fashion will largely help the petticoat trade and underclothing business generally.

DICKINS AND JONES.—The change of fashion has come at the right time. After six months of humdrum style many ladies are only too happy to have a reasonable excuse for buying new gowns. We find that the new fashion is being well received. Thanks to the change, our costume trade is brisk, in fact busier than it was this time last year. Our workpeople are fully occupied, and we are finding it necessary to employ additional hands. People, however, are not going in for quite such luxurious garments as in previous seasons.

FENWICK (LIMITED).—Our dressmaking business at the present time is normal, and we consider that the improvement is due to the extreme change in the fashion. Our regular clientèle, which had been loth to spend money during the early stages of the war, are now ordering freely, and practically all show a marked preference for the new mode. During the autumn we were compelled to put a number of hands on short time, but we are now able to employ them all for full time.

SELFRIDGE AND CO. (LIMITED).—We find that business is particularly active in our costume department, and this we attribute very largely to the very sensible fashion change which has marked the style of skirts for this present season. Although we are selling quite a number of the extremely wide style, yet the great bulk of business is being done on those of more moderate cut.

J. SHOOLBRED AND CO. (LIMITED).—We have more people in our factories making articles of dress than we had at the outbreak of the war. This state of things, however, we attribute mainly to work which has been put into our hands by various institutions. Business for private orders shows a falling-off, mostly in evening gowns. There has, however, been no reduction of the staff in the department affected. The coming change in fashions is considered important as a help to the revival of business.

HARVEY NICHOLS AND CO. (LIMITED).—We are very busy in our costume departments, both for gowns and tailor-mades. People are certainly ordering more carefully and rather less individually, but the returns for this year are normal. We have made up to the present no change in our staff, and all are here except the young men who have gone to the front.

F. GORRINGE (LIMITED).—We have kept our full staff in employment since the outbreak of the war. On the whole we consider that business has not been unsatisfactory.

TO THE EDITOR OF THE TIMES.

Sir,—Those who criticize the new fashion, and for some reason or other would like us to believe that it is a dressmaker's conspiracy, must, indeed, be thoroughly ignorant of what might be called the psychology of clothes. Indeed, at the root of every new fashion reasons are always to be found—reasonable reasons. It has been printed over and over again since the war began that a new France has appeared—a strong, moral, and serious France. Do you think that the ladies of that new France could or would wear the dresses of the women of the frivolous France of a year ago? The new dresses are modest, sober—they reflect in every fold the new serious spirit; they were needed, that is why they exist. Perhaps some light persons regret the naked lines of the defunct fashion, but no real lady does. And those who know never complain of the money spent, for they are well aware that through many channels the gold they put in circulation reaches the wives and daughters of the men who are fighting for the sacred cause of the Allies, and these working girls and wives, doing in their humble way the most they can to keep up the economical life of their country, put into every stitch and into every garment of this new fashion many serious thoughts that may never have entered the mind of our light-headed critics.

Yours faithfully, E. NICOLLE.

24, Half Moon-street, W., March 20.

The Daily Chronicle
24/8/15

'AR'S EFFECT ON INDUSTRY.

MORE WOMEN & GIRLS WANTED.

RECORDS OF ENLISTMENTS IN TRADES AND PROFESSIONS.

"We can't get enough women," seems to be the cry of employers in many industries. This demand for the labour of women and girls began in December and has continued throughout January and February, according to Sir H. Llewellyn Smith.

The Board of Trade's permanent secretary supplies the introductory statement to a report of the Board on employment during February. This report is based mainly on returns received from 24,000 firms employing over four million workers —about 45 per cent. of the total employed in private industrial concerns.

Last December the number of employed persons in the United Kingdom was 3.2 per cent. lower than in the month before the war (July). In February it was only 1.5 per cent. lower. This improvement is due to the better condition of the cotton trade. Short time—19.4 per cent. worse in December than in July—was only 12.6 worse in February; while overtime had increased a fraction—from 10.8 to 10.9.

MORE MEN "ABSORBED."

Another interesting fact revealed in Sir H. Llewellyn Smith's survey is the reduction in the number of male workers since last July, and the percentage joining the forces.

There was a fall of 11.8 per cent. in February, compared with last July's figures for male employment; but the percentage joining the forces was 15.4. That shows a disparity of 3.6, which means that to that extent men and boys unemployed in July have now found work or "have been absorbed" in industrial occupations perhaps previously crowded.

As Sir H. Llewellyn Smith points out, the percentages given as "joining the Forces" do not by any means represent the number of recruits enlisted. They relate solely to men known by their employers to have left industrial employment for the purpose of joining the forces. They do not include recruits who enlisted while unemployed, or whose occupation was not industrial. On the other hand, they include reservists besides new recruits.

The report contains figures of employment in various trades in December and February compared with before the war, and also the percentages of men in those trades known to have joined the forces.

Among the trades showing the highest rises in percentage of men joining the colours, from December to February, are the following:—

Coal and other mines, 13.7 to 17.2.
Building, 12.2 to 14.7.
Hosiery, 7.5 to 12.3.
Iron and steel, 13.9 to 16.1.
Food, 13.4 to 16.1.
Cycle, motor, carriage and wagon building, 14.3 to 16.9.
Tinplate, 8.3 to 11.0.

CONCERT SINGERS SUFFER.

In the professions, music and art are among the most seriously affected by the war. Orchestral players at theatres and actors and actresses are almost normally employed; but concert singers, depending on irregular engagements, and music teachers have had their earnings considerably reduced.

Enlistment in the forces has accentuated the difficulty felt for some year of obtaining an adequate supply of elementary school teachers. Up to the end of December 13.5 per cent. of the male teachers in schools under public authorities had joined the forces.

In London the proportion has risen in February to 14.8 per cent., while an additional 3.3 per cent. had obtained permission to join. But for every male teacher of the country there are already three women teachers employed, and the difficulty is naturally being met in the main by an increase in the number of women.

The situation in higher education and the legal profession has been mitigated by the exceptionally large numbers who have joined the forces, while the medical profession has been depleted for Army service.

CLERKS AND SHOP ASSISTANTS.

In commercial occupations the proportion who have enlisted is still well in excess of the average in the country as a whole. Employment is still slack among Stock Exchange clerks, in spite of the enlistment of 35 per cent. of those employed in July.

In the case of banks and insurance companies in London, the proportion is between 30 and 35 per cent., while other commercial employees show about 20 per cent. in the forces. Employers are filling places, to some extent, by taking on men

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In the case of banks and insurance companies in London, the proportion is between 20 and 25 per cent., while other commercial employees show about 20 per cent. in the forces. Employers are filling places, to some extent, by taking on men; but returns show an increasing tendency to engage women to fill vacancies, a tendency which is also observable, though to a less extent, in the case of shopkeepers.

The enlistment figure among shop assistants exceeds 16 per cent. The demand for domestic servants still appears to be in excess of the supply, a condition which shows that the tendency to economise in expenditure has not been carried so far as was anticipated in the early months of the war.

The Daily News & Leader
24.8.15

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LADY CABDRIVER.

Sunday Outings for Wounded Soldiers.

Miss Hay, whose photograph appeared in "The Daily News" yesterday, has demonstrated one way in which women can undertake men's work during the present crisis. She had the happy idea of approaching the National Motor Cab Company for the loan of a cab which could be used for giving some of our wounded soldiers a drive. The company willingly agreed, and paid the running expenses. Miss Hay told a "Daily News" representative yesterday that her experiences were very interesting. She has only driven on Sunday, and has been out twice.

In response to an inquiry as to the attitude of the average male driver towards her venture, Miss Hay said: "No; they were very good. They did not exercise their usual wit at my expense, while the policemen were all smiles and never found the least fault with my pace.

"On the first Sunday I felt just a trifle strange. I had three wounded soldiers from Charing Cross Hospital with me, and they seemed to be enjoying the air in Richmond Park immensely, when my engine failed through being overheated. A passing taxi-driver was the Good Samaritan, however. He pulled up, put the matter right, and refused anything for his trouble."

Miss Hay thinks there are many other lady drivers who could do as she has done, and she suggests that some of the other companies might lend a cab for the same purpose.

EMPLOYMENT IN WAR TIME.

250,000 Absorbed in Industrial Pursuits.

REMARKABLE RECOVERY IN FEBRUARY.

A Board of Trade return on the state of unemployment last month in the United Kingdom shows a remarkable improvement since the early days of the war.

The main features of the report, which is based chiefly on returns received from 24,000 industrial firms employing over 4,000,000 workpeople (about 46 per cent. of the persons employed), are the recovery of the cotton trade to an almost normal extent, and the increasing shortage of labour in trades where there was already an unsatisfied demand.

Taking the numbers employed in July, 1914, as 100, the state of employment since the outbreak of the war is shown in the following percentages in respect to workers still on full time:

	Males.	Females.
July	100	100
September	60.2	53.5
October	66.9	61.9
December	65.8	75.0

The workers on overtime have increased from 3.6 in September to 13.8 in February in the case of males, and from 2.1 to 10.9 in the case of females.

To supply the shortage caused by enlistment it is estimated in the report that about 250,000 people have found employment in industrial pursuits who were not so occupied before the war.

Shortage of Women Workers.

In the case of women and girls there is now in some industries an actual shortage.

In the clothing trades the figures for February are rather better than in December. There is more overtime and less short time than two months ago, and there is clear evidence that, in tailoring, women have been employed in considerable numbers to fill the places of men who have enlisted. In this branch and in shirtmaking a very large proportion of the trade is engaged on Government work. Dressmaking is still very depressed, and is about the same as in December. This trade is now probably the chief source of industrial unemployment among women, though the difficulty has been mitigated to a considerable extent by transference to other clothing trades.

It is interesting to note that the demand for domestic servants still appears to be in excess of the supply, a condition which shows that the tendency to economise in expenditure has not been carried so far as was anticipated in the early months of the war.

Dearth of Farm Labour.

Returns from a number of farmers throughout England and Wales show that the number of male persons in regular employment at the end of January, 1915, was 12.4 per cent. less than in January, 1914. As 15.6 per cent. of the persons employed a year ago have joined the naval or military forces, it is evident that farmers have been able to fill the places of one in five of those who have joined. These men have been replaced from the ranks of casuals or from among those who get fairly continuous work in the summer, but are unemployed, or do other than agricultural work, in the winter.

To bring the labour supply up to normal dimensions will require an addition of a further 4 per cent. of regular farm hands to the 12.4 per cent. required to make good the existing contraction.

"In other words," the report states, "it may be estimated that unless the farms are to work shorthanded, or means can be found to economise labour, some 80,000 additional permanent male labourers and 90,000 casuals will be required in the summer (June). A certain proportion of the latter will, no doubt, be available as usual, but in view of the present state of the labour market farmers are doubtful of their ability to find all this additional male labour. Steps are therefore being taken to meet the difficulties in various ways."

Daily Call
14.3.15

WAR FINDS WORK FOR 250,000 PEOPLE.

EMPLOYMENT BOOM.

170,000 FARM LABOURERS WILL BE WANTED.

SLUMP IN MUSIC AND ART.

Based mainly on returns received from 24,000 industrial firms employing over 4,000,000 workpeople, the Board of Trade yesterday issued a report dealing with the state of employment during February.

The improvement in the demand for women and girls has continued, and in some industries there is now an actual shortage.

When account is taken of employment by the War Office and Admiralty, it appears that the number of persons who have found employment in industrial occupations who were not so occupied before the war is about 250,000.

The metal, engineering, and shipbuilding trades show in a marked degree all the evidences of increased pressure—less short time, more overtime, and in most cases an increase in the actual numbers employed.

AT CHOCOLATE FACTORIES.

As regards the shipbuilding and engineering trades workpeople have been attracted from various sources, while a considerable transference has taken place from firms with private orders to firms engaged on Government work.

But, in spite of overtime and some increase in the numbers employed, the demand for labour in all parts of the country is still unsatisfied.

Women employed in chocolate factories have been particularly affected by the fact that fancy products which require a good deal of attention in packing have been largely displaced by bulk goods for troops at the front.

The fish-carrying trade is in a worse condition than usual owing to the dislocation of the fishing industry on the East Coast in the autumn.

It may be estimated that unless farms are to work shorthanded, or means can be found to economise labour, some 80,000 additional permanent male labourers and 90,000 casuals will be required in the summer.

ACTING ALMOST NORMAL.

As regards the professions, music and art are among the most seriously affected.

Orchestral players at theatres and actors and actresses are almost normally employed, but concert singers depending on irregular engagements, and music teachers have had their earnings very considerably reduced.

In commercial occupations the proportion who have enlisted is still well in excess of the average in the country as a whole.

Employment is still slack among Stock Exchange clerks in spite of the enlistment of 35 per cent. of those employed in July.

In the case of banks and insurance companies in London, the proportion is between 20 and 25 per cent., while other commercial employees show about 20 per cent. in the forces.

WANTED—DOMESTICS.

Employers are filling places, to some extent, by taking on men, but returns show an increasing tendency to engage women to fill vacancies, a tendency which is also observable, though to a less extent, in the case of shopkeepers.

The enlistment figure among shop assistants exceeds 16 per cent.

The demand for domestic servants still appears to be in excess of the supply, a condition which shows that the tendency to economise in expenditure has not been carried so far as was anticipated in the early months of the war.

Financial Times. 24.3.15

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Sussex Daily News. 20.MAR.15

STATE OF EMPLOYMENT.

CONTINUED IMPROVEMENT.

ONLY THE BUILDING TRADES NOW DEPRESSED.

The Board of Trade yesterday issued a report on the state of employment in the United Kingdom in February, in continuation of the previous reports, dealing respectively with October and December. The report is based mainly on returns received from 24,000 industrial firms employing over 4,000,000 workpeople, about 46 per cent. of the persons employed in private industrial concerns. It also deals with the state of employment in agricultural, commercial and other occupations. Mr. H. Llewellyn Smith, in an introductory memorandum, points out that the main features of the report are the recovery of the cotton trade to an almost normal condition, and the increasing shortage of labour in trades where previously there was already an unsatisfied demand. In December the reduction in the number of male workpeople in industrial employment, as compared with July, was 10.9 per cent., while the percentage joining the Forces up to that date was 13.3 per cent. There had thus, up to that time, been an absorption into industry of men and boys unemployed or unoccupied in July amounting to 2.4 per cent. By February the percentage joining the Forces had risen to 15.4 per cent., while the reduction in the number of male workpeople had risen only to 11.8 per cent. The percentage of absorption into industry of unemployed or unoccupied men had thus increased to 3.6 per cent. This tendency is emphasised by the figures for short time and overtime. The number of male workpeople on short time has been reduced from 10.5 per cent. in December to 6.0 per cent. in February, while the percentage on overtime has risen from 12.8 per cent. to 13.8 per cent. The improvement in the demand for women and girls, which was noted in December, has continued and in some industries there is now an actual shortage. As compared with July, the reduction in the numbers employed was 1.5 per cent. in February, as against 3.2 per cent. in December, a result due to a marked improvement in the cotton industry. Short time has fallen from 19.4 per cent. to 12.6 per cent., while overtime has increased from 10.8 per cent. to 10.9 per cent. The percentages given above as "joining the Forces" do not by any means represent the number of recruits enlisted. They relate solely to men known by their employers to have left industrial employment for the purpose of joining the Forces. Thus, they do not include any recruits who enlisted while unemployed or whose occupation was not industrial. On the other hand, they include reservists besides new recruits.

ENGINEERING AND HOSIERY.

In industries in which there is a marked shortage of male labour, and in which it has been necessary to attract men from outside—a group which includes most of the trades concerned with the supply of armaments and military equipment—the shortage of labour noted in December has been accentuated. The percentage of replacement ranges from 3.4 in mining to 18.5 in leather goods, and 18.6 in chemicals (including explosives). In nearly all the trades there is a very large amount of overtime, amounting in shipbuilding to 44.5 per cent. In none of them, except saw-milling, is there any considerable amount of short time. The metal, engineering and shipbuilding industries show in a marked degree all the evidences of increased pressure—less short time, more overtime and in most cases an increase in the actual numbers employed. The home and export trades in finished iron and steel products are very brisk. Large contracts for constructional steel have been placed for the allied Governments, while orders are coming formard more freely from neutral countries. As regards the shipbuilding and engineering trades, workpeople have been attracted from various sources, while a considerable transference has taken place from firms with private orders to firms engaged on Government work. But, in spite of overtime and some increase in the numbers employed, the demand for labour in all parts of the country is still unsatisfied. In the hosiery trade the pressure of work is apparently slightly less acute than in December, for the overtime has fallen from about 20 per cent. in December to about 14 per cent. in February. The same is true of the woollen and worsted trades, which have apparently reached their zenith, for the numbers employed and the proportion of overtime are both slightly less than in December. In the woollen trade the situation is almost entirely governed by Army contracts. The hosiery trade is, to a much smaller extent, dependent on Government orders, and its activity has to a considerable degree been caused by briskness in the home or neutral markets consequent upon the stoppage of imports from Germany. In both cases, however, the slight slackening of activity now noticed is attributable to a reduction in the number of fresh Government orders.

TRADES IN A NORMAL STATE.

The trades which show a fairly normal condition as regards male labour are the clothing, linen, hemp and jute, paper and printing, china, pottery and glass, cycle, motor, carriage, wagon building, and cotton trades. In the clothing trades the figures for February are rather better than in December. There is more overtime and less short time than two months ago, and there is [illegible]

Women and Unemployment.

The weekly returns concerning unemployment in the insured and the uninsured trades continue to tell of remarkably satisfactory conditions in the former and quite the reverse in the latter industries. While the insured trades have an unemployment percentage of 1·40 as compared with 1·66 a month ago, the uninsured on the registers of the Labour Exchanges continue to increase. Analysis shows that the position in regard to men in these trades continues to improve a little, but the melancholy story of the unemployed woman shows, apparently, no signs of a brighter chapter. The figures before me show that the week found several thousands more on the registers than was the case a month ago. The problem remains the most obstinate one which, as far as our social economy is concerned, the war has produced.

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INDUSTRIES STILL DEPRESSED.

The industries in which depression is still pronounced are the building and associated trades. The figures for the building trades show that there were fewer persons employed by private employers in February than in December and that the contraction, as compared with July, amounted to no less than 23 per cent. The early part of the year is always a slack time for the trade, the amount of employment available usually falling some 3 to 4 per cent. below the summer level. The dimensions of the present reduction are, however, abnormal, and the serious condition of the ordinary building industry is shown by the fact that the value of the building plans approved by local authorities during the last quarter of 1914 was 30.7 per cent. less than the value of plans approved in the corresponding quarter of 1913. But these conditions have failed to cause distress, for the unemployment statistics show that the number of men in the building trade in receipt of unemployment benefit was actually less in February than in July, and was only about half the number in receipt of benefit at this time last year.

Glasgow News 13.4.15

WOMEN AND THEIR WORK.

Highland Home Industries.

As a result of Scottish Flag Day, Mrs Cairns Maclachlan has been able to arrange for the purchase and distribution of much of the work done in the Western Islands and to alleviate a certain amount of distress, though so great are the needs of the people that Glasgow's help is only a drop in the bucket. Many local associations have also benefited incidentally, while a considerable number of garments have been sent to the Navy. In the ...ing districts, women have been supp... with the yarn and have been knitting sea...n's ...tockings, vests, and helmets, and mitts (which last have been in great demand). Both submarines and the Flying Corps have shared in the gifts from Glasgow to the Navy, and needless to say there has been special generosity shown to Glasgow regimen... Garments have been made from the tweed purchased for the Belgian refugees and th... Soldiers' and Sailors' Families' Association ... the workrooms of the Scottish Council ... Women's Trades, the Women's Freedo... League, and the Charity Organisation Society, Maitland Street, as well as by dressmakers employed by the Dressmakers' Committee in connection with the National Relief Fund. The tweed used is the real homespun, and home-dyed, and purchases have been made from Lewis, Harris, North Uist, and South Benbecula, Eriskay, &c.

The Dressmaking Trade.

In the dressmaking trade conditions so far have not been nearly so bad as it was at one time feared that they would be. Even the private dressmakers have managed to keep things going. A committee was formed to deal privately with the smaller businesses and to give them work which would at least make it possible for the employees to continue to earn a minimum wage, and, as will be seen from the above paragraph, a certain amount of emergency work has been placed. The need for it has not, however, been great, and I have actually known of instances in which offers of work outside the usual line of the business were refused, both proprietors and workwomen preferring short time and less pay to a change of employment. For the next month or two there is every prospect that dressmaking houses of all sorts will be kept very busy, and the complete change in styles will help business. Should the war continue, however, there will be a different tale to tell when the winter season comes.

WORK FOR WOMEN.

GOVERNMENT CONTRIBUTION SUSPENDED.

Glasgow Record 10.4.15

At a special meeting of the Glasgow Distress Committee, the situation of unemployed women was discussed in the light of the Local Government Board's inability to make further contribution towards the expenditure of the Distress Committee in the matter of providing work for women under the scheme of workrooms established by the Scottish Council for Women's Trades.

In these circumstances it had been considered expedient by the chairman of the Distress Committee to suspend the women on 3rd inst., and this action was unanimously homologated by the sub-committee, who also recommended that a deputation be sent to the Local Government Board to press the claims of women's work, and failing assistance from the Board that direct appeal be made to the Treasury.

At the meeting yesterday the recommendation of the sub-committee was adopted, with the addition of a proposal by Mr. Nicol to remit the matter to the Executive Committee to report on a policy to be adopted by the Distress Committee in regard to work for women, and also to report on suitable schemes whereby such a policy could be carried out.

In the course of the discussion, Miss Irwin pointed out that 68 women had to be suspended last Saturday. In a number of cases, the circumstances of these women were very urgent. Many had been out of work for a considerable time; some of them were living in lodgings and entirely dependent on their own earnings.

She did not think the Local Government Board had acted with conscious and deliberate harshness in the matter, but were under a serious misapprehension as to the extent of unemployment amongst women at the present time.

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Yorkshire Post 30.1.15

654I/53

WOMEN AND THE PROFESSIONS.

WAR'S EFFECT UPON SOCIAL TRADITION.

The annual meeting of the Governors of the Yorkshire Loan Training Fund was held yesterday afternoon in the Mayor's Reception Room, Dewsbury Town Hall, Mr. M. E. Sadler, Vice-Chancellor of the University of Leeds, presiding over a large attendance. Reference was made to the absence of the hon. secretary, Mr. Bernard Wilson, who has accepted a commission in the army, and the meeting accepted with regret the intimation that Mrs. D'Arcy Wyvill had resigned from the Committee.

The report of the hon. secretary to the Administrative Committee (Mrs. E. M. Scattergood) alluded to the efforts made during the year with regard to defaulters, and stated that the war had hit women coaches at the Universities particularly hard. They seemed to rely principally upon foreign students, and these had not returned to English colleges, while English students, also much reduced in numbers, preferred to be coached by men. Although £800 was the sum allotted for 1914 the Committee had actually made grants amounting to £977. There had been 28 new applicants who asked for fees costing £2,172. Of these nine applications were declined, two were withdrawn, 14 were granted help, and three were waiting for the new supply of money for the present year. Very encouraging accounts continued to come in of many of the adopted children of the Fund.

An interesting review of the work of the Fund was given by Mrs. Frank Gott, who commented upon the immense demand there was at present for skilled women's work, and said that anybody who had to do with medical charities knew the difficulty there was of finding doctors. Everywhere they were applying to women's hospitals for women, but they were not to be had. Other skilled work was also required. So many skilled clerks and book-keepers had gone in Leeds, for instance, that there was a great run on women clerks, who were becoming increasingly scarce.

The Chairman, discussing the future of the fund, said the danger was that the awful calamity of the war might make a breach in one of the most precious social traditions in the world by taking so many lives of those who represented a very fine conception of living. It was a tragic thing that all the great wars in history had resulted in the weakening of the class most influential in the country before the war began. The wars of the Roses swept away the old aristocracy, and the long-continued struggle of the 17th century put an end to the finest side of the merchant tradition in the municipalities for a time, and also gravely injured the class of those responsible for country life. The Napoleonic wars practically meant the end of the older governing classes in England, and one wondered what might be the result of the present struggle. Therefore must the country depend all the more upon the women who belonged to that great social tradition in being able to carry on into the future what was really the finest in principle and purpose. The training fund would be one of the means of helping them to do that, not only in their private life but in the service of the community, in education, and in medicine. It would be a good game to take Jane Austen's novels and guess what profession the various ladies therein would have applied for allowances to train in. He doubted whether there was any case in the whole of those novels of any one deliberately training themselves for a salaried position, and one knew how much tragic sorrow came on many families in consequence. The training fund was a great Yorkshire institution. It enabled one to become competent, and the knowledge that one was competent was a great part of the foundation of self-respect.

It was resolved that the sum of £600 be supplied to the Committee for their use in making loans to applicants during the present year, and the meeting concluded with a vote of thanks to Mr. Sadler for presiding, and to the Mayoress (Miss Walker) for her hospitality.

The Dundee Advertiser, April 29th. 1915. 654I/54 656.

UNEMPLOYED WOMEN.

Dundee Scheme Vetoed by L.G.B.

NEED FOR EMERGENCY WORK.

Dundee Distress Committee discussed at considerable length yesterday the question of the Emergency Workroom in Castle Street for unemployed women which has been carried on by the local Advisory Board of the Scottish Council for Women's Trades. Some time ago a deputation from the Distress Committee interviewed the Local Government Board for the purpose of securing a grant from the Board to cover the loss that was being incurred, but the Board refused to sanction the scheme. The Board's decision was considered by the Sub-Committee of the Distress Committee, which agreed meantime to acquiesce in the decision of the Local Government Board, but reserved the right to raise the matter again in event of unemployment amongst women becoming more serious.

Mr J. H. Martin, who presided at yesterday's meeting, said they were met to deal with the minute of the Sub-Committee, and a deputation from the Advisory Board of the Scottish Council wished to be heard.

In the course of the discussion as to whether the meeting should dispose of the Sub-Committee's minute before hearing the deputation, Canon Turner said he did not think they should humbly acquiesce in the decision of the Local Government Board seeing they had 65 cases of unemployment amongst women.

The Chairman replied that they had had 70 cases registered, but never more than 30 at a time. Some of the 70 had registered more than once. When the Sub-Committee met there were only 25 on the list, and he ventured to remark that he doubted if more than 12 would be suitable for the Distress Committee. On inquiry they found there were only 11, and 7 of them got situations. They were certainly disappointed at the decision of the Local Government Board, but they had to acquiesce seeing their case was so slender. However, they reserved the right to raise the question again.

Bailie High said there should not be a man or woman out of employment just now.

The Chairman—I would not go so far as that.

It was agreed to hear the deputation.

Mr James Thomson, the Chairman of the Advisory Board, said their belief that there was a good deal of unemployment in the town was amply proved. They had 198 applications of women wholly or partially unemployed. Ten were idle on account of the war, and were sent to the Prince of Wales' Fund Committee; work was got for 70, and 10 were sent to the factories. But a number, owing to physical incapacity or age, were unable to go to the factories. Sixty-nine were cases such as the Distress Committee would deal with, so that the Emergency Workroom was really doing Distress Committee work.

Work for Soldiers and Sailors.

Mrs J. T. Thomson, Secretary of the Advisory Board, said they had been doing work for the soldiers and sailors and the Belgian refugees.

Mr J. Armstrong Barry held that it was not necessary that there should be a large number of unemployed before anything could be done. The machinery of the Act could be put in operation even for one case. If the Distress Committee had no money they should tell the Local Government Board that they must be put in a position to put the Act in force.

Bailie High suggested that the women should go into domestic service, but Mrs Thomson replied that they could not ask a mother to leave her children. She also said it was difficult to get enough charing.

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Bailie High—It does not matter. They will get more money.

The Chairman said they all admired the work of the Advisory Board, but they had

FISHER GIRLS.

PROPOSAL TO EMPLOY THEM IN DUNDEE.

With the view of providing more operatives for Dundee jute mills and factories steps have been taken to ascertain if it would not be possible to bring to the city several hundreds of fisher girls from the coast towns on the North-East of Scotland. Owing to the practical stoppage of the fishing by the war many of these girls are unable to get employment, and it has been suggested that Dundee might provide for some of them.

In spite of the war bonus the Dundee employers are unable to get all the workers they could employ, and some time ago inquiries were made as to the possibility of getting some of the Belgian refugees to come to the city, but owing to Dundee being a prohibited area this was found to be impracticable.

No such difficulty arises in connection with the fisher girls. A number of the employers are quite ready to accept the girls provided they would undertake to remain for a specific time—probably during the period of the war. The proposal is in its initial stages yet, and it is not known if the girls would care to try mill life, which would be so different from what they are accustomed to, although it is believed that some of them would be willing to do so, especially in view of the fact that their usual work is at present impossible.

Glasgow Citizen, May April 10th. 1915.

EMPLOYMENT OF WOMEN.

Among women in Scotland the industrial conditions have shown so marked an improvement of late that it has been found possible, temporarily at least, to close a number of the workrooms financed by the Queen's "Work for Women" Fund, the women having returned to their former employment, or found openings along new lines.

The Board of Trade reports show that employment in Scotland generally is at present abnormally good, and that amongst women workers there is now no distress arising from the war, except in trades and occupations connected with (1) fisheries, (2) lodging-houses, (3) calico-printing and dyeing, (4) printing. For the women who were employed in these occupations, especially those connected with the fisheries, new openings may be found in the special "War Service for Women," for which the Board of Trade have invited registration. For female labour in agriculture there is likely to be in Scotland a very considerable demand.

Aberdeen Free Press, May 28th. 1915.

FEMALE UNEMPLOYMENT IN ABERDEEN.

BURGH DISTRESS COMMITTEE'S PROVISION.

A meeting of the Burgh of Aberdeen Committee under the Unemployed Workmen Act, 1905, was held in the Town House last night, when Councillor A. B. Young presided.

The Chairman congratulated the members on their attendances throughout the year. They had all attended the meetings very regularly. The secretary had pointed out to him that last year there were printed 50 copies of the financial statement for circulation amongst subscribers, and although there were very few subscribers this year it might be necessary to print 50 copies.

This course was agreed to.

They would require to make application to the Town Council for a further grant. The rate account was something like £6 7s 0½d. He suggested that they should ask £50, and this was also agreed to.

CONTROL OF WASTE PAPER FACTORY.

The report of the meeting of the Works Sub-Committee held on May 19 stated:—With reference to the remit made to the sub-committee to report as to the expediency of the Distress Committee taking over from the Relief Committee the control and management of the waste paper factory, the following report was submitted and adopted:—"In pursuance of a remit made by the Works Sub-Committee at a meeting held in the Town House on April 14, with regard to the expediency of the Distress Committee again assuming control of the waste paper factory, the sub-committee beg to report that they had a meeting on May 12, at which, after various arguments for and against the proposal were made, it was resolved to recommend to the Works Sub-Committee that the Distress Committee should, for the reason hereinafter stated, relieve the Aberdeen Unemployed Relief Committee of the waste paper factory, take it under their control, and conduct it as formerly under their auspices. The reasons urged for the transference of the control of the waste paper factory were:—The work of sorting paper was non-competitive and such as could be undertaken by relief cases from the Distress Committee. There was also

The Scotsman May. April 12th. 1915.

WOMEN'S EMPLOYMENT IN SCOTLAND.

IMPROVED CONDITIONS.

SINCE the outbreak of the war, says an official correspondent, much has been said and written as to the unemployment resulting from the abnormal conditions of war time and the best methods of meeting the difficulty. Whilst there has undoubtedly been a considerable dislocation of ordinary industries, certain trades have been largely affected, unemployment arising from the war has, in Scotland at any rate, been less than was anticipated. Such distress as has arisen has chiefly existed among women workers, who are largely employed in those luxury-trades which were the first to suffer under the stress of war-economy, and who have not had the outlet of enlistment which has relieved the pressure of unemployment amongst men.

To combat the distress among women workers in Scotland, valuable work has been done by the Scottish Committee on Women's Employment and the Local Relief Committee in various parts of the country. Workrooms, financed by the Queen's "Work for Women" Fund, and supervised by the Local Committees, have been maintained during the winter months in many of the principal industrial centres, and help has also been given by the organisation of training schemes for younger girls, the provision of knitting for the women of the fishing districts and Outer Islands, and by the placing out of small contracts amongst firms which would otherwise have had to dismiss their workers. Of late, however, there has been a steady improvement in the industrial market throughout Scotland, and so marked has been this improvement in the employment of women, that it has been found possible, temporarily at least, to close a number of the workrooms, the women having returned to their former employment or found openings along new lines.

It is gratifying to learn from the Board of Trade reports that employment in Scotland generally is at present abnormally good, and that amongst women workers there is now no distress arising from the war except in trades and occupations connected with (1) fisheries; (2) lodging-houses; (3) calico printing and dyeing; (4) printing. For the women who were employed in these occupations, especially those connected with the fisheries, new openings may be found in the "Special War Service for Women," for which the Board of Trade have invited registration. For female labour in agriculture there is likely to be in Scotland a very considerable demand. It is therefore evident that applications for war relief from the trades affected by the war, and still more from any other trades, demand particularly careful investigation. Such unemployment as exists in the unaffected trades is often no more than normal, and in no way arises from the war. There are always in every trade a certain number of persons out of employment at any given time, as well as a certain smaller number who are more or less habitually unemployed, whose cases are met in normal times by charity or by distress committees or by Poor Law. These do not belong to that class of average steady worker displaced by the large fluctuations due to the war, for whom the Relief Fund was meant, and for whom it will be needed again at a future date.

Sub-Committee's minute before hearing the deputation, Canon Turner said he did not think they should humbly acquiesce in the decision of the Local Government Board seeing they had 65 cases of unemployment amongst women.

The Chairman replied that they had had 70 cases registered, but never more than 30 at a time. Some of the 70 had registered more than once. When the Sub-Committee met there were only 25 on the list, and he ventured to remark that he doubted if more than 12 would be suitable for the Distress Committee. On inquiry they found there were only 11, and 7 of them got situations. They were certainly disappointed at the decision of the Local Government Board, but they had to acquiesce seeing their case was so slender. However, they reserved the right to raise the question again.

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Mr M'Intyre moved that the Works Committee be instructed to take over the waste paper factory as from May 15 last, the end of the financial year. He thought the time had come for that action to help the unemployed women.

A voice—And help them off the cars—(laughter).

Mr M'Intyre always thought that something ought to be done in that direction, and he moved accordingly.

Mr J. C. Mitchell, in seconding, said he thought that was very desirable. A great many women required employment.

Mr George asked if it would not be wise to make application to the Local Government Board before taking it back.

The Chairman said that if they thought the committee was of the unanimous opinion that they should take over the waste paper factory he did not think they ought to force the Local Government Board, taking into consideration that there were so many women out of employment.

Mr M'Intyre said it was really heartrending when they could do nothing for a woman that was out of work and who used to get a day's work among the fish. These women could all sort waste paper.

Mr M'Intyre's motion was accordingly agreed to.

would otherwise have had to dismiss their workers. Of late, however, there has been a steady improvement in the industrial market throughout Scotland, and so marked has been this improvement in the employment of women, that it has been found possible, temporarily at least, to close a number of the workrooms, the women having returned to their former employment or found openings along new lines.

It is gratifying to learn from the Board of Trade reports that employment in Scotland generally is at present abnormally good, and that amongst women workers there is now no distress arising from the war except in trades and occupations connected with (1) fisheries; (2) lodging-houses; (3) calico printing and dyeing; (4) printing. For the women who were employed in these occupations, especially those connected with the fisheries, new openings may be found in the "Special War Service for Women," for which the Board of Trade have invited registration. For female labour in agriculture there is likely to be in Scotland a very considerable demand. It is therefore evident that applications for war relief from the trades affected by the war, and still more from any other trades, demand particularly careful investigation. Such unemployment as exists in the unaffected trades is often no more than normal, and in no way arises from the war. There are always in every trade a certain number of persons out of employment at any given time, as well as a certain smaller number who are more or less habitually unemployed, whose cases are met in normal times by charity or by distress committees or by Poor Law. These do not belong to that class of average steady worker displaced by the large fluctuations due to the war, for whom the Relief Fund was meant, and for whom it will be needed again at a future date.

Votes for Women
4/6/15.

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ARE WOMEN OUT OF WORK?

The Effect of the War upon the Industrial Employment of Women

It is safe to say that not one in a million anticipated last August that after nine months of a European war there would be a severe shortage of labour, and that far from there being any widespread unemployment or distress, manufacturers would be unable to cope with the orders they had in hand. And yet such is the case. At the present moment manufacturers in all parts of the country are complaining that they are unable to obtain either male or female labour, and that even urgent Government orders are delayed on this account. It has taken some little time to arrive at this state of affairs, and it will be interesting to trace the course of industrial employment, especially in the case of women, since the outbreak of the war.

A Period of Panic

The immediate effect of the outbreak of war on the industry of this country was very disastrous. A period of panic reigned, and employers dismissed their workpeople right and left. In a number of cases, however, employers refused to do this, in the interests of their workers, and when trade recovered and labour became scarce, these manufacturers reaped considerable benefit from their public-spirited action. The employers who took this course were the exception, and a sufficient number of workers lost their employment for August to be a month of acute distress. No figures are available which show the actual extent of the consequent unemployment, but we do know that in London, for example, the number of the children on the school-feeding registers went up by leaps and bounds, and that many families only kept body and soul together by pawning their belongings and using up their small savings. Since that time, however, the situation has progressively improved. We are not at the moment concerned with the effect of the war on male employment, and it will suffice to say that, as far as men are concerned, by the middle of October the amount of unemployment had fallen to the normal pre-war level, and that since that time the demand for male labour has been more and more insistent; in fact, during the past winter the amount of unemployment has been less than during any winter hitherto recorded, and, with few exceptions, all the industries of this country have suffered from a shortage of male labour.

Worse for Women than Men

Turning our attention to the question of female employment, we find, especially during the earlier months of the war, a very different state of affairs from that already described for men. During the whole of the autumn and winter there was a considerable amount of unemployment among women—for two very good reasons. First, and most important, there is no question of enlistment for women, and in their case, therefore, the labour market was not thinned by a large number joining the colours. Secondly, women are much more generally engaged in the subsidiary and "luxury" trades, such as dressmaking (which have been heavily hit by the war), than in the metal trades, which have benefited so much from the presence of enormous Government orders. Thus, out of every 1,000 women who were actually in employment in July, only 916 were still in employment during September, 938 during October, 968 during December; while by February the number had risen to 984. The April figures are not yet available, but, judging by the difficulty which is experienced on all hands in obtaining female labour, especially in industrial districts, it is more than probable that by now the employment of women has reached and passed the normal pre-war level. The magnitude of the problem is probably more easily appreciated if we follow the course of the actual numbers of women who have thus been displaced from industry. During September—for the whole of the United Kingdom—this number amounted to 200,000, during October to about 149,000, during December to about 77,000; and while by February the number had fallen to 36,000.

What is "Unemployment"?

The term "women displaced from industry" has purposely been used instead of "women unemployed," because, during the last two or three months especially, the two terms are not synonymous. For example, a very considerable number of the 36,000 women employed in July, but not employed in February, were not unemployed in the ordinary sense of the word, but had left their industrial work of their own free will. Of these women a large number were engaged in their own homes looking after troops who were billeted upon them, and so were unable and unwilling to go out to work. At Luton, to take only one of many examples, the straw hat manufacturers were unable to obtain anything like their normal supply of female labour from this cause. There has been, and still is, another and more important reason why married women, at any rate, are at present unwilling to work in factories, especially where the wages are poor and the conditions bad. Many married women who in peace time pass a life of incessant toil in order to support, or partially support, their families, are now in receipt of separation allowances, in some cases larger than the ordinary total earnings of themselves and their husbands. The opportunity has at last arisen for these women to do what they have been told to do so often—they are now staying at home and minding the baby—with the result that certain industries are suffering considerably from the lack of their labour. Dundee is a town with a very unenviable reputation. It is noted for the low wages paid to all workers, and for the large percentage of married women working away from their homes. Recruiting in Dundee has been very active, and now hundreds of women, who usually work to support their homes, are in receipt of separation allowances, and are refusing to work any longer in the Dundee jute and linen factories. These two industries have been for the last three months seriously handicapped by the consequent shortage of labour, and are now learning to their cost that only stern necessity forced the women of Dundee in past years to work for the low wages formerly paid. The case of the jute and linen industries of Dundee has been quoted as an example of what is now happening all over the country to industries where wages are low, and which depend for their labour on married women.

Woman's Opportunity *Now*

We see then that at present, owing to the shortage of male labour, the demand for women's labour is exceptionally good, and that at the same time a number of women, normally engaged in industry, are unwilling to continue with their work unless conditions are made more attractive. Now is the opportunity for women to insist upon a living wage. Instead of the usual surplus, the demand for women's labour is very much in excess of the supply, and this state of affairs is likely to continue, at any rate for the next few months.

It is essential that women should realise that their labour is now in great demand, and that there is not a surplus upon which employers can draw in order to replace any who demand decent conditions. If only they will be firm and work together, they can now negotiate successfully for adequate wages.

F. W.

The Edinburgh Evening News 12/6/15

EDINBURGH IN WAR TIME.

INDUSTRY AND SHOPPING.

(BY AN OBSERVER.)

The war has brought in its train many social and industrial changes. Edinburgh, however, has been but slightly affected by developments in business. Thousands of men have gone to the front; but in the majority of cases there has been a readjustment of staffs. In a minority of instances women have replaced men. Women have gone in large numbers to the Post Office, and in smaller ratio to banks, insurance companies, grocers' shops, and other lines. A great many women have been placed by the Labour Exchange. It is the experience of Miss Skinner, the lady superintendent there, that in their new spheres in Edinburgh women have transferred themselves from one line to another; it is migration rather than reinforcement from the war register. After some years of what may have been a dull business career, the war has impelled women to try a new adventure. Although situations have only, perhaps, been guaranteed for the period of the war, women have come forward to make the experiment, trusting, doubtless, that there will be considerable readjustments after the war such as a possible shortage of male labour and a better appreciation of the value of women's work. The Edinburgh girl, too, has invaded the boy's sphere, and between 30 and 40 are in training as telegraph messengers.

A New Line.

With the wider demand for women workers there has come increased rates of pay, and the calculated rise is about 20 per cent. There is practically no unemployment for women, and one industry has brightened up, notably the dress trade. Tailoring has improved, the output of officers' uniforms in Edinburgh being very large, and numbers of dressmakers have gone over to tailoring work. Although there is work abroad for women, few Edinburgh girls have gone from home—a different state of affairs from other parts of the country. The war has given Edinburgh a new "industry"—the making of flags, the miniature paper reproductions which net in thousands of pounds for charity. When one buys a flag on the Saturdays he is not only helping France, Belgium, Poland, the Red Cross Society, or the Royal Scots, but also the local girl worker. She is on piece-work in this business, and smart hands may earn close on £1 a week. All the girls in the relief workshops have now found employment, but they will look back to their winter's work with pleasant feelings, for they were well treated.

Busy Men.

As for men, the only industry in Edinburgh which has suffered from under employment for a considerable time has been the printing trade. It is doubtful whether the men, afraid of severing the link with their firms, have shown enough enterprise. Many crafts, particularly painting, have sent large numbers of recruits to the Army, and this has resulted in the men who have remained being well employed. In the past three months at the Labour Exchange perhaps only a couple of painters have signed for unemployment benefit. As for Edinburgh joiners, Mr Matson and his staff have sent them all over the land—from Staffordshire to the Orkneys. Working on Government contracts, they have almost rivalled the engineers in their earnings, and as they have often been located where it was almost impossible to spend money, the joiners' banking account has appreciably increased. Edinburgh watchmakers have probably never been busier. For instance, there has been a tremendous demand for wristlet watches. Watchmakers have also been wanted in torpedo factories. Then, men of quick ideas who could adapt their businesses to some form of "war work"—the scope of which is tremendously wide—have profited materially. Others, again, who have remained in a rut, as it were, have not prospered.

Experience Tells.

A good many professional men and a good type of working man have come forward to register at the Labour Exchange for munition work; but the lack of openings has prevented the acceptance of patriotic offers, and so, too, has the want of skill. The munitions worker cannot be made in a day. Edinburgh has suffered doubtless through not being a great manufacturing area at a time like this, and the situation may be improved if a munitions factory is set up, of which there is a report. In the city, however, there are skilled mechanics, who, if brought together from their various employers, would do valuable work for the State. It may be said that where there has been drafting of labour the worker who told was not the newcomer, but the steady hand. Thus women factory workers in England have proved to be quite dependable in new spheres, quickly becoming accustomed to novel conditions. On the other hand, the chances are that many women taken from the war register would quickly succumb to strain and unusual hours.

Unemployment Nominal

The most gratifying feature of the Labour Exchange, which has steadily increased its value to the country in the war time, is the fact that workers can be so readily placed. Unemployment

THE NEW STATESMAN

Blue Book Supplement

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THE WAR, WOMEN, AND EMPLOYMENT

Interim Report of the Central Committee on Women's Employment. Cd. 7848. 1915. 4½d.

Report to the Board of Trade on the State of Employment in the United Kingdom in February, 1915. Cd. 7850. 1915. 2½d.

When the war broke out industry was shaken from top to bottom, and the volume of unemployment began to grow alarmingly, especially among women. Soon, however, the situation changed; male workers, broadly speaking, found no difficulty in obtaining work; indeed, as the months passed, what difficulty there was in some large industries was on the side of the employers, who did not know where to turn for men. In the case of women the recovery was much slower and much less complete, so that six months after the outbreak of war female workers were not by any means all fully employed. The different effects of the war on employment among men and women are due to two causes. In the first place, we have no Amazons in the British Army; it is recruited entirely from men. In February, 1915, over 15 per cent. of the males employed in July are known to have enlisted. In the second place, women have been unfortunate enough to choose, or to be driven into, those kinds of employment which have suffered greatly as a consequence of the war. The girls and women engaged in the woollen and worsted trade, in hosiery making, in the manufacture of leather goods, and in the lighter kinds of engineering work are pretty fully employed and often working overtime. But in the paper and printing, linen, jute and hemp, cotton, and china trades the case is different; to say nothing of dressmakers and charwomen and the females employed in small industries, such as the chain-makers of Cradley Heath. Yet, on the whole, employment in industrial occupations has consistently improved. Of the women employed last July in industry, 53·5 per cent. were working full time last September; in February the percentage was given provisionally as 75. In September only 2·1 per cent. were working overtime, whilst in February the proportion had reached 10·9 per cent. Between September and February the proportion on short time had sunk from 36 per cent. to 12·6 per cent., and the net displacement of labour from 8·4 to 1·5 per cent. It should be remembered, however, that since December the improvement which has taken place has been due entirely to the recovery of the Lancashire cotton industry; so that the state of affairs is not so rosy as it appears. Especially is this seen to be the case when we bear in mind that the pressure in some trades has been so great that married women who had withdrawn from wage-earning work have returned to it and obscured the contraction which has taken place in some other industries. The position of many women workers, therefore, in spite of a steady improvement in several directions, remains one of some gravity.

It was to meet the serious state of affairs in the early days of the war that the Central Committee on Women's Employment was appointed last August, and though, of course, there are other important factors, the Committee can take some credit for the real improvement which has taken place. Its business is "to consider, and from time to time report upon, schemes for the provision of work for women and girls unemployed on account of the war." A committee of the ordinary kind might not yet have got beyond a preliminary survey. But this Committee of women appears to have given itself powers to get things done, and it lays down on the opening page of its Interim Report its "main executive functions"! These are considered under two headings, the employment of women under economic conditions and relief work. With regard to the first, the Committee has endeavoured to assist the proper distribution of work available for women in normal industry and to facilitate the provision of alternative employment (not entailing loss of skill) for skilled women workers displaced owing to the war, and also to promote new openings for permanent employment under economic conditions. So far as relief work is concerned, the Committee has laid down lines on which it would approve schemes for providing work for unemployed women, considered and approved schemes, and itself promoted and administered experimental schemes for providing work.

Through its special Contracts Department the Committee endeavoured to increase the number of firms and workers participating in the supply of Government requirements, and has itself gone into business by undertaking orders for certain articles from the Government and other sources: which orders have been carried out by firms adversely affected by the war and in workshops organised by the Committee on a self-supporting basis. For example, in order to carry out an order for 75,000 woollen body-belts, forming part of the "Queen's gift to the troops," it bought wool for firms whose hands were on short time, and for the making of the belts it used the services of workers in other firms similarly situated. The Committee had its attention drawn to the large number of firms which were too small or had too little equipment and experience to tender for War Office orders, especially when the goods were of a kind

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EDINBURGH IN WAR TIME.

INDUSTRY AND SHOPPING.

(BY AN OBSERVER.)

The war has brought in its train many social and industrial changes. Edinburgh, however, has been but slightly affected by developments in business. Thousands of men have gone to the front; but in the majority of cases there has been a readjustment of staffs. In a minority of instances women have replaced men. Women have gone in large numbers to the Post Office, and in smaller ratio to banks, insurance companies, grocers' shops, and other lines. A great many women have been placed by the Labour Exchange. It is the experience of Miss Skinner, the lady superintendent there, that in their new spheres in Edinburgh women have transferred themselves from one line to another; it is migration rather than reinforcement from the war register. After some years of what may have been a dull business career, the war has impelled women to try a new adventure. Although situations have only, perhaps, been guaranteed for the period of the war, women have come forward to make the experiment, trusting, doubtless, that there will be considerable readjustments after the war such as a possible shortage of male labour and a better appreciation of the value of women's work. The Edinburgh girl, too, has invaded the boy's sphere, and between 30 and 40 are in training as telegraph messengers.

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with which the firms were not familiar. "It was clearly a condition of their obtaining such work," says the Report, "that a central body should act on their behalf with the authority placing contracts, and should further assist them by supplying expert advice, paying promptly for work done, and undertaking such services and such processes of manufacture as the firms were unable economically to perform for themselves." This work was taken up and the Committee obtained the following among other orders: (*a*) 20,000 cut-out Army grey shirts to be made up. (*b*) As from October, when the above contract expired, 10,000 similar shirts per week. The Committee in this case became responsible for the cutting as well as the making of the shirts. (*c*) 105,000 flannel body-belts for the French and British Armies. (*d*) 2,000,000 pairs of Army grey socks. Work of this kind is only undertaken where the ordinary trade is fully employed, and at trade prices, the work being self-maintaining. The women are paid at the usual rates in women's trades. Although many of the women and girls employed on these orders were unused to the work, they have, with the expert advice and help provided by the Committee, gained considerably in efficiency. "That the Committee in the case of shirt-making has been able to work up to the Army standard is shown by the fact that the rejections have been on the average barely 1 per cent." To execute the order for shirts, the Committee opened a shirt-cutting workroom with skilled cutters obtained through the assistance of the Shirt and Jacket Cutters' Union. As the button-holing of the shirts by hand proved a tedious and slow operation, this process is performed on special button-holing machines at the Central Contract workroom, where also women are being trained so as to be able to find employment in shirt-making and similar factories.

The Committee has given careful consideration to the possibility of establishing new trades, and its policy has been cautious and sound. So far, however, its work has been mainly that of investigation and advice, covering a large variety of trades. Two small schemes, however, have been partly financed on the Committee's recommendation. "The first of these was a fruit-preserving and pulping factory established at Studley College. This scheme was promoted by the Board of Agriculture and aided by the Development Commission, and an advance in respect of wages for an initial period was made. The second is an experiment in the employment of working girls on the land, which has been started at Radlett. Here again the Committee's responsibility consists merely in the payment of wages, and the value of the work done will be repaid. The girls have proved very adaptable, and the experiment seems likely to become permanent."

Relief work has been carried out in conjunction with the Local Representation Committees through workrooms. The employment provided has been of such a character that the product did not compete with ordinary industry, and it was laid down that the work must be of such a nature as to maintain, and, if possible, improve, the efficiency of the women employed. The "workroom" and "training" schemes adopted differ, therefore, merely in degree rather than in kind. The cost of materials for the workrooms is a considerable item, though many of the local committees have obtained gifts of materials. The difficulties and waste often incidental to local buying on a small scale were early recognised by the Central Committee who at the end of October opened a central buying department, with an expert buyer from the Stores Department of the G.P.O. in charge. This is not the only illustration which might be given of the business ability of the Women's Committee.

The rate of remuneration in the workrooms for those over 18 was fixed at 3d. per hour with a maximum of 10s. per week, a sum which, in view of the increased cost of living, has been raised to 11s. 6d. The Committee has really established for women and girls a system of maintenance under training, the training being in the main "technical" or concerned with housewifery. Much assistance has been obtained in this respect from local education authorities. Juvenile training centres have been established in London,

that where there has been drafting of labour the worker who told was not the newcomer, but the steady hand. Thus women factory workers in England have proved to be quite dependable in new spheres, quickly becoming accustomed to novel conditions. On the other hand, the chances are that many women taken from the war register would quickly succumb to strain and unusual hours.

Unemployment Nominal.

The most gratifying feature of the Labour Exchange—which has steadily increased its value in the country in this war time—is the fact that workers can be so readily placed. Unemployment in skilled trades is down to about 1 per cent., and it is probably not much more among unskilled men. Unless a man is shiftless and physically unfit he can obtain employment. An experienced official like Mr Matson does not share the gloomy views of the future of industry. He recognises that after the peace there will be a cessation of munitions labour, but that the work of reparation of all sorts will be enormous. The casualties in the field, so terribly heavy, are reducing the number of men workers, while the probability is that indoor employments—into which women are now entering so largely—will be distasteful to many men who served in that capacity and are now in the Army, but who will continue to prefer the life in the open. The post-war possibilities, Mr Matson considers, cannot be safely calculated to-day, but he is sceptical as to the coming of deep depression industrially, though quite anticipating a period of enforced thrift, such as Lord Strathclyde speaks of.

Money Fairly Plentiful.

Turning from industry to a big line in the Scottish capital—shopping—one notes that in the big drapery establishments trade continues remarkably good, though it is, naturally, not quite up to normal. These firms experienced during the winter their slackest time since the beginning of the war. There was a very general limiting of expenditure to goods that were absolutely necessary. That was especially so in the matter of dress. But with the coming of the brighter days and warmer weather customers began to find their way again to the draper and the dressmaker, and the spring and summer season has been good, taking all things into consideration. Whereas in the winter months dressmakers were very slack they are now getting plenty of work. It has accordingly been found unnecessary (as already indicated) to continue in the meantime the expedient of the work-rooms, for giving temporary employment to the women. Money to spend appears to be fairly plentiful in the city and the bigger shopkeepers are not complaining about business. They are experiencing difficulties in another direction, however, and that is in getting supplies of certain classes of goods. The manufacturers had short stocks, and the supply forthcoming was by no means equal to the demand. In many cases the manufacturers had turned their energies to the making of military goods, and the result of the shortage of stocks has been a general enhancement of prices of material.

Where Thrift Comes In.

Among the smaller shopkeepers the effects of the war are being felt in diverse ways In most working-class households in the city the weekly expenditure now requires more careful handling, and in many cases where the men have gone to serve their country the income has suffered. All that means a good deal of economy, and the drapery and outfitting shopkeepers feel the punch. But it has also to be said that there are other households with their "mainstay" in the Army who are actually better off now than probably they have ever been. Many a family that subsisted on £1 a week before is now steadily in receipt of that or even a larger amount, in proportion to the number of children, and there is no man to provide for out of it. The smaller shopkeepers are also experiencing great difficulty in getting the goods they want from the makers, and in this respect the small buyer suffers in competition with the bigger buyer. Thus the prices ascend.

Daily News & Leader
10-7-16.

"THE UNWANTED MIDDLE-AGED MAN."

To the Editor of "The Daily News."

Sir,—The statement by "Septuagenarian" that "The Labour Exchange is open to all, and no man able and willing to work need be without suitable employment" is not borne out by my own experience or that of my son. Since Christmas I have only done ten days work, and at the last interview I had with the manager of the local Labour Exchange I was informed that it was most difficult to find "suitable employment" for men "able and willing to work," except for skilled or semi-skilled mechanics, and these, under present circumstances, scarcely need the intervention of the Exchange. I was also informed that I could obtain munition work, but upon nothing lighter than the making of 6-inch shell; all work below that being reserved for women. This, for reasons it would be too long to state, was unsuitable.

My son, after seven attempts to enlist, has been trying, without success, to obtain employment as a motor driver. In the majority of cases the reason assigned for employing female labour is that girls or women will do the work for half the wages of a man. "The blessedness of self-supporting labour" of women and girls is doubtful, if it is to be at the expense of middle-aged males endeavouring to keep house and home together; or of younger men, the potential home providers of the future.

I have been as effectually ruined by the war, so far as the future is concerned, as any Belgian, Serb, or Frenchman; but while efforts are made to find these work or relief, those in like case with myself may console themselves with the thought expressed in your columns by Mr. Arnold Bennett, that "Somebody must suffer," and there the matter ends.

WORKLESS.

The Western Mercury
Plymouth
20/7/15.

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WAR WORK FOR WOMEN.

EXTENSION OF THE CORNISH SCHEME.

MR. HAWK'S ADDRESS.

URBAN MOVEMENT STARTED AT SALTASH.

"Bend your backs, maidens, for the glory of old England!"

This appeal, made in days gone by by Ann Glanville, the famous Saltash oarswoman, in her memorable international struggle, was the text selected by Mr. William Hawk, J.P., vice-chairman of the Cornwall County Council, in explaining at a meeting convened by the Mayor of Saltash last evening that body's scheme for the organisation of women's work.

Mr. Hawk reminded his auditors that he had addressed meetings at Saltash for the last thirty-five years, but added that he had never before come with a message so solemn, or one which he presented with greater earnestness. The battle ebbed and flowed, but they could not get away from the fact that at present the enemy was the victor. Why was it that this country was in danger? They had had the reason from the highest authority—Mr. Lloyd George—who had told them that they were the worst organised nation in Europe, so badly organised that they could not continue much longer on such lines even in times of peace. Whatever they might feel, however proud they might be of English women, they had to admit that French and German women, for the moment, were doing better in this great struggle than English women.

THE FINEST WOMEN IN THE WORLD.

"If you ask me whether I think they are more capable I say 'Certainly not.' The English women are the finest women in the world, and if that is so there's no possible reason why French and German women should be doing better."

What they wanted was to try and ascertain what the women of Cornwall and of England could do in the great emergency. It had been said with perfect truth that women could replace men in a great many instances. There were numerous subjects which women could take up, and the county authority hoped to assist them in instructing themselves and fitting themselves to release men who might be of service to their country. What they must do if they were to achieve success was to inculcate a different spirit among the women of England. There was a different spirit altogether in Germany from that in England. Germany was a nation in arms, but the people of England collectively were not working together. Mr. Lloyd George had told them that half the power of this nation was as yet unorganised.

If that was so, and the nation was in grievous peril, he was sure they would agree that we should set about organising, and organising promptly. The County Council had taken what were believed, not only in Cornwall, but by those who knew—the Board of Trade, the Board of Agriculture, and other bodies—to be some useful steps. What they had done hitherto had related wholly to rural subjects. A scheme had been started by which they were endeavouring with some success to give instruction in dairy work. They were trying also to start classes in light farm work, and so far as it had gone that scheme had been satisfactory.

INSTRUCTION IN URBAN AREAS.

As soon as those steps had been taken there was a movement in the urban areas, such as Saltash, for an extension of the scheme to these districts. The demand appeared to be exceedingly reasonable, and the county authority as recently as last week decided that the scheme which had been formulated for rural areas should be applied, so far as finance was concerned, to urban areas, and that such classes as were most desirable should be started. There were a very large number of subjects which could be taught in urban centres, and there were funds available for carrying out the instruction. The County Authority had been in the habit of spending from £7 to £10 per class in evening continuation classes throughout the county. The scheme, so far as the rural areas were concerned, had been placed by the Board of Agriculture in an exceedingly favourable position. The Board had come forward and supplemented a grant of £7 by another £14. What exactly would happen with regard to urban centres he could not say, but he knew that that day a circular had been received from the Board of Education (who knew quite well what they were doing on the rural side) stating that that Department would be prepared to consider urban schemes if they were formulated, and to make grants upon such lines as might be suggested. Therefore, although they did not know precisely what grants would be received they would undoubtedly receive substantial assistance.

WHAT TO LEARN.

With regard to the subjects to be taught, certain suggestions had been made by

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WHAT TO LEARN.

With regard to the subjects to be taught, certain suggestions had been made by the Board of Trade. Among them were:—

Horse shoeing.
Leather stitching.
Machining in connection with armaments.
Cloth machining.
Basket-making.
Fruit-bottling, and the drying and preserving of vegetables.
Poultry-keeping.
Gardening in connection with medicinal plants.
Economical cookery.

Horse-shoeing could advantageously be taught at Saltash. It was not a subject for ladies, but in connection with the classes men might be included as well as women. He had put horse-shoeing in the forefront because the military authorities had applied to them to know what they were doing in the county with regard to it. They had to admit they were doing nothing. In a place like Saltash it would be the easiest conceivable thing to get a shoeing-smith to instruct half-a-score of men. The instructor would be paid fairly, and it was the duty of the gentlemen of Saltash to say if such a class were needed, and to bring the question before the District Education Committee.

WHAT GERMAN WOMEN ARE DOING.

With regard to leather-stitching, it might surprise them to hear that 15 per cent. of the harness, saddles, bridles, and other articles in leather used by the German Army were made by women. In Germany 50 per cent. of those who made tents, haversacks, etc., were women, and he did not think for a moment that a German woman was more capable of making such things than an Englishwoman. It might appear that basket-making was a rather remote subject, but it was exceedingly practical. This country had been in the habit of getting wood for making baskets through the Baltic. Nothing could be procured now, and they were obliged to make the baskets of poplar. In consequence of the state of things arising from the war women in the Cheddar Valley were earning 16s a week at this work.

FRUIT-BOTTLING AND POULTRY KEEPING.

Fruit-bottling and the preservation of vegetables were most simple processes. At first sight it might appear that in Saltash they could not do much in the way of poultry keeping but they would be contributing enormously to the national wealth if they took it up. The waste from the garden and the house could be turned to account if poultry were kept, and even if they had no garden it should be quite an easy matter in a crisis like this for people to let their neighbours who did keep poultry have their waste. So long as there was so much waste people were not putting their backs into this business as they should.

GATHERING MEDICINAL PLANTS.

It so happened that practically the whole of the plants which produced the drugs necessary in this country were grown in Austria. The supply was now absolutely cut off, the consequence being that many drugs which were formerly sold at fairly remunerative prices had gone up enormously in value. Belladonna, which used to be sold at 45s. per cwt., now cost £7 10s. per cwt. He was speaking with the authority of Lord Selborne when he said that there would be such a demand for belladonna that those who would take the trouble to gather the plant during August and September would find a capital market for the seed. Dandelion was a most valuable commodity just now. A short time ago it was sold for 40s. per cwt.; now the price was £6 5s. per cwt. If ladies would grow a bed of foxglove they would also be contributing to the nation's wealth. Poppy heads were being sold at 15s. per thousand, and it did not take a large piece of ground to grow that quantity.

ECONOMICAL COOKERY.

With regard to cookery, it had become absolutely necessary in the nation's interest to have an entirely different system of teaching from that now in existence. At Newquay a Belgian cook had been providing people with excellent dinners at a remarkably low price. The County Authority would employ that cook to give demonstrations. If it were desired there would be little difficulty in having some demonstrations in Saltash. The object of the County Authority was to meet the requirements of localities, but it must be understood that there would be none other than war classes: that was, that the direct needs resulting from the war must be met. If the scheme were to be a success there must be no mistake how they were going to work.

"The girl who can swing a hockey club should handle a pike or hoe, and I say this: that the one who refuses to do so, if she can, is an enemy to her country. There must be no mistake in this matter. The person who is in this country and refuses to do anything except eat the food which is produced by the labour of others is an enemy to the country, and must be treated as such."

WOMEN'S WAGES.

Mrs. Smith, in reply to questions, said that the wages paid to girls in the toy-making industry were considerably more than is paid to girls in Germany, where toy-making is chiefly home and sweated work.

"Most of the girls we employ had been thrown out of work owing to the war. At present our scheme is in the nature of an experiment, but if it is a profitable one it will be developed into a permanent industry. If we in England can produce as good a toy as the foreigner there is no reason why we should not be able to keep the trade. I don't think English people have shown the interest in this question that its importance demands."

In addition to this scheme the committee have a large workroom in Sackville-street, where women and girls are taught power machinist work. "We train about twelve each month," said Mrs. Smith, "after which they are given employment by manufacturers who are doing Government contract work. During their period of training with us we make them a maintenance grant of 7s. per week, but some of them are able to make that into 12s."

There are also three rooms in the city where the committee employ 300 girls and women in ordinary sewing work.

Toy-making schemes are also in operation in Liverpool, Birmingham, and other large centres.

Daily Express, 8.10.15.

The amount of unemployment in London is so small that the central unemployed body is not opening its usual autumn register for men. The registrations for the whole year from July 1st, 1914, were only 9,300, and the difficulty at present is to get labour. The register for women is still open, but its work is largely formal. The number of occupations previously filled by men and boys, in which women and girls now figure, continues to grow almost daily, and so far as the public is concerned every one seems satisfied. The Stock Exchange, it is said, declines to permit girl clerks within its sacred precincts, and has alopted the course of lowering its age standard for boy clerks. Whether the Exchange Committee could not trust girls as clerks or could not trust its own members to attend to business properly with feminine distractions about it not explained. The general impression is that it is a mixture of both reasons, the latter predominating. The majority of the girls now occupied on such work as messengers and light labouring generally appear to have come from the servant class. These employed in charge of lists in offices and the big stores appear to have been recruited from the typist and shorthand classes. They all seem to like the new jobs for the variety and novelty which they impart into life. The only grievance appears to be in relation to uniform, probably caused by the fact that the designers had boys or men in view and were insufficiently acquainted with the mysteries of the feminine fashions.

Aberdeen Free Press, 15.10.15.

ABERDEEN'S UNEMPLOYED WOMEN.

DISTRESS COMMITTEE TO TAKE ACTION.

A meeting of the Aberdeen Distress Committee was held last night in the Town House—Councillor Young presiding.

The following letter was read from the clerk of the Glasgow Distress Committee regarding unemployment among women:—

My committee, at a meeting held on June 8 last, resolved that a conference of representatives of the Distress Committees of Scotland be convened in the autumn to consider and devise a national policy in regard to making provision for unemployed women, and to arrange for collective action being taken for carrying out same. The opinion has frequently been expressed that Distress Committees in the past have not given any serious consideration to the claims of women who should unfortunately find themselves out of employment. At the present moment it might be held the claims of women in this respect do not call for any immediate action. While this aspect of the case may be admitted, it is nevertheless a fact that at the conclusion of hostilities, a large number of women, presently absorbed for the purpose of filling the places of men during the war, will suddenly find themselves out of employment, and as has been found in such circumstances in the past, a crisis will arise which it appears to be the duty of the Distress Committees to avert. Quite apart from this, there must always be a certain amount of unemployment amongst women in every large industrial centre all the year round, and in order to cope with this there ought to be permanent arrangements whereby women can obtain relief. The wage earned by many women workers is so small as to preclude any margin for saving, and a week or a fortnight's unemployment, especially to many young girls living in lodgings, brings them to the brink of destitution. This latter consideration might be enlarged further, but the point is perfectly obvious. It is of the utmost importance that help for such women, if it is to be of practical use, should be immediate. It is proposed to hold a conference in the City Chambers, Glasgow, on October 28, at 2 o'clock afternoon, and I am directed to ascertain if your committee will be willing to send representatives to the conference. In reply, I shall be glad if you will kindly state the number of representatives from your committee.

The Chairman stated that the Aberdeen Distress Committee had already drawn up a scheme, but it had not met with the approval of the Local Government Board. Since the last meeting of the committee, however, the Works Committee had taken over the waste paper collecting depot from the Relief Committee, and they had already given employment to a number of women there.

Mr David Milne said it was time that something should be done in Aberdeen for unemployed women. They did not have to wait until the war was over to tackle the question. From what he knew there was every reason that action be taken immediately.

Mr M'Intyre said they had at least 200 unemployed women in Aberdeen, including a number of girls who had been paid off at preserving works. Many of them had no way of getting a livelihood. He thought it was time that something was done for these women. It was finally agreed that the chairman and Mr R. M. Gordon, the clerk, should attend the meeting in Glasgow.

Scotsman Edinburgh

22-12-15.

UNEMPLOYED WOMEN.

CONFERENCE OF DISTRESS COMMITTEES.

An adjourned conference was held in the City Chambers, Glasgow, yesterday, of the principal Distress Committees throughout Scotland, to consider further and devise a national policy in regard to making provision for unemployed women after the war. Bailie Maclure, Glasgow, presided, and representatives were present from Edinburgh, Leith, Dundee, Aberdeen, and Greenock.

Ex-Bailie Malcolm Campbell suggested that the Local Government Board were sympathetic, and had the whole matter pfetty much at their finger-ends.

Miss Irwin said the experience of the Glasgow Committee with the Local Government Board had not been such as to inspire them with confidence as to its prescience, wisdom, or activity. Those in the districts who were wearing the shoes knew much better where the shoes pinched than did the central body in Edinburgh; and they were better able, therefore, to give a lead to the central body than the central body were to give a lead to them. (Hear, hear.) She did not think that the central body realised the gravity of the problem with which the local bodies were faced.

Ultimately a resolution was unanimously adopted in favour of Distress Committees undertaking the training of unemployed women and subsidising them while in training for new professions; and also the establishment of workrooms which would be open all the year round.

It was also decided to appeal to the Local Government Board to amend the regulations so as to permit of the Distress Committees doing for women what they were now able to do for men, and the following Executive Committee were appointed to give effect to the decisions:—Bailie Maclure, as chairman of the conference; Miss Irwin and Bailie Nicol, Glasgow; Miss Lees, Edinburgh; Bailie Edgar, Leith; Mrs George Adam Smith, Aberdeen; Miss Husband, Dundee; and Bailie Russell, Greenock, with the clerks to the Distress Committees represented at the conference.

12-15

INDUSTRIAL SCOTLAND AND THE WAR.

A REASSURING POSITION.

After six months of war the condition of industry in Scotland is stated by those well able to give an opinion to be very reassuring. No able-bodied man need want work if he is willing to transport himself to districts where labour is urgently needed; and while certain employments, in which women are chiefly engaged, have been hardly hit, any distress occasioned thereby has, we believe, been kept well in hand by Local Committees. There is no scarcity of money, though, as in times of peace, it may not be so evenly distributed as some would like. In connection with the wives and dependants of men mobilised or in the Army and Navy, where any pinch is beginning to be felt is in the continued rise in the price of provisions, which necessarily restricts the spending value of their allowances. But even this so far has not reached any acute stage.

PLENTY OF WORK FOR MEN.

Generally speaking, there is at the present moment more work for men than men to do it. The difficulty experienced is to get men to come to the place where work is waiting them. Despite all modern railway facilities, men, as Adam Smith said, are the most difficult form of luggage to transport. This, it has been shown, is going to have a considerable bearing on the administration of the National Relief Funds. There is a danger that while Local Committees administer relief men out of work may continue to hang about their own districts in the hope of something turning up, instead of cutting themselves loose and going to places where work is waiting them. At Rosyth, for example a great many more men can be employed, and the wages are good and sure. It is not unlikely that Local Committees will have their attention directed to the necessity of stricter measures with cases of able-bodied men receiving relief, who by moving from their own district they could at once find work, and relieve the Fund. Unless in very exceptional circumstances relief in such cases as are referred to seems not to be justifiable. Some men, of course, will not push about with any energy and look for work outside their own neighbourhood as long as they can be relieved at home. But in any case the general condition of things is very satisfactory when it can be reported that labour has shown a remarkable power of adjusting itself to altered conditions, and that instances of distress among male labourers is comparatively rare.

THE FISHING INDUSTRY.

A remarkable instance of this is to be found in the present condition of the men who were at the outbreak of the war engaged in the East Coast fishing industry. These men in August last were badly hit. There was a general collapse in East Coast fishing. Danger from

Scotsman Edinburgh 654.

25-12-15.

654 H 60

NATIONAL RELIEF AND UNEMPLOYED WOMEN PRINTERS.—The Edinburgh Committee under the National Relief Fund have had under consideration a letter from the Edinburgh Branch of the Printing and Kindred Trades Federation requesting that a sub-committee be appointed to confer with representatives of the Federation in regard to the cases of persons thrown out of employment by the withdrawal of a large printing works from the city, recently announced. It was pointed out that the problem was not yet acute. The employees were being discharged systematically, and the question would mainly turn on the women workers. A proportion of them had already got engagements in the Post Office and also in other callings. With regard to the others it was felt that in existing conditions they might not have much difficulty in getting work of some kind in the city, but the Scottish Advisory Committee, in a letter, indicated that there might be exceptional cases where difficulty in finding employment presented itself and where temporary assistance might be required The Edinburgh Committee agreed to keep this in view, and a small sub-committee was also appointed, the chief object being to secure an adjustment with the minimum amount of unemployment for the large numbers affected by this change.

Journal of Commerce. 10.9.14.

MERSEY SHIPPING TRADE BRISK.

Work Generally Plentiful.

LIVERPOOL, Wednesday.

The fact of its having been decided that for the time being the consideration of public relief works for male workers in Liverpool is unnecessary represents a state of affairs which no doubt many other cities in the country will envy. To sum up the Mersey port's position, distress is little more than normal, and what is better still, if the measures to relieve financial strain are successful in restoring imports and exports on something like customary lines, Liverpool will continue to enjoy a comparative prosperity.

It is her geographical position, combined with her standing as a port, which is so greatly to Liverpool's advantage at the moment. Besides being one of the Government's transport bases—in itself a valuable asset in the matter of employment—her own shipping activity has been supplemented by much that in peace times belongs to other ports. Consequently her docks have been kept busy, and the dock labourers are earning good money. Substantial additions have been made to the registered lists of dock workers under the "tally" system that is operating so well, and although there have been also large defections on account of enlistments, the army of workers remains fully up to, probably a little more than, the normal, and on the first two days of this week it was reported that there was actually a shortage of men for the work that required to be done. Incidentally it may be mentioned that all the new registrations have been of men ineligible for military service, and the middle-aged labourer is now coming into his own.

It is not only among dock labourers that employment is being maintained. The building trade certainly is affected to some extent, but has by no means experienced the slump that is complained of in other towns. Carters are meeting with a welcome revival of work owing to the replacement of horses taken for military requirements, and employment for motor drivers is also improving. The wholesale fruit trade, which finds employment for a large number, has not felt the necessity of discharging any of its workmen, and is hopeful that improved financial and trading relations with Near Eastern growing countries will altogether avert such a necessity. Sugar factories are reported fairly busy, but firms engaged in the making of sweets are doing poorly, and on the point of closing down. They apparently are suffering from the fate of other "luxury" producers. A novel reason is given for shortage of work at a fountain pen factory, which has reduced its hands and put others on short time owing to the difficulty of securing gold for the pen nibs.

In engineering trade and some departments of ship repairing trade is not good, and earnings are consequently diminished. There are many clerical workers who have been placed on half-time, but this does not apply to the better class of employers, who, with excellent spirit, have retained their staffs. The heavy enlistment of clerks last week in the new City battalions found room for some temporary clerks.

Female workers have not fared quite so well, for while at least two clothing factories are working overtime on Government orders, others have very little to do, and unless Government work can be kept up the prospect is but poor. It is estimated also that about 25 per cent. of the dressmakers of the city are on the unemployed list. In cafes and catering estab-

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A remarkable instance of this is to be found in the present condition of the men who were at the outbreak of the war engaged in the East Coast fishing industry. These men in August last were badly hit. There was a general collapse in East Coast fishing. Danger from enemies and enemy's mines and Admiralty regulations gave a severe blow to the fishing industry from which, of course, it has not yet recovered. But all the able-bodied men who were engaged in it, who found themselves out of their regular work, have all been employed elsewhere—in the Naval Reserve, in the Navy, on mine-sweeping trawlers, and not a few of them quite recently took the places of all alien sailors who were employed in the Welsh colliers supplying the fleet with coal. In this survey, of course, the older men have to be exempted, and local committees are looking after such cases.

BO'NESS AND GRANGEMOUTH.

The same adaptability of labour has been shown at Grangemouth and Bo'ness, which were for a time severely affected by the Admiralty regulations closing to navigation the upper reaches of the Forth. The dockers and other men adversely affected by these regulations have all found employment elsewhere, and it is stated that at both these Forth towns there are practically no men now unemployed. The Labour Exchanges may have helped them to some extent, but the general idea is that they found work for themselves in other ports where labour was needed.

The mining industry, it is known, is active, and in works of all kinds which have Government contracts the employees are working overtime.

WOMEN'S WORK.

Women workers are still suffering from the effects of the war. There are obvious reasons for this. No alternative employments have been open to them. They could not enlist, or in any other way diminish the number of workers that the stoppage of work on account of the war threw out of employment. Those who have suffered most are possibly women connected with tailoring, dressmaking, and millinery establishments, who have found that all orders for luxurious forms of garments have practically ceased. Ball dresses and dinner robes have not been in demand this winter. It is on such things that well-to-do people have been economising. Even where this has not led to absolute unemployment, it has meant lessened employment—three days per week instead of five or six, and at the rate women are paid it means that the worker cannot earn a living wage. Local Committees have, however, applied themselves energetically to meeting this difficulty. One method employed has been to open women's workrooms, at which those out of employment or only receiving partial employment at their old establishments are given work. There are four or five such workrooms in Edinburgh under the auspices of the Scottish Advisory Committee, and similar places have been opened in Glasgow, Aberdeen, Inverness, Perth, and other large centres. Sewing work of various kinds is provided at the workrooms. Some are working for the Red Cross and for hospitals, care being taken that they do not in any way compete with the existing establishments.

The case of women employed in the printing and allied trades has required the attention of Local Committees, and is being practically considered. No complaints, however, would seem to have been made concerning the lot of the many women and girls engaged in the stationery trade, which seems at present to be even busier than it is generally at this time of the year.

The case of women and girls who were connected with the fishing industry and its subsidiary trades is one that called for serious attention. The herring fishing this year on the East Coast was practically nil. Netmakers were affected, and the little army of women who make big wages for a month or two in the autumn in the curing of the fish had nothing to do. In the Lewes the partial failure of the potato crop aggravated the case of the fishing population there; and it seems that the war has all but killed the Harris tweed industry, despite the efforts which have been made for so many years by Highland Committees to endeavour to stimulate it. There were large stocks on hand on the outbreak of the war, and at present there is no demand for this class of goods. In the case of the fisherwomen, who are for the most part excellent knitters, work has been found for many of them in the execution of contracts for the Navy for knitted articles—socks, belts, mittens, and so forth; and as there is no scarcity of wool, though the price of it augments, distress among them has in the way described been largely diminished.

LODGING-HOUSEKEEPERS.

The case of women lodging-housekeepers in the larger towns is one that the Local Committees are experiencing considerable difficulty in dealing with. In Edinburgh, for example, half the lodging-houses are empty on account of so many students and young men in all professions and trades having enlisted. Many of these women are saddled with considerable rents, which, in the absence of lodgers, they have no means of making. The question which has posed itself for consideration is how best they can be helped. It has been urged that the Local Committees should assist them in the payment of their rents; on the other hand some men

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No Name Given.

"QUITE GOOD NEWS."

LITTLE UNEMPLOYMENT.

BY PROF. W. SMART.

When a man who, by reason of years, cannot go to the front hears of anything cheerful in regard to the prospects of this war, it seems to me that the least he can do is to share it with his fellows. The particular bit of good news which I have come across, and which seems to have escaped much notice, is that the official figure of unemployment, which rose suddenly from 2.8 per cent. for the month of July, and fell to 5.9 for September, was no more for October than 4.4 per cent. That is to say, at the present moment among the 900,000 members of trade unions making returns to the Board of Trade, there is less unemployment than in the majority of ordinary years—less, for instance, than the mean of the last ten years, 1904-1913. And we are told that the improvement is not only in numbers employed but in the amount of short time reported.

To me the figure was so unexpected—and so welcome—that I turned with some eagerness to the details of employment furnished by the several trades. There I found that, in coal mining, employment continued fairly good, but "not so good as a year ago"; in iron mining there was "a slight decline on a year ago"; shale mining was good, "though not quite so good as a year ago"; lead mining "continued good." In iron and steel works there was some improvement, but employment was "not so good as a year ago"; in engineering trades there was, "compared with a year ago, a slight decline on the whole"; shipbuilding was "not quite so good as a year ago"; miscellaneous metal trades were "fairly good, but not so good as a year ago"; worsted trades much better than a month ago, although not so good as a year ago.

The above shows a pretty wide range of great industries, of which the worst said is that employment is not so good, or not quite so good, as in 1913. If it be remembered that 1913 was not an ordinary year, but one of the very best years in our history as a nation—that the "boom" in employment reached its zenith about the middle of that year—this is about as much as to say, "in the above trades in October, 1914, employment was normal."

Of six great trades, however, even better can be said. In the pig iron industry, employment was "better than before the war." In the woollen trade it was "better than a year ago . . . more than a quarter of the workpeople covered by the returns were working overtime during the month, and there was very little short time in any of the districts." The hosiery trade, the boot and shoe trade, the leather trades, the ready-made clothing trade, were all "better than a year ago."

TRADES AFFECTED.

The only trades which—so far as I read the statistics—cannot be favourably compared with last year are slate quarrying, tinplates, cotton, linen, jute, silk, lace, bleaching, printing, and dyeing; carpets, bespoke tailoring, hats, dress making and millinery, printing, binding, and paper; furnishings and woodwork, glass, brick and cement, potteries, jewellery. But all of them show an improvement over last month. And in all these trades wherever there is a department or district which enjoys "Government contracts" overtime is the rule. The position of the cotton trade causes most concern. In October, although there was a slight improvement compared with September, it was "still bad," the trade as a whole working about 32 hours per week instead of the normal 55½ hours. But on November 7 the Manchester correspondent of the "Economist" noticed that a sudden change had taken place in the cotton market of Lancashire during the past week or ten days, buyers giving out large orders, and the turnover described as "tremendous." And my colleague, Professor Chapman, speaking on November 10, and estimating that, while £17,000,000 of exports to Germany, Austria, Belgium, Turkey, Russia, and France were for the time wiped out, £10,000,000 of trade in the shape of imports from Germany, Belgium, Austria, and France would fall almost entirely to England, concluded that "he did not see why the industry should not be working normally within a few weeks' time."

When thus analysed the low percentage of unemployment is seen to reflect the fact that abnormal activity in some trades is more or less balanced by abnormal depression in others, while a great many—and these very important—are little affected one way or another.

UNDERNEATH THE SURFACE.

The details just given will guide us in answering the question which I now propose to put—How is it that, in the third month of the greatest war in history, a war in which we are interested not only as spectators and lenders, but as principals, so many trades are only "not so good" as in a boom year and that the general percentage of unemployment is so low? What does it indicate as regards the living of the nation and as regards its ability to carry on the war to the "doom assigned"?

Before answering, let us be sure that we are using our premises not only carefully but impartially. There are two things to be remembered in interpreting these statistics. One is that large numbers of men, who would usually appear in the industrial returns as employed or unemployed, are employed in the war; to the extent then—but only to the extent—that industry is maintained at the old peace amount of former years there would naturally be more demand for the labour of those left. In other words, the unemployment percentage may have fallen because there are fewer male workers to employ. The other is that only organised labour is represented by the above figures—that is, the great trade unions. As regards the unorganised classes in general, it is gratifying to notice that the percentage of workpeople in the "insured trades" (numbering over 2¼ millions) has fallen from 5.4 per cent. in the end of September to 4.2 in the end of October—not very much over what it was in the corresponding month of 1913. But as regards ordinary women workers—who are generally unorganised—the information is defective. Dressmakers in the most highly skilled branches, domestic servants, clerks and typists, and, speaking generally, those engaged in the making of luxuries are heavily hit. If we hear little of factories entirely shut down, it is certain that many are on short time. But with all this what can be said definitely by the Board of Trade is that "during October employment among women, which had been seriously affected at the beginning of the war, showed considerable improvement."

These are two circumstances them which must be allowed for in drawing any conclusion from the statistical figures. But, making full allowance for them, it seems to me that we need have no hesitation in accepting the low figure as so welcome, so hopeful and, withal, so unexpected as to call for an explanation—not so much for itself as to allow us to judge whether it is likely to last. For certainly if we escape the largest and deepest dislocation that our industry has ever experienced at a cost of no more than 4.4 per cent. of unemployment, I should say that, always assuming that we can provide Lord Kitchener with all the men he calls for, we need have no fear as to the issue of the war. But what my explanation is I must reserve for another article.

The Co-operative
10-9-14

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A VERY useful pamphlet has just been published by the executive of the Workers' National Committee for dealing with War Emergency, giving suggestions to Labour members on local distress committees. The essence of the pamphlet is summed up in the words contained in the headlines given above; but for the use of those co-operators who have been appointed on these committees, and for the interest of our readers generally, we make the following extracts from the pamphlet*:—

The one effective remedy for the dislocation of trade caused through the war is "employment," and wherever such a course is possible, the committee maintain—under the Statute 43 Elizabeth, 1601—that much the best way to maintain the people is to find them regular wage-earning employment in their own trades, not necessarily for "profit," but for public utility, such as repairing, painting, cleaning, and improving; provision of houses, schools, hospitals, &c. The Government has itself asked local authorities to do this, and every member of every distress committee is urged to press this, warning committees that until local authorities have done their duty in this respect, national funds will not be granted for relief.

Where work for wages cannot be found, maintenance—apart from the Poor Law—must be found for those whose distress is caused through the war. The money for this will be sent to local committees, subject to the instructions of the Cabinet Emergency Committee.

The most interesting part of the pamphlet is that dealing with

Work for Women.

Owing to the relief to the labour market given by the withdrawal of nearly a million men on Government pay for the war, the greatest pressure of unemployment will fall on the four millions of wage-earning women. As the new public works to be everywhere started by local authorities will do little for women and girls, a Government "Central Committee on Women's Employment" has been formed, to provide the funds for approved schemes of work for women. Any local committee may submit a "Scheme of Employment for Unemployed Women," for which, when approved, funds will be supplied. If women are in need in your district, the money is waiting for your local committee to draw. The scheme will have to be managed locally by a separate subcommittee, which must include "a strong representation of women from working-class industrial organisations," such as Women's Trade Unions, or the local branches of the Women's Co-operative Guild, or Women's Labour League, or Railway Women's Guild. You may explain that no scheme will be approved by the Government Central Committee until such representation is allowed; and that councillors' wives, or those of ministers of religion, or representatives of the Charity Organisation Society, or the Soldiers and Sailors' Families' Association, or other societies not being strictly "working-class industrial organisations," will not be accepted as sufficient. The women will be employed under skilled (salaried) instructresses, in work of the nature of useful training, either for industries in which there is a proved deficiency of skilled women's labour (such as hand ironing and machining), or in new industries (fruit-pulping, doll-making, and toy-making have already been started in some places), or in domestic dressmaking, domestic economy, &c.; being paid at the rate of 10s. per week of forty hours. You should at once get your local committee to submit its "scheme for the employment of women," in accordance with these regulations, and to make application for the funds required to take on all eligible women and girls who apply. This provision ought to be made available for all women who have now to be self-supporting, whether single, married, or widowed.

These Still Unemployed.

For those men or women whom the additional public enterprises of the local authorities and the women's training centres still leave unprovided for, it is the duty of the local committee to do their utmost to find situations at wages. The fullest possible use should be made, not only of trade union agencies, but also of the Labour Exchange, in order that openings in other parts of the kingdom, or in new industries, may be made available. See that railway fares are advanced (the Labour Exchange can do this if pressed), and other necessary expenses of removal of family, tools, outfit, &c., provided (the local committee may do this out of any relief funds it can get hold of). A country job is better than none. It is often better to get a young man a situation as an "improver" in a new or expanding industry, than to make him linger on, without work and without hope, in an overstocked or a dying trade. The Labour Exchange will communicate with other towns with regard to particular cases if pressed to do so.

Relief.

Those men and women unemployed through the war, for whom the local authorities fail to provide employment of any kind, have, of course, the same right to honourable maintenance as those for whom work has been found. It is not their fault if the local authority fails to meet the national emergency in the best way, and in the way that the Government prescribes. The Prime Minister has made clear the policy of the Government that, whatever happens, no

[Continued on page 1286.]

* Copies of the pamphlet, "The War Emergency," price 1d., can be had on application to Mr. J. S. Middleton, hon. secretary, 28, Victoria-street, Westminster.

DO THE MAJORITY RULE?

The Central Board and the Grant to the Women's Guild.

DEAR MADAM,—It is with deep regret I read that the Central Board have decided not to alter their decision, given at the Dublin Congress, re the grant to the English Women's Guild. The Guild Congress decided we could not accept the conditions laid down. I have always been given to understand that the majority rule, but I fail to see that a resolution from such a small section of the movement can be a majority. We are asked to be loyal to co-operative committees and productions. Who are more loyal than educated guildswomen? They are the ones who know more what is needed for the bulk of our members than a mere handful. Guild members study not only co-operative, but national questions, and they have decided that it would be good for the women of the nation to have the divorce laws amended.

We are constantly being told the rank-and-file need more education. To me it is the so-called heads of the rank-and-file who need educating, and I have yet to learn that we are a sectarian movement. Surely the Central Board do not wish us to become so. When did the Central Board become all-powerful? If there is a rule to that effect, why, instead of calling conferences together to discuss different problems, do they not settle all problems themselves?

Is the Women's Guild moving too fast for them that they are anxious to hamper them in their work by stopping the grant? Who finds the profits from which the grant is made to the Co-operative Union for their work? The purchasers over the counter, viz., the women who have supported the Union in any scheme they have brought forward on educational matters. And very often some of these schemes we knew could only benefit a very few of our members, the educated guildswomen.

We are co-operators first, and I for one do not think, if the matter had been discussed in the Congress Hall, the stipulation decided on by the Central Board would have been agreed to. The educated members present must have felt it would be a slight on their wives and friends to say to those who find the wherewithal, "Your share shall be taken away from you unless you agree to minority ruling." We are told women and men have equal opportunities in the co-operative movement, but I fail to see the truth of this statement. We are equal so far as the membership and vote are concerned, but what about positions women could fill much more ably than some of the men? We honour the men, and we realise the great and good work they are doing and have done; but we want to share that work with them in deeds as well as words. Surely the Central Board know the opposition co-operators have to face outside our ranks without it coming from within. Such decisions as they have come to will not tend to close up our ranks or bring about what we are all hoping and looking for—increased unity in all our work. Will they push back the wheels of time by their action? No; we shall not let them, for we shall gird on our armour anew, and do our best to keep our work going as usual. A guildswoman always finds a way out of a difficulty.

In conclusion, just a word to my fellow-guildswomen. Read the "Co-operative News" regularly; find out by this means for yourselves what is happening in the movement to which we belong. Be loyal to co-operative productions; increase your Guild membership; let us try to make all the women members of our great movement guildswomen.—Yours sincerely,

A. REDGATE,
President of the Derby District Committee.

185, Drewry-lane, Derby, September 26th.

The Daily Call, November 11th. 1914. 654 II/2 654.

AMERICAN WOMEN ORGANISE RELIEF WORK.

The Executive Committee, consisting of (standing, left to right) Mr. E. P. Singer, Mrs. Bryan Owen, Mr. W. S. Burns, Lady Henry, Mrs. Robert Strawbridge, Mrs. Walter Burns, (seated) Mrs. Lewis Harcourt, Lady Randolph Churchill, Mrs. John Astor, Lady Paget, the Duchess of Marlborough, Lady Lowther. [Sarony and Co.

A busy scene in the workroom at St. Pancras organised and controlled by the influential Committee of the American Women's War Relief Fund.
[Sarony and Co.

Aberdeen Free Press, November 10th. 1914.

SCOTCH TAILORING TRADE.

APPEAL TO THE GOVERNMENT.

At a largely-attended meeting of delegates of the Scottish Operative Tailors and Tailoresses' Association, from all parts of Scotland, held in Glasgow the other day, the serious condition of the trade, due to unemployment arising out of the effects of the war, was considered. The reports submitted showed that the tailoring industry had suffered most severely in many towns, the men having been almost entirely without work since the outbreak of the war, and prospects are not at all reassuring, as the enormous number of men serving in the various forces will withdraw custom from the trade until such time as the war is over. It was, however, gratifying to learn that in some instances public authorities had placed orders for clothing at prices which enabled the employers in these districts to undertake the contract, thus helping to tide over distress in their area. The following resolution was unanimously passed, viz.:—"That this meeting, representative of the tailors of Scotland, view with anxiety the present deplorable condition of our trade throughout the country, and calls to the attention of the Government and local authorities the fact that the employees in many of the factories are compelled to work overtime in order to produce clothing for the military, naval, and Territorial forces, while our members have been practically unemployed for the past three months. This state of affairs, we claim, is a great injustice to our section of the trade, while at the same time thousands of men under training are in want of clothing as the demands cannot be met within reasonable time. This meeting, therefore, calls upon the responsible authorities to augment the price paid to enable a share of this work to go amongst the shops that employ our members. By doing so they would get a superior garment able to resist the rigours of winter, provide much needed employment, and thereby save the local authorities from relieving distress in a more expensive and less desirable way."

Yorkshire Post, 18-9-14.

While the transport workers in the East End are naturally pleased with the official recognition of their work during mobilisation, they are more pleased with the present state of things in the docks. Seldom have they been so busy at this time of the year. The present importation of foodstuffs gives absolutely no cause for anxiety. That the largest port in the kingdom should be so busy while those of the enemy on the other side of the North Sea are completely idle, is an object-lesson in sea power which will always be remembered by our people. The happy state of things at the docks is preventing acute distress in the very area which is usually the first to feel unemployment in London. It is among the more skilled workers, such as tailors, that the stress of the war is being felt, and more by women workers than by men. Of the tradespeople who complain, drapers seem to have suffered most, because of the general economising among their customers. Generally speaking, it is not the working-classes so much as some others that have suffered most up to the present.

WOMEN WAGE-EARNERS.

Yorkshire Observer. 17-9-14.

TO THE EDITOR OF THE YORKSHIRE OBSERVER.

SIR,—Having read the letter of "G. C." on the protection of women workers, I am pleased that someone has had the courage to speak out. I am at present working for one of the best of masters; only he cannot afford to keep his staff on full time, not being rich, and I am sorry to say that two of my fellow-workgirls are coming out with a very small pittance per week, and one is, like myself a widow mother and has a home to keep going. I notice the landlords don't have short rent (I pay 5s. 2d. for rent, without gas). The house itself is only worth 4s. I am not asking for charity for myself, but for my fellow-workgirls who are in a worse position than I am in.

There will be many a widow mother who will be kept awake all night wondering how to pay her way with her daughter's few shillings. There are many brave daughters who are proud of their mothers and who do not require a war to break out to show their bravery.—I am, &c.,

C. R. M.

Bradford, September 14.

Hull Daily Mail,
Oct. 22nd. 1914.

EMERGENCY WORKROOM (HULL).

A MUCH-NEEDED EFFORT.

TO THE EDITOR OF THE "DAILY MAIL."

SIR,—At the beginning of the War we were able, through the kindness of Messrs Cussons, who lent us an empty shop, to open an Emergency Workroom to provide employment for women and girls out of work on account of the War.

We were lent sewing machines, shop furniture, etc., by the firms of Messrs Singer, Davis, Hammond, and Bladon. A grant from the Voluntary Aid to buy material; wool for knitting, material and donations from friends, have enabled us to carry on this work for the past two months. We are now employing, in various ways, about 56 women and girls, and would like to continue this scheme. Our idea is to tide these women and girls over this difficult period, and the hours are short to enable them to try and find work of a permanent kind This has been successful in many cases, but the need is still pressing.

Messrs Cussons requiring their shop for the soldiers, the premises we now occupy, 74, Prospect-street, have been given us by Mr Wells entirely free of charge; the scheme cannot be carried on much longer without more money, all the women, of course, being paid for their work. May we ask through your columns for a little financial support? Any donations, no matter how small, will be gratefully acknowledged by the undersigned,

BEATRICE SANDERSON,
Hessle Mount, Hessle;
MURIEL WILSON,
Tranby Croft. Hull.

October 21st, 1914.

Westminster Mail,
October 24th. 1914.

Mr. JAMES BOYTON, M.P.'s Philanthropic Scheme

How Marylebone's Dressmakers Assistants are being helped

A Complete Success.

The generous and far reaching scheme, originated and supported by Mr. James Boyton the popular M.P. for East Marylebone, whereby those dressmakers and milliners' assistants resident in Marylebone who are on shortened wages or who are entirely without employment, may be given work in their employers workrooms at the expense of the generous promoter, has achieved complete success

This association, entitled the St. Marylebone Association for assisting workwomen and workgirls employed in dressmaking in the Borough has been in progress for some weeks, and has already given work to a number approaching one hundred dressmakers assistants, who actually work and reside in the Borough.

Under its direction, clothing has already been made and distributed to Belgian Refugees at the St. Marylebone Workhouse, and in addition, a large parcel of clothing has been sent to the Duchesse de Vendome for distribution amongst the Belgians.

A number of soldier's shirts have been handed over to the military authorities, chiefly those connected with Marylebone. Owing to the generous support received from the friends of those immediately connected with the Association, particularly Lord Portman, the association is not urgently in need of funds. Gifts of materials, however, would be a great help towards furthering this excellent scheme.

Although the association has the approval of Her Majesty the Queen, and has for its president Her Royal Highness the Princess Royal, it is working quite independently. A large room on the fourth floor of the [illegible] some buildi[illegible]

Burnley Express,
October 24th. 1914.

EMPLOYMENT FOR PADIHAM WOMEN.

EXCELLENT SCHEME ADOPTED.

An excellent scheme has been adopted in Padiham for the relief of distress, and women in need of work can now go to the Technical School and obtain employment at sewing and making useful articles of apparel. The local representative committee for women's employment was formed by the Distress Committee, and consists of Mrs. Noble (president), Councillor Russell (chairman), Miss Horn (treasurer), Miss Briggs, Manchester House (secretary), Hon. Rachel Kay-Shuttleworth, Mrs. Herbert Thompson, Miss Duxbury, Mrs. Hargreaves (of the Board of Guardians), Rev. T. Munn, Mr. Richard Wilkinson, Mr. Snape. The object of the committee is to provide work for women out of work, and in order to carry it out successfully the committee are endeavouring to obtain a grant from Queen Mary's Fund, with which it is connected. Subscriptions from local persons will be thankfully received.

The women and girls are paid 3d. per hour, and are engaged as many as forty hours a week, thus receiving a maximum wage of 10s. a week. The work is intended to be educational, and the girls are given a variety of things to make. Many mill girls are unable to do dressmaking, and here they are given an opportunity to learn. The workroom was opened on Wednesday, and at present 43 are employed, Mrs. Bulcock, of Burnley, who receives a standard rate of wages, being in charge. Already £50 has been given, and a large amount of material has been sent. Old clothes are asked for to be re-modelled. This is an excellent way of administering relief. There are many who would not accept relief willing to do this work. The committee have received many more applicants, and are hoping to engage more girls next week.

Subscriptions to the funds have been received as follow: Lord Shuttleworth, £10; Padiham Weavers' Association, £5; the Hon. Rachel B. Kay-Shuttleworth, £2; Mrs. Joseph Kemp, Sawley Hall, £5; Mrs. Noble, £5; Mrs. Thompson, Rydal Mount, 5s.; Miss Emily Drummond, London, per the Hon. Rachel Kay-Shuttleworth, £3; Mr. G. Green, £3. A bale of material has been received from each of the following: Messrs. George Green, Church-street Manufacturing Co., Messrs. Inghams, Crescent Manufacturing Co., Mr. G. G. Graham, Levant Mill, and Messrs. R. Thompson & Sons. Other employers are looking-up suitable material to send to the committee. The articles, when completed, will be distributed to soldiers' wives and children, and those who are in need through industrial distress. Two girls, the Misses Shaw, of Milton-street, as a thank-offering for being in good work during the war, have sent £1 to the committee.

To-day the ladies of the committee, assisted by the ward visitors and other ladies, will sell red, white, and blue flowers, with the object of raising money for Queen Mary's Fund. Twenty-one gross of artificial flowers will be for sale.

Our representative called at the Technical Institute yesterday and saw the young ladies at work. They were all busily employed making useful garments, under the guidance of the Hon. Rachel Kay-Shuttleworth, the forewoman, and others. If the committee obtain the grant of £250 they ask for from the Central Fund they will be able to make splendid use of it by providing work for the workless girls.

Swinton Journal, Oct. 24th. 1914.

WORK FOR UNEMPLOYED.

The Distress Sub-Committee reported that 58 cases of distress had been dealt with during the week, the great majority being women. The assistance given comprised £12 17s. 10d. in cash and £5 7s. 7d. in food tickets. The total cases now on the books of the Committee are 139 women and 37 men. The position at the local mills and works is little altered from what it was a fortnight ago. The collieries are working five days per week, and several of the mills are on full time. That of Messrs. Monks Bros., Pendlebury, is now working, like Messrs. Gibb's, Moorside, until eight p.m. on urgent work, but except where Government orders have been received the outlook in the cotton trade is not good. At the Acme Mills, Pendlebury, 400 out of 900 operatives are partially employed, their working period being 35 hours per week. Newtown Mill closed yesterday for the week, and Messrs. Bold's mill has been closed all week. Owing to the large number of women workers thrown out of employment the Executive of the Relief Committee have decided to proceed with their scheme to provide sewing work. Arrangements are being made to start 25 workers to begin with, and Trinity School, Swinton, will probably be used as a centre.—At the schools' canteens 3,491 meals were served to necessitous children. The number on the books remains almost stationary at 300, most of whom are fed at the Town Hall, Pendlebury. The Trinity School, Swinton, and Independent Methodist [illegible] also u[illegible]

654 II/3
South London Observer,
Oct. 24th. 1914.
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A WORD FOR THE WOMEN

There can be no question that as a nation we are not doing all that we ought to be doing for the women who find the bread snatched from their mouths as the result of the terrible war which is now being waged. The wives of the soldiers are being fairly well cared for—the Government are seeing to that—but we are doing nothing, or next to nothing, for the many thousands of single women and widows who week in and week out labour from early morn till late at night for a miserable pittance. These women, even when trade is brisk, are never more than one remove from starvation. The labour of women in all departments of industry is very badly paid for. They are an easy prey to the sweater, and he takes full advantage of their inability to help themselves by extracting from them the maximum of work for the minimum of pay. Now that trade has been dislocated by the terrible conflict which is being fought out on the Continent thousands of women find themselves without the miserable sums which they were wont to courteously describe as "wages." Queen Mary, all honour to her, recognising their sad position, set to work to raise a Work for Women Fund and appealed to the mayoresses of the various London boroughs to give their help. That assistance has been loyally given by the Mayoress of Camberwell. But it is one thing to organise a fund and quite another thing to administer it. The difficulty is to discover a suitable means of helping those who have been thrown out of employment by the war. The "Times" a day or two ago devoted a leading article to this subject. Our contemporary complained (and judging by the cases which have come under our own notice not without very good reason) that women in need are not being helped. This is what the "Times" said:—"Their story is that they go to the Central Committee, where they are sent on to the Labour Exchange, whence they are sent to the local committees, where they are told that there is no work for them. We know the difficulty of providing work and the need of a proper system, but there has been a good deal of time and opportunity for organisation, and the upshot does seem remarkably small. The Queen's Fund has been well supported, but its administration at present is more suggestive of experiments in education and social welfare than of the relief of urgent need, for which it was intended by Her Majesty." Somehow or the other the administration of charitable funds seems to get into the wrong hands. Instead of being administered by practical people, who thoroughly understand the situation the control of the money passes into the hands of those who mean well but who move in a circle which renders them quite unfit to judge the trials and sorrows of the woman worker. Hence it comes about that we have the whole thing hedged in by a barbed wire fence. Inquisitorial inquiries take the place of human sympathy and mistrust supplants charity. These times, full as they are of peril to the nation and of anxiety to the individual, are not the times in which to proceed on the lines of what by a strange misnomer is called "organised charity." We

Surrey Advertiser, October 24th 1914.

THE WAR EMERGENCY FUND COMMITTEE.

MUCH GOOD WORK ACCOMPLISHED.

The Woking War Emergency Committee has now been at work for approximately two months, and it will doubtless interest readers to know something of what has been accomplished.

Up to Wednesday last the total amount received was £1,997 6s. 8d. The appeal for funds was first made over two months ago, and the committee cannot help feeling that the response to date will be found inadequate when the full demand for help occasioned by the war is felt. The committee cannot at this stage estimate what funds will be required before the war is over, but in view of the nearness of the winter they earnestly hope that everyone who has not contributed will do so promptly.

The bulk of the work has fallen upon two of the sub-committees—Men's and Women's Unemployment—and more especially on the latter. The Men's Unemployment Committee has not had many applications for employment, for the simple reason that there is very little unemployment amongst labourers in the district. Several men have, however, been found work by the committee, either with local employers, who have recorded their wants with the employment registry, or through the co-operation of the Guildford Labour Exchange, with which the registry is in frequent communication.

Actuated by the dual desire of helping the new army and of providing work for the wives of soldiers and sailors serving with the colours, the Women's Unemployment Committee undertook the organising of the washing of the clothes of over 2,000 of the troops encamped at the barracks. The clothes have been collected by carrier and brought to the Salvation Army Hall, kindly placed, free of charge, at the disposal of the committee by local army officials, and then issued to the little army of women anxious to be thus employed. The women engaged in the washing have been paid the actual amount which "Tommy" has had deducted from his pay for his washing. The other out-of-pocket expenses have been borne by the local fund. In this way the washing for 2,609 men has been dealt with in one week, and over forty women have been given employment, besides other women who have been engaged sewing on the marking tabs. The supervision of this work has been carried out by a devoted band of ladies, some of whom have been called upon to give 12 hours a day for three and sometimes four days per week.

Much other useful work has been accomplished by the War Emergency Committee. Public meetings have been held to gather in recruits for the King's forces. Quantities of fruit have been collected from generous donors, and conveyed to the various local camps for distribution. On the approach of the colder nights an urgent appeal for blankets was issued in the district, with the result that over 600 were collected and delivered to the troops. A successful war lantern lecture has been organised, and a profit of £17 7s. 6d. realised. The Public Hall was, by the kind generosity of Mr. R. N. Stevens, placed by him at his personal cost at the disposal of the committee, and Messrs. Kerrison and Company, Ltd., posted the bills for the lecture free of charge.

Last, but by no means least, the committee has, by the generous kindness of the medical men of Woking, established a free medical scheme for the wives and dependents of soldiers and sailors actually needing such assistance, as well as others in distress in consequence of the war. The medicines prescribed under the scheme will also be provided free.

The Woking Urban Council has extra men employed on works of improvement, and, if the necessity arises, other public work will be put in hand.

Closely allied to the War Emergency Fund, which in part finances it, is the Soldiers' and Sailors' Families' Association. The work thrown upon the local branch has been prodigious, largely owing to the constant changes made by the War Office in the regulations as to "separation allowances," and in some cases by the delay of the various Army pay offices in dealing with the documents sent to them for registration, and the issue of the "ring papers." When, if ever, finality is reached in the regulations, the work of the association will be lessened, but pending that time the Army—both old and new—have cause to be deeply grateful for the large amount of honorary work carried out on behalf of those they have been called upon to leave behind.

Newcastle Journal, Oct. 26 th. →

The Morning Advertiser, Oct. 24th 1914

EARLY CLOSING REGULATION.

TO THE EDITOR OF THE MORNING ADVERTISER.

SIR,—Will you allow me, through your valuable paper, to make a protest against all this early closing of licensed houses, and to ask—What is to become of all the staffs which are being thrown out of work? There are hundreds of girls and women, to say nothing of the men who are looking for work, and if one of them goes after anything different it is refused, as they have been serving behind a bar, and therefore, in the employer's view, are not fit to do anything else. If they are closing these places, why are other business places allowed to keep open? In dealing with all this money which is being subscribed not one word is said about barmaids. Will you tell us what is to become of us if this thing is going to continue? "Business as usual" is the motto, but they are not keeping their word. I am one of the many who have been thrown out of work by reduction of staff.—I am, Sir, yours, &c.,

OUT-OF-WORK BARMAID.

Evening Standard Oct 24th.

WORKROOMS FOR UNEMPLOYED WOMEN.

Among the many good institutions for the relief of destitution doing excellent work are the workrooms opened by Mrs. W. H. Topham and Mrs. Stanley Mappin, at 12, Albert Hall-mansions, where women thrown out of employment owing to the war are found work. A most gratifying response has been made to the appeal for work, but more is still urgently needed owing to the increased number of women who are applying for help. Any kind of clothing can be made, and full details will be sent on application.

Bath Weekly Herald, Oct. 24 th. 1914.

RELIEF OF UNEMPLOYED WOMEN.

Sir,—Some weeks ago I called the attention of your readers to the work being done at Citizen House on behalf of women and young girls who were out of employment owing to the war. This work, under the management of Miss Helen Hope and Miss de Reyes, has been invaluable. The capacities of Citizen House, however, were limited to those girls able to make shirts and other garments, and not sufficient for dealing in addition with those unable to sew.

An influential committee has been formed for the purpose of dealing with the present condition of unemployed girls in Bath, and any future development during the war. Mr. Cedric Chivers is chairman of this committee, and he has most kindly handed over 39, Gay street to provide for the object in view. These premises are all that could be desired for the purpose.

On these new premises there are at present between 40 and 50 young girls (including those formerly at Citizen House). Those who can sew are employed in making shirts and other garments for our sailors and soldiers. Those who cannot sew in knitting socks, etc., for the same purpose. Care has been taken that this work does not come in any way into competition with the trade of the town.

The organisation cannot, of course, be run without funds, and some help may perhaps be obtained from the Prince of Wales' Fund, but the desire of the committee is, as far as possible, to make it self-supporting. Orders can now be given for shirts, socks, etc., or materials sent to be made up.

May I appeal to my friends in Bath, and to the citizens generally to go to 39, Gay street, and give orders for these garments, which will be sent to any regiment or ship desired, or if no special destination is required they will be sent under the direction of the committee to our soldiers and sailors serving at the front or in the camps at home.

Everyone giving an order will be making a gift to a soldier or sailor, and in addition bringing comfort into the homes of those in Bath, whom everyone with a kindly and sympathetic spirit would wish to help.

Yours faithfully,

A. GWYNNE-JAMES.

P.S.—Orders will be received by the lady in charge at 39, Gay street.

GATESHEAD WOMEN WORKERS' COMMITTEE.

The Gateshead Women Workers' Committee, which consists of representatives of the various women's organisations in the town, has inaugurated a scheme for dealing with unemployment among girls and women, particularly dressmakers and seamstresses. A shop, 46½, High West Street, kindly lent to the committee by Mr Mason, is being opened, and people who contemplate making gifts to our soldiers and sailors, to the military hospitals, to Belgian refugees, and to our own poor, are urged to put orders for the making of goods with the committee, who will place them with women requiring employment. All kinds of orders for work for women will be gladly accepted by the hon. secretary.

The National Union of Women's Suffrage Societies has generously placed the services of an organiser at the disposal of the committee to work the scheme.

654 II/4 654.

The Scotsman, Oct. 24 th. 1914

The Scottish home industries in London are likely to benefit to some extent this winter by the demand for comforts for the wounded soldiers and sailors in the war. Queen Mary, who from the first has shown a warm interest in this movement for the welfare of poor working women in the Highlands and Islands, has, I understand, recently purchased a considerable quantity of woollen sweaters and socks from the Orkney and Shetland home industries. This enterprise has been carried on for the last five years at a depôt in Beauchamp Place, Pont Street, by a lady who has long resided in Sandsting, Shetland, where she gives employment to about fifty young women in knitting gloves and other articles for winter wear. Another group of workers are employed in Orkney in making excellent wicker chairs, work baskets, and other useful articles. Queen Alexandra and members of the Royal Family are regular patrons of the Orkney and Shetland home industries.

The Daily Telegraph, Oct. 26 th. 1914.

WORK FOR STEPNEY WOMEN.

The Mayoress of Stepney (Mrs. Chidgey) writes from the Town Hall, explaining the details of a scheme which is being carried on in the borough, by which an opportunity is afforded to poor women whose income has been reduced in consequence of the war to earn a little money by doing work in their own homes.

The scheme is as follows: Garments are cut out and given to these women three times a week to take home and make. Each garment is paid for as it is brought back. Materials and wages have so far been provided out of private subscriptions, and if the articles made can be sold, the work can be continued on a self-supporting basis.

Mrs. Chidgey does not ask for donations, but appeals to ladies and others who are proposing to give clothing to various charities or to the Belgian refugees, that instead of making these articles themselves, they should purchase those made by the poor women of Stepney. In this way two good results can be obtained—charitable gifts of clothing on the one hand and work for the needy on the other.

If preferred, the Mayoress would be willing to have materials made up which are supplied by ladies themselves. There are three of these establishments already in active operation in the borough, and if sufficient support can be obtained more can be opened, for which there is ample demand.

Yorkshire Observer, Oct. 26th 1914.

An Unemployment Difficulty.

It seems to be generally admitted by those who are engaged in finding work for the unemployed that there are certain classes of workers from whom little that is effective is being done. Many firms in order to face war conditions have reduced their staff of clerks and typists. For such people it is impossible to find new work of the same kind, and almost impossible to find work of a different kind for which they are suited. Many occupations, especially manual ones, are such that they fit persons more or less well for other occupations. The various agencies now dealing with unemployment have taxed their ingenuity without success to find new avenues of work for clerks and typists. The women especially are in difficulty. Many girls of middle-class families remain at home during the crisis, but there are large numbers of them who have not this resource. In the universal solicitude for those whose distress is caused by the war they deserve a place. They have furnished a very awkward question for the committees, but it is a question to which some sort of answer should be found.

Liverpool Courier, Oct. 26th 1914.

UNEMPLOYMENT QUESTION.

Suggestion by the Rev. H. D. Roberts.

TO THE EDITOR OF THE COURIER.

SIR,—We are all concerned about the conditions of employment owing to the war. The Town Hall Committees are no doubt engaged in the elaboration of inclusive schemes of work. That schemes are imperatively necessary no one can doubt who knows anything of the extent of unemployment amongst women. More may be said on this subject when the nature and extent of the schemes are made public.

In the meantime there is one industrial occupation that can be aided by a willing and ready response on the part of citizens of goodwill. This is the bookbinding trade. The number of men engaged in this trade in Liverpool alone (excluding Bootle) is about 300; the number of women and girls 800. This week I have visited three bookbinding establishments, which in their variety of work may be taken as typical of the trade in our city. In one shop I found only the employer and a female relative; in another several men and women had been discharged, and all who were still at work were on short time; in the third the employer pointed to an empty place where a man of twenty years' standing had been discharged, to the evident regret of the master. It is unfortunately safe to say that at least 30 per cent. of the employes are out of work, and 50 per cent. are on short time. We note (1) that the trade normally employs 1,100 people; (2) that this in normal times is the busiest season of the year; and (3) that over 300 are now not employed at all, whilst over 500 workers are on short time. The reason assigned is, simply, the war.

I believe that all told the number of women for whom work is provided by the Relief Committees amounts to 100 or thereabouts. Here in this particular trade, if only work comes in, from 300-800 willing workers can be helped to a considerable extent, and this desirable end may be attained by the use of means and machinery ready to hand.

Can we provide the necessary work? There is no doubt in my mind that we can.

How many of us have magazines, pamphlets, music, &c., that will be the more convenient when neatly bound? And we know how greatly bound volumes are appreciated by our valiant Fleet.

Some thousands of us, I am certain.

The bookbinding trade, we may remark, is not notoworthy for liberal pay to girls and women. The employer lamented this fact, but confessed that in the face of competition he could not afford to set the example of paying better and more adequate rates. I have, however, been able to make a provision in regard to work which is sent in owing to this public appeal. Certain firms have agreed to pay girls of 18 or over at the rate of 3d. per hour, or more, for all orders given by public spirited citizens at this critical juncture in our national history, and the manager of the Liverpool Booksellers' Co., 70, Lord-street, has consented to be the channel through which the results of this plea shall pass. Please signify that the labour payment is to be at bookbinding war rates. Bulky parcels will be called for.

This is only one particular arrangement, and can be extended. Perhaps the Unemployment Committee of the Relief Fund may back up and enlarge the operation. But here is an immediate means of succouring hundreds of workers by using the ordinary machinery of the trade and at something approaching fair rates of pay. Who will help? (P.S.—My telephone number is 3534 Royal.) Yours, &c.,

123, Bedford-street. H. D. ROBERTS.

TO THE EDITOR OF THE COURIER.

SIR,—With reference to the articles and correspondence which have recently appeared in the press on the subject of the employment of Germans and Austrians in hotels I am instructed by my directors to state that all the hotels of this company are managed by Englishmen, and that all German and Austrian servants we had in our employment were dismissed after the outbreak of the war. The following is a list of this company's hotels:—Hotel Great Central, London; Hotel Russell, London, Hotel Majestic, Harrogate; Hotel Bristol, Beaulier-sur-Mer; Royal Pavilion Hotel, Folkestone; Hotel Burlington, Dover; Sackville Hotel, Bexhill-on-Sea; Hotel Metropole, Whitby.—Yours, &c.,

For the Frederick Hotels, Ltd.,
A. MACMURCHY, Secretary.

London, October 24, 1914.

The Times, Oct. 26th. 1914. 654 II/5

EMPLOYMENT OF WOMEN.

TO THE EDITOR OF THE TIMES.

Sir,—Lady Crewe's letter in *The Times* of to-day is, so far as it goes, an encouraging response to the comments contained in your leading article on the administration of the funds subscribed by the public towards providing employment for the immense number of women workers who have lost their means of livelihood owing to the war. Your article gave an indication of a widespread feeling of anxiety on behalf of the educated professional workers whose necessities cannot be met by the prevailing nostrum of the workroom remedy, excellent as it may be for other classes of less educated and trained labour. Even here it by no means covers all the ground claimed for it by enthusiastic theorists. The necessities of educated and trained women of superior intelligence and refinement whose specialities do not admit of workroom treatment have nevertheless an equal claim to recognition. Their problem, as Lady Crewe says, is one of extreme difficulty, and for that reason deserved all the more attention from the first. It is gratifying to hear that it is now taken into serious consideration, for I fear the need is growing very urgent. I am glad to know that the claims of the trained secretaries and typists have been brought before the committee. They fortunately possess a small and struggling union, quite inadequate to their needs, but testifying to the unselfish generosity so common among women workers. More difficult still and equally pressing is the problem of the visiting teacher of special subjects in private families and schools. These being in a sense purveyors of luxuries, were among the first to be retrenched, and possessing, I am told, no organization of their own, have no representatives to plead their cause. Their needs do not come before the public, but are none the less real on that account. There are also many professional speakers, usually employed by other than suffragist societies, now thrown out of work. But I must not trespass further on your space. My only excuse for doing so is my desire to express the anxiety felt by many that the funds subscribed by people of all classes and of all shades of opinion should be administered on the broadest lines to meet the necessities of the highly educated no less than of the manual workers.

Yours faithfully,
MABEL BIRCHENOUGH.

79, Eccleston-square, S.W., Oct. 23.

Daily Dispatch, Oct. 26th.

CITY TRADE IMPROVING.

Unemployment Committee and the Women Workers.

Speaking in Manchester last night, Councilllor Margaret Ashton said trade in the city was improving every day, but the steps taken to provide work for unemployed women were inadequate.

The Unemployment Sub-committee of the Relief Committee had opened a workroom, where women were making toys and dressing dolls, and they were preparing to add to that scheme. The difficulty of finding fresh openings for them in an overstocked market was great, as she believed that to start anything but well paid trades would be useless at the present time. It would require the co-operation of the trade unions, the employers, and employes before the committee could say they were on a sound basis regarding measures for relieving distress in Manchester.

In order to provide work for women who would otherwise be unemployed, owing to the war, a workroom has been established at the Queen-street Institute, Salford. This is being supervised by local ladies.

The Mayoress (Mrs. Desquesnes) writes pointing out that the work upon which they are engaged consists very largely of sewing and machining, for which purpose second-hand garments, or materials for making up clothing, will be welcomed.

Evening News Oct. 27th.

A Dressmaker's Appeal.

Sir,—If you could show the need for women to support their regular private dressmakers you would help us—and many other firms similarly placed—to continue to keep a large staff of workers in employment who will otherwise inevitably be dismissed.

In the ordinary way our staff numbers about eighty, and after the summer holidays we took them all back, but it is impossible to pay wages and rent with "good intentions," and for the first time since we started (twenty years ago) we have been compelled to put them on short time. Unless something is done this short time will soon reach vanishing point, and fifty or sixty workers at least will be out of employment.

DRESSMAKER.

W.

Glasgow Herald, Oct. 27th. 1914. 654

WAR AND LABOUR.

IS THERE JUVENILE UNEMPLOYMENT?

CONFLICTING STATEMENTS.

A conference convened by the Advisory Committee for Juvenile Employment of the Glasgow Labour Exchange was held last night in the City Chambers, when a discussion took place on the effect of the war on juvenile employment. Invitations to the conference had been sent to a number of school boards, including those of Glasgow and Govan; a large number of employers' associations, the Glasgow Relief Committee, the Soldiers' and Sailors' Families Association, the Scottish Committee for Women's Employment, the Juvenile Advisory Committee, and officials of the Labour Exchange. The discussion disclosed a division of opinion as to whether there was abnormal unemployment among juveniles at the present time, and the meeting was adjourned.

Mr Charles R. Gibson, who presided, explained the purpose of the conference. He said the question of the probable influence of the war on juvenile employment was discussed by the Executive Sub-Committee of the Advisory Committee on September 3, and on that date it was found on nquiry that at the Centra' Labour Exchange the number of girls on the register was three times more than it had been for some time past. Believing that unemployment would probably increase, and in view of the approaching school leaving day, at which a large number of children would be set free to seek employment, it was decided that some action should be taken in the matter. Discussing the proposals outlined on the agenda, he said that one of them was to continue the education of young persons who were about to leave school till there was employment for them. There was no idea of holding up labour. Children would be free to leave school when there was employment for them. It was also proposed that employers should be asked to give preference to young persons who had been at work and were unemployed through the present labour disturbance. Relief committees might be asked to make grants to necessitous families where possible in maintenance allowances for young persons continuing their education at school.

Mr Clark, clerk to Glasgow School Board, said that the Glasgow Board had written a letter advising parents to retain their children at school till they got suitable employment, and they had also made inquiries to find out to what extent temporary accommodation was needful. They had found that so far as the district of Glasgow School Board was concerned the number of young people who were free to leave school on November 1 was 1408. Of these 466 had already got offers of employment—that was a smaller figure than usual—leaving 942 who had not found employment up to the present day; and of these 509 had expressed their desire to continue at school in the meantime. Of the 942, 389 were boys and 553 girls.

Mr D. H. L. Young said he wanted to know if there really was a number of young persons unable to find employment.

Mr W. H. Howe, of the Labour Exchange, gave statistics taken from the nine Exchanges in Glasgow, showing that for the five weeks ended October 17, 1913, 392 boys and 340 girls registered, while for the same period this year 568 boys and 813 girls registered. The numbers remaining on the register at the end of the month were:—Last year, 77 boys and 88 girls; this year, 106 boys and 317 girls.

"CRYING OUT FOR APPRENTICES."

Mr D. H. L. Young said he was not satisfied with these figures. If the Labour Exchange had all these people upon their records and had not been able to employ them, then it was a mark against the Labour Exchange.

Mr James Macfarlane (of Macfarlane, Lang and Co.) said he could not get boys. He could, however, get girls.

Mr Miller, representing shipbuilding and engineering, said these industries were crying out for apprentices and could not get them.

Mr Roxburgh, Rutherglen School Board, said there seemed to be an idea that in trying to get boys and girls retained in the desirable conditions of continuing their very limited day school education they were making some kind of surreptitious attempt to stop boy or girl labour. He did not think that occurred to any of those who promoted the conference.

The Chairman pointed out that at November 1 there would be at the Labour Exchanges a long list of children who were available for work.

Councillor Charlton said that whether it was proved or not that there was abnormal unemployment among boys and girls at the present time they should provide for the future. He understood the Scottish Advisory Committee of the Prince of Wales's Fund were prepared to consider favourably the lybing of parents to keep their children at school.

Mr C. J. Cleland suggested the adjournment conference for three months.

Newcastle Chronicle,
Oct. 27th. 1914.

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GATESHEAD WOMEN WORKER COMMITTEE.

Where Orders May be Placed.

A scheme for dealing with the unemployment among the women at Gateshead is being organised by the Women Workers' Committee, which consists of representatives of the women's societies in the town.

Men and women who wish to give clothing and comforts to soldiers, refugees, and our own poor, are asked to give orders for garments at the shop, 46½, High West Street, Gateshead, which is being kindly lent for the purpose of the scheme by Mr. Mason. The Committee will place the needlework and knitting with women who are requiring work. All kinds of orders for work for women are requested, and the members feel confident that the public will respond readily to what will be practically a self-supporting scheme.

The arrangement of the work is being carried out by an organiser lent by the National Union of Women's Suffrage Societies.

Sussex Daily News,
October 28th. 1914.

Less Unemployment.

There are renewed indications that the extent of unemployment is less than even the most optimistic had imagined it must be at this period of the war. The question is largely one of readjustment, and the returns, therefore, show a progressive tendency to diminish. A London paper today announces that its advertisements offering employment to men constitute an absolute record. This is quite consonant with the state of affairs revealed in the Board of Trade figures. The percentage of idle workmen in the insured trades has dropped by '19 in the past week, and by 1·10 in a month. There are slight decreases, too, in the numbers on the Labour Exchange registers, and it is gratifying to see that the figures relating to women are more satisfactory. I am told that the Central Committee on Women's Employment has received schemes from seventeen of the twenty-nine London boroughs. The Queen's Fund now amounts to about £70,000, and the value of the training centres is beginning to be felt.

Work for Women Wanted.

Unemployment among London women, however, is great. The Committees are bestirring themselves, and many have submitted schemes for providing work in connection with the Queen's "Work for Women Fund." Camberwell, where live the dressmakers who depend on the prosperity of the West-End establishments, is naturally suffering severely, and so is Battersea, with its tailoring and dressmaking population. Bermondsey, Bethnal Green (where the distress among cabinetmakers is acute), Shoreditch, Deptford, and Hoxton, in each of which there are armies of out-of-work charwomen, kitchen-hands, box-makers, and poorly-paid factory workers, are in urgent need of assistance. The same story comes from Islington, Finsbury, Holborn, and Chelsea, and in this time of distress among the women of the London industrial boroughs it is true indeed that he who gives quickly to the Queen's Fund for providing work gives twice. Every effort is being made to extend the schemes for providing it, but urgency is the keynote of all the appeals which are pouring in upon the Central Committee. In the various districts the inhabitants are doing their share nobly, and the committee gratefully acknowledges the fact that in no single instance has rent had to be paid for workrooms, which in some cases have also been furnished through local generosity, and often with the help of those to whom such assistance has meant considerable sacrifice.

Islington Gazette, Oct. 28th. 1914

ISLINGTON WOMEN'S WORKROOM.

A PEEP INTO THE DEPARTMENTS.

MARVELS IN ECONOMY.

A fine old house, with big, airy rooms, massive chimney pieces, ceilings beautifully moulded, a fine old house—but apparently as dead as a door nail. Its last flicker of life departed when the last young lady left its portals which for many years had admitted many such young ladies to the wide realms of knowledge and erudition. It gave up the ghost as a school and lay for a long time inanimate off Canonbury-place, and autumn leaves fell and buried the garden and the playground as though they were attempting a decent burial of the whole premises. There had never seemed a house so dead.

But towards the end of the Autumn of 1914 something happened. The front door was opened and a whole troop of ladies whisked in accompanied by one or two men folk, and after visiting the rooms and tapping walls and mantelpieces, departed, but came again next day. Lots of other people came and soon almost every room of the old house was alive again and busy, people were bustling about all over it, while even the kitchen breathed again with exhalations that suggested the savoury idea of good roast beef and pudding.

THE EXPLANATION.

Now, the explanation of this sudden resuscitation of the old mansion in Canonbury-place was that a number of ladies and gentlemen—ladies chiefly, no doubt—hit upon a plan for relieving the distress of workless women and at the same time producing garments of descriptions which would be invaluable to those families in distress by reason of the war. In short, they established Workrooms for Women, and what better place could they have found than the old house in Canonbury-place? Mr. Warman kindly approached the owners of the premises—the Public Schools Trust. Consent was readily given, and "Sesame!" the old doors opened, the house lived again, and the wind swept away the leaves in the paved yard, protesting it was a case of premature burial.

Yesterday afternoon a representative of the DAILY GAZETTE visited the rooms and spent a most interesting time in a round of the various departments and examining the handiwork of the busy workers.

THE SCHEME.

Before, however, describing the operations it may be as well briefly to outline the working of the scheme. The work is financed by Queen Mary's Fund, and the aim is to find work for women and girls out of employment by reason of the war, and who have registered at the Labour Exchange. The workers spend their time knitting and sewing and adapting articles for distribution to families in Islington distressed by reason of the war. Nothing is sold, so there is no competition with trading concerns. The material is supplied by numerous kind donors, and the amount of employment given is largely regulated by the quantity of material sent in. At present about 150 are engaged, and it is estimated that the place could find a working capacity of 200.

The women are paid 3d. a day, and are guaranteed 40 hours work a week. They work from nine to five, and have an hour for dinner. The women and girls employed comprise a great many dressmakers, while typists and clerks are amongst the number. In fitting up the premises the committee were fortunate indeed. The Gas Company put up gas stoves free of charge. The Borough Council provided chairs and tables, while other necessary furniture was kindly sent by furnishing houses of the locality. Another appreciated concession is that of the Borough and Water rates.

A TOUR OF INSPECTION.

The busy clicking of a typewriter greets the ear on entrance to the hall. This comes from the room dedicated to the secretarial department. Here all manner of letters are being typed—a large percentage being letters of appeal, for the committee pride themselves on being brazen beggars with the accompaniment of tact, however, which achieves the desired end. Here on the ground floor is also the inquiry and committee room, where the candidates for work are interviewed and meetings are held. A little farther on is the kitchen, where quite a large staff is employed preparing the meals of the 150 workers. Dinner is provided at the modest charge of 3d. Roast beef and baked potatoes and rice pudding and stewed apples was the menu on Monday. Yesterday mutton broth and currant pudding was the order. Near the kitchen is the dining-room. The tables at the time of our visit were spread with white cloths for tea. On the other side of the passage is what was once the school hall. This is to serve for the holding of entertainments and social gatherings in the coming days.

THE BUSY BEES.

Upstairs on the first floor, after a peep at the ironing room and admiring the gas fittings for heating the irons, we passed to the work rooms proper, which we found as busy as a bee hive. The bees worked at long tables looking clean, happy and contented as they plied needles, scissors and knitting pins. They were making almost every thing that can be made with needle and cotton. In the sewing room, material which had been sent in was being fashioned into baby's clothes, clothes for children, shirts for men, and garments for women. The ingenious economy and methods of adaptation exercised was a marvel to a mere man. We saw an admirable pair of diminutive nether garments for a boy. They had been fashioned from mere scraps of cloth of the same pattern. But you would never see the joins. They were artfully schemed just where you would not see them. We had a peep into the store cupboard. Here was such a display of warm things for all ages. Skirts, petticoats, shirts, belts, jackets, trousers, mittens, vests, overalls, caps, millinery. These will make all the difference between comparative comfort and desolating misery in many a home in the days that are to come. Amongst the firms which have kindly sent material are Messrs. Selfridge, Messrs. Rackstraw, and Messrs. D. H. Evans. A large quantity has also come from private donors. "Islington people have been extremely good," is the opinion of the committee. But more is wanted.

THE TRIUMPH.

The triumph in economy which finally took the GAZETTE man's breath away was found in the knitting room. He saw great bales of flannelly-looking stuff being knitted into thick squares which he was told would finally be joined together and made into warm bed quilts. The material used was mere "waste," the selvedges torn from the yards of flannel which are being made into garments. This seemed the last word in the science of economy. Not a bit of stuff is wasted. Even the flannel snippings are gathered up and made into cushions.

The second floor is the receiving and sorting department. Here the second-hand clothes are dealt with and arranged in order ready for alteration and adaptation. The committee appeal for gifts of left-off clothing, not too old. Women's and children's boots and shoes are a particular necessity. Very few have been sent in. Islington ladies are asked to remember. "Boots, boots, boots" is the cry of the committee. All sorts of woollen material and clothes which can be made up again are wanted by the ladies.

Mrs. Abbott is the chairman of the committee; Mrs. Holman is the hon. secretary; and Miss Michael, the hon. treasurer. Others prominently associated with the work are Miss M. B. Brown, Miss J. Clarke, and Miss Gill.

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Irish News, October 28th 1914.

Women Workers in Distress.

Attention has frequently been directed in our columns to the sad plight in which hundreds of women workers find themselves in Belfast owing to the destruction of their means of livelihood by the war. As yet the greater industries have not been so seriously affected; but the disemployment of many outworkers, and of educated young women who maintained themselves as type-writers and in other occupations, is a matter of urgent seriousness, though it has not attracted general attention on this side of the Irish Sea. In London the necessity for prompt action is becoming recognised; and several letters to the principal papers have been published on the matter. The problem is "full of extreme difficulty," says one writer, "and for that reason deserved all the more attention from the first. It is gratifying to hear that it is now taken into serious consideration; but I fear the need is growing very urgent. I am glad to know that the claims of the trained secretaries and typists have been brought before the committee. They fortunately possess a small and struggling union, quite inadequate to their needs, but testifying to the unselfish generosity so common among women workers. . . . . My only excuse . . . is my desire to express the anxiety felt by many that the funds subscribed by people of all classes and of all shades of opinion should be administered on the broadest lines to meet the necessities of the highly educated no less than of the manual workers." The educated and the "manual workers" amongst women in Belfast and other places are suffering bitterly; but up to the present moment no practical steps towards securing for them a fair share of the National Relief Fund appears to have been taken.

Islington Gazette, Oct 30th

WORKROOMS FOR WOMEN.

Mrs. Percy Abbott, chairman of the committee of the Islington Workrooms for Women, writes to us in reference to our recent article upon the Canonbury centre:

We really feel quite flattered by the very kind report you have given us.

I note that one error, probably the printer's, has crept into the report, and I should be so glad if you would give the correction as prominent a place as possible, viz., that the women are paid 3d. an hour and not 3d. a day. [We have already made this point quite clear.]

Your readers will probably be quite interested to know that the workers earn 2s. a day, and that their hours are from nine till one o'clock and from two till five. They are thus paid for the dinner hour, and are allowed a quarter of an hour for tea. In addition, we pay 5d. for National Insurance for each worker, and we give every facility to workers to return to their ordinary work when opportunities arrive. In fact, we arrange that the workers attend at the Labour Exchange once a week.

Glasgow Evening Times Oct 30th 1914.

The emergency workrooms for women at 281 Cathedral Street, consisting of two houses placed at the disposal of the Scottish Council for Women's Trades by the Misses M'Arthur, 30 Montgomerie Drive, are now employing 54 girls. The scheme has already been described in the "Citizen," and Miss Irwin, the secretary, invites the public to inspect the rooms from between 2.30 and 4 p.m., except on Saturdays and Mondays. Information has been collected by the council with a view to training some girls in toy-making. Other ways of giving work to unemployed girls are being considered.

Newcastle Journal, Oct. 28th. 1914.

WORK FOR WOMEN.

A National Land Council has been formed to encourage co-operative rural industries. One of its chief objects at the present time will be to provide employment for women who have been thrown out of work in consequence of the war. The idea is to organise poultry-farming schemes, by means of which, it is thought, women will secure suitable occupation. The plan seems a promising one. The demand for poultry and eggs is always so great that the enterprises should prove commercial successes, provided, of course, that adequate measures are taken to meet the preliminary difficulties, and to give the women farmers a fair start. The National Council will see to these matters, and it will also have the advantage of advice from the Board of Agriculture.

The Times Oct. 29th. 1914

SIDE ISSUES OF WAR.

SELECTED LETTERS.

WOMEN AND UNEMPLOYMENT.

TO THE EDITOR OF THE TIMES.

Sir,—May I add something to the letter of Mrs. Birchenough in your issue of 26th? In considering the needs of the women of the classes which do not come under the heading of industrial workers, several factors have to be considered.

In the first place, such women are almost entirely unorganized, and one of the first lessons for these is the necessity, under modern conditions of labour, of greater cohesion among all workers in a particular craft. Of the many who are now registering at the centres of recognized professional associations comparatively few made any attempt to support those associations in normal times. It is to be hoped that the present opportunity of organization will not be lost.

In the second place, large numbers of women and girls who have crowded into clerical work are not, by education or training, fitted for anything but mechanical tasks, nor do they care to improve themselves. It would be a great advantage if many of these could be drfated off to other trades, but nothing save the severest compulsion will induce them to take the step downwards (in their view) to domestic work.

There is in consequence a movement to secure for the girl of the professional and middle classes a training in domestic science, and if this is successful we shall soon see the despised craft of household management resuming its proper and honourable place in women's work. The war will certainly bring many of us back to simpler methods of life, and the suffering it entails will not be wasted if, through it, the middle-class woman regains her kingdom, becoming really the mistress of her home and not the slave either of social exigencies or the caprices of other women, whom she is obliged to employ for duties of which she herself is entirely ignorant.

The salient feature in the present crisis is the existence of a large body of unorganized, and practically untrained, women workers. The capable educated ones need only temporary help, but whatever form the scheme of the Queen's Committee for clerical workers may take, it is to be hoped that it will not be merely a system of relief works. Such works are almost invariably expensive, and they tend to stereotype the conditions which they are intended to relieve. The aim to keep in view is to give training rather than relief employment, and to widen the area of work, and training in housecraft has this advantage over every other, that, even if it is not used as a profession, it is always indispensable for all women, as a matter of daily need.

From the national point of view the ignorance of the Englishwomen of all classes in this respect has been, in the past, little short of a disaster, and the opportunity for putting a large number through a practical training is too good to be lost.

Yours, &c.,
ETHEL COLQUHOUN (Mrs. Archibald Colquhoun).

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Daily Telegraph, Oct. 29th.

LONDON UNEMPLOYED.

DISTRESS AMONGST WOMEN.

In a report forwarded to the Local Government Board on the conditions of labour throughout the metropolitan area last week, the Central (Unemployed) Body for London state that 1,013 applications were made by men for work. Compared with the figures of the preceding seven days, this was a falling off of 231. On the other hand, 8,310 women registered, a total which was much in excess of any experienced in former years. The highest previous total, 524, was recorded to Nov. 4, 1911. There were noticeable individual increases at Southwark, Westminster, and Woolwich, and noticeable decreases at Bethnal-green, Hackney, and St. Pancras. At Southwark the total reached was 1,057 This was larger by 310 than for any other distress committee.

Hull Daily Mail, Oct 30th.

WORK FOR HULL GIRLS.

Miss Muriel Wilson Explains.

TEMPORARY EMPLOYMENT SCHEME.

The other day the "Mail" called in casually at the emergency work rooms for girls, at 74, Prospect-street. This is an unoccupied shop, and the few mats on the floor and a desk or two hardly disguise the fact. The counter still remains, and behind it was Miss Muriel Wilson, who looked business-like in such environs. From the workroom upstairs came the faint hum of sewing machines, where young women were turning out garments for soldiers, or in accordance with other orders that came along. Miss Wilson endeavoured to maintain a conversation with the "Mail," but it was rather hopeless because there were so many young women callers Some brought back socks they had knitted, and others garments, whilst the "Mail" representative's thoughts were quickly confused by a medley of questions and answers concerning the socks and the size of needles, number of stitches, length of foot, and so many inches before arriving at the welt. Never before had one imagined so many mysteries attached to the knitting of a pair of socks.

HINTS ON SOCKS

Mrs Oswald Sanderson and Miss Muriel Wilson are taking the leading part in what is most essential work in finding temporary employment for young milliners, dressmakers, and other young women who find themselves out of work indirectly through the war.

"We are anxious to get materials, wool, and all the help we can," said Miss Wilson, "in finding work for the girls, but the moment they can get other work they can leave us at a moment's notice. In fact, we want them to get work in the ordinary course, because we ourselves do not know how long we can keep on. They come at 9.30 in the morning, have an hour for lunch, and leave for the day at 4 o'clock."

Asked if there was any objection to stating the terms of pay, Miss Wilson replied: "Not at all; we pay them 3d an hour, and they earn about 8s 6d a week, but they are not required to work hard."

Miss Wilson was further explaining that rolls of grey flannel for shirt-making would be useful gifts when, with another caller, she entered upon a disquisition on socks once more, and as the hint may be useful one ventures to repeat that Miss Wilson stated the foot must be 11 inches, the leg 11 inches, and then start the heel For knitting a pair of socks a shilling is paid, and the wool provided free, so that from this item alone it will be seen funds are needed. Incidentally it may be added here that our generous readers who help the "Mail" knitting fund are assisting this emergency work for girls. Work is also given out to women in need at their own homes after careful inquiry as to circumstances. In the cosy workroom upstairs the "Mail" observed nearly twenty young women at work, glad of the emergency work till the time they could get back to their old or new situations

The ladies connected with this emergency work also include Mrs Birkinshaw, Mrs Walford, and Mrs Travers, and they have some generous friends Mr Wells, of Sheffield, has loaned the shop free of charge, and Mr Bladon, Hammond's, and Davis's, amongst others have lent machines and similar requirements. At the time the "Mail" arrived a welcome order came along from the officers and friends of the Royal Horse Guards at the front in which Miss Wilson's nephew, Mr Arthur Wilson, the son of Mr Arthur Stanley Wilson, M.P., is a lieutenant. They sent along a bale of flannel to be made into shirts for the men. The girls have made several hundred shirts, and are most proficient in this department.

The Dublin Daily Express, October 30th. 1914.

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PROFESSIONAL CLASSES AND THE WAR

Relief Council and Its Scheme

No classes in the country are being more badly hit by the present crisis than the professional, and we gladly give publicity to a scheme for amelorating their hardships which seems both comprehensive and well-matured. The Professional Classes War Relief Council has its offices at 13 and 14 Prince's Gate, London. Major Leonard Darwin, President of the Eugenics Education Society, is its provisional Chairman, and the Honorary Secretaries are Mr. Theodore G. Chambers, Mr. Alexander Goddard, and Mrs. Gotto. As at present constituted, the Council is composed of the following members, along with the Chairman and the honorary secretaries. There will be important additions to it, as is explained later on:

Miss K Andrews, Secretary, Incorporated Association of Assistant Mistresses in Public Secondary Schools; Mr. A. L. Bowley, Lecturere at the London Echool of Economics; Mr. B. I'Anson Breach, Past President, Auctioneers' and Estate Agents' Institute; the Countess of Caccillis; Mr. R. F Cholmeley, Hon. Secretary, Incorporated Association of Headmasters; Mr. H. Chatfield Clarke, President, Surveyors' Institute; Miss K. D. Courtney, National Union Women Suffrage Societies (Relief Organisation); Mr. Harold Cox; Miss Craig, Assistant Secretary, Central Bureau for Employment of Women; Mrs. Creighton, President, Union of Women Workers; Mrs. Henry Fawcett, President, National Union of Women's Suffrage Societies; Mr. H. M. Fletcher, Hon. Secretary, Architectural Association; Miss Green, Secretary, National Union of Women Workers; Mr. C. Harris, Secretary, Auctioneers' and Estate Agents' Institute; Mr. G. H. Heath, Secretary, Assistant Masters' Association; Mr George Hubbard, Vice-President Royal Institute of British Architects; the Hon. G. W. Lascelles, Chairman, Benevolent Fund, Land Agents' Society; Miss S. Lawrence, Central Committee on Women's Unemployment; Miss F. M. Leaf, Press Emergency Fund; Mr. I. MacAlister, Secretary, Royal Institute of British Architects; Sir J. M'Clure, President, Headmasters' Association; the Duchess of Marlborough, Womens Emergency Corps; Mr. C. Marshall, Secretary, Land Agents' Society; Mr. J. Martin, Secretary, Society of Incorporated Accountants and Auditors; Miss Morison, Headmasters' Association; Mr. E. Newton, President, Society of Bri. .a Architects; Mr. H. C. Peake, Past President, Institution of Mining Engineers; Miss Robertson, President, Headmistresses' Association; Mrs. Scharlieb, M.D.; Mr. P. Strzelecki, Secretary, Institution of Mining Engineers; Mrs. K. Tarpey, Women's Emergency Corps; Mr. P. B. Tubbs, President, Society of Architects; Mrs. A. Tweedie, Incorporated Society of Authors; Sir J. Tweedy, President, Royal Medical Benevolent Fund; Mr. P. Waterhouse, Architects' War Committee; Dr. S. West, Treasure, Royal Medical Benevolent Fund; Mr. J. T. Woolley, President, Auctioneeers' and Estate Agents' Institute; Mr. F. R. Yerbury, Secretary, Architectural Association; Mr. G. Udny Yule, Lecturer in Statistics, Cambridge University.

HOW THE PROFESSIONS ARE HIT.

It has been obvious from the outbreak of war that many in the professional classes must suffer severely, but there were reasons why recognition of this fact, in the shape of a special organisation, should have been delayed until now. The most urgent call was for consideration of the families of our fighting men. It may be remarked in passing that literally to the ranks of these are being daily added members of the professions, who have not, of course, any claim on the funds for officers' families. Besides the fighters there are also the poor whose poverty is due to the war. For the alleviation of distress in both these classes it was imperative to collect at once large funds, which happily now exist and will continue to swell. But apart from such prior claims on the relieving energies of the country, there are explanations of the delay in tackling the question of distress among the professional classes. For one thing, these classes have no mind to make their hardships known, nor a machinery for doing so. Then, again, war breaking out when it did, the summer holiday was in many cases cancelled, and the consequent saving of a necessary but often trying annual expense may well have lulled many professional men with the assurance of a useful and unexpected economy having been achieved. The date of the outbreak also postponed for some weeks a decision upon a very heavy item in the budget of many professional families, the education of the children. These are one or two of the causes for the inevitable pinch during the war being kept at bay i nfact, and probably also there was an inclination to hold it at bay in contemplation. For this crisis is of such a kind that the higher the intelligences the more completely are they absorbed by its causes and course, and to the trained intelligences of the professional classes it did no doubt seem a sort of duty to put off the individual account with Fortune, and to give all their energy of mind, as well as often of body, to the national fortunes in the struggle But this vacation from anxiety, and from the need to face anxiety in the open, was bound to come to an end, and has in many cases come to an end already. Questions of ways and means no longer admit of postponement. They are now urgent, though most often they may be battled in silence. And it is to discover and to bring a self-respecting assurance to such cases that the Professional Classes War Relief Council has come into existence.

CONSTITUTION AND AIM.

We can only indicate now the general constitution and aims of the Council. It will immediately occur to many that the professions are organised, and that professional institutions have benevolent funds on which members in stressed circumstances can depend. But those who know the conditions are aware that a very great many professional men are not in any way, or only inadequately, organised. The problem set the Council for the Relief of the Professional Classes thus showed at once two conditions, which remain distinct in its programme. Then it might also be thought—and probably this was at one time the opinion of many of the promoters of this scheme—that the first of these conditions need not be considered in it, since the organised members of the professions might well be left to the responsibility of their respective funds. As their scheme matured, however, it revealed to the Council a quite other conclusion. To the different professional institutions, it is true, will be left responsibility for their members, and with the manner in which they discharge their responsibility the Council has not the remotest desire or intention to interfere. But it is believed that as a kind of consultative body the Council could, if representative of these professional and other institutions and funds, perform a most useful service. A persual of its membership printed above shows that the Council is, as a matter of fact, representative in a very comprehensive sense already, and it only awaits the nominations to membership invited from other institutions, which have still to meet to consider the matter, in order to be made much more widely representative still. So that when the Council meets there will meet at it, through their representatives, the various Benevolent Fund Committees, to learn from one another much that will be useful to each. This is perhaps the new Council's chief function—to provide such a common meeting-place. Its aim, in a word, is to become a channel of communication between these committees and various societies organising relief, by means of which the purpose of all parties will be facilitated.

The Council has still another purpose in view, should funds be available. Money is required, and will, no doubt, be generously subscribed, so that the Council may itself initiate assistance in certain forms. This assistance where possible will be given through the agency of the existing Benevolent Funds Committees. But it will also be available for alleviating distress in the unorganised ranks of the same classes. In particular, in regard to the unorganised, the experience in dealing with middle-class distress on which it can draw will enable the Council to offer sound advice, especially as to methods of bringing the supply of professional capacity in touch with the demand for it. While the question of assisting individuals with money and the helping hand to work must not be overlooked, the other function, of acting as a kind of clearing-house of counsel for the various Committees engaged in relief, will be kept well in the foreground.

THE WORK OF SUB-COMMITTEES.

This, it will be recognised, is a very comprehensive scheme. It has not been announced before being well thought out, as is shown by the six Sub-Committees through which the Council's general purposes will be achieved in detail. These are Education, Maternity Assistance, Training and Emigration, Temporary Employment, Economics and Legislation, and Finance. A word or two upon each will illustrate further the scope and intention of the whole organisation

The Chairman of the Education Sub-Committee is Sir John M'Clure, President of the Association of Headmasters. Its purpose is, on the one hand, to assist parents of the professional classes during the war to send their children to school as early, and to keep their children at school as long, as they would have done in normal times; and, on the other hand, to help schools to tide over the present crisis by relieving them of embarrassments caused by the falling off in pupils. Those efforts are complementary. They must, it is evident, treat the problem in a great variety of ways, as the Committee, representative of many scholastic associations, are well able to advise.

The Maternity Assistance Sub-Committee has the help in its important work of a House Committee and a Medical Staff. Its Chairman is Mrs. Scharlieb, M.D. The Home like the offices of the Council, is at Nos. 13 and 14, Prince's- gate, the double house of Mr. Pierpont Morgan, who has placed it at the disposal of the organisation, rate and rent free, during the war. The Council has issued an appeal for furnishings and fittings such as many householders who are not able to subscribe funds may be willing to give or lend. The list of specific articles required ought to be consulted, and offers of them made first by letter to Mrs. Hills, 32 Prince's gardens. Other Homes will be opened in London and the provinces, and the services of trained voluntary nurses in private houses are contemplated.

Large questions are involved in the business of the sub-committee for training for favourable openings both at home and in the Dominions and for assisting emigration to the latter Like other aspects of the scheme, this particular effort points to a usefulness permanently, and not merly during the period of the war. Temporary employment again sufficiently indicate the general business of the sub-committee, of which Mrs. Percy Boulnois, representing the Women's Emergency Corps, is chairman. The workshops opened by that corps are specially mentioned as models.

Briefly, the Sub-Committee for Economics and Legislation will examine and report on all schemes submitted by the other committees, as well as consider the larger economic questions involved in the present situation as bearing on the administration of relief. The chairman is Mr. Arthur Bowley (London School of Economics), and the other members are Mr. Harold Cox, the Duchess of Marlborough, Mr. Ian MacAlister, Mr. H. E. Peake, Mr. Udny Yule, Miss K. D. Courtney, Professor Pigou, Professor Ashley, and Mr. Hartley Withers. Finally, a committee, with Mr. Chatfeild Clarke as chairman, will advise on the finance of the Council and superintend the financial arrangements in connection with centralised forms of assistance.

Birmingham Mail, Oct. 30th. 1914.

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THE INDUSTRIAL SITUATION.

RETURNING PROSPERITY IN BIRMINGHAM TRADES.

SIGNIFICANT FIGURES.

A reassuring report on the industrial situation in Birmingham was presented to the Executive of the Citizens' Committee yesterday by Professor W. J. Ashley, their "Intelligence Officer." It states that the situation described in his report of September 30 has since changed only for the better. It was then pointed out that great activity and a good deal of overtime over the larger part of the field of employment—that concerned, directly or indirectly, with the production of war material—existed side by side with slackness and under-employment in certain other trades, such as jewellery, furniture making, printing, pens, and cycles; and the anticipation was expressed that the prosperity on the larger side would flow over on to the other, and beneficially affect the whole area of industry. There are many indications that this is beginning to be the case. It is a matter of common knowledge, also, that the great arms and munitions concerns and the makers of saddlery and accoutrements find it difficult to obtain a sufficient supply of trained labour, and are giving employment to an increasing number of workpeople from the depressed trades; not a few cabinet makers, for instance, are finding work in the making of wooden trees for cavalry saddles. It is an additional encouraging fact that a real beginning has now been made in more than one direction with the manufacture by employers in the depressed trades of goods previously obtained from Germany.

RETURNS FROM EMPLOYERS.

After pointing out that if there had been no war there would probably have been a falling-off in trade in some directions this autumn, in comparison with recent years of prosperity, Professor Ashley quotes figures confirming the statement in his previous report that in the week ended September 26 among 18,500 workers, fairly representative of the town as a whole, only 3 per cent. were totally unemployed—i.e., not more than in normal times—while 22 per cent. were working short-time and 28 per cent. working overtime. The figures have been furnished by manufacturing concerns employing some 33,700 persons, of whom three-fourths are men. They are engaged largely in the iron and steel manufactures characteristic of Birmingham. Comparing the last pay-days of September, 1913 and 1914, firms employing some 9,700 workpeople employed 9.4 per cent. fewer persons and paid 13.2 per cent. less wages, indicating (as the rates of wages had not been altered in the meantime) there was, in their case, a small amount of short time; firms employing 3,000 workpeople showed no change in either respect; while firms employing approximately 11,000 workpeople employed 21.8 per cent. more than in 1913 and paid 41 per cent. more wages, pointing to the fact that there was in their case a considerable amount of overtime. The wages figures are roughly equivalent to an increase of almost 14 per cent. over the whole number employed. From a particular group of employers representing 10,000 workmen, of whom 5,000 are not included in these returns, the average output for August and September, 1914, exceeded that for the same months of last year by more than 6 per cent.

REGISTERED UNEMPLOYMENT.

In regard to the month of October, fairly conclusive evidence of the improvement in employment is provided by the returns of the Birmingham Labour Exchanges. The figures for the insured trades (engineering, building, and construction of vehicles) are the most instructive, because in these trades all unemployed workpeople qualified for benefit are obliged to register, and almost all continue to do so even when benefit has run out. And these returns show the number of unemployed on the "Live Register" has gone down by hundreds every week, ever since the week ended August 28. The last available figures, those for October 23, show there were then in those trades actually 183 fewer men registered as unemployed than before the war. The figures for women have not yet reached so cheerful a level, but their numbers are only a quarter those of the men, and they also have been dropping off every week after September 4, at first by a few only, but of late more rapidly. From the uninsured trades, the number registered began to fall off, in the case both of men and women, after September 25; and on October 23 the number of men in these trades registered as out of work was 129 fewer than before the war. The registration of women in the uninsured trades fluctuates from week to week; but since September 25 the general movement has been downward. Among men one chief cause of lessened registered unemployment has, of course, been enlistment. On the other hand, the insistence by the Citizens' Committee on the use of the Labour Exchanges by applicants for relief was making them more generally known, and increased the number of registrations reported.

REVIVAL IN WOMEN'S TRADES.

Professor Ashley is informed by the officer in charge of the Women's Department that there has been a marked revival in the majority of trades for women in Birmingham during the present month. The saddlery trades are very busy; there is also a distinct improvement in the electro-plate trade, many button makers are engaged on Government work, an improvement is clear in the printing trade, and just discernible in the cycle business; while a good many dressmakers and tailoresses are turning to the making of knapsacks, canvas bags, bed covers, and similar work for the Government. The Juvenile Labour Exchanges are very conscious of improvement. During the four weeks ended October 24 they were notified, on an average, of 288 vacancies a week, and received from young people 374 applications for employment; while in the corresponding weeks of September the vacancies per week were only 222, and the applicants as many as 403.

From every side come indications of a return to prosperity. Thus the average daily number of free meals in Birmingham schools increased until the week ended October 3, when it reached 11,387. In the next two weeks it fell to 10,439 and 9,082 respectively. There can be little doubt this is partly due to the more liberal scale of allowance to soldiers' dependents, and also to greater efficiency in the methods of payment. Similarly it is encouraging to find that since the week ended September 19 the number of persons in receipt of poor relief has every week decreased—in that ended October 17 by as many as 145 persons. It is now only 4 per cent. greater than it was before the war. The decline during the last few weeks is the more significant since last year there was an increase week by week during the same period.

UNEMPLOYMENT CASES RELIEVED.

Dealing with the total number of cases of unemployment attributed to the war receiving assistance from the Citizens' Committee, he states the number of cases open on October 16 was 3,244, representing, with children and other dependents, 14,962 individuals. The significance of figures such as these depends on their proportion to the whole population. They undoubtedly stand for a good deal of hardship and anxiety; but they are only 1.7 per cent. of the population of Birmingham. If the cases then closed are added, 1,219, together with their dependents—representing a total of 5,527 (many of whom, in fact, were refused as unsuitable)—the total is 20,499, which is only about 2.3 per cent. of the population. But in the last period of distress which visited Birmingham, the winter of 1904-5, relief was granted in thirteen weeks to 6.5 per cent. of the population. For various reasons the conditions then and now are not altogether parallel, but they are sufficiently alike to make people realise that the present distress must be much less than that accompanying a period of severe trade depression of the ordinary kind.

the Manchester Evening Mail, October 30th. 1914

EMPLOYMENT IN MANCHESTER.

REPORT OF OFFICIAL ENQUIRY.

LESS APPLICANTS AT LABOUR EXCHANGE.

WOMEN'S TRADE SATISFACTORY.

That there has been no serious growth of unemployment in Manchester and district during the last fortnight will be seen from extracts, given below, which we make from a report prepared for the Local Government Board by Professor Chapman and Mr. T. Hudson (Town Clerk). Though there has been no serious increase in the amount of unemployment during the period named, there is, of course, still a considerable lack of work, but much of this has been absent since the first fortnight of the war. The position in regard to trades in which women are concerned is, however, decidedly encouraging.

The evidence furnished in the report is also corroborated by the statements made by Sir Thomas Shann, chairman of the Unemployment Sub-committee, made at yesterday's meeting of the Manchester Relief Committee. Sir Thomas stated that the manager at the Labour Exchange reported a decrease both in the number of applications for employment and also in the amount of money paid out in unemployment insurance.

According to the report of Professor Chapman and the Town Clerk, there is a distinct improvement in the state of affairs at the Women's Labour Exchange, despite an increase of 67 on the books, which is due to the closing down of textile firms in the district.

Printing, overall making, sweet making, and skirt and mantle making have experienced something of a revival, and the activity in the clothing trade has made it impossible for the moment to meet the demand for skilled machinists.

Recovery is due largely to orders which are exceptional (e.g., special Government orders). The number of shop assistants on the register is not large, possibly because reduced time and reduced pay seem to be the rule, instead of dismissals of staff.

The pressure on firms to engage more assistants seems to arise from applications from those who are on short time or reduced pay in other trades, and are anxious, if possible, to supplement their earnings.

The openings for domestic servants continue good in number, but lack of women with reliable references makes it impossible to fill the positions. Hardship exists among the dismissed restaurant hands and hotel kitchen helps, and also among the number of girls discharged from firms engaged in the fitting of small electrical parts.

Offiers to engage women in various kinds of work for their keep alone have been refused by the superintendent on the ground that the practice is demoralising and tends to create serious wages difficulties.

The Manchester inspectors report that only six cases of distress have been met with among the 287 out-workers visited during the past two weeks. The general shortage of home workers continues, but there is a slight improvement to report among umbrella workers.

The Salford Distress Committee has taken steps to provide employment principally for unemployed needle women and machinists, who constitute the largest section of registered unemployed skilled workers. The figures of the latter are:

Sewing and machinists	63	cases.
Tailoring	28	"
Waterproof garment makers...	8	"
Dressmakers	7	"
Capmakers	11	"
Corset makers	3	"

The plan is, in effect, that of the Manchester Women's Sewing Room, and the Salford Committee hopes to secure also the making of goods (e.g., shirts) for military purposes.

The following information has been obtained from certain unions of warehousemen who do not use the Labour Exchange. The state of employment of these men depends mainly on the condition of shipping, which has not recovered yet, though it may be depended upon doing so eventually when the stocks in foreign markets have been depleted and the conditions in the cotton market have become such as to make people believe that a moderately stable level of values has been reached.

Makers Up. (Society No. 1).—During the past fortnight the situation has not changed very much. If anything unemployment is rather worse. It is certainly no better. The situation has been relieved somewhat by the fact that about 40 members have joined the battalions raised in Manchester. The total membership of this society amounts to about 800. Of these not more than 70 or 80 are working full time. The majority are working from 3 to 4 days a week, but a large number not more than 1½ to 2 days.

Makers Up (Society No. II.).—In this society there are 310 members, of whom 53 have enlisted. At the present time only three are totally unemployed, but of the remainder very few are working more than two or three days a week. In many cases the men are earning just sufficient to keep them off the unemployed funds.

Regarding the provision of work for men, the Corporation have several schemes in hand as follows:

Road-Making.—New southern road leading from Manchester into Cheshire. Before this work can be commenced negotiations will have to be completed with the landowners. The City Surveyor does not anticipate that this work can be started this year.

Paving Works.—The Paving Committee are doing some additional paving, repairs and relaying of pavements to provide employment for paviors and paviors labourers, etc.

Barlow Hall—Purchase and Lake-making.—This work will afford employment to a large number of unskilled workmen at a reasonable distance from the most congested part of the city, but it is necessary to hold a Local Government Board inquiry, which cannot be done until the City Surveyor has completed the plans and estimates, etc., for the work, which are being expedited.

Main Drainage.—The City Surveyor is reporting to the Rivers' Committee upon intended works of main drainage, in order to avoid throwing out of employment a large number of men that are now engaged on works approaching completion.

Carrying companies are busy, and full permanent staffs are being employed at full wages. The Ship Canal Company reports slightly greater activity during the week. The Danish provision traffic is maintained (thirty vessels have discharged their cargoes here during the last three weeks).

The engineering department is now more active. On the whole the state of employment in the building trades remains fairly good. Such pressure of unemployment as exists is felt mainly by masons, painters, and decorators.

The temporary short time arrangements have given way to full time work again in most cases, and once more the master builders have rejected a proposal for organised short time, preferring to leave arrangements to each separate firm as the contracts fall out. The building of huts for the new battalions has relieved the shortage of work threatened among the joiners. Supplies of material are well maintained, and there is no immediate cause for anxiety.

In engineering there is no marked change. As the reports to the Board of Trade indicate, the number of those employed have not diminished, and the under-employment, which affects about one-third of the workers, is accounted for almost entirely by the short time worked by the textile machinery makers. In this section there is no immediate prospect of improvement. In other branches affected favourably by war orders, there is even some probability of a shortage of the right kind of labour, as 20 per cent has joined the Army.

Southport Visiter, Oct. 31st 1914.

SOUTHPORT NATIONAL AID SOCIETY. WOMEN'S EMPLOYMENT BUREAU.

Last week employment was found for 37 women and girls, who finished 98 garments, made 189 stuffed toys, and dressed 68 dolls. The committee is constantly hearing that Southport ladies would like to have more information about the workroom. The workroom is situated at the Friends' Meeting House, Portland-street, and has been open since October 5th. The applicants are all sent from the Labour Exchange, where they apply for work. Visiters are welcome every Friday afternoon. The office is open daily (Saturdays excepted), from 10 to 12, to give information and to receive orders for garments for those in distress. Material is always welcome for shirts or women's and children's clothes; and the committee wish particularly to thank those ladies who have kindly sent remnants of cloth, serge, flannel, etc. Small pieces are most useful in making garments for the children of Belgian refugees and others in distress. Ladies can also help by bringing their material to be made up by the workers when the garments made are to be given away to those in distress. The toys are sold only to the trade. They can be bought in local shops. The work of the bureau is commended to all who wish to do something for their unfortunate sisters who find themselves out of work owing to the war.

Glasgow Herald, Oct. 30th. 1914.

DISTRESS AMONG WOMEN WORKERS.

A GLASGOW RELIEF SCHEME.

While certain trades are more than usually busy with orders for war supplies, there are others which have been very hard hit, and the loss of work has resulted in severe economic stress among the employees. Female adult labour in many of its branches has been very seriously interfered with, and the curtailment of staffs has thrown a great many women on a stagnant market. The problem of providing remunerative work for them is admittedly one which presents many difficulties, but it has been faced in an eminently practical manner by the Scottish Council for Women's Trades. This organisation, which devotes a great deal of energy towards the abolition of sweating, has established emergency workrooms where it is furnishing employment for over 50 women and girls whose means of livelihood has been taken from them owing to the war. The officials have also evolved a system of registration and are working in conjunction with the labour exchanges in their efforts to get applicants placed in permanent positions.

EMERGENCY WORKROOMS.

It was very shortly after the outbreak of war that the fact was borne in on the officials of the council (of which Miss Irwin is the indefatigable secretary) that acute distress was imminent among the employees in certain trades. Living in lodgings, as a great many of them did, and earning wages ranging from 8s to 10s per week, they were entirely unprepared for a period of idleness. The council felt that this was a situation calling for their special attention, and steps were immediately taken to set up ameliorative measures. A sub-committee, to which were added direct representatives of industrial women, was entrusted with the carrying out of the schemes of relief employment. In six weeks there were registered at the offices of the council, 53 Renfield Street, 847 women and girls who were out of work. Through the generosity of the Misses M'Arthur, 30 Montgomerie Drive, two houses at 281 Cathedral Street were put at the disposal of the council. These contain 13 rooms, which have been cleaned and furnished by gifts from local firms. Fifty-four girls are now finding employment there daily. They are being fed, many of them have received gifts of clothing, and they are paid weekly wages. The workers have been classified as skilled and unskilled. The former include tailoresses, mantle makers, dressmakers, and underclothing workers; and the latter embrace charwomen, employees in confectionery, jam, and tobacco works. The first class are engaged in making clothes for distribution by charitable agencies and by private individuals, in household mending and darning, and in making Red Cross requirements. Their wages are 10s per week. The less skilled women are provided with materials which they are taught to make up in clothing for their own use, and they are paid 8s per week and receive also the clothes they make and alter. The workers are provided with a substantial midday meal of two courses, and they are also being trained in cooking under the direction of experienced instructors. One of the first problems which confronted the organisers of the workrooms was that they might be assailed on the ground that their temporary work would be competing with the production of regular workers in the industries concerned. With this point before them they took care to disarm any criticism on that pretext, and when large orders are offered for the workroom the policy of the sub-committee is to discover whether they could be undertaken in a regular factory, and if so to send them there. The committee also insist on all workers registering at the labour exchange, so that permanent work may be secured for them as soon as possible.

TYPIST AS FARM WORKER.

Other outlets than those of the workroom are being found for the energies of the Council on behalf of distressed women. Recently a request was made for 70 suitable women and girls for the potato harvest and other agricultural employment. A wage of 3s per day, including Saturday, or 4d per hour broken time, with free lodgings and half railway fare, was offered. The housing of temporary agricultural workers is a question round which controversy has raged, and knowing that there has frequently been room for complaint on the ground of inadequate accommodation, the Council made it a condition on their sending workers that proper provision would be made for them. A satisfactory undertaking having been given, the Council, in co-operation with the Labour Exchange, sent on the required number. Forty-nine of them did well, but 11 were obliged to leave on account of ill health, and 11 were found unsuitable. Though the greatest amount of unemployment has been in trades ministering to luxuries, these are not solely affected, and it is an interesting sidelight that one of the temporary agricultural workers was a girl with considerable experience as a typist. She was unable to find a situation in her own profession, and her circumstances were so straitened that she was glad of the opportunity of work of any kind. It may be added that she was a success as an agricultural worker. The Council are also joining in a modest way in the war on German trade, and arrangements are being made for training girls in toymaking. Miss Janie Allan has placed rooms at the St. [illegible] Club at the disposal of the Council, and it is [illegible] the industry has been collected [illegible] that the collection [illegible]

ENQUIRY.

LESS APPLICANTS AT LABOUR EXCHANGE.

WOMEN'S TRADE SATISFACTORY.

That there has been no serious growth of unemployment in Manchester and district during the last fortnight will be seen from extracts, given below, which we make from a report prepared for the Local Government Board by Professor Chapman and Mr. T. Hudson (Town Clerk). Though there has been no serious increase in the amount of unemployment during the period named, there is, of course, still a considerable lack of work, but much of this has been absent since the first fortnight of the war. The position in regard to trades in which women are concerned is, however, decidedly encouraging.

The evidence furnished in the report is also corroborated by the statements made by Sir Thomas Shann, chairman of the Unemployment Sub-committee, made at yesterdsy's meeting of the Manchester Relief Committee. Sir Thomas stated that the manager at the Labour Exchange reported a decrease both in the number of applications for employment and also in the amount of money paid out in unemployment insurance.

According to the report of Professor Chapman and the Town Clerk, there is a distinct improvement in the state of affairs at the Women's Labour Exchange, despite an increase of 67 on the books, which is due to the closing down of textile firms in the district.

Printing, overall making, sweet making, and skirt and mantle making have experienced something of a revival, and the activity in the clothing trade has made it impossible for the moment to meet the demand for skilled machinists.

Recovery is due largely to orders which are exceptional (e.g., special Government orders). The number of shop assistants on the register is not large, possibly because reduced time and reduced pay seem to be the rule, instead of dismissals of staff.

The pressure on firms to engage more assistants seems to arise from applications from those who are on short time or reduced pay in other trades, and are anxious, if possible, to supplement their earnings.

The openings for domestic servants continue good in number, but lack of women with reliable references makes it impossible to fill the positions. Hardship exists among the dismissed restaurant hands and hotel kitchen helps, and also among the number of girls discharged from firms engaged in the fitting of small electrical parts.

Offiers to engage women in various kinds of work for their keep alone have been refused by the superintendent on the ground that the practice is demoralising and tends to create serious wages difficulties.

The Manchester inspectors report that only six cases of distress have been met with among the 287 out-workers visited during the past two weeks. The general shortage of home workers continues, but there is a slight improvement to report among umbrella workers.

The Salford Distress Committee has taken steps to provide employment principally for unemployed needle women and machinists, who constitute the largest section of registered unemployed skilled workers. The figures of the latter are:

Sewing and machinists	63	cases.
Tailoring	28	"
Waterproof garment makers...	8	"
Dressmakers	7	"
Capmakers	11	"
Corset makers	3	"

The plan is, in effect, that of the Manchester Women's Sewing Room, and the Salford Committee hopes to secure also the making of goods (e.g., shirts) for military purposes.

The following information has been obtained from certain unions of warehousemen who do not use the Labour Exchange. The state of employment of these men depends mainly on the condition of shipping, which has not recovered yet, though it may be depended upon worse. It is certainly no better. The situation has been relieved somewhat by the fact that about 40 members have joined the battalions raised in Manchester. The total membership of this society amounts to about 800. Of these not more than 70 or 80 are working full time. The majority are working from 3 to 4 days a week, but a large number not more than 1½ to 2 days.

Makers Up (Society No. II.).—In this society there are 310 members, of whom 53 have enlisted. At the present time only three are totally unemployed, but of the remainder very few are working more than two or three days a week. In many cases the men are earning just sufficient to keep them off the unemployed funds.

Regarding the provision of work for men, the Corporation have several schemes in hand as follows:

Road-Making.—New southern road leading from Manchester into Cheshire. Before this work can be commenced negotiations will have to be completed with the landowners. The City Surveyor does not anticipate that this work can be started this year.

Paving Works.—The Paving Committee are doing some additional paving, repairs and relaying of pavements to provide employment for paviors and paviors labourers, etc.

Barlow Hall—Purchase and Lake-making.—This work will afford employment to a large number of unskilled workmen at a reasonable distance from the most congested part of the city, but it is necessary to hold a Local Government Board inquiry, which cannot be done until the City Surveyor has completed the plans and estimates, etc., for the work, which are being expedited.

Main Drainage.—The City Surveyor is reporting to the Rivers' Committee upon intended works of main drainage, in order to avoid throwing out of employment a large number of men that are now engaged on works approaching completion.

Carrying companies are busy, and full permanent staffs are being employed at full wages. The Ship Canal Company reports slightly greater activity during the week. The Danish provision traffic is maintained (thirty vessels have discharged their cargoes here during the last three weeks).

The engineering department is now more active. On the whole the state of employment in the building trades remains fairly good. Such pressure of unemployment as exists is felt mainly by masons, painters, and decorators.

The temporary short time arrangements have given way to full time work again in most cases, and once more the master builders have rejected a proposal for organised short time, preferring to leave arrangements to each separate firm as the contracts fall out. The building of huts for the new battalions has relieved the shortage of work threatened among the joiners. Supplies of material are well maintained, and there is no immediate cause for anxiety.

In engineering there is no marked change. As the reports to the Board of Trade indicate, the number of those employed have not diminished, and the under-employment, which affects about one-third of the workers, is accounted for almost entirely by the short time worked by the textile machinery makers. In this section there is no immediate prospect of improvement. In other branches affected favourably by war orders, there is even some probability of a shortage of the right kind of labour, as 20 per cent has joined the Army.

Southport Visiter, Oct. 31st 1914.

SOUTHPORT NATIONAL AID SOCIETY. WOMEN'S EMPLOYMENT BUREAU.

Last week employment was found for 37 women and girls, who finished 98 garments, made 189 stuffed toys, and dressed 68 dolls. The committee is constantly hearing that Southport ladies would like to have more information about the workroom. The workroom is situated at the Friends' Meeting House, Portland-street, and has been open since October 5th. The applicants are all sent from the Labour Exchange, where they apply for work. Visiters are welcome every Friday afternoon. The office is open daily (Saturdays excepted), from 10 to 12, to give information and to receive orders for garments for those in distress. Material is always welcome for shirts or women's and children's clothes; and the committee wish particularly to thank those ladies who have kindly sent remnants of cloth, serge, flannel, etc. Small pieces are most useful in making garments for the children of Belgian refugees and others in distress. Ladies can also help by bringing their material to be made up by the workers when the garments made are to be given away to those in distress. The toys are sold only to the trade. They can be bought in local shops. The work of the bureau is commended to all who wish to do something for their unfortunate sisters who find themselves out of work owing to the war.

While certain trades are more than usually busy with orders for war supplies, there are others which have been very hard hit, and the loss of work has resulted in severe economic stress among the employees. Female adult labour in many of its branches has been very seriously interfered with, and the curtailment of staffs has thrown a great many women on a stagnant market. The problem of providing remunerative work for them is admittedly one which presents many difficulties, but it has been faced in an eminently practical manner by the Scottish Council for Women's Trades. This organisation, which devotes a great deal of energy towards the abolition of sweating, has established emergency workrooms where it is furnishing employment for over 50 women and girls whose means of livelihood has been taken from them owing to the war. The officials have also evolved a system of registration and are working in conjunction with the labour exchanges in their efforts to get applicants placed in permanent positions.

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The Daily Dispatch
October 30th. 1914.

REVIVING INDUSTRIES.

More Hopeful Phases of Relief Problem.

TRAINING WOMEN.

Doll and Shirt Making for Unemployed.

The Manchester Relief Committee agreed yesterday to the recommendations of the Women's Unemployment Committee to furnish work for women by the providing, at an additional cost of £80 a week, tuition in shirt making, doll making, and as skilled machinists.

In a report on the relief of distress in Manchester and district, given to the Manchester Relief Committee yesterday, it was stated that:

There is a distinct improvement in the state of affairs at the Women's Labour Exchange despite an increase of 67 on the books, which is due to the closing down of textile firms in the district. Printing, overall making, sweet making, and skirt and mantle making have experienced something of a revival, and the activity in the clothing trade has made it impossible for the moment to meet the demand for skilled machinists. Recovery is due largely to orders which are exceptional (e.g., special Government orders). The number of shop assistants on the register is not large, possibly because reduced time and reduced pay seem to be the rule, instead of dismissals of staff.

Undercutting Evil Avoided.

The pressure on firms to engage more assistants seems to arise from applications from those who are on short time or reduced pay in other trades, and are anxious, if possible, to supplement their earnings.

The openings for domestic servants continue good in number, but lack of women with reliable references makes it impossible to fill the positions. Hardship exists among the dismissed restaurant hands and hotel kitchen helps, and also among the number of girls discharged from firms engaged in the fitting of small electrical parts.

Offers to engage women in various kinds of work for their keep alone have been refused by the superintendent, on the ground that the practice is demoralising and tends to create serious wages difficulties.

The Manchester inspectors report that only six cases of distress have been met with among the 287 out-workers visited during the past two weeks. The general shortage of home workers continues, but there is a slight improvement to report among umbrella workers.

The Salford Distress Committee has taken steps to provide employment principally for unemployed needlewomen and machinists, who constitute the largest section of registered unemployed skilled workers. The figures of the latter are:—

	Cases.
Sewing and machinists	63
Tailoring	28
Waterproof garment makers	8
Dressmakers	7
Capmakers	11
Corset makers	3

From August 21 to October 10, 13,189 persons applied in the city for help, and 8,562 families were relieved.

The state of employment of warehousemen depends mainly on the condition of shipping, which has not recovered yet, though it may be depended upon doing so when the stocks in foreign markets have been depleted and the conditions in the cotton market have become such as to make people believe that a moderately stable level of values has been reached.

Extent of Short Time.

The Makers-up (No. 1 Society) report that during the past fortnight the situation has not changed very much. If anything unemployment is rather worse. Of 800 members, not more than 70 or 80 are working full time. The majority are working from 3 to 4 days a week, but a large number not more than one and a half or two days.

In No. 2 Society, with 310 members, only three are totally unemployed, but of the remainder very few are working more than two or three days a week. In many cases the men are earning just sufficient to keep them off the unemployed funds.

Very few members of the Print and Grey Cloth Lookers' Society and General Warehouse Men's Society (Nos. 1 and 2) are wholly unemployed, but with the exception of four or five members, all the rest are working short time, in many cases not more than one and a half or two days, and in many others not sufficiently to keep the members off the unemployed funds.

Of the General Warehouse Men's Society (No. 9), it is said that a fortnight ago few had done any work since the war commenced, and this is the present position.

Carrying companies are busy, and full permanent staffs are being employed at full wages. The Ship Canal Company reports slightly greater activity during the week. The engineering department is now more active. On the whole the state of employment in the building trades remains fairly good. Such pressure of unemployment as exists is felt mainly by masons, painters, and decorators. The temporary short time arrangements have given way to full time work again in most cases, and once more the master builders have rejected a proposal for organised short time, preferring to leave arrangements to each separate firm as the contracts fall out. The building of huts for the new battalions has relieved the shortage of work threatened among the joiners. Supplies of material are well maintained, and there is no immediate cause for anxiety.

In engineering there is no marked change since the last report. The number of those employed has not diminished, and the under employment which affects about one-third of the workers is accounted for almost entirely by the short time worked by the textile machinery makers. In this section there is no immediate prospect of improvement. In other branches affected favourably by war orders, there is even some probability of a shortage of the right kind of labour, as 20 per cent. have joined the army.

Morning Post,
October 31st. 1914.

UNEMPLOYMENT AMONG GIRLS.

The Mayor of Chelsea (Mr. F. J. Welch) presided at a meeting held yesterday afternoon at the Governor's House, Chelsea Hospital, by permission of Lady Lyttelton, to consider the desirability of providing workrooms for the employment of girls during the war. There were present Earl and Countess Cadogan, Viscountess Strathallan, the Dowager Countess of Guilford, Lady Alice Ashley, Lady Evelyn McDonald, Lady Dawkins, Lady Maud Hoare, Lady Victoria Manners, Lady Fremantle, Frances Lady Legard, the Hon. Mrs. and Miss Buxton, the Hon. Mrs. Bertie, Miss Pickford, Mrs. George Trevelyan, and Mrs. W. Phipps.

The MAYOR pointed out that a work-room had been opened at the public library buildings in Manresa-road by Miss Robinson. This had been of great assistance to many girls. A Women's Committee had been formed to promote the extension of this scheme, and it was desired to form a recreation club in connection with it.

Lady MAUD HOARE said unemployment among the women was increasing considerably, the number registered at the labour exchanges last week being 35,800, as against 34,700 in the previous week.

Lord CADOGAN urged the necessity of making use of all the existing facilities before starting new ones, such as clubs. The prevalent spirit of unselfishness and charity and desire to assist one's neighbours had induced ladies to say they would economise in order to provide comforts for the soldiers. He would like to urge them not to economise in that way, but rather be a little more extravagant than usual, so that dressmakers and others might be found plenty of employment. He was sure the husbands would not mind paying the larger bills. (Laughter.)

Standard, Oct. 31st. 1914.

UNEMPLOYED GIRLS.

With a view to dealing with the question of women shorthand-typists now out of employment, the City of London Committee of the National Relief (Prince of Wales's) Fund propose to open an office for receiving the names and addresses and other particulars of those persons who, prior to their present unemployment, were employed within the City. Pending the opening of this office those who are qualified as above and who desire to register should apply by letter only to Mr. A. V. Cox, hon. secretary of the committee, Guildhall, E.C., for a form of registration.

Daily Express, Oct. 31st 1914.

WOMEN VICTIMS OF THE WAR.

At the meeting of the Central Unemployed Body yesterday it was stated that there was great distress among the professional classes, especially in the theatrical profession, owing to the war, and that women were suffering more than men.

It was also stated that about one-third of the dressmakers and a quarter of the milliners are working short time or are out of work owing to women's economies in dress.

It was decided to open more workrooms for women.

Sunday Journal,
October 31st. 1914.

Work for Unemployed Women.

Swinton Scheme Started.

One of the problems which the Swinton and Pendlebury Representative Committee have had to face in connexion with the relief of distress arising out of the war is that of unemployed women and girls. A considerable number of these, who are usually engaged at the cotton mills, have been for some weeks out of work, and prospects of a resumption being very uncertain, they have begun to feel real hardship. During the past week the number of unemployed women and girls registered in the district has increased from 139 to 200, and this fact has impressed the Local Committee with the necessity of work of some kind being provided. A scheme was prepared some weeks ago and submitted to the Local Government Board, but after waiting in vain for official sanction, the Committee decided, in view of the opening of a local relief fund, to make a start with the scheme without waiting longer for official approval. A start was therefore made yesterday at Trinity School, Swinton, where 12 girls were set to work making garments which it is intended to give away to the most needy of the local distress cases during the coming winter. The scheme is organized by the local Employment Sub-Committee, of which Mr. H. Entwisle, surveyor to the Council, is secretary. Mrs. Norbury, of Broad Oak Park, Worsley, is the chief organizer of the scheme, and under her able direction, several other local ladies are taking active part, not only in the work of organization, but the provision of materials. Discussing the scheme with out representative, Mrs. Norbury pointed out that owing to the restrictions with regard to

Conditions of Labour,

and the necessity of avoiding any clashing between the Local Committee and labour organizations, the scheme is confined to comparatively small limits. In essence, it is to provide work, instead of relief tickets, to the women who desire to give some return for the assistance they receive in this time of stress. The minimum wage authorized by the Government Department is threepence per hour, but the workers under the Swinton scheme will be paid fourpence, and their hours will be from 10 a.m. to 4 p.m. Monday to Friday. The scheme is being financed from the local relief fund. If this proves inadequate the local branch of the Prince of Wales' fund will be drawn upon, but the generous response now being made to the local fund encourages the hope that the needs of the situation will be met. The local workpeople who are fortunate enough to be fully employed are sending substantial weekly subscriptions to the fund, and if these are maintained it should be possible to shortly increase the number of workers under the scheme. It is also hoped to obtain a Government grant in support of the work. It will be appreciated that the need in some local families is much greater than in others, and the organizers of the scheme are trying, as far as possible, to give preference to those who are most hardly hit. The ladies who, under Mrs. Norbury's leadership, are devoting their time and energies to secure the successful working of the scheme are worthy of all praise and support. They will be grateful for all help that can be given, either in money or materials.

EMPLOYMENT FOR GIRLS AND WOMEN AT ECCLES.

The Unemployment Sub-Committee of the Administrative Committee for the National Relief Fund at Eccles have, in conjunction with a Women's Committee, had under consideration a scheme for providing employment for women and girls who may be thrown out of employment through the war. A National Fund started by the Queen Mother has taken up this question in London and other large centres, and the Eccles Committee are hoping to obtain a grant to finance their scheme. The Executive Committee have approved the latter, by which it is proposed to open one or more workrooms for the making up and repair of clothing, which would be available to relieve distress in another direction. Two rooms have been offered to the Committee, one at the Eccles Congregational Church Schools and another at Messrs. Ermen and Roby's Mill at Patricroft. The scheme provides for the apopintment of a competent fore-woman at the standard rate of wages, and the employment of women and girls at a minimum rate of 4d. per hour, the maximum hours to be worked to be from 25 to 30, according to the income of the family of the workers. The Committee are also anxious to improve the efficiency of the girls and women in domestic and other subjects, and it is hoped to combine with the scheme training in domestic economy and other instruct
the relief of the poor, charitable organizatio
find that gifts of children's clothing is one of the most appreciable and economic directions it can take, and it is believed that if the Relief Committees purchased articles of clothing for distribution at fair prices, the scheme would become almost entirely self-supporting.

Freeman
Oct. 3

THE WAR AND IRISH TRADE

SPEECH OF MR. T. W. RUSSELL, M.P.

RATHMINES SCHOOL OF COMMERCE.

The annual presentation of certificates to the students of the Rathmines School of Commerce and Domestic Economy took place in the Rathmines Town Hall last night. Mr. Francis Bride, Chairman of the Technical Education Committee, presided, and there was a large attendance of students and friends. The prizes were distributed by Lady Shaw.

The Chairman said the history of the schools had been a record of success, and had contributed a great deal to the welfare of the students.

Mr. Williamson, Principal Rathmines Technical School, mentioned that the attendance had increased from 806 pupils in 1912-13, to 972 in 1913-14. The schools had made a splendid start, and were looking forward to greater success in the future.

Professor Cole delivered an interesting lecture on the necessity of efficiency in the life of the nation. Technical education, he said, was doing a great deal to give equality and opportunity to all young persons of ability and adaptability who had the energy and determination to improve their position in life. There was, he believed, too much talk about the culture to be derived from books and picture galleries, while the more important training of the mind in the great necessity for accuracy in and despatch in the ordinary affairs of the daily business of life was too often neglected (applause).

SPEECH OF MR. T. W. RUSSELL, M.P.

Mr. T. W. Russell, M.P., in supporting a vote of thanks to the lecturer, said there was hardly a town or village in Ireland that had not its technical institute. There were 46,000 pupils attending these schools, but there had been up to the present a gap in the system. They had not touched a class which specially required this form of education; and it was still more curious that the war was going to bring about some reformation in this respect. The war had really turned men's minds and thoughts in a direction which would be of ultimate benefit to the country. The Department at the present time was anxiously considering the question of technical education as applied to industries, as applied to domestic economy, and scores of industries in the hands of the Germans, and it would be the people's own fault if these industries ever went back to Germany (applause). The toy industry was almost entirely in the hands of the Germans. America even did not make toys; they get them from Germany. We are engaged at the present moment, proceeded Mr Russell, at this work. We have experts from England visiting the cities and towns of Ireland to test the capacity of the young people in the schools to see whether it would be possible to make our own dolls. I believe it is quite settled that we can make everything but the head (laughter). Even the dressing of the doll is a separate industry in Germany. We are considering how far we may be able to get something out of this industry. Continuing, Mr. Russell said there was another question brought to the attention of the Department within the last few weeks. They were not suffering at the present time from any serious want of employment as regards men. He was happy to say that a great number of labourers and workers had gone to the front (hear, hear). Without Conscription, which nobody ever dreamt of unless some foolish newspaper man. Without pressure thousands and thousands of men had gone to the front from Ireland (hear, hear).

Question of Unemployment.

But whilst there was no unemploymen worth speaking of among men, there was great deal of unemployment amongst girls and women. It had been ascertained by the Department that seamptresses and dressmakers and women engaged in work of that kind, were losing their unemployment every day, and who stand in the near future to lose more and more. Girls engaged in the class of work he had mentioned should also come under the technical education schemes. The Department had taken this matter in hands, and before very long, he hoped, they would be able to start technical schools, not only in Dublin, but in every place in Ireland, to give the young girls and women now out of employment technical education. He believed it would be the greatest benefit imaginable to them, and would largely help to fill the deficiency in women's education. A great deal more was required to be done, said Mr. Russell, in conclusion. The great industry of Ireland was agriculture. The science of agriculture must be brought home to the farmers. And what was true of the farmer was equally true of other things (applause).

Venerable Archdeacon Pricher, P.P., V.F. Rev. Mr. Macaulay, and Mr. Baxter, Chairman of the Rathmines U.D.C., also spoke.

EMPLOYMENT WORKROOMS.

HELP FOR WOMEN OF THE PROFESSIONAL CLASSES.

At a meeting of the Professional Classes War Relief Council, it was announced that the Women's Emergency Corps and the Relief Organisation of the National Union of Women's Suffrage Societies have kindly offered to be responsible for the temporary employment workrooms for women. The council will pay the minimum wage of 10s. per head per week for its nominees, who will, of course, be entirely women of the professiona' classes.

This offer relieves the council of the onus of opening new workrooms, it being considered most desirable to use, wherever possible, existing machinery, and to ensure the widest co-operation with all other societies giving relief.

The offer was most gratefully accepted, and the council passed a vote of thanks to the Women's Emergency Corps and to the National Union of Women's Suffrage Societies, who are represented on the council respectively by the Duchess of Marlborough and Mrs. Percy Boulnois, and Mrs. Henry Fawcett and Miss K. D. Courtney.

These temporary workrooms, which include needlework, toymaking, and other trades, are to be used for women who require immediate aid to bridge over the time necessary for finding them permanent employment.

Daily Chronicle,
October 31st 1914

FOR WORKLESS WOMEN.

NEW RULES FOR HELPING DESERVING CASES.

Revised regulations regarding the provision of work for women temporarily unemployed were issued yesterday.

They provide that any special schemes should be educationally and socially beneficial, and that resort should not be had to a special type of workroom until every effort has been made to find employment in a regular trade.

Only women thrown out of work by the war may be taken into consideration, and distress caused by unemployment amongst men should not be relieved by the giving of work to women not previously wage earners.

The maximum relief in the form of work is fixed at 10s.

Where the rate of pay is fixed above 3d. an hour the hours should be reduced, and where 10s. is above the wage normal in the district, hours should be adjusted so as to regulate the wages to the desired amount.

Girls between 16 and 18 years of age, except when they have previously earned more than 3d. an hour, should be given a maintenance allowance of a shilling a day.

Women Economising in Dress.

From a statement made yesterday at a meeting of the Central Unemployed Body dressmakers and milliners are being injuriously affected because of the economies of women who are buying cheap ready-made clothes and cheap plain hats. One-third of the dressmakers and a quarter of the milliners are working short time, or are out of work. As the Government is making a special grant of £1,000 the central body decided to open at once more workrooms for the benefit of unemployed women.

654 II/12

Glasgow Herald, 654.
Oct. 31 st. 1914.

UNEMPLOYED WOMEN.

(FROM OUR CORRESPONDENT.)

LONDON, Friday Night.

Women workers are feeling the stress of unemployment and short time more than men, and the prospect is not too favourable. At the labour exchanges throughout the country 36,800 women registered last week, as compared with 34,700 the previous week. The central unemployed body for London has 3000 more cases to deal with than at the same time last year. One-third of the 66,000 dressmakers in the London district are working shorter hours, and of 13,400 milliners about a quarter have had their earning opportunities similarly curtailed. This falling off, it is stated, has been caused by ladies purchasing inexpensive, ready-made clothes and cheap trimmed hats. Women of the professional classes generally are also suffering like their poorer sisters from the effects of the war. At a meeting held in Chelsea to-day Lady Maud Hoare said that some ladies were not ordering dresses so that they might have more money to spend on shirts for the soldiers. She very sensibly remarked that it was no use doing that because it helped to throw other people out of work. Meanwhile the problem is receiving careful attention, and the Central Committee on Women's Unemployment has issued a paper containing a number of suggestions, the principal being that any special schemes of employment should be educational and socially beneficial, and that resort should not be had to a special type of workroom until every effort has been made to procure employment for the workers in a regular trade.

Nottingham Express, [illegible]

NOTTINGHAM TRADE.

How the Women Workers are Affected.

POSITION NOT ACUTE.

According to the conclusions of the officials of the Nottingham Labour Exchange, unemployment in the city is by no means acute, although at the same time the working classes as a whole are stated to be "not well off." This comparatively comfortable condition of being able to "rub along" is in some measure due to the fact that most local working families are composed of two or three workers, and these are, as a rule, engaged in different industries. Thus when one member of the household is out the income continues to some extent.

Since the war began, however, unemployment has increased amongst women workers by something like 100 per cent. This does not necessarily mean that the number of women totally unemployed has doubled, but rather the increase represents the number registering for work. For instance, on the outbreak of war the number of charwomen on the register went up from 20 and 30 to 50 and 60, but of this number many are putting in two or three days' work a week. The total of women unemployed just now is about 365, whereas for this period of the year 200 would be about normal. On the different trades lace comes first with 135 registered, and domestics second with 130. About 30 dressmakers are registered, about 12 shop assistants, and 20 classified as commercial occupations (typists, clerks, &c.).

Making Khaki.

With regard to dressmakers, it is stated that there would be more but for the fact that the big employers in the city are loyally doing their best to keep all hands on. Some of the big firms who do ladies' tailoring are contemplating the advisability of undertaking khaki work for the Government, the matter having been brought to their attention by Mr. A. G. H. Thatcher, the manager. It is interesting to note that three firms of wholesale clothiers in Nottingham have already commenced this class of work, and are turning out about 500 or 600 suits a week.

With regard to male workers, there are registered about 274 of uninsured trades and about 1,000 of the insured trades. Lace machine builders, who are amongst the sections most affected, are somewhat difficult to place owing t the fact that an expert in this branch is not ways an all-round engineer. Nevertheless, t local Exchange has been successful in placi about half-a-dozen in the Woolwich works. I the matter of placing general engineers, too, the officials have been particularly fortunate, about 40 or 50 men having been found good berths in the North and at Birmingham and elsewhere. In addition, employment was found for something like 100 or 200 carpenters at the Belton Park camp, which is now nearly completed. It is highly probable that the men will go similar work at Salisbury, where a muc extensive camp is being constructed.

It is important t has not wholly t to work in oth cases their fa and are being

Liverpool Post,
Nov: 5th. 1914.

LIVERPOOL'S LABOUR MARKET.

UNEMPLOYMENT AND SHORT TIME.

VARYING EFFECTS OF THE WAR.

At the moment, perhaps one of the most interesting documents issued by the Liverpool municipal authorities is the report of the State of Employment Sub-Committee, which is connected with the Committee for the Prevention and Relief of Distress. Whilst it is stated that conditions of employment in the city remain generally satisfactory, there continues to be evidence of unusual depression in certain insured trades, particularly those of building, shipbuilding, boilermaking, engineering, and shipyard labouring. Thus in the insured trades during the week ending October 10 there were on the registers of the Labour Exchange 1,939 men, as compared with 929 for the corresponding week of last year. These figures indicate an increase in unemployment equal to 108 per cent.

The growth of unemployment among women, coupled with the working of short time, says the report, has become a serious problem. The small extent of unemployment among men is doubtless due to the withdrawal of men to the forces of the Crown. The following are the latest and most reliable figures available for this drain on the labour market:—

Serving	Regular	7,000
,,	Reservist	5,000
,,	Kitchener's Army	15,000
,,	Territorial	15,000
,,	Regular Navy	5,000
,,	R.F.R. and Pensioners	1,171
,,	Royal Naval Reserve	1,300
,,	Royal Naval Volunteer Res.	750
Total		50,221

State of Trades.

Probably the building trade has suffered the most severely from the war, for from the report it appears that, according to returns obtained from a group of firms employing 3,000 men, unemployment has increased by 11 per cent. since the war broke out, and, after due allowance has been made for the men joining the Colours, it would seem that of the total population of over 16,000 people engaged in the building trade in Liverpool 2,421 are unemployed—an addition of 1,777 since the outbreak of war.

The painting trade has also suffered considerably; certain firms have discharged all hands, whilst others are working short time.

In the uninsured trades it is reported that the number of applicants for work greatly exceed that of the corresponding period of last year. Throughout the furnishing trade short time is the rule, and the printing trade is affected in the same direction. Sugar confectionery continues to be extremely depressed. Shop assistants, laundry workers, café girls, and dressmakers are experiencing short time.

Machinists and Dockers Wanted.

Employment for machinists, according to the report, seems to be greater than the supply, and this, broadly speaking, may be attributed to Army contracts. Infringement of the Factory Acts by Government contractors working for the supply of troops appears to be inevitable when the supply of labour fails to equal the demand. It would clearly be more helpful and more economical that this trade should be working in two shifts instead of one, and the suspension of the Factory Act for this purpose would be an advantage, but such a proposition cannot be put forward until the supply of labour is equal to the demand.

It is estimated, proceeds the report, that 2,000 dock labourers have joined the colours, and, owing to the marked shortage of labour in the early part of the week, especially on Monday, the Dock Labour Joint Committee has found it necessary to register an additional 2,100 men. These have for the most part been given seasonal tallies, which are only available for a certain period. The figures show that during the week ending October 10 16,423 men were employed, as opposed to 16,403 in the week ending October 3, and the wages paid in the week ending October 10 were £16,398, as opposed to £17,019. The figures last week represent a decrease in the number of men paid of 3,195 in comparison with the corresponding period for the previous year, since 1,187 less deposited their cards [illegible] the clear[illegible] thi[illegible]

Railway Review,
Nov: 6th. 1914.

THE ORGANISED WORKERS AND UNEMPLOYED CHILD LABOUR.

SIR,—All anxious to see the Labour and Socialist movement assert its claim to be regarded as a force in the political work of the nation must have felt great satisfaction on reading the statement of policy which, recently issued by the National Workers' War Emergency Committee, is to be propagated in numerous great conferences in London and the provinces.

Among the proposals the provision of work for the unemployed of necessity finds a place. In this connection, however, there is one serious omission to which I should like to draw the attention of N.U.R. men and the numerous other Trade Unionists who I know read the "Review." No mention is made of the great amount of unemployed child labour prevailing in the country at the present time, although for many years past a strong lead in this direction has been given by the Trades Union Congress—as many Ministers of Education have been made fully aware by the various deputations of the Parliamentary Committee, which, acting on the instruction of the Congress, have laid before the Government the education demands of the Trade Union movement.

"The provision of work for the unemployed" does not meet the case of the unemployed child under 16 years of age, nor does it meet the Trades Union Congress demand that all child labour under the age of 16 years should be abolished, and that the difficulty—the economic difficulty—should be met by the provision of a maintenance grant or scholarship for every child between the ages of 13 and 16 years. Thus, out of the collective wealth of the community would be paid to the child considerably more than the amount he now obtains as a wage-earner, while the labour he now performs could be transferred to an adult unemployed. Still further productive work would also be forthcoming in the provision and the equipment of the increased number of educational institutions which would be necessary, and in supplying the wider needs of children being educated according to a higher standard of life. While life is being so freely spent on the battlefield abroad we must devote our best energies to the saving of life from the ravage of industrial warfare at home. Therefore, in every Labour programme of proposals for meeting difficulties arising out of the war the working-class child must have a foremost place; and when this maintenance grant is given, Trade Unionists must see to it that it is given to all elementary school children unconditionally, and not on the ground of poverty, just as ordinary free elementary education is given, and without any accompaniment of insulting, inquisitorial investigation as to the amount and method of expenditure of the income in the child's home.

If the enormous cost be urged as an insuperable difficulty in carrying out this, one oft-repeated demand of the Trades Union Congress, then another demand, also oft-repeated, may be quoted, viz., the restoration of the filched wealthy educational endowments, in so many cases intended for the education and maintenance of poor children, and now devoted to the education of the children of the well-to-do.—Yours, etc.,

M. BRIDGES ADAMS.

Bebel House, Working Women's College.

Glasgow Herald,
Nov: 7th. 1914.

WORK FOR UNEMPLOYED AT CLYDEBANK

At a meeting last night of Clydebank Town Council a minute of the Streets and Buildings Committee was submitted. It stated that the Local Government Board had approved of the proposals to widen Kilbowie Road, Park Road, and to form a recreation ground for bowls, etc., and that the Master of Works was still corresponding with the owners of adjoining land and with the manager of the Glasgow tramways. The work involved by these schemes is to be carried out by unemployed labour in the burgh as far as possible. A minute of a special meeting stated that Provost Taylor proposed that the balance on hand of the Unemployed Relief Fund of 1909, amounting to £100, and that from the Coronation Celebration Fund, amounting to £77, should be made available for the Women's Unemployment Relief Fund at this time, which was agreed to. Provost Taylor also explained that on the suggestion of the Scottish Committee on Women's Unemployment, instituted by the Scottish Advisory Committee, the local Prince of Wales's Relief Committee had made a remit to a sub-committee of ladies to provide work for women out of employment on account of the war, and they had already given employment to about 100 women, and expended a sum of between £40 and £50 on material and wages.

654.
The Birmingham Post,
Nov: 7th. 1914.

WORK FOR UNEMPLOYED WOMEN.

SUFFRAGE SOCIETY'S APPEAL.

A meeting of the Birmingham Women's Suffrage Society was held at the Grand Hotel, last night, to enable members to hear the details of a scheme which the organisation has promoted for providing work for women thrown out of employment by the war.

Mrs. A. C. Osler presided, and stated that the committee had had evidence brought before them that there was a peculiar demand for work for women in the Ladywood district, and they had decided to direct their attention to that district. The Vicar of St Margaret's had granted them the use of his schoolroom. They had found it exceedingly difficult to obtain any money from the national funds, and had therefore decided to appeal to their friends, workers, and members. They were enabled by the contributions already received to employ at needlework thirty women, and could help as many more as funds were forthcoming to make it possible for them to do. The articles thus manufactured they proposed to give away to needy people.

Miss Matheson, speaking on the general conditions of women's employment in the city, said that things had settled to a degree that not the most sanguine dared to hope. A number of trades, however, were considerably affected. They were not at the worst of their trade difficulties yet. History taught that whatever might be the dislocation now, they had got to look forward to a period of really worse trade. The women's position was not quite so serious as they thought it was going to be, but it was bad enough There were a great many girls and women on short time and women whose husbands were on short time. They might have enough to keep body and soul together, but not enough to enable them to keep up to the standard of their own class. Although the problem might not be very acute, yet the problem was very much there.

Evening Standard,
Nov: 7th. 1914.

WOMEN CLERKS.

Viscountess St. Cyres has been appointed to represent the Association of Women Clerks and Secretaries on the Professional Classes War Relief Council.

As was anticipated, great distress has arisen among this class of professional women, many hundreds being thrown out of work by small firms and businesses having closed down owing to the war. Where possible work will be found for these women in their own profession, special efforts being made to place the highly trained and competent. A form of assistance has been foreshadowed by a public-spirited woman who has collected a small fund to pay salaries to highly trained secretaries, to assist with various schemes of public relief organisation who would otherwise have been compelled to employ purely voluntary and untrained work. This excellent movement has had the effect of giving double assistance, for while it helps to maintain a certain number of competent women in their own profession, it also ensures higher efficiency in the running of the various organisations.

Where, however, it is impossible to find work the younger members of the profession will be trained in other less overstocked employments, such as the training required for certain openings in the Colonies and elsewhere.

Money is much needed to carry on this work of assistance. Cheques (crossed Messrs. Coutts and Co.) to be made payable to the Treasurer, 13 and 14, Prince's-gate, S.W.

Camberwell & Peckham Times,
Nov: 7th 1914.

WORK FOR WOMEN.

The Salvation Army Emigration Office has just received information from the Government of Nova Scotia that they can receive and happily place a hundred young women suitable for domestic service before Christmas. The Salvation Army will, where necessary, advance the passage money for girls desiring to take advantage of this opportunity who should make application at once to 122, Queen Victoria-street.

654.

The Queen, Nov: 7th. 1914.

THE EMPLOYMENT OF CHELSEA GIRLS DURING THE PRESENT CRISIS.

THE beautiful panelled room of the Governor's House, Royal Hospital, Chelsea, was crowded on Friday last week when a meeting was held by kind invitation of the Hon. Lady Lyttelton to discuss the question of a workroom for the employment of Chelsea girls during the present crisis.

The chair was taken by the Mayor of Chelsea, who told of the great need existing in Chelsea for such work. Considerable delay had, it might be felt, occurred in meeting this need, but the time had not been wasted as many important investigations into the need existing, and the possible ways of meeting it, had been made. In this connection, of course, the Queen's Work for Women Fund immediately suggests itself, and naturally application had been made to it. The result had been an appalling amount of correspondence, but after considerable trouble it was found that the conditions attached to the fund hardly met the principal needs of the cases occurring in Chelsea. A great number of these were found amongst superior dressmakers and others, capable and accustomed to do work of a very good class, who were amongst the first to be deprived of their employment by the stress of the present time. Many of these earnestly desired work at home, and for this the Queen's fund made no provision, and he hoped that in course of time some opening would be found for them. In the meantime they had taken over a workroom, opened by Miss Robinson in the early days of the war, which had already done work of a very valuable character, and it was now housed in commodious premises in the rooms under the Free Library, where it would be able to develop along its own admirable lines.

Lady Maud Hoare, in the course of a short speech, said that the chief industrial sufferers from the war were women; for men of service age the Army was the natural place, and they in many cases left work which could be done by other men older or in other ways ineligible for service. Moreover, there were many trades in which a regular boom was created by War Office requirements, but they were not those in which women participated. In Chelsea there were numberless superior dressmakers, clerks, and typists thrown out of work whose employment presented a grave problem. She urged people to be careful how they injured one class in benefiting another, and remarked that it was poor economy to go without a winter dress, with all the toll of lucrative employment it gave, for the sake of buying shirts for the Army. It was, she knew, a difficult problem which they were up against at the present time, but because a thing was difficult was no excuse for shirking it, and she felt that some considered means must be taken to meet the growing need.

Mrs Wilton Phipps in a lucid and very interesting speech told of the work which was being done in general and of that of Miss Robinson's workroom in particular. The great point she urged in its favour was that it did work which was really wanted, not merely work which would eventually be given away whether it was wanted or not. Indeed, speaking from an experience of thirty years, she deprecated the prevalent custom of making large gifts of clothing to schools irrespective of any specific need. The question of wages was an anxious one, for though at present the bulk of the girls employed were quite young, and so fairly remunerated at the 10s. a week, which was the maximum wage under the Queen's Fund, or even under, they felt that such remuneration was too small for older and more accomplished workers.

At present statistics prove that each week the unemployment amongst women is increasing, and more dressmakers of different grades and other women are thrown out of work or put upon half time. It was hoped, however, that in the natural course of events this would remedy itself, and one point of the method employed at the Chelsea workroom was to allow each girl half a day off a week in which she could seek regular employment. All manner of needlework was undertaken in the workroom, and orders were much wanted for blouses, shirts, babies' and children's clothes, &c. Three successive orders had been gratefully received from the Queen's Needlework Fund, over 300 shirts having been made in this way, with 100 other garments, and an order from this source, one of the earliest received, gave great encouragement to Miss Robinson. An interesting fact, too, was the receipt of successive orders for shirts from Harvey Nicholls, which proved not only that the work was carried out on a thoroughly practical and businesslike basis, but also that it did not interfere with trade interests. She felt, therefore, that in pleading for support for this workroom they were pleading for no new or untried scheme..

The Rev. H. R. Gamble remarked on the really remarkable absence of suffering and privation which the war had brought yet upon the people of this country; there was, however, one class which had suffered sadly, and that was composed of the work girls whose plight they were now considering. With regard to a suggestion made by a previous speaker, that clubs for recreation should play their part in the scheme, he urged that existing institutions should as far as possible be made use of instead of multiplying efforts. There were, he remarked, several such clubs in the neighbourhood, to which the only difficulty was to get the girls.

In proposing a vote of thanks to the speakers and to Lady Lyttelton, Lord Cadogan urged people to make as many purchases as possible, saying that even extravagance in this way was justifiable. In a very brief speech seconding the motion Mr Ball struck an important note when he mentioned the political and patriotic importance of preventing distress from unemployment in view of the possible long duration of the war.

654 II/14

Croydon Times, Nov: 7th. 1914.

EMERGENCY LEAGUE.

Meeting of West Ward Workers.

PROPOSED WORK ROOMS

For Unemployed Women.

The eleventh weekly meeting of this League has been held at Ruskin House, West Croydon, Councillor H. T. Muggeridge presiding.

After formal business had been transacted and sundry cases of distress reported and advice given as to the steps necessary to secure relief, a report was submitted as to the progress made towards the establishment of workrooms for unemployed women. The constitution of the committee of management has been decided upon, and it will consist of five nominees of various women's organisations, and four nominees of the existing Trades and Unemployment Committee. A grant for the purposes of the Women's Workroom Committee will be obtained from the Prince of Wales's Fund, a scheme has already been drafted for submission to the approval of the Mayor's Committee.

Copies of the Government's new pamphlets on separation allowances to the wives and children of soldiers, or to the dependents of unmarried soldiers (or widowers) were distributed to the meeting. These were read and discussed in detail, as it was felt that the information contained would be extremely valuable to the members of the League.

Manchester Guardian, Nov: 9th. 1914.

LIVERPOOL'S UNEMPLOYED GIRLS

Additions to the Ranks of Street Newsvendors.

Whilst there is a shortage of labour in regard to employment under the Mersey Docks and Harbour Board, there is evidence of depression in certain trades in Liverpool, among which the chief are building, shipbuilding, boilermaking, engineering, and general shipyard labour. A Blue-book issued by the Liverpool municipal authorities shows that during the week ending October 10 unemployment in the insured trades doubled. But the extent of unemployment among men is actually not large; the fact that over 50,000 men are with the two branches of the forces has had its effect on the labour market. The building trade has been the most severe sufferer, unemployment having increased by a large percentage since the outbreak of war, whilst the painting trade has suffered considerably, certain firms having discharged all their hands, while others have placed their men on short time. In the furnishing trade short time is the rule rather than the exception, and printing firms are similarly affected.

It is among women that unemployment is most serious. Particularly hard is the lot of girls employed in the sugar, confectionery, laundry, café, dressmaking, and shop assistant concerns; most of these have been placed on short time and others discharged. Some of these girls have been driven in their need to take up the street selling of newspapers.

The Northern Whig, Nov: 11th. 1914.

EMPLOYMENT FOR WOMEN.

Meeting of the Ulster Committee.

The inaugural meeting of the Ulster Committee on Women's Employment was held in the Lord Mayor's Parlour at the Belfast City Hall yesterday afternoon. The Dowager Marchioness of Dufferin and Ava presided, and there were also present the Lady Mayoress (Mrs. Crawford M'Cullagh), the Honourable Lady Kennedy, Mrs. Sinclair (Hopefield House), Mrs. M'Mordie, Mrs. Mercier Clements, Mrs. David Stevenson (Londonderry), Mrs. J. M. Andrews (Comber), Mrs. Letts, Mrs. Garrett Nagle, Mrs. Harold Barbour, Miss M'Cance, Miss Slocock (H.M. senior lady inspector of factories, Belfast), Mrs. Dickie (Dublin), Miss F. F. Clark, Miss A. N. Daunt (Belfast Labour Exchange), Miss M. Galway, Miss M. Magee; Messrs. James Johnston, J.P.; J. H. Stirling, E. A. Saunderson, S. Eraut (H.M. inspector of factories), R. Garrett Campbell, John Johnston (Lurgan), Guy Morrish (Londonderry), and F. W. Moneypenny, M.V.O.

Apologies for absence were received from the Lord Mayor, the Honourable Ethel Macnaghten, and Mr. T. Somerset.

The Committee, it may be mentioned, has been formed by the Local Government Board for the purpose of providing employment for women whose means of livelihood have been affected by the war. It will be conducted on similar lines to those adopted by kindred organisations in England, and will derive its income principally from the Prince of Wales's Fund and Queen Mary's Fund.

At yesterday's meeting the Lady Mayoress was appointed honorary treasurer, and Mrs. Mercier Clements was requested to act as honorary secretary.

Lady Dufferin made a statement dealing with the question of unemployment amongst women, and said she hoped the Committee would serve a very useful purpose. She added that she trusted the members would do their utmost to make the scheme as successful as possible.

After discussing various matters it was decided to appoint a sub-committee to carefully consider the situation together with the suggestions received from the Local Government Board, and to draw up a report for next meeting. The following were appointed to act as the sub-committee:—Lady Dufferin (chairman), the Lady Mayoress, the Honourable Lady Kennedy, the Honourable Ethel Macnaghten, Mrs. M'Mordie, Mrs. Sinclair, Mrs. Harold Barbour, Mrs. Stevenson (Derry), Miss Galway, Miss Clark, Mrs. Letts, Miss M'Cance; Messrs. James Johnston, J.P.; Guy Morrish, and H. Berrington.

Lady Dufferin read a letter which Sir Henry Miller, as the honorary secretary of the City of Derry Citizens' Committee for the Prevention and Relief of Distress, had sent to the Local Government Board. The Committee had asked for the Board's assistance in obtaining a grant from the Department of Agriculture and Technical Instruction for the purpose of enabling them to carry through a scheme which had been formulated with the object of reducing distress. With grants from the Department and the National Relief Fund, it was thought that the Committee would be able to augment the income of the women benefiting by the scheme to the amount they were formerly earning, and it was hoped and believed that markets could be found for their products—namely, socks, gloves, helmets, &c.—which would further supplement the available funds. Instruction would be given in some branch of industry other than that in which the women were ordinarily employed.

The meeting afterwards terminated.

The Star, Nov: 12th. 1914.

A REAL HELP.

Sir George Pragnell, of the National Patriotic Association, has put into action a scheme for finding work for the vast number of unemployed girl typists. The

girls are given home employment in making belts for our soldiers, besides being registered so that they can be sent, as opportunity offers, after situations as clerical workers. (Photo Barratt.)

The North Mail,
Nov: 11th. 1914.

Unemployment Among Women.

Sir,—A committee has been formed, working in conjunction with the Lord-Lieutenant's committee, for the prevention and the relief of distress and to deal with the question of unemployment among women.

We should be glad if anyone in the county cognisant of distress or part-time employment among women would notify Miss C. M. Gordon, 3, Osborne Terrace, Newcastle, to whom also donations for relief in this area should be sent.

We should be glad to receive orders for knitting or sewing, particularly body belts, shirts, socks, jerseys, clothes for refugees, etc.—Yours, etc.,

A. ALLENDALE.
MABEL HOWICK.

Nov. 8.

The Morning Advertiser,
Nov: 11th. 1914.

OUT OF WORK WOMEN.

TO THE EDITOR OF THE MORNING ADVERTISER.

SIR,—Can nothing be done to help the unemployed barmaids? We do not care to walk round the streets in bands as the men usually do when out of work, but suffer in silence. The licensed victuallers still advertise principally for barmen, although the women can do their work, and I notice that it is only the women whose wages have been reduced. We cannot go to the front, but we should be thankful to do barmen's work, and be very glad of their money. There is now no need for unemployment among men, but it is quite time something, and that not charity, was done for women.—I am, Sir, yours, &c.,

L. COX.

Freeman's Journal,
Nov: 12th. 1914.

A scheme for the employment of women whose means of livelihood have been affected by the war is under consideration by the Ulster Committee on Women's Employment. The committee has been formed by the Local Government Board, and the necessary financial support will be derived principally from the Prince of Wales's Fund and Queen Mary's Fund. This question of the unemployment of women has become very acute in Glasgow, where the Distress Committee has decided to establish a workroom where women can dress dolls and manufacture a certain class of stuffed toy animals. This class of work, it is stated, was almost entirely carried on by Germany, so that the proposed "factory" will not be in competition with any British firm.

Daily Dispatch, Nov: 12th. 1914.

SHOP GIRLS' TOUCHING PLEA.

Further Schemes Needed To Meet Distress.

POST OFFICE HINT.

Suggested Employment for Female Victims of War.

Many schemes have been launched in Manchester to find work for unemployed women affected by the war, but more are necessary if the problem is to be effectively dealt with.

Councillor Margaret Ashton suggests that women should be given their share of the extra sorting work imposed by the Post Office during the Christmas rush. So far women have not been employed in that branch of postal work, but Miss Ashton and others who are actively associated with relief work in Manchester see no reason why a new departure should not be made, particularly at a time like the present.

"The work is not difficult," said one informant, "and it would be an easy matter to employ at least three or four hundred women out of the 2,000 or more extra hands usually taken on for postal work in Manchester alone. *Women have been hit by the war much more severely than the men.* I hope, therefore, that the postal authorities will take the present opportunity of doing something for unemployed women and girls."

Inquiries by a *Daily Dispatch* representative revealed the fact that extra female labour is provided by the postal authorities at Christmas, but this is for such work as assisting in the telegraph department or behind the public counters at the head Post Office and sub-offices. As those employed must have had experience in that special work, it does not provide an outlet for the out-of-work shop girl, machinist, etc.

Too Proud to Ask for Relief.

We have received a letter from a Manchester shop girl, who suggests there ought to be a fund established whereby "the poor shop girls in need of assistance could be helped." She adds:—

Though poor, many of them are too proud to ask for relief. Firms who are receiving Government orders, and require extra machinists and leather stitchers, want experienced hands only, so what is the poor shop girl to do?

Why could not some kind of institute be opened to find employment? If the salary was only 10s. per week it would at least serve to keep the wolf from the door. If something is not done soon, distress amongst the women and girls will be very serious.

During the war, married women whose husbands are receiving a fair salary should not be employed. It would give the single women, who very often have someone depending upon their earnings, a better chance.

Workroom Opportunities.

A member of the Manchester Relief Committee suggested last night that shop girls who have been used to millinery and dressmaking might apply for work at the rooms established by the Womens' Employment Committee. They could easily do doll-dressing. At some of these special workrooms plain sewing is done, whilst next week it is intended to train women and girls as power machinists for shirt making.

WAITING FOR JOBS.

Children Idle after Leaving School.

ANXIOUS PARENTS.

War's Effect on Juvenile Labour in Manchester.

One of the results of the war—and one, perhaps, which has almost escaped public notice—has been to make it exceedingly difficult for juveniles to obtain employment on leaving school.

This aspect of things was discussed yesterday by the secretary of the Manchester Juvenile Employment Bureau with a representative of the *Daily Dispatch* at the Education Offices in Deansgate.

"The position is not so bad now as it was when the war started," he said. "At first we were snowed under with applications from parents who were anxious to get work for their children. Manchester, however, was never so seriously affected as some of the outside districts, such as Openshaw, where the mills were in a bad way.

"At the present moment we have altogether about 500 names on our 'live' register, these names being those of children who are looking for a job. Roughly, half of them are girls and half boys, and their ages range from school leaving age to 17, though we have some on the register only twelve years of age. The last-named are those who have passed labour examinations, and thus become exempt from attendance at school.

"The greater number of the girls on our register are desirous of getting office work, and it is very difficult to find them this employment at the moment. It is always the case in normal times, when, of course, there are many more openings than now, that the supply of girls for office work is vastly in excess of the demand.

"A considerable number of girls are looking for jobs as machinists. It might be thought there are plenty of openings for machinists just now when so many firms are busy making army uniforms. The fact is that in the great majority of instances such firms are too busy to take on any learners."

The secretary of the bureau explained that in addition to the "live" register there is a waiting list, which contains the names of about 200 girls who are waiting for post office or ordinary office work.

During the past month alone the officials received 313 visits from fathers and mothers of children, and in two months the bureau was successful in placing 650 juveniles in employment, about two-thirds of whom were boys.

Glasgow Evg. Times,
Nov. 13th. 1914.

Women Workers Wanted.

While many women workers in the city are unemployed, there is a lack of hands in particular trades. One of these is shirtmaking, in which there is a scarcity of machinists. It is suggested that a number of the unemployed women should be trained by the Relief Committee to follow this occupation, which is enjoying a boom, thanks to War Office contracts. A well-known city firm, whose factory has been adapted for the manufacture of army blankets, have offered to train 50 girls for this work and to pay them 7s per week while under tuition. Another firm in the weaving business have also offered to employ 50 girls. Both offers are being considered by women's organisations concerned.

Devon & Exeter Gazette,
Nov: 12th. 1914.

Everyone knows that the war is bound to interfere with the conditions of employment, and also has resulted in many homes becoming poorer and approaching nearer to financial difficulties than ever before. But some of the inmates of those homes, the wives and mothers, who have suddenly found their incomes depleted, through the direct or indirect effects of the war, are too proud to take benefit from the various funds set up, and are eagerly desirous of working in some way in order to provide for their own support. Her Majesty Queen Mary was the first to realise this and inaugurated a movement, the aim of which is to ensure means of employment for women and towards this end made an appeal to the community for gifts of money and articles (not jumble sale articles) in order to establish the nucleus of a fund which will adequately deal with the problem. Devon has enthusiastically taken up the matter. Yesterday, at Ottery St. Mary, the result of an appeal on her Majesty's behalf by the local Committee was to be seen. There had been gathered together a large collection of articles, while many money gifts were received. The various articles given were exhibited for sale, and those unsold were sent to the London depot. If all places in Devon approach the matter as energetically as Ottery St. Mary has done there will be little doubt about the practical result of the movement.

Nottingham Guardian,
Nov: 14th. 1914.

EMPLOYMENT FOR GIRLS.

DUCHESSES OF PORTLAND AND RUTLAND VISIT A LOCAL ORGANISATION.

Commenced originally in the early part of September at the offices of the Nottingham branch of the Constitutional Women's Suffrage Society, and later transferred to a more commodious workroom placed at the disposal of the organising committee by Messrs. Levi, Sondheimer and Co., of Short-hill, the finding of employment for local girls thrown out of their situations through the war has grown to such an alarming extent that yesterday when the Duchess of Portland, the Duchess of Rutland, and the Mayoress (Mrs. J. H. Gregg) paid a visit to the new premises, close upon 120 young women were busily engaged turning out piles of garments for the War Relief Fund.

Shortly after its inauguration the scheme was taken over by the Queen's Work for Women Advisory Committee, who enlarged it to the fullest extent, and since that date grants of varying amounts have also been received from the War Relief Committee.

The present organisation is split up into a number of committees; the Emergency Workroom Committee, which provides the hands with employment and pays them at the rate of 3½d. an hour; the Distributing Committee, which apportions the garments made to the poor of the city; and the Entertainments Committee, which will have the task of arranging concerts and parties in the city and county, the proceeds being devoted to the Queen's Fund.

The Scotsman, Nov. 12 th. 1914. 654 II/16 654.

SCOTTISH TRADE AND INDUSTRY.

THE EFFECT OF THE WAR.

[FROM A CORRESPONDENT.]

II.*

THE trade which probably suffered most at the beginning of the war was the Border tweed industry, which, owing to the shutting off of the large German and Austrian market, was for a time threatened with complete collapse. The Government have been able to do very little directly for the general coal trade, but by the placing of large orders for Army equipment, supplemented by large contracts from France and Russia, they have been able to put the Border mills in the meantime in a strong position, and the beneficial effect of this step has already been felt by the subsidiary industries in that district.

The great iron and steel trades—particularly in their higher branches of shipbuilding and engineering—have similarly been beneficially affected by the placing of Government contracts, and with the return of public confidence ordinary commercial orders have also begun to come in. This is particularly noticeable with regard to shipbuilding. Owing to Admiralty orders shipbuilding and its allied industries have positively benefited by the war, and in some of the yards on the Clyde and elsewhere ordinary merchant orders are also beginning to be booked. The importance of our command of the seas is emphasised in this as in many other respects. Shipbuilding and armament orders have played a large part in saving the situation, and it is always to be remembered that though these orders in a strictly economic sense are not productive, the mere fact of the employment of thousands of workers in their fulfilment creates an effective demand upon other branches of industry. In other words, what we have lost in what may be called the civilian home market owing to monetary stringency and economical buying has to a large extent been made good by the enormously increased demands of the home naval and military market. The wholesome stimulus to these industries has undoubtedly also contributed largely to the activity among transport workers by land, and we may remark that the quick recovery of this branch of industry by sea is an equally noticeable feature of the situation. Another thing that we must remember is that wherever there is a demand in the home or in neutral markets, and any home industry at all capable of meeting it, that industry must benefit materially by the wholesale elimination of foreign competition brought about by the conditions of the present war.

Another classification of trade which is of interest at the present moment is that of trades which primarily purvey luxuries and those which purvey necessities. It is a not unwholesome symptom of the present situation that in investigating the present state of affairs on these lines we find that what may be called the luxury trades are among the principal sufferers. To take the drapery and clothing trade generally, we find that even within the confines of a given trade the branches devoted to the provision of its more luxurious products have suffered acutely, while those which cater for the more necessary requirements are in some cases actually doing better than before the war. This is particularly illustrated by the report from the Aberdeen district, which points out that the drapery trade which deals with the poorer class of customers is doing better than before, a fact attributed largely to the wives of reservists in the neighbourhood having more available income than previously. Tailors and mantlemakers' throughout the country report that the high-class line of trade is practically at a standstill, while in Glasgow the mantlemakers' trade, though now suffering little in diminution of actual numbers of orders, is still suffering acutely from the reduced quality and price of the goods demanded. A similar phenomenon is observable in the motor trade, though a certain improvement is now indicated through all its branches. This really means that whilst the public generally is refraining from necessity or prudence, from the purchase of luxuries, the demand in many cases for what may be termed "necessities" by the working classes is not adversely affected by present conditions, and the general state of the confectionery trade, though at first it might seem to contradict this theory, in fact really bears it out. It is noted that the higher grade chocolate trade is good, whilst the lower grade trade in sweets is bad. This means that the poorer classes, whilst not reducing their orders for necessaries, are also cutting off luxuries, whilst those who have a larger margin of income, though cutting off their more expensive luxuries, can still indulge in the comparatively cheaper luxuries, such as high-class confectionery.

One of the industries which has been most adversely affected by the war is the fishing, with its dependent industries. In this case both the restriction of markets and the difficulties of obtaining the staple of the industry are factors which have both been at work. The necessary Admiralty restrictions have seriously affected the herring fishing, and the loss of Continental markets belonging to now enemy nations and the difficulty of transit have produced a very serious state of affairs, which has only been alleviated latterly by an improvement in the inshore fishing, by considerable enlistment in the Naval Reserve and by the continuing migration of fishing populations to southern ports to find employment in merchant vessels and in the southern fishings.

In a category by itself is the building trade. In some districts this has been little affected so far, but the general report is that whilst the trade is busy with existing contracts, further orders are not coming in briskly, and in the less densely populated areas, as in Aberdeenshire, there is a good deal of temporary unemployment, as of house painters, whilst joiners are busy at their work, and of joiners when the work passes on to the house-painting stage and before work has begun on their contracts. This half-way period was formerly largely filled in by small local jobs, the reduction of these having a distinctly adverse effect. On the other hand, Government contracts for hut-building for the troops, &c., have found employment for many men in these subsidiary branches of the building trade. The reports of the Dean of Guild Courts of Glasgow and Edinburgh are not at all encouraging with regard to the prospects for the future, but in this connection we must remember an important consideration which is a great difficulty in estimating the effects of the war on trade and industry in general, because a survey of the building trade in the last few years reveals the fact that, apart from a temporary improvement last year, the continuance of which in any event would seem to have been doubtful, the building trade for the last few years has been in a very depressed condition, and consequently it is very hard to say just how far the present depression is at all due to the war.

It is of interest to observe that in Glasgow the Union of Clerks reports that, in spite of the enormous enlistment of its members, from 12 to 15 per cent. of them are at present unemployed. In view of all the other facts of which we are aware, this would seem to suggest that, whilst from the point of view of the working classes trade and industry is being wonderfully well maintained, the directors of businesses are impressed with the necessity for economy at the present time, and there has been a reduction of staffs in some cases possibly out of proportion to the amount of general unemployment in the business.

In attempting to estimate the general position of trade and industry, two other features must also be noted. One is that whilst at present, apart from the dependants of soldiers and sailors, there is very little actual distress, and not more than in ordinary poor years any great volume of actual unemployment, there is a very considerable amount of under-employment which among thrifty workers will not reveal itself in applications for relief until the savings of these classes have been exhausted. The other point of interest is that in the large urban centres the most acute problem at present appears to be the distress arising from the unemployment and under-employment of women workers.

In the light of what has already been said, it is not surprising to find, on reviewing the situation according to the areas of the country, that Aberdeenshire and Banffshire district, which is largely dependent upon the fishing and allied industries, has been one of the severest sufferers and one of the slowest to recover from the first effects of the war; that the coal industries of Fifeshire have been amongst the most severely affected, and that whilst a certain improvement has taken place there it is so far only of a limited character; that the Border district has, temporarily at least, been restored to prosperity by home and foreign Government contracts; and that the engineering districts of the Clyde, largely on account of Government contracts also, have suffered very little; whilst in the large urban centres of Glasgow and Edinburgh the average maintained has been wonderfully good, the unemployment and under-employment of women being the most serious feature in these localities; that dockyard employment, as at Glasgow, Leith, Aberdeen, and Montrose, varies largely according to local conditions; and that agricultural districts have suffered, if anything, only from a shortage of labour. It is, indeed, an encouraging indication that the Labour Exchanges are now actually furnishing to the Scottish authorities particulars as to areas in Scotland and the North of England where there is a considerable shortage of labour in various employments.

A detailed account of the movement of food prices during this period would be outside the scope of this article, but it may be remarked in passing that the general run of food prices soon steadied to a level not very much above the normal of recent years, though fish and eggs can still hardly be described as satisfactory in this respect. Sugar for a time came under the same category, but the Government action is now bearing fruit in a steady return of the prices towards normal.

We may conclude this attempted estimate by a reference to the weekly totals of the live registers of the Scottish Labour Exchanges in general. These "live registers" give the numbers of applications for employment still being dealt with as on the books of the Exchanges at the end of each week. The totals with which we deal are the totals for the whole of Scotland classified under the heads of "men in insured trades," "men in uninsured trades," "women," "girls," and "boys," and the grand total for each week. In estimating the value of these figures as an indication of the state of trade and industry, we must remember, first, that a considerable percentage of workers of the better class have a distinct aversion from registering on the Labour Exchanges. This is partly a matter of "caste" feeling, and is partly due to the disappointment of men who have registered and have had to wait a very long time for results. Women workers of the better class are particularly averse from such registration, as, indeed, they also are from any application for monetary relief. On the other hand, it has been noted, particularly in Glasgow, that a certain class of men, whilst actually engaged in at least casual labour, will register as applicants for such municipal employment as that of Corporation tramway cleaners, &c., as they consider such employment desirable from its steadiness. It has also to be remembered in considering any record of unemployment that the recent wholesale enlistments and calling up of men to the Reserve has had a tremendous effect in alleviating the conditions of the labour market. But a comparison of all other available data with the figures of the live registers shows them to be a fairly accurate indication of the movements of trade and industry during the war. We may, therefore, compare the figures for the week ending 17th July 1914, when the rumours of war could hardly have affected the labour market, with those of 4th September 1914, when, as far as we have gone, the effects of the war were most severe, and those of 30th October 1914, when, after an almost unbroken improvement from the previous date quoted, the figures show the lowest totals since those of July 17th.

The totals are as follows:—

Date.	Men insured.	Men uninsured.	Women.	Girls.	Boys.	Total.
July 17, 1914 ..	5,797	1466	1431	497	569	9,760
Sept. 4, 1914 ..	11,870	2924	2808	1314	845	19,851
Oct. 30, 1914 ..	5,185	1655	2885	1013	413	11,151

From a consideration of this table, taken, even with the qualifications recommended, we in Scotland have every reason to congratulate ourselves upon the results so far. Indeed, unless the war is abnormally protracted, and given always a sufficiency of reserves for the fighting line, recent indications are all against such a possibility, we may look for a continued improvement in trade and industry as far as actual employment and distress are concerned meanwhile.

The real crisis will arrive with the termination of the war and the return to the labour market of enormous numbers of men at present engaged in the field, but with reasonable forethought and energetic preparation now we ought successfully to surmount that crisis, and actually embark upon a period of even greater prosperity than ever before.

Scotsman
November 13th. 1914.

UNEMPLOYMENT OF WOMEN IN EDINBURGH.

WHAT THE SCHOOL BOARD IS DOING.

The question of unemployment caused directly or indirectly through the war has engaged the attention of the Edinburgh School Board, and naturally their particular care is the employment of young boys and girls just leaving school. In order to lessen the influx of children into labour markets which at present may not be too encouraging, the Board has appealed to parents to keep their children at school until the end of the war, or until, at least, suitable employment has been secured. Appeals have also been made to employers to notify all vacancies to the Juvenile Labour Exchange, with whom the School Board are in touch. A special series of day continuation classes is being provided to meet the particular needs of the time, and at a meeting held in the Central Hall, Tollcross, last night, addresses were given under the auspices of the School Board on "Women's Unemployment Caused by the War," and "The Continuation Classes." Mr H. Arthur Rose, Convener of the Continuation Classes Committee, was to have presided, but he has taken a commission in the Edinburgh Battalion, and his place was taken by Mr W. M. Ramsay, of the Hope Trust, ex-Convener of the Continuation Classes Committee.

The Chairman said that many problems confronted them as a consequence of the war, and one important problem calling for solution was the unemployment of women. Speaking later in the evening, he expressed the view that after the present war of arms would come a great war for the world's trade, and he maintained that only by equipping ourselves fully now, and using to every advantage such means as continuation classes, could the young render themselves efficient in order to help in that war when the time came.

Miss Alice Younger, the Board of Trade's Organising Officer of Women's Work in Scotland, was the first to address the meeting, which was composed entirely of women and young girls. In order to show the extent of the problem they had to face when dealing with the employment of women, the speaker stated that at the last census there were 593,000 women earning their living in Scotland. The war had brought much dislocation in trade and industry, and while some trades had been much reduced and others almost suspended, there were industries which were working at top pressure to supply the demands of the Army for clothing and equipment. She showed the work the Labour Exchanges had been doing in advising how women could best adapt themselves to the new demands, but there were still many who could not get work, and who must face difficulty for a time. In order to deal with this class, the Queen's Work for Women Fund had been started in order to provide work, for it was realised that to give work was better than to give charity.

Mrs Selcraig Murray, a member of the School Board, dealt with the work of the School Board in relation to unemployment, and particularly with those activities which were directed towards increasing the efficiency of women.

Miss M. G. Cowan, M.A., also a member of the Board, spoke mainly on the day classes which had been formed, but made it clear that the present day classes had been specially called into being to meet a particular emergency, and was not to be confused with a permanent scheme of day classes which they hoped to have in the future. The classes were only for those who were unemployed; they would have instruction in general, technical, and domestic courses, and the class-rooms would be linked up by telephone with the Labour Exchanges, so that a boy or girl who had his or her name on the Exchange lists could leave immediately a request came for a certain class of worker. At the present time there were 247 young girls between the ages of 14 and 17 out of work in Edinburgh, so that for the whole of Scotland they could put down 1000 as the figure out of employment between these ages.

Lady Carlaw Martin moved a vote of thanks to the speakers, and urged young girls to take whatever employment offered, and not to wait until some particular work which they preferred could be had.

PROGRESS OF THE ORGANISATION IN EDINBURGH.

A meeting of the Sub-Committee on Women's Employment in Edinburgh was held in the City Chambers yesterday afternoon—Mrs T. J. Millar presiding.

It was reported that the workrooms in Melville Street had now been open for a week, and already twenty-three girls, under two experienced forewomen, were at work. There was a renovating room and a sewing room. The girls were paid at the rate of 3d. an hour and 10s. a week, and cheap dinners, the preparation of which was superintended and assisted by voluntary workers from the School of Cookery in Atholl Crescent, were being supplied, and were much appreciated. It was hoped to develop the organisation soon, for new premises had been generously offered, and had been accepted, in Magdala Crescent. One week's experience had shown the value and importance of the work, and many more workrooms were required to meet the present need. Already there were many applicants, and the Committee were anxious to have the scheme under way before the unemployment problem became more pressing. The Committee had several other schemes before them which would enable them to develop their work.

Miss Alice Low was appointed to act as joint secretary with Mrs Maitland.

Liverpool Post
Nov. 13th. 1914.

UNEMPLOYMENT AMONGST WOMEN.

Sir,—In your issue of yesterday you report Mr. Alderman Alsop's interesting statement of what is being done in the evening schools for the direction and efficiency of the girls in their industrial life. We must all give honour to Education Committees that are looking ahead. But in the first place, may I ask whether there is a present shortage of older workers in khaki and allied Government contract business? and, in the second place, if such shortage exists, whether the best method is not to train women now out of work? Our first duty, I beg to submit, is to these.—Yours, &c.,

H. D. ROBERTS.

123 Bedford-street, Liverpool.

The North Mail,
Nov. 14th. 1914.

LUXURY TRADES AND WAR.

(To the Editor of the "North Mail.")

Sir,—Nothing, I think, gives one such an impression of the sterling courage of the Parisians as to read of the quiet way in which their autumn fashion shows are being carried through, and the orders that are being given, not, one may be sure, in order that one woman may outvie another in her dress, but rather in her quiet courage.

Our English women are doing their share in the same direction, but for all their efforts there are many who cannot make their accustomed purchases, and milliners and dressmakers are, to a great extent, without their usual work.

The Newcastle Women Workers' Committee has set up a small workroom at Hope House, Oxford Street, where these girls are being employed in dressing dolls in the uniforms of the Allied Armies. Thomas Atkins is there with all his little pockets and leather trappings; Piou-Piou in the crimson trousers that the Germans know so well, and his poor brother from Belgium; also a gorgeous Zouave is shortly to be joined by a Highlander and a Cossack.

Those who cannot make their usual purchases of winter smart clothes will, we are sure, still find a few shillings to spare in toys for their children friends at Christmas. If they will spend this money in purchasing these dolls, which will certainly be particularly popular and appealing to the children this Christmas, they will be able at the same time to give employment to those of their poorer sisters who are especially hard hit by the war.

Orders may be placed and dolls can be seen at the shop, 51, Blackett Street, or ordered from the Women Workers' Committee.—Yours, etc.,

ETHEL M. N. WILLIAMS,
Chairman.
DOROTHEA RICHARDSON,
Hon. Treas.
Newcastle Women Workers' Committee,
51, Blackett Street, November, 1914.

Madras Mail 15. 11. 14

The mineral water manufacturers have to face the rise in the price of sugar together with the fact that the Government have commandeered the greater number of their horses. Messrs. White alone have had 500 horses taken, with consequent dislocation of the distribution, and their girls have had to suffer. Laundry people have suffered the same way, and hundreds of women are displaced in the laundries, while all the little workshops and factories employing twenty or thirty girls, such as the places where ostrich feathers are handled, have shut up. In the West End and other drapers' shops the wages of the assistants has, with few exceptions, been severely reduced, while certain of the girls have been told to take extended holidays. At a low estimate, 8,000 girls in London are already out of work, while 75 per cent. of the remainder are not taking more than half their ordinary wage. When it is remembered that the wages of the greater number of these girls and women are so low that they must keep in full work to live at all, it is surprising to note the spirit in which they have met the cruel situation in which they find themselves. There is not a single complaint as to the harshness of employers, not even from the Women's Trade Union officials. Everyone recognises the inevitable nature of these happenings, and if they do not accept the position cheerfully, they at least do not grumble. It is to be hoped that the necessary relief for these poor women will be given out quickly, and I believe that it will.

British Weekly.
1915. Nov. 1914.

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A. L. H. and BARBE.—As an occupation translating is not to be recommended; it is very poorly paid, and the market is quite overstocked with women who translate French and German. You might, however, write to the secretary of the Central Bureau for the Employment of Women, 5, Princes-street, Cavendish-square, London, W., who will advise you on the matter. It is a bureau dealing with the professions and employments of educated women, and there may be a chance of obtaining translation work through that medium. A small fee is charged for advice. You might also advertise in *Women's Employment*, which is a most useful paper issued fortnightly by the bureau.

Aberdeen Free Press,
Nov. 20th. 1914.

WAR-TIME EMPLOYMENT OF WOMEN

APPEAL TO AGRICULTURAL COLLEGE.

The Dairy and Poultry Committee of the Governors of the North of Scotland College of Agriculture recently received a deputation from the Women's Corps and Bureau War Emergency Workers' Committee, 173a Union Street, on the question of the employment of women on the land in the cultivation of vegetables, poultry farming, and pig rearing, and otherwise, as a means of fresh occupation to women deprived of their usual means of livelihood during the war. Miss Marguerite Ferguson, who appeared in the deputation along with Miss Sarah C. Dunbar and Miss Jean Coutts, addressed the meeting, and urged on the committee the necessity, in the present circumstances, of assisting in developing the production of eggs, poultry, dairy produce, and pig rearing, which was largely recognised as women's work. She further stated that there was room for the development of afforestation, an occupation in which women could be usefully employed.

In the discussion which followed, several members pointed out the openings there were for the services of women in connection with domestic work both in counties and in towns, which would absorb a very large number of people, and probably girls of the fishing class, as well as shop assistants and dressmakers, would find employment in this way, as well as in the other lines of industry suggested by the committee. The Chairman (Mr Alexander Wilkie) suggested that, in the meantime, the secretary should be instructed to give the names and addresses of the Dairy and Poultry Committee to the secretary of the Women's Corps and Bureau Committee, with whom they should communicate in order to ascertain the needs of the various districts, and the openings for employment which could be found for women of the class referred to. The chairman also explained that he had spoken to Mr Gammell, the chairman of the Forestry Committee, who had in view certain proposals which could start at once, in connection with which the services of women could be utilised.

Leicester Daily Post,
Nov. 21st. 1914.

UNEMPLOYMENT AMONG WOMEN.

Efforts to deal with unemployment among women are being pursued with the thoroughness which the really serious nature of the situation demands. The Soldiers' and Sailors' Families Association, whose work has been generously acknowledged in the House of Commons, is arranging that its clerical work shall be done by professional women clerks. I am told that in London alone this will ensure five weeks' employment to over a hundred clerks in dealing with arrears of work, and it is probable that further work will then be available for many of them. The City of London Committee of the National Relief Fund has been giving very careful consideration to the same problem, and has approached the Central Committee on Women's Employment in relation to some comprehensive schemes. The case of female shorthand typists receives special consideration, but a scheme for providing "Home Helps" is now in hand.

The Queen, Nov. 4th. 1914. 654.

PUBLIC WORK AND WOMEN'S EMPLOYMENT.

RULES FOR THIS DEPARTMENT.

1. Letters of enquiry should be accompanied by the Public Work and Women's Employment Coupon, which will be found in the advertisement pages. The coupon must be duly filled up, and the letter be addressed to the Public Work and Women's Employment Editor, *Queen* Office, Bream's Buildings, London, E.C.

2. The Editor does not undertake to forward letters from one correspondent to another, but will endeavour to do so when the letter to be forwarded is sufficiently stamped, bears the pseudonym or initials of the addressee, and is enclosed under a separate cover addressed to the Public Work and Women's Employment Editor. Letters cannot be forwarded when more than a fortnight has elapsed since the publication of the *Queen* containing the pseudonym or initials of the addressee. An exception to this rule is only made on behalf of correspondents living at places more than a week's journey by post from London.

3. The Editor of this department does not send addresses or engage (save under circumstances which the Editor may deem exceptional) in private correspondence.

4. Difficulties which may be solved by advertising cannot be dealt with. The Editor, however, will gladly advise in all other matters connected with the subject in which guidance may be desired—such, *e.g.*, as general education, special profession or technical training conditions of tuition, and apprenticeship, openings for particular kinds of work, and where and how to set up in business.

5. Correspondents who forward trustworthy information respecting opportunities for women's public and voluntary work or remunerative employment will confer a benefit upon applicants to this department, for which the Editor will be much obliged.

BUSINESS UNUSUAL.

By MRS MARGARET HEITLAND.

BUSINESS THERE IS in these days—more business than ever for anybody who can do anything—but to talk about business being "as usual" is pitiful folly.

Many of the most deplorable conventions and ideas which were "as usual," and threatened so to remain for ever, have gone, have dropped away and been destroyed. Their destruction might well have been compassed without the loss of any man's life.

Looking at people and their movements just now, I confess to a sense of surprise at the general readiness to discard the "as usual" spirit and to accept unusual duties with zeal. People who formerly said "I am always at home on Thursdays in November," "I always lie down for half an hour before dinner," "I always go to the Riviera at Christmas," now spare us these statements and probably go always (though they may say nothing about it) to a committee room to lear a hand in some rather fatiguing work. There are people whom I should have thought that nothing but death could compel to abandon their (to me) very stupid fixities of custom, who, all the same, have abandoned them as though quick change were quite their nature. It only shows how far we are yet from any accurate science of humanity.

The war, apart from all the political changes it will bring about in the relative size and importance of the nations, will for a generation have greatly altered each nation in itself by reason of these changes of work and habit. None of us who, during the war, have changed our rules of life will be the same sort of persons afterwards.

Many of us—women in particular—will have learnt that it is possible to fill a day so very much closer than we used to pack it, even when we talked most about "the hurry and stress of modern existence." I am not referring to those women only who did nothing but what they termed "social duties." But I think also of women who used in peace days to look in for half an hour at one committee and half an hour at another, and miss a third by going to somebody's afternoon tea. To women of this sort—pseudo-busy women—it comes as a revelation of the use of time when they spend several hours in one place, steadily writing business letters or making out a catalogue of refugees' addresses. Women of this type who were wont to complain of being frightfully busy and driven, actually lost the greater part of the day in locomotion. Anchored to any one of the spots where they were by way of helping, they could really have accomplished something. "Business unusual" is giving them a grand training.

What again is unusual is the almost complete stoppage of book study for young men. In university streets a black gown, be it no more than a little wisp, a shadow of fluttering drapery, has an unbusinesslike look. Khaki is the only handsome wear. But the person in the khaki must know something. We realise the significance of that as we never did before. People who have not trained their minds and their senses, who have not made the most of their aim and their sight and their hearing, who have not studied engineering and the forces of mechanism, are not of much use. They ought to be able to do business unusual with the trained body and mind which carry a man over the early difficulties into the heart of his job.

The games mania which to many of us at the time of the Boer War seemed so shocking in its persistence has sensibly weakened. A man must offer himself a long private explanation before he can be content to be watching men play football or ride races for bets while other fellow men are in the trenches and fellow-women are at their posts. In the midst of death and waste and horror there is in some directions a stoppage of waste and a sudden determination to turn everything and everybody to some use. It is terrible that nothing short of such a war as this and the agonising deaths of millions of men in the prime of their strength should be able to check the sheer idle waste of life and of the fruits of human labour. Yet thus it would seem to be. If people are no longer throwing away wealth purposelessly, no longer dashing about in expensive motor-cars on absolutely useless errands, no longer buying clothes and food and wine that they do not want, the reason of this abrupt return to decent conduct is that elsewhere the waste and loss are so gigantic that the lives and the goods that remain have suddenly acquired more value. The same conditions which send up the price of meat and eggs, and make a common motor 'bus appear almost precious, also make our time of consequence. We are beginning to draw on our time reserves, and to find in them an asset about which nobody troubled before. Now that there is much to be done, and quickly too, the fact stands out that thousands of able-bodied middle and upper class women have vast reserves of time which they cannot be allowed to waste after the old manner. The real unemployedness of almost all the women who are not bringing up young children or doing public or wage-paid work becomes generally apparent, and is no longer glossed over or treated as justifiable. "We must get some of you ladies to do this work," says the business man when a new duty is thrust upon an overworked committee, "I have to attend to my own business part of the day." In war time it is taken for granted that "ladies" have no business; for in war time we strip truth bare.

In the stripping process the people who in peace were rather useless are now useless in an extreme degree. And the lowest rung of uselessness is occupied by men of the semi-genteel, semi-educated clerk type. The very urban, black-coated man who is rather too old or too feeble to fight, is difficult to use in any way. He can neither make roads, nor put up hospital or army huts, nor drive a car. The middle-class woman is fairly useless, but not so useless as he is. She can do more things for herself and other people, and she never seems to be quite so much in the way. She blends with a domestic setting if she is doing no more than knit a comforter; but the unoccupiedness of the black-coated man is loudly accentuated, not to be blurred. The difficulties of the Belgian refugee problem are complicated by the presence of the black-coated man. There can be no pretence of "business as usual" while he is most obviously without any business. A Belgian potato-digger is all right; a Belgian woman who can cook for all her family is equally right. Even the stout Madame who has been accustomed to sit sphinx-like for hours behind the comptoir of an Antwerp restaurant, is rather more pliable than she looks. But the Belgian clerk is ill to place. The worst of it is Belgium rather runs to clerks. It is (to express oneself irregularly) one of the towniest countries in Europe.

And everything towny or ornamental or luxurious is tremendously "off" at present. There is no "business as usual" among the luxury trades, but there is business unusual among the utilities. The one luxury, however, that we appreciate more than ever is good workmanship. We do not tend to fall into the artistic sin of "constructing ornament," but we do thoroughly value the perfection of simple construction which the real artist or expert (as opposed to the bungler) can give us.

This epoch of "business unusual" finds many of us changing our work and our places, but we must carry into our new work any of the gifts which practice had developed in the old. The only things I long to see left behind as sheer lumber are the conventional follies and time-and-money wasting habits which have dominated society for fifty years or more.

There is a little lumber mixed up with Christmas

Jewish Chronicle, Nov. 20th. 1914.

JEWISH GIRLS AND NON-EMPLOYMENT.

[COMMUNICATED.]

Since the outbreak of war the Jewish Association for the Protection of Girls and Women has had its hands full in dealing with a large number of Jewish girls who were thrown out of employment owing to the war, and who, but for the intervention of the Association, might have been brought into circumstances of danger through lack of occupation. The need for special measures was first brought under the notice of the Association by the fact that several members of the Girls' Club conducted under its auspices were discovered to be out of employment and in a destitute condition. It was accordingly resolved to open temporary workrooms to save these girls from starvation, and with the exception of the West Central Jewish Girls' Club, which took similar action a day previously, the Association was the first organisation to organise this particular kind of relief. The workroom was opened with twelve girls on August 21st at the premises of the Association in Mansell Street. The fact speedily became known in the East End and the Association was immediately overwhelmed with applications for admission to the workrooms. By the end of August eighty-seven girls were at work, which number grew in the following week to over 220. From that date conditions in the labour market improved, and at present between fifty and sixty girls are employed.

No girl is admitted to the workroom who has not previously registered at a Labour Exchange, and every encouragement is given to the girls to find regular employment. The workrooms are open from 10 to 4, so that opportunity is provided in the morning and evening for the girls to seek regular work. A nominal wage of 1s. per day is paid to those in attendance at the workroom, which suffices to save the girls from starvation, though the payment is not such as to attract girls to remain if other openings are available. At first it was hoped that the workrooms would receive a grant from the Queen's Fund, but it was found that this fund was only available for British-born girls, and only a small percentage of the girls affected would have come within that category. The application for a grant was accordingly withdrawn, and the workrooms have since been supported from private sources, no portion of the ordinary funds of the Association having been utilised for this purpose. The Committee of the Association are greatly exercised on the question of finance, and it is hoped that members of the community will give financial help to the workrooms.

Every care has been taken to ensure that the workrooms shall not compete with paid labour, and work is only accepted for charitable purposes such as gifts to the soldiers' refugees homes, philanthropic institutions, etc. Most of the girls are unskilled labourers, and the majority of them have to receive special instruction, which, though it makes the work quite unremunerative, will fit the girls for better-paid employment when they again enter the labour market. The Committee would be grateful for orders for making shirts, scarves, underclothing, baby linen, etc. The work is superintended by a paid organiser who is assisted by voluntary helpers. Among the girls employed are several refugees from France and Belgium, who are received as a preventive measure, to safeguard them from the dangers of the streets, to which they would be exposed were they totally without occupation. The workrooms were visited last week by Lady Rothschild, who expressed great approval of the work that is being done and commended it to the sympathetic consideration of the community.

The Daily Chronicle, Nov. 18th. 1914.

MUSICIANS AND THE WAR

EMERGENCY ENTERTAINMENTS.

While it is inevitable that there should be great distress in the ranks of musicians and actors during the war, it is good to know that very real and thoroughly well-organised efforts are being made to alleviate their misfortunes. The committee of the War Emergency Entertainments, of which Lady Helmsley, Mr. Gordon Selfridge, and Miss Elizabeth Asquith are moving spirits, inaugurated at Claridge's Hotel yesterday afternoon, with the aid of Mr. Isidore de Lara, a series of concerts which certainly ought to achieve some tangible result.

Miss Asquith pointed out that musicians had always been the first willingly to give their services in the cause of charity, and she felt it to be a debt of honour for the organisers of charitable entertainments to whose aid they had come, to do something for them now. No musician cared to accept charity, so in order that they might be given that opportunity of living by their art which, at present, was denied to them, a number of concerts was being organised, not only in London, but also all over the country, at which engagements would be offered them, with a minimum guaranteed fee, to be increased should the receipts render it possible. Miss Asquith expressed a hope that the movement would grow and spread from town to town, and that it would receive the ardent support even of those who felt strongly disinclined to go to any form of entertainment at the present moment.

Certainly the attendance at the first concert was excellent, and if this measure of support is always forthcoming the success of the project should be assured. During the afternoon Miss Asquith appeared not only as speaker but also as reciter, giving Kipling's "If" with an admirably direct simplicity. Among the singers were Miss Ada Davies, Miss Elizabeth Amsden, and Mr Philip Ritte; the pianists included the Ranee of Sarawak, who was associated with Mr. Luis Figueras in Saint-Saëns's "Le Cygne" and Davidoff's "La Sorgenta"; Miss Romanitza sang and danced a scene from Mr. de Lara's "Messaline," to the composer's accompaniment. Miss Gwendolyn Teagle played violin solos, and Miss Evelyn Hoope recited Emile Cammaerts' "Chantons, Belges, Chantons," and other pieces. Madame Hope Temple and Miss Ethel Attwood were the accompanists.

Daily Telegraph, Nov. 28th. 1914.

LONDON'S UNEMPLOYED.

EFFECT OF EARLY CLOSING.

Some interesting particulars concerning London's unemployed were given by Mr. Frank Brinsley-Harper, the chairman, at yesterday's meeting of the Central (Unemployed) Body for London. Outdoor pauperism showed a decrease last week of 28 on the previous week. School feeding on Saturday and Sunday was continued in five boroughs—Bethnal-green, Finsbury, Hackney, Shoreditch, and Southwark. The figures on Saturday were 944, and on Sunday 538 as compared with 1,025 and 503. Casual wards were 290 last week, as against 265 in the previous week.

There was practically no material change in employment. If anything there was a slight improvement in ordinary trade. The building trade was slack, especially in the West-end. The trench work required by the Government in London was over; but orders for winter housing were still employing a considerable number of men. The clothing trade dependent on the Government was better owing to the distribution of contracts, while furniture was benefiting by a better distribution of Government orders. At the Docks and the Port of London more men were employed than a year ago, and the casual docker was much in demand. Restaurants were seriously affected by no banquets being held and early closing. One well-known West-end restaurant had discharged 200 men; but English waiters had not benefited to the extent expected, owing to the employment of Dutch, Swiss, and Italians. The worst trade in London last week was the fur skin-dressers which was being sub-contracted to the fourth and fifth degree, which seemed incredible.

DISTRESS AMONG WOMEN.

So far as their own figures were concerned, the registrations were 17,308, including 10,406 women, which compared with 5,095 last year, inclusive of 486 women. They had found work for 2,397, as against 667 last year. Of the total, 1,102 were [illegible] a. The great distress was among the women [illegible]ant on themselves; principally dressmakers, [illegible]rs, laundresses, and charwomen.

[illegible]nty-two of the twenty-eight boroughs work[illegible]re in operation. There were forty-two [illegible]ntrolled by the Central Body, the Central [illegible] and the Mayors' Committees, and in all [illegible]en were employed at a cost of £1,885. That was an annual cost of £100,000 [illegible]um for women alone, and of the sum [illegible] fell on the Queen's Women's Fund. Other [illegible] were in view, so that although women's un[illegible]ment was serious, it was being dealt with [illegible]s.

Daily Chronicle, Nov. 18th. 1914.

PAID TO GO TO SCHOOL.

NOVEL SCHEME FOR HELPING UNEMPLOYED GIRLS.

To provide young girls of 16 years of age and under, who have lost their employment in consequence of the war, with suitable occupation and maintenance, the Central Committee on Women's Employment has prepared a scheme with the approval of the National Relief Fund.

The essential feature of the scheme is that the education authority shall provide special classes suitable for the girls, and that the local relief committees should send girls to school instead of giving them employment in workrooms.

The L.C.C. has already opened classes at the Borough Polytechnic.

Girls attending school will be paid 4s. a week each.

The Star, Nov. 18th 1914.

OUT OF WORK GIRLS.

Practical Scheme of Education During War Time.

For the girl of sixteen and under who has been thrown out of employment by the war a scheme of education with maintenance has been devised by the Central Committee on Women's Employment, and has received the approval of the National Relief Fund.

The essential feature is that these girls, while attending day classes for general and technical education, will be paid four shillings a week. Besides this, they are to have a mid-day meal on five days a week.

The scheme provides that, while the girls are attending school, partly to improve their general education, they shall also attend classes of the trades in which they have been employed, in order to increase their chance of good employment later.

These classes are in direct communication with the Labour Exchanges and the Junior Advisory Committees, and as soon as any vacant posts arise in the labour markets word is sent by telephone to the schools, and the pupils are allowed to leave the classes and to apply for the situation. Preference is, and will be, given to the young people attending these classes.

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Glasgow Herald, Nov. 26th. 1914.

WOMEN AND THE WAR

DISTRESS AMONG PARISIAN WORKERS.

SOCIALISTS AND THE STRUGGLE

(FROM OUR CORRESPONDENT.)

PARIS, Wednesday.

Women are amongst the greatest sufferers from the present war conditions, and more particularly unmarried women, as they have no claim to State allowances like their sisters who are wives and mothers. If, however, they can present to the Mayor of their district a duly signed certificate to show that they are completely thrown out of work by the war and almost destitute a little money is given them. But thousands of respectable women accustomed to support themselves by their own work would almost rather starve than accept alms. Seeing the prevailing distress of female workers, both girls and adults, the "Humanité" protests indignantly and rightly against the conduct of certain employers who consent to keep on their female hands but reduce their wages by 50 per cent., the hours of labour remaining the same as before. Happily, however, it is rare.

In a variety of ways the people of Paris seek to come to the aid of distressed women and girls. At several second-class restaurants notices are posted up to the effect that women coming alone will be charged half price for lunch or dinner, the menu being the same as for customers paying full price. At "ouvroirs" opened by charitable society ladies female workers are taken on at a fair price for making warm clothes for soldiers. Be it said in passing that were those wealthy ladies who, with their daughters, spend their time in knitting socks, gloves, or underwear for the army, to leave this work to their poorer sisters, who would earn a few francs per day for doing it, the soldiers would be as well served, while the destitute female worker might be spared the shame of soliciting alms or the alternative of possible self destruction when the last penny is spent. It is painful at the present time to note the number of women, evidently never intended for the occupation, who trudge for hours about the city selling newspapers. Their timidity and awkwardness tells against them, and frequently after hours spent on the streets the poor famished creatures have not earned the few pence needed to buy a pound of bread.

A good many hotels offer accommodation to Belgian or French refugees with a reduction of 50 per cent. Some of the prominent Paris hotels, moreover, are advertising special terms for French families of the better class who may be returning to Paris, but owing to war conditions are unable to resume life in their west-end flats for lack of servants and so on. These hotels announce they will take people at the rate of 12f. per day with the three usual meals and no extra charge for firing, lighting, or bathroom. I believe a good many families whose normal existence has been disorganised by the war will profit by this economical arrangement.

The "Figaro" is engaged in a discussion with the Socialist press on the theory of "two Germanys"—the one responsible for the war, hateful, barbarous, and dangerous; the other the proletariaas, merely victims of German Imperialism. The "Figaro" declares such a theory to be perilous and demoralising at a moment when the flower of the French nation is on the battlefield fighting for civilisation and emancipation from Teutonic militarism. The public are warned not to be [illegible]ay by such doctrines and to shut [illegible] against ill-timed sentiments.

The "Figa[illegible]ce against what it [illegible] which is per[illegible] cir[illegible]

tracts concerned. The trades councils, trade un
and other labour organisations through
country are also asked to co-operate in the task
taken by the sub-committee.

PRISONERS ON A GERMAN

Mr. John T. Cheltenham, an Amer
one of the crew of a Tyne steamer, w
interned in a German port, has just ret
Shields. He gives a very bad account of t
ment meted out to the seamen who were, w
self, prisoners on board a German depôt ship

Sheffield Independent, Nov. 19th. 1914.

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A WAR EXPERIMENT.

Sheffield's Effort to Cope with Unemployment among Women.

Again Sheffield has shown enterprise and initiative in public service. Long before "Schools for Mothers" caught the imagination of London our city had passed the experimental stage in similar work via organisations with the less catchpenny titles of the Baby Clinic and the Motherhood League.

And even as London has established its workrooms where women who have lost employment through the war can find work, so has Sheffield. The house on the estate known as Abbeyfield Park, Pitsmoor, is the locale of the experiment, and here when the writer called yesterday were about 40 girls and women varying in age from 16 to 64 busily engaged on repairing or making over old garments, and cutting out and making up new material into shirts and dresses. These civic workrooms, for such they may be called, give ordinary commercial rates of pay, and are under Factory Act regulations. They are open from 9 a.m. to 5 p.m., a total of 39 hours per week, but each worker is restricted to a weekly output of 30 hours.

Lady Mayoress Interested.

A sub-committee appointed jointly from the Distress Committee and the Ladies' Civic Aid Committee is responsible for the inauguration and management of this experiment, an experiment in which the new Lady Mayoress (Mrs. Oliver C. Wilson) is deeply interested, and with which Mrs. Robert Styring and Dr. Helen Wilson are closely associated. The house has been lent by the Corporation, the Tramways Committee has made a grant of £150 towards wages, while expenses are paid from the Lord Mayor's Relief Fund. Beyond the sweeping of the walls, the scrubbing of the floors, and the introduction of the necessary tables (these a loan by the Markets Committee) there has been little preparation necessary for turning the south wing of Abbeyfield Park into an admirable set of civic workrooms. True a gas stove has had to be installed in the spacious room, which acts as a kitchen-dining room, but this has been done free by the Gas Company, who have also put up the other necessary gas fittings. Even the sewing machines are a loan from Messrs. Jones, and the crockery, except for breakages, is lent free by Messrs. Stenton and Price. So it will be seen that no big initial outlay has been incurred.

Much of the work done has been for the Ladies' Civic Aid Committee Clothing Depot, whence is sent weekly a list of the garments specially needed. The day of the writer's visit a batch of ready cut out shirts and waistcoats had arrived from the Army and Navy Aid Committee, who will, of course, pay for the making up of the garments. Indeed the civic workrooms will take orders for any kind of plain sewing, mending, or simple dressmaking at ordinary commercial rates of pay.

Necessary Conditions.

Workers are only admitted through the Labour Bureau, where they must register each week, and where the officials encourage them to enter both on the relief works register and on the ordinary trades register. This prevents a woman becoming too closely associated with relief work—an always undesirable possibility—and keeps her in touch with any openings that may occur for getting back into her own special trade again. For all the workers in the civic workrooms are not skilled dressmakers and tailoresses—they include laundresses, office cleaners, and charwomen who have lost their employment through the war. Indeed these civic workrooms will better fulfil the purpose for which they were established if they merely prove stop-gaps, and do not attract a stationary body of entrants. Arrangements are being made to investigate every case with a view to accomplishing this.

Educational Value.

The educational value of these civic workrooms ought not to be lost sight of. Just because some of the entrants are not skilled seamstresses they have very often to be taught even the rudiments of sewing and mending, and thus while earning a wage are actually acquiring a practical knowledge that will stand them in good stead throughout their lives The women benefit too in another direction for by the small payment of 2d. each they can partake of a hot dinner every day served in a bright, warm room.

Not the least fascinating of all the arrangements are those connected with the catering and cooking department. Here a trained cookery teacher is in command, giving her services entirely free. How valuable Miss Baldwin's services are may be gathered from the fact that under her judicious marketing and knowledge of food values it has been possible to make the 2d. payments cover the cost of foodstuffs for an entire week. Always the hot dinner consists of two courses, either a soup followed by a roly-poly pudding, or stew followed by rice or suet pudding. On Fridays steamed or boiled fish is served followed by bread pudding. Potatoes appear at every meal, and the average consumption for a week is 1¾ stones.

Ideal Conditions.

While Mrs. Robert Styring and Dr. Helen Wilson are daily visitors to Abbeyfield Park and take an oversight of everything, the civic workrooms have a capable paid manageress in Miss Bennett. There is also an assistant manageress who does most of the cutting out, and two of the workers give a hand each morning in the kitchen.

Lofty, spacious workrooms lighted by wide windows giving an outlook over green lawns to a miniature lake, are the ideal conditions of work found at Abbeyfield Park. Can one doubt that they conduce to a greater cheeriness of mind than is the lot of most humble workers? Certainly the women who have known them, thanks to Sheffield's experiment, already show a marked physical improvement.

M. A.

The Queen, Nov. 21st. 1914.

The best antidote for worry, we know, is work, and every week that passes brings new opportunities for joining in some work that aims to keep under check the suffering and want that must result where the ordinary trade of the country is dislocated and many works are closed down. Crowds of women have become the only breadwinners of the family; many are thrown entirely out of work because of the withdrawal of men from the factories and shops. The women all suffer most because their work is largely unorganised and their names are unregistered. The first step to take in any district where attempt is made to meet distress is to establish a labour exchange, so that time and effort in seeking work themselves shall not be wasted. The country town might follow the example of certain outlying districts of London, by establishing a labour exchange first, then bringing round this a women's settlement, which settlement embraces one or more workrooms, a kitchen and dining-room, a crèche, and suitable sanitary accommodation. In such a centre you have a rallying point for the workless and friendless, and the time of waiting while their usual employment is closed to them is usefully and happily filled up.

To be quite practical, let us instance the example set in West Ham, a district where large factories abound which employ mostly young girls and women. A hall has been taken which will accommodate 150 workers; there is a comfortable dining-room and a kitchen, and the girls take turn in batches in cooking the dinner that is provided free. They also take turn in squads to do the cleaning and washing up. They have classes in practical housewifery, in dress-cutting, and in health instruction. In the evening they are taught Swedish drill and games.

In the workroom they are making, under direction, children's pinafores, stays, bibs, and simple articles that can be sold among poor wives and mothers; as they improve finer needlework will be taken in, also mending. While doing this temporary work the girls are encouraged to improve themselves in reading and writing and general knowledge, and to keep their names on the books of the labour exchange so that as soon as better-paid work offers they may get it.

Providing temporary help like this is better than any amount of charity doled out in gifts. Those who help others to help themselves are doing a good that will not pass when the time of distress is gone.

The war time is bringing all classes of women more closely together, and we want the good of this to leave its permanent mark by a lifting-up of the poor out of their hopeless acceptance of poverty under wretched conditions, and by at least some dispersal of the ignorance that makes generation after generation continue repeating the mistakes that hinder progress.

Some of the work that is undertaken is necessarily of a type that would not be needed in a time of normal prosperity; of that type, perhaps, is the provision of cheap meals such as our great penny dinner centres supply. These may, or may not, become a national winter institution. While this time of stress lasts they are, at any rate, a national necessity. But there are many forms of work that, started as emergency measures, will crystallise, we hope, into permanent benefits. Whatever the type is, be it temporary or permanent, there need not be a single idle pair of hands even in a country that is, as some tell us, "untouched by the reality of war."

L. H. YATES.

Everyman, Nov. 20th. 1914.

The war is having, as, indeed, it must, an immediate, and in some cases a terrible, effect upon women, and especially upon women of the middle classes. Thousands of them who but recently were fairly comfortably provided for, or who found it easy to earn a livelihood, are now faced with the necessity of working, and working hard, to earn their daily bread. There is a grave danger in such a situation—the danger that the market will be flooded with cheap female labour who will turn to any unskilled trade that presents itself. To avert this, practical steps are being taken, one is glad to learn, by the Central Bureau for the Employment of Women." Practical, first-hand instruction is given to all women who want to make their way in the world, and due account is taken of any special aptitudes or accomplishments that they possess. Untrained workers are taught suitable trades, and those who are already proficient are helped to find employment. The scheme is an admirable one, but its operations should be directed, not from one but many centres.

The New Statesman,
November 21st. 1914.

The official statements as to unemployment and distress become weekly more optimistic, and even complacent; and it certainly does appear as if the provision of "maintenance under (military) training" for a million and a quarter men had now reduced the unemployed men—apart from cotton and furniture—to no more than "normal." Among the two and a half millions of men in the insured trades, for which alone we have exact statistics, there are almost exactly the same number as this time last year, or fewer than a hundred thousand, standing idle—a sufficiently startling total out of only one-sixth of the wage-earning population. The reduction to this "normal" level is, however, not so much due to the increase since August in the volume of business, though there has been a steady increase, not wholly caused by Government orders, as to the successive withdrawals from the labour market of the men taken into training. The success of this method of dealing with an unparalleled shrinking of employment has, indeed, been complete. Without it, we should have had a million and a half men standing idle, falling off in health and character, and rapidly going to the bad. As it is, at no previous time of bad trade has there been, among men, so little deterioration and so little distress; and the Chancellor of the Exchequer is able this month peremptorily to stop all expenditure having for its object the augmenting of the volume of employment or the relief of an overstocked labour market.

* * *

Unfortunately, the official optimism refuses to see that matters stand otherwise with regard to the five millions of women wage-earners, for the unemployed among whom—proportionately as numerous as among the men—there has been no far-reaching provision of "maintenance under training." In Lancashire and Cheshire, in particular, the number of women wholly without wages still keeps not far short of a hundred thousand, whilst probably twice as many are earning only a few shillings a week. The continued failure of the Government to make special provision for this quite special stress of unemployment in the cotton trade seems to us scandalous. In London, where twenty thousand women and girls were turned off on the outbreak of war, fewer than three thousand seem to be yet provided for by the "Women's Training Centres," which the Central Committee for Women's Employment is struggling to increase. Throughout the whole country we cannot learn that as many as twenty thousand, out of the probable total of a quarter of a million of unemployed women wage-earners, have had any sort of "training" offered to them, or other maintenance provided. The Cabinet Committee, in fact, refuses to take the unemployment among women wage-earners seriously; and we see no sign of any intention on the part of the Government to do even a twentieth as much for the five million females as they are doing for the fourteen million males. The women have a real grievance here.

654 II./21

Men's Wear, Nov. 21st. 1914. 654.

Trade Unemployment.

A good idea of the state of business with the felt and silk hat factories can be obtained from the Board of Trade "Labour Gazette," which every month publishes particulars of the extent of unemployment in various trades. The October issue of this publication stated that employment in the silk hat trade during September was bad, and rather worse than a month ago. It was considerably worse than a year ago. During October employment in the silk department was very bad and worse than in September. On an average the operatives were working half the normal hours.

Although in the felt hat trade employment was also reported as bad, and much worse than a year ago, it is gratifying to notice that there has been a distinct improvement on the conditions prevailing at the end of August, when the percentage of trade union members without work was as high as 37.8. At the end of September, 11 per cent. were unemployed. A year ago the percentage was only 3.6. A further slight improvement took place in October, only 5 per cent. of the trade union members being unemployed at the end of the month.

Denton continues to suffer severely by reason of the trade depression. The state of things in that town, which is essentially a felt hat-making centre, and has no other industries of any import, will be gathered when it is learnt that 95 out of every hundred workers were reported to be on short time. Employment was also bad at Stockport, while in Warwickshire, at Nuneaton, Atherstone, &c., it was quiet. The same conditions prevailed during October, the operatives at Stockport working only from 20 to 30 hours a week.

Yorkshire Observer,
November 21st. 1914.

THE URGENT DEMAND FOR ARMY CLOTH.

LABOUR DIFFICULTIES IN HUDDERSFIELD.

The extraordinary position with which employers and operatives in the Huddersfield district are faced in consequence of the big demand for khaki, which has caused great pressure in some departments and slackness in others, was discussed by the Huddersfield War Relief Committee yesterday, Mr. W. Dale Shaw presiding.

A sub-committee recommended that an advertisement be issued requesting female workers who are unemployed or who are working short time and earning less than 15s. per week to register themselves at the labour exchange or at the various district centres for the payment of relief, and that copies of the advertisement be sent to the various workplaces in the borough.

Mr. T. Topping (Labour) said an endeavour was being made to ascertain the number of those who are under-employed.

Mr. Fred Wood said it was not generally known that persons under-employed in the cloth mending and dressmaking trades were entitled to relief.

The Chairman gave figures as to advertisements that had appeared in the local press for girls, boys, men, and women. He urged that the committee should be careful in asking anyone to come on to the funds at present. He thought some employment could yet be found for a considerable portion of those who were under-employed or out of employment.

Mr. Owen Balmforth asked whether it would not be possible to draft into the district some of the Lancashire cotton operatives.

Mr. Topping said the cotton weavers of Lancashire would not think of coming to Huddersfield or into Yorkshire owing to the comparatively lower wages paid in the woollen trade.

Mr. J. S. Armitage asked what provision had been made for teaching woollen menders to weave, and said that some girls were earning only 1s. 6d. per fortnight.

Mr. A. V. Priestley, a manufacturer, said that the practised weavers were very willing to help the learners. A clever girl could learn to weave the sort of work required by the Government within a week. The greatest shortage of labour was in the spinning department. His firm had advertised and had received replies from sixty Lancashire cotton operatives who were willing to come to Huddersfield if lodgings could be secured for them.

Mr. Alfred Shaw (president of the Trades Council) said there was a difficulty in getting the material to weave. In one instance fifty-six weavers had to go home and wait for material. He asked why others should be taught to weave when full employment could not be found for the present weavers. The girl menders considered themselves skilled workers, and would not lower themselves to learn to weave. Unfortunately, the menders would bide their poverty before they would go into the "loom gate."

The recommendations of the sub-committee were adopted.

Western Mercury,
Nov: 21st 1914.

The Unemployment Problem.

Efforts to deal with unemployment among women are being pursued with the thoroughness which the really serious nature of the situation demands. The Soldiers and Sailors' Families Association, whose work has been generously acknowledged in the House of Commons, is arranging that its clerical work shall be done by professional women clerks.

I am told that in London alone this will ensure five weeks' employment to over a hundred clerks in dealing with arrears of work, and it is probable that further work will then be available for many of them.

The City of London Committee of the National Relief Fund has been giving very careful consideration to the same problem, and has approached the Central Committee on Women's Employment in relation to some comprehensive schemes.

The case of female shorthand typists receives special consideration, but a scheme for providing "Home Helps" is now in hand.

Evening Standard & St. James Gazette,
Nov: 21st 1914.

TRAINING LOANS.

ASSISTANCE FOR EDUCATED WOMEN PREPARING FOR PROFESSIONS.

The difficulty of obtaining work, where educated girls are concerned, is at the present moment a problem which has a counterpart in the impossibility in many cases of meeting the expenses of training.

Many parents, in fact, are finding it necessary to prepare their daughters for a career, while at the same time the growing expenses and general curtailment of income which make a girl's earnings a necessity also create the difficulty of finding training fees. Owing to a handsome legacy which has been left to the Society for Promoting the Employment of Women, 23, Berners-street, Oxford-street, W., by one of its oldest supporters, the committee will, however, shortly be able to assist a larger number of girls with loans for this purpose than has hitherto been possible.

Repaying by Instalments.

The object of the society, which is over fifty-five years old, is to help well-educated girls and young women to procure definite professional or technical training. Information and advice about employment of different kinds is given, free of charge, to those who need guidance, and loans up to £30 are granted without interest for the training fe of those who are unable to procure them elsewhere, and whose future prospects would be marred without such ining. The loans thus advanced are d by instalments, in proportion to the arnings of the grantee after she has finished her training and obtained employment.

Glasgow Evg. Citizen,
Nov: 27th. 1914.

In connection with unemployment among women, more labour facilities are to be provided in the city, as the result of representations made by the Glasgow Committee of the National Relief Fund. The Board of Trade are next week opening at 104 West George Street a special city office for the registration of women of particular types, e.g., shop assistants, milliners, dressmakers, typists, clerkesses, &c. Lady Arthur has consented to open the office on Wednesday afternoon. A special office for women will also be opened in the next week or two in Dumbarton Road, Partick, pending the Department securing suitable permanent premises in the district, in which the women's work can be taken along with the other sections. An extension of the Parkhead Exchange is expected to be completed within the next two or three weeks, which will permit of a separate section in that office being opened for women.

Irish Times,
Nov: 25th. 1914.

EMPLOYMENT FOR WOMEN.

TO THE EDITOR OF THE IRISH TIMES.

SIR,—Will you kindly allow me to call the attention of your readers to a scheme which I have initiated for establishing domestic training centres for women thrown out of employment through the war? The first of these centres has been opened at 14 Lower Dominick street (premises kindly lent by the Duke of Leinster), and is recognised by the Department of Agriculture and Technical Instruction, and approved of by the Local Government Board. The girls to be trained while the war period lasts are the unskilled workers who have been disemployed owing to slackness of trade, and through no fault of their own; they are to be given a maintenance grant of 6/- *per* week from the National Relief Fund (as learners). The subjects to be taught are simple home cookery, laundry, sewing, housewifery, and hygiene. The food cooked and the clothes made will be sold to the girls at cost price. Rooms will be set apart to be used as a club by the girls two evenings a week, where they can have games and other amusements. Help is urgently needed in furnishing the rooms, in providing books, games, etc. Parcels of left-off clothing, which the girls will be instructed to remake for their own use, will be most gratefully received.

I shall be very pleased to give any further information regarding this scheme to any of the relief committees who wish to employ the unskilled girls who have been thrown out of employment through the war and are not eligible for the sewing rooms.—Yours, etc., BRIDGET DUDLEY EDWARDS.

The Women's Domestic Training Centre,
14 Lower Dominick street, Dublin.
November 24th, 1914.

Daily Graphic,
November 26th.
1914.

WOMEN HELP WOMEN WHO ARE HIT BY THE WAR.

Women and girls who have been thrown out of employment on account of the war making clothing for soldiers and refugees at the Royal Institute of Public Health, Russell Square. In connection with the Institute's Department of National Health—of which Lady St. Helier is chairman—a branch of the Queen Mary's Needlework Guild has been formed, the members of which not only make garments themselves but place unemployed women in a position to do so as well. ("Daily Graphic" photograph.)

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Oxfordshire Weekly News,
Nov: 25th. 1914.

EMPLOYMENT FOR WOMEN—AN OXFORD SCHEME.

To the Editor of THE OXFORDSHIRE WEEKLY NEWS.

SIR,—May we ask the hospitality of your columns to bring before the notice of your readers a scheme that we are anxious to set on foot at the present time on behalf of girls who have received their education at secondary schools or at home? We feel that the seriousness of economic conditions during the present crisis will lead many such girls to seek employment of different kinds, and that in some cases guidance in the choice of work may be needed, and in others advice as to the training necessary for special callings. We would lay particular stress on the latter point, for many who want work do not realise the extreme importance of being specially trained for special branches of work. Advice as to the cost of training, the time needed for training, the most suitable places to go for training, might prove of great help to those not already in possession of such information. We have formed ourselves into a committee which is anxious to further the efforts of those seeking work, and if we could so far inspire confidence as to induce both those who wish for posts and those who know of posts to communicate with us, we might hope to avert serious distress in the future by helping many girls to become self-supporting. Information as to such openings as teaching posts, secretarial posts, librarians' posts, nursing posts, dispensing posts, clerkships, and so forth would be gratefully received by any one of us. We would add further that an office will be open for the carrying on of such a scheme at the Oxford High School, Banbury-road, on the following days and at the following hours: Wednesday and Thursday, from 5 to 6 p.m., beginning on Wednesday, November 18th.—We are, yours faithfully.

C. M. E. BURROWS, Principal of St. Hilda's Hall (Chairman).
JANET M. PAYNE (Hon. Sec.).
R. M. HAIG BROWN, Headmistress of the Oxford High School.
JOAN McCABE, Vice-Headmistress of Milham Ford School.
ANNIE M. A. H. ROGERS, Hon. Secretary of the Association for the Education of Women in Oxford.
MARY STOCKS.

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Glasgow Evening Times 26/11/14.

THE LABOUR EXCHANGE

Divisional Office Removal.

OFFICIAL EXPLANATION.

The intimation of the intended removal next May from Glasgow to Edinburgh of the Scottish and Northern Divisional Office for Labour Exchanges and Unemployment Insurance appears, we are officially informed, to have caused some misconception. This office is not a labour exchange. It is the office from which all instructions to exchanges in Scotland and the North of England are issued, and in which are stored the ledger sheets and other records for over half a million of people in the division who are insured against unemployment. This office is at present accommodated in two sections, the financial and routine insurance work being performed at 13 Bath Street, and the general administrative work from part of the Labour Exchange premises at 29 College Street. While, therefore, the Board of Trade will next May surrender the premises in Bath Street, the office in College Street will continue to be occupied as the principal Glasgow Labour Exchange, the manager of which is Mr J. M. Cramond. The departure of the Divisional Office Section to Edinburgh will permit of the Glasgow Labour Exchange having the necessary room for expansion, a matter which is already causing some difficulty. The needs of employers and work people in the city will, therefore, continue to be catered for exactly as in the past; indeed, better Labour Exchange facilities are to be provided. Largely as the result of representations made to the Divisional Office for Labour Exchanges by the Lord Provost's Committee in connection with H.R.H. The Prince of Wales's Relief Fund, the Board of Trade are opening at 104 West George Street a special office for the registration of women of particular types, such as shop assistants, milliners, dressmakers, typists, and clerkesses. Lady Arthur is to perform the opening ceremony on the afternoon of Wednesday next. A special office for women will shortly be opened in Dumbarton Road, Partick, pending the Department securing suitable permanent premises in the district, in which the women's work can be taken along with the other sections. An extension of the Parkhead Exchange is expected to be completed within the next fortnight, which will permit of a separate section in that office being opened for women.

The Daily Graphic, November 26th. 1914.

WAR HELP MOVEMENT.

REFUGEES' CLOTHES MADE FROM EVENING DRESSES.

Since the very beginning of the war the spacious garden of Russell Square has been one of the most useful places in all London for the training of recruits. Within doors, too, great activity has gone on in connection with the war-help movement. On the west side of the square a novel sort of collecting box on the railings causes the passer-by to pause and examine. He finds that the flags of the Allies are grouped behind the box, while on either side of it are figures representing a wounded sailor and a wounded soldier. Little Red Cross flags, and an invitation to "give what you can" complete the design. The mansion to which this box of the many-sided war-help movement is attached is the Royal Institute of Public Health, whose principal, Professor W. R. Smith, is distinguished not only in medical and scholastic work, but in public and military life as well (his son, by the way, is Captain Arthur Smith, of the R.F.A., at the front). The institute is now the centre of women's employment in the Holborn district, the Mayoress of Holborn being the president and Mrs. W. R. Smith the chairman of the sub-committee which has it in charge.

The Institute's war work first began in connection with its National Health Department, of which Queen Alexandra is president and Lady St. Helier chairman. They went on for many weeks employing women out of their own funds in the making of clothes. Then came a more official recognition, making 37, Russell Square

Mrs. W. R. Smith.

the women's employment centre in the activities of the Committee of Emergency for the Borough of Holborn.

Every day, therefore, some thirty women and girls find paid employment at the Royal Institute of Public Health, the lecture-room being converted into a work-room. Clothes have been sent to Queen Mary's Needlework Guild, St. Bartholomew's Hospital, Charing Cross Hospital, the Metropolitan Nursing Association (Bloomsbury branch), the British Red Cross Society, and the Belgian refugees. A considerable part of the work of late has lain in altering unsuitable garments which have been sent in by ladies for the refugees. These include evening dresses! The refugees have, alas! no use for evening dresses as such. An exhibition of the work is to be held shortly.

In normal times the Royal Institute of Public Health is the place to which doctors go for a diploma in order to take public appointments. The students, that is to say, are qualified medical men, and a large number have gone to the war as officers in the R.A.M.C. One of the most able has been killed—namely, Lieutenant Dr. Herbert Leslie Hopkins, the only man who took the M.D. in State Medicine last year from the University of London. He was mentioned in despatches.

Scotsman, Nov. 27. 1915.

NORTH OF SCOTLAND COLLEGE.

INSTRUCTION OF SMALLHOLDERS.

A meeting of the Governors of the North of Scotland Agricultural College was held yesterday in Aberdeen—Dr James Campbell, the chairman, presiding.

THE LATE SIR JOHN MACPHERSON GRANT.

On the motion of the Chairman, it was resolved to record in the minutes an expression of the sense of the loss which the College had sustained through the death of Sir John Macpherson Grant of Ballindalloch.

EMPLOYMENT OF WOMEN.

The Dairy and Poultry Committee reported that they had received a deputation from the Women's Corps and Bureau War Emergency Workers' Committee on the question of the employment of women on the land in the cultivation of vegetables, poultry farming and pig rearing, and otherwise, as a means of fresh occupation to women deprived of their usual means of livelihood during the war. The Committee pointed out various lines of industry for the services of women, and it was suggested that in the meantime the secretary of the Women's Corps and Bureau Committee should ascertain the needs of the various agricultural districts within the College area, and the openings for employment which could be found. It had been further explained that Mr Gammell, the chairman of the Forestry Committee, had in view certain proposals which could start at once, in connection with which the services of women could be utilised.

The report was adopted.

THE INVERNESS SCHOOL FOR SMALLHOLDERS.

There was submitted the letter which the secretary of the College had, as directed, sent to the Board of Agriculture for Scotland with reference to the proposal for the establishment of a college or school for the instruction of smallholders at Beechwood, Inverness.

The Secretary of the Board of Agriculture, under date 18th November, wrote stating that the Board did not agree that the proposed scheme, which provided merely for the establishment of an intermediate agricultural school, would in any way prejudice the interests of the College, and that the Board must consider any scheme which was matured upon its merits.

The Chairman proposed that a large and representative Committee be appointed, with powers, to confer with the Board of Agriculture, and, if necessary, with the Secretary for Scotland, by deputation or otherwise, and report.

The Chairman's proposal was adopted.

Morning Post, Nov. 27th 1914.

UNEMPLOYMENT AMONG TYPISTS.

Yesterday there was a conference of City men at the Mansion House on the subject of the distress prevailing among lady typists and secretaries owing to the war. The Lord Mayor, who presided, said it was estimated that over 2,000 of these young women had lost their situations. The Mansion House Committee had started a register at St. Bride's Institute, and 600 girls had already enrolled their names. He felt sure that there were many banks and business houses who could give temporary work to these girls if they knew that this register existed. Already a good beginning had been made, for some 150 of them had been assisted to either temporary or permanent work. Mr. C. G. Kekewich considered that if only an old-fashioned prejudice could be got over women might temporarily fill the places in business houses of men who had gone to the front. On the other hand, Miss Mary MacArthur expressed the hope that unemployed elder men with families would be preferred to women in these cases. There was always the tendency at these times to substitute women at very low remuneration for men who would be paid a proper salary. Mr. Brinsley Harper, Chairman of the Central (Unemployed) Body, mentioned that the Mansion House Committee were about to start workrooms for 200 women in a large building in Bridewell-place belonging to the Corporation, where they hoped to train some of these typists and others, and pay them a small wage during this period of unemployment; and the Hon. Maud Pauncefote said the Agents-General of Australia had made the Queen an offer to take out to Australia a large number of unemployed women under twenty-four years of age at very reduced rates on their agreeing to enter and remain at least twelve months in domestic service. On the motion of Mr. Alderman Hanson, a small subcommittee was appointed to assist the Lord Mayor in bringing these matters to the attention of the City banking and mercantile community.

654 II/24

Glasgow Herald, Nov. 27th 1914.

GLASGOW LABOUR EXCHANGE.

INCREASED FACILITIES.

In connection with the transference which is to take place in May next from Glasgow to Edinburgh of the Scottish and Northern Divisional Office for Labour Exchanges and Unemployment Insurance it is pointed out that the office at 29 College Street will continue to be occupied as the principal Glasgow Labour Exchange, the manager of which is Mr J. M. Cramond. The removal of the divisional office section to Edinburgh will provide the Glasgow Labour Exchange with room for expansion. The needs of employers and workpeople in the city will continue to be catered for as in the past; in fact, much better Labour Exchange facilities are about to be provided. Largely as the result of representations made to the Divisional Office for Labour Exchanges by the Lord Provost's Committee in connection with the Prince of Wales's Relief Fund, the Board of Trade are to open, at 104 West George Street, a special office for the registration of women such as shop assistants, milliners, dressmakers, typists, clerkesses, etc. Lady Arthur will open this new office on the afternoon of Wednesday, December 2, at three o'clock. A special office for women will be opened at an early date in Dumbarton Road, Partick, pending the Department securing suitable permanent premises in the district, in which the women's work can be taken along with the other sections; and an extension of the Parkhead Exchange is expected to be completed within the next two or three weeks, which will permit of a separate section in that office being opened for women.

Daily Telegraph, Nov. 27th 1914.

WORKLESS WOMEN.

OFFER FROM AUSTRALIA.

In connection with the movement to provide work for women thrown out of employment owing to the war, for the support of which the Queen's Fund was inaugurated, four Australian States—New South Wales, Victoria, Queensland, and Western Australia—have offered to find employment as home helps and domestic servants, not only for girls trained in this work, but for typists, dressmakers, and other business girls. New South Wales also invites young widows with not more than two children. The girls will be taken to Australia for £1 down, the rest of the greatly reduced passage money to be paid in monthly instalments after arrival. This would be £2 in the case of three States, and £4 for those going to New South Wales. The only condition is that the girls remain in domestic work for one year.

The Queen is greatly interested in this offer, and has herself appointed a sub-committee of the Queen Mary's Work for Women Collecting Committee to inquire as to how far advantage can be taken of it. The following conditions laid down by the Central Committee on Women's Employment will apply: (1) That in no case should the refusal to emigrate affect the individual's right to receive relief of any other kind; (2) that arrangements should be made in Australia at convenient centres for homes to which the girls might go when out of employment; (3) that all women and girls should be employed at not less than the rates of pay current in the district to which they go.

A grant of £1,100 has been obtained from the Queen's Fund, which will pay the registration fee of £1 for 550 girls, and give each one £1 in cash on landing. In addition, complete outfits are to be provided for the emigrants. These are being made in the women's work-rooms, or given out to firms which need work for their women employés.

Girls emigrating would be paid a minimum wage of 8s to 10s per week, with board and lodging, if untrained, and as much as 18s to 20s if a competent household worker. Thirty girls have already decided to go, and as soon as ships can be found to take them they will sail.

Those who desire to avail themselves of the offer should apply to the British Women's Emigration Association, Imperial Institute, who with the Central Unemployed Body is making the selection. The age is fixed at 18 to 35 by three States, and 17 to 35 by Queensland. For girls who have not been in domestic service before New South Wales makes the age limit of 24 and Victoria of 21. Two good references are required as to character, health, and capability for domestic service. A medical certificate is necessary, and the parents' consent if the girls are under 21 years.

A tea party is being arranged by the council of the British Women's Emigration Association for typists, dressmakers, and other business girls, at the Imperial Institute, to-morrow, so that the offer may be discussed.

The Daily Telegraph,
Nov: 27th. 1914.

UNEMPLOYED CITY TYPISTS.

WORK-ROOMS TO BE STARTED.

Yesterday a conference of City men was held at the Mansion House regarding the distress now prevailing among lady-typists and secretaries owing to the war.

The Lord Mayor, who presided, said it was estimated that over 2,000 of these young women had lost their situations.

Miss Mary McArthur said while she was strongly in favour of the employment of women wherever it could be suitably provided, she hoped unemployed elder men with families would be preferred to women in these cases. There was always the tendency at these times to substitute women at very low remuneration for men who would be paid a proper salary.

The Hon. Maud Pauncefote said the Agent-General of Australia had made the Queen an offer to take out to Australia a large number of unemployed women under 24 years of age at very reduced rates, on their agreeing to enter and remain at least twelve months in domestic service. Surely some of the inexperienced and younger typists out of work could accept this offer and give Colonial life and service a year's trial.

Eventually, on the motion of Mr. Alderman Hanson, a small sub-committee was appointed to assist the Lord Mayor in bringing these matters to the attention of the City banking and mercantile community.

Glasgow Eag. Times,
November 28th 1914.

POSITION OF THE TAILORING TRADE.

Glasgow, Nov. 24.

Sir,—"B. H. W." says in your issue of 19th inst. that a journeyman tailor would be satisfied with £2 per week. I should think he would be; but that is the grievance, as he is not getting the fourth of that sum just now. He advises him to try the factory, but your correspondent should know that the factories do not want the journeyman tailor; they want women and girls, for the simple reason that they are cheaper labour. There are a few men employed, but very few in comparison to the women and girls. As to his proposal to raise the contract prices 100 per cent., I expect he means that if the factories got 6s per suit the tailor would require 12s. If that is what he means, that is quite true; but the value on the production would be there. Therefore, why not raise the price, as I understand is done in other trades. When a labourer touches Government contracts in the locomotive workshops, his wages rise in many instances 4s to 5s per week; and all the other trades that I know of get their trade union rate of wages on either municipal or Government contracts. Then why is it impossible for the tailoring trade? The only reason I can give is that the journeyman tailor has been far to quiet on these and other matters concerning his trade.—I am, etc.,

A. C. C.

Richmond Times,
Nov: 28th. 1914.

Richmond Unemployed Women.

EMPLOYMENT WANTED FOR SKILLED WORKERS.

During the past week materials, to be made up by unemployed women, have been received through Miss Chree from Mrs. Evans and Miss Robe. Mr. W. B. Maxwell has sent flannel to be made up into shirts for French soldiers, and through Mrs. Sandover and Miss Cockburn other materials have also been received. Some warm frocks are being made, and the scraps of good army flannel left over after cutting shirts are being stitched together to make warm bodices for little girls. Twenty-four army shirts have been sent to the Richmond Hospital, and there will be a considerable number at the disposal of the emergency committee when it meets.

The Committee of Organised Women appeals for more materials. Anyone who wishes a particular kind of garment made up for giving away to charities or for the troops is invited to send materials and instructions to Mrs. Swanwick at the Town Hall. The committee is particularly anxious to get some of its better workers into regular employment, and therefore urges Richmond ladies to apply at the Town Hall for dressmakers, seamstresses, milliners, and daily cooks and charwomen.

654 II/25 654.

Preston Herald, November 28th. 1914.

FOR UNEMPLOYED PRESTON WOMEN.

SCHEME APPROVED BY RELIEF COMMITTEE.

A Step-Cleaning Scheme that Failed.

The Preston Relief Committee recently appointed a special sub-committee to take into consideration the question of the provision of employment for women affected by the war. The result of its deliberations was drawn up and presented to the relief committee on Wednesday, by the chairman, Mrs. Megahy, and unanimously adopted. The scheme as presented is subjoined.

Mrs. Megahy pointed out that the sub-committee had made enquiries in systems adopted in other centres. They themselves had seen the flourishing scheme adopted at Southport, and the Town Clerk (Mr. A. Howarth) had obtained particulars from other towns. But these cases were for the most part useless in Preston, since they had a different kind of people to deal with. In many of these other centres the women were for the most part dressmakers and others skilled in the use of their fingers, and in some cases so flourishing were the relief works established that they seemed to want only a capitalist to come along and make the schemes permanent assets to the nation.

In Preston they had to deal with a class of women and girls who were probably in work one week and out the next, and they had thought it better to take up a scheme to provide classes for training these women in sick nursing, cookery, and other things in which a woman ought to be well trained. In this way it would not matter, since each lesson would be independent to itself, whether the women attended regularly or not. It was felt that a scheme would, by the end of the war, prove an asset to the women, to the town, and to the country. The sub-committee wanted to know how much distress there was in the town.

STEP-CLEANING SCHEME.

Mrs. Megahy also mentioned that there had been an amateur scheme of step-cleaning adopted locally, which, had it been fully worked, would have been a success. A number of voluntary workers went round a number of roads, where the householders probably did their own house-work, or employed one servant, and would, therefore, probably be glad to have their steps cleaned, and they got a number of orders. Unfortunately, the scheme was not placed on a proper business footing, when one of the ladies prominently connected with it sprained her ankle, and another left the town, difficulties crept into the working, and if the scheme had not been dropped altogether, it had not been working as it ought to be worked. She thought that this could be taken up by the ladies, and put on a proper footing.

Mr. W. Parker thought the matter could very well be left in the hands of the ladies. He did not see how the gentlemen could enter into it at all. The employment of women locally was growing; more works were running, but there were still several stopped. He mentioned a letter which had been received from a chaplain at the front, respecting two of the Preston regiments at the front, in which it was stated that they were suffering very much, in spite of what had been done. These poor men were standing in the water. Might not something further be done in the direction of making suitable garments for these men? The chaplain wrote: "We don't want pianos in the trenches. We want men, and we want warm garments."

The Rev. Mr. Crago said that one great difficulty in that respect was that in many cases in which garments were sent for the men at the front, they were not receiving them. He knew two cases in which warm garments had been sent to men by relatives, and never received. They might continue to send such things, but if the men did not receive them they would not do them much good in the trenches or elsewhere. He thought something should be done to waken the authorities to see that these things were delivered.

Mr. Parker thought that if they were forwarded to the commanding officer, the staffs would see that they went where they were most wanted.

WHAT THE LADIES HAVE DONE.

The Mayor said that the ladies of Preston had sent out 2,000 socks, 800 belts, and many other things.

Mr. Parker said that about the same number had been sent from Bamber Bridge, where close upon 140 women had been at work. He was not depreciating what had been done, but pointing out that there was room for more to be done.

Mr. Jackson thought that such work should be left to those whose usual occupation was manufacturing these things, and who were most skilful at it. In any undertaking to provide employment for those who were in want, they ought not to trespass, if it could be avoided, on the ordinary employment of other artisans. He did not see why the step-cleaning should not be taken in hand, if the interests of domestic servants could be safeguarded.

A letter was read from the Rev. A. A. L. Gedge, army chaplain at Fulwood, in which he mentioned that any wives of soldiers, or pensioners' wives or widows, were entitled to have army shirts to make. They got 7½d per shirt, and for that they had only to sew the pieces together. The majority of the 85 women so employed at present were making 16s a week. He gave the work out every Wednesday morning from 10 to 12 o'clock, at the schoolroom, Fulwood.

The scheme for the provision of work for women approved by the committee is as follows:—

THE SCHEME.

(1) That a workroom be opened at which garments could be re-made, altered, and mended. Payment to be at the minimum relief rate, except in the case of skilled workers, such as dressmakers. This scheme was suggested, as more than half the women registering at the Labour Exchange during the last three weeks have been charwomen or general servants, who, in default of their own work, would not find it easy to acquire skill in another trade. Moreover, the cost of materials would be very little, as old clothes would be willingly given, and the women could bring their own to mend or alter.

HOUSEWIFERY CLASSES.

(2) That classes in housewifery (simple cooking), sewing, nursing, should be held for the younger women and girls under 16 (as has been done in several other towns), attendance, if satisfactory, to be paid at the minimum relief rate. As each lesson is as a rule complete in itself, absence for a week in the case of work being resumed at the mills, does not seriously handicap attendance subsequently.

Both these schemes are in accordance with the recommendations of the Central Committee on Women's Unemployment.

ROOM PROMISED.

It has been ascertained that a room at the Friends' Meeting-house in Friargate will be lent for use as a workroom, if it fulfils all requirements; the Ladies' Central Relief Committee will probably lend a sewing machine, and the Preston Gas Company will lend the apparatus for cooking, though the fittings would not be free of charge.

Gifts of old clothes to be re-modelled, and material to be made up, have been promised.

The number of women unemployed registered at the Labour Exchange during the last three weeks has been 121, 121, and 91.

Yorkshire Post,
Nov: 28th. 1914.

Employment in London is wonderfully good. It is, indeed, getting better, and the amount of short time being worked is said to be rapidly lessening. Probably the class suffering most acutely is that of girl typists, but of their distress not very much is heard, because they are mostly girls who live with their parents. But all the tests usually applied with regard to distress show that there is nothing abnormal, and nothing so bad as might have been expected in a bad winter in peace time. Of course, the fact that about a quarter of a million young men have been taken out of the labour market for military service has had an effect in releasing employment for others, and London is also very busy in places with making war equipment of one sort and another. The port likewise is still busy, and promises to remain so. The quantity of foodstuffs imported during the last three months is enormous. Some of it was not consigned to London, but to the other side of the North Sea.

654 II/20 654.

The Queen, November 28th. 1914.

IN THAT STATE OF LIFE.

By MRS MARGARET HEITLAND.

TO-DAY ONE of the great puzzles is the maintenance of people in a state of work and being which shall resemble that in which they were a year ago. We know that people cannot pos ibly be kept upon the same level of wealth and employment in 1914-1915 as in the working s ason of 1913-1914. There must be a general descent of a notch or several notches on the ladder of prosperity. Here and there a man, owing to his great military or naval services, or his labours in the field of statesmanship will rise, but women, with scarcely an exception, will have to come down, and the vast majority of men likewise. But the ta k which lies before the governing powers of the nation is to make the descent as gentle as possible, and prevent it from b ing a heavy and irrecoverable fall.

As the German invasion and devastation of Western Europe began when professional and industrial workers were trying to take their holidays it was hardly possible to realise how far employment conditions were changed at the outbreak of the war. But now that we are well into the winter working months a stocktaking of our position becomes much easier.

Everyone's local knowledge of employment conditions reveals the fact that there is a good deal more unemployment than usual, and that the trouble falls most severely on women. In this matter things have hardly gone as we had expected at the outbreak of the war. I admit for one that my own expectation in August was to see this country almost denuded of its active, wage-earning men. I expected to see the clerical departments of the Government offices, the post offices, the shops, the trams, the omnibuses, and taxi-cabs run by women with the help of some elderly men. I imagined that there would be a call for the services of women to an enormous extent and in quite new directions. And I believed that women would respond to it—handsomely, generously, and without wishing to make "a good thing" out of it at the expense of the men who were so splendidly doing their citizens' part in the field, and I scarcely think that I was over-imaginative or alone in my anticipations; but nothing of the kind has happened. If one stands on any of the London bridges for ten minutes one can count scores of young men obviously existing on "business as usual" principles. The streets of most provincial towns are filled with young men occupied in their accustomed civilian work, although, of course, there are many others marching and drilling with fine spirit. It would lead me too far perhaps to discuss the conflicts of duties in men's minds (primarily the conflict between duty to the family and duty to the nation) to which this state of things is due. I only record that it is there, and that it is not the state of things which four months ago I could have imagined would be.

I know that in this as in many other surprises of life I must allow a good deal for the "personal equation." It is part of a journalistic or even of the literary temperament always to expect the events of life to be much more complete and dramatic than they are. For my own part I certainly always expect a meeting to be bigger, a crowd more demons rative than I actually find them. The events of life which are to be tremendous, unmistakable, generally turn out to be ambiguous, disappointingly half-and-half. And so it may have been I who was wrong and over-expecting in assuming that the call to arms would have left few strong young men uncalled.

Meantime we may calm the overheated imagination in the pages and figures which the *Board of Trade Labour Gazette* has published this month. Here we find quite clearly that unemployment is pressing most severely on women. One fact is that the number of women in uninsured trades on the register of the Labour Exchanges is greater by some 9000 than the number of men. After deducting those for whom the exchanges have found employment (though in very many cases for less than a week) there remained 34,800 women on the register and 25,717 men. If we look at the figures of employment for the five weeks ending Oct. 16 we find similarly that more women and girls in the uninsured trades registered than men and boys, whereas a year ago the men and boys were slightly in the majority. The vacancies offered to males are in excess of those for females, and in the figures of vacancies filled there is a marked disproportion which works out further to the disadvantage of women and girls. For the same period last year, however, men filled a few more vacancies than women in these trades. The insured trades I leave out of account because in these the immense majority of the workers are men.

The labour exchanges, it may be said, are being used by a much larger number of people now than before the war owing to the fact that workers needing help from any of the relief committees are urged to register at these exchanges. Still this circumstance need not alter the relative proportions of unemployment as between men and women. But, indeed, the same tale of women's want of wage-earning work comes from many quarters. Looking at the totals of unemployed women revealed by the reports of eleven employment bureaux for women in London and other parts of the kingdom, we find a rise in the number of women registered of nearly 50 per cent. by comparison with the figures for October of last year. More than four times as many dress makers and milliners have applied for work at these bureaux than last year, and there has been a considerable increase in the number of applications from secretaries, clerks, and typists, and from domestic servants. It is true that these bureaux have been fortunate enough to increase the number of their "suitings," but by no means proportionately. Reverting to the records of the Labour Exchanges we find that in London there were on a date at the middle of October over a thousand women clerks, nearly twelve hundred dressmakers, and nearly 2500 daily servants waiting for work. The number of dress makers had gone up from 151 in October of last year to 1198 for the same month of the dreadful year 1914.

The strange and dismaying fact about these war conditions is that some of the most skilled workers suffer as much as or more than the less skilled. The very finished, highly specialised servants are dismissed when employers lose income; the Court dressmakers who can make the most ethereal of evening gowns suffer before the fashioners of everyday suits.

But there are also hundreds of cruelly impoverished women whose names appear under no employment heading, unless it be "Miscellaneous." They are all the women who have lived somehow on the surface of the London social sea—have lived, if you choose to say so, more or less parasitically. But they have made things a little easier or pleasanter or more amusing for other people who had plenty of money. There are highly gifted women among them—musicians, artists, performers of all sorts—as well as scores of indifferently educated, happy-go-lucky individuals who have fe ched and carried or effaced themselves according to the whims of their patrons. And now for them comes blank poverty. Their pa rons will presently become aware of the incre sing weight of income tax. To the present rather hot mood of generosity and of willingness to share last crusts, a cold fit will certainly succeed.

What, then is to be done? A good deal is being done—though none too much—for those women to whom 10s. a week has meant prosperity. But for women who have been accustomed to earn one, two, or more guineas a week there is at present little help offered. The Central Committee on Women's Employment has been slow in evolving schemes for women above the 10s. a week level, and now a new committee has been formed to try its hand at the task of helping the professional classes generally. Their business will certainly not be an easy one.

To me there appears to be no way out of the difficulty which will not involve the expenditure (and perhaps on a large scale) of national money, and to effect this there must eventually be further taxation. Something no doubt may be done by adjustments and efforts towards equalisation. Employers and workers may be helped to make some change in their plan of procedure which will enable them to supply what the world in time of war demands instead of the peace products. The plan of spreading orders over a large number of loca ities and firms, though not a convenient or economical one, lessens suffering and unemployment.

One step the Government should certainly be pressed to take, and this is to carry out the recommendations of the Royal Commission on the Civil Service by employing women clerks more largely in the various departments of the State and by opening to women as freely as to men all the roads which lead to important administrative positions. In the midst of much which is uncertain and debatable this reform is manifestly safe, desirable, and urgently needed. There can be no reason why women whose equal citizenship with men is unquestioned when taxation is carried out should be unequally treated in regard to the conditions of civil employment.

It is worth considering also whether anything could be done by the establishment of credit banks to carry professional people of acknowledged capacity over the present difficult period. We have a public trustee, why not a public money-lender? Is it beyond the abilities of financial experts to devise some scheme of money lending more elastic than that of the banks and less open to fraud than that of the private lender, which would tide people of real earning power over a time of stress?

All kinds of services other than military or medical are just now going cheap, and in dealing with impoverished professional people the choice would seem to be between giving them positive charitable grants or paying them to work for others. A professional person in receipt of any kind of unemployment benefit could not be allowed to work for payment, and would soon lose skill and energy; but if he were employed by the State for the benefit of poor people or children his sense of value as well as his skill would be maintained. For these reasons one way out of our present difficulty would appear to be to plan schemes for the public utilisation of talents which private citizens cannot afford to engage on their own behalf. We might get out-of-work artists to decorate the elementary schools, musicians to give cheerful public concerts, and tail to make clothes for invalided soldiers returning to private li Something might be done on these lines.

There will remain a good many helpless sufferers for whom the State can do little in war time. There are ladies who take out other ladies' dogs. There are persons of high position who are longing to be paid to launch us in society. I do not quite know what the State will do with all these. Perhaps it may be forgiven for disregarding them in the face of our great realities.

Birmingham Post, November 1911.

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THE WAR AND TRADE.

ACTIVITY IN LOCAL TRADES.

REVIVAL IN SEVERAL DIRECTIONS.

The monthly report presented to the Birmingham Citizens' Executive Committee by Professor W. J. Ashley, the Intelligence Officer, is of a very hopeful character. It states that employment in the city has continued to improve since his report of October 29, and this has been due not only to Government orders, but also to a slow but steady revival of trade in several directions. As to Government work, its range extends far beyond munitions of war: it provides abundant employment for all the competent workers of several trades, and, indeed, in many of the principal branches, there is a positive dearth of suitable workpeople; it gives occupation to an increasing number of men from depressed trades, such as the furniture and jewellery industries; and even where men themselves for various reasons remain out of work, it offers employment in many cases to their wives and daughters. But the improvement is not limited to Government work. Other trades are showing the effect of growing public confidence. The ordinary motor-car and motor-cycle trades are said to be recovering. The pen and small metal goods trades are reported to have got on to two-thirds time. The better class of jewellery trade has picked up very distinctly during November; in fact, though still considerably behind what it was a year ago, the sales in some lines have been almost twice as large in November as in September and October. And in the cocoa and chocolate trade, short time has almost disappeared at Bournville, and a good deal of overtime is being worked.

Marked Prosperity.

It is difficult, says Professor Ashley, to sum up briefly the present position. Some industries are still depressed, and the employment which those have obtained who have left them for the time and gone into the war material trades is often not as remunerative as they have been accustomed to. There is still a good deal of short time, though it is steadily diminishing. On the other hand, probably a larger number of workpeople are working overtime than ever before in Birmingham; and on the whole, with the gloomy patches before indicated, the condition of Birmingham, so far as employment is concerned, may be said to be one of marked prosperity.

The group of manufacturing concerns (employing some 25,000 persons, of whom three-fourths are men, and engaged largely in the iron and steel manufactures), which furnished figures for September, has since sent in similar figures for October. It appears that, comparing the last pay-days of October, 1913 and 1914, firms normally employing about 400 workpeople had experienced no change: firms employing about 10,400 had reduced their force by about 9%, with practically no change in the hours of work; while firms normally employing about 15,000 now gave work to 38% more men, and as they paid them 68% more wages (at the old rates) they must obviously have been working a great deal of overtime. Comparing October with the previous month, it would appear that in September the group of concerns, taken as a whole, employed (when deduction is made for the men enlisted) 13% more than in the previous year, and in October 18%.

Interesting Statistics.

For November, the best available evidence at present is that furnished by the Medical Officer of Health. The health visitors enter some three to four hundred houses daily in the performance of their duties, and since the war began they have made enquiries as to the employment of the members of the several families. From the returns furnished Professor Ashley has calculated that while in the middle of October they found between five and six men unemployed in every 100 houses, in the week ended November 21 they found about

This raises the very interesting question as to the resources available for further reinforcements in, say, a year's time. It almost seems as though Germany had touched the fringe of her utmost resources, and that her failure to secure a decisive victory east and west in the spring of next year will mean the collapse of the whole fabric of German resistance. The Main Headquarters admit that the sacrifices have been very great, even in securing the triumphs which it describes. How much greater must those sacrifices have been in the second period of the battle about the Bzura, when the legions of the Czar, enormously reinforced, took the offensive and poured back irresistibly upon the weakened army commanded by General Mackensen?

What Germany has done in the matter of securing the necessary reinforcements will be best understood if I take the analogy of Kitchener's Army to illustrate the situation. It is as though, after the first month or so of war in the North of France, the newly-raised battalions of the new army had been sent to the front and absorbed, had been found inadequate to check the German advance, and that new levies taken from men who ordinarily would not have been accepted for service had been raised, quickly drilled for a week or two, and sent out to bear the hardships and the sufferings which a winter campaign entails. Contrast the careful, thorough, and searching preparation to which the new armies of England are being subjected. Contrast the standard of weight and age, and the physical qualities of Kitchener's armies, and remember that this million which is now growing into military shape is composed of the flower of Britain's manhood. Contrast these, I say, with the hastily-assembled recruits which Germany is putting into the field, and you will see how inevitable it is that when the new German supplies are exhausted the new British army must be the deciding factor in the war. This is the only country in the world that could possibly raise a volunteer army composed of men in the prime of youth, the only country that could throw into the scale such decisive weight.

The men of France are working in even more of a mist than our own soldiers, about the secrecy of whose doings we complain so much. Recently the French Government appointed an official "eye-witness," and I think it would be an excellent scheme if a British officer were appointed to the French Headquarters to retail events on the French side for the benefit of English readers. Naturally the point of view of the British officer would be even more interesting than that of the official reporter of France. We might reciprocate by inviting the French Government to appoint an officer to our Headquarters to fulfil the same useful

Liverpool Post, November 30th. 1911.

THE SHORTAGE OF WIREWORKERS.

GOVERNMENT CONCESSIONS FOR YOUNG EMPLOYEES.

Sir John Harmood Banner had asked the Home Secretary whether, in view of the enlistment of men engaged in the wire trade, and consequent reduction of production, he would consider the propriety of giving special permission for the employment of young persons at night in the process of continuous wire-drawing, it being impossible, in view of the course of manufacture, to employ hands in the day whose employment was forbidden at night, and consequently difficulty was created in supplying Government and other trade orders.

The Home Secretary, in a printed reply, states that this matter is at present receiving consideration, and adds: "I may mention that several wireworks have been granted orders under section 150 of the Factory and Workshop Act, 1901, permitting them to employ male young persons temporarily on night-shifts in the process of continuous wire-drawing for the purpose of accelerating the work being done under Admiralty and War Office contracts, and I am prepared to entertain further applications for such orders in any similar cases."

Birmingham and the War.

In another column we publish a summary of Professor Ashley's monthly review of economic conditions in Birmingham. On the whole, the past month gives ground for real and solid satisfaction. In one or two respects, it may be, Professor Ashley is too optimistic. Thus, his statement that "the better class of jewellery trade has picked up very distinctly during November" has to be read in conjunction with the report of the officer in charge of the Women's Department of the Labour Exchanges, who tells us that "the jewellery trade shows but little change." But, all things considered, we may "thank God and take courage." The general conclusions of the report are not to be controverted. In the first place, the state of employment has continued to improve. Valuable testimony to this effect is given by the officers of the Public Health Department, whose lot it is to visit some hundreds of houses daily. In mid-October these officers calculated that in every hundred houses visited there were five or six men unemployed, and sixteen or seventeen on short time. In mid-November the corresponding figures were four unemployed and eleven or twelve on short time. Other evidence points in the same direction. At the Labour Exchanges the registrations of men—both in insured and uninsured trades—are less than were before the war. The figures for women are still above the peace level, but they are declining. The relieving agencies tell the same story—"free breakfasts," for example, are going down "hundreds a week." It is significant, too, that in one women's provident society withdrawals are going down and deposits rising to something like a normal balance. That, then, is the first point—there is no serious general distress. A second point is equally important. It is not merely owing to Government orders that the wolf is being kept from the door. It is true that these orders—directly and indirectly—are having an important effect. But quite apart from them, things are looking brighter. Professor Ashley quotes the motor trade and the "better-class jewellery trade" as cases in point. That brings us to a third generalisation. It is to be noted that luxuries, as well as necessities, are recovering from the shock of war. Leaving jewellery out of the account, the improvement in the motor trade, in the chocolate trade, and in retail tailoring, all point to the progress towards normal conditions. The truth is that Birmingham is singularly fortunate. The variety of our industries and the adaptability of our workers and employers have tempered the hard times to us. Employment in what may be called essential industries has remained relatively good. As a consequence there has not been the sharp and sudden decline in the demand for unessential articles which so many towns have recorded. For the rest, it is as well to remember that the prosperity is relative. There is still—and must continue to be—a good deal of distress. Women, more particularly, find their earnings seriously diminished. Certainly Professor Ashley's review does not justify a slackening in charitable and philanthropic activity. What it does suggest is that the social problem is quite within the capacity of the city. Given the spirit of fellowship, given the wisdom necessary to make the most of that fellowship, Birmingham can make sure that on no one of her citizens will the burden of the war press over-heavily. It is to that end that we must now concentrate all our efforts.

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Eve. News, Nov. 30. 1914.

WORK FOR UNEMPLOYED WOMEN.

Leeds Scheme in Operation.

(To the Editor of the "Yorkshire Evening News.")

Sir,—The Committee for Women's Employment have now opened a workroom for unemployed women in a room kindly lent by the Council of the Salem Institute, Leeds. This early start has been made possible by the generosity of the Leeds branch of the National Union of Women's Suffrage Societies, who have placed a sum of £82 at the disposal of the Committee.

Under the supervision of a skilled forewoman, about 20 women are busily engaged in knitting comforts for the soldiers, altering and renovating old garments and making new clothing from materials which have been given.

These women have all lost their employment owing to the war, and for various reasons cannot enter the factories and workshops, nor can the Labour Exchange find them employment. While they remain self-supporting they are helping others, as the garments made will be distributed through the Lady Mayoress's Clothing Committee to those who are not in a position to buy them for themselves. A hot dinner is provided daily, for which 2d. is charged, and during the winter weather this has been much appreciated.

Generous gifts of bales of cloth have been received from Alderman Kinder and Mr. David Dixon, and others have also sent goods, but in order that the money collected may be entirely used for wages, further gifts of materials and old clothing are urgently needed. Short lengths, "damages," and oddments of all sorts will be used to the best advantage, but the greatest want is material for making underclothing of all descriptions.

All over the kingdom similar work is going on, and is proving a godsend to hundreds of women who have lost their employment owing to the war, and who are asking for means to support themselves, and not for charity. We, therefore, appeal to those who are lucky enough to retain their work undisturbed by the war to help less fortunate fellow-workers by subscribing to the Queen's Work for Women Fund.

Gifts in kind or money should be sent to Miss B. Kitson, Lady Mayoress's Office, 1, East Parade, Leeds.—Yours, etc.,

M. H. RENTON and S. K. FINDLAY,
Hon. Secs.

Northern Daily Telegraph, December 1st. 1914.

LESS UNEMPLOYMENT.

Employment in London is wonderfully good. It is, indeed, getting better, and the amount of short time being worked is said to be rapidly lessening. Probably the class suffering most acutely is that of girl typists, but of their distress not very much is heard, because they are mostly girls who live with their parents. But all the tests usually applied with regard to distress show that there is nothing abnormal, and nothing so bad as might have been expected in a bad winter in peace time. Of course, the fact that about a quarter of a million young men have been taken out of the labour market for military service has had an effect in releasing employment for others, and London is also very busy in places with making war equipment of one sort and another. The port likewise is still busy, and promises to remain so.

Liverpool Courier, Dec. 2nd. 1914.

WORK FOR LIVERPOOL WOMEN.

TO THE EDITOR OF THE COURIER.

Sir,—May we appeal through your columns, on behalf of the Liverpool Women's Industrial Council, for work materials for the new sewing rooms which the Distress Committee is shortly opening in Oakes-street. The women who will be employed in these rooms are those who have lost their work through the war and are sent to the committee by one of the recognised relief organisations.

As Liverpool friends have already been so kind in supplying garments, etc., for the existing workrooms in Shaw-street, we particularly invite contributions from the surrounding neighbourhood and from Wirral, and will arrange to collect parcels if the donors cannot conveniently send them. We urgently need old sheets, pillow cases, towels, tablecloths, blankets, flannel, and pieces of material of any description. The articles made are distributed [illegible] soldiers have orders to prevent [illegible] by registration cards.

[illegible] the movement of civilians is compara[illegible] free, but in order[illegible] to leave Belgium [illegible] to incur the risk of losing one's life, and it [illegible] can only be permitted by night over fields

Illustrated Chronicle, November 30th. 1914.

UNEMPLOYED WOMEN.

An unfortunate divergence of view as regards the method of assisting unemployed women in London exists between those who are administrating Queen Mary's Fund, and the Central Unemployed Body for London. The former consider that enquiries ought not to be made regarding the women seeking employment, but that their statements should be accepted without going to their employers, while the latter deem investigation necessary when public money is spent. Both are right in theory, and wrong in practice. To make no inquiry is certain to open the way to imposture, but the inquisition to which poor women are sometimes subjected by officious, and, often, not very sympathetic persons is to many sensitive women worse than the poverty and hunger they are enduring. It will be to the public advantage if the dispute between the two bodies leads to a correction of the method of inquiry.

Standard, Dec. 1st. 1914.

WOMEN'S SELF-HELP.

La Belle Alliance has been chosen as the name of a workroom at 2, Boyle-street, Savile-row, established to enable professional women of all classes to earn a living during the war without having to apply to any of the charitable funds. The workers—painters, writers, actresses, and the like—will design and make various garments which will be sold at a moderate profit.

Morning Post, December 1st. 1914.

STATE OF EMPLOYMENT.

A White Paper was issued last night dealing with the state of employment in the United Kingdom during the month of October. The report is based on returns received from over 20,000 industrial firms, employing over 4,000,000 workpeople, that is about 43 per cent. of the whole industrial population. The abrupt curtailment of production which occurred in the second and third weeks in August did not result in so great lack of employment as might otherwise have occurred owing to the action of many employers in putting their people on half time. It also soon became apparent that the restriction of ordinary industrial activities by the war would be much less serious than supposed owing largely to the continuance of our oversea commerce. Industries providing material for war have been very fully occupied. The total reduction in the number of male workpeople employed as between July and October is 10.7 per cent., which is almost precisely equal to the percentage of workmen who have joined the Army and the Navy. Consequently in the aggregate there has been no net increase in the unemployment of males. The proportion working short time has been considerable, though this percentage has fallen from 26 in September to 17.3 in October. As regards women the reduction in number employed has been 6.2 per cent., which is net displacement of labour. The percentage of women working short time has been high, but has fallen from 36 in September to 26 in October. The high figures are largely due to the condition of the cotton trade.

Newcastle Chronicle, December 1st. 1914.

WOMEN WORKERS.

One of the things we shall remember in connection with the present war will be the great demand it caused for female labour. Hundreds of young girls and women have been snapped up at the Armstrong-Whitworth works at Elswick, and I learn that other Tyneside factories are engaging numbers of them also. When the young men are being called on to serve their King and country, there is necessarily a shortage of male labour, and these girls are being employed to do much of the lighter work formerly entrusted to the men. One result of this is that morning and day girls are not obtainable. They are earning good wages at "the factory," and for the time being at least domestic employment has no attraction for them.

Daily Telegraph, Dec. 1st. 1914. 654

WAR AND EMPLOYMENT

LAST MONTH'S RECOVERY.

EFFECT OF RECRUITING.

A report issued last night by the Board of Trade on the state of employment in the United Kingdom during October furnishes gratifying evidence of the comparatively small effect of the war so far on the trade and industry of the country. It has been compiled from returns received from nearly 10,000 large and 10,600 small industrial firms, employing over 4,000,000 persons. The total number occupied in the trades in which these 4,000,000 persons were engaged amounted, according to the census of 1911, to nearly 9,250,000, so that the investigati[on] about 43 per cent. of the industrial popula[tion].

According to the September returns war reduction in employment of 10½ per cent case of males, and 8½ per cent. in the case of These are figures which are only equalled severest of industrial depressions; but, in of males, enlistment and the calling up of reservists reduced this contraction to the comparatively small proportion of 1½ per cent. In the following month, moreover, the steady recovery of confidence at home, the increase of export trade, and above all the immense industrial activity induced by the placing of large war contracts, both for his Majesty's Government and for our Allies, caused a continued improvement except in one or two trades. By the middle of October, the progress of recruiting had equalled the reduction of employment of males due to the war, while the contraction of employment in the case of females was appreciably less than in September.

These changes are clearly shown in the following table, in which the state of employment in September and October is compared with employment before the war:

	September.		October.	
	Males.	Females.	Males.	Females.
	Per cent.		Per cent.	
Employment in July ...	100	100	100	100
Still on full time	60·2	53·5	66·8	61·9
On overtime	3·6	2·1	5·2	5·9
On short time	26·0	36·0	17·3	26·0
Contraction of employment.	10·2	8·4	10·7	6·2
Known by employers to have joined the forces	8·8	—	10·6	—
Net displacement (−) or replacement (+)	−1·4		−0·1	

Thus, while overtime had increased slightly, the proportion on short time fell by about 8 per cent. in the case of males and by 10 per cent. in the case of females. The high proportion of females on short time is largely due to the cotton trade, which, it should be noted, was already working short time to a considerable extent before the war.

An idea of the dimensions of the changes which this table implies may be gathered from actual numbers. Applying these percentages to the numbers occupied (7,000,000 males and 2,250,000 females) in industrial occupations, according to the Census of 1911, we get the following approximate totals:

	September.		October.	
	Males.	Females.	Males.	Females.
Still on full time... ...	4,214,000	1,203,750	4,676,000	1,392,750
On overtime...	252,000	47,250	364,000	132,75
On short time.	1,820,000	810,000	1,211,000	585,000
Contraction of employment	714,000	189,000	749,000	139,500
Known to have joined the forces ...	616,000	—	742,000	—
Net displacement(−)or replacement(+)	−98,000	—	−7,000	—

These figures show that unemployment was appreciably less in October than in September, and that lack of employment among males has been almost completely met by recruiting, calling up of reservists, &c.—the debit balance being only 7,000 persons.

COTTON TRADE DEPRESSION.

In the case of women the displacement figure is still high, owing chiefly to the bad state of affairs in Lancashire, and to a less extent to unemployment among women in London. Lancashire is, in fact, the chief exception to the general improvement during the month.

Statistics for various industries show that the trades most affected are the cotton trade and the furniture trade, which is an important London industry. The relative contraction of employment in the latter (21.4 per cent. among males and 13.2 per cent. among females) is greater than in cotton (17.1 per cent. in the case of males and 14.2 per cent. for females); but short time, a very serious matter in both industries, is more marked in the case of cotton, 40 per cent. of males and 42.3 per cent. of females in large firms, and 40.3 per cent. of males and 45.5 per cent of females in small firms being on short time.

Other trades showing a great contraction of 10 per cent. or more among the males employed are: Cycle, motor, and carriage, 17.8 per cent.; brick, stone, &c., 13.7; building, 14; "other" metals (copper, brass, precious metals, &c.), 12; engineering, 10; explosives, 11.7; paper and printing, 11.7; glass works, &c., 11.3; "other" textile industries

in knitting comforts for the soldiers, altering and renovating old garments and making new clothing from materials which have been given.

These women have all lost their employment owing to the war, and for various reasons cannot enter the factories and workshops, nor can the Labour Exchange find them employment. While they remain self-supporting they are helping others, as the garments made will be distributed through the Lady Mayoress's Clothing Committee to those who are not in a position to buy them for themselves. A hot dinner is provided daily, for which 2d. is charged, and during the winter weather this has been much appreciated.

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Employment in London is wonderfully good. It is, indeed, getting better, and the amount of short time being worked is said to be rapidly lessening. Probably the class suffering most acutely is that of girl typists, but of their distress not very much is heard, because they are mostly girls who live with their parents. But all the tests usually applied with regard to distress show that there is nothing abnormal, and nothing so bad as might have been expected in a bad winter in peace time. Of course, the fact that about a quarter of a million young men have been taken out of the labour market for military service has had an effect in releasing employment for others, and London is also very busy in places with making war equipment of one sort and another. The port likewise is still busy, and promises to remain so.

Liverpool Courier,
Dec. 2nd. 1914.

WORK FOR LIVERPOOL WOMEN.

TO THE EDITOR OF THE COURIER.

SIR,—May we appeal through your columns, on behalf of the Liverpool Women's Industrial Council, for work materials for the new sewing rooms which the Distress Committee is shortly opening in Oakes-street. The women who will be employed in these rooms are those who have lost their work through the war and are sent to the committee by one of the recognised relief organisations.

As Liverpool friends have already been so kind in supplying garments, etc., for the existing workrooms in Shaw-street, we particularly invite contributions from the surrounding neighbourhood and from Wirral, and will arrange to collect parcels if the donors cannot conveniently send them. We urgently need old sheets, pillow cases, towels, tablecloths, blankets, flannel, and pieces of material of any description. The articles made are distributed

[German soldiers have orders to prevent
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and, often, not very sympathetic persons is to many sensitive women worse than the poverty and hunger they are enduring. It will be to the public advantage if the dispute between the two bodies leads to a correction of the method of inquiry.

Standard, Dec. 1st. 1914.

WOMEN'S SELF-HELP.

La Belle Alliance has been chosen as the name of a workroom at 2, Boyle-street, Savile-row, established to enable professional women of all classes to earn a living during the war without having to apply to any of the charitable funds. The workers—painters, writers, actresses, and the like—will design and make various garments which will be sold at a moderate profit.

Morning Post,
December 1st. 1914.

STATE OF EMPLOYMENT.

A White Paper was issued last night dealing with the state of employment in the United Kingdom during the month of October. The report is based on returns received from over 20,000 industrial firms, employing over 4,000,000 workpeople, that is about 43 per cent. of the whole industrial population. The abrupt curtailment of production which occurred in the second and third weeks in August did not result in so great lack of employment as might otherwise have occurred owing to the action of many employers in putting their people on half time. It also soon became apparent that the restriction of ordinary industrial activities by the war would be much less serious than supposed owing largely to the continuance of our oversea commerce. Industries providing material for war have been very fully occupied. The total reduction in the number of male workpeople employed as between July and October is 10.7 per cent., which is almost precisely equal to the percentage of workmen who have joined the Army and the Navy. Consequently in the aggregate there has been no net increase in the unemployment of males. The proportion working short time has been considerable, though this percentage has fallen from 26 in September to 17.3 in October. As regards women the reduction in number employed has been 6.2 per cent., which is net displacement of labour. The percentage of women working short time has been high, but has fallen from 36 in September to 26 in October. The high figures are largely due to the condition of the cotton trade.

Newcastle Chronicle,
December 1st. 1914.

WOMEN WORKERS.

One of the things we shall remember in connection with the present war will be the great demand it caused for female labour. Hundreds of young girls and women have been snapped up at the Armstrong-Whitworth works at Elswick, and I learn that other Tyneside factories are engaging numbers of them also. When the young men are being called on to serve their King and country, there is necessarily a shortage of male labour, and these girls are being employed to do much of the lighter work formerly entrusted to the men. One result of this is that morning and day girls are not obtainable. They are earning good wages at "the factory," and for the time being at least domestic employment has no attraction for them.

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comparatively small effect of the war so far on the trade and industry of the country. It has been compiled from returns received from nearly 10,000 large and 10,600-small industrial firms, employing over 4,000,000 persons. The total number occupied in the trades in which these 4,000,000 persons were engaged amounted, according to the census of 1911, to nearly 9,250,000, so that the investigati
about 43 per cent. of the industrial populati

According to the September returns war
reduction in employment of 10¼ per cent
case of males, and 8½ per cent. in the case of
These are figures which are only equalled
severest of industrial depressions; but, in
of males, enlistment and the calling up of reservists
reduced this contraction to the comparatively small
proportion of 1½ per cent. In the following month,
moreover, the steady recovery of confidence at home,
the increase of export trade, and above all the immense industrial activity induced by the placing of large war contracts, both for his Majesty's Government and for our Allies, caused a continued improvement except in one or two trades. By the middle of October, the progress of recruiting had equalled the reduction of employment of males due to the war, while the contraction of employment in the case of females was appreciably less than in September.

These changes are clearly shown in the following table, in which the state of employment in September and October is compared with employment before the war:

	September.		October.	
	Males.	Females.	Males.	Females.
	Per cent.		Per cent.	
Employment in July ...	100	100	100	100
Still on full time	60·2	53·5	66·8	61·9
On overtime	3·6	2·1	5·2	5·9
On short time	26·0	36·0	17·3	26·0
Contraction of employment.	10·2	8·4	10·7	6·2
Known by employers to have joined the forces	8·8	—	10·6	—
Net displacement (−) or replacement (+)	−1·4		−0·7	

Thus, while overtime had increased slightly, the proportion on short time fell by about 8 per cent. in the case of males and by 10 per cent. in the case of females. The high proportion of females on short time is largely due to the cotton trade, which, it should be noted, was already working short time to a considerable extent before the war.

An idea of the dimensions of the changes which this table implies may be gathered from actual numbers. Applying these percentages to the numbers occupied (7,000,000 males and 2,250,000 females) in industrial occupations, according to the Census of 1911, we get the following approximate totals:

	September.		October.	
	Males.	Females.	Males.	Females.
Still on full time... ...	4,214,000	1,203,750	4,676,000	1,392,750
On overtime...	252,000	47,250	364,000	132,75
On short time.	1,820,000	810,000	1,211,000	585,000
Contraction of employment	714,000	189,000	749,000	139,500
Known to have joined the forces ...	616,000	—	742,000	—
Net displacement(−)or replacement(+)	−98,000	—	−7,000	—

These figures show that unemployment was appreciably less in October than in September, and that lack of employment among males has been almost completely met by recruiting, calling up of reservists, etc.—the debit balance being only 7,000 persons.

COTTON TRADE DEPRESSION.

In the case of women the displacement figure is still high, owing chiefly to the bad state of affairs in Lancashire, and to a less extent to unemployment among women in London. Lancashire is, in fact, the chief exception to the general improvement during the month.

Statistics for various industries show that the trades most affected are the cotton trade and the furniture trade, which is an important London industry. The relative contraction of employment in the latter 21.4 per cent. among males and 13.2 per cent. among females) is greater than in cotton (17.1 per cent. in the case of males and 14.2 per cent. for females); but short time, a very serious matter in both industries, is more marked in the case of cotton, 40 per cent. of males and 42.3 per cent. of females in large firms, and 40.3 per cent. of males and 45.5 per cent of females in small firms being on short time.

Other trades showing a gross contraction of 10 per cent. or more among the males employed are: Cycle, motor, and carriage, 17.8 per cent.; brick, stone, &c., 15.7; building, 14; "other" metals (copper, brass, precious metals, &c.), 12; engineering, 12; tinplate, 11.7; paper and printing, 11.7; glass, china, &c., 11.5; "other" textile (bleaching, printing, silk, lace, &c.), 11.2; clothing, 11.2; "other" timber (coopering, baskets, boxes, &c.), 10.2; and cutlery, hardware, wire, &c., 10.3 per cent.

London returns show for all industrial firms (excluding building) a gross contraction in October of 13.7 per cent. in the case of males, while 10.3 per cent. have joined the forces, leaving a net contraction of 3.4 per cent. The contraction in the case of females was 7 per cent., against 10.5 per cent. in September.

THE WAR AND THE WAGE-EARNERS.

Signs of Trade Revival.

BOARD OF TRADE REPORT.

Increase of Unemployed Balanced by Enlistments.

POSITION IN THE NORTH

Iron, Steel, & Engineering Almost Normal.

An exhaustive examination of the effects of the war on employment in the United Kingdom is made in a special report issued by the Board of Trade last night. The period dealt with is chiefly October, but in his prefatory remarks, Sir H. Llewellyn Smith takes a broader survey, reviewing the period July-October.

The return has been compiled from returns received from nearly 10,000 large firms (each employing more than 100 hands) and from 10,600 small firms each employing less than 100 hands. The total numbers occupied in the trades concerned amounted to 9,250,000 persons, and the investigation, therefore, covers about 43 per cent. of the industrial populaltion.

The first effect of the war, it is pointed out, was an abrupt and considerable curtailment of production. By September, however, the situation had become clearer, and though in a few trades employes were dismissed after being on short time for a few weeks, in a much larger number of cases the factories resumed their normal working. The reduction of employment in that month amounted to 10¼ per cent. in the case of males, and 8½ per cent. in the case of females.

Trades Most Affected.

"These are figures which are only equalled in the severest of industrial depressions," says the report, "but in the case of males enlistment and the calling up of reservists reduced this contraction to the comparatively small proportion of 1½ per cent. In the following month, moreover, the steady recovery of confidence at home, the increase of export trade and, above all, the immense industrial activity induced by the placing of large war contracts both for his Majesty's Government and for our Allies, caused a continued improvement, except in one or two trades.

"By the middle of October the progress of recruiting had equalled the reduction of employment of males due to the war, while the contraction of employment in the case of females was appreciably less than in September."

The statistics for various industries show that the trades most affected are the cotton trade and the furniture trade, which is an important London industry. The relative contraction of employment in the latter (21.4 per cent. among males and 13.2 per cent. among females) is greater than in cotton (17.1 per cent. in the case of males and 14.2 per cent. for females); but short time, a very serious matter in both industries, is more marked in the case of cotton, 40.0 per cent. of males and 42.3 per cent. of females in large firms, and 40.3 per cent. of males and 45.5 per cent. of females in small firms, being on short time in the cotton industry in Lancashire and Cheshire. Cotton is indeed the more important in that it affects nearly double the number of males and twenty times the number of females employed in the furniture trade.

In Lancashire and Cheshire.

It would be a mistake, of course, says the report, to attribute to the war anything like the whole of the unemployment and short time prevalent in the cotton trade. Bad times were expected in any case in Lancashire, and as is well known the spinners of American cotton had decided previously to the war to curtail production by 16⅔ hours between July and September.

But the cotton trade depends more than any other important industry on foreign markets, and it has therefore been particularly affected by the various obstacles which the war has placed in the way of export. Moreover, although there has been an embarrassing over-supply rather than a shortage of raw cotton, the industry has been affected by lack of some materials, such as dyes and colours, previously imported from abroad.

In a local report from the North-Western division (which includes Lancashire and Cheshire) it is stated that there was in October a gross contraction in the case of males of 12.6 per cent., while 9.3 per cent. have joined the forces, leaving a net contraction of 3.3 per cent. The corresponding figures for September were: Gross contraction, 11.3 per cent.; known to have joined the forces, 7.9 per cent.; net contraction, 3.4 per cent. The contraction in female employment was 12 per cent., compared with 12.1 per cent. in September.

The depression in the cotton trade, it is added, is still serious, but some of the smaller industries are, on the whole, more flourishing than might be expected. The number of employed persons has declined since July by far more than the number of men who have joined the forces, but this is mainly attributable to the cotton trade.

In a tabular analysis of the position the following cotton trade figures are given:—

Cotton Trade Figures.

MALE POPULATION ENGAGED, 209,500.

	Per cent.
Large firms working short time	40.0
Working overtime	0.3
Contraction of employment	18.0
Known to have joined forces	6.7
Net displacement	11.3
Small firms on short time	40.3
Overtime	0.5
Contraction	19.0
Enlistments	8.4
Displacement	10.6

FEMALE POPULATION ENGAGED, 336,800.

	Per cent.
Large firms on short time	42.3
Overtime	0.4
Contraction of employment	16.5
Small firms on short time	45.5
Overtime	nil.
Contraction	10.2

Enlistment from Government offices has been heavy, while as to employment by local bodies, returns from 365 authorities show over 7,000 persons have been taken on to fill the places of 10,300 who have joined the colours.

Regarding the traffic departments of the railway companies, the number enlisted or sent abroad for railway work is understood to have been 58,000 in the middle of October. Unemployment information respecting docks, cartage, shop assistants, and other callings is given, the whole showing that the condition of employment in excluded trades is certainly no worse than in industry, and, though in special professions serious difficulties are being experienced, the position of wage earners on the whole is very favourable.

In a summary of the condition in the various districts it is pointed out that in Yorkshire employment continues good on the whole, with abnormal activity in certain branches of industry. Iron, steel, and engineering are, on the whole, almost normal, and most of the men discharged from the cotton mills are reported to have found work in the woollen industry.

In Manchester, complaints are made of the dearth of unskilled labour owing to the big increase of employment at the port. In Wales, Admiralty orders are keeping the coal mines busy, and owing to enlistment there is a difficulty in getting sufficient labour.

VICTIMS OF THE WAR.

Hopeless Plight of the Shabby Genteel.

PATHETIC STORIES.

Work for Which the Public Has at Present No Need.

There is perhaps no harder case in these days than that of the poor gentlewoman. The clergyman's daughter, the doctor's daughter, the daughter of the army or naval officer, who in normal times is in that position politely alluded to as "reduced circumstances," is in a pitiable plight indeed just now.

There are many such in Manchester—gentlewomen by birth and education, some of whom have suddenly slidden down the social scale from homes full of refinement and even luxury to an existence which is full of privation and soul-destroying poverty. These people, usually spinsters, a little elderly, a little faded, often with blighted hopes and shattered illusions about the world, are not the type which parades its poverty. Rather it seeks to hide it, to cover it up with shabby gentility, and it sometimes makes a pretence of undreamed of affluence in order to escape the embarrassing offer of assistance resembling charity.

The war has dealt a cruel blow at Manchester's shabby genteel—those who are trying to keep up an "appearance," as it is called, on nothing. Such as added to their scanty means by leather-work and needlework of the finer sorts have found a great dearth of orders, and others who eked out a living by taking lodgers are suffering from the effects of recruiting which has taken the young men from their "diggings" to the barracks.

Saved from Starvation.

The drab lives of these people are their real necessity is somewhat overshadowed by the claims on public sympathy on behalf of others whose needs are more closely concerned with the war.

Miss M. C. Child, secretary of the Gentlewomen's Employment Association and Ladies' Work Society, Manchester, and Mrs. Buck, the superintendent of the Work Society, told a *Daily Dispatch* representative yesterday that although there was without doubt a great deal of undiscovered genteel poverty in Manchester, their society was in touch with sufficient for them to be able to say without exaggeration that poor gentlefolk were suffering as much as any class in the community at the present moment. But for the efforts of the society many ladies would be actually starving.

"Some of the ladies on our books," said Miss Child, "are entirely dependent on what they make with their hands, and which we sell for them. As our annual report shows, one worker last year sold goods to the value of £90, and another to the value of £77, while twenty-six received payments varying from £30 to £50. Much of the work done by them is of a very beautiful character, but the war has sadly interfered with the sales, especially of the little pretty things, such as sachets, photo frames, and bridge-markers.

Lady of 78 with £5 a Year.

"We come across many pathetic cases. One lady of 78 years of age has to do work in order to support herself, and another has only an annuity of £5 apart from what she earns by selling her needlework. In a third case three sisters living together have to exist, except for the money they get by disposing of work through us, on an income which is never more than £60 a year. How they manage to do it and keep up a position of respectability goodness only knows. One or two of the ladies on our register have been clothed and provided with almost an entire wardrobe through the medium of the society.

"Our work," concluded Miss Child, "concerning as it does only the daughters, widows, and wives of professional men, calls for the exercise of great tact, as may be imagined. A person whom you know to be in very urgent need will cheerfully tell you that she would rather not—that there must be so many others who are worse situated. A number are living in lodgings where there is precious little comfort, and the circumstances of their lives make cheerfulness a virtue most difficult to retain."

Dundee Advertiser, December 1st. 1914.

WAR AND TRADE.

NO NET INCREASE IN UNEMPLOYMENT.

Confidence Restored.

POSITION OF WAGE-EARNERS VERY FAVOURABLE.

A White Paper was issued last night giving the Board of Trade's report on the state of employment in the United Kingdom during October.

In his prefatory remarks, H. Llewellyn Smith says returns were received from over 20,000 firms, employing altogether over four million workpeople, or about 43 per cent. of the whole industrial population. The total reduction shown in the number of male employees as between July and October is 10.7 per cent., almost precisely equal to the percentage shown by the statistics of those who have joined the military and naval forces. Consequently it would appear that in the aggregate there has been no net increase in unemployment of male workpeople, though certain employments have fallen off, while others have absorbed additional labour.

The percentage of those working short time, though considerable, has fallen from 26 per cent. in September to 17.3.

Female Workers.

The total reduction in the number of women employed has been 6.2 per cent., and as this contraction has not been counteracted by enlistment, there has been a net displacement of labour. The percentage of women working short time has also been high, though it has fallen from 36 per cent. in September to 26 per cent. in October, the high figures being largely due to the condition of the cotton trade.

Dealing with the general industrial results, the report says the returns for September, when it became clearer in many industries how far markets were likely to be restricted by war, showed a reduction amounting to 10¼ per cent. in the case of males and 8¼ in the case of females. These were figures only equalled in the severest of industrial depressions, but as regards males enlistment and calling up of reservists reduced the contraction to the comparatively small proportion of 1½ per cent. In the following month the steady recovery of confidence at home, increase of export trade, and immense activity induced by the placing of war contracts, caused a continued improvement, except in one or two trades.

By the middle of October the progress of recruiting had equalled the reduction of male employment, due to war, while the contraction as affected females became appreciably less.

The Cotton Industry.

Statistics for various industries show that the trades most adversely affected are the cotton and furniture industries, the latter an important London industry. Though the relative contraction of employment is greater in the latter than in the former, short time is a very serious matter in both, and is more marked in the case of cotton. Though the war could not be held responsible for the whole conditions in the cotton trade it had much aggravated them.

The relative contraction in cotton employment had been 17.1 per cent. in the case of males and 14.2 per cent. in the case of females; while the figures for short time were over 40 per cent. in both large and small firms. Besides export obstacles placed by war, and the difficulty experienced over the supply of raw cotton, the trade had been affected by the lack of imported dyes and colours.

Statistics are presented showing that the woollen and worsted trades of Yorkshire had been relieved more than any other industry by Government war contracts.

Enlistment from Government offices has been heavy, while as to employment by local bodies, returns from 365 authorities show that over 7000 persons have been taken on to fill the places of 10,300 who have joined the colours.

Railway Employees.

Regarding the traffic departments of Railway Companies, the number enlisted or sent abroad for railway work is understood to have been 58,000. In the middle of October unemployment information respecting docks, cartage, shop assistants, and other callings is given, showing that the condition of employment in excluded trades is certainly no worse than in industry, and though, in special professions, serious difficulties are being experienced the position of wage-earners, on the whole, is very favourable.

A summary of the conditions in various districts is appended. In London the building trade has had a revival of activity, many large firms employing more men than before the war, though not so many as a year ago; while carpenters and bricklayers have benefited by the demand for army and hospital huts.

The cabinet trade is still badly reduced, but the clothing trades are now very busy in all branches capable of doing military work.

The position of sugar and confectionery trades is also appreciably better than in the preceding months.

Government Orders.

In the south-eastern division, including Oxfordshire, Bedfordshire, and East Anglia, employment has also been greatly influenced by orders for military equipment, and in the leather industries some firms could employ additional hands, but find it difficult to obtain them.

In the engineering trade, firms with Government orders are working overtime, but others are affected by the curtailment of the export trade. Paper and printing trades were considerably affected by curtailment of demand.

In the South-Western Counties, the most marked characteristic is that in nearly every trade more men have enlisted than have been put out of employment. In the boot and shoe industry orders have been booked from the French Government, and increased activity is reported in the fruit preserving trade.

In the West Midland district contraction in employment in the iron and steel trades and cycle and motor industries is due to enlistment, but the list of industries showing a marked falling off are the metal trades, which are of great importance in the Birmingham district.

The feature of the East Midlands divis' returns is the boom in hosiery through Government orders, which benefits women employees; but, except for satisfactory statistics for boot manufacture, the returns are of a mixed character. Nottingham is not doing so well as was expected, seeing that German competition in the lace trade has ceased.

Position Normal.

Employment in Yorkshire continues good on the whole, with abnormal activity in certain branches of industry. Iron, steel, and engineering are on the whole almost normal, and most of the men discharged from the cotton mills are reported to have found work in the woollen industry.

The feature of information regarding the northern division is the amount of short time in the coal trade, which is still adversely affected by export difficulties. The north-western division is mainly affected by the cotton and worsted industries, references to which have been already made.

In Bolton trade is said to be declining slowly, and in Manchester complaints are made of the dearth of unskilled labour owing to the big increase of employment.

In the Wales division Admiralty orders are keeping the coal mines very busy, and owing to enlistment there is difficulty in getting sufficient labour. The anthracite trade has improved with the revival in Near European markets, but in the tinplate trade employment is rather slack.

Irish Industries.

Irish industries have not been greatly injured by the war. The majority are reported as normal or but slightly depressed, while others have benefited by Government orders—as, for instance, the shipbuilding industry. In the small woollen and worsted industry most firms are working full time, and an increase in the number of hands is likely through Government work.

The number of employed in the linen industry is normal, but scarcity of raw material from Russia necessitates short time in many cases. The Belfast hem-stitching trade and fancy linen and embroidery trades are slackening. The majority of the firms in the former are going on half-time and reducing their staffs. On the whole, Irish trades are not seriously affected, the chief abnormal feature being the short time in the linen trades.

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Scotsman, Dec: 2nd 1914.

THE FLAG DAY QUESTION.

Some discussion arose on a letter from Mr William Martin, 34 West George Street, Glasgow, pointing out that the date up to which appeals might be made on behalf of H.R.H. the Princess Mary's Fund had been extended to 19th December, and trusting that it might be possible to fix a date for a flag day appeal in Edinburgh.

The Lord Provost said he thought this matter should be carefully considered before their patronage was given. Some of them thought there were too many flag days. His Lordship expressed the view that they were doing all they could through the Committee over which Mr Inman presided.

Mr Robertson moved that the matter be remitted to the Lord Provost's Committee. He disagreed, he said, with the Lord Provost's remarks, and did not think they should have been made. He did not think the Scottish flag day or any other flag day had been to their detriment.

The Lord Provost said he did not refer to the Scottish flag day.

Bailie Buchan seconded, and Mr Robertson's proposal was agreed to.

EMPLOYMENT IN THE PRINTING TRADE.

A letter was read from the secretary of the Edinburgh Master Printers' Association calling attention to the state of the printing trade in Edinburgh on account of the war, and asking that a deputation should be heard. It was agreed to hear the deputation, which consisted of Dr W. B. Blaikie and Mr R. W. Hanson, representing the Master Printers' Association, and Mr Robert Allan and Mr John Mullen, representing the men's Trade Union.

Dr Blaikie said that since the war began the printing trade, which employed 12,000 persons, had suffered greatly. The Imperial market was one of their staples, and the houses whose chief business it was to print books were gradually drying up. Of the members of the trade, 16 per cent. had joined the colours. What was more interesting was that 50 per cent. of the men of military age had enlisted. (Hear, hear.) This materially reduced unemployment, but they were approaching what was ordinarily their slack time, and the female workers, the bookfolders, and the bookbinders were, and would be, particularly affected. As a practical suggestion, Mr Blaikie asked the Council to consider the printing of the Valuation Roll. This was done by almost all large Corporations. Other public Boards might take the same view of matters, and do anything that could be done in the way of printing by hurrying on orders. This would assist the trade enormously. The object of the employers was to give employment rather than to make profits.

In reply to the Lord Provost, Dr Blaikie said the printing of the Valuation Roll would give employment to a very considerable number of men for eight weeks.

Mr Mullen said there were about 5000 girls employed in the trade, but their work was mostly dependent on the men working, and if there was a reduction in the number of men employed the girls would suffer. Most of them were now on half-time. Referring to assistance from the National Relief Fund, he said that some of the girls were so humiliated with insulting inquiries and statements that they were determined to persuade other girls not to apply. The matter would come before the Central Committee of the National Relief Fund at the proper time.

Bailie Rose pointed out that this matter had been before the Relief Fund Committee already, and a sub-committee had been appointed for the special purpose of finding suitable work for the men.

On his suggestion, the deputation agreed to send in the names of two representatives to meet the sub-committee of the Relief Fund Committee.

The Lord Provost, addressing the deputation, said that the interest of the Corporation was to see there was as little unemployment in the city as possible, and the deputation might rely that the would do their very best for them.

The deputation, having thanked the Corporation for receiving them, withdrew.

Sussex Daily News, Dec: 2nd 1914.

HASTINGS CENTRAL AID COUNCIL.

The fact that a large number of ladies and gentlemen faced the elements in order to be present at its annual meeting, on Monday evening, was eloquent testimony to the splendid work carried on by the Hastings Central Aid Council. The meeting, which was held at the Town Hall, was presided over by the Mayor (Councillor E. Armitage Hocking). An excellent Report, dealing with the work of the past year, was presented, and this, together with a satisfactory Report on the homes for the aged poor, was adopted. The members of the Executive Committee who retired by rotation were all re-elected. Miss M. Phillips gave an interesting address on the scheme for the employment of women. She mentioned that since the war large numbers of women had been thrown out of work, and others were only working half-time. She spoke also of the Queen's Work for Women Fund, and what was being done for unemployed female workers.

Local Administration.

SPECIAL ARRANGEMENTS DURING WAR TIME.

INSTRUCTION FOR THE UNEMPLOYED.

Local education authorities are faced with many new problems in these days of stress; and many new demands, requiring in most cases instant attention, are being made upon them. Circular after circular, necessitated by the changed conditions, has been issued, both by the Board of Education and by the Board of Agriculture, many of them containing suggestions and proposals for new schemes of work to be organized for the benefit of one class or other of the community. The national conscience and the national sense of responsibility towards less fortunate fellow-citizens have developed rapidly in recent years, with the result that, now as never before, every member of the community is anxious that everything possible shall be done to mitigate, to some extent, the distress necessarily caused to so many people by the partial dislocation of trade and industry, and by the absence, on military or naval service, of so many of our men. Hence the many social and educational schemes now being advocated; and, although the distress so far has been less than was anticipated, it still has been and is acute amongst certain sections of the people. Want of occupation at this particular time is harmful for both sexes from many points of view, and local authorities in various parts of the Kingdom are preparing themselves to meet any emergency that may arise.

The Leeds Scheme.

The Leeds Education Committee have drawn up a comprehensive memorandum as to the action which has been or may be taken to prevent unemployment or to provide employment for men, women, and girls. All men out of employment are required to register at the Labour Exchange and at the Corporation Employment Bureau, and specially urgent cases are given preference for corporation work, whilst a small grant-in-aid is being given in absolutely necessitous cases. All work included in the estimates of the corporation for the current financial year has been hurried forward, and other schemes are being expedited as fast as circumstances will allow. Employers of labour have been interviewed and asked to keep their works open and to apportion the work in such a manner as to provide, if possible, employment for the whole of their employees on at least three days a week. The result has been gratifying; but there still remains a considerable amount of unemployment, and a much larger amount of under-employment, in the city. For young men out of employment, for whom no suitable work can be provided, day courses are to be organized as necessity arises, in subjects of general education and instruction applicable to the industries of the district, in order to fit the young men to take up jobs of a more or less skilled nature as opportunity occurs. The subjects to be included are practical mathematics and mechanics, technical drawing, and workshop practice, with English and drill. The aim of the instruction will be to teach the principles underlying industry in general and to secure the all-round development of the students in a thoroughly practical manner.

Women and girls out of employment are also required to register at the Labour Exchange and at the Corporation office; and an arrangement has been made with the Leeds Wholesale Clothiers' Association for the opening of a bureau by them to act as a clearing-house for all labour required by the clothing factories. Single women out of employment are receiving a grant of 7s. 6d. a week, conditional on their attendance at a concentrated course of training for lower skilled positions, for which there is a demand in the city. The trades in which such training is to be given are boot and shoe machinery, for which there is equipment at the Central Technical School, blouse-making, women's underclothing, costume and mantle making, and laundrywork. In this way it is hoped to convert the unskilled single worker into a more or less skilled worker, to the permanent benefit both of herself and of her employer.

Grants to married women and widows are only to be made on their undertaking to work satisfactorily through courses in artisan cookery, in simple methods of making, renovating, and repairing of garments, and in the elementary principles of hygiene and home management, so that they may learn how to conduce in an artisan's way to the best advantage of the family as a whole. [illegible]

cost of these classes for the present financial year is from £2,000 to £3,000.

The holding of extra classes has been authorized by the Birmingham Education Committee at the Victoria-street School for Jewellers and Silversmiths, a school which forms a special feature of the Birmingham educational system. The additional classes are intended for the use of workpeople in the jewelry and allied trades who, owing to the war, are either out of employment or in part-time employment only. It has been decided to open the school on five, instead of on three, afternoons a week from 2.30 to 4.30 and again from 5 p.m. to 7 p.m. It is anticipated that the evening session—from 7 p.m. to 9 p.m.—may not be required; and, in order to meet any emergency in the trade, and in the best interests of the employers, full discretionary power to vary the times of instruction has been given to the chairman of the School of Art Sub-Committee, in consultation with the headmaster and the Birmingham Jewellers' and Silversmiths' Association. Special technical courses have been arranged, and endeavours will be made to meet particular requirements. The maximum extra cost involved in these additional classes is estimated at £13 11s. 6d. per week, and it has been decided that students shall be admitted to any number of classes for a fee of 3s. 6d. The fees hitherto charged were 3s. 6d. for five or less evenings, and 7s. 6d. for three or less afternoons a week.

Arrangements in Other Areas.

Shortly after the outbreak of war, the Cheshire Education Committee appointed a sub-committee to deal with the question of providing special day classes for young women out of employment; and conferences were held with members of the distress relief committees and others to ascertain the amount of unemployment prevailing in the various districts in the county, and to discuss the kind of instruction which might be organized as and where required. It was decided to form special day classes in cookery, laundry-work, sewing, and sick nursing in any places where a fairly general state of unemployment was found to be prevailing, these being the subjects most generally useful and at the same time those recommended for such cases by the Board of Education, who are encouraging and supporting all schemes for the improvement of the technical qualifications of workers during any enforced leisure consequent upon the war.

Similar action has been taken in Exeter, where a deputation from the Exeter War Relief Committee conferred with the Higher Education Sub-Committee as to the advisability of establishing classes to unemployed girls. The Relief Committee considered that the granting of relief should be conditional upon attendance at such classes, and the Education Committee decided to arrange for the giving of instruction in domestic subjects to unemployed girls. In Ipswich also the Education Committee has been approached by the committee of the Mayoress's Work for Women Fund with the request that they would arrange classes for girls who are now partially or wholly unemployed, in such subjects as would be useful to them in their future occupations, having particular regard to domestic employment, preparation for which should include instruction in cookery, laundry-work, and general housewifery. The chairman of the Education Committee was deputed to confer with the Mayoress's Committee and to make such arrangements as seemed advisable in the circumstances. Action of this sort, if taken wherever there is any large measure of unemployment, either for men or for women, should result in the better technical training of many unskilled workers; and, the habit once formed of attending classes with a view to improving their qualifications, it is at least hopeful that some will continue to attend after the present compulsion is removed.

Classes for Territorials in London.

In consequence of the issue of the circular of the Board of Education relating to the provision of classes for soldiers in their spare time, the London Education Committee discussed early in November a scheme for giving instruction to the 8,000 Territorials now in training at the White City. As the men will probably not be there longer than six weeks it was decided, with the full approval of the commanding officer, to take immediate steps to arrange for the holding of a series of lectures and classes, including courses in simple French and German conversation and health hints; weekly lectures on the history and geography of the war area; weekly vocal music lessons; and lessons in sewing and darning, drawing and sketching, woodcarving, repoussé work, leather work, and camp cookery, all of which subjects were likely to be appreciated by the men in training. The estimated gross cost of the classes for a period of six weeks is £300, and the expenditure has already been more than justified judging by the results. Thoroughly efficient teachers were provided, and the classes have proved extremely popular and have been well attended by the men, who have much appreciated the opportunities offered, as is shown by the fact that nearly 1,700 have enrolled for one or other of the classes.

Since the opening of these classes at the White City an application has been received from the classes for the troops stationed at Halton, where a considerable number of the men were found to be willing to avail themselves of any facilities for systematic instruction. The committee hope, before long, to be able to make suitable arrangements for the instruction of the men stationed at Aylesbury.

In the West Riding of Yorkshire similar classes have been provided by the education committee at various centres; and the Lancashire Committee also are arranging for courses for men stationed in the area under their control.

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Classes in London and Birmingham.

The Emergency Committee of the London County Council, acting during the recess, considered the question of the formation of educational classes for young persons thrown out of employment on account of the war, suggested by the Board of Education circular on the subject, and authorized the opening of classes during the daytime in ten centres, five for boys and five for girls. It was necessary to negotiate for the holding of these classes in non-Council premises, as Council buildings are all fully occupied during the day; and arrangements were made by which the use of suitable rooms was granted free of charge, the Council to provide out-of-pocket expenses, such as fuel, lighting, and cleaning. In some cases apparatus and furniture had to be lent by the Council, in other cases it was provided by the trustees of the buildings. The estimated per week, and it has been decided that students shall be admitted to any number of classes for a fee of 3s. 6d. The fees hitherto charged were 3s. 6d. for five or less evenings, and 7s. 6d. for three or less afternoons a week.

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Since the opening of these classes at the White City, an application has been received from the garrison adjutant of his Majesty's troops stationed at Woolwich, asking that arrangements may be made for the giving to his men of a series of lectures on the history and geography of the war, and the holding of a vocal music class. The request has been granted, classes have already been formed, and the expenditure up to Christmas of this year is estimated at £20.

Some Schemes for other Counties.

In other parts of the country also arrangements have been made to provide instruction for recruits in the various camps. The West Sussex and Chichester Joint Education Committee, in consultation with the military authorities, have provided classes for the soldiers at Shoreham Camp in first aid, ambulance work, and cookery, and also in the French, German, and Flemish languages. Men attending courses in the first three of these subjects are excused from night duty during their course, a sign that the military authorities approve of the arrangements made. Then, too, the Buckinghamshire Education Committee have provided evening

Daily Mail, December 2nd 1914. 654 I/32 654

UNEMPLOYED WOMEN.

A New Experience for Factory Girls.

At Work on the Land. How They Live.

"WHY don't you put us to work on the land?" The suggestion came from a factory girl at the beginning of the war when the question of employment for the unemployed factory girl was raised. It was wise advice and the Central Committee on Women's Employment took it.

Thirty girls were sent into training as market gardeners and fruit growers on land which was lent for the purpose, and a grant was obtained to pay the girls' wages for one year.

Girls of Spirit.

Twenty-two girls are now at work. It is extraordinary to see an actual bit of East London transplanted to the country—and liking it. No one could mistake the girls who are now busily planting trees for anything but factory girls. The way they do their hair, the high tone in which they talk, their general "breeziness" belong entirely to the East-end factory girl. Probably no other type of London girl would have had the spirit to tackle this absolutely different work in the way these girls are doing.

"I'm going to stick it through the winter if I can," is the general expression of opinion, and the girls refer to the weather, not to the work. They took to digging like lucks to the water. No one knew how to handle a spade, but these girls are very quick, and they do not need to be told twice.

The majority have been packers and bottle-washers employed in a confectionery factory, and there are two dressmakers and a typist. They all find digging and planting an interesting employment.

They are working on twenty acres of land and have already planted one field with 10,000 cabbages; on the other side they are putting 1,500 currant trees, and two long beds separating the fields are planted out with daffodils and narcissi. They will be planting trees for some time and they are to grow every kind of vegetable for their own use.

Two of the girls are going to Australia at the end of the year if they like the work.

They begin in the morning at 7.30, a break comes at 11 o'clock, when milk and bread and butter are dispensed, then they work till dinner-time at 12.30. A hot meal is provided for fourpence each, and they work again in the fields until 5 o'clock.

Fares Paid by Sweethearts.

For a 48-hour week they are paid 12s. and extra for overtime. Board and lodging costs from 7s. to 9s. a week, and they nearly all want to send something home to their mothers.

They are quite near enough to go up to London for the week-end, but their wages would not cover the expense. The girls do go, however, for their "boys" send the money for their fares. The same "boys" come down to visit them.

The difficulty is to keep them amused when they are not working. Overtime—making pickles and chutney—occupies them for a little while in the evening, and it is hoped that two basket-makers will presently join the community who will be able to teach their fellows to make the baskets which are used in the outdoor work. The girls may also be able to make their own punnets for the fruit.

Poultry-Rearing Taught.

Once a week there are talks led by the two lady superintendents on gardening or poultry-rearing. The latter is to be taught practically.

Eleven of the girls live together in a house adjoining their own land, which has been rented by the committee. The others lodge in the village or in cottages near by.

If the girls do not care to go on living at the house, they can give a week's notice and find lodgings. Even those living in the house buy their own food, with the exception of dinner, because they think they can do it cheaper. The shopping also gives them an additional interest.

Singing in the Fields.

For further recreation they play the piano and dance and sing. They are always singing. When the day's work is over you hear them coming back singing across the fields. Even when sitting with tears running down their cheeks from peeling onions they are still singing. And they dance. As soon as dinner is over they are waltzing or two-stepping round the room.

The only great want they have is for boots—strong boots. Ordinary town boots are of no use, and as the girls explained "once your feet get wet you're done." They have been advised to work bare-footed, but they will not entertain this idea, as they say they would look like niggers!

P. S.

Glasgow Herald, Dec: 2nd 1914.

POSITION OF DRESSMAKERS.

November 29.

Sir,—Please allow me to bring before your lady readers at this time a clamant need for their kindly thought and practical help. Amidst all the numerous schemes for helping sufferers through the war there is a class which is now suffering severely and whose plight is being overlooked. I refer to the dressmakers. I am safe in saying there are very few who are now earning a full day's pay, just because ladies' energies and sympathies are engaged in other directions. All dances, balls, card parties, dinners, and other social functions are in abeyance. This is always one of the busiest periods of the year, and it is, unfortunately, true that there is scarcely any orders being taken for afternoon or evening gowns in any of the high-class establishments. Can the ladies of Glasgow and district not see their way to revive social functions in some measure? Card parties, dinners, concerts, and social evenings could be organised with the object of helping the various funds, and be of ultimate benefit to the workers. This is a meritorious field for the energies of some of our benevolent ladies of society, who can always be depended on when a deserving appeal is made to their kind hearts and unflagging energy in welldoing. I trust this appeal may receive some support from other and more influential patrons of a hard-working section of our city.—I am, etc.,

W. R. S.

Glasgow Evg. Times, Dec: 2nd. 1914.

UNEMPLOYED WOMEN IN GOVAN.

City Chambers, December 2.

Sir,—I have been asked by the Govan District Relief Committee to appeal, through your columns, to the unemployed women and girls in Govan who have not registered themselves at the Labour Exchange to do so at the earliest opportunity, as the committee are anxious to get exact information as to the extent of female unemployment in the district. The information is necessary to support our campaign for the establishment of a workroom in Govan for unemployed women. The Labour Exchange is at 55 Helen Street, and the hours of registration are from 9 a.m. to 4 p.m. Every assistance to those registering will be given by the woman in charge.—I am, etc.,

(Councillor) P. J. DOLLAN.

Hampstead Advertiser, Dec: 3rd. 1914.

St. Margaret's Hall

The scheme inaugurated in the early days by Mrs. Acworth at St. Margaret's Hall, Highroad, Kilburn, for the benefit of women and girls affected by the war has developed into a most important work. It will stand as an monument of what can be achieved by personal effort, and as an example which may with advantage be followed by the authorities in every other district. The premises themselves are ideal, and the workers are busily employed in making garments of various kinds, all of which are intended to directly relieve the distress of women and children in the Willesden district who are in need of help.

Mrs. Acworth, not only lent the premises (formerly known as The Kilburn Athenæum, which she recently acquired) for Women's Employment, but she financed the scheme, pending arrangements with Queen Mary's National Relief Fund, and during the past weeks she has expended a very large sum of money in wages and in meeting other expenses. Now on the recommendation of the Government Committee, the National Relief Fund has forwarded a cheque for £360 in respect of work being carried on for the next four weeks, and it is expected that this grant will be continued, and also that repayment of some of the money already expended will be made.

The supplies of clothing made may be obtained through the Belgian Relief Fund for Belgian refugees, through the Soldiers' and Sailors' Aid Association for the benefit of children of the troops, through the Distress Committee for those in need, and through any other recognized authority, to assist those in trouble. Without going into detail, we may state that the work is done under skilled supervision that it is of excellent quality and in abundance, and that in every detail St. Margaret's Hall, with its vast ramifications, is a centre of a great work, with wide influences, having its benefactions spreading to the utmost confines of the parish. Willesden is indeed favoured by being privileged to have within its borders at this time of national crisis so valuable and so complete a centre for the Employment of Women as Mrs. Acworth's St. Margaret's Hall.

She is now developing a further scheme for training indoor domestic workers, who will further add to the efficiency of St. Margaret's by furnishing dinners for the sewing women.

Glasgow Herald, Dec: 3rd 1914

EMPLOYMENT OF WOMEN.

NEW EXCHANGE OPENED IN GLASGOW.

A new Labour Exchange for women and girls, established by the Board of Trade, was opened at 104 West George Street, Glasgow, yesterday by Lady Arthur. Mr Francis Henderson presided, and among those present were Sir A. H. Pettigrew, Miss Blackie, Miss Younger, Mr James Paterson, Mr Anderson, and Mr J. M. Cramond.

The Chairman said that some time ago, when a desire arose in the city that something should be done to mitigate the unemployment which existed among women on account of the war, it was suggested that there should be established a central women's office in Glasgow for helping those who had been thrown out of work. A number of ladies who were engaged in work among women in the city, and some who though outside the city were interested in the matter, agreed to help, with the result that a central office had been established. They were so impressed with the central situation of the offices and the admirable work that was being done that they recommended to the Board of Trade that it should be made the central exchange for women and girls. It was possible that an extension of the scheme so as to include business men and boys might be considered at some future date.

Lady Arthur, in declaring the Exchange open, said she was sure it would meet the need that had been felt in the city. She did not think that at the present time there could be any scheme more useful than that which enabled capable women to find posts for which they were fitted.

Sir A. H. Pettigrew said he was sure that when the Exchange became better known in Glasgow employers would regard it with confidence as a place to which they could turn, when vacancies occurred, for lists of applicants to fill these posts.

Yorkshire Post,
December 3rd. 1914.

654 II/33 654.

UNEMPLOYED WOMEN IN BRADFORD.

To the Editor of The Yorkshire Post.

Sir,—May we make an appeal through your paper on behalf of the work of our Committee which receives a constant succession of applicants, most of whom, after investigation, are admitted to our workrooms for a shorter or longer period, until they get back to their regular work? One of our difficulties is the provision of material to keep them all busy on garments to be given to the needy. We beg, therefore, to remind your readers that gifts of fents and pieces of material will be gladly received at our rooms at the Friends' Meeting House, Fountain Street, and to ask them to continue to keep up the supply of worn clothing which has been not only an aid in this difficulty, but also of great value in the training of unskilled workers.—Yours, etc.,

ISABEL ASHBY, Hon. Sec., Bradford Women's Employment Committee.

Friends' Meeting House, Fountain Street, Bradford, December 2, 1914.

Common Cause,
December 4th. 1914.

Unemployment.

It is bad news that industrial depression still prevails in Lancashire, for the textile industries are of great national importance. Industrial unemployment among men has been almost completely met by recruiting, but among women it is acute in Lancashire and parts of London. There are also a very large number of women, as well as many men, in the cotton industry, working on short time. The figures given by the Board of Trade are not complete, as they are compiled from returns from firms employing about 4,000,000 persons out of a total of 9,250,000. Still, the inquiry is fairly representative, and it shows only about 7,000 men as against 139,000 women out of work in October.

The Daily Telegraph, Dec: 4th. 1914.

WORK FOR WOMEN.

CHRISTMAS ACTIVITY.

It has been one of the surprises of the war that there has not been a far greater percentage of unemployment among women. Of course, certain trades have suffered. The dressmaker catering for extravagant and fashion-in-advance wearers has found this class of custom has stopped short and has had to dismiss her staff. The City agency selling German and Austrian goods has closed its doors, and its slenderly-paid clerks and typists have lost their situations. The luxury trades, as in floral bouquets, table decorations, and many little accessories of dress, have been hardly hit.

But, on the other hand, there have been compensations. If big establishments have reduced the number of their servants, boarding-houses, hotels, and restaurants have lost their German and Austrian waiters and have had to replace them by English girls. If dressmaking is suffering, never has there been such a call for tailoresses, and the younger and more adaptable women have set themselves to learn the special requirements of factory work. The demands for flannel shirts, caps, and other garments for the new Army have opened up new fields of industry. These are facts patent and plain, even though official information on the conditions of the women's labour market will, as far as possible, be withheld from the ordinary inquirer.

SEASON'S CASUAL DEMANDS.

Christmastide is a season when quite an appreciable number of girls hope to earn a little money in connection with its special demands. There is always a number of young women ready to come into more or less casual employ. In the summer they are probably attendants at stalls or kiosques at the exhibitions. They may find an odd job in August or September at some seaside bazaar or show. With the spring there may be the sending out of masses of circulars calling attention to some new enterprise or other, and somehow they manage to pick up in one way or another the few shillings a week which represent so much to them.

In a normal year Christmas presents several possibilities. There may be the chance of joining that miscellaneous crowd that come on to the stage in a suburban pantomime as amazons or onlookers at Cinderella's ball, or lasses at Jack and Jill's country fête. The "bazaars" which are so popular a feature at many of the shops call for numbers of additional assistants. Small shops are specially opened for the sale of Christmas cards and cheap little knicknacks, and require help at their counters. At the provision and sweet stores additional cashiers may be needed, and there are many opportunities in various directions.

The present season, it is to be feared, will see curtailment of some of these possibilities. A much-reduced list of pantomimes is to be expected, and at the shops, though business is much better than many would have dared to predict two months ago, the general volume of trade cannot be expected to reach the great totals of twelve months or two years ago. Still, there are obviously many hopeful believers that the season's pleasant observances will be maintained as far as possible, and by the brightness and gaiety of the bazaars in so many of the shops the utmost is being done to attract the customer. Thoughtful people, too, are realising that they are rendering good service in the economic position by supporting industry and trade.

THE CAPABLE WORKER.

Whatever suffering and hardship this season may bring to the casual woman worker of this order it will only tend to emphasise the oft-recognised fact that it is the unskilled and the feebly incompetent who in any crisis are the first to go to the wall. The highly-trained and capable woman in any calling or vocation finds her work wanted. Who, for instance, a decade ago even, would have said that the demand for medical women was likely in the present generation to be far in excess of the supply? Yet such is the fact, and at this moment when there are over 4 thousand women doctors upon the medical register, more are being called for in all directions. Only to cite a single instance, it may be mentioned that at the Treloar Cripples' Home at Alton two assistant lady surgeons at good salaries have been wanted for weeks past, and the posts cannot be filled.

It is one of the most useful lessons that have emerged out of the many organisations and committees that have called themselves into being in recent months to have realised how valuable any form of specialised training is. Some whom it seemed impossible to help in the ordinary channels have been set to learn an industry calling for technical skill, and have thus obtained a means of future livelihood. In fact, the close of the war may well see some in better positions than they would ever otherwise have known.

For, as the Labour Bureaus know well, there are always industries in which the workers are too few. It takes time to learn the expert touches that are essential, and too frequently the girl who might be taught them wants to begin to earn a slender wage at once. At the present time training is being given by the Queen's Work for Women Fund in some of those less popular vocations, and with grants for maintenance while learning some few of these who would otherwise be among those casually employed at the moment are thus improving the time. Considering how all trade and industry appeared likely to be dislocated at the outset of the war, it is a matter for real satisfaction that the position is as good as it is, and that with the brighter hopes for Christmas some at least, if not all those who look to the season for a certain share of the benefits it brings will not be disappointed.

The Times,
Dec: 4th. 1914.

EMPLOYMENT FOR WOMEN.

THE CITY SCHEME TO TRAIN "HOME HELPERS."

The Government Committee on the Prevention and Relief of Distress have passed schemes for training centres submitted by the City of London Committee of the Prince of Wales's Fund, and grants for carrying on the centres have been received from the Fund. Immediate steps are being taken to put the schemes in operation. The Committee hope that the training centres will be opened in the course of a week or 10 days.

The schemes comprise training in commercial subjects, dressmaking, &c., for unemployed women secretaries, shorthand-typists, and others ordinarily engaged in commercial occupations; training in domestic economy for industrial women, and the training of industrial women as "home helpers." It is proposed to pay the commercial women a maintenance grant of 10s. a week, and the industrial women 3d. per hour, with a maximum of 10s. per week.

Persons desiring to enter the training centres should register at the Employment Bureau, St. Bride Institute, Bride-lane, Fleet-street, E.C. Only those out of employment due to the war and previously employed in the City of London are eligible.

The Times, Dec: 4th. 1914.

PROFESSIONAL WAGE-EARNERS.

TO THE EDITOR OF THE TIMES.

Sir,—Some time ago there appeared in your paper a proposal that the administrators of the Prince of Wales's Fund should put aside a sum to be used in loans to professional men and women whose earnings were affected by the war. As far as I know this proposal has not been taken up, and I am sure that many anxious eyes must be watching to see if no help of this kind is to be made possible for them. The class whose earnings have been most entirely annihilated by the war are the artists. I will not speak of musicians and actors, for attention has already been drawn to their difficulties. It is rather for architects, painters and sculptors, designers, and handicraftsmen of all kinds that I would plead. No one nowadays is having houses built or decorated; no one is buying pictures or statues, or even small objects for wedding presents. Already many minor artists—principally women—have had to earn thankfully a few shillings by toy-making, and the like, through the help of benevolent agencies. But what is to become of the men, many of them of widely acknowledged talent and apparently of assured position, who find themselves not only with families, but even with skilled assistants dependent on them, and not only with houses but with studios or offices—taxable property—which they cannot sell? Art is a precarious profession at the best, and there must be many of these men who have never been able to save. The only kind of help that they could endure to accept would be a loan. Fairly substantial sums, lent without interest, to be repaid by instalments over a considerable period, would now save many whose talents are among the most valuable assets of the nation from absolute ruin and despair.

A small committee of distinguished professional men might be formed to receive applications and to deal with them in strict confidence. It may be said, what would be done with the money when returned? Well, no doubt most of it would be returned. But in the struggling years that are to come it is certain that some, perhaps not the least talented, would be found to be irretrievably ruined. The money returned by their more fortunate brethren could be used for their permanent benefit. If there were any surplus it could be devoted to some of those public charities which are certain to be found to have suffered by the war.

I remain, Sir, yours faithfully,

MARY LOVELACE.

Ockham Park, Ripley, Surrey, November.

Southport Visiter, Dec: 5. 1914.

SOUTHPORT NATIONAL AID COMMITTEE WOMEN'S EMPLOYMENT BUREAU.

During the week the Southport National Aid Committee Women's Employment Bureau at the Friends' Meeting House, Portland-street, has found work for 30 women and girls. Several have been found work in their own trade during the week, and consequently the number employed at the Bureau is diminishing, which is a very satisfactory state of affairs. The Bureau will be closed for the Christmas holidays from December 23rd, 1914, to January 4th, 1915. The orders for toys for the Christmas trade still come in, and the toy department is very busy getting these executed. The Committee hope there will be many visiters on Friday afternoon at the Friends' Meeting House, Portland-street, to buy garments for giving away for Christmas gifts to those in need. More shirts are still wanted for the troops, and the Committee are very glad to receive orders for these to be made by the workers. Orders by post are promptly attended to, and the office is open each morning from 10 to 12 (except Saturdays) to take orders or give information. Remnants suitable for children's frocks or coats are very acceptable, and the Committee wish to thank those who have kindly sent pieces.

The Queen, December 5th. 1914. 654 II/34 654.

PUBLIC WORK AND WOMEN'S EMPLOYMENT.

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Mrs P.—*Knitting machine.*—We are sure that our former enquirer, "L. S. D.," will be very much obliged for the information you kindly give us. We note that you received a communication from the Automatic Knitting Machine Company some months ago, in which they stated that their address was 57, Blackett-street, Newcastle-on-Tyne. You mention that you have one of the automatic machines yourself, and that you so thoroughly understand the working of it that you feel able to give lessons to anyone in it, and could help our correspondent to put her machine together. As you live on the south coast and "L. S. D." wrote from Oxfordshire, it seems as though a meeting might possibly be arranged. Anyhow, we shall be happy to forward correspondence if postage is prepaid.

G T. S.—*Employment wanted.*—We do not undertake employment registry work, but are always pleased to advise correspondents on the choice of an occupation and the most appropriate training for it. Enquirers should enclose a coupon for this department when writing. Your strongest qualification appears to be a knowledge of modern languages. If to this you could add a good training in shorthand, typing, and secretarial work, you might later be able to get a post in the office of some firm or society. The present is, of course, an unpropitious moment for earning money, but the time should be utilised in getting such a thorough business training as would enable you to secure a well-paid post when better times come. If you speak French very well it is just possible that you might be of service to one of the Belgian hospitality committies which are working in some of the chief towns of Great Britain. But the securing of such employment depends much on acquaintanceship with the persons who are running the committees.

H. M. W.—*Advertising.*—In London a few women act as advertisement agents, working on their own account. Others (and perhaps a larger number) do subordinate advertisement work as the employees of certain firms of publishers. The publishers in question take over all the business in connection with the production of periodicals and magazines other than the literary and editorial work. They do the printing (or get it done), and they receive the advertisements, help advertisers to have them attractively displayed, and so forth. It is in this advertisement collecting and displaying that the talents of women are sometimes employed. A woman with natural commercial ability, who is clever in the handling and treatment of advertisements, is often very valuable to a publishing firm. She helps her employers to get more business, such as the publication of illustrated catalogues, many of which are, of course, beautifully and elaborately produced. In these and many other varieties of advertisement work there are certainly considerable opportunities for women with talents of the right order. A good training in shorthand, typewriting, and office work, added to a fairly good education of the "extensve" rather than "intensive" character is the best preparation for this sort of occupation. It is work in which natural quickness and observation of ordinary human nature tell more than book learning. If you wish we could put you in communication with the Association of Advertising Women, a body which has been formed of late to promote the interests of women engaged in the business.

MOSTLY WOMEN.

By MRS MARGARET HEITLAND.

WE ARE ALL HOLDING OUR BREATH, waiting for what is to happen. We wait for to-morrow's news. We wait to see the great, decisive change of events which next week must certainly bring. We busy ourselves, while we wait, with the duties that seem to us to be the most manifest, the most pressing. And so the winter is going by. We are making no great plans for the years ahead.

While we work we might be thinking. Mothers of daughters, in particular, should think. Contrary to the impression which is conveyed to us by almost everything that is printed or said, the majority of the population of the United Kingdom is female. We are mostly women now. A minute of horrible tragedy such as that of the Bulwark makes the truth still more lamentably clear. The heroes among our men are going. Thousands of women must carry on the business of the world alone.

For those women who are now young, and many of whom will in all probability live to a very great age, it is surely worth while to plan with considerable forethought. The objection that marriage may make the expenditure of time and money on training not worth while is now pretty generally seen to have little weight. Fathers whose sons have interrupted profitable careers to volunteer for military service might say that the money they had spent on training had been wasted. But they are not in the least likely to say anything of the sort. They not only feel that a sacrifice is valuable in proportion to its magnitude, but that the trained and able man is more useful for military service and for any other kind of work than the man whose capacities have never been developed. Rather differently applied, the same truth is valid in the case of women. The sacrificial element ought not to be so much emphasised, for if a marriage is a great sacrifice it is almost certainly a great failure. But the other side of the truth—the value of professional training for life of any kind, married or single—is equally applicable.

So that even now, amidst the clash and uncertainties of war, parents ought to be taking long views with regard to the shaping of their daughters' future lives. At present they are very busy taking short views and I am for [illegible]

public bodies quite as much as it now is the preoccupation of individuals, there will be a demand for the services of trained medical women to look after the health of women and children. Here the war does not complicate matters by creating the appearance of a demand which may be really only transient. The demand is there, and all the tendencies of public affairs prove that it must increase. There cannot, then, be a doubt that the most promising profession for which a girl can now be trained is that of medicine. She needs, of course, to be the right kind of girl. She must have a good deal of solid ability, a pleasant, sympathetic manner, and steady, even temper and health. With these and a genuine interest in the mysteries of natural science, she is well worth the expenditure of £1000 or perhaps £2000 on her medical training and equipment. Once fairly started, she is started for life; she can always gain her living, and each year of practice makes her position better.

In the regulations and conditions of the nursing profession some changes are, I think, urgently needed. The number of trained nurses is insufficient at all times, and terribly inadequate now. For the past ten years many hospitals have experienced a difficulty in getting probationers of the educated upper middle class. They put obstacles in their own way by making the age of entry as high as twenty-three or twenty-four, by the extreme lowness of the remuneration for fully-trained nurses and sisters, and by the depressing prospects which they offer to women when past middle age. Educated girls who wish to take to nursing have to "muddle through" the years from eighteen to twenty-three as best they can, or give up the idea of entering a general hospital and take training in an infirmary. The latter plan is now being followed by many who find that they can get an excellent training in some of the big London and provincial infirmaries, and can start upon the course at the age of twenty-one. But the supply of trained nurses of the best stamp would be very much larger if the terms offered to trained women were more adequate and the entry of women at an earlier age were facilitated. Also young women in provincial towns of 50,000 to 70,000 inhabitants would often take infirmary training were it not that these towns are frequently unable to give it, having no resident infirmary medical officer.

Speaking generally, all the branches of health service, but especially the medical and nursing professions, offer good chances for women, and there is little excuse for parents who neglect their daughters' opportunities.

The demand for women as elementary teachers was cogently put by a writer in the *Queen* last week. In London the opportunities are interesting and good; but in some parts of the country the salaries and increments offered are so inadequate for the laborious character of the work that the entry of women into the profession has been checked. Here, again, the country will in the immediate future find itself obliged to rely much more than formerly on the services of women, and to get those services of the highest quality it must pay for them.

When social legislation becomes possible after the war, an extension of unemployment insurance is one of the objects for which women would do well to press. Large numbers of girls at present are employed nominally as extra hands, in order that their dismissal at any moment may not look to the general public to be so great an hardship as it actually is. They may be employed for many months together at a regular wage; and then, when business slackens—possibly in mid-winter—they are suddenly thrown back upon the hands of parents who are probably specially pinched at the moment. It is idle to assert that such girls ought to put by in their times of moderate prosperity. Among the very poor there are no times when the expenditure of money may not seem to be a more urgent family duty than putting into the Post Office Savings Bank; and if provision is to be made for the periods of seasonal dismissal (which in some businesses are of regular yearly occurrence) such provision must be made compulsorily. At present women are the worst sufferers from seasonal conditions of trade; their labour is used as the extra margin of productive power, to be utilised or discarded as circumstances direct. But this discarded women's labour becomes the cause of endless social and economic troubles. Girls in seasonal trades need to have several trades if they are to support themselves all the year round. Probably they cannot become very highly skilled in any. There are gaps of time between leaving one job and finding another. Then there are difficulties in moving about the country to follow the demand for workers. As yet there are few working-women's hostels, though where such institutions do exist their value is soon proved. Only the other day a number of out-of-work girls, unemployed from war causes, were enabled to take well-paid work at Leeds in the making of khaki uniforms (work, by the way, which was utterly strange to them), and were not afraid to leave their homes and go to the North because in Leeds there is a hostel where they could stay. If other towns would help to counteract the difficulties of mobilisation by establishing hostels—preferably several small ones in different parts of each town—a long step would have been taken towards improving the industrial condition of women. In localities where women are ill paid people complain of the want of ambition displayed by the hapless female workers. But what is the use of cherishing ambition when there is no goal towards which ambition may strive? If, however, a girl knew that in some distant town there was not only well-paid work for her, but that she would find a working-women's hostel open to her, and the companionship of young people like herself, mobilisation would have no fears for her. But at present she feels tied to her parents' home by the poorness of her wage, and she is paid a poor wage *because* she isis half-dependent on her family. Her ignorance and poverty make her shy of moving, and she is kept poor *because* she dare not move.

These double-locked arguments appear at first as though they could never be unlocked. But if bits of the lock are unscrewed, the whole may easily come to pieces. This is certainly the case with the arguments which state that women must not be put to a good profession because they may marry or because they ought to be induced to marry, and must not be paid a good wage because they can live in their parents' home or because they ought to be compelled to live in that home. Give the good professional training, offer the decent wage, and show the way to earn it, and all the old argumentation crumbles away, and nobody troubles to pick up the pieces.

A MODEL WOMEN'S LODGING HOUSE.

War, which stimulates trade in some parts of the country and depresses it in others, has suddenly emphasised the need for homes for women and girls who have to move about in search of work. But while the women in many places are only now realising this need, the women of the Hull branch of the National Union of Women Workers, with the active cooperation of members of the local branch of the National Union of Women's Suffrage Societies, have been busily meeting the need. They have in a brief year left no stone unturned until [illegible]

expenses. The execution of the whole project was rendered possible by the generosity of a committee member who purchased the property on the understanding that it should be transferred to the National Union of Women Workers as soon as the money had been raised. The home offers working women of the poorer class a night's lodging for 4d. or 6d. There are thirty beds. Lodgers can cook their own meals in the large kitchen, and there is a comfortable general sitting-room. The women further have the use of a good wash-house, supplied with hot and cold water, and a drying cupboard, and can have a locker for their clothes by paying a small sum on deposit. The president of the committee is Dr Mary Murdoch, and Mrs F. Richardson is the treasurer. Visitors to Hull will like to inspect the house with a view to the establishment of similar homes in towns which are as yet unprovided.

An Interesting Suggestion.

A correspondent, writing over the pseudonym "Flegg Hundred," offers a suggestion which she thinks might be utilised for the benefit of our soldiers at the front, and of the poor women in workrooms now employed in making comforts for them.

"It is clear," says this lady, "that our soldiers want something that keeps out the cold winds and wet, as wool alone does not. Fur and leather are too dear. But my Swiss governess tells me that her brothers in the Swiss army wore under their great-coats a garment with sleeves made of American cloth (*toile cirée*) and lined with flannel. This was light, warm, water and wind proof. I know that American cloth, if rubbed with beeswax, keeps waterproof a long time, even when roughly handled. I think these coats were always worn under something else, so that the American cloth did not get rubbed or cut too quickly. If a competent person would design such a garment, I think it could be easily and cheaply copied, and might be a great boon, but it ought to be on the market at once. The idea may be worthless, but I send it with the best intentions."

The only comment we have to make is that the American cloth ought to be well ventilated in those parts of the coat where rain and wind are least likely to penetrate, otherwise, like leather, it would be injurious from its extreme imperviousness to air, but the suggestion in itself appears to us to be capable of being turned to very good account.

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For those women who are now young, and many of whom will in all probability live to a very great age, it is surely worth while to plan with considerable forethought. The objection that marriage may make the expenditure of time and money on training not worth while is now pretty generally seen to have little weight. Fathers whose sons have interrupted profitable careers to volunteer for military service might say that the money they had spent on training had been wasted. But they are not in the least likely to say anything of the sort. They not only feel that a sacrifice is valuable in proportion to its magnitude, but that the trained and able man is more useful for military service and for any other kind of work than the man whose capacities have never been developed. Rather differently applied, the some truth is valid in the case of women. The sacrificial element ought not to be so much emphasised, for if a marriage is a great sacrifice it is almost certainly a great failure. But the other side of the truth the value of professional training for life of any kind, married or single is equally applicable.

So that even now, amidst the clash and uncertainties of war, parents ought to be taking long views with regard to the shaping of their daughters' future lives. At present they are very busy taking short views; and I am far from saying that some of the short programmes may not serve as introductions to larger schemes. The courses of training which girls are taking in ambulance work and first aid are undoubtedly giving just the preliminary insight into medical and nursing work which will draw the pupils later into one or other of these professions. In medicine there are many present gaps as well as future opportunities. More and more, as the care of the nation's health becomes the care of

transient. The demand is there, and all the tendencies of public affairs prove that it must increase. There cannot, then, be a doubt that the most promising profession for which a girl can now be trained is that of medicine. She needs, of course, to be the right kind of girl. She must have a good deal of solid ability, a pleasant, sympathetic manner, and steady, even temper and health. With these and a genuine interest in the mysteries of natural science, she is well worth the expenditure of £1000 or perhaps £2000 on her medical training and equipment. Once fairly started, she is started for life; she can always gain her living, and each year of practice makes her position better.

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These double-locked arguments appear at first as though they could never be unlocked. But if bits of the lock are unscrewed, the whole may easily come to pieces. This is certainly the case with the arguments which state that women must not be put to a good profession because they may marry or because they ought to be induced to marry, and must not be paid a good wage because they can live in their parents' home or because they ought to be compelled to live in that home. Give the good professional training, offer the decent wage, and show the way to earn it, and all the old argumentation crumbles away, and nobody troubles to pick up the pieces.

A MODEL WOMEN'S LODGING HOUSE.

War, which stimulates trade in some parts of the country and depresses it in others, has suddenly emphasised the need for homes for women and girls who have to move about in search of work. But while the women in many places are only now realising this need, the women of the Hull branch of the National Union of Women Workers, with the active co-operation of members of the local branch of the National Union of Women's Suffrage Societies, have been busily meeting the need. They have in a literal sense left no stone unturned until at 72, Lister-street, Hessle-road, Hull, there stands to-day an excellent lodging house for women. They determined to start it free of debt, and they accomplished their object, as people generally do when they have made up their mind. With the aid of some big donations from Sir James and Lady Reckitt, the Right Hon. T. H. Ferens and Mrs Ferens, and Mr Joseph Rank, and contributions from many of the men and women closely associated with public movements in Hull, a sum of £850 was raised, which enabled the committee to take the house, alter, and furnish it, and start with £100 towards the first year's working

their own meals in the large kitchen, and there is a comfortable general sitting-room. The women further have the use of a good wash-house, supplied with hot and cold water, and a drying cupboard, and can have a locker for their clothes by paying a small sum on deposit. The president of the committee is Dr Mary Murdoch, and Mrs F. Richardson is the treasurer. Visitors to Hull will like to inspect the house with a view to the establishment of similar homes in towns which are as yet unprovided.

An Interesting Suggestion.

A correspondent, writing over the pseudonym "Flegg Hundred," offers a suggestion which she thinks might be utilised for the benefit of our soldiers at the front, and of the poor women in workrooms now employed in making comforts for them.

"It is clear," says this lady, "that our soldiers want something that keeps out the cold winds and wet, as wool alone does not. Fur and leather are too dear. But my Swiss governess tells me that her brothers in the Swiss army wore under their great-coats a garment with sleeves made of American cloth (*toile cirée*) and lined with flannel. This was light, warm, water and wind proof. I know that American cloth, if rubbed with beeswax, keeps waterproof a long time, even when roughly handled. I think these coats were always worn under something else, so that the American cloth did not get rubbed or cut too quickly. If a competent person would design such a garment, I think it could be easily and cheaply copied, and might be a great boon, but it ought to be on the market at once. The idea may be worthless, but I send it with the best intentions."

The only comment we have to make is that the American cloth ought to be well ventilated in those parts of the coat where rain and wind are least likely to penetrate, otherwise, like leather, it would be injurious from its extreme imperviousness to air, but the suggestion in itself appears to us to be capable of being turned to very good account.

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5th. 1914.

A PLEA ON BEHALF OF WORK-WOMEN.

TO THE EDITOR OF THE "EXPRESS"

SIR,—I should like to make an earnest appeal through your influential paper to the many ladies who are employing workwomen to make shirts, clothes, &c., for our soldiers and sailors and the Belgian Refugees, that they do pay these women at a fair and proper rate. I know that many of these ladies are giving freely and generously of their money and of their time in many directions, and I think the hardship and unfairness that I want to draw attention to is often the result of ignorance, want of imagination, and of a feeling that as it is "charity work" it ought to be done for less than other work; but why? Is the poor workwoman to be compelled to give in charity what she can ill afford? It is useless to say she could refuse to do it. She cannot get better paid work for the asking, and, as there is no trade union among these home workers, if one refuses another will take the work, perhaps even for less, if she is very badly off. Then, too, there always comes in this fact—which does not occur among menworkers — the competition of the woman whose sewing is her sole livelihood and the woman who only works to make a little pocket money, or to supplement a husband's wages. I have lately come across cases in which 1s. each is paid for the entire making and cutting out of women's night dresses, and this because they were to be given away in charity, which simply means that the poor woman is helping the lady with 6d. or 1s. on each garment, for which "gift" she gets no credit—on the contrary, she has to sit up half the night working to earn barely sufficient to keep body and soul together. Another woman (not in London), I hear, is being paid 7½d. each for soldiers' shirts (cut out). Even 10d. or 1s. for the entire making of a shirt is a starvation wage. Is not this sweating in its worst form? And much of it just now is done in the cause of charity. I fear we women are the worst offenders; but, after all, the matter is in our hands and needs no committees or associations or Acts of Parliament to rectify. Can we not see to it that at any rate when we give out charity work we do not under-pay and lower the wages of poor workwomen and small dressmakers, especially just now, when food is going up in price and everything is more expensive? I appeal, therefore, to the many well-to-do ladies who employ these women to consider this point and at least to pay them a fair wage, even if it means giving away fewer garments.—Yours, &c.,

15 Thurlow-road, N.W. F. A. VINER.

Yorkshire Observer,
December 5th. 1914.

Unemployed Girls.

Some tentative and reluctant criticism is being offered in relation to some of the entirely well-meant schemes which have been adopted for the provision of work for unemployed women and girls. One of the latest, and on the face of it one of the most admirable, schemes is one which deals with the case of girls under 16 years of age who have lost their work. In many such cases the work is not permanently lost, and the present need is to find some substitute for it. Technical training in the girl's own trade, where it is a skilled trade, is a good way of filling up the gap. The proposal to provide such training or instruction in other useful arts and a weekly allowance for maintenance is excellent from the point of view of the girls. It is pointed out that there is a danger, however, of giving people who are unemployed opportunities which are actually larger than those which present themselves to people who are working regularly in the ordinary way. It may be hoped that since the scheme is being helped by the Board of Education—who recommend education authorities to remit fees for the classes—the risk of such defects should be guarded against. A rather similar defect has shown itself in relation to the public workrooms. In many districts money earned in the workrooms has not been reckoned as part of the income of the household to which the woman belongs, and there has been no reduction in grants from the Relief Fund on account of it. It would seem to be quite proper to count it as income, and it should be easy to stipulate that applicants for relief should show that they have been unable to get work either in the regular way or in the workrooms.

Twickenham Employment Bureau.

AN APPEAL FOR ORDERS.

An opportunity will again be given to view the useful work being done by the women employed by the Twickenham Employment Bureau. Through the interest taken by Mr. Thomas the garments will be on view in his shop window during the early part of the week previous to their being dispatched to H.M.S. Black Prince, which has been recalled from warm waters, and whose crew are in need of comforts.

Miss Griffiths appeals to those who are intending to send presents to our soldiers and sailors for Christmas to place their orders with the Employment Bureau, thereby securing a double purpose, and enabling more women to obtain employment. The garments will be found well made, of good material, and moderate in price.

Those who have any spare bits of felt, carpet, thick serge, or any old blind curtains, no matter how small, are asked to send them to the Employment Bureau at the Town Hall. They are urgently needed for making slippers for our sick and wounded soldiers in hospitals. Also pieces of waterproof for making seats for the soldiers in the trenches. Gifts of mittens, socks, belts, gloves, scarves, and surgical bed-jackets have been gratefully received by Miss Griffiths, Mrs. E. Huntingford, Mrs. E. Rogers, Miss May Saunders, Miss Buckle, Miss Lorraine, and Miss Phyllis Lewis.

Liverpool Courier,
Dec. 5th. 1914.

THE GLASS TRADE.

SHORTAGE OF LABOUR AT ST. HELENS

"WAR-BONUS" FOR WORKPEOPLE

Referring to our article a few days ago on the general position of the glass trade, a St. Helens correspondent writes:—Among those trades which have received distinct benefit from the war is the glassmaking industry. Owing to foreign competition in the past, and especially to scientific "dumping" on the part of competitors in Protectionist countries, the British makers of glass have been sadly reduced in number. One of the principal, if not actually the foremost, strongholds of the industry is St. Helens, Lancashire, where Messrs. Pilkington Bros. employ many thousands of hands in making plate and sheet glass, and where there are also several substantial firms engaged in the manufacture of bottles, &c. St. Helens has for years found fairly steady employment in glass manufacture, but the war has now produced there an unprecedented boom. The cost of glass has gone up in some cases about 50 per cent., if not more, and large stocks in extensive warehouses are being quickly depleted. The men in Messrs. Pilkington's employ are receiving an addition of 2s. a week in their wages, while women, girls, and boys are getting 1s. extra, as also are the labourers. This is described by the firm as a war bonus.

There is a considerable shortage of both skilled and unskilled labour in the town, due in part, no doubt, to the fact that so many men have gone to the war. At one time there used to be in St. Helens a not inconsiderable flint glass trade, but this is practically non-existent, and notwithstanding that there is now no German competition for the time being, there seems to be no local tendency to take advantage of the situation. Considering the enormous trade in lamp glasses, chimneys, &c., done by Germany and Austria, in this country, this seems singular. A local gentleman with intimate knowledge of the subject, however, informed the writer that the fault lay with the trade unions, who would not allow flint glass to be made in moulds. Until this restriction was removed, it was hopeless to rehabilitate the industry to any great extent.

Blackburn Weekly Telegraph
Dec 5th. 1914.

The current number of "Women's Employment" has much that is of interest to girls seeking guidance as to future work. Miss Fox, the matron of the Prince of Wales's Hospital at Tottenham, writing on "Institutional Housekeeping," shows that hospitals offer a wide field of most useful work to good housekeepers, and she mentions as two of the most essential qualifications towards success "adaptability and training." With hospitals springing up all round us, the domesticated woman will do well to consider the suitability of this employment, for good salaries are apparently to be obtained by the right kind of worker.

In the course of an interesting address in Oxford in connection with the information bureau for girls educated in secondary schools, Mrs W. L. Courtney emphasised the necessity for trying to fix early the choice of a career for girls—as early as 18 or 14, if possible. Otherwise, if the decision were too long delayed, girls drifted into a profession or calling not because it was suitable for them, but because they could not think of anything else. The present, Mrs Courtney proceeded, had been a testing time for the work of women. It had shown what work was necessary and what work was superfluous. Literature and journalism did not furnish favourable openings. The work which women did for newspapers tumbled to the ground at once during a crisis. On the other hand the public service, especially in reference to inspectors, was much more promising, and it was work in which they were likely to succeed. Nursing also was strongly recommended. In the largest of all occupations for women—clerical and secretarial work—there was great need for specific training and real competence.

It is quite true, as Mrs Courtney said, that journalistic literature, or literary journalism, is liable to tumble to the ground in certain circumstances—such as the present war, for instance. Many women, as well as men, are feeling its ill-effects and wishing that they had embarked upon a calling less sensitive to national alarms. But all women cannot be inspectors and nurses, thank goodness, and since risks have to be taken, journalism and literature counts women in its ranks. The prizes are few and the disappointments and discouragements many; and to brave these and keep pegging away requires both courage and enthusiasm.

Sussex Daily News,
Dec. 5th. 1914.

Unemployment Among Women.

The scheme for dealing with the very extensive unemployment among London women is now complete, and I learn at St. Bride's Institute that there is no doubt about the number of applications for help being quite up to the capacity of the committee. The details have been worked out by the City of London Committee of the Prince of Wales's Fund, and the Government Committee has now approved them and granted the necessary funds. When the training centres are opened, in the course of the next ten days, there will be a considerable number of unemployed women under training, and it will no doubt be found necessary to extend the scope of the movement in time. The subjects taken range from dressmaking to shorthand and typewriting, but I understand that a special feature of the work will be the training of "home helpers." The question of payment has been very carefully considered. The centres are open only to women thrown out of employment by the war, and the committee felt that they must be regarded as relief agencies and not employment in the ordinary sense. It has been decided, therefore, that ten shillings a week shall be maximum amount paid. The women going commercial training will sum every week, and [illegible] to be paid [illegible] maxim[illegible]

East London Advertiser, December 5th. 1914.

UNEMPLOYED STEPNEY WOMEN.

In the current issue of "The Toynbee Record" appears a very striking article by Eldred F. Hitchcock on "Uemployment amongst women in Stepney." In the course of this the writer remarks "It has been shown that the economic dislocation owing to the war has caused in London a much larger amount of unemployment amongst women than amongst men. The effect has probably been felt more in Stepney than in any other London Borough. It may, therefore, be of interest to consider the nature and extent of the problem in the Borough of Stepney and the methods adopted to deal with it.

"In the first place it should be noted that over one-third of the women-workers living in Stepney are normally occupied in

TAILORING AND DRESSMAKING

of various kinds. If dislocation occurs in these occupations, 15,300 women are likely to be affected in addition to 16,500 men.

"Wholesale bespoke, ready-made, and export work is machined by power machinery in the factories of wholesalers, or contracted out to small East End employers who in most cases are too poor to employ power or machinery to any great extent. Both large and small employers give the work out to be "finished" by women who work in their own homes. The total number of homeworkers engaged in tailoring in Stepney is about 4,000.

The better-class tailoring is mostly done in private workshops in connection with retail shops and some small amount of homework is given out.

"Military tailoring (at any rate the coats) is a specialised branch of the trade, and of the hundreds of ordinary small tailoring employers in East London, known as sub-contractors, probably not more than half-a-dozen care to undertake this work.

"At the commencement of the war, the

PUBLIC BEGAN TO ECONOMISE

and consequently wholesale bespoke and better-class bespoke orders diminished considerably. The export trade was to a large extent discontinued and wholesalers found little inducement to manufacture for stock. Hence during the first weeks of the war unemployment figures in the tailoring trade commenced to rise, and for a period trade went from bad to worse. At this time there was very little work at the docks and wharves, and this factor, together with the effects upon carmen of the commandeering of horses for military purposes, caused much distress amongst transport workers. The wives of many of these men were employed as tailoresses or in jam and preserve factories in the district, which, owing to the shortage of sugar, were compelled to put their workers on short time or to close down altogether. Some employers sold out their stocks of sugar when the price was very high, with the result they netted a considerable profit themselves and discharged their employees. Other firms, especially the larger ones, retained all their sugar stocks and deliberately put their workpeople on short time in order to spread employment over as long a period as possible. Since then the sugar stocks in the country have been augmented, and employment in this trade, though still below the normal, is somewhat better. The temporary coincidence of unemployment in tailoring, jam preserving, and transport caused chronic and widespread distress during August. Luxury trades and such trades as millinery and ladies' and children's fancy boot and shoe making soon began to decline, and generally at the beginning of the war

THE ECONOMIC OUTLOOK FOR STEPNEY

was extremely serious, both for men and women.

"The general distress was unhappily augmented by the unfortunate fact that for several weeks at the commencement of the war many wives of soldiers received no allowance. The seriousness of this state of affairs was by no means minimised when later they were presented with comparatively large sums of gold.

"From about the third week of the war tailoring began to revive. Employment in the tailoring trade, from being very slack, became extremely brisk, especially in factories. It must

for a few weeks as learners on power machines, paying them during the learning period 10s. a week, and then engaging them as ordinary employees on piece rates.

"It is a mistake to regard the workroom as a permanent institution or to judge it by the normal tests applied to ordinary industrial concerns.

"The wage given—3d. an hour—is purposely fixed at a low figure, so that the women may not be tempted to stay on at the workroom rather than seek regular employment. Already cases have occured where women have refused other employment at higher wages, preferring the gentle discipline and congenial surroundings of the workroom. The wages are paid and the material supplied from the Queen's Work for Women Fund, and no attempt is made to compete with ordinary industry. The garments made are distributed freely through such agencies as the East End Lying-In Hospital to poor people who would otherwise be unable to obtain them. They are stamped before distribution, to prevent their being disposed of to pawnbrokers.

"The workroom relieves women workers who from causes just as much outside their own control as of ours are unable to obtain work .

ITS INFLUENCE IS EDUCATIVE,

both in as far as it gives definite training, and also in that it is felt in those things, incalculable though fundamental upon which the care and cheeriness of a home depend. The vases of flowers which it is the pride of some of the women to arrange on the diningroom tables each day are symbolic.

The total accommodation of the workroom is 200. Since its opening 245 women have been given work. Up to November 10th, 68 had obtained regular work and 12 had left from other causes.

During the first few months of the war, unemployment amongst girls from 14 to 16 years of age was considerable. The normal earnings of these girls are 3s. to 4s. per week or less as apprentices, and because of this it was difficult to fit them into the experimental workroom scheme. For other reasons also it was felt undesirable for them to work with adult women in the workroom. Several private efforts were made to cope with the problem, though nothing of an official nature was attempted. At one point the problem, presenting as it does peculiar aspects, assumed somewhat alarming proportions. Meanwhile, the Local Representation Committee of the Prince of Wales' Fund, realising the seriousness of the question decided to increase up to 4s. the relief given to girls under 16 who attended certain "instructional centres" which had been established by private individuals and were already dying for want of funds. Happily, however, trade became very much better during the third month of the war, and employers regained confidence, and the majority of girls soon regained employment. The headmistress of a large school in Mile End recently questioned her girls as to how many of their elder sisters under 16 years of age were unemployed. Out of 350 families, only eight girls, mostly high-class dressmakers, were apparently out of work. The experience of the After Care Committees seems to confirm this state of things.

"Much doubt exists in the minds of a number of people as to whether the Prince of Wales' and Queen Mary's Funds should be used for aliens. Anyone knowing Stepney realises that thousands of

TECHNICALLY ALIEN FAMILIES,

the majority Russian Poles, have not taken out naturalisation papers, having always regarded them as expensive luxuries. Many of these people have lived here for many years, secure in the sense of freedom and liberty often denied to them in their own country. Only lawyers could regard them as aliens, and no scheme for the relief of distress in Stepney is adequate which excludes them by some rigidly worded definition. The Jewish Board of Guardians does excellent work, but it cannot be expected to deal with every marginal case which arises, and these are frequent. The Jewish Society for the protection of Women and Girls has particularly cared for the protection of alien girls. At first the Society admitted any unemployed single women to its workroom, and during the first weeks of the war its rooms were inconveniently crowded. Since then it has taken in only alien girls, but during the last few weeks many of them have found work, and the problem is assuming smaller proportions.

"Besides the official workroom, 14 others have been opened, all run on a voluntary basis. Four of them give work out to homeworkers. Three are for girls under 16 years of age. One admits only wives of soldiers and sailors and is more in the nature of a club. Two deal solely with Jewesses, alien and refugee women and girls, and the others admit as far as possible any women who is in distress. Two of the

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Clapham Observer, December 6th. 1914.

Helping Young Girls.

EXCELLENT WORK OF THE CLAPHAM TRAINING COLLEGE.

Among the efforts made by women to do some useful work at this time of stress and difficulty, one deserving special mention was represented last Friday evening at a concert given at the Broomwood Secondary School.

When war was declared in August, the students and friends of the L.C.C. Clapham Day Training College, Cedars Road, considering what they could do to help things along, found an outlet for their energy in helping some of the working girls in Battersea. They discovered, on inquiry at the Labour Exchange, that there were some 300 young girl workers on the register wanting employment. The question thus presented itself: Can anything be done to remedy this state of things? An attempt was made to find employment for some of these girls as domestic helpers, or "daily girls," as they are called. The results have more than justified the experiment. No fewer than 102 girls have been found employment as daily girls. Twelve of that number have become "living in" servants.

The Principal of the College, Miss Brackenbury, M.A., on behalf of the students and friends, put these facts before the audience on Friday evening, and appealed for help, that this good work might continue. Miss Brackenbury, who was addressing an audience largely composed of women, prefaced a speech of much lucidity, sound sense, and womanly sympathy, by remarking that there were two professions which were open to women in which, so long as they could work, they could continue to live decently and earn their livelihood. One was the great profession of teaching, and the other the equally important vocation of domestic service. They had taken up the work of helping young girls in Battersea, in the belief that they were helping them to help themselves in a practical, enduring way. They had found the work strenuous and difficult. It had been necessary, in some cases, to provide clothing for the girls. All this had been done by the students and friends. The labour and correspondence in getting the girls placed was considerable. Sometimes it became necessary to place the same girl two or three times over. The ages of the girls ranged from 14 to 16, and the wages from 2s. 6d. per week. Miss Brackenbury pleaded with any who might take one of these girls into her household to exercise patience, forbearance, and sympathy. It was the intention of the College friends to continue this work till next March, the time of the removal of the College to its new home at Furzedown. But whether or not it became permanent, they all wished to see the good work grow for the present. They had every reason to feel glad that this work had come their way. She felt that the profession of domestic service was one that was worth taking trouble over, and [illegible] to raise it to a higher level of respect. She wished very much that any woman wanting a girl would apply to the College, where Miss Russell, the hon. secretary of the scheme, would be glad to arrange interviews with employers and girls. She would remind the former that they might, if they were lucky, find treasures. Those who found themselves face to face with the task of training a young girl, she hoped would be rewarded by eventually securing a good and faithful servant. Miss Brackenbury, continuing, explained that so desirous were the College students and friends of helping this good work that the whole cost of the evening's entertainment would be met by them. The entire proceeds, secured by the sale of programmes at 6d. each, would go to the funds.

The concert was given by present and past students of the College. It provided a most enjoyable evening for a large and appreciative audience, and consisted of songs, dances, trios, and quartettes. Miss Obray, an old student, gained much popularity with her violin solos; Miss Bird and Miss Davies divided honours for some excellent singing, and Miss Wilcockson was a sympathetic accompanist. The patriotic event ended with the singing of the National Anthem.

was extremely serious, both for men and women.

"The general distress was unhappily augmented by the unfortunate fact that for several weeks at the commencement of the war many wives of soldiers received no allowance. The seriousness of this state of affairs was by no means minimised when later they were presented with comparatively large sums of gold.

"From about the third week of the war tailoring began to revive. Employment in the tailoring trade, from being very slack, became extremely brisk, especially in factories. It must, however, be remembered that some classes of tailoring, the workers in which attain considerable skill, are still affected, and it is not always easy or desirable for such workers to change their trade. A substantial amount of overtime is being worked, and one hears that

SWEATING IS TAKING PLACE

to a considerable extent.

"Almost from the beginning the serious condition of women's employment has been recognised, and efforts have been made, apart from the Prince of Wales's Fund, to deal with the problem. The Central Committee on Women's Employment was set up by the Cabinet Committee to devise schemes for women's work, and very soon, inco-operation with the Stepney Labour Investigation Committee (a sub-committee of the Local Representation Committee), it set to work to establish an experimental workroom for British women resident in Stepney who had lost their employment directly owing to the war. An empty London County Council school in Cannon Street Road was rented and equipped as workrooms for making baby outfits and as a kitchen for teaching women plain cookery and incidentally providing a substantial dinner and tea (at a total charge of 3d.) for the women employed. No girls under 16 years of age wer admitted. Arrangements are being made to obtain an L.C.C. cookery mistress to give extra instruction on two afternoons a week. The baby outfits are of a very practical pattern, and include ingenious cradles made out of banana crates. Later on a separate scheme, working in with the cookery training scheme, was started to teach cutting-out and the making of old clothes into new ones. Each department of the work-room is in charge of a competent forewoman and assistant.

"The women employed are not taken
n direct at the workroom itself, but
re recommended by the local Relief
ub-committees of which there are five
Stepney, having regard to the normal
rnings of the applicant and the pov-
y of the family as a whole. A family
ome of over 24s. a week is usually
arded as an indication of opulence.
e women receive 3d. per hour, and
ne majority work for 40 hours per week,
save those in the cookery and making-up departments, whose hours are from 30 to 35 per week. In some cases, where the circumstances justify it, they are put on part time, as it is a principle of the workroom to employ as many suitable women as possible in proportion to their need.

"The work-room, however, is intended as nothing more than a

TEMPORARY SHELTER AND STOP-GAP.

Its aim is to give employment instead of doles to women, who, though unable to obtain work owing to the war, are normally wage-earners, and incidentally to train them in the cutting out and making up of useful garments, as well as in plain cookery. The ignorance discoveed has been amazing, though the progress made has been very satisfactory. It is the aim of those organising the workroom to utilise every possibility of finding suitable work at reasonable and recognised rates for the women as soon as possible. In some instances manufacturing clothiers have taken on women and during the first weeks of the war its rooms were inconveniently crowded. Since then it has taken in only alien girls, but during the last few weeks many of them have found work, and the problem is asuming smaller proportions.

"Besides the official workroom, 14 others have been opened, all run on a voluntary basis. Four of them give work out to homeworkers. Three are for girls under 16 years of age. One admits only wives of soldiers and sailors and is more in the nature of a club. Two deal solely with Jewesses and alien and refugee women and girls, and the others admit as far as possible any women who is in distress. Two of the workrooms have creches attached. All make clothing of some description, mainly underclothing, shirts, Red Cross and soldiers' and sailors' clothing. The conditions of admitting applicants vary very much. On November 10 the total number of women receiving work, whole or part-time, was 513.

"Very soon, some of these workrooms will have to close down owing to the inability of those responsible for them to bear the financial strain for a prolonged period. More official help is needed, though it must not be assumed that all the workrooms are run in such a manner as to warrant their being subsidised. Some of them are founded on principles which are economically fallacious, and the sooner this is realised the better. In some cases women who have not been out of work before are being provided with work because their husbands are unemployed. This seems to offer hardly a satisfactory solution.

"In the beginning of November the Stepney Distress Committee opened its register for single women, girls of 16 years and upwards, married women with incapacitated husbands, and widows. No local workroom has been opened by the Committee, the nearest ones being situated in Bow and Bermondsey, to which 34 women have deen drafted from Stepney.

"In some respects the problems which we have had to face during the last few weeks in connection with women's employment are those which normally exist. After the war women will have to seek work in order to supplement the casual earnings of their husbands in much the same way as during the war. Homework will still destroy the home life of a thousand homes. Many wives and mothers will still be ignorant of cooking and plain sewing and of those things which go to make a home. The East End, and especially the Docks, will continue to be to a great extent

AN INDUSTRIALLY UNORGANISED MOB.

"In many ways this crisis has produced a greater sense of our collective responsibility; and we are able to regard unprecedented things with equanimity. Many of us from one reason and another are unable to go to the front, but our sense of national unity is quickened. We talk of our national civilisation—cannot we do something of a permanent character to make it a reality to the wives and mothers of those who in various ways serve the cause of their country? These problems await solution, they await those who will collect the necessary information without which efforts are too often doomed to failure. The present situation has provided the necessary stimulus to induce people to extend personal help to women workers where otherwise it might not have been given. They have had an opportunity of realising in some small measure what the problems are. We only hope they will not desert us when the war is over.

"But underlying most of the problems of women's work in East London is the larger one of men's employment. Unemployment and underemployment of men, low wages and bad social conditions, all conspire to oempel the women to accept even lower industrial conditions. Why not set up a Central Committee on Men s Employment? We shall need it to cope with unemployment arising out of Peace."

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Sunday Chronicle, Dec: 6th 1914.

WOMEN TO DO MEN'S WORK.

How Labour Problem Could be Solved.

EMPLOYMENT FOR EVERY-ONE.

(By a Special Correspondent.)

Lord Kitchener wants another million men. After that he may want a third million. Where are they to come from? The number of unemployed is almost insignificant when we begin to count in millions. Assuming that they were fit, they could all be absorbed by the Army in a week or so without materially affecting the situation. Moreover, trade is improving and unemployment is steadily decreasing.

Men are urgently wanted on Tyneside, hundreds of them, skilled and unskilled. Hundreds of workpeople are required in the heavy woollen district of Yorkshire. Lord Kitchener's intimation that the man who is working on War Office contracts at home is serving the country as usefully as if he were in the trenches, has had to be posted up in the clothing factories of Leeds to persuade the men to resist the call of the bugle. Carpenters are wanted to build huts. The boot and leather centres are very active. This is all due directly to the demand for war material of one kind or another; but in branches of trade that have not benefited by the war a gradual improvement is taking place.

Men are wanted in Flanders in ever increasing numbers, and in a much lesser degree workpeople are wanted at home in ever increasing numbers. That Lord Kitchener will get his millions is not in the least doubtful. He will get as many men as he thinks necessary, and they will go smiling and with a song on their lips.

Untapped Sources of Labour.

The creation of soldiers must be the nation's first thought. But the withdrawal of millions of healthy young men from industry, glorious and necessary though it be, will have a disturbing effect on the labour market, and there is no good reason why some attempt should not be made to ease the consequences. The adjustment should not be left to chance.

The general solution is, on the face of it, simple. If we are to carry on our trade to the limit of our capacity, and if the supply of men falls short, women must be brought in to take their places. There are many unemployed women, but unemployment among women is also decreasing, and it is problematical if the number of women accustomed to work, but now idle, would suffice. It may be necessary to make drafts on the large number of women and girls living at home, whose day is daintily filled with shopping and afternoon calls. Many of them, of course, are now doing very useful work out of sight towards making the Army comfortable, but our untapped resources of labour lie there if anywhere.

There are many occupations for which women are quite well suited. They might collect tram fares. They might do many things they have not hitherto been allowed to do, and objection that might be advanced in normal times could not be advanced to-day, or to-morrow. Many women and girls, who have hitherto regarded participation in business as beneath their dignity, would take a pride in filling positions vacated by men, and so doing what they could publicly to keep the country going smoothly.

Women in all Industries.

Before that point may be reached, a real system of exchanging male labour or of utilising female labour could be instituted. Adaptability will have to be studiously cultivated. Already there has been a good deal of it among women. In some parts of Lancashire there is said to be a scarcity of big piecers and women are being tried on that work. Dressmakers are being utilised in clothing factories. It is said that no woman who can work a sewing machine and run a straight seam need be out of employment.

If, as Lord Kitchener is reported to have said, the war will go on for three years, there will be a steady drain on our resources, and some system of co-ordinating labour will be necessary. The fundamental need will not be so much for soldiers and sailors, for the spinners and weavers, for clerks and seamstresses, but for men and women, the valuable raw material of labour.

The spectacle of women in branches of industry and in the transport services, which might at other times have been regarded with mixed feelings, would be regarded now with pride and satisfaction. They would remind us continually of the [illegible] engaged in real man's work and [illegible] all of the [illegible] of that [illegible] person upon.

Reynolds's Newspaper, Dec: 6th 1914.

WOMEN SUFFER MOST.

The net result of the Board of Trade inquiry in October, which covers about forty-three per cent. of the industrial population, shows that there is little abnormal unemployment. In September the contraction of employment of men was ten and a quarter per cent., and as regards women eight and a half per cent., a figure which has been equalled only in the severest industrial depression. In October immense industrial activity, induced by the placing of large War Office contracts, caused improvement. By the middle of October the progress of recruiting had equalled the reduction of employment of men, but in the case of women the displacement figure was still high.

The Times, Dec: 4th 1914.

PROFESSIONAL WAGE-EARNERS.

TO THE EDITOR OF THE TIMES.

Sir,—Under this heading, Lady Lovelace has addressed to you a letter on the subject of the distress which undoubtedly largely exists among the professional classes, as the result of the war. It affects, as she rightly says, not musicians and actors only, but architects, painters, sculptors, designers, handicraftsmen of all kinds, doctors, solicitors, engineers, and others.

Lady Lovelace suggests the formation of a committee of professional men to deal with the problems involved. Such a committee has been formed some weeks ago, under the title of "The Professional Classes War Relief Council." The president is the Lord Mayor and the Archbishop of Canterbury and Cardinal Bourne are vice-presidents. The council is formed of representatives of nearly every one of the leading professional benevolent associations and societies organizing relief in connexion with the war. Committees are now at work dealing with the various methods by which relief may be given; such as employment, training, education, &c. Mr. Pierpont Morgan has generously given the council the use of his houses 13 and 14, Princes-gate, the lower part of which is used as offices, and the upper part as a maternity home.

The chief function of the council is to bring together the various existing professional benevolent associations, so as to avoid overlapping; to work in loyal cooperation with them all, and not as a rival in competition with them.

Financial support is urgently needed, and a meeting to raise funds will be held at the Mansion House, under the presidency of the Lord Mayor, early in next year. Meanwhile, subscriptions may be sent to the treasurer at 13, Princes-gate.

The rapidly increasing demands upon the council are practical proofs of the need of our organization. We are, Sir, your obedient servants,

LEONARD DARWIN, Chairman of the Council.
SAMUEL WEST, Chairman of the Executive Committee.

13, Princes-gate, S.W., Dec. 4.

The Glasgow News, Dec. 8th. 1914.

WOMEN AND THEIR WORK.

Some time ago there appeared in this column a report of the opening of a Central Office at 104 George Street to deal with unemployment among professional and business women who were suffering from the effects of the war. In the time that has elapsed since the opening of this bureau it has been working in full harmony with the Labour Exchange, and has had the advice of Mrs Elizabeth Ross and Mr Cramond. More recently the conclusion was reached that the work of such an office could best be done as a branch of the Exchange, with the result that it was formally taken over last Wednesday as the Central Office for Women's Unemployment under the Board of Trade. Practically this is a new development of the work, though there is a similar department in London. Meantime the Advisory Committee will remain at West George Street, and we may expect an important development of this side of the work as it will enable some kind of record to be kept of superior girls and women out of employment, and will bring necessitous cases into touch with channels which can give them assistance without lowering their high standard of independence and self-respect.

Daily Dispatch. 654. Dec: 7th 1914.

OUT INTO THE WORLD.

Girls Obliged to Earn a Living.

SUITABLE CALLINGS.

War's Strain on Middle-class Families.

Social workers who are in closest touch with middle-class life in Manchester declare that no section of the community has felt the pinch of the war so much as the professional class.

One feature of the financial stress of to-day is specially remarked upon. Numbers of young women, the daughters of professional men, have recently found themselves under the stern necessity of going out into the world to earn their own livelihood.

"These girls," said the secretary of a Manchester employment bureau to a *Daily Dispatch* representative, "usually come to us without even so much as an idea of what profession they wish to enter. In almost every case they are possessed of precious little capacity and simply don't know how to set about earning a living. We have to select the work they appear to be best suited for and put them in the way of getting a proper training. In these days training means everything to a woman."

Among the callings selected by girls who have found themselves thus compelled to go into business life may be mentioned secretarial work, physical culture instruction, massage and electrolysis, the various branches of the nursing profession, secondary school teaching, domestic science instruction, kindergarten work, and public health inspection.

"Many young ladies," continued our informant, "become lady helps. There has been an improvement in the salaries obtainable for this class of work. A few years ago £25 a year was the maximum, but a lady help, if she is efficient, can now command £30. There is far more demand, however, for nursery nurses, either trained or untrained. In the case of the former the salary goes up to £40 or even £50 a year, according to the degree of training and ability, and untrained girls of good birth can get as much as £30. There is not much difficulty, either, in securing these posts, and the duties are such as appeal to almost every nice girl and woman."

Glasgow Evg. Times, Dec: 7th 1914.

So far as Glasgow is concerned, the opening of the Central Office for Women and Girls, under the auspices of the Labour Exchange, is a new departure, and one which, in the hackneyed phrase, must fill a long-felt want. Particularly at this time many of those who have come into intimate touch with the results of the war have realised how hardly these have pressed upon the better class of women workers, dressmakers, young ladies in business offices and in shops, who have lost their employment, and how difficult it is to get into touch with this class of worker. Some time ago the Central Office for Women was opened with a view to registering business and professional women and girls out of work, and at the same time a Consultative Committee was formed to advise applicants, and when necessary to put them into the proper channels for obtaining assistance. Miss Marion B. Blackie was president of this committee, and the conveners were Mrs Thomas Johnston and Miss A. R. MacLehose. Among the members of the committee were Mrs Elizabeth Ross and Mr J. M. Cramond of the Labour Exchange, under whose expert advice, along with the Consultative Committee, the work was carried on. It was decided ultimately that the scope of the work would be extended by this being carried on under the auspices of the Labour Exchange, and the other afternoon Lady Arthur formally opened the Central Office as the Labour Exchange City Office for Women and Girls. The advantages of such a registration bureau are obvious, and as the Labour Exchanges are in touch with work of every kind all over the country, it must be greatly to the benefit of the bureau and of those consulting it to be affiliated in this way to headquarters. It has, however, wisely been decided that the Consultative Committee of the ladies should remain and carry on their side of the work in the same office, along with the Board of Trade Labour Exchanges.

sgow News, December 8th. 1914.

UNEMPLOYED WOMEN AT GOVAN.

TO THE EDITOR.

I have been asked by the Govan District Relief Committee to appeal, through your columns, to the unemployed women and girls who have not registered themselves at a Labour Exchange to do so at the earliest opportunity, as the committee are anxious to get exact information as to the extent of female unemployment in that district. The information is necessary to suggest our campaign for the establishment of a workroom in Govan for unemployed women. The Labour Exchange is at 55 Helen Street, and the hours of registration are from 9 a.m. to 4 p.m. Every assistance to those registering will be given by the woman in charge.

(Councillor) P. G. DOLLAN,
Govan Central Ward.
City Chambers,
Glasgow, December 2, 1914.

Islington Gazette, Dec: 8th. 1914.

TOPICAL LOCAL JOTTINGS.

Hard as many people have been hit by the war, it is a matter for consolation that those who have been reduced to the depths of destitution are receiving from various sources assistance far beyond anticipation. It is gratifying to find that the Mayor of Finsbury (Mr. W. R. Corke, J.P.), realising the large amount of distress which calls for relief from the four corners of the borough, has exercised his good offices in securing a consignment of cheese weighing 4,000lbs., which represents a gift from the Dominions. His Worship having discharged the important function of acquiring the cheese, the Mayoress, with that characteristic interest in the welfare of poor people which has endeared her to all classes, is superintending its distribution. I think it will be conceded that in the cutting up of huge quantities of cheese amateurs generally "cut" a sorry figure. The Mayor realised that experts were necessary for the successful performance of this operation, and readily accepted the proferred help of Mr. and Mrs. Jones, of Perceval-street, and Mr. Wyatt, of Meredith-street. Tickets were supplied by the Ward Relief Committees to people who as a result of the war have had to resort to charitable assistance. The cheese is dispensed to the ticket holders at 21, City-road, where through the agency of the Queen's Work for Women Fund, a hive of industry has recently sprung up. The Mayor, I understand, has the promise of further gifts coming to this country from Canada, a large quantity of salmon and several tons of potatoes being expected any day. Mrs. Lauzun-Brown and other ladies have volunteered their services to expedite the work of distribution.

Glasgow Herald, Dec. 9th. 1914

UNEMPLOYED WOMEN.

DISTRESS IN GLASGOW.

The question of unemployment among women in Glasgow was raised at a meeting of the Burgh Distress Committee—Councillor Alex. M'Clure presiding—in the City Chambers yesterday.

Mr John Stewart complained about the inactivity of the committee, declaring that it was deliberately neglecting the duty laid upon it by Act of Parliament. The distress was abnormal, and already 500 or 600 women had registered themselves as unemployed. Many women were on the borders of starvation, and the committee did nothing but recommend the appointment of a deputation to the Local Government Board.

The Chairman claimed the committee had done everything they could. The committee, however, could not move without sanction of the Local Government Board.

Mr Stewart thought the committee had been singularly negligent, leaving voluntary agencies to cover the work for which the committee was responsible

Mr Turner attributed the entire blame to the ocal Government Board. The Board had ritten a letter to the committee requesting that deputation be sent to Edinburgh, and after a pecialist from the Board was sent to Glasgow report the committee would be allowed to ... He confessed himself tired of the Local vernment Board and its specialists.

iss Irwin said there was serious distress ong women. There were many young girls ...g in lodgings earning 9s or 10s a week, and scarcity of employment reduced that class to a very serious state indeed. In view of the uation the organisation with which she was nected had, in face of absurd opposition and ...cted criticism, established a workroom ...h steady employment was given to 100 ...d women. She was rather tired of talk overlapping, declaring that 20 workrooms ...sgow would not be too many at the time. They had received 800 or 900 ...ions from women for work. The ...was serious among charwomen, and she ...l that a municipal corps of charwomen ...d be formed for cleaning stairs and closes, ...e could be paid out of the funds supplied ...Distress Committee.

...s agreed to send a deputation to the ...overnment Board, as recommended by ...ittee.

Seotsman, Dec: 8th. 1914.

UNEMPLOYMENT AMONG LEITH WOMEN. — At a meeting of Leith School Board yesterday—Rev. J. M. Scott presiding—a letter was read from the Local Committee of the National Relief Fund, regarding a proposed scheme for the employment and training of women and girls who might be thrown out of employment in consequence of the war. The co-operation of the Board was asked in the matter of training, and it was agreed to remit to the Continuation Classes and Employment Agency Committee to consider the question.

Leeds Mercury. Dec: 9th.

HOW LONDON FACES THE WAR!

THE UNEMPLOYMENT AMONG WOMEN.

London faces the war in a sombre spirit. Her electric standards are blackened and throw small circles of light into a dense surrounding darkness. The shopkeepers can hardly get permission to display their wares under sufficient illumination when the shades of evening come on. Trafalgar-square is drained of its water. The National Gallery is bereft of some of the noblest of its masterpieces. People walking about the streets at dusk seem to gaze up at the air in a nervous, apprehensive kind of fashion.

Yet things might have been far worse than they are! There is no doubt whatever that in the earlier days of this great campaign the Government had budgeted for a much more severe crisis in the Metropolitan City than that which has actually come upon us. A few of the Metropolitan Mayors met the President of the Local Government Board, and it is an open secret that Mr. Herbert Samuel led them to believe that over £10,000,000 might be necessary to tide London over its crisis of unemployment before Christmas. Up to the present time the gloomiest of these forecasts have not been verified by facts, and that they have not is a measure of the greater staying power possessed by our own native land.

The outstanding fact about unemployment in London at the present time is that it has much more seriously affected the women than the men. Taking the latest returns of the Central (Unemployed) Body for London, it appears that up to the 21st November there had registered since the war 6,902 men and 10,406 women. During the corresponding period last year there registered 4,509 men and 586 women. So that while the numbers of the men had gone up by the sufficiently significant amount of 35 per cent. the numbers of the women had increased beyond all bounds from 586 last year to 10,406 in the year of war.

Of course, so far as the men are concerned, these figures don't prove quite enough as to the actual distress. All about the City of London there are men who are not actually unemployed, but who are working half time or with pay very much reduced from what it was before the war. These men would be looked upon as in their normal conditions so far as the available statistics are concerned, and yet it cannot be denied that amongst this fairly numerous class of the population there is a vast amount of genteel poverty.

A RAID ON GERMAN WAITERS.

Taking actual employment in London, it is to be noticed that there is just at the present time a growing slackness in the building trade. Just as the war commenced the great strike which had been going on for many months was suddenly and temporarily settled. This made it possible to start work on many jobs which had been held up during the days of discussion and dispute. In addition, there were trenches to be made for the troops in view of a possible German invasion, and this provided many labourers with a large amount of temporary employment. But now these special jobs are over, and in the West End of London, especially, the trade is exceedingly slack.

The clothing and furnishing trades are better to-day than they have ever been since the beginning of the war. Special attention was devoted to them by the Government Sub-Committee, which sat under the presidency of Mr. John Burns, and the result is that Government orders and contracts have been so distributed as to preserve a more equal volume of employment over a larger period of time. To the exertions of this very able committee is also very largely due the fact that at the docks and wharves more men are employed than there were last year, and that the casual docker is, in fact, very much in demand.

One of the trades, however, which has been very hard hit is the restaurant trade in London. One well-known place in the West End has had to discharge no less than 200 men. The much more sombre spirit induced by the war has disinclined men to banquetings and feastings, and as there is no work for the men to do their masters have been unable to retain them in their service. On the other hand, waiters who are not of German and Austrian nationality are having the opportunity of their lives. Wherever an enemy's natural is found serving in restaurant or hotel he is generally discharged and his place filled by waiters of Dutch, Italian, and Swiss nationalities.

So far as the publicans are concerned, there is no doubt that the restrictions as to hours and the serving of women has had its effect on the licensed premises of London. At the meetings of the rating authorities there are constantly coming up applications for relief from a pre-war assessment by reason of a decreased volume of business. It is, of course, impossible for the rating authorities to entertain any of these applications; but there may shortly be some general conference of the different Metropolitan authorities to decide on some common policy which should be followed in the very exceptional circumstances.

TRAINING IN TOY-MAKING.

Work for the women still remains, however, the need of the moment in London. The Central (Unemployed) Body for London are providing work for 900 women, at a cost of £650 per week. The Central Committee on Women's Employment are providing work for 710 women, at a cost of £325 a week. The London Mayors in twenty-two Metropolitan boroughs employ 1,320 women, at a cost of £910 a week. In all 2,930 women are employed throughout the capital city, at a total cost of £1,885 per week.

Surely this is a remarkable result, and when it is remembered that in addition to the public agencies there are all kinds of private societies helping in the general work of relief, it shows that, at any rate, London has not been found altogether wanting in the severe time of crisis, which has not now by any means spent its force. It is not simply the number, but the nature of these schemes which compels our attention. Queen Mary a few days ago paid a visit to St. Pancras, where one of the most promising of these experiments is in actual operation. In one of the rooms of the public baths connected with this enterprising borough there are about 160 unemployed women at work on plain needlework, underclothing, children's dresses, and baby outfits. Besides this there is another smaller room, an additional workroom, where girls are taught to re-make and remodel old clothes, and from the general air of alertness and activity about the establishment when Her Majesty paid her visit, it may be guessed that the experiment is turning out a great and a memorable success.

No sufficient progress, however, has yet been able in opening up opportunities in new trades which have been hitherto monopolised by Germany. Toy-making, for example, has figured largely in all Board of Trade reports and in the plans of anxious administrators; and one or two toy-making work-rooms were at once opened in London for the unemployed. Up to the present, however, their success has not been exactly encouraging. There is a large amount of ipertia in the Anglo-Saxon mind, both male and female, and the unemployed appear to prefer to keep to the old lines, instead of embracing fresh opportunities in a new and developing trade.

Yet, with all its drawbacks, the work in London has furnished the opportunity for many able organisers. Zeppelins may raid in the air, but they will find our searchlights shining. War may dislocate our economic machinery, but London will be found ready for the work of repair.

J. H. H.

The Scotsman, Dec: 9th. 1914.

UNEMPLOYED WOMEN IN GLASGOW.

At a meeting yesterday of Glasgow Burgh Distress Committee, Mr John Stewart alleged inactivity on the part of the Committee in regard to providing work for unemployed women. The Committee, he said, were avoiding the duty laid upon them by Act of Parliament. There were, he said, between 500 and 600 women who were on the borders of starvation. All that was to be done apparently was to send a deputation to the Local Government Board.

The Chairman (Councillor Maclure) denied that the Distress Committee had been neglectful of their duty, but the Committee could not take action without the sanction of the Board.

Miss Irwin said the distress among women in Glasgow was acute. The workroom established by her own organisation gave employment for 100 girls and women. She was tired of the talk about overlapping; if twenty workrooms were opened in Glasgow there would be need for them. There was great distress among charwomen, and she threw out the suggestion that a municipal corps of charwomen should be formed for cleaning stairs and closes, their wages being paid out of the funds of the Distress Committee.

It was agreed to send a deputation to the Local Government Board.

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Dundee Advertiser, December 10th. 1914.

UNDER-EMPLOYMENT

WOMEN ON SHORT TIME IN DUNDEE.

Dundee Distress Committee yesterday received a deputation from a local organisation interested in working women, with the view to assistance being given in cases of under-employment.

Mr James Thomson and Rev. A. C. Mackenzie spoke on behalf of the deputation. They stated that they had come to the Distress Committee because they knew that at present there was a considerable number of women under-employed, and they had reason to believe that after the New Year that number would be increased. They wished to know what the Distress Committee could do to help those women. Mr Mackenzie said he believed that distress, or the name of it in any shape or form, had a very injurious effect on recruiting. If the ordinary man got it into his head that there was danger of his relatives being left in distress he might not join the army.

Mr J. H. Martin, who presided, explained that the Distress Committee only dealt with unemployment, either of men or women. They had opened a bureau in Overgate, where any unemployed person could register. Up to the present time 63 had registered, two of whom were in the textile trade. The greater number of them were masons, who are usually idle at this time of the year. The Committee did not relieve distress of any kind except by giving employment. They did not distribute funds, except in wages for work done. Up to now they had not provided work for women in Dundee. None of the cases referred to of women working short time would come within the scope of the Act. Their work was concerned with unemployed persons. If they found that there was a considerable amount of unemployment in the city they would apply to the Town Council for work.

The deputation thanked the Committee for the information given them.

Relieving Distress.

At a meeting of the Sub-Committee of the Executive Relief Committee subsequently, five applications for relief were disposed of.

Dr Turner, Inspector of Relief Work in Glasgow, attended, and, for the guidance of the Committee, explained that in Glasgow the following maximum weekly scale had been adopted, and had, during the last three months, worked very satisfactorily. For one adult, 7s; two adults, 12s; each additional adult, 4s; and each child, 2s, no family to get more than 20s a week. The meeting adopted the Glasgow scale, and the cases were dealt with on that basis.

Manchester Guardian. Dec: 11th. 1914.

RELIEF WORK IN SALFORD.

UNEMPLOYMENT DECREASING.

The Executive Committee of the Salford Local Representative Relief Committee yesterday approved of the recommendations of a sub-committee which proposes to gradually eliminate from the ranks of the men receiving weekly relief those who are undeserving, and to find employment for those who, in the opinion of the Sub-committee, ought to work.

A similar proposal is also made with reference to the 177 women who are receiving weekly relief. But as the Sub-committee consists wholly of men it was decided to recommend the formation of a Women's Unemployment Sub-committee to deal with the matter.

The question of the scale to be adopted for free medical attendance and drugs was discussed. The Sub-committee recommended that free medical attendance and drugs should be given only to those whose total income does not exceed—for a wife, 15s. per week, a wife and one child, 19s.; a wife and two children, 22s.; a wife and three children, 24s. 6d.; and a wife and four or more children, 26s. 6d. per week.

It was stated that a portion of the foodstuffs for the alleviation of distress in this country, which has been sent by the Sydney Chamber of Commerce would be allotted to Salford, and the Committee agreed to pay the cost of delivery. The foodstuffs are to be distributed to distressed poor, hospitals in which provision is made for wounded soldiers, and Belgian refugees.

The Committee have been able to find work in various ways for an average of about 20 men and a similar number of women each week since the war broke out. Reports from the Labour Exchange state that the number of applicants for work is steadily decreasing, as is also the amount of unemployed benefit paid under the Insurance Act.

Lancashire Post, December 10th. 1914.

ACCRINGTON SCHEME FOR GIRLS OUT OF EMPLOYMENT.

Last night, at a meeting of the Accrington Trades Council, a letter was read from the Accrington Branch of the Women's Labour League outlining a scheme for the employment of women and girls displaced through the war and advising that girls out of employment should register at the Labour Bureau. The scheme was that wages should not be less than threepence per hour nor more than 10s. per week.

Mr. J. R. Emmett, who moved that action be taken on the lines suggested, said the articles sewn and knitted would have to be given away. It had been tried with success in some Lancashire towns, and if the Trades Council fell in with it he would introduce the matter at a meeting of the Accrington Distress Committee.

Mr. T. Simmons seconded. The pay, he said, might not be much, but they were living under trying circumstances, and 10s. a week earned was better than that 3s. 6d. or 4s. 6d. a week should be handed over in the name of charity.

Mr. Edwards moved an amendment that the pay be at least fourpence an hour, as in Blackburn, and this was seconded.

Mr. Emmett's motion was carried.

Northern Daily Telegraph, Dec: 10th. 1914.

WORK FOR WOMEN AT ACCRINGTON.

At a meeting of the Accrington Trades Council last night a letter was read from the Accrington branch of the Women's Labour League outlining a scheme for the employment of women and girls displaced through the war, and advising that girls out of employment should register at the Labour Bureau. The scheme provided that wages should not be less than threepence per hour nor more than 10s per week.

Mr J. R. Emmett, who moved that action be taken on the lines suggested, said the articles sewn and knitted would have to be given away.

Mr T. Simmons seconded.

Mr Edwards moved an amendment that the pay be at least fourpence an hour, as in Blackburn, and this was seconded, but Mr Emmett's motion was carried.

Monmouthshire Eng. Post. Dec. 10th 1914.

WORK FOR WOMEN.

Subscriptions to Local Fund.

A sub-committee has been formed under the chairmanship of the Mayoress of Newport to undertake the provision of work for women who may be out of employment in consequence of the war, and, as far as possible, to prevent unemployment among women.

Subscriptions towards the local fund are earnestly asked for to enable the work to be successfuly carried on, and may be sent to Mr. W. T. Duke Williams, National Provincial Bank of England, Newport, hon. treasurer; or to Mr. G. P. Mitchell Innes, Town Hall, Newport, hon. secretary.

Orders for work and gifts of material will be a great assistance in achieving the objects of the sub-committee, and may be sent to the hon. secretary. All subscriptions will be acknowledged in the Press.

	£	s.	d.
Total acknowledged	£291	16	0

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Cotton Factory Times, 654. December 11th. 1914.

SHARE AND SHARE ALIKE.

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AVOIDANCE OF TRADE DISPUTES DURING THE WAR.

WHERE EMPLOYERS STAND.

By RUPERT.

The workers of this country are just now experiencing what is perhaps a flattering sensation, and that is the concern with which the Government is evidently watching any movement on their part which is at all likely to lead to a rupture of harmonious relations between them and their employers. The Government are said to be extremely desirous that no labour disputes should get so far as to endanger the peace of any particular trade, and that a policy of conciliation should imbue all concerned to the end that amicable settlements should be arrived at. The powers that be need be under no apprehension that strikes will be entered into by the operatives from sheer love of them, as it is well known no affection is cherished for this form of settling disputes by any responsible body or leader of workers.

But what impresses me in regard to the desire to avoid any cessation of work through disputes at this particular juncture is the one-sided manner in which it works. Disputes as to wages and on questions which endanger principles long since conceded are not likely to arise just now, but with regard to conditions of work there is ample evidence that the natural reluctance on the part of operatives to push matters to a conclusion and the desire to assist the Government by every means in their power, works out very much to the advantage of the employer.

In the cotton trade, for example, though there is a great deal of short time being worked and workers are losing considerably thereby, the conditions of work in numerous cases are such as would not be tolerated for a moment if the country's affairs were in a normal state. The national interest demands that a policy of forbearance should be exercised all round, but does this only mean that the operatives are to put up with work which they would refuse to grapple with in ordinary times?

A Fair Question.

Is it not quite as open to the interpretation that the employers should provide a quality of material which is rather better than is usually given to the operatives and so remove a cause of irritation which is a prolific source of trouble? It is their duty to provide good material in peace time; and in time of war, when it is everybody's duty to avoid anything likely to cause trouble to the authorities, it is still more their duty to rid the trade of any possibility of disputes of this nature. It does not seem to me to be at all reasonable to expect that the whole of the sacrifices should be borne by the worker. It is quite as easy to have good work as bad, and the only reason for the existence of the latter is the desire for profit.

And in regard to other matters it is a common argument when workers demand some slight rectification of a wrong they are suffering from to have it flung in their teeth that at a time like this they ought not to press or unduly harass employers by insisting on anything like a strict reading of any agreement bearing on the point in dispute. Again we see that it is the worker who must not press for his rights; it is the worker who must forego his just claims. There is no suggestion that the employer should extend the application of any principle favouring the operatives, but simply that any such principle should be restricted in its operation, and narrowed down to its smallest compass because there is a serious war in progress. In short, the encroachment must always be made on the preserves of the rank and file.

Surely in such circumstances—to change the metaphor—it should be the top dog that should relax his hold and not pin the bottom dog down still higher. But this is, in fact, what is happening at the present moment. Workers are being asked to endure without complaining abuses that would [illegible] for an instant at a less critical period, corresponding spirit on the other side is difficult to discover. No principles are being foregone by employers, no inroads are being made into any agreement which favours them, and it does not appear equitable or just that this self-denying ordinance imposed by the war should be confined altogether to one side.

Employers Copy!

In the textile trades particularly the workers have suffered severely since the war began, and have displayed a spirit of self-abnegation which is deserving of emulation in other spheres. These trade unions have also reduced the spirit of their

women under-employed, and they had reason to believe that after the New Year that number would be increased. They wished to know what the Distress Committee could do to help those women. Mr Mackenzie said he believed that distress, or the name of it in any shape or form, had a very injurious effect on recruiting. If the ordinary man got it into his head that there was danger of his relatives being left in distress he might not join the army.

Mr J. H. Martin, who presided, explained that the Distress Committee only dealt with unemployment, either of men or women. They had opened a bureau in Overgate, where any unemployed person could register. Up to the present time 63 had registered, two of whom were in the textile trade. The greater number of them were masons, who are usually idle at this time of the year. The Committee did not relieve distress of any kind except by giving employment. They did not distribute funds, except in wages for work done. Up to now they had not provided work for women in Dundee. None of the cases referred to of women working short time would come within the scope of the Act. Their work was concerned with unemployed persons. If they found that there was a considerable amount of unemployment in the city they would apply to the Town Council for work.

The deputation thanked the Committee for the information given them.

Relieving Distress.

At a meeting of the Sub-Committee of the Executive Relief Committee subsequently, five applications for relief were disposed of.

Dr Turner, Inspector of Relief Work in Glasgow, attended, and, for the guidance of the Committee, explained that in Glasgow the following maximum weekly scale had been adopted, and had, during the last three months, worked very satisfactorily. For one adult, 7s; two adults, 12s; each additional adult, 4s; and each child, 2s, no family to get more than 20s a week. The meeting adopted the Glasgow scale, and the cases were dealt with on that basis.

Manchester Guardian.
Dec: 11th. 1914.

RELIEF WORK IN SALFORD.

UNEMPLOYMENT DECREASING.

The Executive Committee of the Salford Local Representative Relief Committee yesterday approved of the recommendations of a sub-committee which proposes to gradually eliminate from the ranks of the men receiving weekly relief those who are undeserving, and to find employment for those who, in the opinion of the Sub-committee, ought to work.

A similar proposal is also made with reference to the 177 women who are receiving weekly relief. But as the Sub-committee consists wholly of men it was decided to recommend the formation of a Women's Unemployment Sub-committee to deal with the matter.

The question of the scale to be adopted for free medical attendance and drugs was discussed. The Sub-committee recommended that free medical attendance and drugs should be given only to those whose total income does not exceed—for a wife, 15s. per week, a wife and one child, 19s.; a wife and two children, 22s.; a wife and three children, 24s. 6d.; and a wife and four or more children, 26s. 6d. per week.

It was stated that a portion of the foodstuffs for the alleviation of distress in this country, which has been sent by the Sydney Chamber of Commerce would be allotted to Salford, and the Committee agreed to pay the cost of delivery. The foodstuffs are to be distributed to distressed poor, hospitals in which provision is made for wounded soldiers, and Belgian refugees.

The Committee have been able to find work in various ways for an average of about 20 men and a similar number of women each week since the war broke out. Reports from the Labour Exchange state that the number of applicants for work is steadily decreasing, as is also the amount of unemployed benefit paid under the Insurance Act.

shire towns, and if the Trades Council fell in with it he would introduce the matter at a meeting of the Accrington Distress Committee.

Mr. T. Simmons seconded. The pay, he said, might not be much, but they were living under trying circumstances, and 10s. a week earned was better than that 3s. 6d. or 4s. 6d. a week should be handed over in the name of charity.

Mr. Edwards moved an amendment that the pay be at least fourpence an hour, as in Blackburn, and this was seconded.

Mr. Emmett's motion was carried.

Northern Daily Telegraph,
Dec: 10th. 1914.

WORK FOR WOMEN AT ACCRINGTON.

At a meeting of the Accrington Trades Council last night a letter was read from the Accrington branch of the Women's Labour League outlining a scheme for the employment of women and girls displaced through the war, and advising that girls out of employment should register at the Labour Bureau. The scheme provided that wages should not be less than threepence per hour nor more than 10s per week.

Mr J. R. Emmett, who moved that action be taken on the lines suggested, said the articles sewn and knitted would have to be given away.

Mr T. Simmons seconded.

Mr Edwards moved an amendment that the pay be at least fourpence an hour, as in Blackburn, and this was seconded, but Mr Emmett's motion was carried.

Monmouthshire Eng. Post.
Dec. 10th 1914.

WORK FOR WOMEN.

Subscriptions to Local Fund.

A sub-committee has been formed under the chairmanship of the Mayoress of Newport to undertake the provision of work for women who may be out of employment in consequence of the war, and, as far as possible, to prevent unemployment among women.

Subscriptions towards the local fund are earnestly asked for to enable the work to be successfuly carried on, and may be sent to Mr. W. T. Duke Williams, National Provincial Bank of England, Newport, hon. treasurer; or to Mr. G. P. Mitchell Innes, Town Hall, Newport, hon. secretary.

Orders for work and gifts of material will be a great assistance in achieving the objects of the sub-committee, and may be sent to the hon. secretary. All subscriptions will be acknowledged in the Press.

	£	s.	d.
Total acknowledged	£231	16	0

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WHERE EMPLOYERS STAND.

By RUPERT.

The workers of this country are just now experiencing what is perhaps a flattering sensation, and that is the concern with which the Government is evidently watching any movement on their part which is at all likely to lead to a rupture of harmonious relations between them and their employers. The Government are said to be extremely desirous that no labour disputes should get so far as to endanger the peace of any particular trade, and that a policy of conciliation should imbue all concerned to the end that amicable settlements should be arrived at. The powers that be need be under no apprehension that strikes will be entered into by the operatives from sheer love of them, as it is well known no affection is cherished for this form of settling disputes by any responsible body or leader of workers.

But what impresses me in regard to the desire to avoid any cessation of work through disputes at this particular juncture is the one-sided manner in which it works. Disputes as to wages and on questions which endanger principles long since conceded are not likely to arise just now, but with regard to conditions of work there is ample evidence that the natural reluctance on the part of operatives to push matters to a conclusion and the desire to assist the Government by every means in their power, works out very much to the advantage of the employer.

In the cotton trade, for example, though there is a great deal of short time being worked and workers are losing considerably thereby, the conditions of work in numerous cases are such as would not be tolerated for a moment if the country's affairs were in a normal state. The national interest demands that a policy of forbearance should be exercised all round, but does this only mean that the operatives are to put up with work which they would refuse to grapple with in ordinary times?

A Fair Question.

Is it not quite as open to the interpretation that the employers should provide a quality of material which is rather better than is usually given to the operatives and so remove a cause of irritation which is a prolific source of trouble? It is their duty to provide good material in peace time; and in time of war, when it is everybody's duty to avoid anything likely to cause trouble to the authorities, it is still more their duty to rid the trade of any possibility of disputes of this nature. It does not seem to me to be at all reasonable to expect that the whole of the sacrifices should be borne by the worker. It is quite as easy to have good work as bad, and the only reason for the existence of the latter is the desire for profit.

And in regard to other matters it is a common argument when workers demand some slight rectification of a wrong they are suffering from to have it flung in their teeth that at a time like this they ought not to press or unduly harass employers by insisting on anything like a strict reading of any agreement bearing on the point in dispute. Again we see that it is the worker who must not press for his rights; it is the worker who must forego his just claims. There is no suggestion that the employer should extend the application of any principle favouring the operatives, but simply that any such principle should be restricted in its operation, and narrowed down to its smallest compass because there is a serious war in progress. In short, the encroachment must always be made on the preserves of the rank and file.

Surely in such circumstances—to change the metaphor—it should be the top dog that should relax his hold and not pin the bottom dog down still higher. But this is, in fact, what is happening at the present moment. Workers are being asked to endure without complaining abuses that would not be borne for an instant at a less critical period, and the corresponding spirit on the other side is difficult to discover. No principles are being foregone by employers, no inroads are being made into any agreement which favours them, and it does not appear equitable or just that this self-denying ordinance imposed by the war should be confined altogether to one side.

Employers Copy!

In the textile trades particularly the workers have suffered severely since this war began, and have displayed a spirit of self-abnegation which is deserving of emulation in other spheres. Their trade unions have also reflected the spirit of their members, and have refrained from pressing cases where a difference of opinion was likely to be met with, and it is not an unreasonable thing to ask that it should not be the operatives every time who are called upon to part company with principles dear to them, or to inaugurate systems which are contrary to long usage and custom, especially when the need is not clearly established.

We have been assured by the Government with regard to certain trades that the workers therein are doing good services by simply working and turning out the utmost production possible and they are loyally doing their best in this direction. They have to a great extent sunk their objections to overtime working, and have not pressed to any undue extent the question of overtime rates of pay. Evidence is also forced upon us on the other hand that the employers in these trades are having the best of their lives, but are they making any special efforts to remove all cause for complaint that the workers may have in regard to conditions of work and remuneration which in ordinary times might have precipitated a conflict ere now? In other words, are they meeting their operatives half way on these questions? In the main

and other chemical industries in this country may gain useful light from an article in a recent number of *Die Umschau*. From a summary which has been sent us by a Copenhagen correspondent, we learn that as regards the manufacture of sulphuric acid, which is based on Spanish and Portuguese ores, substitutes for these can be obtained from Norway and elsewhere, and there are also home supplies. The nitric acid industry, it is said, can carry on for a long time on stocks of Chili saltpetre imported for use as manure, and the farmers must use home-manufactured substitutes. The production of salt, kali, soda and potash is said to be perfectly secure; England cannot even disturb it, as Germany is richer in salt than any other country in the world, and her position as the only large producer of kali substances enables her even to inconvenience her enemies materially during the war. The electrolytic handling of the alkali chlorides is only affected, like all other industries, by the war. The large installations of the Badische aniline and soda factory in the synthetic ammonia manufacture offer sufficient guarantee, the German writer thinks, for the supply of ammonia commodities, however long the war may last. There will be no lack of phosphates for the farmers, although there may be some change in the actual articles used. The small deposits of phosphorite in the Lahn Rhine valleys will probably be worked again. Certain metals, especially quicksilver, copper, and nickel, will become scarce, and rise in price as far as trans-oceanic supplies are concerned. The cessation of supplies of chrome ironstone from Asia Minor and the Caucasus will cause a scarcity of chrome preparations. It is anticipated that the war will lead to an increased demand for iodine goods, but the raw material is to be found in any quantity on the coast of Norway.

Turning to the organic chemical industries, the same writer considers that the German production of spirits will be sufficient for the home demand, especially since the 1914 yield of potatoes has been excellent. Wood distilling will be undisturbed, and methyl alcohol can still be produced from formaldehyde. In the production of acid vinegar material reduction must be reckoned with, because a considerable amount of American raw material is used. The auxiliary products from coal have nothing to fear, and benzol will for many purposes be used instead of benzine. No apprehension is entertained, says the writer in *Die Umschau*, in regard to several of the raw materials for the manufacture of explosives. The industry engaged in the manufacture of dyes must reckon with a reduction to one-half. Complaints have reached Germany from America, concerning the lack of German dyes, and the French and English textile industries are described by this authority as "crippled." As regards camphor, German chemists have made their country independent of the supply from the Island of Formosa. The supply of fats, oils, soaps, and candles is, however, dependent to a great extent on imports, and the tropical fats and oils will soon be scarce. The supply of train oil, on the other hand, can scarcely be stopped, and by new processes this commodity can be applied to the manufacture of articles of food. Owing to these new processes, and to the home supply of fat, the soap industry hopes to escape a serious shortage of raw materials.

RECRUITING AND EMPLOYMENT.

THE Board of Trade report on the state of employment in October, 1914, to which we referred briefly last week, has been compiled from returns received from nearly 10,000 large industrial firms (employing more than 100 persons), and from 10,600 small industrial firms. Over 4 million people were employed in July by the firms whose returns were tabulated. According to the census of 1911, nearly 9,250,000 persons were occupied in these trades, so that the investigation covers, roughly, 43 per cent. of the industrial population. Returns were also received dealing with the employees of local authorities, from retail and wholesale dealers, from commercial employers in London, and from employers of dock labour at various ports.

The report gives more information about recruiting than has so far been vouchsafed to the public by the authorities. The figures are somewhat out of date, but they cover the September recruiting boom, and show how the demands of the Services were met during that period. The returns do not include agriculture, but the proportion of industrial employees joining the forces from the different districts showed the following increases between September and October in various parts of the country:—

PROPORTION of EMPLOYEES in JULY KNOWN to HAVE JOINED the FORCES in SEPTEMBER and OCTOBER.

	September.	October.	Increase.
	%	%	%
London	8·5	10·3	+ 1·8
South-East	11·4	12·9	+ 1·5
South-West	12·8	13·2	+ 0·4
West Midlands	8·4	11·0	+ 2·6
East Midlands	7·3	8·1	+ 0·8
Yorkshire	6·2	8·1	+ 1·9
North-Western	7·9	9·3	+ 1·4
Wales	8·4	10·8	+ 2·4
Northern	8·3	11·1	+ 2·8
Scotland	10·4	13·2	+ 2·8
Ireland	6·2	9·8	+ 3·6

Thus the South-Western division and Scotland tie for first place in October, but whereas the former showed a very high figure in September, the Scotland percentage increased rapidly after the middle of September. The Irish figure shows a considerable increase, but the figures for Yorkshire and the East Midlands were still low in October. The table giving the results for various industries shows that on the whole factory employments have sent a considerably lower proportion than such trades as engineering, the iron and metal trades, timber, brick, &c. The effect of war contracts is to be traced in the fact that in the hosiery and boot trades the enlistment percentage, which was 6.7 in September, was absolutely unchanged in October. These figures relate only to those who are known to employers to have joined the forces, but the report states that except in the building trade there is reason to believe that the returns from employers cover practically all those who have joined the forces. In commercial employments the figures are rather higher than in industry. It is stated, for example, that in London "nearly 30 per cent. of Stock Exchange clerks are known to their employers to have joined the forces, while 20 per cent. have joined from the London banks." In transport and in certain other directions the proportion is not so heavy, and in domestic service it is probably a good deal lower. But if the industrial percentage is applicable on the average to all other occupations, it would indicate that by October 1,400,000 men had been withdrawn from civil employment. This figure agrees with the statistics already quoted in the House when the 260,000 Reservists and 250,000 Territorials called up at the beginning of the war are added to the numbers subsequently enlisted.

As regards employment generally, the report states that after the first shock of the outbreak of war, when many factories went on short time, and in some instances employees were given provisional notice of discharge, it became clear that many of these precautionary measures were too drastic, and although in a few trades employees were dismissed after being on short time for a few weeks, the factories resumed their normal working in a large number of cases. The returns for September showed that while there was a reduction in the employment of males of 10¼ per cent., the calling up of reservists and enlistment reduced the contraction to 1½ per cent. During October there was a continued improvement, brought about chiefly by the placing of large war contracts. By the middle of the month the progress of recruiting had equalled the reduction of employment of males due to the war, while the contraction of employment in the case of females was considerably less than in September. The following table shows the state of employment in the two months

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as compared with the numbers employed in July (taken as 100) :—

	Males. Sept.	Males. Oct.	Females. Sept.	Females. Oct.
	%	%	%	%
Still on full time.....	60·2 ..	66·8 ..	53·5 ..	61·9
On overtime.....	3·6 ..	5·2 ..	2·1 ..	5·9
On short time	26·0 ..	17·3 ..	36·0 ..	26·0
Contraction of employment	10·2 ..	10·7 ..	8·4 ..	6·2
Known to have joined the forces	8·8 ..	10·6 ..	.. ..	..
Net displacement	— 1·4 ..	— 0·1 ..	.. ..	..

Overtime increased slightly, but the proportion on short time fell by about 8 per cent. in the case of males, and by 10 per cent. in the case of females. The net contraction of employment among males (0.1 per cent.) represents approximately only 7,000 persons. The report points out that some men have joined the forces after having lost their employment, and not with the knowledge of their employers, so that the figures do not, therefore, show the whole of the relief to the labour market through enlistment. The reduction of employment is rather greater in small than in large firms, but since in a large number of cases the net contraction in employment in small firms has been offset by the filling of vacancies in the larger firms, the net result in the case of males shows that on the whole there is very little abnormal unemployment. Small employers, however, have been left with a greatly reduced turnover. As regards women, there is little improvement in the case of large firms, but this is almost entirely due to the condition of the cotton trade.

An analysis by industries shows that the trades most affected are the cotton trade and the furniture trade, the latter being an important London industry. Already before the war conditions in the cotton trade were bad, and spinners of American cotton had decided to curtail production by 166½ hours between July and September, so that a crisis, in any case serious, has been much aggravated by the war. Many of the features in the woollen and worsted trades are the same as in the cotton trade, but the former have been relieved more than any other industry by Government contracts. The following table compares conditions in the two industries in October :—

October.

	Cotton Trade. Males.	Cotton Trade. Females.	Woollen and Worsted Trades. Males.	Woollen and Worsted Trades. Females.
	%	%	%	%
On overtime	0·4 ..	0·5 ..	23·8 ..	19·6
On short time	40·0 ..	43·8 ..	14·5 ..	16·6
Contraction	17·1 ..	14·2 ..	2·1 ..	1·9
With the forces.....	7·0 ..	.. ..	4·8 ..	..
Net displacement (—) or replacement (+)	—10·1 ..	.. ..	+2·7 ..	..

The feature of the woollen and worsted trades is the co-existence of much overtime in branches affected by Government contracts with much short time in branches not so affected. The large contraction of employment in the furniture trades is due partly to the fact that they belong to the "luxury" trades, and partly to the shortage of a variety of raw materials.

Other trades showing a gross contraction of 10 per cent. or more among the males employed are :—

	%		%
Cycle, motor, &c.	15·8	Tinplate	11·7
Brick, stone, &c.	15·7	Paper and printing	11·7
Building.....	14·0	Glass, china, &c.	11·5
Copper, brass, &c.....	12·0	Clothing	11·2
Engineering	12·0	Cutlery, hardware, &c....	10·3

Owing to the short period of engagement prevalent in the building trades, it is almost certain that a large number of men have joined the forces unknown to their last employer.

The implication of the report as a whole is that even in October there was no margin of unemployed from whom additional recruits could be drawn, and that care will have to be taken not to cripple vital industries by withdrawing labour. We could do well without building and similar trades during the war, and in others women could be employed if the prejudices of employers and trade-unionists could be overcome. But it is clear that if another million men are to be enrolled, the country must be prepared to make considerable adjustments in its industrial methods and *personnel*. "Business as usual" is an unattainable ideal in war time.

DETACHMENT IN WAR TIME—ESPIONAGE.

Perhaps the most important duty that the ordinary citizen can perform at this moment—beyond looking after his own business—is to try to think critically, and not to let prejudice or panic vitiate the honesty of his judgment. Difficult as it may be, it is essential that we should all strive after some measure at least of detachment if we are to see things clearly and in due proportion. Patriotism will be all the purer and all the stronger if from time to time we put on a pair of neutral spectacles and seek (as Bagehot put it) to see things in a white light. Let us try to examine espionage in this way.

The question of spies occupied much attention in both Houses of Parliament during the all too brief session which came recently to a close. That a good deal of genuine anxiety has underlain a very discreditable press agitation seems clear. Such anxiety should have been allayed by the assurances given on behalf of the Government. It is true that the explanations left something to be desired, Mr McKenna in particular appearing more anxious to shift the responsibility on to other shoulders than to supply the information that was sought, while neither the naval nor the military authorities seemed anxious to meet the criticism of Parliament. Still, on the whole, the panicmongers made out a very poor case, and scored very little in their attacks. The Government were clearly not prepared to deny that cases of signalling from land to enemy ships might have occurred, but all sober people will accept their explicit assurances that every reasonable precaution to prevent such practices is being taken. It is monstrous to suppose that the panicmongers, who, when challenged, appear unable to put forward a single specific case, are better informed as to the extent of the evil than the authorities, who have the whole of the available evidence before them, and have investigated thousands of suspected cases. Nothing would satisfy the extremists short of a system of summary imprisonment upon anonymous delation.

Of course, the most important measure taken, and that most open to criticism, has been the internment of considerable numbers of aliens of enemy nationality which has been carried out at the instigation of the War Office. It is a precautionary measure, and really hardly touches the question of espionage proper, since it is generally admitted that the really dangerous spies are not likely to be found among aliens. It seems rather aimed at the danger of disorder and sabotage. Suspects were, of course, already under detention. It must be admitted that the presence of numbers of unemployed and disaffected aliens might be a source of real danger, and that many have courted trouble by their own behaviour. At the same time, there can be no doubt that many perfectly innocent and well-disposed persons have been interned, and we hope and believe that as investigations proceed these will be allowed to return to their homes. The measure was very likely in itself a wise one, but it was carried out rather hastily, and certainly at a most unfortunate moment. For it had the appearance of being taken in answer to an organised Press campaign against all firms of enemy nationality, and incidentally against those firms which refused to dismiss their German workmen. It is, indeed, quite possible that the sort of blackmail by which employers were in many cases forced to turn their alien hands adrift was largely responsible for the danger with which the War Office was admittedly faced. This is all the more to be regretted inasmuch as the measures

The Economist December 12th. 1914. 654 II/40

P.T.O.

Manchester Guardian, Dec: 12 th. 1914.

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UNEMPLOYMENT.

SINCE THE WAR BEGAN AND NOW.

A STATISTICAL REVIEW.

During the past few weeks it has become clear not only that the amount of unemployment in Manchester is far less serious than was anticipated at the beginning of the war, but that the prospect for the next few months at any rate is quite favourable. This has led some people to doubt the necessity of continued contributions on a large scale to the local relief fund, but investigation shows that there is still sufficient distress in the city to engage all the activities of the officials of the Relief Committee. The statistical records of the Unemployment Relief Sub-committee best explain the fluctuations in the number of applications for help which have been made since the third week in August, when the distribution of relief began.

The First Rush.

During the first week nearly 4,000 people were relieved, and for some time new applicants were registered very rapidly, so that by October 24 no fewer than 14,947 cases had been inquired into by the visitors of the Sub-committee. Relief was granted in 9,887 cases, and 5,060 applicants were refused up to this date. In the next six weeks, up to December 5, the number of new applications registered was 3,236, and relief was granted in 2,241 cases. In the whole period, therefore, relief has been granted in 12,128 cases out of a total of 18,183 investigated.

Payments have not been made each week to this number of people or anything approaching it. Week by week a careful scrutiny has been maintained, with the result that as new recipients have come on to the list old ones have dropped off, either voluntarily or because it has been discovered that their circumstances have improved. During the week ending August 28 relief was given in 2,831 cases at a cost of £520. Later came a revision of the scale, and in the week ending September 26 a sum of £1,597 was distributed among 5,187 applicants, an average of 7s. 6d. each. In the week ending October 24 the number of cases relieved was 5,717, at a cost of £1,823, or 6s. 5d. each. The number of cases in the week ending November 21 was 5,490 and the amount £1,862, an average payment of 6s. 10d.

Improving Conditions.

In the two following weeks, November 28 and December 5, there was a marked decrease, the figures being 5,153 and 4,739 cases and £1,770 and £1,577 respectively. This suggests that the improvement which has become apparent in the labour market is now definitely making itself felt in the homes of the people who have been suffering distress in varying degrees during the past four months. The experience of the sub-committee's officials during the fortnight ending December 5 indicates that a definite turning point was reached in this period, for no fewer than 824 old cases were removed from the relief list, and 702 were held over, pending further inquiry, because discrepancies had been discovered between the incomes returned by applicants and the amounts returned by their employers. To this is attributable the very marked decrease in the payments during last week, when only 237 new payments were granted. In the previous week 571 old cases were removed or held up, and only 345 new ones were added.

An analysis of the trades affected has not been made since October 24, but up to that time the majority of the recipients had been low-paid workers, such as carters, labourers, hawkers, domestic workers, charwomen, and out-porters. The classes named accounted for just over 2,000 out of 5,400 cases. There were also 333 mill workers, 54 dyers, 87 warehousemen, 703 householders who had obtained a living by taking in lodgers, 149 painters, and a number of packing-case makers, engravers, and makers-up. The tailoring trade was seriously affected for a time, and 257 tailors and 241 machinists have been given relief—most of these being Jewish workers. Trade has much improved recently in this industry, but progress has been slower in the other classes of employment.

Amount of Destitution.

Up to the period referred to (October 24) the number of recipients of relief who had been totally unemployed was 4,118, and partially employed 3,382. Of those totally unemployed only 219 out of 7,500 cases investigated were entirely without income. The income in 4,622 cases was more than the rent, and it was less than the rent in 2,638 cases, so that the percentage of absolute destitution in the city has been small. The income of the people who were totally unemployed was derived from the work of wives or children, clubs, pensions, health insurance, or lodgers.

If the distress had grown to anything like the proportions which most people expected at one time the local relief fund would soon have been exhausted. Up to December 5 £22,951 had been distributed by the Unemployment Sub-committee, and, in addition, in the first three months of the war very large weekly sums were expended by the Soldiers' and Sailors' Families' Sub-committee, out of a total contribution to the fund up to December 5 of £66,581. It is probable that even with the welcome limitation of distress in the city a call of from £1,500 to £1,700 a week will be made for some time to come by the Unemployment Sub-committee. During the past four weeks the additions to the fund have ranged from £2,103 to £3,617 per week, and a striking feature of the lists in recent weeks is the preponderance of contributions from salaried and wage-earning people, as compared with the wealthier classes in the community.

The relief given by the Unemployment Sub-committee is still being administered in the shape of vouchers, which are accepted by tradespeople for the purchase of food and coal. Recently attention has been given to the discovery of cases of serious fraud. They are very few, happily, but the Sub-committee has reluctantly decided that in the worst cases they are bound in the public interest to institute prosecutions.

Glasgow Herald Dec. 12th.

WOMEN AND WAR.

AID FOR UNEMPLOYED.

A cafe chantant and sale of work were opened in Charing Cross Halls, Glasgow, yesterday in aid of the workroom at 70 St George's Road, where women unemployed owing to the war are given employment in the making of garments. The workroom was opened in September by the Women's Suffrage National Aid Corps, a body formed by the Women's Freedom League, and it has since been carried on by private subscription. The cafe chantant and sale of work, which are to be continued to-day, were organised to aid the continuation and extension of the work. The opening ceremony was performed yesterday by Mr Henri Verbrugghen. Mrs Robert Wilson presided. She said that women who had lost their situations owing to the war were employed at the workroom for five days per week for a wage of 10s and their dinner. They made garments which were afterwards given to Belgian refugees. That was a movement with which everyone would sympathise, for they were all anxious to help people thrown out of work and also the Belgians and others who were in distress. (Applause.)

Mr Verbrugghen said he was very pleased to come and open the proceedings because he considered the object a noble one. At a time like this he sympathised very specially with the women of all countries affected by the war. When he said that he included the German and Austrian women as well, because the German mothers were suffering as keenly as those of the other nations. Women were deserving of sympathy at such a time, because they were compelled for the most part to a life of inaction, which must almost be more trying for them than if they were able to take an active part in the fighting. He spoke of the Belgian atrocities, and said the generous movements which had been started in Glasgow and elsewhere in Great Britain for the relief of distress provided a bright side to the picture. He hoped the sale would be a success.

On the motion of Miss Eunice Murray Mr Verbrugghen was awarded a vote of thanks.

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Bayswater Chronicle, Dec. 12th. 1914.

Paddington Women's Local Government Association.—Workrooms for Unemployed Women.

TO THE EDITOR OF "THE BAYSWATER CHRONICLE."

DEAR SIR,—May I, through the valuable medium of your paper, put before your readers a short account of our workrooms at 31, Westbourne-terrace North. They came into existence very shortly after the war broke out. Since then we have employed daily from ten to fourteen women and girls of the dressmaking class who had been thrown out of employment in consequence of the war, and we hope, if sufficient funds are forthcoming, gradually to increase this number. Their task is to renovate clothes which have been sent to us through the kindness of the Women's Emergency Corps, Lady Emmott, and many private friends. The clothes are put into thorough repair, mended, cleaned, pressed, and in some cases cut up into suitable garments for children. When completed and passed by two members of the committee they are sent to various places for distribution. Parcels have been sent to Lady Emmott for her depôt, the Alexandra Palace, the Aldwych Receiving Depôt for Refugees, Mrs. Max Müller at Oxford, the Louvain Professors, Folkestone, and to many private families.

Urgent requests are constantly reaching us from secretaries and others begging for some of our "ready to wear" clothes. The work is carried on under a competent paid supervisor. Visitors are welcome at the rooms during any of the working hours, i.e., 10 to 1 and 2 to 5, Saturdays excepted.

Our object in this undertaking is of a dual character—to make a maintenance grant to a few unemployed women and girls to tide them over this terrible time and to assist the Belgian Refugees with necessary clothing. It has been our steady aim throughout to work solely with these objects in view, and we have resolutely stood to our determination in no way to interfere with the trade of small shops or dressmakers, although tempting proposals to make new garments have been offered to us.

To continue this work through the coming weeks we need more funds. Surely our kind friends in Paddington will not let this undertaking fail for lack of donations. The average cost per week is now £5 15s., which includes besides the girls' maintenance grant (wages?), insurance fees, superintendence, gas, fire, and light, hire of sewing-machine (10s. a month), haberdashery, sending of parcels, etc. Any donations towards these expenses will be gratefully received and acknowledged by the Hon. Treasurer, at 31, Westbourne-terrace North, W.—Yours faithfully,

K. L. EMPSON,
Chairman of Committee.
A. HAWKSLEY,
Hon. Secretary.
M. ZIMMERMANN,
Hon. Treasurer.

December 9, 1914.

Eng. Mail & Daily Herald, Dec. 12th 1914.

THE MAYORESS' WAR RELIEF FOR UNEMPLOYED WOMEN.

To the Editor.

Sir,—I have to acknowledge with many thanks the following gifts towards the purchase of wool for knitting by the elementary school-children of warm articles of clothing for our troops:—The Hon. Mrs. Stanhope Tollemache £1, Miss England £1, Mr. Bunnell Burton £1, Miss Nestra Bird 5s. The mufflers, mittens, and cuffs are urgently needed, and the school-children are most eager to take their share in the work, so that we hope the rest of the £15 asked for may soon be forthcoming.

The education authorities have no power to spend any of their funds for this object, and can only place the time of the children and the knitting needles at our disposal, and this they are most anxious to do. The Medical Officer of Health has kindly consented to arrange for the disinfection of all the articles, in case they may have come into contact with any infectious disease.—I am, etc.,

STELLA S. COBBOLD.

Depot, 18, Northgate Street,
Ipswich.
December 11th, 1914.

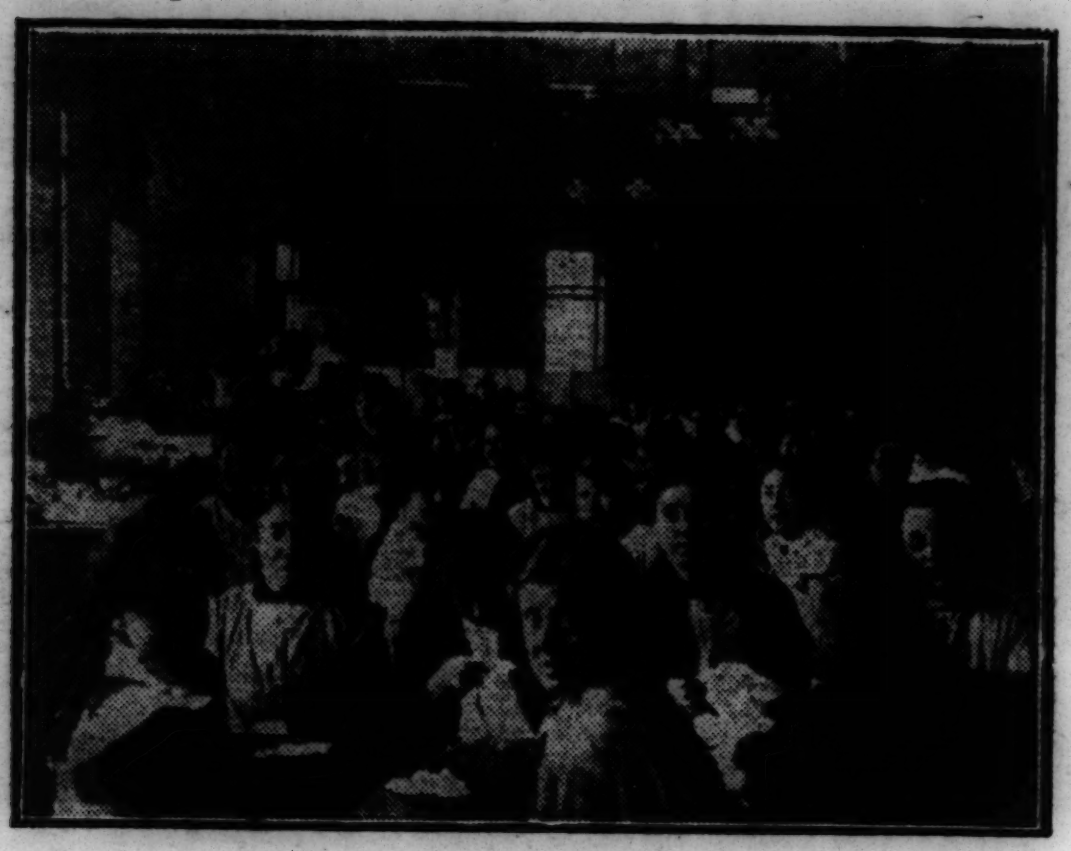
654 II/42

Blackburn Weekly Telegraph, Dec. 12th. 1914.

BLACKBURN'S LEAD TO OTHER TOWNS.

A SPLENDID WORK.

An excellent work is being done by the Women's Sub-committee of the Blackburn War Relief Committee in finding employment for women thrown out of work by the war. They have taken over the old Presbyterian School in Whalley Range, and here over 150 girls and women are engaged every day in the making of garments, which will be distributed to necessitous families. The majority of the workers are textile operatives. There are a number of skilled sewers among them, and these are engaged in teaching the less proficient, there being at least one good sewer to each table of six workers. An experienced forewoman supervises and hands out the work, and she has an assistant, who sees that it is being done correctly, and gives help to those in difficulties. The hours of employment are from ten to four, with an hour off for dinner, on five days a week, the premises being closed on Saturday. Applicants for employment have to register at the Labour Exchange, the secretary to the sub-committee being Miss Taylor, the head of the women's department at the Exchang Blackburn was one of the first towns to take up this work, and the school has been visited by deputations from neighbouring centres where it is proposed to start similar workrooms. A capital dinner is served each day at the remarkably low charge of 1d each. The menu is a liberal one, including hot-pot, soup, &c., and there is always a cup of tea. The committee have had gifts of food, but most of it has been bought, and in fixing the scale the whole has been reckoned at cost price, the resulting figure being a penny and a third per head per day. A complete kitchen has been fitted up, with a large steam cooking apparatus, and a competent cook and assistant cook are in charge of the department.



A Glimpse of the Work-room.

"Weekly Telegraph" Photo.

In addition to nearly 200 women employed at the Whalley Range School, 250 others have registered at the Labour Exchange as being desirous of doing similar work. Unfortunately the absence of any grant from the central fund has necessarily exerted a restraining influence on the further activities of the local committee. In view of there being so many women textile workers unemployed in Blackburn, there is a very good case for the opening of one or two more workrooms. The matter is under consideration by the Women's Sub-committee, and probably further action will be taken in the course of a few days. The workers receive 8s 4d per week. As a rule only one member of a family is found employment, though in exceptional cases this is not adhered to. The object of the committee in all cases is the need of the family, and not the ability of the worker.

Liverpool Weekly Post, Dec. 12th. 1914. 654.

Helping City Workgirls.

LADY ARTIST'S SUCCESSFUL SCHEME.

If the war has made Liverpool busy—as it has done at the docks and at other centres—it has also worked havoc in other directions. The great European conflict has, indeed, affected Liverpool and district in a remarkable way, so far as the workers are concerned. Night and day toil hardly serves to meet the requirements for some branches of trade; a few hours a day would satisfy in others; and, alas! in many, had it not been for the many who have enlisted making vacancies, lots more would be out of employment than are to-day.

PENNY DINNERS FOR GIRLS.

When the war broke out Mrs. Kate Sargint, the well-known local artist, was one of many women who were filled with a burning desire to "do something." Impressed by the number of working girls whose wages had suddenly undergone a reduction she resolved to aid them in the matter of meals. From friends and relatives in Grange, to which place Mrs. Sargint belongs, she received many offers of help, and the money so raised, supplemented by a substantial cheque from an American friend of her husband, enabled her to launch the scheme which she had in mind. This was to utilise her studio in Liberty-buildings, formerly the Bluecoat Hospital, as a dining-room for workroom girls who are attached to the big shops in the centre of the city, and who, owing to the effect of the war on business, have had their work reduced to half time or three-quarter time. In discovering the class of employee who most needed help Mrs. Sargint had the counsel and assistance of the Anti-Sweating League. Mrs. Sargint's idea was to provide the girls with a substantial hot dinner in the middle of the day at price (1d) which, whilst removing the boon from the category of mere charity, would make the minimum call on the reduced and slender resources of the recipient.

COOKERS IN A STUDIO.

Of course, the cooking arrangements were a problem in themselves. An artist's studio, even so spacious a one as that of Mrs. Sargint, is not equipped for the cooking of dinners, but the difficulty was solved by the generosity of Mr. Melly, of Messrs. Lamport and Holt, who fitted up a kitchen and supplied it with gas cookers and all necessary appliances. Loans of pottery and tables were also forthcoming, and in due course business firms were approached and signified their readiness to supply provisions, &c., at a merely nominal charge. In this way the scheme of supplying dinners was started in the early part of October, and is being continued with ever-increasing evidence of acceptance.

The meals vary from day to day, the changes being rung on hotpot, stewed steak, savoury liver, and fish pie (on Fridays). On every day there are sweets to follow, these consisting of roly-poly or rice puddings. With each meal is supplied an ounce and a half of bread, and the milk used in the puddings is of the best—as, indeed, are all the ingredients employed. In fact it is doubtful whether so appetising and substantial a meal could be obtained elsewhere for less than six times the amount charged by Mrs Sargint. That the girls appreciate the whole Sargint.

OVER 200 DINERS.

When the dinners were inaugurated fifty girls were supplied; now this number has increased to about 230, who sit down in three lots between twelve and one o'clock. The amount of food consumed may be gauged from the fact that sixty pounds of potatoes are cooked daily, and on Fridays fifty pounds of fish are requisitioned. The regulation price of the dinner is a penny, but it is understood that those girls who can afford to pay a little more should do so. The matter is left entirely to the honour of the girls, and Mrs. Sargint is perfectly satisfied with the result, for some of the girls insist on doubling the minimum payment. In addition to work-girls from the city shops, the dinner is generally partaken of by a few older women from the sewing-rooms of the different relief societies, these women being in receipt of only a small wage.

In preparing and serving the dinners Mrs. Sargint has the assistance of a number of ladies, prominent amongst whom are Mrs. Ethel Frimston (a fellow artist), Miss Jessie Gwatkin and Miss Michelson (both of Grange), and Miss Mary Langdon.

Glasgow Evg. Citizen, Dec. 12th. 1914

The Glasgow News, Dec. 12th. 1914.

EMPLOYMENT FOR CITY WOMEN.

The Sub-committee on Employment of the Citizens' Relief Committee for Glasgow have recently had under consideration the provision of workrooms for unemployed women and girls. One workroom in the city, formerly carried on by voluntary effort, is now under the control of the committee, while another is expected to be open on Monday first.

In these workrooms the principal work carried on will be sewing and knitting and the altering and repairing of garments, while various classes of wearing apparel might be made up for gifting to charitable institutions the Red Cross Society, and the Be[illegible] refugees. A scheme for the training of machinists has been approved by the Scottish Committee on Women's Employment. In this workroom the girls will be provided with food at an exceptionally small charge, and training in cookery will be given to about six girls.

WOMEN'S EDUCATIONAL UNION. — "The Women's Employment Bureau and Students' Careers Association" formed the subject of a lecture delivered by Miss Janet E. Brown, Glasgow, at the third general meeting of the Women's Educational Union, held in the Royal Philosophical Rooms, Glasgow. In the course of her address, Miss Brown said that since 1906, when the Women's Employment Bureau for Glasgow and the West of Scotland was formed, over 3,000 applicants and 1,500 employers had been dealt with annually. Information was given with regard to occupations for educated women, and in order to impress upon girls the necessity to qualify for definite careers, the Students' Careers Association had been formed. There were several occupations not overcrowded, and she believed that if girls had full information regarding them fewer problems in regard to unemployment would be met with. A discussion followed.

654 II/43 654

Southport Visiter,
Dec: 12th. 1914.

SOUTHPORT NATIONAL AID COMMITTEE.

The Women's Employment Bureau, at the Friends' Meeting House, Portland-street, during the past month have employed an average of 33 women and girls in the work-room. Since the opening over 2000 toys have been made, and the value of this stock has covered the cost of labour and materials. This seems a very satisfactory result, when compared with similar work-rooms, and Mrs. Nicholls is to be highly complimented on the result. The garment department, under the direction of Mrs. and Miss Wood, has been very busy making children's and women's garments and men's shirts. There will be a number of garments, suitable for gifts for the Christmas tree, on show on Friday next, as well as shirts for the troops. It is hoped to welcome many friends that day, and also on Wednesday, December 23rd, as the Committee has decided to be open to visiters that afternoon also. The Bureau will be closed from December 23rd, 1914, to January 4th, 1915, for the Christmas holidays. The Committee will be glad of further orders for shirts, which are still greatly needed for the troops.

Manchester Dispatch,
Dec: 15th. 1914.

A NOVEL EXPERIMENT.

To Grapple with the Shortage of Women Machinists.

It is estimated that in the shirtmaking industry in Manchester alone there is a demand to-day for 500 women or girl machinists. It is probably a conservative estimate. These machinists are not to be got. On the other hand, there are many women and girls out of work. Many dressmakers are idle.

An attempt is being made to fit some of the unemployed for this busy industry. It is a small beginning in the business of transferring labour, and a bigger attempt is in contemplation.

So far only a dozen women and girls are being trained, but there are a hundred on the waiting list. The workroom and the machines have been provided by Mr. Thomas Clapham, Sackville-street. It is estimated that six weeks' training will be necessary to fit the twelve for the factory, and they had all had some experience of treadle or power machines. "Green" help would probably require a longer period of probation. They receive 10s. a week during this period.

Evening News,
Dec: 17th. 1914.

POPLAR'S GIRL PIONEER.

A Poplar factory girl, May Mears, is the first to accept the offer of Australia, conveyed through Queen Mary, to find employment for English women.

The Queen, when on a visit to Poplar, heard of this and sent for the girl, making kindly inquiries as to her future.

May will sail for Australia early in the New Year, and hopes to become a domestic nurse. By the terms of the Commonwealth offer, girls must stay for at least one year. They will be taken to Australia for £1—paid by the Queen's Work for Women Fund—and will be provided with a complete outfit, with a sovereign as pin-money.

Evening Express,
Dec: 17th. 1914.

Work for Unemployed.

Sir,—In these days of charity, I beg to ca the attention of the magistrates and councillor of the city to the condition of hundreds o women and young girls out of employment and unable to get work.

I refer especially to dressmakers, good, honest, respectable people, too proud to ask relief. All they ask is work, sewing of any kind.

Could the gentlemen and ladies who have charge of distress and relief funds not provide workrooms? If only they would, I am sure ladies would only be too pleased to supply work, and thus enable those unemployed women and girls to earn enough to keep the wolf from the door. In doing so, they will be doing a greater charity than looking after those for whom the State has provided.—Yours, etc.,

ONE OF THE UNEMPLOYED.

Aberdeen, 16th December 1914.

Belfast News Letter,
Dec: 16th. 1914.

WOMEN'S UNEMPLOYMENT BUREAU

Sale in Elmwood Hall.

A quantity of women's and children's clothing and men's shirts, suitable for charitable purposes, was offered for sale in Elmwood Hall, Elmwood Avenue, yesterday, and attracted many buyers. The object of the promoters of the undertaking was to benefit those out of employment on account of the war, and their efforts certainly deserved the utmost support. The Women's Unemployment Bureau was organised soon after the outbreak of hostilities, with Mrs. Purves as president, Mrs. Hume as vice-president, Mrs. S. Sinclair, Adelaide Park, as secretary, and Miss Sinclair, University Square, as treasurer, and the members earnestly addressed themselves to the task of providing work for as many as possible of the women rendered idle by the partial or complete closing of factories as a result of the outbreak of hostilities. Within a comparatively short time they had the satisfaction of seeing their endeavours meet with the proper reward. The applicants for work grew in numbers, and they were supplied with material for sewing and knitting, which enabled them, by the sale of the various articles produced, to draw a fairly handsome weekly wage. The ladies constituting the bureau, of course, acknowledge themselves helpless in the matter without the generous assistance of outside friends of the movement, and for this reason they are most anxious to enlist on their side all the available sympathy in the community. The work they are engaged in is a very practical one, and it is designed to confer a great benefit upon people in humble life who, owing to the consequences of war, find themselves in very straitened circumstances. So far they have failed to get themselves recognised as an auxiliary relief society under the terms of the National Relief Fund originated by the Prince of Wales, but they are hopeful of a favourable consideration of their claims from that agency, whose object is the same. In the meantime it lies with the general public to come whole-heartedly to their aid with orders which are sure to receive both prompt and careful attention.

The Scotsman,
Dec: 16th. 1914.

PREPARING FOR CHRISTMAS RUSH AT EDINBURGH GENERAL POST OFFICE.—The temporary assistance required by the Edinburgh Post Office in connection with Christmas work is now being recruited by the Labour Exchange at Tollcross. It is not anticipated that there will be any diminution in the seasonal traffic. Over one thousand men between the ages of eighteen and fifty are required, and these are now being secured as rapidly as possible. The Edinburgh branch of the Printing Trades Federation has advised its members suitable for the work, who may be on short time, to apply for Post Office employment, so as to enable their colleagues to obtain fuller employment at their trade for the time being. In addition to the male workers, the Labour Exchange is supplying one hundred young women for sorting work, and most of this labour is being selected from trades and occupations adversely affected by the war.

Eve. Standard & St. James Gazette,
Dec: 18th. 1914.

EMPLOYMENT FOR OUT-OF-WORK DRESSMAKERS.

A correspondent writes:—

Having read in your issue of December ber 16 the letter headed "Plight of Dressmakers, an Appeal to Englishmen to Support Trade," I venture to suggest a way in which those who cannot afford to order gowns, or do not require any at the moment for themselves, might ease the plight of dressmakers, and help the Belgian refugees at the same time. I am told on good authority that numbers of destitute Belgians are still arriving, and that more are expected, that the available cast-off clothes have run short, and in many cases are not suitable for peasants, etc.

Now I feel sure that many dressmakers would be glad to allow and assist their workgirls to make the needed garments for Belgians. I therefore suggest that a small fund might be raised for this purpose."

Evening Standard,
Dec: 16th. 1914.

PLIGHT OF DRESSMAKERS.

AN APPEAL TO ENGLISHMEN TO SUPPORT TRADE.

To the Editor of the "Evening Standard and St. James's Gazette."

Sir,—I am appealing on behalf of dressmakers. I have been making very strict inquiries into all businesses, and I find dressmakers are suffering terribly through this war.

I come across them everywhere. Some have had to close their businesses altogether, others are struggling to keep going on their own hard-earned savings, while heaps of poor workers do not know how to get employment.

I ask British women, do you think it fair to our own women, who have worked hard in the past, and are willing to work hard for an honest living, to be deprived of all means of doing so because ladies are saying they cannot have dresses all the winter because they are giving so much to charities and are helping the Belgians so largely that they cannot afford clothes?

We all know that the motto of the country is "Business as usual." I ask you how many of you are thinking of this. I was at a concert the other night, when well-known men were asking for support for the theatres, and I think they ought to ask their wives and sisters and daughters to help support their dressmakers. We know there are no balls or parties being given, but I think there could be quiet dinners, and ladies could have dresses for that, or afternoon or morning dresses, or even blouses.

I ask your readers again to think of this and help our women, who play a great part in our business world, and help to keep the country going by paying their share of rent, rates, and taxes. Try and put yourselves in their places, and think how you would feel in their position. I have helped in all I can myself, and now I make this appeal.

A PATRIOTIC LONDONER.

Glasgow Star,
Dec: 18th. 1914.

FEMALE UNEMPLOYMENT.

A COMMENDABLE GLASGOW SCHEME.

The Sub-Committee on Employment of the Citizens' Relief Committee for Glasgow have recently had under consideration the provision of workrooms for unemployed women and girls. Various schemes were submitted for their consideration, and one workroom in the city, formerly carried on by voluntary effort, is now under the control of the committee. In these workrooms the principal work carried on will be sewing and knitting and the altering and repairing of garments, while various classes of wearing apparel with be made up for gifting to charitable institutions, the Red Cross Society, and the Belgian refugees.

A Scheme for the Training of Machinists

has been, at the suggestion of the Sub-Committee on Employment, approved by the Scottish Committee on Women's Employment. It is expected that this workroom will be opened shortly, and girls, who perhaps have had no former experience in work of this nature, will be trained, and, when considered fit, would be transferred to the factories or workrooms of some of the large manufacturers of army clothing, who at the present time, owing to stress of work, are unable to give the necessary tuition to learners. In this workroom the girls will be provided with food at an exceptionally small charge, and in so doing training in cookery, under a fully qualified teacher from the College of Domestic Science, will be given to about six girls. The Scottish Committee on Women's Employment are raising no objection to the establishment of workrooms. The Sub-Committee have under consideration other schemes for training in the nature of laundry work, cooking, etc., and so soon as these mature, the approval of the Scottish Committee will be asked.

The Daily News & Leader, December 16th 1914. 634.

Woman-Worked Paris:

While the men of Paris are at the front courageous women are filling up the working gaps

By CLAIRE DE PRATZ.

ONE is amazed to note the complete upheaval in the social life of Paris brought about by the war. The calling to the front of all the young and more able-bodied men among the rich and poor alike has created a great dearth of workers, and in every branch of activity their absence is felt even though everybody is determined to put up with the various inconveniences caused by the new state of things Thus in such household details as the warming and heating of our homes, we feel the loss of our stronger coal heavers and many coal merchants who, in spite of the scarcity and increased prices of fuel, still have large stocks on hand, find it impossible to deliver to their customers, for lack of strong men to carry the coals upstairs Parisians usually live in flats, and have but small storing space.

The Coal Difficulty.

A large coal box is kept in the kitchen to store the week's provision. But at present all Parisians—apart from the fact that coal has been scarce in quantities, and difficult to find—are shivering in their cold flats because the providers cannot obtain the necessary number of men to carry the sacks up the numerous flights of back stairs that lead to our kitchens! Three weeks ago I ordered some sacks of coal that were not delivered until yesterday! Customers have to wait their turn, each in succession, and only those who have sick people in their homes may be allowed some favour. Even the houses that are provided with the central heating which is so convenient often fare no better, for most of the male concierges, whose business it is to attend to the furnaces below, are at the front. It is, however, only fair to say that many of these have strong, capable wives, who supplement their absent lords to the best of their ability.

Sugar is another commodity difficult to buy, and which has largely increased in price. The departments invaded by the enemy are precisely our sugar-producing, as well as our coal-producing, provinces. At present ordinary white sugar costs 6d. per pound, and no family may purchase more than one kilo (2lb.) at a time.

Dearer Bread

Another c[ommodity] which has [increased] in quality [and] in price is bread. The beginning of the war by the absence of the more proficient bakers who are responsible for those delicate kinds of bread which delight the Parisians. Early during the hostilities a law was passed forbidding the making of all fancy breads so that all existing stocks of flour should be used solely for the making of plain bread that was well within the prices of the poorer population. So keen is the feeling about this that those bakers who tried to withstand the law and made an effort to produce some fancy stock saw their fresh loaves ruthlessly seized by the police, whose action was vigorously applauded by a vociferous and clamouring crowd. . . But even the most selfish of Parisians, whose croissants with their morning coffee seemed to be an indispensable condition of their existence, resolutely yielded up their luxury without a murmur.

Cheap Fruit.

All other food—except perhaps meat and fish (and this is because of the difficulties of carriage by rail) is as cheap—even cheaper—than at ordinary times Those commodities, such as dairy produce, home-grown fruit and vegetables, which heretofore were largely exported, are now consumed at home, with the result that because of the additional quantities upon the market—the prices have been considerably lowered. Never have we had such cheap fruit as this autumn. Excellent grapes are sold currently at 2½d. and 3d. a pound, excellent pears also, and many sorts of eating apples—of the kind known as the Calville, and greatly appreciated upon the tables of the Parisians. These are now being sold for 4d. or 5d. a pound, though at this season of the year they were formerly most difficult to obtain under 8d. and a franc a piece! . . As they are no longer exported, they are consumed at home, greatly to the delight of all lovers of fine fruit! . . . The social life of the French capital may be said to have become practically non-existent. All tea parties, home receptions, theatre-parties, and restaurant dinners which usually flourish at this season are extinct. Everyone goes to bed at nine o'clock now!

A Provincial Town.

In reality Paris has become a provincial town, and the social life one leads there is comparable only to the life led in the smaller towns of the provinces, where there is no local theatre, and where the only social gatherings are the gatherings of the women who meet together, bringing their needlework with them, to talk scandal and small talk all through the long afternoons. . . . . Fancy work is now replaced by plain work, and knitting and working parties are the order of the day, and when a Parisienne calls upon a friend nowadays she invariably brings her work-bag with her—takes off her hat and cloak and installs herself for the afternoon.

In one way all social relations gain much, for greater sympathies are discovered among mere acquaintances who have occasion during the long afternoons to exchange ideas. The conversations, too, are greatly altered in tone, and are far less frivolous.

Lack of Ready Money.

Another factor which has largely affected all social relations in the city of pleasure is the lack of ready money Even those whom the war has not ruined are in greatly reduced circumstances, because the banks will not give more than a small percentage of the money they hold of each client. Constant calls, too, are being made in the interests of charity, and in every class of Parisian society economy is the watchword of the hour. Literally every person one meets frankly confesses their poverty At friends' houses one is continually meeting women who last year were able to buy themselves beautiful clothes, and who cannot this season afford even the necessary small adjuncts to the toilette. Yesterday I met an acquaintance—a very smart lady—clothed in a long Breischwantz cloak with black fox stole and muff and smart hat from a celebrated modiste, walking abroad in the pale yellow boots and cotton gloves of summer-time! And she was not at all ashamed, for the sight is not at all a rare one; and the touching part is that no one is abashed by their present poverty, and frankly owns to it. A famous dyer told me that large numbers of women whose outdoor cloaks last year were of tones too bright to suit this season's severe tones, have had their cloaks dyed—in tints of dark grey, dark violet, and brown, when not actually black—so great is the general wish not to hurt the feelings of any others in the subdued crowds. All other signs of frivolity have disappeared, too. There are no eccentric modes, no high, waving plumes, no jewels worn.

For the same reason few pianos are heard, and many give up their piano practice entirely, especially when it is known in the neighbourhood that someone has lost a dear one at the front. So far as the necessary work to be accomplished is concerned, the women of France have admirably supplemented the men. In nearly all departments of practical work, French women are usually as able as the men, and the labour in the fields, in the shops of the towns—even in all the transports necessary in a large city like Paris—is done by the women.

As Capable as Men.

The women of France have shown themselves to be admirable during these strenuous times, and have supplemented their own husbands whenever they have been allowed to do so. On the Tube lines of railway in Paris—the Metro and the Nord-Sud—the wives of the employés have been employed in their stead. At lower rates, alas! for the unjust principle of giving to women lower wages for performing identically the same work as men accomplish still prevails! But the wives of the Nord-Sud and Metro Railways have been only too glad to accept three francs a day wages instead of the five francs their men used to bring them home each day The female porter is as assiduous and as reliable as her male partner, and looks far more picturesque in her trim black gown and overall, a scarlet band pinned upon her right arm bearing the initial of the railway she belongs to, and a white embroidered number upon her breast. A serviceable and businesslike leather satchel that holds the railway tickets is swung around her shoulders by means of a strap. She is also provided with a murderous-looking instrument with which to clip the tickets of the travellers—which act she accomplishes with a most severe and martial air. The early-closing hours of the Tube railways are another check to social gatherings, for not only are the taxis greatly reduced in numbers since they have been largely commandeered for the war, and thus are scarce in Paris, but almost everybody being now in reduced circumstances, the cheap Tubes have become more necessary than ever. It appears that a new petition has been made to the authorities asking that these railways should be kept open till ten o'clock at night instead of 9.30, as after this week all restaurants are to be kept open till ten p.m.

There is even to be an attempt at re-opening the theatres on certain nights of the week on condition that a certain percentage of the box-office returns should be devoted to the public charities.

"The social life one leads in Paris is comparable only to the social life led in the smaller towns of the provinces, where there is no local theatre, and where the only social gatherings are the gatherings of the women who meet together bringing their needlework with them. . . . . Fancy work is now replaced by plain work, and knitting and working parties are the order of the day."

The Sunday School Chronicle. Dec. 17th 1914. 654.

WAR AND UNEMPLOYMENT.

HOW AN EMERGENCY WORKROOM IS MANAGED.

By AMY B. BARNARD, L.L.A.

Soon after the war began a resident of one of the London suburbs called upon a friend in great concern about the distress among women and girls in the neighbourhood. "Whatever can be done?" she urged.

The two friends talked the matter over, and decided to invite some eighty friends and acquaintances to a drawing-room meeting, and enlist their interest in starting a workroom for dressmakers and seamstresses out of work through the war. The meeting was attended by some fifty people, and it was decided to place the workroom under the protecting wing of the Women's Emergency Corps. Communication was opened with the central office in London, and it was discovered that there was already a branch at work in a neighbouring suburb, not far as the crow flies, but too remote for workers who could ill afford to pay fares out of their small earnings.

The Financial Aspect.

If the workroom was to be a real help, its establishment must evidently depend on local effort, and the next step was to collect funds. A series of meetings was held at which promise-cards were handed round to obtain donations or weekly subscriptions as well as offers of personal assistance and orders for clothing. One of the two promoters was elected secretary, and with £20 in hand the band of enthusiasts set about finding a suitable room. A Wesleyan church near the high street kindly offered rent free a small hall close to a dilapidated old house said to have been used as a hunting lodge by George IV. in the days when the suburb was a country village. On Sundays classes were held in the rooms, and the house offered prospect of quiet corners where the women could eat their midday meal. The offer of the little hall was gladly accepted; the chief items of expense would simply be gas, coal, and the wages of a caretaker. Handbills setting forth the kinds of needlework to be done were printed and distributed, and on September 15 the workroom was opened.

Some Needy Cases.

The first three girls who applied for work were sent on by the nearest Labour Exchange, the manager of which was delighted at the venture. The need of each one was great. There was a hump-backed girl, whose father had his old-age pension of 5s. a week, and whose brother earned 14s. There was also her sister, a cripple, and the 19s. was all the family of five had to live on. The girl proved a splendid little worker and an excellent machinist. Another early applicant had a mother aged sixty to seventy, a semi-invalid. One of the two brothers had gone to the Front; the other, a small builder, was only earning some half-a-crown or 5s. a week. The girl had occupied a post as cashier at a picture palace, but on the outbreak of war she lost it. She was described as a nice, capable girl, who afterwards during an emergency took charge of the workroom. One of the "first contingent" was a poor thing, living in a bed-sitting-room, where she made up garments for customers. The war crushed her, and she would have lost everything—her furniture and all, had she not gone in the nick of time to the Y.W.C.A., which recommended her to the emergency workroom. From the start applications poured in; but the workroom at the hall could not accommodate more than twenty. It might soon have been filled twice over.

The Secretary soon learned the necessity of method in every detail of organisation, and the most careful bookkeeping. She secured two books with lettered margins—one for names, addresses and orders, with entries both under surname of employer and description of order; the other for names, addresses and occupations of applicants for work. Details such as number and earnings of applicant's family, her previous trade, general remarks as to respectability, age, and two references—one trade the other personal—are recorded in the second book. Applications were made by dressmakers, seamstresses, charwomen, daily helps, sick nurses, upholstresses and domestic servants. In a room adjoining the workroom was a large clothier's order-book with duplicate detachable tickets, provided by an acquaintance in the trade. It proved most useful.

The sewing-machines were somewhat of a difficulty. A few were lent, but three had to be hired, first at 4s. a month, then at 4s. 6d., and a treadle machine was badly needed. Publicity will doubtless remedy this deficiency in time, for in many a top attic there are sewing-machines lying idle which could soon be repaired, cleaned and set going.

Visits to local tradesmen were productive of excellent results. Drapers promised to allow one penny in the shilling off the purchase of materials, and permitted collecting-boxes to be placed in their shops. One local kinema theatre displayed on the screen notice of a collection, and £1 16s. was taken. A clever collecting-dog did yeoman service in barking for contributions, and in one hour added 10s. 6d. to the funds. On one occasion an observer was much touched at seeing a "Tommy" put three coppers into that doggy's tin. Small subscriptions of threepence and sixpence a week were gladly welcomed.

The Question of Wages.

It was agreed that the women in the workroom should be paid threepence an hour; thus, working forty-eight hours a week, they could earn a minimum of 10s. a week; but the committee refused to tie itself down to this low wage. The Secretary remarked: "We get so many girls who are dependent on themselves; but as the maximum wage in the district for a skilled machinist is 12s. 6d., we dare not exceed that. If we did, other women would throw up work to come to us. We provide tea. The midday meal is obtained outside or eaten in a room of the adjoining house."

Ten shillings a week, and glad to work for it! Alas! poor, white-faced, thin-fingered victims of the war, representative of thousands of women—women with white hair, young girls, nice-mannered and refined as any to be met in a day's journey. Among them was a white-faced, dainty creature with tiny hands, one surely upon whose shoulders the burdens of life ought to press but lightly. A look of sympathy and the suggestion that she could do light artistic needlework *so* well brought the shy reply: "I have made baby clothes, and would like a machine, but cannot be spared one." The little garment she was making was exquisitely sewn, but one longed to set a good nourishing basin of soup before her.

The workers are clever at mending and altering clothes. Orders for new costumes are refused, lest regular dressmakers of the neighbourhood should be deprived of their work. The cutter-out sat at a side table, and on inquiry said she had been employed at a tailor's at good pay, but fell ill with a bad throat, and on returning to work was dismissed on account of the war, and found her way to the Emergency Corps. Another skilled worker had been a tailor's assistant in a provincial town during many years. Her people moved up to London and she came with them, nothing doubting she would find employment. War broke out, and she could obtain none. One girl, with a friend who was weakly, let lodgings. On the outbreak of war the lodgers departed, and then the two lived on their savings, until outside work was found by the Emergency Corps. One applicant was found to be eligible for the Soldiers' and Sailors' Families' Fund, and was at once sent to the proper quarter. Sometimes bookbinders and clerks have applied, and have been directed elsewhere. But few applicants have been shop assistants.

One curious delusion has had to be combated. Many housewives have come seeking domestic servants, and have seemed surprised they could not transform the girls into servants straight away. "We try to make them understand," remarked the Secretary, "that if a girl has any inclination for domestic work she is at once sent on to a registry for servants. Others think anyone can knit. I wish they could, for the War Office is ready to supply any amount of wool for articles for soldiers. Perhaps Belgians might do this, but few Londoners are knitters."

Current Prices.

The price-list of ladies', children's and men's garments is similar to that current in the trade, but it makes an outsider gasp: A dozen pillow-slips for 1s. 6d.; pyjamas for 1s. 6d.; a tucked nightdress for 2s.; a man's shirt for 1s., buttons extra; blouses from 1s. 6d. Such prices were regarded as nothing unusual by the workers themselves, for, unfortunately, until women's work is everywhere better paid, they have to submit to low rates; and these busy women were evidently so pleased to be at work in a warm room with certain pay in prospect, that though a lump rose to one's throat at thought of them, it was with a cheery word one wished "All success to your beautiful work!"

Friends have canvassed from house to house, and preparations are being made for a concert, since the next development must be removal to an empty house, preferably a shop in the main street, and already the Secretary, by search for unlet ones and notices in the local paper, is trying to find a landlord willing to lend premises for at least six months. The progress of the workroom has been most satisfactory and such a boon that it is to be hoped similar ones will be started in every town where women are out of work.

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The Scotsman, Dec. 18th. 1914

TRADE AFFAIRS.

UNEMPLOYMENT AMONG WOMEN IN THE PRINTING TRADE.

A representative meeting of the women in the printing trade, under the auspices of the National Union of Paper Workers, was held on December 16, at Free Gardeners' Hall, Picardy Place; a number of members of local ward committees and other public Boards were present. Mr S. Anderson, secretary of the National Union of Paper Workers, was in the chair. He said the object of the meeting was to meet all women in the trade, whether union or non-union, to discuss this great problem that affected all, of unemployment. Mrs Cheshire, Scottish organiser of the National Union of Paper Workers, spoke of the inquisitorial and rude methods of some members of the ward committees, although it was surprising what a large number, although not working class representatives, were entering into the real spirit of the Prince of Wales's Fund, that it was not a charity in the ordinary sense of the word, but a fund subscribed by the nation, and largely by the working class, to help those unemployed through the war, and so prevent destitution and poverty. A sub-committee of the Printing and Kindred Trades Federation met every Thursday, at 8 P.M., at Typographical Hall, High Street, to hear any complaints, and would do their utmost to get them remedied. She spoke on the reluctance of a large number of girls to apply to the ward committees, because of the charity-like method of giving doles, whereas they were physically able, and would gladly do any work rather than accept the doles. Unemployment was rife now, but in the New Year, especially in the printing trade, it would enormously increase. Mr Moran, president of the Printing and Kindred Trades Federation; Mr Cecil Mitchell, Calton Ward; Parish Councillor Millar, Gorgie Ward; Mr W. A. Buckner, Dalry Ward, &c., addressed the meeting. The following resolution was unanimously adopted:—That this meeting protests against the protracted and unwarranted delay in the present national crisis, and urges upon the Scottish Advisory Committee and the Scottish Women's Advisory Committee the necessity of hastening forward at the earliest possible moment the provision of work for the large and growing number of unemployed women.—*Communicated.*

The Times, December 18th. 1914.

654.I/40 654.

A Word to Some Ladies.

We have received, and continue to receive, letters on a subject which we wish to bring to the notice of our feminine readers. It is appropriate to Christmas and the end of the last quarter in the year. They are pathetic letters, appealing on behalf of a struggling class which has been very hard hit by the war and can find no help in any quarter. We refer to the dressmakers, and particularly those who work for themselves or for small employers, who have no financial resources to carry them over a prolonged period of depression and no alternative lines of business, like the large houses. Such small employers have struggled to keep their establishments going, but have been compelled to dismiss the girls they employ one after another because there was nothing for them to do. They appeal not so much on their own behalf as for the girls who have been discharged. These workless girls—and the dressmakers who work at home on their own account are in the same plight—go to the committees which are administering public funds for the relief of war distress, but they go in vain. They are sent from one committee to another, with the same result. There is no work for them, although there may be ladies there doing for nothing work which they would be thankful to do for a very modest wage. They naturally ask why they should not be employed if the object for which the money is subscribed, and the organization exists, is to help persons in their position. We do not suggest that any committee or other organization should give them work, because it would be futile. What we suggest is that their former customers should rouse themselves for a moment from the absorbing pursuit of war activities and remember the existence of the unfortunate dressmaker. She is not a person of whose existence it is necessary to remind them in normal times. They remember her very well indeed, think of her very often, and demand her aid with an importunity which is bestowed upon few other people. It is not kind or fair to forget her altogether when a superior interest supervenes. To forget her bills, too, is something much worse, deserving a different description. We are informed that ladies whose names have appeared in the lists of one or other of the war funds for large subscriptions have not paid their dressmakers' bills. This is not charity or patriotism; it is affecting both at some one else's expense. A good resolve for Christmas would be to pay what we owe and to pay the smaller people first.

Aberdeen Free Press, Dec: 19th. 1914.

UNEMPLOYED DRESSMAKERS.

Sir,—In these days of charity, I beg, through your paper, to call the attention of Magistrates and Councillors of the city to the condition of hundreds of women and girls out of employment and unable to get work. I refer especially to dressmakers—honest, respectable, good people, too proud to ask relief. All they want is work, sewing of any kind. I know of some who are in absolute want.

I know that a workroom was started, in which about forty were employed, ladies of the town supplying work; but for some unknown reason this was given up. Could the gentlemen and ladies of the Distress and Relief Committees not provide some such workrooms from some of the funds existing? If only they would, I am sure ladies would only be too willing again to supply work, and thus enable those employed to keep the wolf from the door. In doing so they would be doing a greater charity than looking after those for whom the State has provided.—I am, etc.,

ONE OF THE UNEMPLOYED.

Aberdeen, December 17, 1914.

DOMESTIC SERVANTS IN AUSTRALIA.

ASSISTED PASSAGES FOR UNEMPLOYED WOMEN.

Very few applications have been made for the assisted passages to Australia offered by the Governments of New South Wales and Victoria to British women thrown out of work by the war. The passages are offered, in the case of New South Wales, to women not exceeding 24 years of age, and in the case of Victoria to girls under 21, who are willing to take places as domestic servants.

Arrangements have been made to deal with women and girls without previous experience as servants, and a wage to 8s. to 10s. a week is offered, with board and lodging while they are receiving a year's training. The passage is to cost £3, £1 of which is to be paid before starting, the remaining £2 to be paid in instalments. Should the girl break her contract and seek work other than domestic service she must repay the full passage money, amounting to about £20. Two references as to character are required and the applicant must be in excellent health.

The committee of the Queen's Work for Women Fund are offering to candidates selected by the Emigration Sub-Committee, and satisfying the emigration authorities of the two States, the first part of the passage money (£1), the necessary outfit, and £1 on landing. Applications for this grant should be made in the first instance to local distress committees or to the hon. secretary, British Women's Emigration Association, Imperial Institute, South Kensington, S.W.

The offer of New South Wales is further extended to widows of soldiers or sailors, killed in action, who are not more than 35 years of age and who have not more than two children. One child under three would be taken free of charge, and one under 12 at a cost of £4. Work would be found for these women in country districts.

The four Governments—New South Wales, Victoria, Queensland, and Western Australia—offer the same assisted passage to experienced domestic servants not exceeding 35 years of age if single, and to widows without children up to 45 years. The wages vary from 12s. to 20s. a week.

It should be distinctly understood that these offers only concern those women requiring work as domestic servants.

Aberdeen Free Press, Dec: 18th. 1914.

The war is causing a game of general post in the ranks of women workers. While factory girls out of employment are being trained as sempstresses, domestic workers and even farm hands and professional workers are employed in toy-making and other manual occupations. A class hard hit by the war is that of women typists and clerks, and to assist some of these Miss Jean Greive, a Scottish lady who is vice-president of the Association of Women Clerks and Secretaries, has started a small rug-making industry with the help of Miss Ruth Cross, an artist craftswoman. The work is carried on in Miss Cross's studio in Moscow Road, Bayswater. The rugs are made in Persian fashion on hand looms in designs which are highly original and specially applicable to war time. There is the "Road to Calais" rug, its sand-coloured ground strewn with bayonets with tufts of green turf and puffs of cannon smoke in the corners. The "Ship and Gun" rug shows a battleship buffeted by the waves and a side design of cannons. Then Belgian colours figure on one rug, and, of course, there is a "Road to Tipperary" rug. The most original design of all is named "Just Once," and commemorates the encounter between the London Scottish and the Bavarians, which fulfilled in an unexpected way the Kaiser's desire that the Bavarians should meet the British "just once." The rug shows the London Scottish badge, a dark blue lion on a white St Andrew's Cross, and the ground is in the hodden-grey of the London Scottish kilt. These rugs, which are in demand as novel Christmas gifts, cost a guinea each. The workers are paid a weekly wage, and are supplied with hot meals at a nominal cost. Other modes of assisting women clerks and typists out of work are being devised by this society's war emergency fund, to which the more fortunate clerks of both sexes have contributed.

The Glasgow News. December 18th. 1914

WOMEN AND UNEMPLOYMENT.

AN EFFECT OF THE WAR.

When the tide of war has rolled back, and we are in a position to reflect calmly how all things work together for good, we shall not be surprised to find that we owe to the general upheaval in Europe some definite advance in the attempt to cope with the growing problem of women's unemployment. We certainly shall not pretend that the mountain has been in labour to produce this mouse, but certainly the mouse has none the less been evolved from it.

For years women have been mentally active, have been receiving a sound business training, getting in many instances a grasp of economic principles, widening their outlook upon life, and acquiring that deeper knowledge of the fellow women which has developed into a genuine bond of sisterhood. Until the war these new energies sought an outlet that many of us instinctively condemned, but since the war they have justified themselves in a hundred energetic directions.

The subject of women's unemployment has been taken up and gripped, and we doubt if it will ever be dropped until something in the way of a definite solution has been reached. The great problem is the unskilled worker, and it is more particularly in her interest that workrooms are being opened where she is being trained to take her proper place in the labour market, and being drafted into regular employment. Not only do the new schemes aim at producing competent workers: they are making generally for the efficiency of women, and do not disdain to teach such things as laundry work, sewing, and cookery. All this cannot be done without the sinews of war, and here is an opportunity for the war funds which, instead of giving a charitable subsidy, may achieve a definite end by helping the women to help themselves.

But this cannot be done without the funds to draw from, and all the present tendency is to let things drift. The swelling of war funds is for the present merely mechanical; individual interest and generosity begin to be sadly lacking.

The Standard, Dec: 19th. 1914

BRISK TRADE.

PLENTY OF WORK, BUT NOT ENOUGH WORKERS.

Reviewing the conditions of unemployment in London at the meeting of the Central (Unemployed) Body yesterday, Mr. Brinsley Harper, the chairman, made several interesting statements. He said:—

There was the customary trade activity which invariably preceded Christmas, though a diminution was anticipated.

There were no signs of abnormal distress, although home workers were still feeling the pinch of bad times.

In Bermondsey trade was so brisk that at the wharves it was difficult to get men.

In Deptford it was not possible to get enough men to fill Christmas vacancies in the Post Office.

Two thousand men and boys would shortly be required at Woolwich Arsenal.

Hawkers, flower sellers, and costermongers complained that business was bad because of the darkened streets.

"Tally men" reported that money was coming in better than was expected.

There was a demand for wrist watches for soldiers, but it could no longer be met, because the watches come from Switzerland, where the trade was now interfered with owing to the Swiss mobilisation. No London firm made these watches, and the trade could be captured if London firms had sufficient initiative.

Drunkenness is decreasing amongst women. Women workers were flocking to the workrooms, and there was a danger that these institutions would deprive women of their initiative to find work. Most women preferred these workrooms to other employment.

East London Observer, Dec. 19th. 1914.

Assisting Poor Stepney Women.

The Mayoress's Useful Scheme.

Sale of Garments.

Quietly and unostentatiously there has been inaugurated in the Borough of Stepney a scheme of workrooms with the object of helping poor women who are not being assisted through the ordinary channels. This effort is being carried on with admirable enthusiasm, energy and patriotism by the Mayoress of Stepney. Mrs. Chidgey, soon after the War broke out, realised that there were a number of women in the Borough who were being badly hit by the War and its effects, and she immediately set to work to establish workrooms for their assistance. It was not an elaborate scheme; nor a costly one; but it was eminently practical. It sought to bring real assistance, with a welcome touch of sympathy, to women who were suddenly faced with distress, and for whom no provision was made, either through the Prince of Wales's Fund or the Poor Law. There are such gaps in our social strata which are left untouched unless some voluntary organisation is established to meet the need. All honour to the Mayoress of Stepney for stepping into the breach. There are now three workrooms in operation under her care. One had already been opened in Leman-street through the foresight of Mrs. George Cohen, and this is being continued for the district of Whitechapel. Another has its headquarters at the St. George's Public Library, and the third is situated at the Mile End Library. As for Stepney and Limehouse,

THE TWEEDDALE GUILD,

so long and honourably established, continues its efforts in the former constituency under the direction of Mrs. Hasted; and Miss Scott and others are at work in Limehouse. The Mayoress's workrooms are workrooms only in the sense that they form centres for distributing the work to the women assisted. The object is to help women who are not in the habit of going out to work, and whose income has been reduced in some way by reason of the War. The husband, may be, has been thrown out of work or has fallen ill. At any rate, care is taken that the person to be assisted is thoroughly worthy of a sympathetic lift. Generally the cases are recommended by the National Relief Fund Committees or some creditable organisation. And there is no overlapping. Women who are entitled to assistance elsewhere are directed to the proper channel. For instance, the wives of soldiers and sailors are sent on to the Association which is looking after that class of women. And as for the work provided, it is such as can be performed at home, say, in the evening, when the children have gone to bed or while they are at school. Garments of various kinds are already cut out, and it is for the women to stitch them into shirts and so on. Knitting and needlework of a simple character is the only labour involved; but the product is a useful article which will clothe and comfort some poor soul. Thus the work serves a double purpose. Altogether some 200 women have been assisted through

THE EFFORTS OF THE MAYORESS

and her friends. Each is given what represents a day's work at a time. They come to the workroom, receive the parcel of materials and return home to do the necessary needlework or knitting in their quiet moments. Quiet moments with this timely provision; but sad, sad moments without such help. In her efforts thus to relieve the lot of an industrious but unfortunate class, Mrs. Chidgey is ably assisted by many friends, most of them the wives of Aldermen and Councillors of the Borough. These ladies cut out the material and prepare the work beforehand, a necessary and not an easy task; but those who perform it have the satisfaction of knowing that they are helping the nation in this period of supreme trial. For effort such as this is an essential link in the chain which connects the complicated machinery of Empire. Stepney has set a splendid example in this connexion. We know of no other Borough where the Mayoress has established similar workrooms. And it is no light task to add to all the other demands made upon the first lady in the Borough at a time like this. Here we have Mrs. Chidgey opening sales of work in various localities and carrying out the numerous duties of her office in addition to the extra labour consequent upon the War. She has thrown herself heart and soul into this effort on behalf of

HER POORER SISTERS.

An admirable feature of the work is that the capital, although represented by goods, remains more or less intact. The material is made up into garments, and these are sold at the actual cost of making. There is no question of a profit. The initial outlay was provided by the Mayor chiefly, but also by other friends. When the garments are made, of course, they have to be sold, otherwise the sinews of war would not be available to continue this very practical effort of assistance. Attempts are made to dispose of the goods privately, but a wider circle of purchasers is required. The Mayoress was able to sell some of the garments at the sale recently held at the residence of Mrs. George Cohen. And this week a public sale was held for two days at the Working Lads' Institute. One saw there a vast quantity of very useful and well-made clothing. The goods were all of a serviceable and useful quality and sort. Prices, too, were exceedingly moderate and those who bought certainly obtained full value, perhaps a little more than that, for their money. All manner of garments were represented, covering the needs of men, women and children. In addition to the products of the women's labour, there was a stall tastefully laden with calendars, Christmas cards and books, provided by Messrs. Gale and Polden, the well-known military printers and a choice collection of pottery. The Mayoress was willingly assisted by a number of friends in displaying the goods for sale. Among them were Mrs. George Cohen, Mrs. Barker, Mrs. Newell, Mrs. Faulkner, Mrs. Brown, Mrs. Harvey, Mrs. Forrest, Mrs. Hamlyn, Mrs. Goodman, the Misses Faulkner, Mr. A. Faulkner, Mr. W. R. Masters, Mr. Mason, Mrs. Cawthorne, Mrs. Marks, Miss Chidgey, Miss Jeffreys, Miss Mostyn, Miss Collum, and Miss Salomon. Then the Rev. Thomas Jackson kindly lent the use of the hall, and the Mayor of Stepney graced the inaugural proceedings with his presence, although there was no formal opening ceremony.

Daily Call, Dec. 19th. 1914.

TURFING IN WANDSWORTH.

£1500 FOR UNEMPLOYED MEN.

At a meeting of the Central Unemployed Body for London yesterday a letter was received from the Local Government Board consenting to a scheme for levelling and turfing work on Wandsworth Common.

An order for the payment of £1500 as a first instalment would be sent. The work will occupy 225 men for twenty weeks.

Regarding conditions of employment generally, it was reported that there was a decline of 59 men and 20 women in the number registering last week as compared with the previous week.

The authority had nine special work-rooms for women, the maintenance of which cost £515 a week.

Yorkshire Post, Dec. 21st. 1914. 654.

It is now reported by the local Care Committees attached to London Schools that such unemployment of young people as was due to the war has passed away. The information relates to young people between 14 and 17 years of age. The chief trouble was among girls during September and October, and for obvious reasons this was a matter of grave anxiety to the Committees. By the middle of November the number of girls under 17 out of employment was less than one-half per cent. above the number for the corresponding period of last year, so that trouble at first caused by the outbreak of war has gone. It is always possible that the trouble may recur, but if it does, the experience of the last three months will be useful. All the agencies will remain mobilised.

Islington Gazette, Dec. 22nd

Mr. and Mrs. Masterman and Miss McArthur (the secretary of the Queen's Work for Women Fund) on a recent afternoon made a tour of inspection of the establishment in City-road where a considerable number of Finsbury women who lost their employment owing to the war have been provided with remunerative work in the manufacture of toys, wearing apparel, and other useful articles, which are proving welcome gifts to Belgian refugees and poor families in the borough. The Mayoress and a host of local ladies have evinced a practical interest in the scheme, and the work provided has enabled an industrious class of women and girls to tide over a period of anxiety without having to seek charitable aid.

Glasgow Herald, Dec. 22nd. 1914.

EMPLOYMENT FOR SCOTTISH FISHERWOMEN.

Amongst the classes of workers that have been rather badly hit by the war are the fisher-people of the East of Scotland, whose ordinarily flourishing trade has within the last few months dwindled to a very fine point. The Scottish fisherwomen are, however, amongst the most skilled knitters in the world, and many of them have been enabled to add somewhat to their diminished earnings in this fashion. Quite lately the Scottish Committee on Women's Employment received an order for the immediate manufacture of 40,000 pairs of socks for the troops at the front, and with a view to securing the best of knitting, as well as giving assistance to a very deserving class of workers, the order has been placed with a number of expert knitters amongst the fisherwomen up and down the East Coast of Scotland, and especially in Aberdeenshire. Other knitting orders for socks, mittens, and the like are being arranged for in various fishing districts throughout the country.

Edinburgh Evg. Dispatch, Dec. 22nd. 1914.

EMPLOYMENT FOR WOMEN IN EDINBURGH.

A meeting of the Edinburgh Relief Sub-Committee on Women's Employment was held in the City Chambers this afternoon. The Committee now consists of 32 persons, representative of many women's needs throughout the city. Discussion took place upon the delay which had occurred in receiving grants from the Advisory Committee. It was nearly three weeks since an application had been made for a grant to open a workroom at Hope Park Square. It was now impossible to open the workroom until after the New Year, which was rather unfortunate as there was a long list of women ready to be taken on.

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The Glasgow Herald, December 23rd. 1914. 654.

MORE GOOD NEWS.

UNEMPLOYMENT STILL DECREASING.

By Professor W. SMART.

I am aware that some responsibility attaches to one who writes anything to-day that may make us "too well pleased with ourselves." Many voices, from Lord Rosebery downwards, have been urging that we are not taking the matter seriously enough—that a bomb in the middle of a football crowd is the kind of lesson we need.

Of course it is the case that optimism may conveniently deaden the call of duty, and I fully agree that young men who, for any but the gravest reason, hold back from offering their lives when freedom itself is in danger, should be sent to Coventry till they learn better. And if anything I had to say had the tendency to make us relax our efforts I should prefer to hold my peace.

But pessimism also has its dangers. My professional interest is in the production of a national income which will be sufficient to afford the sinews of war to those who are fighting, and that our national resources for providing these sinews should be unimpaired. Now the danger which appeals to me is that the fear of "economic exhaustion" may weaken the national fibre and create an anxiety to make peace before we have ensued it. If, then, I can show that, apart from the ghastly loss of life, we may with good heart carry on the war so long as is necessary to secure the great end on which we have set our hopes—even if it be years—it seems my duty to do so.

THE OFFICIAL RETURNS FOR NOVEMBER.

On the 26th of last month I called attention to the gratifying fact that the official figure of unemployment among the great trade unions for the month of October was no more than 4.4 per cent.; that is, a percentage less than the mean of the past ten years. Like the good lady in the parable who found the piece of money she had lost, I feel inclined to call my neighbours together and ask them to rejoice with me when I find from the "Labour Gazette" just published that there is a "further marked improvement" for November, the rate having fallen to 2.9 per cent. This is practically the same as it was for July, the month preceding the war. In the unorganised trades also—as represented by the "insured trades"—the percentage of unemployment has fallen within the same month from 4.2 to 3.7—that is, lower than it was in the corresponding month of 1913. As might be expected, the industries which are noted as still adversely affected are bespoke tailoring, dressmaking, millinery, hat and collar trades, to which may be added jewellery, carpets, and cotton. On the other hand, there is much overtime in engineering, shipbuilding, cutlery, worsted, woollen, hosiery, leather, boot and shoe, and wholesale clothing trades.

A similar testimony is borne by local authorities. In a lecture delivered at the University last week by Mr Cramond, of our own Labour Exchange, he said that "unemployment was less all over Scotland than it had been at any period for a long time." To-day Mr Motion tells me that since the beginning of September the applications of that almost hopeless class, the "ins and outs," are fewer by 80 than for the same period last year; that some of "the most celebrated cases" among this class have found and taken to steady work at the shipyards; and that the pressure on the model lodging-houses is noticeably less. It would seem in fact that to some extent the "labour reserve" has been called up—employment found for many who were not up to the rising standard required by modern industry, could not find work, and were merely a burden on the community.

TESTIMONY OF EMPLOYERS.

Since writing my last article I have had occasion to look into another remarkable report on the state of employment in the United Kingdom and published by the Government, relating not to November indeed but to October. It supplements the regular information furnished monthly to the Board of Trade by the trade unions and by labour correspondents by a special inquiry made at employers. The returns were obtained from over 20,000 firms, large and small, employing 4,000,000 persons before the war, and thus, it is claimed, covering about 43 per cent. of the industrial population. Its substance is as follows:—

After an abrupt and considerable curtailment of production in August, things settled down in September, and as compared with July the returns for October show 10.7 per cent. of reduction in the number of males employed. The seriousness of this reduction vanishes, however, when it is said that this percentage is almost precisely equal to the percentage of men who have joined or been called up for the military and naval forces, and the conclusion is drawn that, compared with July, there has been no net increase in the number of unemployed, although the proportion working short time is considerable. That is to say, the apparent reduction of employment only means that a certain number of men formerly "employed" in one way are employed in another—have changed from service under private employers to serve under the Government.

It must at the same time be admitted that, as regards women, the position is not so favourable. The reduction in the number employed, as compared with July, is 6.2 per cent., and this, it must be noted, is a net displacement of labour, as women have no alternative employment in the Army. The proportion of short time also is considerable, though much less than in September. The industries most affected are the furniture trade and the cotton trade. In the furniture trade—which is an important London industry—the curtailment is due partly to this being one of the "luxury trades," partly to scarcity of a variety of raw materials. In cotton the position is much more serious, inasmuch as it employs 20 times the number of females that are employed in the furniture trade. Here, however, it must be remembered that the trade in Lancashire was already bad before the war broke out. Looking over back numbers of the "Gazette," I find that, particularly in weaving, there was short time and slackness from January onwards, and the prospects were such that the Federation employers spinning American cotton had agreed to curtail production by one-fourth from July 7 to the end of September. In July, again, in the Blackburn district "several mills, covering about 4000 workpeople, were closed down." In consideration of this we see that a great deal at least of the existing unemployment of women is not due to the war at all. But, as cotton depends more than any other important industry on foreign markets, all this was aggravated by the war. Germany, for instance, took from us in 1913 £5,000,000 of cotton yarn and nearly £2,500,000 of cotton manufactures.

Happily, however, since this return was made, we learn from the present "Labour Gazette" that, comparing the same months of 1914, the percentage of unemployment in cotton factories, which was 42.1 per cent. under the figure of August, 1913, is no more than 12.1 per cent. under the figure of November, 1913.

A STRANGE PHENOMENON.

Taking all this evidence together, I hope we fully appreciate how strange a phenomenon this keeping up of employment is. For (1) the ordinary demand of our own people for more luxuries has evidently been greatly curtailed, and, although we have few statistics, this must have had a most serious effect on the industries which provided these luxuries. But (2) our British exports, for the four months beginning with August, are only £98,000,000, as compared with £167,000,000 for the corresponding four months of 1913—a fall of 42 per cent.—while our imports of "raw materials and articles mainly unmanufactured" are only £57,000,000 as compared with £91,000,000—a fall of 37½ per cent.—which means that the demand abroad for the products of several of our great industries is seriously curtailed—to the extent, indeed, of not far from one-half—at the same time as the producing power of many of our industries is seriously crippled by want of foreign materials. In view of these two things, I repeat that it is as strange as it is gratifying that, after four months of this disastrous upheaval and dislocation both of demand and supply, practically as many of our workmen, and not far from as many of our workwomen, are employed as were before the war.

ITS EXPLANATION.

Putting the women's question on one side, if we ask what accounts for this, I suggest four explanations.

The first, and most obvious, is that the Admiralty and the War Office have made a sudden and great increase of demand on several of the large industries—all those which furnished ships, arms, and munition of war generally. New capital has been poured into these trades, overtime worked, and men transferred from other callings.

The second is that an alternative "job," not indeed so well paid but of a very attractive character on many grounds, was offered to the younger men, and that a large number have passed into this new employment. Whether but for this, they would have been unemployed or not we cannot tell; what we know is that they have sought and found employment under the State as soldiers. Now, this has so much relieved the labour market as to cause an active demand for men in most of the ordinary industries—witness the fact that, in spite of the closing of the Forth, only six labourers were attracted to the Clyde.

The third is that, apart from the more directly military equipment, the ordinary provisioning of an army occasions, in some respects, an increase of the demand on ordinary industry. It may be assumed that the Tommy does not eat more or more expensively in the trenches than he did when he was a worker in a shipyard, but almost every other part of his provisioning costs more; his uniform, for instance, costs more than his overalls did, and in war all clothes wear out at a phenomenal rate—to the great gain of Yorkshire and Northampton.

The fourth is that, beyond the extra demand for doctors, nurses, bearers, etc., a new demand has been made on a great many of the ordinary trades by the large expenses involved in the cure and convalescence of our wounded, and—what is not always noticed—by the board and lodging of our honoured guests, the Belgian refugees.

My conclusion is that both labour and capital have been found unexpectedly adaptable to the new wants and necessities of war time, and that, between new demand and additional demand, enough employment has been found to balance and compensate for the loss of employment due to the stoppage of the home demand for luxuries and the curtailment of demand from foreign countries.

BUT IS EMPLOYMENT EVERYTHING?

In view of this, most people probably will be disposed to think that all goes well with us. If the capital of the country and the men of the country are fully employed, it follows that wages are being paid and profits earned, and what more can we want?—particularly as, to all appearance, we are better off in this respect than most neutral nations, and of course ever so much better off than our arch-enemy. A question, however, emerges in the course of this investigation; it has been bothering me, and, I have no doubt, is bothering others. It is whether and how far we may be content with this. Employment is not everything. In estimating the general prosperity of a country in peace times economists at least have never been satisfied with a single test; they ask about such things as the national income, pauperism, wages, income-tax returns, savings, banking statistics, shipping, foreign trade, leisure, little luxuries, and the like. In a time of stress like this is full employment a sufficient test of our national welfare? For inside a beleaguered city everybody might be "employed" and yet everybody starving! If the editor will allow me, I should like to face this question in another article.

The Glasgow Herald, Dec: 23 rd. 1914.

LONDON CORRESPONDENCE

112 Fleet Street, Tuesday Night.

FEMALE UNEMPLOYMENT.

The extent to which the market for women's labour in London has been affected by the war is shown by the enormous increase of unemployment as compared with the corresponding period of last year. The number of applications by women to the central unemployed body for relief work a year ago was between 700 and 800 a week. Last Saturday the total reached nearly 12,000. Fortunately the growth of distress among women in the Metropolitan area has been gradual, and the authorities have been able to overhaul their machinery of organisation to cope with the winter rush that has now begun. At the beginning of the war several difficulties of a more or less novel character presented themselves. For instance, it soon became evident that many of the women who applied for work in the relief workshops established in various districts by the central unemployed body, with the consent of the Local Government Board, preferred the conditions in those workshops to those prevailing outside, and showed little desire to offer their labour in the ordinary market. This was contrary to the object for which the relief workshops were founded—namely, to provide a means of keeping women employed only so long as they were unable to obtain work from private employers. It meant that the workshops filled up almost at once, and there was no free circulation from day to day and week to week, as it was intended there should be. This state of matters has now been remedied, I understand, by a careful surveillance of the workshops by members of the Women Workers' Committee and the members of the local advisory committees which are appointed in connection with each relief workroom. The women are constantly urged to look for outside work, and in case of recalcitrance they may be dismissed. A feature of the workshops is the part they are playing in giving untrained women a skilled trade. Especially useful is the instruction in certain trades which have been improved or are relatively unaffected by the present abnormal conditions.

Dundee Advertiser. 24.12.14.

FEMALE EMPLOYMENT.

Training Schemes for Women and Girls.

The question of unemployment among women is one of the most urgent of the economic difficulties caused by the war. Efforts are being made to meet this problem by providing work for women, and Her Majesty the Queen has initiated a special fund for this purpose. But among the younger women and girls it is felt that something more should be done than merely giving them work to do, and that some attempt should be made to increase their economic and their civic value by supplying in addition a certain amount of training. On this question the Scottish Committee on Women's Employment has been in consultation with education authorities and with other organisations having a special knowledge of conditions among girls, and it is proposed that the School Board and the local Committees of the National Relief Fund may usefully co-operate in organising and carrying out such schemes of training.

In order to avoid any misapprehension two things must be noted—(1) There is no payment from the National Relief Fund or the Queen's Work for Women Fund to the School Board. All that comes from these funds is a grant for the maintenance of the women and girls who are unemployed through the war, and who earn the grant by following an approved course of training. The School Board, on the other hand, under the continuation classes code, provides the educational opportunities without charge. (2) The scheme of training is not to keep girls and women from ordinary employment when the opportunity of returning to it is offered. On the contrary, all such women and girls as receive grants for maintenance are to be registered at the Labour Exchange, and their claim to maintenance would cease if they refused to accept suitable work when offered to them.

The schemes which are at present under consideration include both trade instruction and practical domestic training similar to that already given in the "Mothers' Classes" for which are well known in Edinburgh and

Daily News & Leader, Dec. 23rd. 1914.

APPEAL FOR WOMEN IN DISTRESS.

Plight of Professional Classes.

One of the earliest problems of war distress, and one of the acutest still, is the position of the professional woman, particularly the woman typist—or secretary, whose means of livelihood were in thousands of cases cut off sharp in the first week or fortnight of August.

Without drawing invidious social distinctions, it may be assumed as generally agreed that professional women cannot suitably be encouraged to go before a local relief committee and apply to it either for work or money-relief on the statutory scale—a fact which the Government Committee on the Prevention and Relief of Distress has recognised by appointing a Professional Classes Sub-Committee to deal specifically with this and kindred problems.

Unfortunately, in spite of the work of this sub-committee and the operation of certain schemes initiated by the Central Committee on Women's Employment, a great deal of ground appears to remain still uncovered, largely no doubt on account of the difficulty of improvising suitable employment and the undesirability of merely distributing money-doles.

Under these circumstances, the National Union of Women's Suffrage Societies—having first ascertained that its action would involve no overlapping with existing schemes—has inaugurated a fund, known as the Professional Women's Patriotic Service Fund, to defray the cost of paying salaries to unemployed professional women whose services it proposes should be placed at the disposal of various organisations of public utility in which experienced workers are urgently needed.

The scheme will incur no expense whatever in material. The whole of the sum subscribed will be expended in paying the salaries at the standard rates. There will not be any cost of administration, as the N.U.W.S.S. is able to provide office accommodation and sufficient staff and equipment to carry out the work.

The National Union is appealing publicly for funds to enable it to carry out a piece of work which should do much to alleviate the distress inflicted by the war on numbers of women who because they suffer in silence do not suffer the less acutely.

Western Morning News, Dec: 26th. 1914.

EMPLOYMENT FOR DISTRESSED WOMEN.

SIR,—In view of the distress caused by the war to the educated woman worker, the Conservative and Unionist Women's Franchise Association has now opened a hostel at 9, Roland-gardens, South Kensington, for the reception of ladies who are either being trained or are seeking employment.

Guests will be maintained free of charge for a period of one month, at the end of which time, if no employment has been found, their case will be reconsidered. All applicants must be of British birth, and must provide two personal references.

Sufficient funds have been subscribed by the members of the Conservative and Unionist Women's Franchise Association and their friends to enable the committee to keep the hostel open for six months. The greater part of the furniture has also been given or lent by members and their friends. The National Food Fund is contributing a portion of the food supply.

All applications must be made in the first place in writing to the secretary of the Conservative and Unionist Women's Franchise Association, 48, Dover-street, Piccadilly, W., who will forward a form of application to be filled in.

MAUD SELBORNE, President.

48, Dover-street, Piccadilly, London, W., December 23rd.

The Standard, Dec. 23rd. 1914.

DRESSMAKER'S APPEAL.

To the Editor of "The Standard."

Sir,—I have read the article of the appeal to Englishwomen to support the trade of dressmakers, and I am very grateful for the patriotic Londoner's appeal. I am a Frenchwoman, but entirely English at heart; my household is English and my workgirls are English. We all have had to suffer terribly since the war broke out, as at once all the orders were stopped.

If things are going on as at present I fear I shall have to close my business, a thing which would break my heart, as I love it so much. We do not mind working cheaply or doing anything in the shape of work or serving so long as the girls can be kept going until the spring, when I hope all things will brighten up.—I am, Sir, yours truly,

HELENE DENEL,
26, Upper George-street, Bryanston-square, W.

The Times Dec: 24. 1914.

WORK FOR UNEMPLOYED GIRLS.

At the St. Pancras Workrooms, established under the Central Committee on Women's Employment and the Queen's Fund, at Lyndhurst Hall, Kentish Town, a three months' training scheme for unemployed girls between the ages of 17 and 25 has been put into operation. Five weeks are to be spent at dressmaking, five weeks at tailoring, and two weeks at cooking, in each instance under qualified teachers. The girls are mainly drawn from West-end houses which have had to cut down their workroom staffs, and by acquiring a knowledge now of the tailoring trade, will be prepared for vacancies in either class of workroom when high-class trade begins to improve. In the dressmaking rooms millinery is also taught.

Nothing is bought for these rooms, even the hooks and eyes, cut from the dresses that have been given, doing duty again, and all buttons used being also obtained in this way or made in the workroom. In the tailoring room old riding habits that have been given are remodelled.

Morning Post, Dec: 24 th. 1914.

THE EMPLOYMENT OF WOMEN.

TO THE EDITOR OF THE MORNING POST.

SIR,—Some ladies are defending the purchase of new, fashionable, and costly dresses and hats on the ground of keeping the shopwomen in employment. If the only alternative to this were the hoarding of the money, it would certainly be the better course. But it is surely better to spend it on employing labour in making necessaries for our soldiers, sailors, and the destitute, rather than on superfluous adornment for ourselves. The question is not—Shall we employ labour? but, How shall we employ it?

Again; ladies have been told that it is better to pay unemployed women to make shirts and other garments rather than to make them themselves. There are, however, many ladies who cannot afford to pay for this work, but who can give their own, and their time to it; while everyone has some limit to her means. Whichever method we adopt, we are not likely to provide more than will be needed.

But further: the workrooms can only accommodate an infinitesimal proportion of those thrown out of work; if more ladies, instead of buying expensive new clothes, would be content with renovating or "doing up" what they have, they might thus employ in their own houses many of the dressmakers and milliners whose special training is not required for shirt-making and plain needlework. These women would thus receive their wages direct, instead of through a firm and would in addition obtain at least one good meal in the day. All those ladies who renovate their own clothes in this manner know the difficulty of finding trustworthy and clever workers for the purpose and of finding them disengaged, so great is the run on them. At the present moment an increasing number of ladies are denying themselves new clothes and renovating their old ones, so that the demand for these women workers is greater than ever.

The committee of the Chelsea work-room now located in the Court Theatre are sending out many of their women for this work to private houses, and have now undertaken to keep a register to which ladies may apply for them. Perhaps other work-rooms are doing the same; but if all would keep such a register and take steps to make it known, it would go some way towards the relief of women's unemployment. And if through war in the first instance we arrived permanently at a simpler way of living, the reduction of luxuries, and the more useful employment of labour, it would be no small blessing.—Yours, &c.

M. H. MASON,
(Late Senior Inspector of Boarding Out, Local Government Board, Whitehall.)
5, Vincent-square-mansions, Westminster, Dec. 23.

Leicester Daily Post,
Dec: 24th 1914.

HERE AND THERE.

OTHER WORK FOR DRESSMAKERS.

With reference to what appeared in this column on Tuesday about the distress amongst local dressmakers, a kindly correspondent, anxious to help, tells me that if the young ladies who are short of work will only change their calling slightly, they can get as much work as they want. He suggests that they shall either enter the clothing trade or the blouse-making industry, both of which are very busy. By the latter, he means, of course, the wholesale blouse-making business, of which there is a considerable amount done in the town. There is so much dearth of labour in this direction, he says, that at least one local firm has had to advertise in other towns to try to secure girls for the work. I should imagine, too, that the young dressmakers would have little difficulty in getting employment in some of our busy hosiery factories.

GIRLS AND FACTORIES.

The trouble is that many girls have become dressmakers largely because they wished to avoid going into factories, and to some extent one applauds them for the course they have taken. The average factory is not quite the place for a girl of quiet tastes and refined thought, as many girls, even from working-class homes, undoubtedly are. I can imagine many a working-class girl, brought up by her parents to habits of self-control and self-respect, shrinking, with a holy dread, from becoming a worker in a factory. Many people will regard this feeling as stupid pride, or "swank." Sometimes it is, but in far more cases it is simply refinement of thought and feeling that is responsible for the hatred of all idea of work in a factory.

THE FAULT OF MANUFACTURERS.

For the prevalance of this feeling I fear the manufacturers are to some extent blameworthy. If they were to take more interest in their workrooms and endeavour to attract to them workers on a higher plane of education and culture, they would at the same time attract workers of higher intelligence. There would be no need for raising wages to get this higher intelligence. Many girls who work as dressmakers, as milliners, or who serve behind counters, accept low wages at these occupations, and work long hours, just because they want a form of work which shall be reasonably free from coarseness, vulgarity, and nastiness.

BETTER THAN STARVING.

In writing the above I must not be taken as trying to discourage any young dressmaker from entering a factory. In the first place there are factories to be found wherein the girls are encouraged to conduct themselves in a lady-like way, and are speedily brought to book for any outbursts of roughness of conduct. If an out-of-work dressmaker can get entry into such a place she ought not to let any false notion of pride prevent her from seizing the opportunity of easing her financial position. The hard-pressed dressmaker, too, should remember that even amongst the roughest girls it would be possible for her to retain her own refinements, if she were careful and tactful—never allowing herself to put on the pose of a superior person. If she could bring herself to accept employment in a factory, her influence might be very efficacious in improving the tone of the room in which she worked. But the task would be hard—so hard that I do not blame any girl for shrink from it.

Leicester Mail,
Dec: 26th 1914

WAR AND THE SHOE TRADE.

Plenty of Work, but Much Sickness.

WOMEN WORKERS WANTED.

The war has had a remarkable effect on the boot and shoe trade, especially in the districts more closely concerned with Government requirements. This is common knowledge locally, but probably the position was not appreciated at its true value in the absence of definite figures showing exactly the state of employment in the trade.

The writer of a series of special articles in the "Daily Citizen" on "Trade Unionism in Time of War" deals to-day with the boot and shoe trade. He points out that the war broke out at one of the quietest seasons of the industry, and the first effect of the war was panic—unemployment going up alarmingly. Then Army orders came pouring in, and unemployment rushed down again even more quickly than it went up.

Comparative figures for Leicester and Northampton show an amazing result. For September, October, and November of last year the numbers of unemployed on the books were as follows:—

	Sep.	Oct.	Nov
Leicester (No. 1 branch)	203	232	168
Leicester (No. 2 branch)	47	74	39
Northampton (No 1 branch) ...	174	163	109
Northampton (No. 2 branch) ...	154	163	76

For the same months of this year the figures were:—

Leicester (No. 1 branch)	116	162	82
Leicester (No. 2 branch)	116	57	9
Northampton (No. 1 branch) ...	40	6	nil
Northampton (No. 2 branch) ...	60	26	11

In effect the above figures mean that out of a total membership of 20,506 for the two towns, only 102 were unemployed in November. So far as women and girls are concerned there is nearly always plenty of work in peace time, but at present the demand for women workers is so great that Mr. E. L. Poulton states that he could find work for 40 alone in one factory in Leicester. A tremendous lot of overtime is being worked, and some of the places are running Saturday afternoons and Sundays, for which the full rates of wages are being paid. During the holiday season instead of the factories closing until January 4th, as usual, they are re-opening on Monday, December 28th.

The writer states that, speaking generally, the demands of the Union with respect to conditions and wages are being fully met; but, he adds, the excessive overtime is causing a comparative reduction of output and a considerable increase of sickness.

There are no fewer than 3,161 financial members of the Union on active service, representing a loss in contributions in November alone of over £318. All these men retain their cards and will be in full Union benefit when they return home. Funeral claims are being paid to the wives of men who die on active service, while those who return incapacitated and resume their Union payments will still be eligible for benefit. In this connection it is recognised that the Union is building up a very big future liability. Great discrimination and far-seeing judgment will be required to guide the Union through the difficulties it will undoubtedly experience after the war is over.

654II/50 654.
Daily News & Leader,
Dec: 28th 1914.

WOMEN WORKERS AND THE WAR.

(To the Editor.)

Sir,—Some ladies are defending the purchase of new, fashionable, and costly dresses and hats on the ground of keeping the shop-women in employment. If the only alternative to this were the hoarding of the money, it would certainly be the better course. But it is surely better to spend it on employing labour in making necessaries for our soldiers, sailors, and the destitute rather than on superfluous adornment for ourselves. The question is not, Shall be employ labour? but, How shall we employ it?

Again. Ladies have been told that it is better to pay unemployed women to make skirts and other garments rather than to make them themselves. There are, however, many ladies who cannot afford to pay for this work, but who can give their own and their time to it, while everyone has some limit to her means. Whichever method we adopt, we are not likely to provide more than will be needed.

But further: the workrooms can only accommodate an infinitesimal proportion of those thrown out of work. If more ladies, instead of buying expensive new clothes, would be content with renovating or "doing up" what they have, they might thus employ in their own houses many of the dressmakers and milliners whose special training is not required for shirt-making and plain needlework. These women would thus receive their wages direct, instead of through a firm, and would in addition obtain at least one good meal in the day.

All those ladies who renovate their own clothes in this manner know the difficulty of finding trustworthy and clever workers for the purpose, and of finding them disengaged, so great is the run on them. At the present moment an increasing number of ladies are denying themselves new clothes and renovating their old ones, so that the demand for these women workers is greater than ever.

The Committee of the Chelsea workroom now located in the Court Theatre are sending out many of their women for this work to private houses, and have now undertaken to keep a register to which ladies may apply for them. Perhaps other workrooms are doing the same; but if all would keep such a register, and take steps to make it known, it would go some way towards the relief of women's unemployment.

And if through war in the first instance we arrived permanently at a simpler way of living, the reduction of luxuries, and the more useful employment of labour, it would be no small blessing.

M. H. MASON.
(Late Senior Inspector of Boarding Out, Local Government Board, Whitehall, S.W.)
5, Vincent-square Mansions, Westminster, Dec. 23.

Yorkshire Post,
Dec: 28th 1914.

Careful inquiries made by societies interested in the employment of women, go to show that the steady decline in the number of workless women is only in a small degree due to recovery in certain branches of industry where women were discharged at the beginning of the war. Most of the unemployed women are to be found in the cotton trade. A small proportion of women in this industry have found employment in place of men serving with the Colours. For similar reasons there is a greater demand for women in other occupations where dislocation has resulted. The Labour organisations under feminist influences are rather gratified at what they call the opening of new careers for women, but Labour leaders associated with the clerical workers are of opinion that the first effect of the influx of women will be a lowering of wages. Watch is being kept for such cases, and it is proposed to take national action to deal with any attempted reductions. What seems, however, to give an air of insincerity to this attitude is that, almost without exception, the unions themselves have reduced the salaries and wages of their staffs.

Southport Visiter, Dec: 26th. 1914.. 654 II/51 656.

SOUTHPORT NATIONAL AID COMMITTEE.

THE MONEY RAISED BY SOUTHPORT.

Record of Work since the War began.

At a meeting of the Southport National Aid Committee, on Friday, December 18th, the Mayor (Mr. Councillor Willett) presiding, the chairmen of the various sub-committees submitted statements as to the work done by the different sub-committees to date.

The Chairman of the Employment Committee (Mr. E. G. Wood) stated that this committee was appointed with the following primary duty: "To observe the existing conditions of labour in the locality and to consider what measures might be adopted to prevent and alleviate distress if and when it occurs." With this object in view the committee gave instructions for information to be obtained as to the existing conditions and prospects of the various trades in the borough, and circulars were sent to 500 employers of labour asking them for information as to the present and future prospects of employment. The Trade Unions were also asked to furnish for the guidance of the Committee information in their possession or control as to the existing conditions of employment in Southport.

The result of the replies to such circular went to show that with the exception of the various sections of the building trade, the printing trade, and those trades employing female labour, such as drapers and milliners, the conditions were satisfactory under the circumstances, and did not appear to call for any action on the part of the Committee at the present time.

With regard to the building trade, the residents and others in the Borough were requested through the public Press to put work in hand as far as possible and give orders so as to maintain employment. The position amongst joiners particularly has been relieved by the building by contract of huts for the War Office and the Corporation sewerage and other works.

The Committee have applied to the Board of Trade Labour Exchange for their co-operation, and the local officers have been instructed by the Board of Trade to give all possible assistance, and work in harmony with the Committee. The Committee have had the advantage of reports as to the labour market from the manager of the local Exchange, and have co-opted him a member of the Committee. With regard to the printing trade, since the return was obtained by the Committee, employment in this trade has improved.

UNEMPLOYMENT AMONGST WOMEN.

With regard to the question of unemployment amongst women, a scheme has been prepared by a sub-committee of the Ladies' Auxiliary working in connection with the Queen's Work for Women Fund, by which employment is found for women and girls who are out of work, in the making of toys, etc., for sale. This scheme was a very interesting experiment, upon which the ladies concerned, including Mrs. Henry Nicholl, Mrs. Rowntree, Mrs. Hindley Smith, Mrs. T. Walker, and others are to be congratulated, and up to the present has been very successful, as the following return will show:—"The work has gone on steadily since it opened. This week there are 20 women and girls in the workroom, the highest number for any week being 39. Since the troops came into the town unemployment in Southport has been very little, and personally, I consider there is scarcely any unemployment among women owing to the war in Southport. A rough estimate has been made of the expenses in connection with the toy department, and it was found that the money received for toys had covered the expense of materials and labour, which is, I think, a highly satisfactory result, especially when compared with similar workrooms, reports of which have appeared in the newspapers."

The local conditions generally speaking are very much more favourable than could have been expected, and matters generally have been very much modified by the effects of billeting a large number of troops in the town, and the weekly expenditure of several thousands of pounds which is distributed so widely amongst householders and tradespeople, and persons depending upon them for employment.

CASE COMMITTEE'S WORK.

The Chairman of the Case Committee (Mr. W. J. Boothroyd) reported that since the appointment of the committee after the outbreak of the war 174 applications for assistance in cases of civil distress have ben made to this committee. Up to the 12th December, of these cases three were pending inquiry, and had not been adjudicated upon.

Fifty-three applications had for various reasons not been entertained. In the majority of such cases there was not in the opinion of the committee distress owing to the war, which it is the purpose of the fund to relieve.

The number of cases helped amount to a total of 118. The average weekly number of cases helped is 60, but the weekly number of cases is now higher than that figure.

In a number of cases work has been found as the form of assistance most acceptable, and in this direction a number of women have been helped by being employed to make garments which have been given to the Belgian refugees, so that a double object has been achieved.

Applications for relief are received at 2, Church-street, and are considered and dealt with by the committee twice weekly, and the invaluable assistance rendered by the ladies is much appreciated, their work of inquiry and registration being most efficiently conducted.

THE LADIES' AUXILIARY.

The Secretary of the Ladies' Auxiliary (Mrs. Hindley-Smith) reported that the inaugural meeting of the Ladies' Auxiliary was held August 10th, 1914. From this was formed five sub-committees:—(1) Sewing Guild. (2) Ambulance and Nursing. (3) Civil Distress. (4) Women's Employment. (This rather later.) (5) The Sailors and Soldiers' Families Association. (The members of this were already in existence). (1) The Sewing Committee have sent out up to the present time 20,771 garments. These have been given to local men in the 7th King's (Liverpool Regiment), both at Canterbury, Blackpool, and Bootle, and Sevenoaks. Also to the local men who have recruited for Kitchener's Army and for local men in the Naval Reserve, and for the Southport Infirmary and many other military hospitals. The troops billeted in town have also had 6000 garments sent to them. The money for providing these garments has been entirely provided by the Southport public, also a great deal of material has been given, including a gift of 600 yards of shirting from the Finance Committee. A large number of the garments are sent in as gifts from the work societies in town, and those in some cases are sent marked for special despatch. The committee have also provided a great number of garments for the dependants of soldiers and sailors, and also provided the sewing to be paid for in connection with the Case Committee. (2) Ambulance and Nursing: St. John Ambulance lectures were held at the Science and Art Schools, Southport; also by Dr. Fenn for Birkdale and Ainsdale. Smaller classes have been held by Drs. Swete-Evans, Schofield, Harker, Penrose, and McKay and Horn. Ninety-five per cent. of all the students have successfully passed the examinations and hold the St. John Ambulance Certificate. (3) Civil Distress: Applications for assistance on account of civil distress are made at 2, Church-street. The work of this comes before the Case Committee, and will be fully reported from there. (4) Women's Employment: A full report of this was sent to the Employment Committee, and will be enfolded in the report of the secretary. The workroom for women and girls was opened on October 5th, 1914. On the first day 14 were employed; the number soon rose to 39, and now is down to 16 again. There were no applications this week. Since the opening 51 have been employed. Over 3000 toys have been made; these have paid for labour and material. The garments have in the bulk been orders, therefore the material has been paid for, but the labour has not quite been covered. (5) It is not possible to say much about the S. and S.F.A. It is worked under certain rules and regulations that have changed fairly constantly. The separation allowance is now paid through the Post Office. Until this comes money has been advanced most kindly by the town: most of this has been repaid. There are over 600 cases on the books. Where money is received direct from the Post Office the S. and S.F.A. only make an allowance on the rent.

FINANCE SUB-COMMITTEE.

The Mayor, as Chairman of the Finance Committee, reported that the ex-Mayor (Councillor Dr. Limont) opened a local branch of the Prince of Wales' National Relief Fund.

The Finance Sub-Committee was appointed to assist the Mayor to obtain subscriptions to the Prince of Wales' National Fund, and also to obtain proper grants from that fund for the expenditure of the committee, and to allocate to the various sub-committees, and generally to exercise financial control.

In accordance with these instructions the committee have from time to time considered various ways and means of augmenting the various funds opened by the Mayor in connection with the war.

As a result of a communication from the Central Office of the National Relief Fund, the Mayor opened a special local fund for local needs, and as a result of the opening of such fund no demand has as yet been made on the Prince of Wales' Fund.

In addition to opening these two funds, his predecessor (Dr. Limont) also opened a local Belgian Relief Fund and a local Princess Mary's Sailors and Soldiers' Christmas Fund, and since I came into office I also opened an account in connection with the King Albert and His People's Christmas Fund.

He was pleased to report that all these funds have been well supported by the people of Southport, and that the amounts collected for the several funds are, up to Wednesday last, as follow:—

	£	s.	d.
Prince of Wales' National Relief Fund	10,231	8	8
The Mayor's Local War Fund	3,147	9	8
The Belgian Relief Fund	1,250	15	6
The Princess Mary's Sailors and Soldiers' Christmas Fund	68	19	2
King Albert and His People's Fund	139	0	0
	£14,837	13	0

In accordance with instructions received from the General Committee the sub-committee have considered the scheme presented by Dr. Bentall for the establishment of a hospital for wounded and convalescent soldiers, and after very careful consideration, and in view of the offers already made by existing institutions to take in wounded and convalescent soldiers, and also especially in view of the announcement of the billeting of a large number of troops in the town during the present winter, the sub-committee could not recommend the committee at present to proceed with the scheme.

WOUNDED BELGIAN SOLDIERS.

Mr. J. J. Barlow reported as to the wounded Belgian soldiers, who had been in Southport during the last two or three months. In all there were 50, distributed as follow:—The Infirmary 7, Convalescent Hospital 10, Hydropathic Hospital 7, Homœopathic Hospital 19, Isolation Hospital 7; total 50. The majority suffered from bullet and shrapnel wounds in the hands and arms, which in six cases necessitated the amputation of one or more fingers; in some instances, rendering the men useless for any further actual fighting. All the cases progressed favourably under the excellent care they received at the hands of the medical and nursing staff. The attention and hospitality they received from the public during their stay has been lavish, not to say at times, embarrassing, and it is no wonder that all of them, whilst recognising their duty to their gallant country, were loth to leave our hospitable borders.

The Belgian Military Authorities arranged with the Salvation Army in various parts of the Country to have those who were fit sent to the Salvation Army quarters in Quaker-street, London, where they are further examined, and if deemed fit drafted to the Continent. The first batch left here on November 30th, followed by further batches on the 4th and 14th December. There now remain 10—eight at the Homœopathic Hospital, one at the Infirmary, and one at the Isolation Hospital—who are not yet fit to return. These will probably be here till the New Year.

Morning Post Dec. 28th. 1914.

NOT PAYING FOR WORK DONE.

TO THE EDITOR OF THE MORNING POST.

SIR,—I am interested in the letter signed by Miss M. H. Mason in your issue of the 24th inst. on the subject of the employment of women. In addition to the remarks already made I would wish to draw attention to the disastrous habit which some of our best-dressed women fall into of not paying for work done. I know of very sad cases where the workers (dressmakers and milliners) are left so long unpaid that ruin has overtaken them from not being able to pay in their turn for the expensive material they have provided. I have always felt that rich women should dress richly and so contribute to the wealth of manufacturers, and the question of what should be spent on ourselves in dress is equally true of what we should spend on ourselves in food. As I also know, bakers and butchers and dairies are kept in cruel suspense as to how to meet their liabilities in consequence of the long delay in receiving payment from their customers. Fine clothes are a luxury, and so are expensive articles of food, butter, eggs, plenty of milk, and the best items out of our butchers' and grocers' shops. It is a good test as to what we really can afford to spend on luxuries to pay at least once a week every coin we owe and consider what remains in our purse as our own to spend. We are otherwise living dishonestly on charity.—Yours, &c.,

LYDIA GIBBONS.

12, Coleherne-court, Dec. 26.

The World, Dec: 29th. 1914.

PREVENTING UNEMPLOYMENT.

Not the least valuable part of the activities of the Central Committee on Women's Employment has been its efforts to obtain orders for firms which would otherwise be at a standstill. Thus, during the last few days an order for khaki clothing sufficient to maintain a considerable number of women in employment for several months has been obtained for a large firm at Liverpool where distress existed among the employees. In the same way, a mantle factory in London on the advice of the committee tendered to the War Office for a contract for 8,000 great coats.

The committee has also interested itself in the increase of the supply of khaki clothing, and certain carpet-weaving factories have been led to arrange to manufacture this cloth on a great scale. These firms have now tendered to the War Office and to the Allied Governments for orders which, if given, will lead to the re-employment of some thousands of girls and women weavers reduced by the stoppage of the carpet trade to idleness.

It is creditable to the committee and to Mr. J. J. Mallon, who supervises this side of its work, that the organisation created is capable at short notice of adjusting itself to fresh demands. A fortnight ago an order to make 7,000 flannel belts was suddenly offered on condition that the belts were finished in five days. The order was taken and satisfactorily executed in the specified time.

The work of the Contracts Department, it should be noted, is entirely self-supporting, and does not involve expenditure from the National Relief Funds.

One of the new trades suggested by the Central Committee on Women's Employment for giving work to women is the making of doll's tea-sets. This work is now progressing favourably in the Potteries, particularly at Stoke-on-Trent. One firm reports that they are able to employ more women than they have been able to do for a long time by reason of this new industry.

Before the war, the doll's tea-sets were all made in Germany, and the demand for them, particularly this Christmas time, was large. The shop-keepers at Stoke have themselves urged the manufacturers to take up this class of work. Since it has been begun, there has been a quick sale for the British-made article. Toy dinner, tea, dessert, and toilet sets are being made by a process which is easy for the girls to learn, and at which they can speedily earn good wages. One employer reports to the committee that he is also copying German vases of good shape and pattern, for which there are good orders. Employment is thus being found for an additional number of women.

The making of boxes for the tea-sets will give further work to women, while the packing is another definite employment. If the suggestions of the committee are followed, the latter will be developed into an art as it is in Germany.

The Times, Dec: 31st. 1914. 654.

WORKROOM FOR UNEMPLOYED CITY TYPISTS.

The City of London Committee of the Prince of Wales's National Relief Fund yesterday opened at the disused police station in Bridewell-place, Blackfriars, a workroom to give employment to a number of young women and girls—typists in the City—who have been thrown out of situations through the war. The expenses will be paid from the Queen's "Work for Women" Fund.

About 50 girls are being dealt with at present, though gradually about 210 will be taken in. For the moment needlework and domestic economy are being taught, but, later on, other subjects will be added. Small wages are being paid. There are classes for cookery and the meals prepared are sold to the pupils for a nominal sum.

Daily Call, Dec: 31st. 1914

LADY CLERKS IN BANKS.

LONDON PROBLEM AND ITS PROBABLE EFFECT.

LOWERING OF SALARIES.

In the "Bank Clerks' Review" a secretary of the National Association of Bank Clerks discusses the question of the employment of lady clerks in London banks owing to the serious shortage in the supply of male clerical assistance due to the war.

"The question for bank clerks to decide," says the writer, "is whether this emergency innovation is likely to be a permanency, and, if so, how it will affect the banking profession?"

He anticipates that a large number of the clerks who have enlisted will never return to the banks. Some may be killed, others permanently disabled, while a certain proportion may adopt either the Army or some other sphere of activity as their permanent career after the campaign.

"It is therefore," he says, "quite likely that the female clerks who are employed during the war will become permanent members of the staffs of the banks." He fears that the result will be a reduction of wages and salaries among the male staffs.

Northern Daily Telegraph, Dec: 29th. 1914.

MORE WOMEN AT WORK.

Careful inquiries made by societies interested in the steady employment of women go to show that the steady decline in the number of workless women is only in a small degree due to recovery in certain branches of industry where women were discharged at the beginning of the war. Most of the unemployed women are to be found in the cotton trade. A small proportion of women in this industry have found employment in place of men serving with the colours. For similar reasons there is a greater demand for women in other occupations where dislocation has resulted. The Labour organisations under feminist influences are rather gratified at what they call the opening of new careers for women.

Daily Telegraph, Dec: 31st. 1914.

WAR AND TRADE.

SATISFACTORY FIGURES.

The Board of Trade announce that in the trades compulsorily insured against unemployment, namely, building, works of construction, engineering, shipbuilding, vehicle making, &c., the percentage of unemployment at Dec. 24 was 3.24, as compared with 3.28 the previous week, 3.69 a month previous, and 4.64 a year ago.

These figures relate to the whole of the United Kingdom, and include all unemployed workmen in the insured trades. It will be seen that the rate of unemployment in these trades remains below the level of a year ago. As regards the uninsured trades, the number of men and women on the registers of the Labour Exchanges at Dec. 24 shows a decrease on the figure of the previous week, being 34,883 as compared with 42,633. For men alone the corresponding figures were 14,330 and 17,263, and for women 20,553 and 25,370. These figures may be affected by the Christmas holidays.

Liverpool Courier, Dec: 31st. 1914.

WORKROOMS FOR WOMEN.

Experience has shown that in Liverpool female workers have been much more adversely affected by the war than men. As a consequence efforts are being put forward to make up to them in some measure for the loss of employment by the opening of two workrooms, one at 111, Shaw-street, and the other in the disused Council Schools in Oakes-street. Here at the present moment work is being found for over 200 women, the wages of the majority being paid by the Relief Sub-committee of the Prince of Wales' Fund, and of some others by the Soldiers' and Sailors' Families Organisation. So far the employment provided has not clashed with the work ordinarily done in previously existing workrooms or factories in Liverpool, but it is becoming increasingly difficult to find work of this description, which largely consists of the repairing and making up of linen and clothing presented for the purpose, and afterwards distributed among the hospitals and the poor. Many children will shortly be returning to school after the holidays and if parents when fitting them out with new garments will send the old ones to either of the workrooms they will be gratefully appreciated. Such gifts will serve the double purpose of assisting to provide employment for many women and enabling the committee to continue the distribution of clothing among poor children. Parcels of clothing can be sent to the superintendent at either of the workrooms mentioned.

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WOMEN AND THE WAR.

PROVISION OF EMPLOYMENT.

DISTRESS COMMITTEES' CONFERENCE.

THE question of providing work for unemployed women in times of distress was under consideration yesterday at a conference of the Distress Committees of Scotland, held in the City Chambers, Glasgow. The meeting was called "to consider and devise a national policy in regard to making provision for unemployed women, and to arrange for collective action being taken to carry out same."

Bailie M'Clure, chairman of Glasgow Distress Committee, presided, and representatives were present from the Distress Committees in Glasgow, Aberdeen, Paisley, Leith, Edinburgh, Greenock, and Dundee.

At the outset, the Chairman said he hoped that a discussion on their past experiences in dealing with the unemployment of women would result in suggestions which would enable them to meet circumstances that might arise when the war is over.

Councillor Alston stated that employment was very good at the moment, and as long as the war lasted, although everyone hoped it would not last long, there was no danger of the problem of unemployed women arising. But wisdom suggested that now was the time to prepare for the possibilities of the future.

In answer to Miss Lees, Edinburgh, Mr Alston stated that at the outbreak of war a much superior class of women than before made application to the Glasgow Distress Committee for employment.

Miss Irwin, Glasgow, suggested that in every large centre a permanent emergency workroom should be established, where respectable women temporarily out of employment could be placed for a short period until work was procured for them.

Bailie Russell, Greenock, supported the suggestion of the previous speaker.

Mr Robertson, Leith, said the situation in Leith at present gave them little or no concern. The problem, in fact, was one of finding labour, not of finding employment.

Since the outbreak of the war, said Miss Lees, Edinburgh, the women had shown a remarkable adaptability. What was wanted now were new trades. They went into shops and were told that they could not get certain articles because they had been made in Germany or Austria. Why, she asked, doesn't some man with a head for machinery and organisation set up machinery to make these articles?

Mr Banks and Mrs Boëmé, Edinburgh; Bailies Kelly and Keddie, Leith; and Bailie Baird, Paisley, also addressed the meeting.

Thereafter Councillor Alston moved a resolution to the effect that Distress Committees approach the Local Government Board for the amendment of the Unemployed Workman's Act to enable them to undertake the training of girls for new professions or to subsidise girls in training for new professions; to establish a workroom, to be open all the year round, in order to deal with applications at once, and to enable them to deal with the training of women for agricultural purposes, so that they would be able to take up professions in that line and become self-supporting in such businesses as poultry keeping, vegetable production, &c.

Mr Banks seconded the resolution, which was unanimously carried.

It was agreed to send copies of the resolution to the various Distress Committees recommending its adoption by them. The Conference agreed to meet again in a month.

Morning Post, January 19th. 1916.

WORK IN WARTIME.

FEWER UNEMPLOYED.

OFFICIAL RECORD OF IMPROVING INDUSTRY.

Based mainly on returns received from 23,000 industrial firms employing about 4,000,000 workpeople—roughly 43 per cent. of the industrial population—a report was issued by the Board of Trade yesterday showing the state of unemployment in the United Kingdom in December.

The improvement which was noted in the report for October has continued. In October the reduction in the number of male workpeople employed, compared with July, was 10.7 per cent., while the percentage joining the Forces up to that date was 10.6 per cent., so that allowing for enlistment there was practically no net increase of unemployment as between July and October. By December the reduction in the number of male workpeople employed had fallen to 10.6 per cent., while the percentage joining the Forces had risen to 13.3. There had, therefore, from July to December, been an actual diminution in the number unemployed, representing 2.7 per cent. of the male workpeople in industry. The favourable tendency shown by the statistics is emphasised by the figures for short time and overtime. The number of men on short time has been reduced from 17.3 per cent. in October to 10.8 per cent. in December, while the percentage on overtime has risen from 5.2 per cent. to 13.0 per cent. Women were more seriously affected by the war than men, but the recent improvement in their case has been almost equally marked. As compared with July the reduction in the numbers employed was 3.2 per cent. in December, as against 6.2 in October. Short time has fallen from 26 per cent. to 19.1 per cent., while overtime has increased from 5.9 per cent. to 10.8 per cent.

Trades Affected.

The trades which show the largest contraction of employment are the building, cotton, and furniture trades, but in many industries a shortage of labour rather than a lack of employment has become the chief feature of the situation. It is pointed out that the percentages given above as "joining the Forces" do not by any means represent the number of recruits enlisted. They relate solely to men known by their employers to have left industrial employment for the purpose of joining the Forces. Thus they do not include any recruits who enlisted while unemployed, or whose occupation was not industrial. On the other hand, they include Reservists, besides new recruits. The report further indicates that while for September and October the contraction of the numbers employed among males exceeded the numbers known to have joined the Forces, in December the position is reversed, and the numbers known to have joined the Forces ex-
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and other mines, iron and steel, shipbuilding, engineering, wool and worsted, boot and shoe, leather, chemical, timber, hosiery, and food industries, is the fact that, in spite of the abundance of Government orders, and the keen demand for labour, there is a marked increase in enlistment in each. In all these trades those who have joined the Forces have been replaced to a very large extent, and there is much more overtime than short time. In the coal trade there is still some short time—chiefly in the north-east coalfield and the East Midlands. In timber there is almost as much short time as overtime—an illustration of the unequal distributio of good trade. The improvement in the chemical ade is not only the consequence of the stoppage German imports into the home market, but is ir art due to an expansion of exports; for the trade returns of the last three months show an increase which is doubtless due to a shortage of certain German chemicals in neutral markets. The woollen and worsted trades show better results than ever, partly owing to the fact that worsted is now being used extensively for uniforms. The prosperity is therefore more widespread than before. The very high unemployment figure for women in the "food" group is largely to be accounted for by the condition of the fish-curing trades, where the normal seasonal depression has this year been accentuated on the East Coast by the restriction on fishing in the North Sea.

Pottery, Linen, and Jute.

The second group of trades comprises glass, china, and earthenware, &c., linen, hemp, and jute, paper and printing, clothing, and the cycle, motor, and carriage trades. In all of them there is a net replacement of men, enlistment more than accounting for the contraction of male employment. None the less there are features of these trades either unsatisfactory or calling for explanatory comment. In the Potteries, which are predominant in the glass, china, &c., group, there is a large amount of short time, less than in October it is true, but still amounting to 19.5 per cent. in the case of men and 34.9 per cent. in the case of women. The linen, hemp, and jute group also show a considerable amount of short time—chiefly the linen trade. This trade is, indeed, one of the few where the condition of things was worse in December than in October; linen depends largely on supplies of flax from Russia, and the closing of the Baltic by the war has caused a serious shortage. The jute trade, too, though there are here and there complaints of a shortage of men, is not in an entirely satisfactory condition. The paper and printing trades have benefited much less than usual from the Christmas season, and mention is made of the diminution in catalogues.

The Clothing Trade.

The clothing trades head includes several sections which are rather depressed, *e.g.*, dressmaking and millinery. Hence, though shirtmaking and wholesale tailoring show a great deal of additional employment, the result for the whole group is fairly normal. In this industry the effect of the war entirely depends on the extent to which the individuals in the depressed sections have been transferred to other branches. Women's labour is, however, never so mobile as men's, and the adjustment will only take place freely if the various sections of the trade already happen to exist in the same locality, or if new forms of employment can be started and contracts given in localities where formerly only one branch was carried on. The sections which remain most depressed are high-class dressmaking and bespoke tailoring, while laundries are experiencing a good deal of short time.

Other Occupations.

There has been a considerable improvement in the cycle, motor, and carriage trades, but the building trade stands out as the one important industry which shows results greatly inferior to those of October. On the other hand, the furniture trade is somewhat better. A number of manufacturers with wood-working plants are occupied on Government orders for ammunition boxes, but the "luxury" side of the trade remains, and must be expected to remain, depressed. A scheme which has been set on foot in London under Government auspices for training upholsterers and cabinetmakers in the saddlery trade is worthy of note as an instance of an attempt by industrial training to meet the problem of transference. There has been a marked renewal of employment in the jewellery and musical instrument trades.

Employment in the cotton trade shows an appreciable improvement. The net contraction of men employed has fallen from 10.1 per cent. to 3.7 per cent., and the contraction of women has fallen from 14.2 per cent. to 9.3 per cent.; short time has also decreased. This improvement has been in spite of some unfavourable factors, for example, the cutting off of the Turkish market. There has been some increase in Government orders for cotton goods.

Sacrifice for Defence.

With regard to enlistment it is pointed out that although recruiting is no doubt encouraged by unemployment, the prosperity or depression of a trade is by no means the only factor in determining the percentage of enlistment; for in some of the most prosperous trades the percentage is very high and seems to be the cause of a good deal of overtime among those who remain at home. Enlistment from Government offices has been heavy—about 15 per cent.—and it has been necessary to fill places temporarily on a large scale. Returns from 460 local authorities show that over 19,700 persons have been taken on to fill the places of 27,783 who have joined the Colours. As regards the professions, the general tenor of such reports as come to hand is that while business is restricted it does not yet involve any considerable amount of distress. Business has fallen off particularly heavily in the legal profession, but the decline is compensated from the employers' point of view by the enlistment of a very large percentage of lawy clerks. The musical profession has also suffered rath heavily, but apparently more in London than in th provinces. Male school teachers are scarcer than eve owing to heavy enlistment, and places are being filled by women to such an extent that a shortage of women teachers is reported. Artists and architects seem to be among the worst hit of the professional classes. As regards domestic service the fear expressed in the autumn that there would be very little employment later in the year has not been realised, and except among charwomen there is no evidence of serious lack of employment.

Commercial Situations.

Statistics relating to commercial employment in London show that there has been an increase of 25 per cent. in the employment of women in London banks since the war, while similar, though not quite such striking figures, are given for some other City employments. The enlistment percentage for commercial employments as a whole in London is 18½, which about balances the contraction of numbers employed. As regards railways, the companies have been compelled to apply to the War Office for permission to put pressure on their employees not to enlist, and the number who have joined the forces is now about 60,000 out of some 600,000 employed. The situation with regard to tramway and omnibus service is little changed compared with October.

Docks and Shipping.

As regards the docks, employment in London was abnormally brisk throughout November and December, and certain classes of work in the port have been held up for lack of labour. The unloading of timber, for example, was delayed for lack of deal porters. Figures comparing employment in the middle of December with the corresponding week last year show 26,258 employed by the Port Authority, wharves, shipowners, &c., as compared with 24,311 a year ago, an increase of 8 per cent. On the East Coast generally the state of employment is below the normal, owing to shipping difficulties, but there is evidence that men have found employment in other directions. On the West Coast the state of employment is good. At Cardiff there is a shortage of labour, largely owing to heavy enlistment. On the South Coast the state of employment is also good. The number enlisting of this class of worker is very high throughout the country. As regards agriculture, the correspondents of the Board of Agriculture report that while in most dis tricts there is a sufficiency of labour for winter needs there is likely to be difficulty in getting the necessar work done in the spring owing to the considerab numbers who have enlisted. Shortage of labour already marked in the Wold district of Yorkshire, a in the home counties in the case of milkers and mark gardeners. At the November hirings in several d tricts competition among farmers has caused a c siderable advance in wages. There is no evidence lack of employment among shop assistants.

Aberdeen Daily Journal, Jan. 28nd. 1915.

ACUTE DISTRESS IN LEWIS.

POVERTY OF FISH GIRLS.

INADEQUATE RELIEF SCHEMES.

The problem of distress consequent on the stoppage of the herring fishing is widespread, and daily becoming more acute, in Lewis (says a Stornoway correspondent). This island has sent a seventh of its entire population into the fighting line. It is calculated that at least 90 per cent. of all able-bodied men of military age are serving King and country in one branch or other of the sea or land forces. About 2000 of these men in civil live followed the herring fishing, and though their earnings from this source have been lost to the island, their families and dependents have been more than recompensed by the separation allowances and allotments—a sure and steady influx of money such as these households never before knew. So far as the command of hard coin is concerned, therefore, many families in Lewis find themselves better placed than they were before the outbreak of war.

Unfortunately, this is true of a section only, for families hitherto dependent on the earnings of the young women at the herring fishing find themselves face to face with actual poverty. In prosperous fishing seasons, upwards of £50,000 would be brought home annually by the girls. On the outbreak of hostilities in August, 2500 girls returned to Lewis, most of them literally penniless. Then the potato crop has been a complete failure in almost every district of the island. It is estimated that 800 households which in normal times were comparatively com- are in need of assistance.

Efforts are being made through the various agencies to provide the women and girls with employment at knitting. The average that can be earned at stock-making is a paltry 2s 6d a week, yet even at these sweating terms hundreds of girls all over the island are clamouring for work. Hitherto the local Relief Committee has found it impossible to procure sufficient supplies of yarn from the agencies to meet even a tithe of the demand. The result is that instead of meeting the situation by the provision of employment—even poorly-paid employment—the committee has to dole out charity, a method which, to the credit of the girls be it said, most of them find distasteful. For the men even the

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Trades Affected.

The trades which show the largest contraction of employment are the building, cotton, and furniture trades, but in many industries a shortage of labour rather than a lack of employment has become the chief feature of the situation. It is pointed out that the percentages given above as "joining the Forces" do not by any means represent the number of recruits enlisted. They relate solely to men known by their employers to have left industrial employment for the purpose of joining the Forces. Thus they do not include any recruits who enlisted while unemployed, or whose occupation was not industrial. On the other hand, they include Reservists, besides new recruits. The report further indicates that while for September and October the contraction of the numbers employed among males exceeded the numbers known to have joined the Forces, in December the position is reversed, and the numbers known to have joined the Forces ex- he contraction of the numbers employed. Thus, in lieu of displacement of men previously has replacement in employment say, the war loyed in July industry. s have had for en- es have he dis- iefly r if ire) les

distributio of good trade. The improvement in the chemical ade is not only the consequence of the stoppage German imports into the home market, but is ir art due to an expansion of exports; for the trade returns of the last three months show an increase which is doubtless due to a shortage of certain German chemicals in neutral markets. The woollen and worsted trades show better results than ever, partly owing to the fact that worsted is now being used extensively for uniforms. The prosperity is therefore more widespread than before. The very high unemployment figure for women in the "food" group is largely to be accounted for by the condition of the fish-curing trades, where the normal seasonal depression has this year been accentuated on the East Coast by the restriction on fishing in the North Sea.

Pottery, Linen, and Jute.

The second group of trades comprises glass, china, and earthenware, &c., linen, hemp, and jute, paper and printing, clothing, and the cycle, motor, and carriage trades. In all of them there is a net replacement of men, enlistment more than accounting for the contraction of male employment. None the less there are features of these trades either unsatisfactory or calling for explanatory comment. In the Potteries, which are predominant in the glass, china, &c., group, there is a large amount of short time, less than in October it is true, but still amounting to 19.5 per cent. in the case of men and 34.9 per cent. in the case of women. The linen, hemp, and jute group also show a considerable amount of short time—chiefly the linen trade. This trade is, indeed, one of the few where the condition of things was worse in December than in October; linen depends largely on supplies of flax from Russia, and the closing of the Baltic by the war has caused a serious shortage. The jute trade, too, though there are here and there complaints of a shortage of men, is not in an entirely satisfactory condition. The paper and printing trades have benefited much less than usual from the Christmas season, and mention is made of the diminution in catalogues.

The Clothing Trade.

The clothing trades head includes several sections which are rather depressed, *e.g.*, dressmaking and millinery. Hence, though shirtmaking and wholesale tailoring show a great deal of additional employment, the result for the whole group is fairly normal. In this industry the effect of the war entirely depends on the extent to which the individuals in the depressed sections have been transferred to other branches. Women's labour is, however, never so mobile as men's, and the adjustment will only take place freely if the various sections of the trade already happen to exist in the same locality, or if new forms of employment can be started and contracts given in localities where formerly only one branch was carried on. The sections which remain most depressed are high-class dressmaking and bespoke tailoring, while laundries are experiencing a good deal of short time.

Other Occupations.

There has been a considerable improvement in the cycle, motor, and carriage trades, but the building trade stands out as the one important industry which shows results greatly inferior to those of October. On the other hand, the furniture trade is somewhat better. A number of manufacturers with wood-working plants are occupied on Government orders for ammunition boxes, but the "luxury" side of the trade remains, and must be expected to remain, depressed. A scheme which has been set on foot in London under Government auspices for training upholsterers and cabinetmakers in the saddlery trade is worthy of note as an instance of an attempt by industrial training to meet the problem of transference. There has been a marked renewal of employment in the jewellery and musical instrument trades.

Employment in the cotton trade shows an appreciable improvement. The net contraction of men employed has fallen from 10.1 per cent. to 3.7 per cent., and the contraction of women has fallen from 14.2 per cent. to 9.3 per cent.; short time has also decreased. This improvement has been in spite of some unfavourable factors, for example, the cutting off of the Turkish market. There has been some increase in Government orders for cotton goods.

Sacrifice for Defence.

With regard to enlistment it is pointed out that although recruiting is no doubt encouraged by unemployment, the prosperity or depression of a trade is by no means the only factor in determining the percentage of enlistment; for in some of the most prosperous trades the percentage is very high and seems to be the cause of a good deal of overtime among those who remain at home. Enlistment from Government offices has been heavy—about 15 per cent.—and it has been necessary to fill places temporarily on a large scale. Returns from 460 local authorities show that over 19,700 persons have been taken on to fill the places of 27,783 who have joined the Colours. As regards the professions, the general tenor of such reports as come to hand is that while business is restricted it does not yet involve any considerable amount of distress. Business has fallen off particularly heavily in the legal profession, but the decline is compensated from the employers' point of view by the among charwomen there is no evidence of serious lack of employment.

Commercial Situations.

Statistics relating to commercial employment in London show that there has been an increase of 25 per cent. in the employment of women in London banks since the war, while similar, though not quite such striking figures, are given for some other City employments. The enlistment percentage for commercial employments as a whole in London is 18½, which about balances the contraction of numbers employed. As regards railways, the companies have been compelled to apply to the War Office for permission to put pressure on their employees not to enlist, and the number who have joined the forces is now about 60,000 out of some 600,000 employed. The situation with regard to tramway and omnibus service is little changed compared with October.

Docks and Shipping.

As regards the docks, employment in London was abnormally brisk throughout November and December, and certain classes of work in the port have been held up for lack of labour. The unloading of timber, for example, was delayed for lack of deal porters. Figures comparing employment in the middle of December with the corresponding week last year show 26,258 employed by the Port Authority, wharves, shipowners, &c., as compared with 24,311 a year ago, an increase of 8 per cent. On the East Coast generally the state of employment is below the normal, owing to shipping difficulties, but there is evidence that men have found employment in other directions. On the West Coast the state of employment is good. At Cardiff there is a shortage of labour, largely owing to heavy enlistment. On the South Coast the state of employment is also good. The number enlisting of this class of worker is very high throughout the country. As regards agriculture, the correspondents of the Board of Agriculture report that while in most districts there is a sufficiency of labour for winter needs there is likely to be difficulty in getting the necessary work done in the spring owing to the considerable numbers who have enlisted. Shortage of labour already marked in the Wold district of Yorkshire, and in the home counties in the case of milkers and market gardeners. At the November hirings in several districts competition among farmers has caused a considerable advance in wages. There is no evidence of lack of employment among shop assistants.

Aberdeen Daily Journal,
Jan. 28nd. 1915.

ACUTE DISTRESS IN LEWIS.

POVERTY OF FISH GIRLS.

INADEQUATE RELIEF SCHEMES.

The problem of distress consequent on the stoppage of the herring fishing is widespread, and daily becoming more acute, in Lewis (says a Stornoway correspondent). This island has sent a seventh of its entire population into the fighting line. It is calculated that at least 90 per cent. of all able-bodied men of military age are serving King and country in one branch or other of the sea or land forces. About 2000 of these men in civil live followed the herring fishing, and though their earnings from this source have been lost to the island, their families and dependents have been more than recompensed by the separation allowances and allotments—a sure and steady influx of money such as these households never before knew. So far as the command of hard coin is concerned, therefore, many families in Lewis find themselves better placed than they were before the outbreak of war.

Unfortunately, this is true of a section only, for families hitherto dependent on the earnings of the young women at the herring fishing find themselves face to face with actual poverty. In prosperous fishing seasons, upwards of £50,000 would be brought home annually by the girls. On the outbreak of hostilities in August, 2500 girls returned to Lewis, most of them literally penniless. Then the potato crop has been a complete failure in almost every district of the island. It is estimated that 800 households which in normal times were comparatively com- are in need of assistance.

Efforts are being made through the various agencies to provide the women and girls with employment at knitting. The average that can be earned at sock-making is a paltry 2s 6d a week, yet even at these sweating terms hundreds of girls all over the island are clamouring for work. Hitherto the local Relief Committee has found it impossible to procure sufficient supplies of yarn from the agencies to meet even a tithe of the demand. The result is that instead of meeting the situation by the provision of employment—even poorly-paid employment—the committee has to dole out charity, a method which, to the credit of the girls be it said, most of them find distasteful. For the men over the military age work is urgently needed, and the most suitable kind of employment for them is road-making. All over the island there are township roads still required, and in some cases connections have still to be provided with the main road system of the island.

The Lewis District Committee have renewed their application to the Board of Agriculture for grants for these roads, and it is hoped the application will be favourably considered and disposed of expeditiously.

Scotsman
23-11-14.

EMPLOYMENT AMONG WOMEN IN EDINBURGH.

A demonstration was held on Saturday afternoon in Edinburgh by the Northern Men's Federation for Women's Suffrage, with the object of drawing public attention to the question of unemployment among women in the city caused by the war. Meetings were addressed at Chamber Street, the Mound, and the West End by a number of speakers, and collections taken on behalf of the funds for providing work for unemployed women. The Grassmarket Mission Silver Band provided music at each meeting place, and headed the procession *en route*.

Councillor Crawford, addressing the gathering at the Mound, referred to the campaign for a pension of £1 a week for disabled soldiers and the dependants of soldiers killed at the front. He said it was the duty of the country to make this provision for those who had done their duty. He went on to describe the efforts being made in Edinburgh to deal with the question of unemployment among women workers, and remarked that the Women's Emergency Corps had taken a practical step towards establishing the toy industry. If it were properly encouraged they might succeed in ousting the Germans from the market, and establish the industry on a permanent basis.

Councillor Scott, who spoke at the West End, complained that the organisations which were dealinig with the relief of distress caused by the war in the city were being treated in too niggardly a manner.

Among the others who took part in the proceedings were Councillor Barrie, Parish Councillor Millar, Mr M'Michael, Mr J. Wilson M'Laren, and Mr Drummond.

Nottingham Guardian.
5-3-15.

WORK FOR WOMEN.

TWO TRADES INSTEAD OF ONE AT DERBY.

With the Mayoress as president and treasurer an influential committee is engaged at Derby in alleviating distress through unemployment among women and girls. A feature of the scheme which has been evolved is an attempt to give facilities for learning more than one trade. Many factories are busy on War Office contracts, while at others short time is being worked.

It is intended to draft unemployed operatives from the latter to the former in cases in which manufacturers are willing to teach them, as several have already shown themselves to be. A beginning has been made with about 20 young women. While the workers are learning it is intended to add to the small wage received such a subsidy from the local fund which has been started as will bring the weekly income up to a minimum of 10s.

Pharmaceutical Journal.
27-3-15

The Employment of Women.—The Standing Committee, consisting of fourteen ladies, appointed in August last "to consider, and from time to time to report upon, schemes for the provision of work for women and girls unemployed on account of the war," has just issued an interim report, and this is published in the form of a Parliamentary Paper. Much has been done to alleviate the distress which the disruption of industry consequent upon the war has caused among women workers, and the Committee seems to have reached a high standard of efficiency in the exercise of its many functions, one of which is the promotion of new openings for permanent employment. In this latter connection it is interesting to note that the list of trades under review includes the manufacture of potash from seaweed and the making of surgical bandages.

A DEPARTURE IN WOMEN'S WORK.

By AMY B. BARNARD, L.L.A.

Again and again some of the greatest progressive movements have originated in quite trivial beginnings. An instance of this is occurring to-day, arising out of the changed economic conditions created by the war. Hitherto factory owners have readily employed skilled women operatives, but have not attempted to attach training rooms to their factories. Consequently, an unskilled woman over eighteen years of age has been barred from the factories. Nor have polytechnics, evening institutes and classes successfully trained women for skilled work, for with the best intentions their atmosphere is more academic than commercial. It has not been possible for the women to support themselves while training, nor, on leaving, to compete with experienced workers in the open market. The poor woman suddenly thrust on her own resources has been handicapped through want of training at a time when the demand for capable machinists has far exceeded the supply.

However, if the war has wrought untold suffering in most ways, in one direction at least it has encouraged an experiment which is full of interest and proving so successful that it deserves trial in other occupations, in the professions as well as in the industries.

Just after war broke out Mrs. Spender Clay, wife of Captain Spender Clay, of Lingfield, and daughter of W. Waldorf Astor, Esq., paid a visit to the manager of one of the Women's Labour Exchanges in the south of London, with the object of discovering the best way to remedy the increasing unemployment among women. This wise step brought her into contact with an enterprising woman, thoroughly acquainted with the labour market of the district. It appeared at the moment that skilled dressmakers, clerks and waitresses were so far the most deeply affected by the loss of work. Mrs. Spender Clay offered at once to engage a workroom, secure orders, and set the women to work making garments.

Not a minute was lost in carrying out the plan. A room was hired in Walworth-road; sewing-machine makers were visited; some dozen treadle machines were hired, and workers engaged by 2.30 that same afternoon. Material for grey army flannel shirts was bought, a cutter engaged, and by next morning at 8.30 the women, many in a desperate condition, started work. It was found necessary to engage a supervisor to train those unfamiliar with a sewing-machine, some of whom were even unable to make buttonholes.

Meanwhile, Mrs. Spender Clay was busy arranging financial security for the venture and getting orders. In less than a week it became evident that larger premises would be necessary, and nine days from the start two rooms, and subsequently three, were hired at Crossway Institute, New Kent-road. They accommodate over 50 women and are rented at about 23s. a week, which sum covers cleaning and lighting.

From the beginning the management was conducted in a most business-like way. Waitresses, clerks, shop-assistants, cook-housekeepers, embroideresses, even charwomen, women and girls, were gathered into a beginners' room, where they started at 3d. an hour work for four days a week, earning 9s. for the 36 hours. In this room some do hand-sewing, making gussets and buttonholes, sewing on buttons, flag-hemming, and learn to work a sewing-machine. If after three weeks a woman cannot make a shirt, she is regarded as incapable of learning, and has to make room for another. Such cases are rare; and the women are sent back to the Labour Exchange.

To show what a boon this first room has proved, the following instance may be quoted as representative. One day a very young woman applied for work at the Labour Exchange. Her husband had been killed at the Front a few days before, and she had not yet obtained her widow's pension. She was drafted on to the workroom, and soon became self-supporting. Every worker is admitted by way of the Labour Exchange, upon which rests the responsibility of the woman's respectability; thus no time is lost through the management having to investigate the case.

As soon as the women are ready for it, they are drafted out of the first room into a second one, where they earn 1s. a week more, *i.e.*, a wage of 10s. a week, and still work for four days a week. They work faster and better, and their labour is more profitable.

In the next and last room piecework is alone done. Here the rate of pay is sixpence a shirt, and the average earnings are 15s. to 16s. a week. The full hours are from 8.30 to 6.30 five days a week, with one hour off for dinner and half an hour for tea, which is served to the women at a table in the room. It will be readily understood that the pieceworkers, though some at first regret the change from a fixed wage, are stimulated to effort when they realise the amount they earn is limited only by their skill and quickness.

As skilled machinists the women work on shirts, pyjamas, double-fronted grey waistcoats for the Flying Corps, Red Cross suits, any order, in fact, that the indefatigable Mrs. Spender Clay brings to the workrooms. In the piece room at the time of the writer's visit there was an average attendance of twenty women. The work they turned out was remarkably good, and they were working on the best materials obtainable. Fortunate are the airmen rigged out by that workroom. The coats and trousers of the Red Cross suits, dark blue trimmed with red, were just what would be found most serviceable in hospitals. In pattern and execution some 180 shirts for men at the Front were faultless. The materials are cut out by an expert, and the making is superintended by experienced supervisors who understand trade methods, while another is detailed to attend to the smooth running of the sewing-machines. In one case an order for 50 shirts cut to pattern arrived. The women who made them up were paid the trade rate, supplemented to the amount of sixpence a shirt.

It is found that in a few weeks the women are ready to undertake work at trade pay in the open market. They are then at once passed back to the Labour Exchange, making way for other unskilled workers to get their chance also. It is true that numbers of Emergency Workrooms have been started on philanthropic lines all over the country, but it was surely an inspiration of genius to organise one as an annexe to a Labour Exchange, and, in a careful and wholly acceptable way to the women, to change them from unskilled to skilled workers in so short a time. As able machinists they will have at their finger ends a trade that will earn them a livelihood, since good machinists are always in demand. Every care is being taken to avoid spoiling the workers with undue "nursing."

The scheme has worked out admirably, and in such a way as to suggest its extension on a big scale in the future. Facilities for such extension, when economic conditions have returned to an even more prosperous condition than before the war, might be found by the Board of Trade and the local Education Authorities acting in concert. The L.C.C. is making a trial of paying girls of sixteen 4s. a week to return to school and learn at a polytechnic something practically useful; therefore Mrs. Spender Clay's experiment is worth studying at the present time. Economic stress has been at the back of what it is not improbable may one day be the approved method of preparing workers for numbers of occupations. In the next few years it will more than ever be necessary to render British women self-supporting. If they can be trained to carry on industries won from Germany and Austria, so much the better.

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Liverpool Post.

15/3/19

UNEMPLOYMENT ON THE INCREASE.

COUNCIL AND WOMEN'S INDUSTRY.

New industries, more particularly those of a kind to absorb women's labour, have long been a pressing need in Liverpool. The Corporation, we understand, are to be approached with regard to this matter, for the problem has become acute on account of the alarmingly large number of women unemployed. So far as can be seen, there are no existing avenues in which their labour can be utilised, nor is it likely that there will be even when the industrial machine is fully in motion again.

Latterly the out-of-work population in the four Merseyside boroughs has been increasing, and it is understood that there are now 20,388 recepients of the donation at the Employment Exchanges. Of these the men number 5,490, the women 13,800, the boys 486, and the girls 612. Considering its size, Bootle's problem is the most serious of all, and there is little prospect of the future bringing improvement. It has 5 800 out-of-work women, which compares with 6,467 in Liverpool. Compared with the rest of the country, the Mersey district is peculiar in this respect, and it adds to the perplexities of the local officials of the Labour Ministry.

Finding the Bona-fide Claims.

Something like £25,000 is being paid out in donations per week, though this amount may be reduced before very long. Coupled with the reduction of the benefit rate on the exhaustion of thirteen weekly payments, with the much closer scrutiny of claims that has just been put into operation. The Court of Referees has refused the continuance of benefit in very many cases where women have declined offers of employment. In most instances they have refused the job because of the alleged insufficiency of pay. Eligibility to the donation is also withdrawn if it cannot be proved that they normally followed some occupation. By this means the claims of women who left their homes for war work, but who have since returned to domestic duties, are being eliminated from the registers. Exceptions, of course, are made in the cases of wives and others have changed since the war began, and who may now be compelled to look for employment.

Nevertheless, when this winnowing process has been completed, there will still remain a very large volume of bona fide unemployment, and it is a very doubtful question when it will be reabsorbed into indutsry. Employers, it is stated, are sometimes declining to re-engage hands who left them for war work, and they harbour the grievance that they had been "left in the lurch." In the meanwhile they have trained younger substitutes, who have proved their capabilities, and who have "not had their heads turned with ideas of fabulous wages." Shopkeepers seem to be adopting this attitude rather frequently.

Liverpool Women and Work.

But it must be confessed that firms seem reluctant to increase their staffs because of the general trade uncertainty. Such a factor affects not only the women, but the men released from the Army. The export and import trade, still freeing itself with difficulty from the fetters of control, has not yet been able to re-establish its normal dimensions, and another difficulty would seem to be that of obtaining supplies. It is impossible to build houses without bricks, and not only are there actually no stocks of bricks available for constructional work, but there is a restricted supply of those more figurative bricks which are essential for the re-equipment of the edifice of general manufacture and industry.

So far as Liverpool is concerned, the tobacco factories may be able in due course to take more women into their service, and many of these may yet return to domestic service and shops. But it is obvious that the sphere for woman labour will have to be widening appreciably in Liverpool. Comparisons of a very interesting kind have just been made, and it has been found that, during the munition period, the quantity of output per head on the part of the local women workers was lower than in other parts of the country. That, of course, is an unfortunate fact, but it can be attributed to tradition and heredity. The Liverpool woman, unlike her sisters of the cotton towns, for instance, has not been educated in industrial work and conditions, nor had her mother any such experience. It was not, as it were, "in the blood." But in times of national necessity she has shown adaptability, and when that necessity becomes more personal, she will probably soon apply herself to any suitable manufacturing process.

Manchester Daily Despatch. 13.1.19.

UNEMPLOYED PROBLEM.

Difficulty Over "What is Suitable Work?"

WOMEN'S COMPLAINT.

Pay Offered Less than Grant from Government.

So long as unemployed pay can be drawn on such a liberal scale, it is inevitable that up and down the country there should be a sprinkling of demobilised munition workers who have no inclination to do other work while that pay is available. But exhaustive inquiries by a *Daily Dispatch* representative reveals little evidence of this sort of thing being prevalent in the Manchester district.

True, there are some matters which require watching, such as certain cases where a doctor's certificate is produced that a person is unfit to return to the pre-war occupation, while a trade union secretary says there are some soldiers' wives who, now that the well-paid munition work has ended, do not intend to go out to work again, but are going to get hold of the unemployed allowances as long as they can.

On the whole, however, slacking and dishonesty appear to be negligible locally. The question of doctors' certificates could be met by requiring doubtful holders to go before a medical referee, and the Employment Exchanges have ample powers of giving short shrift in suspected cases of slacking.

An important problem has, nevertheless, arisen, and that is the interpretation of reasonable employment. There are strong complaints that many of the jobs offered by the Employment Exchanges are not at all suitable and often mean less pay than the out-of-work grants.

Right of Appeal.

The Courts of Referees have already had to deal with many cases of women leaving places through these causes, and they are likely to have a busy time in the near future. Arrangements have now been made for women members of the local Advisory Committees to sit with the tribunals in Manchester as assessors. Where a person leaves or refuses a situation, he or she has the right of appeal to these courts, but as no unemployment donation is receivable pending the decision, it is hoped that the hearing of the cases will be speeded up as much as possible.

It is alleged that some employers to whom the demobilised workers are sent are expecting them to come at practically pre-war wages and conditions, while others, after stating that the wages would be a certain sum, dodge that promise by putting women on piece-work, at which they cannot earn the amount specified.

Two girls sent to a Salford works found at the week-end that their earnings were only 10s. Girls who were on wood-working have been asked to go to rag-sorting. In another case girls sent to a works had to carry boxes weighing 72lb.; they only stuck it half a day.

Mrs. Pearson, secretary for Lancashire to the Federation of Women Workers, which has some thousands of members in the Manchester district, instanced two girls being sent to a rubber works at 24s. 6d. a week for the learning period, but at the week-end they were given 14s. and 4s. bonus, the manager saying the other girls would object if they got more.

A case typical of many, she said, is that of a widow (not a war widow) with three children, entitled to 37s. a week while unemployed, under the Government scale, who was offered work at 24s. 6d. She asked at the exchange if she would get the children's allowances, in view of the inadequacy of the wages, and was told "No." As she did not, therefore, accept the place she has received no unemployment donation yet, and will get none if her appeal is unsuccessful.

Councillor Titt, secretary of the Workers' Union, states that in regard to skilled engineers, a scheme is being worked independent of the Employment Exchanges between the Manchester District Employers' Federation and the unions. Notice had been given by the A.S.E. that the skilled men would not supervise the work of women and dilutees after December 31, but negotiations resulted in a month's postponement, during which efforts are to be made to deal with the unemployment question as regards skilled men. The federation drew up a list of over 600 vacancies, which rather exceeded the number of unemployed on the books of the unions. A sub-committee is endeavouring to fill the vacancies from the unemployed engineers fitted to do the jobs that are open.

Sheffield Telegraph
25. 1. 19.

WORK AND WORKERS.

Unemployment Increasing in Sheffield District.

The ranks of unemployed persons in Sheffield continues to increase week by week, and further additions are certain in the immediate future. The amount paid out this week as unemployment donations has been roundly £15,000, so that the recipients number between 15,000 and 16,000. The total was swollen this week by the paying off of several hundred workmen by one of the large East End firms, whose activities were brought to a standstill by the failure of the fuel supply. Incidentally it may be mentioned that had not the colliery strike been settled promptly three-parts of Sheffield works would have been idle next week, the stocks of fuel are so small.

Numerous cases of abuse of the donation benefit have come to light; the administrators of the fund are not often able to prevent them. A considerable number of the lower paid women have contrived to get discharged from their jobs in order to enjoy three months' holiday on the 25s. a week granted by a generous Government. These people have to take "suitable" jobs that are offered, but in the present state of employment the vacancies open for women are extremely limited, and unless the employers report these the officials have little opportunity of discovering them. The payment every Friday of 14,000 or 15,000 recipients from the fund provides a colossal task for the staff at the Employment Exchange.

This week-end the East End establishments are discharging large bodies of women clerks and a considerable number of women manual workers, besides a few men clerks. These will, of course, be entitled to benefit. The appearance of the interior of the big works to-day is a striking contrast to that of a year ago. Some of the shops are idle and almost deserted, and there is a beggarly array of empty desks and stools, and there are many unused typewriters in the offices. The closing of the many Government offices in the city has begun. A proportion of the head officials have gone, and the staffs are being paid off gradually. The time should not, therefore, be far distant when the many local business men who were turned out of their offices in order to provide accommodation for Government war departments will be able to re-occupy their old premises.

A vast amount of work is being done in connection with demobilisation, the general scheme for which was not set in motion until this week. Locally the applications for the release of "slip" men has exceeded 50,000. These are men for whom employment is waiting. More than half of the applications were sent in by employers, and the remainder from the friends of the soldiers. During the week men from the Army have been returning to their jobs in driblets.

The Times
3. 2. 19

WOMEN IN INDUSTRY.

FIELDS FOR FEMALE LABOUR.

The Home Office has issued a memorandum dealing with the substitution of women in non-munition factories during the war, and based on information collected by the Factory Department of the Home Office after exhaustive and careful inquiries throughout the country.

A general review is given of the nature of the work done by women and their capacity for doing it, and the opinion of the Factory Department is recorded that the substitution has proved successful in a great majority of cases and that women have shown themselves able to take up many of the more skilled processes which have hitherto been reserved for men and to carry them out completely and well, and have displayed unexpected readiness for work which at first sight seemed highly unsuitable for them. After excluding the occupations which must be considered unsuitable in normal conditions for women, there remains, the Factory Department believes, "a hopeful field of fresh employment for women where their war experience can be turned to account and should prove a national asset of great value."

The trades which from their nature and the conditions of work appear in the main unsuitable for female labour in normal times are stated to be as follows:—Sawmilling, wood wool manufacture, india-rubber (processes in the manufacture of the raw material), chemicals (heavy), oil and seed crushing (except certain processes), glass (flint glass, glass bottles), glasshouse processes, papermaking (certain manufacturing processes), flour and corn milling (except certain processes), sugar refining, gas manufacture, rope and binder twine, heavy edge tool., scythe and sickle industry, wire ropes (heavy), shale oil refining, cement manufacture (except certain processes), fellmongering, malting, linoleum and floorcloth manufacture (except a few light processes), paints and colour, and china and earthenware (certain prohibited processes). The trades which are considered suitable for female labour in normal times and in which women were largely employed before the war, but in which their employment has been extended to fresh processes, are the following:—Cotton, woollen and worsted, hosiery, lace, textile bleaching, dyeing and finishing, heavy clothing, light clothing, boots and shoes, soap, tobacco, electro-plating, &c., leather gloves, candles, brushes and brooms, dairying, and breweries. The trades into which women have been introduced during the war, some branches of which appear to be suitable for female labour, are:—Light leather tanning, solid leather case and fancy leather, box and packing-case making, furniture, scientific instrument making, flint glass (cutting and decorating branch), and cutlery.

The memorandum indicates the extent and degree of success attending the substitution of women, the changes in methods of work required to permit or facilitate their employment, the special conditions needed to safeguard the health and safety of women, and (in certain cases) the modifications of the Factory Act which would be necessary if the employment is to continue after the present emergency period. An estimate is also attempted of the opportunities for the employment of women after the war, in the light of the war experience and the probable position of the industries in question at the close of the war.

Daily News
P. 3. 19

CONDUCTRESSES TO GO.

No Women to be Employed on Buses if Men Can be Obtained.

In a few months there will probably be no women bus conductors working in London. The London General Omnibus Co. is unable to accept the protest of the 300 who have already been dismissed. "When the women undertook the work," said an official of the company yesterday, "they clearly understand that it was of a temporary nature. It is not intended to keep on women if men can be obtained."

On Monday a new route will be worked on week-days between Charing Cross and Belmont (for Banstead), via Vauxhall, Stockwell, Clapham, Tooting, Mitcham, and Sutton.

654a/2
654
Empire News
Manchester
9. 3. 19.

GIRLS' TESTING-TIME.

"KEEPING STRAIGHT" ON 15s. A WEEK.

By Miss JESSIE STEPHEN, Hon. Organiser Federation of Women Workers.

BEFORE the war economic conditions forced something like 17,000 girls into the streets of Glasgow—an average of one woman in every twelve, while 75,000 were said to walk the golden streets of London.

To-day the number is infinitely greater.

I do not believe these appalling figures are due to sheer depravity, as many people try to make out. Few women willingly take the road to an early death, for the women of the street seldom survive from five to seven years of her soul and body destroying trade.

But it is only human to want decent clothes and decent food—to want sunshine instead of perpetual greyness, and to many women and girls there is only one sign-post to their desires, and they take it.

One cannot blame them; their fall lies at the door of the employer who pays the sweating wage. Hunger and misery are the whips that have driven them to the streets.

* * * *

When I came to Bermondsey a year ago as Hon. District Organiser of the National Federation of Women Workers, I found that the average wage was 15s. or 16s. a week, and that when food was at a maximum price.

After some hard work I was instrumental in getting that sum increased until now the average wage is between 18s. and 19s., and in some cases the girls are earning 30s. weekly.

I was amazed when Sir Robert Horne informed us at the Labour Conference that the Government had decided to reduce the unemployment donation from 25s. weekly to 15s. By reducing, I am referring to the women who have already been drawing the 25s. for thirteen weeks. If it takes 25s. a week to live for thirteen weeks, it takes as much afterwards.

I said at the conference that I thought it most unfair, and am heading a deputation to Sir Robert Horne to-morrow on this very subject.

I want to ensure that every girl gets a decent living wage, a wage consistent with a decent standard of comfort, and that can only be done by establishing a minimum wage with a maximum working day.

Employers *must be compelled* to do this, or sweating with all its hideous consequences will never be abolished.

No girl can live on 15s. a week and be decent.

The donation certainly keeps her alive, but being out of work, time hangs heavily on her hands, and——

Trekking about looking for work that does not exist does not help things either.

* * * *

The girl who keeps straight under these merciless conditions may get offered a job—at a wage of anything from 10s. a week upwards.

If she refuses it, and the Court of Referees think her excuse unreasonable, *then the Government donation stops* and she is stranded altogether. This is infamous. No girl ought to be compelled to work at sweating rates.

One way of solving the female labour problem is to get the married women out of the labour market by providing mothers' pensions. This would not only make more room for the single girl, but also reduce the number of juvenile delinquents.

I am told that I have been heard to say that many a girl has now the choice of 15s., or, say, the streets. I go further and say that a girl may be lucky to keep the donation, but if I cannot keep her, while the employers who buy women's work at sweating rates are giving her a free pass to perdition.

Neither Government nor employer has the faintest right to subject any girl to such a test.

Woman is not made of granite.

JESSIE STEPHEN.

The Guardian
Jan. 1919

654a/3

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The Guardian.
WITH WHICH IS INCORPORATED
The Churchwoman.

THE UNFORTUNATE MIDDLE-CLASS WOMAN.

ENGLAND'S DEBT TO HER YET UNPAID.

BY J. C. BRISTOW-NOBLE.

Whose heart is not bleeding for the middle-class woman who must work to live? These are hard, bitter times for her if she has to live upon her earnings. The Government has cast her adrift, and the private employer only too often has not a job to offer her. From beginning to end of hostilities she worked hard, loyally, enthusiastically, conscientiously, and while she drew her fifty shillings or less a week, her sister from the back-street cottage drew her hundred shillings. I am not hinting that the latter was unworthy of her hire, far from it, but we do not need reminding who had the easier job. It was not the middle-class woman. On the land; in the woods, in the ranks of the "Waacs" and "Wrens," in hospital and canteen she was only paid a bare living wage. She took what she could get, and was glad to get it, happy in the thought that she was doing her "bit," and that when at last the war came to an end there would be a better job for her.

Legislation Needed.

For decades the problem of adequate pay for women's work has been with us, and always becoming graver. Be it borne in mind that in the workfield the middle-class woman stands without protection. Unlike the factory-hand, she has not the support of a powerful and wealthy Trade Union, with the most skilful lawyers at its beck and call. The words "shop stewards," "delegates," "lodges" are all as meaningless to her as Greek to the flower-girl. The world is against her in the competition for bread-and-butter. Let her raise her voice in protest against the insufficient salary she has been paid, and things are said about her as unjust as they are painful. She is called unpractical, which is untrue; careless, which is also untrue; inefficient, which again is untrue. For hard work, for enthusiasm in her work, for efficiency the British middle-class woman is the match of many a clever man, and the struggle and grind she has endured so patiently these many years is one of the tragedies of the age. The problem is one, perhaps, for which a permanent solution will never be found; but it should not be difficult to find a solution that would serve the purposes of the present generation of women. Such a solution, unless I am greatly mistaken, lies in good, energetic organisation, protection in certain directions by legislation, and liberal financial assistance. Legislation is needed to sweep away for ever the system of grossly inadequate salares. For England to suffer her daughters to be placed in a position so full of dangers is revolting, and haste should be made to compel such a minimum wage to be paid as will leave no doubt in the minds of anxious parents that the girls in the future can fearlessly look the world in the face.

Urgent Need for Organisation.

Every girl who has been working on the land might be permanently settled on the land, not as a labourer, but as a small holder or small farmer. Most of them took up this form of National Service for the sake of the experience, and in the belief that there would be holdings for them at the end of it all. They have served a hard and dreary apprenticeship for in some cases less than a bare living wage, and, from my experience of women as agriculturists from one end of England to the other, I have not the least fear that, given a fair start, they would succeed handsomely, and indeed be a great acquisition to the countryside; they have such enthusiasm, such sound, practical ideas, such energy. Then what hundreds of middle-class women might be permanently employed in industry! Indeed and in short, for every middle-class woman with health and strength it should not be difficult to find congenial employment at a comfortable wage. What is needed, it seems to me, is a big national clearing-house, wherein to sort, to grade, to guide, to allot—to fit the round pegs into the round holes. We saw some such attempts during the war, and, although some good work was accomplished, the attempts on the whole ended in disaster; the organisation was so slipshod and hasty, and those who held the reins too conscious of their own importance and too susceptible to the appeals of their friends. But the war is now an event of the past, and there is the time and opportunity to perfect the organisation then improvised. The need is urgent.

Sheffield Telegraph
25. 1. 19.

YORKSHIRE.

FEMALE UNEMPLOYMENT.

Rotherham's Shell Factory Scheme Considered.

A deputation from the Rotherham Local Advisory Committee attended yesterday before the newly-constituted Nucleus Council, appointed by the Divisional Council for Yorkshire and the East Midlands Division, to co-ordinate with Local Advisory Committees in solving problems of unemployment, etc.

Admiral Sir Francis Bridgeman, K.C.B., presided, and Mr. H. A. Longbotham (chairman of the Rotherham Committee) introduced the deputation, which consisted of Messrs. A. E. Wells, C. E. Iles, and W. Milnes (secretary).

Mr. Longbotham said the Rotherham Committee had sent up a resolution to the effect that there were now some 4,000 women and girls unemployed in Rotherham owing to the munitions works having closed down, and unless some new industries could be brought into the town there was no prospect of finding employment for those needing it. The suggestion had been thrown out that the Government should be induced to take over a portion of the National Projectile Factory at Templeborough, and utilise it for the manufacturing of clothes. The Rotherham Committee had also gone so far as to approach L.A.C.'s in those towns where textiles and cloths were manufactured, but they had met with little or no sympathy. The domestic service problem was under consideration by the Women's Sub-Committee, but whatever they were able to do would only absorb a small proportion of the women now claiming unemployment benefit.

Mr. Iles emphasised the fact that Rotherham was peculiarly situated, inasmuch as all its industries were on the heavy side, and unless new industries of a light character were introduced, it would mean that many of the women and girls would have to migrate to other places, and he contended that it was of paramount importance that young girls and women should be found employment near to their homes. It was distinctly a matter for the Government to deal with.

Mr. Wells said the Rotherham women answered most loyally to the call when shells were needed, and, as chairman of the Rotherham Chamber of Commerce for six successive years, he felt that it was their duty to try to find suitable employment for these people, so that they could remain at their homes. The National Projectile Factory was in every way suited for the manufacture of clothing, bicycles, motors, etc., while the labour was there.

The Chairman said the Council fully recognised that Rotherham was differently situated from most other towns, but he did not think the Government would be inclined to open and run a clothing factory. Still, the Council were most sympathetic with the Rotherham Committee's claims, and he assured them that they would do all in their power to help them.

Mr. Kean (Sheffield) moved that the Council take the matter up with other L.A.C.'s in towns where clothing and textiles were manufactured, and also that the Government be approached in regard to the future use of the National Projectile Factory.

This was seconded and carried.

The deputation afterwards had an interview with Mr. Davis Little, president of the Wholesale Clothing Merchants' Association, who said the main difficulties in the way of opening out new factories, even where there was a surplus of female labour, was shortness of material, both as regarded cloth and linens. There were also 3,000 women unemployed in Leeds at the present moment. Had they gone to them 4½ years ago there would have been 20 firms who would have asked for an option on the Rotherham offer.

It was pointed out that if the National Projectile Factory was unobtainable, there would be no difficulty in obtaining other suitable buildings.

Mr. Little promised to bring the request to the notice of the people with whom he was connected.

evening 4.1.19.

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654a/4

THE NEW REST CURE.

In order that the women who automatically lose their jobs at war work of various kinds should not suffer hardship while waiting for new employment a paternal Government decided to pay them 25s. a week unemployment benefit over a period of thirteen weeks if necessary.

Of course, it was understood that no one who refused a suitable job should continue to draw unemployment money, but for those who wish to take a holiday at the national expense there was an easy way out of the difficulty, and the holiday-makers were not long in finding it. They had come from all sorts of occupations, and if they registered themselves as willing to return to these they could easily have found work, especially the domestic servants, for whom there is a tremendous demand. Instead, they put their names on the books of the Labour Exchanges as factory workers, and owing to the change over it was found impossible to find employment for more than a small proportion of the whole. The result is that at the present time there are between 150,000 and 200,000 women unemployed, though there is work of sorts waiting for them.

It is not to be supposed that all these women are anxious to carry on with the sort of work which they did in war-time, but to register as a female mechanic is at the present time to be fairly sure of a holiday. These women are not wearing out their shoe-leather to any great extent looking for work. Many of them would do their best to dodge a job if they saw it coming. A holiday on 25s. a week at the expense of the taxpayer is quite good enough for them, and in the case of those who are able to live with parents or relations they can have quite a good time on the money.

We have all admired the way in which the munition girls worked during the war, toiling long hours cheerfully in order that the men at the front might have sufficient shells to throw at the Huns. Of course, the pay was good, but over and over again the shell girls proved that pay was not everything to them. Now that the war is over they have been faced with what was undoubtedly a severe temptation, and a good many have yielded to it.

It is very human, no doubt, but when the overburdened taxpayer realises that young women by the hundred thousands are being paid by him—or her—to enable them to dodge work there is likely to be trouble.

Daily News
8.2.19.

WOMEN AT DOCKYARDS.

Prospects for Their Employment After Demobilisation.

Now that the staffs at the various dockyards are being reduced with a view to a gradual return to the pre-war basis, the position of the women workers who were temporarily employed and are being gradually demobilised becomes one of considerable anxiety.

PORTSMOUTH.

In Portsmouth Dockyard of the 16,000 employees only about 1,500 are women workers. These are being discharged at the rate of about 50 a week, but all will have to go in time. Beyond corset-making there is practically no work except domestic service, which they refuse.

PLYMOUTH.

Women employed in Devonport Dockyard number over a thousand, and are engaged as writers and in various forms of light work. The first notices of discharge were served last evening, only a small number of women in the colour works and ropery being involved. It is probable that there will be a certain number of notices in succeeding weeks until the recognised establishment is reached. There is no big industry in the town apart from the dockyard, so the girls would have to take their chance in private employment.

CHATHAM.

Several hundred women have been engaged at Chatham Dockyard during the war, and next week their number is to be gradually reduced. In the ropery, for instance, the night shift is to be discontinued, displacing at least 150 women. In the locality there is no other employment open to them except domestic service. A considerable proportion, however, are the wives of service men, and it is hoped that as demobilisation proceeds they will not require other employment.

Nottingham Guardian
14.2.19.

BEESTON COUNCIL AND FEMALE LABOUR.

At a meeting of the Beeston Urban Council permission was given to the postal authorities to place an underground telegraphic line along the Derby road, subject to all disturbances being made good. Dr. Parkinson, medical officer to the Basford Rural District Council, was appointed medical officer, *vice* Dr. Chalmers, resigned. During the month 18 births and 14 deaths had taken place. It was decided to dispense with all female labour employed by the Council. A local branch of the Employment Exchange is to be opened immediately, to be staffed principally by discharged soldiers.

Morning Advertiser
17.2.19.

A demonstration took place at Barrow, on Saturday afternoon, of girls rendered idle by the stoppage of munition work. About 2,500 females are drawing out-of-work donation. A resolution was passed protesting against the Government's failure to provide measures to meet the post-war situation of industry, and demanding the utilisation of national factories to produce commodities of which there is a shortage, and to absorb female labour. The resolution also urged prolongation of the period of donation benefit until useful work at reasonable wage was arranged.

Morning Post
14. 2. 19.

THE POSITION OF WOMEN WORKERS.

TO THE EDITOR OF THE MORNING POST.

SIR,—The condition of the discharged women is so serious throughout the country that I venture to ask for space in your valuable paper to give a short summary of their case, in order that public opinion may assist in a solution of a situation which is daily becoming increasingly difficult.

There are over half a million women workers at present receiving unemployment allowances, and there are probably an additional million of industrial women at present out of employment. In whole areas, such as the North-East Coast, there is practically no employment for industrial women. A period of unemployment on the cessation of war contracts was recognised to be inevitable, but what are the Government doing to find employment for this great army of efficient women workers in peace-time occupations?

Then instructions have been issued to controlled firms by Government Departments to discharge women workers in a wholesale manner. The rights of women in the matter seem to have been totally disregarded. Women are willing to stand aside and give place to certain classes of skilled men and to men discharged from the forces, but why should women have been thrown out and male dilutees retained? Why, also, should women, who, previous to the war, were employed on certain processes, be discharged, as they have been, on the instruction of a Government Department? The handling of the entire question has been lacking in imagination and initiatve, and the Government will shortly be faced with the question of the renewal of unemployment doles on a gigantic scale, when it could, surely, by intelligent and constructive measures, alleviate the whole position and save large sums of public money.

The Women's Industrial League, of which I am President, appeals for the support of all women workers in their endeavours to deal with the present difficult position, and will also welcome the co-operation of all members of the community in the solution of this grave national problem.—Yours, &c.,

RHONDDA, President.

Women's Industrial League,
1, Central-buildings, Westminster, S.W.1,
Feb. 15.

Daily News.
20. 2. 19.

MUNITIONER'S NEW OUTLOOK.

How Work is Being Found for Girls in London.

CANNING TOWN'S SCHEME

"The one thing that the young ex-munition girl wants is work, however many tales you may hear to the contrary," said Miss Frodsham, the head of the Girls' Employment Centre at Canning Town, to a "Daily News" representative yesterday. "We have 100 girls on the books here, and though they are happy enough with us, they never miss the opportunity of applying for every job they hear about. Practically all the girls have a trade, machine tailoring and box-making being favourite ones in the district. Only one girl out of 16,180 who have passed through my hands since Jan. 1 told me she wanted to go into service, but that is quite natural, because the girls were too young for domestic work when war broke out."

The girls found great difficulty in getting work, Miss Frodsham said, because there was a want of co-operation between the Labour Exchanges and the foremen of the factories, who engaged the workers. The latter, it appeared, never notified vacancies to the Exchange, but engaged workers from those who came to the gates of the factory in search of work. The girls who draw their 12s. 6d. out of work pay and attend unemployment classes have thus a grievance; for while they are in school from 9 a.m. to 4 p.m., their mates, who have not gone to the classes, take the work that is going.

"This morning is the first time that the manager of one of the largest box factories in Canning Town has applied to the Labour Exchange for workers," said Miss Frodsham. "As a result eight of my girls obtained work immediately."

The Unemployment Centre, or, to give it its fuller title, the Girls' Education and Recreation Centre, at Canning Town is conducted on unconventional lines.

"A Montessori school for girls in their teens" is how a "Daily News" representative who visited the centre describes it: The classrooms yesterday afternoon were occupied by little groups of girls sewing, while one of their number or a teacher read aloud. Others were at a table copying drawings in pencil or writing letters.

They have been reading and enjoying Shakespeare, especially "The Merchant of Venice" and a "Midsummer Night's Dream." Shakespeare shares the honour of the first place in their appreciation, with Maeterlinck and Lady Gregory, of whose Irish plays they are very fond. They read the plays in parts, and many of the girls, their teachers say, show more dramatic appreciation of the scenes than the average High School girl. Modern poetry appeals to many of them. Yesterday afternoon the most silent group in the classroom was absorbed in a volume of Patrick McGill's "Soldier Songs."

654 a/5
Star
21. 2. 19

654

EX-MUNITION GIRLS WANT WORK.

Factory Foremen and the Labour Exchanges.

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"Practically all the girls have a trade, machine tailoring and box-making being favourite ones in the district. Only one girl out of all those who have passed through my hands since January 1 told me she wanted to go into service, but that is quite natural, because the girls were too young for domestic work when war broke out."

Lack of Co-operation.

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Modern poetry appeals to many of them. Yesterday afternoon the most silent group in the classroom was absorbed in a volume of Patrick MacGill's "Soldier Songs."

Liverpool Evg. Express
19.2.19

654a/6

5,000 GIRLS

To Join Liverpool Unemployed.

APPEAL TO EMPLOYERS.

EXPRESS SPECIAL.

This coming week-end will terminate the unemployment benefit of 25s. per week for fully 5,000 girls and women ex-munition workers in Liverpool. The ease and comfort with which they have been able to "carry on," thanks to the Government's generosity, will have to give place to either some new employment or an unremunerative idleness with all its attendant perils.

An "Express" representative this afternoon discussed the position of these girls with Mrs. Billinge, who can speak an behalf of 1,600 organised women workers in Liverpool.

"The outlook is an appalling one for these girls," Mrs. Billinge said. "In my capacity as a member of the Liverpool Labour Advisory Committee I have advocated the opening of a big laundry to give them employment, or the establishment of a White Factory where white articles of clothing are made. The laundry scheme has not materialised and the factory is not practicable because Liverpool is not a sufficiently good distributing centre. The tobacco factories from which many of these munitioneers were recruited will not have them back again as they have trained other workers in their place. And so we have no occupation to put these girls into. During the past four years they have been well shod and well clothed, with plenty of spare cash. Now they will have nothing but the reduced allowance of 7s. 6d. per week, which will take the place of the 25s. At the moment there is no employment for them. We can only appeal to the big employers to consider the position and do anything they can to relieve the situation. Those who can see their way to increase their employés are urged to do so, and in that way alleviate to some extent the danger with which these girls are faced."

"It has been suggested," our representative observed, "that the Liverpool girl workers do not compare very favourably with the girl workers of the industrial towns of Lancashire."

"The Liverpool girls are of a different class to those who are to be seen in the factory districts. The factory lass, who goes to work with a shawl over her head, is a grand type of woman, who gets a wage and does not care who knows it or how much it is. That type does not exist in Liverpool. The girl worker of Merseyside would not care for her neighbour to know how much money she gets. The girls here don't seem to develop the business side of their nature. They go to work, as it were, just for the time being—for a change. They don't seem to look at work in the proper spirit. They look upon it as menial, but there is nothing menial about it, except the spirit in which it is done. Unfortunately the Liverpool girl has not been trained for factory work, and hence there is at present no demand for her services."

734,000 Unemployed.

In the House of Commons, this afternoon, Mr. Parker said up to 7th February 734,090 persons were unemployed. The largest number were in the engineering and iron founding industries.

~~[redacted]~~ 20.2.19
Aberdeen Free Press
~~[redacted]~~

UNEMPLOYED WOMEN IN ABERDEEN.

MINIMUM WAGE FOR GIRLS.

A large meeting of unemployed women, numbering between 400 and 500, was held last night in the North U.F. Church Hall, Queen Street. Mr Macgregor, hon. president of the Aberdeen Branch of the National Federation of Women Workers, presided.

Mr Gruer, A.S.E., addressed the meeting, and said that many of the girls were being sent by the Labour Exchange to jobs which they did not want and which perhaps did not suit them. Some of them refused the job, and when told that they would have to go before a Court of Referees they got scared and had not carried their case to the Court, with the result that their donation was probably stopped when it should not have been. It would react to their own disadvantage if they showed timidness in bringing their case before the Court of Referees. Many employers were deliberately offering a wage which it was impossible to live on. Unless the salary offered was at a reasonable rate in all probability the Court would allow the appeal. In the event of their disallowing the appeal it could be taken to a higher tribunal. It was the girls' duty to speak up if they thought that they did not get fair play, or failing that, put the matter in the hands of their Union.

The Broadford Workers.

Broadford had intimated in the press that in the very near future they would have to disband a great many of their girls, and they did it to-day. The tenters possibly might in a way affect a proportion of that number, but to penalise the whole 600 or 700 by refusing the unemployment grant was unfair. They would have noticed by yesterday's papers that the Labour Exchange had been accused of exploiting the girls. He did not desire to retract anything he had said because he had clear evidence of the cases he quoted. He had known cases where the Labour Exchange had sent men and women away to other places for jobs where there were no jobs at all. A 25s per week minimum wage for girls should be started. The employers were waiting for the expiration of the donation scheme when they would be in a position to dictate their terms, and offer any wage they liked to girls. An extension of the period of the scheme was wanted to frustrate this ruse, and unless the girls joined together and exerted every effort they would be forced back into the old pre-war conditions, when they were paid with a miserable pittance of between 6s and 12s.

"Household Orderlies."

In regard to the question of domestic service, there was a scheme in Gloucestershire which was called "The Household Ordeslies," the idea being that those who would be likely to derive the benefit of the service of girls would have to pay into a sort of central organisation probably a guinea per annum, and this organisation would be responsible for the proper training, etc., of the girls. The rate of wage was to be 30s, out of which they would have to pay their own board. A 40 hours' day was suggested. If any such scheme were instituted, it should be open to the east end as well as to the west end. There was many a woman in the east end who by circumstances beyond her control had far more need of a domestic servant than anybody in the west end. In regard to the 40-hour week many women would say, "If a man is only going to work a six-hour day he will come home and stick about the house," but a six-hour day in his opinion was what was wanted. Of course, he did not say that this would not be the case if a short day were put in force to-morrow, because they would have to get accustomed to it, and it would take some time to develop their minds sufficiently to appreciate such things as art, science, good literature, and sport. He did not believe in the theory of one person having more or better brains than another. They were all the same except that some, a very few, got the facilities to broaden and develop their minds. If a man got the opportunity to do this he should not exalt and see himself on a pinnacle, but should use his position for the good of his fellow man.

Mr Macgregor, Miss Innes, secretary of the Aberdeen branch of the National Federation of Women Workers, and Mr Paton then followed in somewhat similar terms, and the meeting closed.

Aberdeen Free Press
24.2.19

THE BROADFORD UNEMPLOYED.

Criticism of the Churches and of the Lord Provost.

A demonstration of the unemployed in Aberdeen, more particularly in the interests of the 700 girls affected by the tenters' dispute at Messrs Broadford, Broadford Works, was held yesterday afternoon under the auspices of the local branch of the National Federation of Women Workers. About 100 of the girls, with their officials, assembled in Golden Square, and, headed by a brass band and two of their number bearing a banner of the National Federation of Women Workers, marched to the Castlegate, where the proceedings attracted a considerable crowd.

Mr J. C. Allan, president of the Industrial Section of the Trades Council, said that that morning he had seen the Bishop of Aberdeen, and had impressed on him the necessity of something being done on behalf of the Broadford girls. He had suggested to the Bishop that the Churches Council in the city should take the matter up from the purely moral point of view, as it would become very necessary if the dispute were not settled in the near future.

Miss Innes, secretary of the Aberdeen Branch of the National Federation of Women Workers, said she had no faith in dealing with the Church, although Mr Allan had intended it for the best. The Church had done nothing for them in the past, and it was no use being sentimental over the matter. It was only the workers themselves who would better their conditions, and therefore she appealed to them to organise. She deprecated the small numbers who had taken part in the procession. The Lord Provost had been to London a few days ago, and the King had asked him how Aberdeen was. The Lord Provost replied that Aberdeen was splendid—(laughter). How could he say that when there were 2500 women idle and £4000 being paid out in unemployment benefit.

Mr A. Fraser M'Intosh also appealed to the workers generally to organise, and said that the Government had refused to recognise any strike that was unconstitutional. In the case of Broadford, they had the directors actually refusing to recognise the Union, which was against the principle now laid down by the Government.

Mr Hay, a discharged soldier, also appealed for better organisation. The following resolution was unanimously carried:—"That this meeting of citizens and unemployed workers in Aberdeen demand the Lord Provost and Town Council to immediately provide work for all men and women now unemployed."

Bulletin, Glasgow.
27. 2. 19.

WOMEN'S "HOLIDAY"

Out-of-Work Donation Lapses This Week

THOUSANDS UNEMPLOYED

Over 26,000 unemployed women in Glasgow, according to latest returns from the Employment Exchanges, are in receipt of the out-of-work donation of 25s per week. What has been described as the munition workers' "free holiday" ends this week, however, for many of these women with the lapse of their unemployment benefit. The out-of-work donation was granted to discharged war workers for 13 weeks, if during that time they failed to find employment, and was made payable as from November 25 last. Those women who have been in receipt of it from the beginning will therefore draw their last donation under the present scheme on Friday.

A Drop of 18s Weekly

Women who came under the scheme later will of course continue to draw the benefit for 13 weeks from the date of their first becoming eligible, or for whatever part of that period they may remain out of employment. A few new women applicants for the out-of-work donation are still enrolling at the Employment Exchanges, but, unless the scheme is extended, the next week or two will bring about a big reduction in the number of recipients of benefit.

Unemployed women who are in possession of the necessary stamped insurance cards will, on ceasing to draw the out-of-work donation, become eligible for ordinary unemployment insurance, which will also be paid through the Employment Exchanges. This amounts to only 7s a week, however, and the fact that they will be poorer by 18s weekly will probably make the women more eager to find employment than they have been while in receipt of the larger donation.

Slow Reabsorption of Women

An official told a representative of "The Bulletin" yesterday that while the Exchanges were doing everything possible to place women in new employment there was no branch of industry at the moment in Glasgow which was absorbing women workers in large numbers. Employers are appealed to to notify vacancies to the Exchanges.

She mentioned that there was little difficulty in finding work for girls who could sew. With regard to domestic service, she said there were many vacancies, and new and stricter rules had been laid down. If a girl who had had previous experience in domestic service was offered a domestic post and declined to accept it she was reported to the Court of Referees, and almost invariably disqualified as a recipient of the out-of-work donation.

Women on Military Service

Demobilized members of Queen Mary's Army Auxiliary Corps and kindred services who were enrolled on a mobile basis for the duration of the war are entitled, if unable to find suitable employment, to claim military out-of-work donation at the rate of 25s a week for 26 weeks. Other members are entitled to out-of-work donation on the civilian basis. So far as Glasgow is concerned, however, there have been few applications for benefit by "Waacs," as there has been no general demobilisation of the Women's Army.

A scheme adopted in Glasgow for employing usefully the time of lads and young girls thrown out of employment by the cessation of war industries, and in receipt of out-of-work donation, has already been described in "The Bulletin." Nothing unfortunately, has been done to occupy to similar good advantage the time of the young women who attend daily at the Employment Exchanges. Training schemes have been advocated, but there are various difficulties in the way. It is felt, however, that it is a pity thousands of young women should have gone idle for almost three months at the public expense. Had they, for instance, received some useful training for peace-time occupations the results would have been valuable to themselves and to the country.

Times
25. 3. '19

1,500,000 UNEMPLOYED WOMEN.

MRS. FAWCETT ON DIFFICULTY OF ABSORPTION.

The annual meeting of the Charity Organization Society was held yesterday at Denison House. Mr. RONALD C. NORMAN presided.

Mrs. FAWCETT, in moving the adoption of the report, stated that over half a million women were in receipt of out-of-work allowances. It was believed that the number of women now actually out of employment through the demobilization of labour and crises that had arisen in textile and other industries was at least one and a half millions. There was not a single woman who wanted to stand in the way of men displaced as a result of volunteering for the Army, but there were very great difficulties in the absorption of that great mass of women labour. The deplorably low wages for women which existed before the war formed one of the great difficulties which that society had had to encounter.

How could they have an A.1 Empire if they had a C.3 population, as they certainly had before the war, so far as a large number of women were concerned. They were C.3 largely because they were underfed and ill-housed. By standing firm for the principle of the open door for the employment of women, they would do a great service for the country. The capacity shown by women in employment during the war had amazed not only the ordinary anti-Suffragette, but even old Suffragists like herself. If the door were closed after they had tasted the sweets of sufficient wages there would be a growing feeling of dissatisfaction and rebellion among them.

Mr. HENRY VIVIAN said the Government were subsidizing one class of house. The situation for the lower middle class was going to be far more serious than that of the workman. The worker had been debauched by the generous distribution of Treasury notes and the capitalist by the splendid issues of War Loan. Both had an idea that the country could carry on for a long time on those lines.

Morning Post
25. 3. '19

BERMONDSEY UNEMPLOYED.

The Bermondsey District Branch of the National Federation of Women Workers state that two Bermondsey firms will close their places on Friday, and about 1,000 women will thus be thrown out of work. It is further stated that there are already 5,000 women drawing the unemployment donation in this district, and the number is constantly increasing.

Daily Sketch
25. 3. '19

UNEMPLOYED WOMEN.

No Out-of-Work Pay For Girls Who Refuse Domestic Service.

Young women workers drawing out-of-work donation *must*—if they are regarded as suitable—undertake domestic service or forfeit their unemployment pay.

This is the verdict of a test case now being circulated for the guidance of Employment Exchanges.

A girl of 19, earning £1 a week on a machine in an ironworks, at which she had been working a few months, became out of work in November, and the following month was offered a situation as a domestic servant.

Plea Of Inexperience.

She refused this as unsuitable, contending that she had never been employed before as a domestic servant, and had never performed household duties.

The Court of Referees held that she had refused an offer of suitable employment, and refused the out-of-work donation, but granted leave to appeal to the umpire.

In this appeal the girl said she was willing to work as a factory hand in any class of work, but was not capable of domestic service.

The umpire upheld the Court of Referees, and disallowed the claim for donation.

Although the girl had had no previous experience of domestic service, the umpire ruled that, since she was only 19 years of age, and had not been learning a skilled trade, she should be prepared to adapt herself.

If she prefers to wait for factory work, she must do so at her own expense.

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Southampton Times. 29.3.19

654a/8

Unemployment.

Survey of the Position in Southampton.

Facts and figures relating to unemployment in Southampton will serve to set forth the exact position, dispel one or two illusions about the "waste" of unemployment money, and indicate what needs to be done to restore men, women, girls, and boys to employment.

The percentage of unemployment in Southampton is roughly 2 per cent., reckoning the population at 130,000. It is not possible to comapre this with the state of affairs before the war, because the Labour Exchange did not then embrace all trades and employments, but it compares very favourably with the 7 per cent. of Birmingham and the much higher rates prevailing in towns which were munition centres. It is considered that fully 50 per cent. of the unemployed would be immediately absorbed by the re-opening of the port to commercial activities, for stevedores and quayside workers form a big percentage of those on the books.

Nevertheless, the numbers are formidable enough. Last week there were 1,544 "civilians" on the books of the Exchange and 835 demobilised soldiers. The sum of £1,600 was dispensed in out-of-work benefit to the former, and £1,154 to the latter. The "civilians" are men discharged from their employment either to make room for men returning from the Army or for ordinary reasons.

The tendency is for the demobilised category to grow bigger than the civilian category. It should be remembered that the demobilised men in receipt of benefit are those discharged over a month ago, when demobilisation was at its height.

There is a widespread belief that men have got themselves demobilised, not because they have any employment to go to, but in order to receive the unemployment pay of 29s. per week, plus allowances. So far as Southampton is concerned, there is no truth in this. A man under 37 cannot be demobilised unless he has an approved offer of employment, and when such a man presents himself to receive benefit it is generally found that his case is genuine, i.e., that some contingency has occurred (such as the death of his employer) between the time the offer of employment was made and the time of demobilisation. The ex-soldiers in receipt of benefit are practically all over 37 years of age, and therefore unconditionally eligible for release from the Army.

A Word to Employers.

When one recalls the large promises made to young men in the early days of the war to induce them to enlist, it is disheartening, though not surprising, to learn that there is little disposition on the part of employers in Southampton to prefer the ex-Service man to any other man. Bearing in mind what was said in 1914 and 1915, when the potential soldier was led to believe that employers would fall over one another at the end of the war in their eagerness to give him a job, it is painful to have to realise that the old soldier and the man who stayed at home stand more or less on the same footing, not in the eyes of the Labour Exchange, who make special exertions for the former, but in the cold business eyes of employers.

Partly disabled men are the principal sufferers. There are about 100 on the books of the Exchange at present, and some are "placed" here and there as porters, messengers, night watchmen, and clerks. But the owners of factories and of engineering establishments fight decidedly shy of the disabled man. The reason is that they say they cannot have a man in their shops on a different footing from the rest, cannot afford to pay him the same, and are not disposed to waste the time of other men in helping him. They think, and probably rightly, that the disabled man is a case for the State, and not for individuals. Disabled men come to the Exchange with this story, and, unfortunately, no definite arrangements appear to have been made by the Government yet for dealing with the matter.

Now, employers cannot be blamed for keeping clear of the disabled man. But in another direction they are much to be blamed. Only occasionally do they write on their requirement "chits," "Ex-Service man preferred," and the only preference given is when all other things are equal, the result naturally being, having regard to the long time since the ex-soldier has worked, that he suffers. Employers must be prepared to make far greater allowance for the ex-soldier's lack of recent experience.

Women and Girls.

Last week 600 women signed the unemployment register, and about 450 received benefit, the amount disbursed being £380. When it is considered that since the Armistice 6,000 policies have been lodged, the number remaining is comparatively small, and, indeed, much smaller than the average throughout the country. Women have been placed on the land, as clerks, domestic servants, and cleaners. It is to be feared that there is far more "work-shying" among the women than among the men. The donation of 25s. is very attractive to a woman at a time when women's wages are on the down grade. But it is a great mistake to suppose that benefit is given indiscriminately. For every claim allowed there are three claims disallowed. Nor is a woman allowed to pick and choose jobs too much. Where there is reason to believe a girl is suitable for an employment she nevertheless will not take, benefit is suspended, and she must satisfy an advisory committee, consisting of workmen and employers, that her objection is genuine. The Labour Exchange officials themselves, contrary to general belief, have no power to stop benefit; it is done by a committee acting as referee.

Tightening the Strings.

People who complain that the Labour Exchange are lax in the manner in which they deal out the public money may with advantage reflect that the employers themselves often have a very poor sense of public duty. A woman who does not want a job will coolly request an employer to certify her "unsuitable." The employer who tamely does this is simply abetting the woman in cheating the public.

After nearly six months of Armistice conditions women have not brought themselves to realise that factory work, with the money paid for it during the war, will not be possible again. They still demand employment of this sort, but there has been a great tightening of the strings lately, and a woman does not necessarily get benefit because this work is not forthcoming. Women, for instance, who left domestic service to enter the factory are now required to return to the pots and pans.

The stories current about girls remaining out of work deliberately in order to draw benefit are discountenaced by the fact that last week only £11 was paid in unemployment benefit to girls between 15 and 18, and the weekly amount has never exceeded £24.

In parenthesis, it may be pointed out that women do not appear to understand that they are entitled to benefit, even though they may not have been on war work. Any woman with an insurance card stamped before August 9th last can lodge a policy.

Domestic servants constitute a problem of their own. There is still a great shortage. In many towns the shortage has been removed by mistresses advertising a code of rules governing domestic service. This will shortly be done in Southampton. Probably the model of another town will be copied, though no fantastic rule, such as never calling the maid by her Christian name, will, it is to be hoped, be adopted.

New Scheme for Boys.

In regard to unemployed boys, a new scheme has been brought into being this week, which, as far as can now be judged, promises to be a great success.

Yesterday afternon there were to be seen at St. Paul's Schoolroom about a hundred boys marching to the platform in a quene to receive their unemployment pay. It is now a condition of the receipt of unemployed benefit that a boy shall attend to undergo instruction every day. A representative of this paper who looked in yesterday was greatly impressed by the standard of discipline prevailing. These youths do not regard themselves as schoolboys, and when they came for the first time on Monday there was a great indisposition apparent to sit at a desk. But a week's enlightened discipline has made a vast difference, and, whether or not the sight of the money bags had anything to do with the mood, the boys certainly appeared to think their training the finest thing on earth. Considering the class from which these boys come, considering they are dirty, unkempt, and uncombed, considering that, working with men, they like to regard themselves as men, their interest and attention were remarkable.

Actual instruction is not, of course, the main object of the scheme, which has been arranged by the Education Committee in co-operation with the Ministry of Labour, and which is at present under the control of Mr. R. J. Dawes, who has had a lot of experience of continuation school work, and of Mr. Boyle, of the Labour Exchange. Certainly, the sort of mechanics which Mr. Johns, an elementary school teacher, is giving the boys, makes a big appeal to them, and one cannot but be pleased at the amount of interest which 90 per cent. of these boys, who have had very little education, take. But drill, games, and ambulance work take up a large part of the syllabus (which only lsts two and a half hours a day), and the main object aimed at is to keep more or less control over the lads.

The instructors have no hold over the boys other than recommending a stoppage of pay, which recommendation would only apply to a very extreme case; and this being so, the manner in which these rough lads play the game augurs well.

Manchester Guardian
4.9.19.

THE UNTRAINED WOMAN.

PROSPECTS FOR DEMOBILISED WORKERS.

The thousands of women who are leaving Whitehall are in a very difficult position, and their case is the more serious because so large a proportion of them are now dependent on their earnings. The first difficulty they have to face is that of realising what the position really is.

Because so many of them lacked previous experience they do not understand how artificial were the conditions under which they worked or how remote is the chance that they will succeed in getting similar employment in the world at peace. Thousands of them, it is said, have a pathetic belief that they will find jobs such as they have left at the war-time rate of £3 or £4 a week. "We want to do the same sort of work," they say, and they go on hoping that it will turn up. Previous training was not demanded when they went to Whitehall. The work they had to do has not qualified them for an ordinary office, and they do not understand where they are lacking. Many months ago they were approached by the Central Bureau of Women's Employment and the Women's Service Office, both of which were prepared to advance funds for training in various profitable employments, but they could not be persuaded that this was the course they should pursue. They preferred to remain at their old work—though any of them who wished to accept the offers would have been released, and though at the time there were many vacancies waiting for them as soon as they were qualified. They could have been gradually absorbed had they come out gradually, but they have chosen to remain till the last moment and come out in a flood, and even now it is only a small proportion who understand that the wisest thing they can do is to enter immediately on some training and qualify for good salaries.

"Loan-for-Training."

I have had some talk with the secretary of the Central Bureau of Women's Employment regarding the best openings for educated women. She said that it was of first importance that a girl should consider very carefully what work she liked best and was best fitted for, a consideration too often overlooked by the inexperienced worker. It was unfortunate that so few of the war workers had saved any money, but the almost invariable rule was that they had lived up to their salary and felt they must start earning again at once. Secretarial work had kept up in a surprising manner, and because there were good prospects for qualified women the Bureau, under its loan-for-training scheme, was every day sending women to secretarial training schools Salaries generally are at the present moment higher than before the war, but they are coming down, and the fact must be accepted by sensible women without grumbling. They cannot expect people to go on paying the high prices they could command when there was such a shortage of labour.

Three or four women are now having their fees paid at a medical school, and the first woman to be so helped, who has now a good position on the staff of a hospital, has repaid to the Bureau the whole of the loan advanced. There are more medical women on the market now than ever before, but their work during the war has firmly established their position with the public, and because they are so appreciated they are likely to receive more appointments than were formerly open to them.

Never before were there such openings as there are now for teachers, and women are being urged to consider taking up this work. Salaries have improved and pensions are larger. There is great diversity of work for women teachers, and specially interesting openings in connection with the continuation classes provided for under Mr. Fisher's bill. There are many openings in various branches of work for children, and a great demand for nurses trained on the lines of the Norland Institute. This work should appeal tremendously to girls who are fond of children. They are very well paid, are treated as the gentlewomen they are, and there are so many openings that a qualified girl can practically take her choice. But girls who are well adapted for the training will not look at it because it means a residential post. For governesses, again, there is an enormous demand. Private governesses are not to be had for love or money, though the salaries offered are now very good. Ambleside asks a minimum of £70 for governesses trained in that institution, and salaries go up to £100.

Domestic Work.

There are very good openings in cookery in every direction. The trained cook must have a diploma, which necessitates at least six months' training, and after that she will have no difficulty in getting a post in a college or school, or in an institution where an educated woman would take charge of the kitchen. Domestic economy teachers are wanted all over the country. They must have had two years' training and then are eligible for posts in elementary or secondary schools. The salaries, which vary with the different county councils, range from about £140 to £150 a year.

Massage does not offer the openings it used to do. For one thing, a great number of trained masseuses have been released from the military hospitals, and now the best chance is for a woman who combines massage with remedial work or hospital nursing. So many women dispensers have been trained in hospitals during the war that there is not now much opening in this direction, unless the student takes the three years' course and becomes a chemist. Gardening as a profession for women is suffering from the return of service men and the release of women gardeners employed by the army. The question of food production is, however, so important that the Central Employment Bureau is prepared to lend money to women gardeners who intend to start market gardening near small towns. To make a success of the venture the gardener would not only have to understand her work, but she must have a knowledge of market conditions and of business. There will be good openings for women health workers under the scheme of the Ministry of Health. Two years' training will be required for this, but the scheme is so new that it is not yet known what its details are.

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Daily Herald 7th 9. 1920

UNEMPLOYED WOMEN

New Maintenance and Training Scheme

£500,000 GRANTED

As a result of suggestions from the National Federation of Women Workers a grant of £500,000 has been made from the National Relief Fund to assist unemployed women, and, in addition, the residue of the Queen's Work for Women Fund is to be applied to that end.

The funds will be administered by the Central Committee of Women's Training and Employment, which the Minister of Labour has now appointed as a Standing Committee and its work will be to devise and carry out special schemes of work and training for women who are unemployed or whose earning capacities or opportunities have been injuriously affected as a result of the war.

Maintenance Scholarships

The scheme is to provide at once a large number of maintenance scholarships, which will enable women to qualify as teachers of domestic science, physical culture, and other subjects. Other women will be assisted while qualifying for public health work. A few may be chosen as suitable for medicine and law.

Schemes are contemplated for giving some the opportunity to study higher-grade cookery and higher clerical work. In conjunction with local authorities, it is proposed to provide special intensive courses to enable women to fulfil the conditions prescribed by the Board of Education for entering into training under the terms offered by local education authorities.

Interrupted Careers

Special consideration will be given to ex-Service and other women whose entry into war-work necessitated the interruption of their professional training, and whose circumstances are now so altered as to make it difficult to continue their studies.

Of the Central Committee Miss Mary Macarthur is honorary secretary and the members of the Committee include Miss Margaret Bondfield, Mrs. Garson, Miss Susan Lawrence, and Dr. Marion Phillips.

MINISTRY (WOMEN EMPLOYES).

"Parliamentary Debates" 24.11.19

Lieut.-Colonel CLAY asked the Parliamentary Secretary to the Ministry of Munitions how many women are still employed by the Ministry of Supply; what is the average weekly salary; and what steps are being taken to replace them by demobilised members of His Majesty's forces?

Mr. KELLAWAY: Parliament has not yet been asked to assent to the creation of a Ministry of Supply. The number of women at present employed by the Ministry of Munitions is 4,178, representing 46 per cent. of the total staff exclusive of messengers and cleaners. The large majority of the women are members of the clerical and typing grades, and are paid in accordance with scales prescribed by the Treasury, which range from 35s. to 62s. 6d. per week. As I stated in a reply on the 11th instant, measures are already in operation for the substitution, so far as possible, of non-Service employés of both sexes by ex-Service men, preference being given to disabled men and those who have served overseas. To assist in carrying out this policy, the Minister has appointed a committee, the majority of the members of which are ex-Service men and includes a representative of the Ministry of Munitions Association of Ex-Service Men. Since the Armistice the number of women employés at headquarters has been reduced by 10,131 and the number of male employés by 5,240. The number of ex-Service men now serving in the Ministry is approximately 2,381. Since 1st November over 100 ex-Service men have been substituted in the Ministry for non-Service men and women.

Daily Herald 29. 11. 19.

HARD CASE OF THE WORKLESS WOMEN

Faced With Starvation They Enter Underpaid Trades

PERIL TO WAGES

The Bill to increase unemployment benefit under the Insurance Acts passed its second reading on Thursday. It increases the benefit from 7s. to 11s. a week, and this may be received by three and a half million out of the 14 million workers of Great Britain.

An official of the National Federation of Women Workers, in an interview with a DAILY HERALD representative, states that the actual number of women unemployed is double the return of 34,000 given by the Ministry of Labour.

At all the former great centres of munition-making there are thousands of destitute women. Inquiry at Shepherd's Bush yesterday revealed 2,000 women out of work. At Woolwich there were 1,400.

National Factories Cold-shouldered

The policy, urged upon the Government by the National Federation of Women Workers, and by the DAILY HERALD, of using the national factories for providing work, has been completely rejected. The result is that many women are finding casual enployment in underpaid seasonal trades, and they will in future be liable to frequent spells of unemployment—a fact which will have obvious effects on wages.

We are informed that already the process of wage reduction has begun—in some cases in defiance of law. For instance, in small laundries, where it is difficult to discover if the regulations of the Laundry Trade Board are being carried out, women who demand the legal minimum are being dismissed, and others who will work for less get the jobs.

NEWCASTLE ROUSED

At a mass meeting of Gateshead unemployed the chairman declared they would demonstrate at the next meeting of the Gateshead Council. He also advised a demonstration at the Poor Law Offices and the Workhouse for relief.

The unemployed so far had been tolerant, but were not going to remain calm whilst their children were starving, in such weather as the present.

A resolution was carried demanding a fluctuating working week in all trades with hours regulated so as to absorb the unemployed.

ALL WILLING TO WORK

Our Edinburgh correspondent wires that a protest against the stoppage of donation was made at a mass meeting of domestic servants, laundry workers and others, held in the Central Hall, under the auspices of the Laundry Workers' Union.

Mrs. Telford said that the war had proved that everybody who could get work was willing to take it.

IF PEACEFUL MEANS FAIL —

West Bromwich Brassworkers adds to its protest a demand that the Trades Union Congress, if it cannot induce the Government by peaceful means to restore the dole, shall call the workers to drastic action.

Letter in Daily Herald 20. 11. 19.

Unemployment of Women.

The lot of the female clerical worker who is thrown on the labour market just now is not a happy one. I heard of an instance yesterday of nearly 1,000 applicants for one vacancy. In great degree, of course, this is due to changes in Government Departments where, apart from wholesale dismissals, the girls are being replaced by discharged soldiers in accordance with the 8 per cent. substitution scheme. And, no matter how considerately the various Ministries weed out the "independent" girls first, there is tragedy here, for many who are being discharged were tempted from "sure" commercial situations by the glamour of direct war service, and their ages have not stood still. Now, it would appear, a large number will have to seek spheres of usefulness other than clerical. The question is an urgent one, and there is great scope for official activity in that Department of the Ministry of Labour which was formed to provide free training for the unemployed woman.

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DESOLATION WITHOUT DOLES.

654a/11

MR. CLYNES, in the course of the fine speech which was the best contribution to the unemployment debate last week, reminded the Minister of Labour of the "desolate conditions" which will prevail during "our mis-named Christmas season" for a large number of those chiefly concerned in the Government announcement that "Civilian Doles" must cease. We cannot doubt that among those who will feel these desolate conditions in their fullest force are many of the women workers, who, less than two winters ago, were told and told again by almost every man in authority, that without their work the country could not have been saved.

Many men will suffer too, and their wives and children with them, but the problem is not so severe for them as it is for the women. Everybody knows that there is plenty of work ready for the men. Their unemployment is caused by industrial disorganisation, lack of transport facilities, housing difficulties, and other temporary conditions, some of which may be and should be rapidly put right. For women, on the other hand, there is a real lack of work which they can do and *are permitted to do.*

We make this statement boldly, conscious that we shall at once be met with the answer that was made in the House, and which is made everywhere. Women can do domestic work, and they are not only permitted to do it but the whole middle class, the whole country, in view of the reports from other lands we might almost say the whole world, is demanding that they should do it. Nevertheless, we believe that our statement is true. We do not deny that a certain number of women now out of work could conceivably find places as domestic servants. They are not amongst those who have been receiving the dole, because it is almost invariably refused to those who will not accept domestic places. But no doubt the unemployment among women as well as the general discomfort and disorganisation is increased by the fact that some of those who have been in domestic service would rather starve than go back to it, and that few of those who have done other work are willing to turn to this. This strong and widespread dislike is the inevitable result of the bad conditions that prevailed in the past. It will be modified as those conditions are reformed. For the moment the idea of degradation that belonged to them, is wrongly attributed to the work itself and the whole trade is judged by its abuses. The feeling is perhaps exaggerated, but it is quite inevitable. For the moment it complicates the situation in regard to the employment of women. But it does so mainly because, like most exaggerated sentiments, it produces an exaggerated sentiment in opposition to it, and thus adds to the difficulties of organisation. It affects the real issue very little. Even if there were the same number of women in domestic service now as before the war (and we doubt whether in present conditions the servant-keeping class could afford to pay or to feed so many), this would still leave thousands of women out of work. And the type of girl who can do, and has done factory work is for the most part quite unfitted for domestic work. For five years women have been urged by their love of country, and by their love of their own homes, to leave those homes and go into factories where they could contribute to the defence of the nation. Many thousands of them have responded to the call. These thousands are now trained for and moulded by the work they have been doing; they are not and cannot be suited for a totally different kind of work and of life. Moreover, in spite of the efforts that are being made to organise domestic work on a non-resident basis, it is still in most places a living-in trade. For the present it seems that it must continue to be so. Even in towns there are very few hostels for domestic servants, and this is not the moment when they can be increased. In the country there are, as far as we know, none at all; and if there were it is difficult to see how they could be run. The vast majority of servants must still live in; and thousands of the women out of work cannot do this, because they have dependents,—children or aged parents, or invalid husbands. At the present moment, besides the men who are officially recognised as disabled there is a very large number of others whose minds and nerves have been so shaken by the years of war as to leave them very unsatisfactory breadwinners, and in these cases the family must necessarily depend upon the wife. It is no use then for the Government, or any one else to refuse to face the fact that the withdrawal of the unemployment donation to civilians will result in bitter and unmerited suffering for a very large number of people, and of families. This is something more than the kind of accidental hardship for a few individuals which was all Sir Robert Horne seemed to contemplate.

It was no doubt a surprise to the Minister of Labour and his colleagues to meet with such indignant and outspoken criticism as came to them from all parts of the House. The cries for economy have been long and loud, and the simple but unintelligent form of economy which consists in first taking away the work by which people live and then saying that those who are not working cannot expect to be helped to live, has enough support in and out of the House of Commons to give some excuse to the Government for thinking that it was all that was expected of them. On a free vote indeed, there was a majority of 94 (217-123) for stopping the doles. But the debate that preceded the Division must have shown the Government that this was not all that was expected of them by the most intelligent and conscientious of their own supporters.

The fact is, that though nobody thinks the dole system satisfactory, few responsible and compassionate public men are prepared to see it simply swept away without the substitution of some other method of dealing with the problems involved. The Government have done very little to organise employment among men and nothing to organise it among women. This was already known and caused no surprise; what did cause surprise among those Coalition members who would like to be able to give Ministers their intelligent support, was that the statement as to the cessation of doles was unaccompanied by any scheme for a permanent and general unemployment insurance. Sir Samuel Hoare expressed the feeling of many members of the House on this subject, and said, "I very much regret that to-day we are faced with the dilemma of dropping the present system altogether or continuing it, rather than with the choice between what is obviously a temporary or inadequate system, and a permanent system in which all the trades of the country should be immediately or gradually introduced." He went on to point out that the question of a permanent scheme had been under consideration for more than two years, and that two or three definite schemes had been put before the Government since February, 1918. In these circumstances it is not much satisfaction to be told that "a Committee is considering a scheme." The Government ought to have had their suggestions ready considered, to put forward at the same time as their announcement about "doles."

As they have not done this, it is almost incredible that the unemployed civilian workers, including all but an "inappreciable number" of unemployed women will be left to face the hard and bitter winter that is before us without even the alleviation of a dole. The hardship will not be fairly distributed between the sexes, it will not even be fairly distributed among all women workers. Sir Samuel Hoare quoted a striking example of this, the case of the women in the Army Pay Department of the War Office. At present there are thirteen thousand of these women, and as they are not members of the Mobile Corps they are not entitled to continue to draw unemployment benefit. They are daily expecting dismissal because in the permanent organisation of the War Office their work will be carried out, as it was before the war, by soldiers. During the war they have dealt with the complicated business of separation allowances. Sir Samuel Hoare said:—

> "During the whole period of the war they worked regularly on Saturdays and Sundays, and in many cases very excessive hours of overtime. Now they are faced with dismissal with a certainty that they will be entitled to no unemployment benefit at all. Their case is the more serious from the fact that during these five years they have been mainly filling up Army forms, work that does not qualify them immediately for any civilian occupation. They have been kept on up till now because their work was indispensable. Those who were dispensable were dismissed first, and the others, who were the very best, were kept on for the convenience of the State."

The hardship will not be evenly distributed among women, but there will be plenty of it for all. Many even among those who are lucky enough to get work will feel it—for it will inevitably result in a fall of wages among some of the worst-paid women. The dole has at least fixed a minimum, though a most inadequate minimum, below which the standard of wages could not fall. Now it has gone, and side by side with the miseries of unemployment we shall have the old miseries of the sweated wage. It is a horrible prospect, and one which no public-spirited citizen can face with composure. We earnestly hope that the Government will reconsider their decision, and continue the "dole" till they have something better to offer in its stead.

Daily Chronicle 17.1.20

Times 17.3.20

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Unemployed Women.

It is incumbent upon employers, of course, to do their very utmost to find positions for the discharged soldiers, but it is only right at the same time that the nation should realise that this, combined with other circumstances—the return of peace itself, for example—is throwing large numbers of dependent women out of work. The old conditions have gone for ever. Thousands of women who, if there had been no war, would somehow or other have contrived to live outside the industrial system have in the last five years become as absolutely dependent upon the earnings of their daily work as any man.

We shall not get over this awkward new social factor by simply thrusting women out of the posts which during the war they have become accustomed to fill. Many of them are now suffering actual distress, and it is intolerable that this should be ignored or contemplated as a permanent condition. The national industry will have to absorb our industrial women as well as our industrial men, or, sooner or later, there will be serious trouble. What is more, we must look to these women's output as one of the main avenues to our indispensable increase of national production. With shortened working hours and over a million male workers dead or disabled, the country needs every worker that it can get, irrespective of sex.

WOMEN'S UNEMPLOYMENT PAY.

SUGGESTED EQUALITY WITH MEN.

Standing Committee C in the House of Commons yesterday resumed consideration of the Unemployment Insurance Bill.

Several members had put down amendments making it necessary for insurance officers to give decisions on the claims of unemployed persons within seven days. The SOLICITOR-GENERAL suggested "as soon as may be" instead, but this was refused, and eventually his offer of 14 days was accepted.

The SOLICITOR-GENERAL pointed out that there was no need for amendments making women eligible as deputy umpires, the Sex Disqualification Act having removed all disability in that and other directions.

On Clause 15, which provides that where there is danger of the fund becoming insolvent the Treasury may make temporary modification of the benefits, but not below 12s. for men and 10s. for women, the SOLICITOR-GENERAL resisted an amendment putting both on the 12s. basis, pointing out that women's contributions were less.

Several members urged equality in the contributions, but it was pointed out that anything which went beyond the Treasury minute on the subject was out of order.

Mr. TREVELYAN THOMSON said it would be better to send the Bill back to the House for revision than to continue the disparity.

Mr. CLYNES said that the clause gave ample protection to the Treasury. Women generally earned less than men, and that was why the State imposed a lesser contribution, but it was no reason why they should receive a lesser amount for maintenance.

Other speakers urged the Solicitor-General to do something towards meeting the amendment, and eventually the Committee agreed to his suggestion that the discussion be adjourned until they reached the schedules, he meanwhile consulting the Minister on the subject.

The Committee then adjourned.

RED TAPE PROCESSION.

WOMEN CIVIL SERVANTS' PROTEST IN WHITEHALL.

A young girl clerk, with her hands and feet tied with red tape, led a procession of about 20 women Civil Service employees, each carrying a poster and connected to each other with red tape, in Whitehall last evening. The procession was organized by the Federation of Women Civil Servants to mark their dissatisfaction with the Civil Service Sub-Committee's Whitley Council report.

The organizer of the procession told a Press representative that the members had decided upon this means of drawing public attention to the demand of women in the Civil Service for equal pay and equal opportunities with men.

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NEW PATH FOR WOMEN

SCIENCE OPENS A WAY NOW ART IS TOO WELL-WORN.

The happiest existence of all for an actress, despite hard work and much study, is in a repertory theatre. Such is the opinion of Miss Lena Ashwell, expressed in an article on acting as a profession for women included in a new book, "Women Workers in Seven Professions" (George Routledge and Sons, Limited). Her reasons are that "the opportunities are great; ambition is not thwarted at every step; the day is filled with hard study, but the nights result in greater or smaller achievement. Everybody with whom she comes in contact is working as hard and earnestly as she is. Life invigorating, progressive, uplifting, is hers."

Apart from the very few who achieve world-wide fame and high salaries, the life of average actresses (that is to say, the great majority), even with success, is not a bed of roses. "It is becoming a profession in which it is only possible to survive if the worker has some private means or a supplementary trade," we are told.

One of the greatest drawbacks is the uncertainty of the work. Under present conditions an actress may find herself, for no particular reason, "raised to a pinnacle of importance" if she happens to have a good part in a popular play; but at the end of the run she may suddenly find herself, again for no particular reason, forgotten by the public and ignored by managers.

In addition, if the part was a "well-dressed" one in a London theatre, she has probably acquired a taste for expensive clothes wholly out of proportion to her income, which, averaging her sisters, is 12s. 6d. a week, or 1s. 9d. a day. This, we are told, is the usual dole of an actor, deducting travelling and other expenses, but only, the writer is careful to emphasise, "when working."

Under present conditions the ordinary day for an ordinary actress is one in which she looks for work, "a heart-rending and usually fruitless quest." But if she be successful in obtaining work and becomes proficient in her profession, it by no means follows that her value is increased and permanent employment assured. In this respect the actress is not so fortunately placed as a domestic servant, whose "character," if satisfactory, usually ensures re-engagement.

And success in one direction is not regarded as necessarily implying success in another, and the lack of definite aim is said to be "mentally demoralising."

There are certain remedies which, if applied, would make for better conditions. They are thus summed up: "More care in selection, more belief that an actress, if she be of any use, can represent a diversity of types; a shutting of the doors on those who are obviously unfitted, however cheap their labour may be. This would be salvation to the women who are trying to earn their bread in the theatre. For it is time we ceased to grovel before this misused word 'art,' which covers the wasteful cruelty the present conditions in the theatre permit."

Other departments of women's work are dealt with amongst others in the book. It may surprise some to know that the Board of Agriculture and Fisheries has recently employed women upon various kinds of scientific work. Five are engaged in the Fishery Branch, which deals with the natural history of fish, their diseases, their protection and capture and kindred topics. Two women assistants, too, are engaged in the Herbarium and Library of the Royal Botanic Gardens at Kew, where botanists from every country come for the purposes of study and research.

Manchester Guardian, Oct 26th 1914.

WOMEN'S WORK.

NEW TRADES: FOR AND AGAINST

Councillor Margaret Ashton and Councillor Tom Fox were the principal speakers at a joint demonstration of the Bradford and New Cross sections of the Independent Labour party held last night at the Don Picture Palace, Ashton New Road. Mr. W. Plant presided.

Miss Ashton said the Relief Committee had taken what steps they could—but they were by no means adequate—to find unemployed women and to bring relief to them, and to aid them until trade improved again. It was improving very satisfactorily, if one might call anything satisfactory in these days, and it was improving very satisfactorily in Manchester. How long that would continue in the present state of the cotton industry around Manchester they had yet to find out.

They were considering various new trades which might possibly be taken from the Germans. But it was no good to bring in a new trade as a permanent trade unless it was going to be a definitely well-paid trade. (Hear, hear.) By introducing yet another poorly paid trade for women they would only be cutting down wages. She was never anxious to see low-class trades introduced into large centres, because it prevented wages being kept up of trades already existing. If a shortage of labour could be created the improvement of wages would be very marked, and as chairman of the Women's Employment Committee she was very unwilling to recommend the adoption of ill-paid trades. In the matter of relief let none imagine that they were receiving charity. It was not charity; it was the nation's contribution towards the war. It should not have been called relief, but State-aid, for that was what it was. (Hear, hear.) It was no disgrace to anyone whose employment had been taken away and whose menfolk had gone that they should require State aid.

Southport Visiter, Oct. 24th. 1914.

Police and the Question.

"Is not this really a matter the police?" our representative queried, and the member of the Watch Committee replied, "Of course, if there is misconduct it comes immediately under the police, but you cannot expect a constable to go up to a young lady walking with a Territorial along the street and tell her she must not consort with him. You could not possibly expect the police to do that." Discussing another phase of the question, this Watch Committee member did not think women patrols would be any good if they were to be confined to the streets. To do any good their operations would have to extend over the quieter portions of the town, and the outskirts. Then it was most likely they would find themselves in a very awkward position in dealing with any matter of that kind for which these patrols were intended. Unless their position were legalised they would have no power, and it was not within the power of the Watch Committee to legalise it; that would have to be done direct from the Home Office. In conclusion he remarked that he did not know of anything in the nature of women patrols having been suggested in other parts of the country.

Another Member's View.

Another member of the Watch Committee stated that he feared the women patrols would land themselves in trouble if they acted without authority. It was a legal matter, and the Watch Committee had not yet considered it, though he thought it would be considered at their next meeting. Asked if this was not a police matter the member said "What power have the police? All I have got to say is that unless these young people have committed some offence the police have no power." Of course if the police found these young people behaving themselves indecently they would come under the ordinary limits of the law. That would be the ordinary work of the police. In conclusion this member remarked that he fully expected the matter would come up at the next meeting of the Watch Committee, after all this furore of public opinion, but he said "It is not the Territorials who are to blame, it is the girls. They fairly throw themselves at these men, and instead of the fellows taking the girls home you see the girls taking the fellows home."

Nottingham Guardian, Oct. 27th. 1914.

WOMEN POLICE.

Sir,—There are frequent references in the *Guardian* nowadays to the very urgent need for more recruits for Lord Kitchener's army, and hundreds of women in Nottingham are longing to be directly useful in this most practical of all ways. They cannot knit socks or make shirts all day (as it is, they are accused of driving other women out of a livelihood by spending their leisure time in this way), and the nursing ranks are full to overflowing. Why cannot we women follow the example of our French sisters, who are acting as railway servants, postmen, tram drivers, and conductors, and in other ways temporarily filling the places of the men who are fighting? We do Nottingham the credit of believing that many men with home responsibilities would gladly volunteer if they could do so with a clear conscience as to the welfare of their families in their absence, and (more pressing still) without anxiety as to their "jobs" on their return. Our men are making tremendous sacrifices for home and country and for us; if the girls left at home, young and strong, eager and fit for work, ask to be allowed to make lesser sacrifices of time and pleasure and home life in the same great cause, will the authorities forbid them? Women filling the posts of such men as I refer to might hand over the greater proportion (if not the whole) of their weekly wage to the man's family, thus helping to solve his personal problem and freeing him from anxiety. It is quite possible, too, that a part of the temporary need of employment for working women might be thus met, the girls retaining half, perhaps, of the weekly wage, the deficit in which would be made up to the soldier's family by the separation allowance.

As regards the police force, there are other reasons why women should be appointed, in this case to supplement as well as to temporarily replace the men's services. Only last July Lord Henry Bentinck supported a large and influential deputation that visited the Home Office to press for the appointment of police women. They are urgently needed for the better protection and supervision of women and children in the streets and public places, and their appointment would help to solve some of the present critical problems with regard to women and the camps (which the National Union of Women Workers is attempting to meet by their scheme for women patrols), women in the public-houses, &c. In many large towns in America, also in Germany, police women have been tried with conspicuous success; and the present would certainly seem to be a most appropriate time for making this experiment in England.—I am, sir, &c.,

N. W. S. R. C.

October 26th, 1914.

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Liverpool Courier, Nov. 3rd 1914.

LOCAL TOY INDUSTRIES.

The British Toy Association, which has recently taken up its quarters in New Oxford-street, is hoping to do much to relieve war distress and unemployment during the coming winter. The possibilities of toy-making are enormous, and it would be well for the local distress committees which are now working throughout the country under the control of the Prince of Wales's Fund organisation to realise them. The policy dictated to these committees is to give "work," not "alms," wherever possible, and a most important part of the duty they have undertaken consists in finding and providing employment for sufferers from the war. The organisation of a local toy industry in any town or village should not prove a very difficult or expensive task under the direction of the central association.

Carpenters are likely to be especially hard hit by the war, and many of them will be only too glad to get regular employment in cutting up the toy material into parts. They will find no difficulty in doing such work after the very briefest course of expert instruction. The assembling of the parts and the subsequent painting and varnishing should offer interesting and fairly lucrative employment to innumerable men, women, and children with clever fingers. The Association, which has no financial axe to grind, and only seeks to establish the toy industry from purely philanthropic motives, is now appealing for the formation of committees throughout the country to organise local toy industries on the co-operative lines which have proved so successful in Germany.

Daily Graphic, October 31st. 1914.

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BRITISH TOYS FOR BRITISH CHILDREN.

1. Some of the seventy-four girls employed as toymakers at Old Bedford College by the Women's Emergency Corps. While the girls are learning they are paid 10s. per week. 2. A specimen of British toymaking; a pretty model of a Red Cross ambulance. ("Daily Graphic" photographs.)

Grocer, Oct 31st. 1914.

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The employment of women in grocers' shops was discussed at a large gathering of grocers' assistants held at Walthamstow. Mr. J. M. Allen, general secretary of the association, said that on Sunday the Central Management Committee had decided to support any member or body of members who declined to work with female labour, which decision showed that the association was prepared to make the most effective protest possible against the innovation. It now remained with the assistants to show unity and solidarity, and if they did that the evil would soon be crushed out. (p. 1002.)

Nottingham Express, Nov. 2nd. 1914.

NOTTINGHAM'S NEW INDUSTRY.

Girls Learning the Art of Toy-Making.

NOVELTIES FOR XMAS.

A new industry which, it is hoped, may have distinct commercial possibilities, was started in Nottingham yesterday. Premises at 31, Derby-road, where the local branch of the W.S.P.U. used to carry on their activities, have been transferred to a local committee, with Mrs. D'Oyley Ransom at the head, and here a dozen girls are being taught toy-making. The venture is under the auspices of the Women's Emergency Corps, of which Miss Eva Moore, who is appearing at the Nottingham Theatre Royal this week, was one of the promoters.

Miss McClure, a lady instructor attached to the corps, has come from London to take charge of the initial stages of the enterprise. Toy-making centres in London and its suburbs have been working satisfactorily since September, and there seems no valid reason why the trade carried on with such success in the Nuremburg and other districts of Germany should not be captured by the output of the various establishments now being set up in various parts of England.

In Nottingham a dozen girls have been selected. They include several typists and bookkeepers, a governess, and a lace pattern maker. Many of them have been out of employment since the commencement of the war. Other girls will be selected from a number with whom the committee, through the Labour Exchange, are in touch if the venture warrants it.

For the first week the girls receive free tuition but after this they will be paid weekly until they become sufficiently expert to be paid on piece-work.

Throughout yesterday the new toy-makers were engaged in constructing wooden models of wheel-barrows, cut out in sections by means of fretsaws and afterwards joined up. By making such simple articles they will gradually progress to achievements such as a complete doll's house. The toys will be in no sense copies of the German articles, for some striking and original English designs are being supplied. A doll's house in the Tudor style of architecture, for instance, will be an attractive novelty for the Christmas bazaars.

Islington Gazette Nov. 2nd 1914.

The hardships endured by our fighting men are legion. We trust that the end of the campaign of slaughter will not be long delayed, and that we shall have the opportunity at no far distant date of living once again in peace and tranquility. The amount of distress at home, apart from all other considerations is lamentable. It is with this aspect of war that I wish more particularly to deal. The amount of unemployment among men has, naturally, been on a large scale, but from statistics published it appears that women have been deprived of their situations wholesale. Nowhere, perhaps, was this more apparent than in Finsbury, where within a short time of the outbreak of hostilities considerably over a thousand women and girls were at their wits end to find a means of earning an honest and respectable livelihood. At the psychological moment the Queen's Work for Women Fund was inaugurated, and thanks to the enthusiasm which the Mayoress (Mrs. Corke) and other ladies who loyally supported her, threw into the movement, an altogether brighter outlook has been ensured for these hapless women and girls. The difficulty has been overcome—or at least ameliorated, by the opening of a factory at 21, City-road, where a number of deft fingers are now busily engaged daily in various ways earning sufficient for their immediate needs, and, incidentally, aiming a blow at Germany's fast dwindling trade. The factory comprises a cooking centre and a toy department, the latter sending out quantities of wooden blocks which children so much delight in at Christmas time. In making purchases for presents next month we cannot do better than make certain beforehand that the goods we buy are of British manufacture.

* * * *

The Mayor and Mayoress are anxious that the women and girls out of employment in the borough shall know of the existence of this department at City-road. They will here have an opportunity of learning a trade; they will be able to tide over their period of distress without resort to charity, and time will be given them to endeavour to find the work to which they have been accustomed. The toys made will be sent to that popular shopping rendezvous of the West End—Bond-street—and sold for the benefit of the Belgian refugees. A grant of £150 has been made to Finsbury from the Queen's Work for Women Fund, and I am requested to state that the Mayoress will be grateful for, and will acknowledge, any donations, large or small, sent to the Town-hall, Rosebery-avenue, in order that this beneficent work may be successfully carried out. The Mayoress has been appointed collector on behalf of the fund in the borough, and thanks all those who have generously subscribed. The work undertaken, however, will necessitate a large expenditure, and I feel certain that her appeal for funds, notwithstanding the many calls made upon the public at the present time, will not be made in vain. To find work for the women and girls in the borough, who have unfortunately fallen upon bad times, is a scheme which is worthy of the heartiest support, and I hope the work will not suffer through lack of funds.

The Globe, October 27th. 1914.

TOWN GIRLS FOR COUNTRY.

BACK TO THE LAND SCHEME AND ITS OBJECTS.

One of the most interesting and suggestive experiments arising out of the war, is that of taking factory girls from the towns to the country. The Central Committee on Women's Employment, seeking new sources of employment for those whom the war has left destitute, is actively helping in this new departure.

The Marchioness of Crewe, Chairman of the Central Committee, in an interview with a *Globe* reporter, outlined the objects of the scheme.

"In any efforts made to relieve distress," she said, "care should be taken to provide work which will be permanent in character. Ordinary relief work, while mitigating distress, does not usually increase the value of those employed as members of the labour market, and our aim is to provide work which will develop skill and enable those engaged in it to earn a permanent livelihood.

"The back to the land scheme which we have inaugurated is based on this idea. We shall teach women and girls all the intricacies and technicalities connected with the growing of fruit, vegetables, and flowers. We intend also to assist the Development Commissioners of the Board of Agriculture in establishing the industry of fruit pulping, drying vegetables, and bottling new unsweetened fruit preserves. By means of this work hundreds of tons of fruit which would otherwise have been wasted will be dealt with, and supplies for the Army and other public sources provided, thus developing a trade which has hitherto been centred in Germany.

"In the far west of England a new factory is being started in which the women and girls of the surrounding districts may find employment in this new branch of industry; and it is hoped that within a short time this work will be established on a paying basis, and probably 100 persons will be enjoying the healthy life of the country. There is no reason why women and girls should not take a greater part (as is done on the Continent) in making this country self-supporting as regards its food supplies. This work will take girls from the unhealthy life in many of the factories and find them employment for which there is great demand.

"At Radlett, in Herts, East London girls will soon be hard at work developing a good acreage of land with fruit, vegetables, and flowers. This scheme owes its origin to Mr. R. Phillimore, a son of the well-known Judge, upon whose land the work is being carried on. The girls are to be under the direction of two lady gardeners, who will train them with a view to their being skilled market gardeners and fruit growers. During the winter months the girls are to be taught subsidiary industries, such as basket making.

"When the experiment on Mr. Phillimore's estate is brought to an end an expert will be called in and he will decide on the improved value of the land, for which payment will be made.

"We consider that many other schemes on the lines of those we are establishing might be inaugurated with the object of relieving the distress caused by the war and of benefiting the country permanently."

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Manchester Courier. October 28th. 1914.

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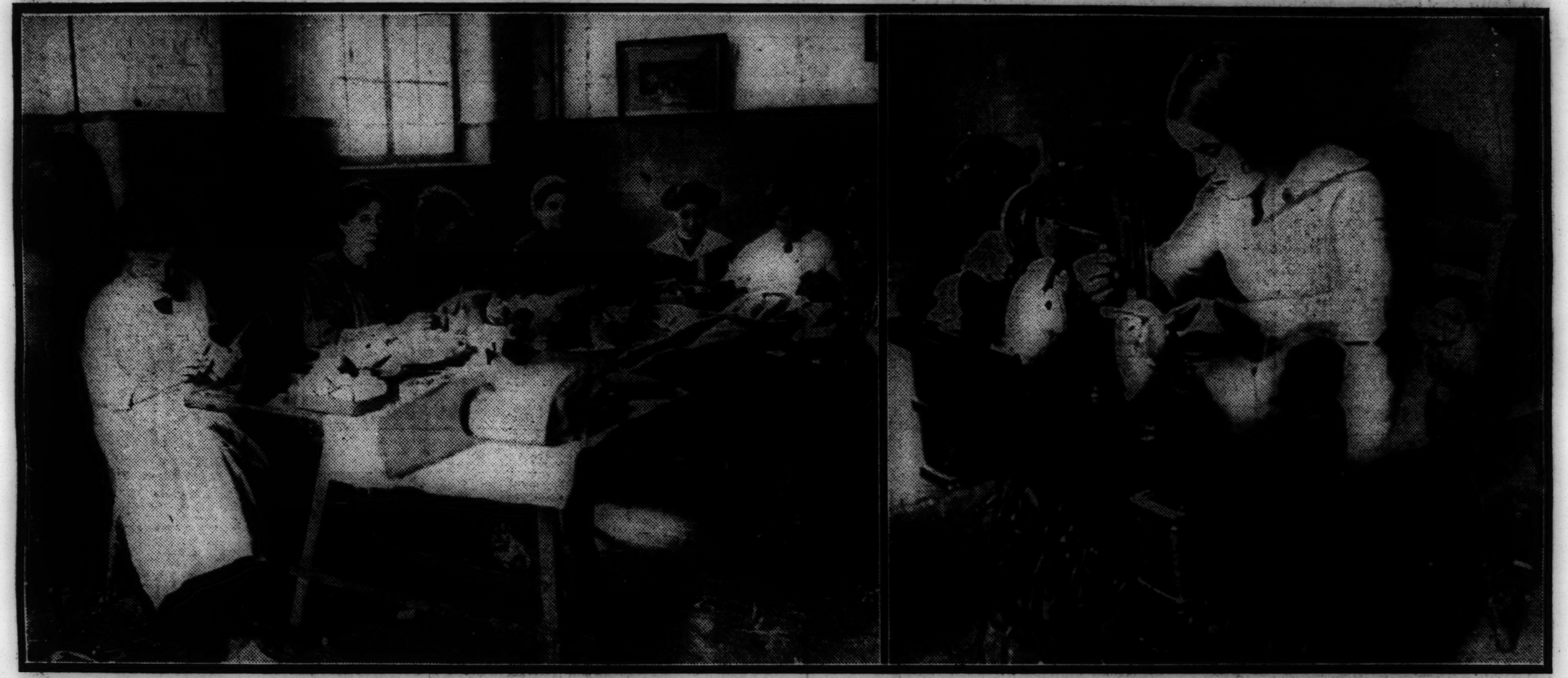
MAKING CHRISTMAS TOYS IN HIGHER BROUGHTON.



An effort is being made to capture the German toy trade. A workroom has been established at the Armstrong Memorial Institute, attached to St. John's Church, Higher Broughton, and a number of girls and women are employed making "Bunnies" and "Teddies" for Christmas. (1) A scene in one of the workrooms. (2) Finishing off "Bunny."

Southport Visiter,
Nov: 5th. 1914.

Women's Employment Bureau.

The Women's Employment Bureau, which started operations at the Friends' Meeting House, Portland-street, nearly five weeks ago, is doing excellent work. Last week was very encouraging. Not only were the largest number of goods turned out, but the quality was very much better, and the workers have shown considerable improvement in fashioning the various toys they have been taught to make. The toy industry has long been monopolised by Germany, and the opportunity of successfully establishing this industry in England should not be lost. That the toys can be well and attractively made is quite evident from the stock which was on view at Portland-street on Friday afternoon.

The dolls were a delight! Some in the costumes of the Allies and their Colonies, some in the height of fashion, and others in more sober attire, attracted a good deal of attention, and were worthy of close inspection, so well were they carried out. Toy rabbits and dogs are among the favoured animals made at the Bureau, and it is good to learn that orders for the various goods are continually being received, so that the industry has a hopeful future. The registered trade-mark is "Snactoi," with which every article is labelled. I have already seen some of the animals displayed in the local shops, and when purchasing I hope you will all look out for the trade-mark, in order that Southport manufacturers may be supported.

No less than 37 women and girls were employed at the Bureau last week, and 98 garments, 189 stuffed toys, and 68 dressed dolls were turned out. Remnants of cloth, serge, flannel, etc., will be welcomed by the committee, who can have them made up into garments for the children of Belgium refugees and others in distress. Material for shirts is also needed, and may I remind you that the office is open daily (Saturdays excepted) from 10 to 12 to receive orders for garments for those in distress; but the toys are sold only to the trade. In supporting the work at the Bureau a double benefit is effected, for work is given to women and girls who have lost their employment through the war, and the garments they make are given by those who order them to those in distress. This is surely enough to commend it to everybody.

Glasgow Herald,
Nov: 9th. 1914.

MANUFACTURE OF TOYS.

GLASGOW SCHEME FOR EMPLOYMENT OF WOMEN.

A scheme for the employment of women has been formulated by a special committee of the Glasgow Burgh Distress Committee. At a meeting on November 2 it was stated that within a week 378 women had applied for work. It was agreed to approach the Corporation with a view to obtaining immediate help from the Prince of Wales's Fund and also to urge upon them the necessity for providing work. At a subsequent meeting it was agreed to recommend that a workroom should be established by the Distress Committee to employ women to dress dolls and to manufacture a certain class of stuffed toy animals. It is pointed out that in starting a workroom of this character no competition would be offered to British firms, as the trade until now has been almost entirely carried on by Germany. The committee recommend that premises for the proposed workroom should be taken at 9 Watson Street at a rent of £40 per annum, and that the Local Government Board should be asked for their approval of the scheme. It has been ascertained that owing to the stoppage of supplies from Germany there is a great demand for all classes of toys, notably among the cheaper and more easily manufactured articles, such as plush balls, swings, skipping ropes, teddy bears, stuffed dolls, and numerous small knitted articles. The recommendations will be placed before the Distress Committee at their meeting in the City Chambers on Tuesday.

The Daily News & Leader.
Nov: 10th. 1914.

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WAR-CREATED INDUSTRY.

Vegetable-Drying and Fruit-Canning.

WORK FOR WOMEN IN THE MIDLANDS.

The two halves of Europe are locked in an internecine war, so down on the borders of Warwickshire and Worcestershire factory girls are learning fruit-canning and vegetable-drying. It is one of those interesting instances with which we are growing so familiar, of a relatively trifling reaction of the great struggle abroad on our industrial life at home.

Nevertheless some of these industrial experiments, representing just the margin of additional enterprise which would never have been exerted but for the stimulus of the present necessity, may have permanently beneficial results on the labour market at home. That, there is reasonable ground for hoping, will be the outcome of the new industry set on foot at the Studley Agricultural College.

It is no doubt going beyond the mark to say that there is no vegetable-drying or fruit-canning at all carried on in England at the present moment. The Studley experiment, however, does represent substantially a new trade in the making, so far as this country is concerned, and entirely new is the demonstration that it is hoped will be afforded of the commercial practicability of the establishment of local factories for thus treating fruit and vegetables in contiguity to any considerable small holding area.

Contributing Causes.

While the success of this experiment is not dependent on the war, it is to the war that its initiation was directly due. The conditions conspiring together at the middle of August were these: a fruit-crop so heavy—plums particularly—that good food was rotting on the trees; some fear of a national food shortage; the urgent need of the troops for dried vegetables—of which Germany is the principal source of supply; and the existence of a mass of unemployment among women at home.

It only needed an alert and executive brain, which was found in the head of one of the members of the Central Committee on Women's Employment, to conceive a scheme that would in its measure do something to relieve all the difficulties thus created. Surplus fruit could be canned, vegetables could be dried in England as well as in Germany, girls whose regular work had failed them could soon be trained to efficiency in the new industry—and the Development Commission and the Women's Committee could pay the bill, or most of it. (The Bill, of course, is only for capital outlay and for wages in the first few months. It is not intended that the factory, when once established, shall be run on other than commercial lines.)

That, in fact, is the course events have taken. The Board of Agriculture, approached by Mrs. H. J. Tennant, gave the scheme its approval, recommended Studley as the site for the experiment, and appointed a committee to control the enterprise and an expert to give the necessary guidance on the spot. As a result, in less than six weeks after the proposal was first mooted, the fruit-canning was in progress at Studley and the vegetable-drying in premises lent by Mr. C. S. Martin at Dunnington Heath, a few miles away. The extent of the work is temporarily limited while the necessary plant is being installed, but it is anticipated that in a week or two 150 girls, drawn principally from the Redditch and Birmingham district, will be given employment at the rates laid down by the Central Women's Committee, which is making itself responsible for their wages.

On a Commercial Basis.

As a contribution to the solution of the unemployment problem the work at Studley can clearly make only a modest claim. Its importance lies in the fact that if it can employ its 150 girls successfully on a commercial basis similar factories will, no doubt, spring up in many other localities. In the opinion of Dr. Lillias Hamilton, the Principal of Studley, and Mr. W. Spence, the official adviser to the scheme, it will be much more profitable to smallholders to dispose of their fruit and vegetables to a factory on the spot than to consign them, at heavy railway charges, to distant markets.

Dried vegetables are little known in this country, but the promoters of the present scheme have the incentive of knowing that there is a large export trade to India, South America, and elsewhere lately in the hands of Germany. During the South African war enormous sums were spent on dried vegetables from Germany for the British troops, and it is to our Expeditionary Force that practically the whole output of the new factory will go. The simplification of the transport problem is shown by the fact that a ton of fresh vegetables is said to compress into a hundredweight of dried, expanding when cooked to practically its original volume. Onions, parsnips, peas and beans, cabbages, and carrots can all be preserved by this treatment.

The fruit-preserving is on certain distinctive lines, and competes little, if at all, with any established home industry. The advantages claimed for the scheme in its two branches are briefly that it will help to conserve the food supplies of the country; that it will be of substantial financial benefit to smallholders; that it will establish a new rural industry to arrest the drift to the towns; and that it will provide a healthy and remunerative avenue of employment to women of both the educated and the "working" classes, wages for forewomen being likely to run, as in similar industries, to 35s. or £2 a week—well above the average typist's salary.

In drawing its first staff from the unemployed of other trades rather than from girls intending to find permanent employment in the new industry the Studley experiment starts under certain disadvantages, but in other respects there is obvious benefit to both sides in co-operation with Lady Crewe's Committee.

Like one or two other projects launched under the same pressure of circumstances the scheme may permanently broaden the prospects before women adopting industrial careers.

Daily Sketch,
Nov: 10th. 1914.

BUY A BRITISH BIMBO.

Women's Service League Scheme To Help Out-Of-Work Girls.

Will you buy a beautiful baby British Bimbo? What is a Bimbo? It is a new toy made by the Bee Toymakers, who are mostly West End dressmaker girls out of employment through the war, working in connection with the Women's Service Scheme.

Bimbo was originally a rabbit, but it developed into a doll—the quaintest of the quaint; its quaintness is assured, because Bimbo's designer is Miss Lloyd, the well-known Paris artist, who has exhibited at the salon, designed scenery, and made a hobby of pretty and amusing things for children.

Bimbos are to be seen at the *Englishwoman* Exhibition.

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Manchester Evening Mail, November 10th. 1914. 655.

EMPLOYMENT SCHEMES FOR WOMEN.

UTILISING VACANT LAND.

A very promising scheme of constructive social reform has been evolved by the National Political League, an energetic organisation directed by educated women, which has its headquarters at 16, St. James's-street, London, S.W. The scheme will not only be of use in the present difficult conditions, but also have a permanent value. The intention is to create co-operative industries on the land which will give an independent living to men and women. Particular attention will be given to the problem of educated women of the professional class who are either thrown out of work or who cannot obtain work at the present time. The work also will be of value from the point of view of food supply, a most important aspect under "war conditions."

Among the bodies affiliated to the National Political League Land Council are:

The Vacant Land Society, which has under cultivation 50 acres, giving employment to 400 men and women; the Westmorland and Cumberland Scheme, the East of England Dairy Association the Colonial Intelligence Bureau.

Allotments and Smallholdings Association of England.

The Women's Co-operative Farmers Ltd.

The league have also enlisted the co-operation in training women of the Studley and Swanley Horticultural Colleges, and their scheme has been approved by the Board of Agriculture, which has offered the co-operation of the agricultural colleges throughout the country.

POULTRY FARMING.

The league's aim is to create industries on the land, which will benefit the country as well as establish women on a good business in independent positions. "Intensive poultry" schemes are already being organised, and are expected to be in full working order within a few weeks. This is a work of great public utility at the present time. Our country is particularly suited to such an industry, which would, if established, do away with the need of any shortage of this important food supply. Allotments of vacant land are being utilised in London and other parts of the country. Women are being placed on the land in other capacities as part of a carefully thought out plan.

Land to the extent of about 300 acres has been offered for utilisation by the leagues, and as far as possible each scheme will be worked out on a co-operative basis. Offers have come from Sussex, East Fife, Gloucestershire, Ballantrae, the Vale of Evesham, Glasgow, and Bournemouth.

In Gloucester it is hoped to establish a small co-operative colony which will undertake poultry schemes, dairying, fruit farming, market gardening. In all these offers the problem of housing has been solved, in most cases cottages having been given rent free for at least one year.

In the Vale of Evesham land has been offered to establish a jam factory, which is a great need, and so near to the land offered in Gloucestershire as to make co-operation possible.

NEED FOR FUNDS.

The executive make an earnest appeal for support in the extensive work they are undertaking to help the country at this crisis. The expenses include: A fund for administration and work over the country; necessary outlay for establishing industries; other general expenses in keeping up the league's work in all its branches.

In addition, offers of personal help, whether in connection with land industries or administrative work, would be much appreciated. Communications should be sent to the Secretary, Miss M. M. Farquharson, at the offices of the League, 16, St. James's-street, S.W.

The Glasgow News, Nov: 10th. 1914.

UNEMPLOYED WOMEN AND TOY-MAKING.

Unemployment amongst women in Glasgow at present is extensive. In one week alone there were 378 applications for work. The Glasgow Distress Committee was appealed to, with the result that that body has formulated a scheme of employment for women. It has been proposed to establish a workroom where the females can dress dolls and manufacture a certain class of stuffed toy animals. This class of work, it is stated, was almost entirely carried on by Germany, so that the proposed "factory" will not be in competition with any British firm. At one period a shortage of toys for Christmas was anticipated, but should the scheme be approved and work proceeded with immediately, the Santa Claus for Glasgow should have a well-filled bag. The committee have further recommended that premises in Watson Street be taken for use as a workroom.

Irish Times, Nov: 11th. 1914.

TOY-MAKING IN DUBLIN.

TO THE EDITOR OF THE IRISH TIMES.

Sir,—Some time ago you kindly published an appeal for evening recreation for the young people of Dublin. The response to that appeal was most generous, but for various reasons nothing definite could be done last winter. When war was declared the sudden cancelling of all social functions brought hundreds of girls employed in the dressmaking, millinery, box-making, biscuit, and sweet trades face to face with actual starvation. In the emergency I was empowered to use the money subscribed to start some industry. We thought that toy-making offered the best prospects of a quick return. The Suffrage Emergency Council gave me the use of the premises, 9 Nassau street, generously placed at their disposal by Mrs. Kingsley Tarpey. Lady Wright gave furniture, and we started at once.

Knowing how many calls every one has on every side, we have managed as long as we could. We have begged and borrowed and hired machines. The shops have been most generous in their terms for materials. Our voluntary helpers have been simply magnificent, and the Mansion House Fund has allowed us 75 *per cent.* of the wages of the girls recommended by them. Best of all, we are beginning to sell in some quantity and to get special orders. We have been able to keep fifty girls busy, but we have to pay trained instructors and forewomen. Our weekly expenses include heat, light, and materials, and the extra 25 *per cent.* of wages, as well as the whole wages of cases which the Prince of Wales's Fund cannot help.

We have lately been lent another house by Mr. Beatty, of Dame street, but still we are overflowing—the tide of unemployed girls keeps rising steadily. We could take another hundred girls at the toys, and an embroidery class (to capture a hitherto German trade) has been started, as well as the domestic training centres so badly needed. I should like to see a toy factory established by the business men of Dublin to make the toys that Irish children really want, not rubbish thrust on them by Germany, as well as the educational toys hitherto made in Germany and Italy. There is a chance this coming year that will never recur of building up a trade entirely suitable to our people, in which our disabled soldiers and sailors, who will soon be among us in thousands, could be employed.

We have hundreds of girls thrown out of work by no fault of their own. These young creatures are the very life blood of our country; more, they they are the future hope of devitalised Europe. They are very brave and uncomplaining; they ask nothing but to be allowed to work from 9 to 5 for 1/2 a day, and they work really well. Many—indeed, most of them—have mothers or little sisters depending on them, and such is the unconquerable spirit of Irish youth that, at their own request, they are now getting up a Christmas entertainment to raise funds for their comrades out of work, thus laying the foundation for the recreation hall quite naturally.

The Suffrage Emergency Council, working under the Mansion House Distress Fund, keeps well to the front the recommendation of the Prince of Wales—"It is my wish that money given to the National Relief Fund may, as far as possible, flow into productive channels, such as assisting schemes for male and female employment, and, perhaps, industrial training, for it is as repugnant to me as it must be to the recipients that assistance should be distributed only in the form of doles. What men must want is work, and what young people need is training."

I am quite sure the thinking Irish public only need to have these facts laid before them to come forward and help. We have the foundations of a splendid trade. We are offered £50 for machinery to develop it, if we can take permanent premises. We only want a guarantee that there will be sufficient money to carry on into next year. Every £1 means employment for a girl for a week; every £5 we get enables us to buy fresh materials. Help us to capture a German trade. Help us to keep the respectable hard-working girls of our city from starvation. Help us to build a business that will [illegible] Yours, etc.

Dundee Advertiser, November 10th. 1914.

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Thanks to the joint efforts of these ladies, a new industry has been provided for women unemployed through the war—that of toy-making. If a visitor pops into the big, airy rooms at 77 Nethergate he will find them literally hives of industry. Seated at long tables, busy with needle and treadle, are bright-faced, happy women, busily employed turning out toys that will bring a wriggle to many a girlie's throat, a smile to many a sad eye. They are working away right merrily, these girls and women, their hours being short—from 10 a.m. till 1 p.m., and from 2 p.m. to 5 p.m. Mrs Lees, the cleverLady Superintendent, says that the work is peculiarly suited to women, but that men also will find toy-making lucrative.

The first toy on the market is a dear little Red Cross set of apron, sleeve, mob cap, with the Red Cross emblazoned on sleeve and apron; and even three tiny badges are included to make the owner imagine herself a "real live nurse." There is also a splendid new military game called "Storming the Fort." It consists of a series of forts, each with the name of a German stronghold, Essen, Berlin, &c., and the game is to run a coloured marble through the gate of each fort. When the player succeeds in "taking" a fort, then a flag of the Allies is planted on top of the battlements.

These interesting toys have been designed by two members of the W.W.R.F.C., and several others equally good are in course of completion. The Committee, which deserves great credit for its initiative and enterprise, hopes to be able to supply some of the toys required for the Christmas treat to the children of all Dundee men on active service.

Evening Mail, Nov: 14th 14.

PATRIOTIC DOLLS.

(To the Editor of the "Evening Mail.")

Sir,—Nothing, I think, gives one such an impression of the sterling courage of the Parisians as to read of the quiet way in which their autumn fashion shows are being carried through, and the orders that are being given, not, one may be sure, in order that one woman may outvie another in her dress, but rather in her quiet courage.

Our English women are doing their share in the same direction, but for all their efforts there are many who cannot make their accustomed purchases, and milliners and dressmakers are, to a great extent, without their usual work.

The Newcastle Women Workers' Committee has set up a small workroom at Hope House, Oxford Street, where these girls are being employed in dressing dolls in the uniforms of the Allied Armies. Thomas Atkins is there with all his little pockets and leather trappings; Piou-Piou in the crimson trousers that the Germans know so well, and his poor brother from Belgium; also a gorgeous Zouave is shortly to be joined by a Highlander and a Cossack.

Those who cannot make their usual purchases of winter smart clothes will, we are sure, still find a few shillings to spare in toys for their children friends at Christmas. If they will spend this money in purchasing these dolls, which will certainly be particularly popular and appealing to the children this Christmas, they will be able at the same time to give employment to those of their poorer sisters who are especially hard hit by the war.

Orders may be placed and dolls can be seen at the shop, 31, Blackett Street, or ordered from the Women Workers' Committee.—Yours, etc.,

FRANI M. N. WILLIAMS,
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Newcastle Women Workers' Committee,
31, Blackett Street, November, 1914.

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EDITH MACNEILL.

14 Upper Fitzwilliam street, Dublin,
November 10th, 1914.

Gloucestershire, Ballantrae, the Vale of Evesham, Glasgow, and Bournemouth.

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Newcastle Women Workers' Committee,
51, Blackett Street, November, 1914.

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The Picture World, Nov. 16th. 1914.

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THE WORLD OF WOMEN.

Toy-making in Birmingham.

"Teddy Bears" No Longer Made in Germany.

SOME in furry yellow coats, others in smooth brown ones, a number of Teddy Bears lay sprawling in helpless confusion on the table winking at one another with little black beady eyes. They were the vanguard of the army with which Birmingham is going to capture Germany's Christmas toy trade.

All around the room where the pile of finished Teddy Bears sat in state were others, or portions of their anatomy, in various stages of development. There were legs and arms and bodies in process of being stuffed; yellow furry skins were being cut into approved Teddy Bear shapes, and, final process of all, the sewing on of little black buttons for eyes and the darning in black wool of pointed noses and padded paws were transforming the furry balls into real life-like Teddies.

Birmingham's first Teddy Bear factory was started a little over three weeks ago by Miss Matheson, of the Women's Settlement, in two club-rooms at the back of a small temperance public-house, where social workers from the settlement formerly held their meetings. These two rooms are now filled with women and girl workers, who, having been thrown out of regular employment by the war, are being taught how to make toys.

Unlike the toy factory started by the Women's Emergency Corps, which is run entirely by voluntary workers, the Settlement Factory is a commercial undertaking, and pays its workers trade wages. Miss Matheson, who is in charge of the factory, has had considerable experience in the toy trade, and has a number of orders on hand.

"We began with Teddy Bears, but we are extending our trade," said the superintendent of the factory as she began to explain some of their processes of manufacture. "We are making rag dolls and Esquimaux dolls, and find they take very well. And we have even started a doll to do at home. Then when we started the factory they stayed with us. At first we had only eight, now we have fourteen, workers, besides six or seven women who do such work as machining in their own homes."

Although the women were absolutely new to this kind of work, their teacher considered they had made remarkable progress, particularly as they had not had any technical teaching. Toy-making of any kind has been so little practised in England that it has been found almost impossible to obtain technical teachers for the toy factories which have now begun to spring up in different parts of England.

"As we couldn't get anyone to teach us," said the superintendent of the factory, "we bought a few of the best Teddy Bears on the market and pulled them to pieces. And although we have still something to learn in the art of making Teddy Bears, we consider that we have made splendid progress, for we now have as many orders on hand as we can fulfil."

To cater for the toy trade of the Midlands is the ambition of the settlement factory, and up to the present only the firms in Birmingham and the Midland towns have been approached for orders. The result, however, has been so satisfactory that it is anticipated that in a few weeks' time, when the factory has been moved to the more spacious quarters of the new hall adjoining the settlement, employment for more workers will be available.

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The modest price of the Belgian soldier doll is one shilling and sixpence."

Although, like the toy factory of the Women's Emergency Corps, the Settlement Factory was started primarily with the object of giving work to women thrown out of employment by the war, it is in no sense a charitable undertaking. "If I cannot place the factory on a business basis and pay the workers proper wages I shall give it up," said Miss Matheson when speaking of the financial side of the new venture. "In regard to wages we took the Trade Board minimum of 3d. per hour, so the workers' takings average about 10s. a week. If we can maintain the factory on a paying basis we shall keep it on. It is in no sense merely a temporary experiment to tide over the unemployment caused by the war. We want it to continue and win a recognised position in the toy trade of the Midlands." And in this aim all visitors to the factory who see its prosperous condition after three short weeks of existence will wish it success.

M. C.

Birmingham's Newest Industry.

A factory for making Teddy Bears and dolls was started a short time ago by Miss Matheson, of the Women's Settlement, Summer-lane. In the centre of the group of Teddy Bears is the Belgian Soldier of the 9th Infantry Regiment, the latest novelty of the Settlement Factory, specially designed for them by a Belgian artist now resident in Birmingham.

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Unlike the toy factory started by the Women's Emergency Corps in London, where the workers are in many cases educated women, the employees of this new factory are working women and girls who live in the neighbourhood of the settlement and are known to its social workers.

HOW THE FACTORY WAS STARTED.

"We did not start straightaway with toy-making," explained Miss Preston, an old settlement student, who is in charge of the factory, when I visited it. "It developed out of a sewing class which we started at the beginning of the war. Women who were out of employment came to us and gave their time free, and in the evenings we gave them paid work factory, and up to the present only the firms in Birmingham and the Midland towns have been approached for orders. The result, however, has been so satisfactory that it is anticipated that in a few weeks' time, when the factory has been moved to the more spacious quarters of the new hall adjoining the settlement, employment for more workers will be available.

A BELGIAN SOLDIER DOLL.

"We began with Teddy Bears, but we are extending our trade," said the superintendent of the factory as she began to explain some of their processes of manufacture. "We are making rag dolls and Esquimaux dolls, and find they take very well. And we have even started a speciality of our own, which we think is very good for a factory only a few weeks old. It is a Belgian soldier doll, and there is the most important part of it." Numbers of small round white plush balls were being turned in the hands of a lady assistant into soldier dolls' heads by the plentiful use of vermilion and black. "This is the finished article wearing the uniform of a Belgian soldier of the 9th Infantry Regiment, the regiment which gallantly held Liege for so long against the onslaught of the Germans. The Belgian soldier doll was kindly designed for us by a Belgian artist and sculptor from Malines, who has made his home in Birmingham, and thus the uniform is correct in every detail. He is to be registered as a Settlement Factory speciality, as will his companion, a lady doll, which has not yet left the hands of the designer.

The Glasgow Evg. Citizen, Nov. 18th 1914.

633.

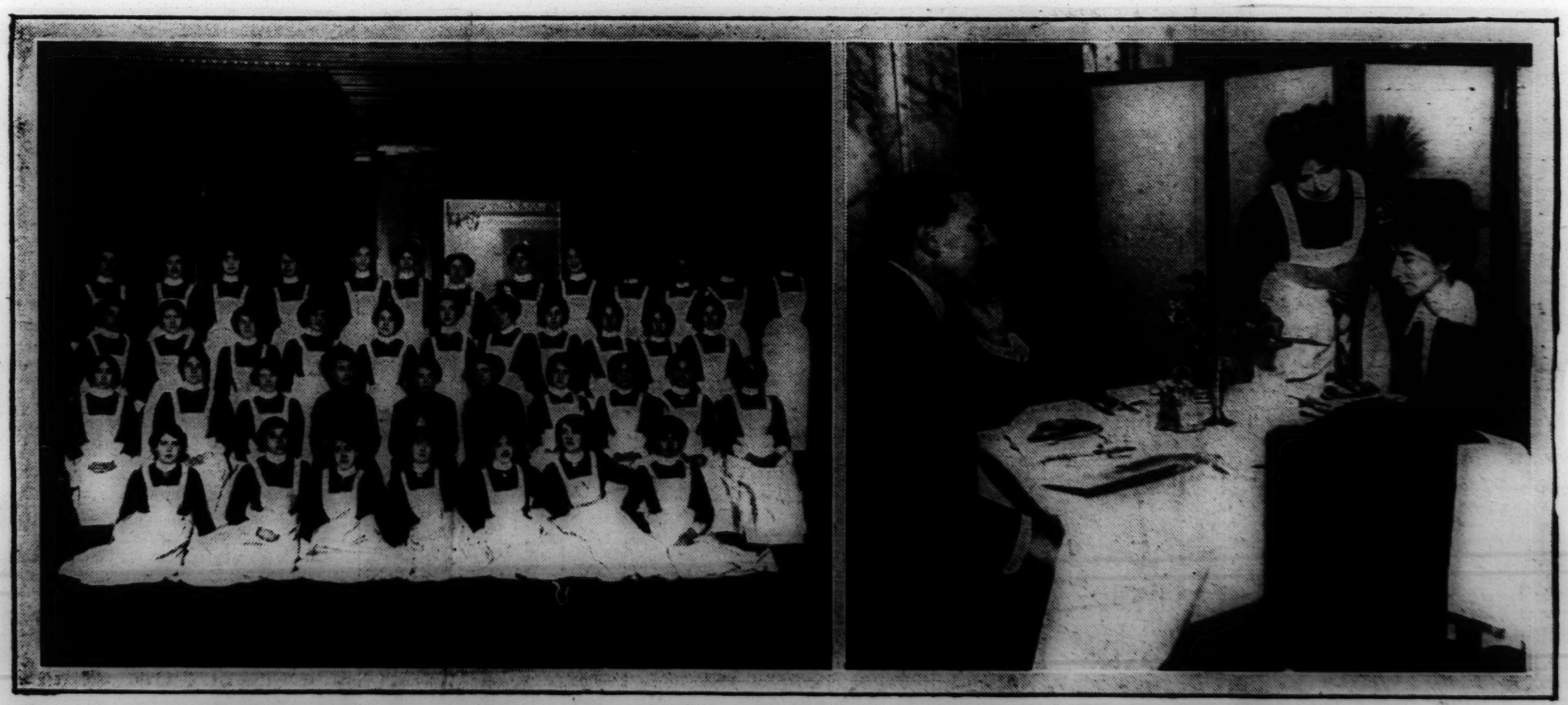
8/559

GLASGOW GIRLS AS TOYMAKERS.

["Citizen" Photo.

The Scottish Council for Women's Trades, which is providing work for women, has opened a workroom in St. Vincent Street, for toymaking. The photo shows some girls at work on wooden toys. Animals of all kinds are out out and finished off. Each girl has her own part to do, and very soon becomes expert at the work.

Daily Graphic, Nov. 19th 1914.



A CHANGE FOR THE BETTER! THE GERMAN WAITER IN LONDON OUSTED BY THE ENGLISH GIRL.

While others have talked about substitutes for German waiters one great firm of restaurateurs have acted. Habitues of the balcony floor at the Popular Café, in Piccadilly, now find that instead of German waiters bright and attentive English girls serve them at table. As will be seen from an article on the opposite page, Messrs. Lyons and Co. have made the change to the complete satisfaction of their patrons. The pictures show members of the new staff grouped and at work. Over 100 London girls are employed at this establishment alone.

("Daily Graphic" photographs.)

The Daily Graphic, Nov: 19th; 1914.

ENGLISH GIRLS AS WAITERS.

ALIEN STAFF DISPENSED WITH AT THE POPULAR CAFE.

One of the minor changes in the social life of London brought about by the war has been instituted at the "Popular" Cafe, one of the best known of Messrs. Lyons' cafe enterprises. The thinning out of the number of English waiters by enlistment and the decision to dispense with enemy alien waiters placed the "Popular" in a bit of a quandary.

The Lyons firm were told that for a Piccadilly trade such as theirs, composed of lunch, dinner and supper business, waiters were essential. They replied that they believed English girls could do all the work equally well, and they at once replaced the whole of the balcony and grand hall waiting staff with young women.

The experiment was no trifling one. It involved the engagement of about 100 bright and intelligent English girls, and although some of them were experienced, many were not. With characteristic thoroughness the firm established training classes for the latter, and in these the neophytes are put through their paces daily, being taught not only how to lay a table and how to hand food round at table—which, of course, "comes natural" to most of them—but also the composition and preparation of the dishes they serve. In this way they are not only made efficient waitresses, but receive a practical education in household economy which must prove of the greatest value to them when they come to marry, as most of them do.

SUCCESS IN EVERY WAY.

"The new system is a perfect success," the manager of the "Popular" told the DAILY GRAPHIC yesterday; "so much so that I doubt if we shall ever revert to the old one. There has been no complaint, while on the other hand many patrons have personally expressed satisfaction. They say that the work is more neatly and willingly done. Of course, we still have some male waiters—British—for those who specially wish for them."

"And is the work liked by the girls?"

"Very much, to judge from the number who wish to do it. We get applications from all over the country, from girls of good social position, who wish to do work and do not care for an office or serving behind a counter. We contend that the conditions and earnings compare favourably with those in other businesses. A girl who comes on duty at nine goes off about three, while those who begin at three finish soon after nine, each with a good hot meal during the interval. Every girl gets a fortnight's holiday per year on full pay, one day off a week and every other Sunday. Not bad conditions, are they?"

The fresh faces and the pleasantly independent bearing of these recruits to the working force which is replacing Germans and Austrians in London supply the best answer, while the average diner might add, slightly to alter Gilbert:—

When a man goes to eat,
These waitresses neat
Are a cheering sight to see.

Manchester Courier, Dec. 21st. 1914.

NO MORE GERMAN TOYS.

There was an interesting exhibition of toys in the Bishop's Rooms, Church House, Manchester, yesterday. The toys were mostly indestructible cloth animals, etc., and were made by Salford women at the St. John's Institute, Higher Broughton. The purpose of the exhibition was to extend the toy market in Manchester, which until recently had been supplied almost entirely by Germany. The promoters of the exhibition were Miss Broadhurst, Miss Renshaw, and Miss Knox (daughter of the Bishop). The object of the Institute is to provide employment for the women of Salford who are out of work through the war.

Hampshire Independent, Nov: 21st 1914.

SUGGESTED NEW INDUSTRY.

The Rev. Father O'Mahony, a member of the local Juvenile Advisory Committee, mentioned that there were at present 241 girls, between the ages of 14 and 17, on the unemployed list. It had been reported to that Committee that an organization was in existence for the teaching of toy making, and that a sale for toys was assured. For the first three weeks the girls under tuition would pay 2s. weekly, receiving payment after that time. It had been suggested, he said, that he should apply to the Relief Committee for a grant towards the payment of the fees of as many as the Committee were generous to provide for. The Women's Emergency Corps was connected with the scheme, but the suggestion was that the money, if a grant was made, should be paid to the Advisory Committee.

Mrs. Palmer said that large orders had been received by the organisation for the Christmas trade, and if the girls were trained they could execute them. The total cost to the Committee would be only £10.

Dr. Stancomb said the work was well carried out, and quite in the spirit with the aims of the Committee. It was work of a new and non-competitive kind, based on the best principles.

Alderman Sharp also supported, believing the employment to be useful, and likely to be a save to the Committee. In addition it would mean the capture of some of the German trade.

Answering a question as to what the earning capacity of the girls would be, Mr. Elsey said that, after three weeks, it was possible for the girls to earn 5s. a week.

It was decided to make the grant.

655/9

Hampshire Telegraph, 655.
Nov: 21st. 1914.

GERMAN TRADE CAPTURE.

The endeavour to capture German trade has brought what promises to be an important new industry to Portsmouth.

Amongst the enormous quantities of German-made goods which flowed into this country before the outbreak of the war was a popular spiral wire corset busk, which was claimed to be unbreakable. The article could easily be produced in England, but its manufacture was protected by patent rights. Thousands of pounds have been expended in advertising the article, which bears the trade name of "Hercules."

The Warrington Woven Wire Co., Ltd., of Portsmouth, applied to the Comptroller of Patents for permission to work the patent, and have received an intimation from the Board of Trade that the license has been suspended so far as that firm is concerned. The firm is now empowered to proceed with the manufacture of the goods, the shortage of supplies of which has been a serious handicap to the corset trade.

The new industry will provide employment for a number of Portsmouth women and girls.

655/9

The Leeds Mercury, Nov: 23rd. 1914.

PREPARING FOR BELGIUM FLAG DAY.

On Thursday of this week the Belgian flag will be flown all over this country in honour of gallant little Belgium, and as an acknowledgement of the splendid fight she has put up against the enemy invader. Preparations are in hand at the British Women Workers' head-quarters in London, where work has been found for a large number of women in the making of flags and favours. (L.N.A.)

Bayswater Chronicle, Nov: 28th. 1914.

WOMEN'S LOCAL GOVERNMENT ASSOCIATION.

Women Park-keepers and Police.

The annual general meeting of the Paddington Branch was held on November 25, at 16, Sussex-square (by kind permission of Mrs. Thomasson). The Hon. Mrs. Spencer Graves presided. After the annual report and accounts had been submitted and adopted and the officers and committee elected, a short account of St. Hilda's Club was given by Miss F. A. Witt, who said that the members were making a lot of knitted and other garments, but that the club was suffering from lack of helpers.

Miss Rivington spoke of the workrooms opened for renovating garments for the Belgian refugees, thus giving temporary work to unemployed girls. A maintenance grant of threepence an hour was given to the workers, and the rooms, added to by the kindness of Miss Leigh Browne, were opened from ten till five on five days a week, so as to allow the girls to seek for better and permanent work. Unfortunately the funds are nearly exhausted, and work will have to cease, unless kind friends will come forward to support it speedily. The girls have been most grateful for assistance in their need and for the personal interest shown by the supervisors.

An address was then given by Mrs. Percy Bigland on "Women as Park-keepers," for whom there is a distinct need. The better class working woman will not allow her children to wander about in the parks alone, and this indicates the feeling that they should be safeguarded in some way, and can spend their time there with a sense of security. Those interested in Local Government should do what they could to press for this reform. The idea was started in 1911 by the Women's Industrial Council, a deputation attending the Parks Committee of the London County Council. In 1913 two other conferences were held, and it was unanimously decided that women as park-keepers were a necessity. In America women were employed both as park-keepers and police, also to oversee cinema shows and music-halls. Women are more observant of details than men, and could give a friendly warning to a child or a young girl. She thought that women were strongly needed as an addition to the Force. The civic order of our country should be shared by both women and men.

Votes of thanks concluded the proceedings.

Evening News, November 25th. 1914.

Teaching Women New Trades.

BUSY DAY WITH THE EMPLOYMENT COMMITTEE.

I spent a day recently with the Central Committee on Women's Employment. It is a whirling centre sending out circles which increase and extend, until they seem as if they must catch in every unemployed woman in the land—which is what they are meant to do.

At the heart of all things is the secretary. No one who has spent a day in the great house in Grosvenor-place doubts that. You meet people loitering on the staircase, waiting patiently until Miss Macarthur's door shall open and she be disengaged, or preparing to burst in accidentally in the hope of being asked to remain.

There is always a wild scene following the departure of a visitor from the secretary's room. A determined score or so of typists push papers before her to sign; tumbling over one another come the people who have waited outside so long.

So it goes on all day. At 8 p.m. she is still there interviewing people, and the encampers are still outside.

In the Inquiry Room.

Half an hour in the inquiry room downstairs gives the key to the whole situation. One sees exactly how each little circle was thrown off from the centre, and exactly what it draws into its embrace.

On the notice-board hangs a list of the sub-committees:

Juveniles and Training.
Mayoral Schemes of Work.
New Trades.
Clerks and Typists.
Contracts, Purchase, and Workrooms.
Finance and General Purposes.

The tragedy of the war is enacted every day in this room. An old woman of seventy came in begging for a little work and a home.

"I only want 2s. 6d. a week, and I am a good cook. I left my place in the country to come up and see my son in the hospital. They've taken off his legs," and the brave old woman's eyes filled with tears.

Beside her is a girl who has walked all the way from Bow.

Using the Labour Exchange.

The answer to the demand for work is the same to everyone: "Register at the local labour exchange." And a shabby genteel woman said, with quivering lips, "I've never been to such a place"; and another, "It's no good. I have been every day for a week."

Then the interviewer explained that workers for all work the committee is initiating are obtained from the Labour Exchange, and that if there is not work one week there may be 50 workers wanted the next.

The shabby genteel lady was taken to the tea-room, where she broke down at the sight of food, and was too weak to eat it; she had been so long without.

The Contracts Department is in the drawing-room of the house, but at present it would puzzle one to tell what it is. A dust sheet lies on the floor, on which are piled samples of socks. On the table are belts—from people who have obviously never knitted belts before. Balaclava helmets rest on a chair, mufflers and knee-caps are lying elsewhere. Bales of cloth are stacked up in a corner and a buyer is proudly showing samples of cloth.

One looks round for Mr. Mallon, the head of the department. He is described as more elusive than Miss Macarthur. During other people's business hours he is flying round to them transacting business at the War Office, visiting employers who may want workers, fixing up big contracts, attending a conference on the Sweating question, darting into the committee with some well-laid plans, and when everyone else is going home, he is beginning his office work. Just now he is trying on a fearsome looking garment at the insistence of a lady whose "inspiration" it is for "the dear soldiers."

Search for New Trades.

Patent garments of all sorts are brought up to this department by philanthropic ladies who have been brooding over the hardships of the soldier. Men, too, present schemes of public utility which may, however, yield them a little profit in return.

One philanthropist has come up from Scotland to propound a scheme for a carpet factory in which he will employ voluntary Belgian refugee labour.

On the table lies a contract for 10,000 shirts per week, and one of the visitors has given an order for 90 yards of flannel to be made up.

This is an investigating department, so all possible and impossible toys find their way in. The same may be said of all new trades. If half of those that have been suggested had been practicable, a sufficient number of unemployed women would probably not have been found to work them!

A sign of encouragement to the schemers, however, who go away disappointed is the cradle at the door. Cradle-making is a new occupation, if not a new trade for women, which is flourishing in the relief workrooms.

The Typist's Chance.

A little bit of the practical part of the committee's work is seen in the adjoining room. A few of the 250 typists to be chosen for work or training have been sent from the Labour Exchanges to be interviewed. One is forty-four years old and a widow. "My grey hairs are against me," she says, ever so sadly. Another has an invalid husband and a child of seven and a half years to keep.

A girl in the waiting-room breaks down. The strain is too much for her. She had a nervous breakdown at the beginning of the year, and when she was ready for work in July she could not find it. The rest chatter among themselves trying to hide from each other how much this interview means to them. They have all been out of work since July, and some of them come from homes where fathers and brothers are out of work too.

The day is over, but it has been impossible to keep pace with the committee Great schemes of employment have been passed on with the recommendation for a grant to the Government Committee, programmes of education for unemployed juveniles have been discussed with the Education authorities, and at intervals bareheaded people could be seen trooping out of the front door on their way to "committee." Even this house of twenty enormous rooms is not big enough to contain them, and they meet in Lady Clementine Waring's own dining-room next door, which she has lent in addition to the Committee House.

P. S.

Liverpool Post, December 2nd 1914.

Thanks to the initial impulse given to the movement by the Education Committee, Liverpool appears destined to become an important toy-making centre. In September the Education Committee established a toy-making shop at the Brae-street manual instruction annexe, the "hands" being twenty girls who had passed through the elementary schools, and were on the register of the Scholars' Employment Bureau. Surprisingly encouraging results followed. Toys of all kinds, including many original designs, were produced, and found ready sale. Three of the girls have been engaged by a professional toy-maker in the city. The latest development is that a local firm of good standing are equipping a large works for the manufacture of toys, and have engaged six of the girls from the Brae-street centre. As girls leave this centre to take up professional positions their places are taken by other girls, who are trained, and subsequently will be able to earn their living at the toy-making industry, which is getting a firm foothold in the city. This is an illustration of the aphorism that "Out of evil cometh forth good," since if it had not been for the war there would have been no Town Hall Relief Committee to suggest to the Education Committee the launching of the toy-making scheme.

Evening Express, November 27th. 1914.

654 6545 6551/10

TOYMAKERS.

A LITTLE LIVERPOOL INDUSTRY.

We have heard a great deal lately of the necessity of not only taking the toy trade from Germany, but also of doing the right thing by our children during the forthcoming Yuletide. The matter has been taken up in several directions at Liverpool, one effort being under the auspices of the Liverpool Branch of the Women's Emergency Corps. Thus, in a cosy little suite of rooms at 169, The Albany, Oldhall-street, several girls, some with relatives dependent on their earnings, and who have been badly hit by the war, are enabled to keep their modest homes together and tide over the present stress.

It is only a short time ago since Miss Palethorpe organised this venture, and set about the initiation of a few girls into the mysteries of toy-making. They had never before handled any of the tools employed for this art, but in the few weeks which have since elapsed remarkable progress has been made. In a visit to the workshop, if such comfortable apartments can be so described, a "Courier" representative saw a number of the girls showing a zeal which spoke volumes for the interest they take in their work. One of the girls was skilfully manipulating a fine foot-saw; another was concentrating her attention upon the fastenings of a doll's house, which required delicate handling. Others, again, were taking a keen delight in robing charming dolls in equally charming costumes; one was putting the finishing touches to various articles of woodwork, and another was modelling miniature fruits and vegetables for an old-fashioned market stall.

The finish given to the toys was really a remarkable feature. There was no shoddy workmanship; the construction was complete in every detail, and all the goods were strongly made. So far as possible, glue was banned, and small wire-tacks used for securing the woodwork. Two new features had already been turned out, both of which had been designed at this establishment. The most important is a dolls' house, designed on the lines of an old Cheshire cottage, with a drop roof and back, which will allow children to arrange their dolls in the interior of the structure without any trouble. The model is painted black and white with washable paint, and its novelty and picturesqueness is such that it is selling well at half a guinea. The other is a stable, which has been designed by one of the girls, and the models worked from her specifications. There has been a bigger demand for the dolls than the supply, particularly for Red Cross nurses. So far as the latter are concerned, some of the purchasers have expressed a wish to obtain patients in addition, but so far none of these have been turned out.

It is interesting to note that there has been no difficulty experienced in paying the wages of the girls who otherwise would have probably been in a very hopeless position. The old German articles and toys were often cheap but nasty; it is far better, surely, to secure a toy that will attract and endure, even if the price is a little higher than the article "made in Germany."

Newcastle Chronicle, December 9th 1914.

New Industry for Women.

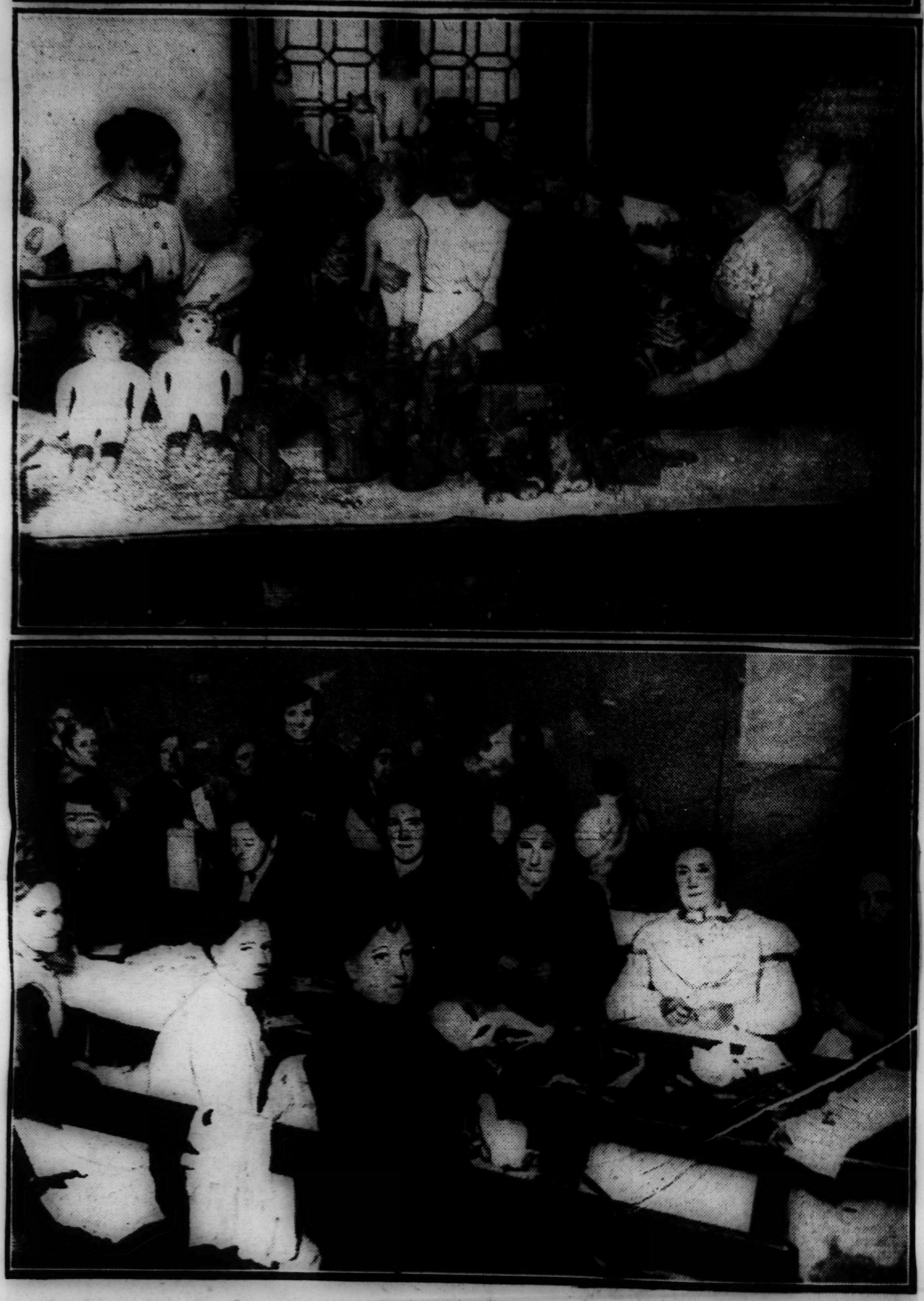
A curious sidelight is thrown upon hitherto unsuspected avenues of employment for women by the report that the making of dolls' tea-sets is affording work for a good many women and girls in the Potteries district. Before the war these things were all made in Germany, and the demand for them, especially at Christmas time, is considerable. It was the shopkeepers at Stoke, it seems, who supplied the initiative, by urging the pottery ware manufacturers to take up this class of work, and, since the enterprise was commenced, there has been a quick sale for the British-made article. Toy dinner, tea, dessert, and toilet sets are being made by a process which is said to be easily learnt, and at which girls can speedily earn good wages. The making of boxes for the sets will give further work to women, and the packing is another definite employment which may be developed into an art, as it is in Germany.

655/11

The Manchester Evening Mail, November 28th. 1914.

65 & 5

HOW MANCHESTER EMPLOYS OUT-OF-WORK WOMEN.



The Local Relief Committee is doing its best to find work for unemployed women. 1. In a workroom in Police Street, lent by Messrs. Kendal, Milne and Co., thirty women are employed in doll dressing. 2. Women engaged in stuffing dolls and also painting their faces—the dolls' faces! 3. At Bridgewater Hall, Hulme, a hundred women make new clothes and cut down old clothing for free distribution among the needy.

Newspaper World,
Dec: 5th. 1914.

655/12 6574.5.

ADVERTISING AS A PROFESSION FOR WOMEN.

A POINT OF VIEW ON WHICH CORRESPONDENCE IS INVITED.

(By Ernest C. Digby, of The Daily Express.)

The work of an advertisement representative on a London daily newspaper is varied in the extreme; he or she is daily in contact with keen business men thoroughly conversant with their own personal business interests. Hundreds of men and women enter this road, but few succeed in making a name for themselves or in reaping the reward of a good salary or income. The average man or woman who has failed in other lines of industry tries his or her hand at the advertising game, thinking that there is very little knowledge required, and all that is necessary is a fair amount of nerve in approaching and talking to business men. The woman who thinks she can do anything is the bane of the advertisement manager. To enter and be successful in seeking publicity business requires as much knowledge and skill as is required by the representative in any other line of business. No drapery house would put a traveller on the road who did not know something, and, with first-class firms, a great deal, about the trade.

How many newspapers employ men or women simply because they are good talkers and have a good personal appearance, yet with only the crudest knowledge of the wares they are out to sell? A publicity representative employed by a newspaper should have a thorough knowledge of the value of the space he offers for sale, a general idea of the value of face types, line cuts, and half-tone blocks, and know how a newspaper, especially the one he represents, is made up. In these matters women cannot compete with men; they have not the same facilities to obtain this information.

Women depend too much on obtaining publicity through the medium of personality. Personality may count for something, but it is very poor stuff to make publicity stick. Women are as a rule enthusiastic, and in a great many cases more patient than their men confrères, but it requires more than that to place the merits of a particular newspaper before a keen business man. It is necessary to put before him in a few straight, terse sentences the business reasons why he should spend his money, and why he can expect results. He expects to find someone who knows more of advertising than he himself, someone who can help and advise him in regard to his copy. The average woman is notoriously illogical. She expects to win out by the fact that she has a good appearance, a pleasing manner, and a flow of small talk. Of course there are a few women representatives who are a success, but their number is small indeed.

A special knowledge of the requirements of one trade is of great assistance to the woman canvasser, provided she has also a knowledge of her work. We find women canvassing the big drapery houses. Here she finds an advertisement manager who knows more about the value of newspaper publicity than she will ever acquire. She is not required to give any help in drafting or advising on copy, and as a rule she exerts little or no influence on the question of giving out copy. Again, women lack initiative, they are good servants led by a man, but are not as a rule capable of grasping an opportunity, and the advertising business is one full of opportunities, i.e., catching the psychological moment, to the successful advertisement canvasser.

After many years' experience in newspaper work, I am more than ever convinced that the advertising side of newspaper work is not woman's métier. Be she ever so patient and willing, it requires more than these qualifications to win out.

Yorkshire Herald, December 5th. 1914.

RURAL WORK FOR WOMEN.

Whatever may be the practical outcome, even the most severely censorious of critics will admit that the annual meeting of the Women's Agricultural and Horticultural Union held at the Bedford College for Women on Thursday was not unfruitful of some very sensible suggestions by no means inapplicable to the present unfamiliar situation in our country. Two principal points enforced were the need for more trained women in farm and garden work in view of the depletion of labour due to the war and the desirability that exists for more extensive kitchen gardening so that we should be less dependent upon imports of vegetables and fruit. It was Miss Tuke, the Principal of the College, who has the chief credit of bringing these matters to the forefront by observations that merit consideration. Her leading plea was that on account of many women having been thrown out of work by the war it had become necessary that new careers should be opened to them. One direction in which opportunity lies is certainly horticulture and agriculture which stand in the exceptional position of not being in a state of depression and this is a line therefore which affords a promising prospect of success.

This country can never hope to be able to raise all the food supplies it requires, nor is it necessary when we have the immense and ever growing wheat fields of our Dominions to draw upon; but Miss Tuke was perhaps not greatly exaggerating when she expressed her conviction that not a single vegetable need be imported and that surely we could grow more apples. Last year vegetables were imported to the value of four millions and fruit to the amount of nearly twelve millions sterling, and no one would be unduly sanguine in thinking that a considerable share of the profit arising from this supply might well be secured for our own people and that women might be partakers in the benefit. There is somewhat of a prejudice against women engaging in agriculture, the impression being that it is "unladylike," but as Miss Tuke remarks, that prejudice has been overcome in the case of gardening and it is not unreasonable to suppose that the thin barrier between the two grades of tillage may be also broken down. Especially may this be looked for, let us observe, at such a time as this when in all walks of life people are becoming more alive to their opportunities and duties and when necessity demands that everyone of both sexes must in the future take a more active share in the reconstruction of our industries and building up anew our national prosperity. Attention was called to this in the annual report of the Union, wherein it was urged that for the next few years at least women and girls with practical knowledge of agriculture and forticulture would be very much in demand. For those naturally fitted for the work therefore there is no occasion for fear or hesitation about taking up such occupations. The war has brought about an entirely new position, and it is needful that people should adjust themselves to it. It is not only that we ourselves require that every available acre of land should be turned to the most useful purpose, but our French and Belgian neighbours will look to us for help. When peace comes to their ravaged lands they will want from us not only food but live stock, seeds and plants so that they may start afresh for themselves. It is in this work that the Women's Agricultural and Horticultural Union should play a useful part, and it is satisfactory to learn that a representative of the Board of Agriculture has this week been attending at the Union office for consultations as to joint action.

The ladies promoting this movement should not, however, lose sight of what is being done by another body working for similar objects, namely, the National Political League. The great aim of the promoters of this latter organisation is to encourage and bring about co-operative industries in which girls and women may be employed in productive work, and land has already been offered in various parts of the country where a commencement may be made in this enterprise for intensive cultivation, poultry rearing, fruit farming, dairying etc. No mention was made of this organisation at the meeting of the Union, but it might be well, in order to avoid overlapping and undesirable competition, that both bodies should at least be in touch. The international character of the Union is specially valuable because in these matters we have much to learn from our neighbours, especially Denmark, Belgium and France; but the National League also includes amongst its executive Mademoiselle Rossignon, the well-known Belgian worker, and it must be remembered that it was in Belgium, before the horrors of war afflicted that country, that schemes in connection with the agricultural education of women were to be found such as the most advanced educationists have never dreamed of in the United Kingdom.

Dundee Courier, Dec: 5th. 1914.

DUNDEE WOMEN SHOW ENTERPRISE

IN STARTING A TOY-MAKING INDUSTRY.

GRIPPING DISTRESS IN THE CITY.

The Dundee Ward Committee Rooms for the reception of cases of distress caused by the war are to be opened on Monday evening first. This was decided upon at a meeting of the Prince of Wales' Fund Executive yesterday afternoon, at which Lord Provost Don presided.

Mr W. G. Leggat reported that the contributions to the Prince of Wales' Fund were still increasing. Since last meeting three weeks ago £640 had been collected, making the total £41,440. That sum was, of course, apart from the large amount which they knew had been sent direct to London by local subscribers. As to the future, interest in the fund was being well maintained, and it was a satisfactory and encouraging feature that although they had been collecting now since the beginning of August contributions were still coming in at the rate of over £200 a week. (Applause.)

The Lord Provost—Have you any means of getting at the amount sent direct from Dundee to London?

Mr Leggat—We know of £12,000 and a number of other subscriptions. I should say the total is somewhere between £14,000 and £15,000.

The Town Clerk said he had requested a grant of £200 from the Central Committee. The money had been received and banked.

An Ambition.

The Lord Provost said they had found the central authorities very willing to do anything that the committee thought desirable. The object of the Prince of Wales' Fund in the first place was to deal with necessitous cases caused by the war, and he thought the position occupied by Dundee up to the present time was very noticeable. Trade had been pretty much in normal condition, and they had not required to distribute any of the funds. His own ambition was that in Dundee they might be able to carry on trade in such a manner that they would not have to call upon the fund at all, and go on maintaining their position so far as contributing to it was concerned. In comparison with other cities of its size Dundee had done as well, if not better, by the fund than other places throughout the country, and that was very much to their credit. It would be even more to their credit if they could go on without the assistance of the fund. He did not say that was possible, but he thought they should aim at that, because it would be the most enviable position that could be occupied by any city in the country.

To Earn Grants.

The Town Clerk read a letter from Miss Mary Paterson, secretary of the Scottish Committee on Women's Employment, who stated she was glad to know that Dundee had not suffered to any great extent from the dislocation of industry caused by the war, but as the conditions might not always remain so favourable the Scottish Committee on Women's Employment desired that steps should be taken by local committees, especially in those places where women were largely employed, to form a sub-committee of the local committee to deal with the question of women's employment. She was aware that a large committee of ladies existed in Dundee, of which Miss Henderson was secretary, and that they had been taking a great deal of interest in this matter and doing useful work. That committee, however, did not form part of the Prince of Wales' Fund Executive, and therefore she could not at present recommend the payment of a grant in aid of any scheme of employment which they might put forward. Miss Paterson urged the Executive to form a sub-committee, which no doubt would consist of ladies from Miss Henderson's committee.

Women Very Active.

Miss Mary H. J. Henderson gave an interesting account of what is being done by the Women's War Relief Fund Committee. She said that while the work of that committee had largely been that of collecting and distributing comforts to the soldiers and sailors by voluntary effort, the organising of clubs for the local troops and social evenings for the women, besides assisting the Soldiers' and Sailors' Families Association, they had from the inauguration of the committee included the paid employment of women in their activity—charwomen, knitters (who were paid 6d per cut for their work), and shirtmakers (who were paid 1s 6d per garment). A small toy manufacturing industry had recently been started. They began this work, not as an effort to provide employment for unemployed women—their finances had never justified such a position—but primarily because of the opportunity of forming at least the nucleus of what might possibly develop into a profitable industry in Dundee. No such industry existing before, they were not in competition with established industry, and they had been careful to attach to their manufactory only girls unemployed. They employed a lady superintendent and two assistant superintendents, and eight learners, most of whom were typists and dressmakers out of work. There was little doubt that with enlarged funds this work might be developed greatly, but until the toys were on the market it was difficult to say how it would pay. So far it was financed by the Women's War Relief Fund Committee. Their weekly wages bill for toymakers was £8. (Applause.)

The Executive decided to bring this work within the grant-earning category by appointing the lady members a sub-committee, with power to co-opt members from the Women's War Relief Fund Committee.

Opening the Rooms.

A deputation representing the Scottish Council for Women's Trades appeared to urge that the Ward Committee-Rooms should be opened at once.

Mr James Thomson, solicitor, said distress existed in Dundee at present amongst certain unorganised trades—dressmakers, waitresses, and typists—and the Rev. A. C. Mackenzie cited particular cases that had come under his notice. It was unanimously decided to open on Monday evening first.

In reply to Mr J. H. Martin, Mr Archibald Newlands said there would be no free-and-easy carrying about of checks for orders upon grocers, &c., such as apparently had happened in Dundee before.

Mr Martin asked from what source the preliminary expenses of the Executive would be paid?

The Town Clerk said he was spending money daily, and he would ask Mr Leggat to foot the bill, not out of the contributions to the fund, but out of the interest. (Laughter.)

Mr Newlands—I am afraid it must be my duty to see that the money is sent on to headquarters as soon as possible. (Renewed laughter.)

The following were appointed a committee to deal with cases of distress requiring immediate attention:—Miss Barbour, Staff-Captain Alvey, and Messrs J. H. Martin, Robert Allan, and N. Marra.

It was agreed to make application for the city's proportion of the gift of 50,000 cheeses of 80 lbs. each from the Prince of Wales' Fund and 25,000 cases of canned salmon and 100,000 tons of potatoes from British Columbia and the toys brought by the Jason, the American Santa Claus ship.

Mr Marra said that if they began to feed people on cheese and salmon and found afterwards that they had to restrict them in their choice of goods with the checks it might raise a spirit of discontent. (Laughter.)

A proposal by Mr Marra that the Executive should hold its meetings in the evening was defeated.

Liverpool Daily Post & Mercury Dec: 10th. 1914.

LIVERPOOL TOYMAKERS

PROFITABLE RESULTS OF NEW LOCAL INDUSTRY.

Although not many weeks have elapsed since the inception of the scheme, the toy-making enterprise of the Liverpool Women's War Service Bureau, in Gambier-terrace, founded originally by Mrs. Herbert R. Rathbone as the Lady Mayoress's Bureau, has achieved a sound commercial success. Tangible evidence of this was forthcoming yesterday in an exhibition at 6, Gambier-terrace, of dolls and toys made in the workrooms to the order of a wholesale factor, who is prepared to take most of the output at a price which will make the venture a profitable one. Nothing more than a glance round the room was required to convince the visitor that the handiwork which represents the fruition of the labours of the girls who have been in training compares favourably in point of quality with the toys which hitherto have been placed on the English market by the Germans. The scheme was begun in October with ten girls, and such has been the rate of development that at present there are fifty girls of from 17 to 22 years of age. Trained under the direction of competent forewomen, the young workers have quickly acquired a capacity which has put them in a position to earn a livelihood. The nursery playthings they produce include stuffed ducks, elephants, rabbits, and dolls. Already they have made 9,000 ducks, elephants, and rabbits and 3,000 rag dolls—all to order. The ducks, which are stuffed with cork, possess what to the little folk will be an especial advantage—the property of being able to float. Besides stuffing little dolls, ten of the girls display tasteful aptitude in dressing large dolls. For example, there are mute little Red Cross nurses, Belgian peasant boys, and babies in long clothes. The general verdict of all who visited the exhibition yesterday was that the industry has been established on a thoroughly practical basis. As the girls become proficient they will be drafted into [illegible]

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The Liverpool Courier, December 10th. 1914.

LIVERPOOL'S TOY INDUSTRY.

Deplorable as the war is, it is nevertheless giving an impetus to business aptitude in directions hitherto contemplated to only a limited extent in this country. One of the industries so affected is the making of toys. A great many of the toys previously sold in this country have been of German manufacture, but the outbreak of hostilities has put a stop to their importation, and very rightly so in the interests of English people. That the latter are quite as capable of producing them as the Germans was graphically illustrated by a little exhibition, held yesterday, at 6, Gambier-terrace, where the work of the Liverpool Women's War Service Bureau is being carried on. The idea of training girls in the art of making toys was started at the first as a mere experiment, but so successful has it proved that the number so employed has grown from ten at the outset to forty. The toys, mostly representing animals and birds, are being sold to a wholesale dealer in the city, who has arranged when the period of training is completed to take fifty of the girls into his own factory, so that there is every prospect of this important branch of industry taking firm root in Liverpool. The Toy Workroom Sub-committee consists of Mrs. Herbert R. Rathbone (chairman), Mr. F. J. Marquis, Mr. C. Sydney Jones, Miss Mahler, Mrs. Allan Bright, Miss Knowles, Mrs. Billinge, Mr. W. N. Sherlock, Mrs. Hoch, and Miss Jessie Beavan (hon. secretary).

DOLL DRESSING.

Another branch of the Bureau's work consists in the dressing of dolls, most of which are supplied by a wholesale dealer, but the Bureau is also open to receive other orders. Some ten girls are engaged in this occupation, and the skill they have acquired was amply evidenced in the charming collection of dolls displayed yesterday. Representations of Belgian boys and Red Cross nurses largely predominated, but there were other dolls of a more elaborate description and which could not fail to delight the hearts of the most fastidious children. Shirt-making is also affording employment to a number of women, whose work does not enter into competition with shops, as hitherto it has been an occupation little followed in Liverpool. The garments are of a high class quality and are being executed to the order of various dealers, while private orders are also undertaken. Since the Bureau was opened in October last for toy-stuffing and doll-dressing, 9,000 animals and 3,000 dolls have been turned out. Yesterday's exhibition contained about 36 dozen dolls.

Mr Leggat—We know of £12,000 and a number of other subscriptions. I should say the total is somewhere between £14,000 and £15,000.

The Town Clerk said he had requested a grant of £200 from the Central Committee. The money had been received and banked.

An Ambition.

The Lord Provost said they had found the central authorities very willing to do anything that the committee thought desirable. The object of the Prince of Wales' Fund in the first place was to deal with necessitous cases caused by the war, and he thought the position occupied by Dundee up to the present time was very noticeable. Trade had been pretty much in normal condition, and they had not required to distribute any of the funds. His own ambition was that in Dundee they might be able to carry on trade in such a manner that they would not have to call upon the fund at all, and go on maintaining their position so far as contributing to it was concerned. In comparison with other cities of its size Dundee had done as well, if not better, by the fund than other places throughout the country, and that was very much to their credit. It would be even more to their credit if they could go on without the assistance of the fund. He did not say that was possible, but he thought they should aim at that, because it would be the most enviable position that could be occupied by any city in the country.

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toys, mostly representing animals and birds, are being sold to a wholesale dealer in the city, who has arranged when the period of training is completed to take fifty of the girls into his own factory, so that there is every prospect of this important branch of industry taking firm root in Liverpool. The Toy Workroom Sub-committee consists of Mrs. Herbert R. Rathbone (chairman), Mr. F. J. Marquis, Mr. C. Sydney Jones, Miss Mahler, Mrs. Allan Bright, Miss Knowles, Mrs. Billinge, Mr. W. N. Sherlock, Mrs. Hoch, and Miss Jessie Beavan (hon. secretary).

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The Times,
Nov: 18th. 1914.

THE QUEEN'S FUND.

SIXTY NEW TRADES FOR WOMEN.

At the opening yesterday of the annual Arts, Crafts, and Industries Exhibition at the Portman Rooms, Baker-street, W., by Mrs. Arthur Sassoon, it was stated by LADY ROXBURGH that 60 new trades, which have always been considered the exclusive property of Germany and Austria, are now being taught in England.

This year's exhibition, which will be open until Friday, is larger than usual, and includes many specimens of British made toys from the workrooms of the Women's Emergency Corps. There is a daily exhibition of lace making by Belgian workers.

About 75 per cent. of the entrance money this year is being given to the Queen's Fund.

The Queen's Fund reached last night a total of £89,784 10s. 6d.

All communications should be addressed to Lady Roxburgh, 33, Portland-place, London, W., and all cheques be made payable to Mrs. C. Arthur Pearson at the same address, and crossed "Queen's Work for Women' Fund Account."

Evening Standard & St. James's Gazette.
Dec 12th. 1914.

LABOUR COLONY FOR WOMEN.

A PRACTICAL OUTLET FOR ARTISTIC TASTES.

A meeting was held yesterday afternoon at 17, Arlington-street, W., by kind permission of Mrs. Gordon Selfridge, at which the question of forming a Labour Colony for Women was discussed.

Miss Lilian C. Barker introduced the scheme, which was elaborated by Dr. Helen Wilson and Miss Wakefield. The object of this movement is to open a really interesting career for those women who have made a failure of their lives, and are anxious to take their places once more in the world. The scheme is preventive as well as remedial. It was pointed out that the effect of an uninteresting and monotonous method of earning a living has a deadening effect on the moral character, and that if a woman is given no outlet for the artistic side of her nature, she is apt to break away from convention in the search for distraction. A proposal was made to organise the colony somewhat on the same principles as the Little Commonwealth in Dorsetshire.

Amongst the trades which were mentioned as successful in this connection are weaving, embroidery, designing, while horticulture and poultry farming would help to make the colony as self-supporting as possible. Funds were asked for the initial venture, and further particulars may be obtained from Miss Lilian Barker, 6, Heath Drive, Hampstead, N.W.

Yorkshire Post,
Dec: 14th. 1914.

FEMALE LABOUR IN ENGINEERING WORKS.

The text of the agreement between the Engineering Employers' Federation and the trade unions in the engineering industry with regard to the employment of female labour is in the following terms:—(1) It is not the intention to give the work of skilled men to female labour; (2) all machines requiring adjustment of tools by the operator, either before or during the operation, shall be operated by male labour; (3) female labour shall be restricted to purely automatic machines used for the production of repetition work; (4) a purely automatic machine is a machine which, after the job has been fixed, requires no hand adjustment until the operation is finished. All such automatic machines shall be set up by fully skilled mechanics; (5) lathes used for turning, screwing, and for boring of shells shall be operated by male labour; (6) the foregoing shall be observed until the termination of the war, when the whole question shall be discussed, if desired, without the foregoing settlement being argued to the prejudice of either party.

The Newspaper World, Dec. 12th.

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"Advertising as a Profession for Women."

To the Editor.

You ask for correspondence on Mr. E. C. Digby's point of view concerning advertising as a profession for women. Mr. Digby's conclusion is that "the advertising side of newspaper work is not women's metier," and his reasons for this conclusion are: (1) that women cannot compete with men where such matters as face types, line cuts, half-tone blocks, and newspaper make-up are concerned; (2) that women depend too much on obtaining publicity through the medium of personality, and (3) that women lack initiative and are not as a rule capable of grasping an opportunity.

As a newspaper publisher who has had occasion to employ both men and women on the business side of my publications, I am disposed to join issue with Mr. Digby. I have found women quite as earnest as men in getting together the essentials of their duty—such as knowledge of the materials to be handled or talked about; I have not found them (except in a few cases promptly followed by dismissal) obtrusively conscious of their personality; and I have found them particularly quick at grasping an opportunity.

I think Mr. Digby's real point lies in his phrase: "Hundreds of men and women enter this road, but few succeed." It is not, in my view, a question of men versus women; it is rather a question of the better training or selection of both in a field which is admittedly strewn with failures. But other things being equal, and especially where dress or household requisites form the subject of the advertisement, I would expect on the whole better results from a woman canvasser than from a man.

To my mind the only real objection to the woman advertisement canvasser is the sex difficulty, and that is not the woman's fault. If men could only get into the way of regarding women just as good comrades and as ordinary human beings with as much right to a place in the sun as themselves, all other difficulties would speedily vanish.

FORTY YEARS AN EMPLOYER.

To the Editor.

I observe that correspondence is invited on this subject, and I shall be glad if you will allow me a little space in which to state the point of view—not of an expert, but of a business woman who has had some slight experience in this connexion.

With regard to that technical knowledge which, as your contributor points out, is necessary to success, I have met a good many advertising men in whom it was distinctly lacking, while, on the other hand, I certainly know of women—and women of quite average ability—who seem to have succeeded in acquiring it, in spite of Mr. Digby's assurance that "in these matters women cannot compete with men." To master the technicalities of the advertising business is, I submit, quite within the capacity of any intelligent person, whether man or woman; it is not a question of sex, but a question of intelligence and aptitude. I would not be so foolish as to deny that men stand for more in the advertising world than do women, whose entrance into the business dates from so comparatively recent a period and whose opportunities, so far, have been so greatly restricted; but considering the achievements of women in such other professions as are open to them, I most certainly deny that it is beyond the capacity of the average woman to master the technicalities of advertising. A knowledge of type values—and, what is equally important, an appreciation of the value of white space—and the ability to bring out the essential display feature, are things easily acquired by anyone of intelligence and education. Your contributor, like other experts, is inclined to magnify the learnedness of his profession; but I decline to accept the view that it is open to men only to learn the value of face types, cuts, and half-tones; and that it is impossible for the average woman to grasp the fact that a 65-screen half-tone is unsuitable for printing on art paper, or that an attempt to utilize a 200-screen for printing on news paper is foredoomed to failure.

Your contributor clings to the old-fashioned, masculine belief in the illogicality of women, whom he supposes to arrive at conclusions by what is called "feminine intuition," which is held to be something quite different from "masculine reasoning." This, however, is only one of the many fallacies which are current concerning women, and I can assure him that the average woman is quite able to trace her thoughts from premise to conclusion in exactly the same way that men do. It is rather a cheap way of seeking to discredit any class of people to say that they are "notoriously" this, that, or the other. It would be easy for me to say, for instance, that "The Daily Express is notoriously anti-feminist," but I might quite reasonably be expected to state the process by which I had arrived at that conclusion. I should not consider that the fact of my being a woman, and therefore "illogical," relieved me of that obligation. Can your contributor state the process of reasoning by which he has arrived at the conclusion that "the average woman is illogical"? Has he not rather accepted, without reasoning or examination, an idea which for generations has been so industriously circulated by men?

The admission that "there are a few women representatives who are a success" is more significant than it seems. Their number, we are told, is small indeed, but then the total number of women employed in the advertising business is comparatively inconsiderable, and we must, of course, be prepared to find a large proportion of inefficients amongst women just as we find them amongst men.

When he claims that women are capable only of being "good servants to men," your contributor shows that conception of the inherent masculine superiority on which his whole article is based. This is an attitude which has survived from other times and other manners. It is an attitude which women often have occasion to recognize, and sometimes with amusement, but which [illegible]

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I do not wish for an instant to belittle the splendid professional and industrial achievements of men, nor to convey the impression that I am entirely satisfied with woman as she is; but do let us, in these times at least, be fair to women and try to eliminate those elements which tend to discourage their efficiency in those occupations into which, for economic and other reasons, they have come to stay.

MARIE LAWSON.

5, Westbourne Square, London, W.
December 9, 1914.

The Christian World,
Dec: 17th. 1914.

A NEW TRADE FOR WOMEN.

The Making of Dolls' Tea-sets.

One of the new trades suggested by the Central Committee on Women's Employment, in connection with the Queen's Fund, is the making of dolls' tea-sets. This work is now progressing favourably in the Potteries, particularly at Stoke-on-Trent. One firm reports that they are able to employ more women than they have been able to do for a very long time by reason of the new industry. The work is very suitable to the girls, who have clever hands, and whose usual employment is in the pottery ware. In Stoke-on-Trent alone, 23,000 women and girls are normally employed in pottery work. Since the war began the unemployment has been considerable and there is practically no other trade in Stoke to which the women can turn.

Before the war the dolls' tea-sets were all made in Germany, and the demand for them, particularly at Christmas time, is large. The shopkeepers at Stoke have themselves urged the manufacturers to take up this class of work. Since it has been commenced there has been a quick sale for the British-made article. Toy dinner, tea, dessert and toilet sets are being made by a process which is easy for the girls to learn, and at which they can speedily earn good wages. The making of boxes for the tea-sets will give further work to women, while the packing is another definite employment.

Sussex Daily News,
Dec: 22 nd. 1914.

TOY-MAKING AT CHICHESTER.

THE CHRISTMAS RUSH.

Cathedral cities are not renowned as the homes of new industries usually. Chichester, however, is an exception. Its fresh enterprise of toy manufacture promises to become permanent and to develop. As is well known, it was introduced by the Mayoress, Mrs. Garland, to provide employment for local women in connection with the Queen's Work for Women Fund, and was a direct outcome of the penny a week house to house collection in the city. During the war it will, of course, continue under philanthropic auspices, but when the sword is sheathed once again the toy-making will have to be placed on a commercial basis. In the meantime there is an excellent opportunity to establish it on proper remunerative lines if such a course is at all possible The question resolves into finding a sufficient market for the articles made after Christmas. So far the business has been worked at high pressure in order to cope with the Yuletide rush, but such a flourishing state of trade is not to be expected afterwards. In any event a vigorous effort will be made to retain the new industry for the benefit of the borough, and even if this proves unsuccessful it will have served a most useful purpose in a time of emergency. The scheme for the future is very much in embryo. At present it is enabling quite a number of young women to gain a livelihood. At Ivy Bank, the residence of the Mayor and Mayoress, excellent accommodation has kindly been provided for those engaged in making stuffed toys, and here wonderfully realistic birds and beasts are wrought out of medley of material, natural powers being substituted by ingenious mechanical contrivances. Mrs. Garland acts as the instructress in this department. The woodwork is carried on in premises kindly lent by Dr. Paxton, under the supervision of Mrs. Arthur Buckell and Mrs. Closa. Fretsaws fashion all kinds of playthings dear to young folks, and where tools are useless paint artistically applied makes up for the deficiency. It is a fascinating occupation, this catering for the pleasure of little people, and affords an interesting insight into their minds. A special word of congratulation has been received from Lady Roxburghe upon the efficient manner in which the work has been organized at Chichester. And certainly it is well deserved. The movement at Chichester is self-supporting. More than that, a contribution of £10 has already been forwarded to the Central Fund in addition to meeting local needs, and a further donation will be forwarded as a New Year's gift. It may be pointed out to those who support the Mayoress's Work for Women Fund that it is in no way associated with the Girls' Club, which is being carried on for quite a different purpose. The two movements are entirely separate and distinct in object, working, and finance.

East. Anglian Times,
Dec: 19th. 1914.

IPSWICH TOY INDUSTRY.

PROMISING COMMENCEMENT.

Recently, in describing in some detail the scope of the activities of the Northgate Street Depot, established for the administration of the Mayoress's Fund, we mentioned that a toy industry had been initiated in Ipswich, concerning which we intended to furnish particulars when it had sufficiently developed. The time has now arrived to describe this promising work, which is carried on in a large and cheerful building in the grounds at the back of the Depot. The leading spirit is Miss Ada P. Ridley, who has been much assisted by Mr. Waters, from the Ipswich Handicraft Centre, who has acted as instructor, and continues to supervise the work; while Miss Ridley has assisting her as a designer Miss Monica Turner, who has devoted much time and not a little artistic ability to her voluntary occupation. Miss Ridley also does some of the designing in addition to managing the work-room, and Mrs. Arthur Turner acts as hon. secretary and treasurer. The toy factory, as it may fairly be called, is financed by means of a fund separate from that of the Depot; in fact, the necessary capital has been subscribed privately in the form of £5 shares.

Up to a dozen young girls have so far been engaged on the work, in which obviously they take the greatest interest and pleasure. They are taught the use of the fretsaw, which many of them work with facility and accuracy, largely in cutting out the popular jig-saw puzzles and some ingenious toys which have been designed and coloured by Miss Monica Turner, who evidently has a special aptitude for this sort of work. Among her designs is a mechanical toy representing the Kaiser and Lord Kitchener engaged in a wrestling match, in which the fortune of war fluctuates almost as much as it does on the Western frontier. This has already found a ready sale to the leading retail toy-sellers of Ipswich, such as Cowells and Smiths, and as the toy has been registered, the inventor and factory are protected, with the result that a considerable and profitable sale throughout the country may be hoped for. Another original toy which is being turned out in considerable quantities, and is proving very popular with young people is that called "Soldiers' Winter Quarters." It is an ark-like hutment, with windows and doors which open, and it contains articles of camp furniture, including trestle tables which collapse or fold up, chairs, etc. There are Army and Navy money-boxes, capital wooden trains, dolls and dolls' furniture, and week by week the number and variety of the articles are being increased. In the matter of colouring and workmanship they bear comparison with any foreign or other toys of the same class, and they are neatly packed in cardboard cases, which are also made upon the premises.

This obviously is an industry capable of great development, and it affords most suitable work for young girls who have left school and desire to occupy their time pleasantly and profitably. It should also give scope to ingenious inventors as well as clever draughtsmen and colourists A large proportion of the toys sold in this country have hitherto come from Germany and Austria; and there is no reason, but rather the reverse, why the whole of this trade should not be transferred to workers in Great Britain and Ireland. By and by also the toy industry may admit of a certain amount of home occupation, though it would appear to be preferable that young workers should be employed together in bright and pleasant surroundings and conditions such as those which prevail at Northgate Street.

655 | 5 655.
The Newcastle Journal,
Dec: 21st. 1914.

BRITISH-MADE TOYS.

INTERESTING EXHIBITION IN NEWCASTLE.

An exhibition and sale of toys—the outcome of the effort to teach local girls, otherwise out of employment, to earn a livelihood in this way—attracted a large number of people to 51, Blackett Street, Newcastle, on Saturday, when the opening ceremony was performed by the Lady Mayoress (Miss Fitzgerald).

The exhibits included dressed dolls and wooden toys. The dolls had been dressed by girls, mostly dressmakers and tailoresses, who had been thrown out of work because of the war. The girls were gathered together under the superintendence of the Women Workers' Committee and Miss Dorothea Richardson, and provided with a workroom in Newcastle, where they earn wages.

The wooden toys had been made by 16 net-makers, dressmakers, waitresses, and shop girls, in North Shields, who had had the benefit of the instruction of Miss Constance Holmes. The scheme was inaugurated by the Northumberland County Women's Employment Committee, of which Viscountess Allendale is president, and Viscountess Ho ick, vice-president and chairman. The girls have been paid at the rate of 3d per hour.

Councillor Annie Maud Burnett, North Shields, presided at the opening ceremony, and remarked that the large attendance at a busy time so near Christmas was an evidence of the interest in toy-making. Although its development was only in its infancy, there were very great possibilities. Similar operations had been started in North Shields, and they were all very proud of the fact. Lady Allendale had shown an interest for which they were grateful, and had seen the movement in its best aspect—that was an inspection of the work and the workers at their tasks. The success was due to Miss Constance Holmes, who had aroused everyone's enthusiasm.

The Lady Mayoress (Miss Fitzgerald) said the war had furnished opportunities for thousands of women to help in the work of the nation by nursing our wounded soldiers and by joining various other branches of social service. And our women in availing themselves of the opportunities that afforded had given ample proof that they were worthy daughters of the Empire. But, in spite of this, it so happened that, as regarded disturbance of employment by the war, women were still the greatest sufferers. That fact had caused enterprising ladies to embark upon a new toy-making scheme, with a view to providing work for their unemployed sisters; and this exhibition was a practical illustration of what could be accomplished in that direction.

Miss Pease, on behalf of the Women's Movement Committee, proposed a vote of thanks to the Lady Mayoress.

Mrs Gurney seconded the vote of thanks, which was heartily accorded.

Glasgow Herald
Dec: 23rd. 1914.

GLASGOW GIRL TOYMAKERS.

With praiseworthy and characteristic enterprise the Scottish Council for Women's Trades have set the girls employed in the emergency work-room, 341 St Vincent Street, to the making of toys. The result of the experiment was witnessed yesterday when a modest toy bazaar was held. Considering that the girls, whose ages range from 16 to 24, had no previous training in the art of toy-making, their productions are wonderful. An interesting variety was on view yesterday, including toys that are really topical—kilted soldiers, cannons, and miniature trenches, exact models of the guns now doing patriotic havoc among the ranks of Germany, and of the trenches which our gallant soldiers so stoutly hold. The purpose of the enterprise is not, however, merely to supply toys for the Christmas season; the training the girls are receiving will, it is hoped, prove of more permanent value. There is a prospect of revival of the toy industry in this country, and the girls taught in the emergency workroom of the Scottish Council of Women Trades will find themselves equipped for such employment. At present 25 girls are engaged in the workroom, and they receive wages and food. In another workroom in Cathedral Street 40 girls are employed at needlework. The effects of the war are being especially felt by women workers, and the admirable enterprise of the Scottish Council for Women Trades is relieving in some measure the prevailing distress.

The Daily Graphic, December 22nd. 1914.

655/16 655.

Mr. Coutts, a manufacturer whose former business was ruined by war, has taken up the making of British toys wholly by British workers and of British material. He and his wife (shown in the left-hand corner), though without previous experience of toy making or machinery, have devised ingenious and astonishingly successful machine tools, and organised and taught a labour-force consisting of Stockwell girls and men. ("Daily Graphic" photographs.)

OUSTING THE GERMANS.

A BRITISH TOYMAKER AND THE STORY OF HIS SUCCESS.

Up to August 1st there was in the City of London a brush merchant. He had a growing business, a delightful home, and a happy English wife and children. Came the Kaiser's bomb-shell, and the business side collapsed. No more exporting could be done, no more material could be got—it came from enemy countries.

A common story, you may say. Did not many businesses collapse? Were not many business men flung overboard from the good ship Prosperity? Unfortunately, yes, and many, perhaps most, turned to with British energy and made the best of things. Every club is full of the stories of such men, to whom all honour. This is but the tale of one of them; it has some special points, that's all.

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What could he do? He was not fit for the Army. He was resolved to win through for wife and children. But how—how? One day he read a reference to the vast sums of money spent by British people on German toys. A lead at last! He would see if he could beat the Teuton at one of his own trades. He had not handled a toy since childhood. He knew nothing of machinery. But he had will and pluck and a wife full of faith and helpful expedients, and with these large assets and smaller assets in the department of £ s. d. he and his wife set to work. They took a large grim house in a London suburb which has hundreds of such houses. (There is to this part of the enterprise a romantic side connecting it with a nation which is enemy to us.) Man and wife began making the toys themselves. They confined their first efforts to the simplest things—dolls' houses, the bright-coloured balls which youngsters love to play with, toy forts, and such like. The process of filling the balls by hand took so much time that they could not be sold at the penny at which they must be sold, if at all. The wife thought out a machine for squeezing the composition to the right size and shape. The husband took the chain from a cycle and drove the machine by this means. Result: success. Next, what of the labour with which to turn out the dolls' houses and forts? Girls who had been learning dressmaking and similar light trades, but were workless now, were sought and found, and though the new craft was quite different, and painful to hands unskilled in it, they stuck at it, fired by the examples at the head. Some of the girls worked after hours, such was their zeal. One law was made organic—nobody should be employed at below a living wage. The little fourteen-year-old learner was given her 5s. 6d. a week, the others more in proportion.

THE MOTHER OF INVENTION.

Mechanical difficulties abounded. In cutting out the cloth for the balls it became imperative to cut many pieces at a time. The husband contrived a species of wholesale cutter unknown before. A skilled friend, up to his eyes in Government work, took time from his sleeping hours to make this. Result: success again. The wood for the toys must be sawn true and regular. A first-rate mechanic, whose employer had had to turn him away owing to the war, was met by good fortune, and is now hard at work. And so it went on. Every inch of the house has been used in the most ingenious way. Even the dust-heap has been made serviceable by these ingenious people.

So far the enterprise is a success. It looks like becoming a huge success. The British trade is giving the British product a welcome. Orders are pouring in from all parts at a remarkable rate. The trade finds the goods every whit as attractive as any others, and a thousand times more welcome in British homes than anything German ever will be again.

Coutts is the name of this pair of indomitable English folk, and the grim house is No. 28, Stockwell Road, S.W. The atmosphere within is anything but grim. It is Cheeryble-ish. It explains much of the success.

Sussex Daily News

Dec: 29th. 1914.

BRIGHTON TOY MAKERS.

CRITICS OF LOCAL RELIEF COMMITTEE'S SCHEME.

"PLAYING AT SHOPS."

A meeting of the Local Relief Committee was held at the Town Hall, Brighton, yesterday evening. The Mayor (Alderman J. L. Otter, J.P.), presided, and there were also present Miss F. de G. Merrifield, Mrs. Poole, Miss Collins, the Bishop of Lewes, Mr. W. J. Archer, Mr. George Bird, Councillor H. C. Fairfax-Cholomeley, Mr. M. W. Huggett, Councillor Deighton, Mr. W. Dallaway, Mr. G. Ingham, Mr. H. Hone, Mr. R. Halley-Stewart, Mr. T. Hussey, Mr. J. Jeffs, Mr. J. Mansfield, Mr. R. S. Newman, Mr. E. Marsh, Councillor Poole, Mr. W. G. Peskett, Mr. Arnold Stephens, Mr. B. J. Saunders, J.P., Alderman Thomas-Stanford, M.P., J.P., Mr. E. Turrell, Mr. W. R. Waterhouse and Dr. Whittington.

New Members.

A letter was received from the Town Clerk stating that the Town Council had appointed Councillors Fairfax-Cholomeley and Poole to be members of the Committee in place of Councillors Galpin and Skinner, resigned. A letter was also received from Mrs. Edith M. Jennings, Hon. Secretary Women's Co-operative Guild (Brighton branch), stating that Mrs Allen had been appointed to represent them on the Committee.

A Resignation.

A letter was received from Mr. William Gillett, J.P., tendering his resignation.—It was decided to refer the same to the Free Church Council to appoint a representative in his place.

Additional Representation Wanted.

The Prudential Staff Federation (Brighton branch) wrote applying for representation.—Mr. George Cooper moved that an additional representative be appointed, but the motion was lost.

The New Loder-road School.

A letter was received from the Secretary to the Education Committee with reference to the erection of the Loder-road School. The letter stated that the Committee were endeavouring for the Loder-road School to be done at the earliest date, and for the re-painting of certain schools at a cost of £275.

State of Employment.

Mr. B. J. Saunders, in moving the proceedings of the Employment and Labour (Branch) Sub-Committee, stated that unemployment was no worse than it was a month ago. On the whole it was very gratifying to know that unemployment was less than at this time last year.

The proceedings were carried.

The Toy-Making Industry.

A somewhat lengthy discussion took place in the consideration of the proceedings of the Women's Employment Sub-Committee of 4th November relating to the payment of grants with respect to unemployed girls recommended by the Relief Sub-Committee for instruction in toy-making.

Mr. Toyne, the Secretary of the Education Committee, said that by the suggestion of the Committee the grant should be paid for four weeks at the rate of 4s. 6d. a week as wages to learners. At the end, those shewing ability would be paid regular wages. The people who had organized the scheme were neither philantaropists nor capitalists. Under the Articles of Association it was impossible for anybody to hold more than £200 capital in the undertaking, and the dividend was limited to 5 per cent. The minimum wage suggested for adults was 10s. a week. The scheme was in its experimental stage. The wages they proposed for others was 5s. 6d. a week for girls of 15; 7s. 6d. for girls of 17; and 9s. for girls of 19. He thought Brighton must form a centre of other groups throughout the country with respect to the toy-making industry, and that each particular group should specialize in a certain toy. They could not have extreme cheapness in respect to toys and pay good wages, but on the other hand they were not going in for very expensive toys.

Mr. Toyne, replying to several members, said that at present they could take up to 20 girls. They were affiliated to the Women's Emergency Corps in London, but there was no grant from them. In London the toy-making scheme was doing very well. They had about 150 employed, and they had sold a large number of toys to well-known retailers. The present offices of the Brighton and District Toy-making Association were at 34, West-street.

The Bishop of Lewes moved that they give every encouragement possible to the scheme.

Mrs. Poole seconded.

Critics of the Scheme.

Mr. Ingham opposed the scheme. They had, he said, been told that they were neither philanthropists nor capitalists. They must be one or the other. They must either be business people or people playing at shops. He objected to the scheme because they were not even business men and women or even philanthropists, but a crowd of busybodies.

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Councillor Deighton also opposed the scheme. He mentioned that there was a scheme on foot to teach English boys to become waiters, but it was impossible for an English boy to become an efficient waiter unless he knew more than one language. Were they going to pay out doles while these lads were learning languages? It was never intended that the Prince of Wales's Fund should be used for that purpose.

Mr. Ingham said the children would be engaged in making toys which would be unsaleable after the war. Britain had never been a toy-making country and never would be. He did not want to see English waiters. They did not want ours to be a nation of flunkeys.

Councillor Poole said there were many thousands of foreigners doing work that Englishmen could do. He was convinced that if this would only bring back trade it was worth support.

Mr. Geo. Cooper said it was better for them to have employment than to give doles. Until he could see a better way he felt they were justified in spending 4s. 6d. in helping the girls to help themselves.

Dr. Whittington said he did not quite like the scheme. He, however, supported it, although there were some points about it that were not very businesslike. Still they had got to administer funds in the way which would do most good.

The resolution supporting the scheme was carried.

Glasgow News, Jan: 1st. 1915.

WOMEN AND GERMAN TRADE.

It is probable that Glasgow women may take a prominent part in capturing a certain proportion at least of trade formerly monopolised by Germany. The city branch of the Scottish Committee on Women's Employment have in hand a scheme for educating women and girls in the making of articles formerly obtained from enemy countries. The directors of the Glasgow Chamber of Commerce now intimate that they are desirous of assisting the Ladies' Committee in their efforts, and the Board have circularised members asking for information regarding trades which would give employment to female labour in this country.

Northern Daily Telegraph, Jan: 9th. 1915.

WOMEN AS TIN-WORKERS.

The tin shops attached to the great wholesale provision factories fulfilling Government contracts have never been so busy as they are now, every man and boy who can handle a soldering iron being assured of employment. The extraordinary pressure has, indeed, led one well-known firm to train women and girls for the more mechanical side of the work. Each tin requires to be soldered at the top, bottom, and the side seam, and to be provided with a self-opening tongue, the cutting of the latter being entrusted to the girls. So great is the demand for tins that, so far as the home trade is concerned, firms are preferring to pack in glass, even at a reduced profit.

655/17 635.

Glasgow Herald, Jan: 18th. 1915.

CAPTURING GERMAN TRADE.

GLASGOW PROPOSALS.

INTERESTING POSSIBILITIES.

At the monthly meeting of the directors of Glasgow Chamber of Commerce held yesterday a number of suggestions for the capture of the trade of our enemies were submitted. Mr Montagu M. W. Baird presided.

"THE FREE TRADE DOGMA."

The Chairman said that a deputation from the Glasgow Central Office for Women Workers had been heard. The deputation wished to know if the Chamber could suggest trades suitable for women which had formerly been carried on in Germany, and the Chamber had been so far successful in suggesting a good many articles which, instead of being imported, might be manufactured by women in this country. The Corporation had given their aid in getting suitable premises. He hoped members would give special attention to the question.

Mr Thomas Cameron, the secretary, read a letter from Mr Alexander Walker, of Messrs John Walker and Sons (Limited), distillers, in which he said that he considered any proposal to found a company in this country to compete with a firmly established business in Germany having large capital and perfect equipment in organisation, technical ability, and machinery would be quite futile without definite protection for a term of years. Such business could not be founded and in a position to compete with old-established concerns for at least 10 years, and nothing less than tariff protection would be effective in supporting an infant industry. The writer's firm was dependent for one product on Germany, which was only made there, and they would be glad to finance the manufacture of it in this country had they security for Government support. Unfortunately the Free Trade dogma entirely obsessed reasonable consideration of the question by those now in power.

WORK FOR WOMEN.

Mr D. H. L. Young (of Messrs James Templeton and Co., carpet manufacturers), from whom a letter was also received, wrote that he had been in communication with some of the members of the Women's Committee, and he had been asked to inquire whether the manufacture of plush felt for making ladies' hats would not be an opening for women's work in this country. The industry had hitherto been mainly carried on in Austria. He understood there was likely to be a continued and growing outlet for the product. The raw material consisted of the loose fur of hares or rabbits, which was blown on to revolving cylinders by compressed air. That, he believed, was afterwards felted and the hats moulded by hand. Such information might, as far as it went, be of interest to some manufacturers and merchants. Another scheme which had occupied his attention was the possibility of employing a certain class of women's labour next summer in trying to exterminate the bracken which was so largely encroaching on sheep pasture in Scotland. Such labour would be organised in the same way as that of the women who annually work in the fishing industry or in the fruit-picking industry. Committees, largely consisting of ladies, would have to be formed to arrange for the housing and feeding of the workers. Housing might be under tents, and the weaving of cotton canvas for this purpose would give immediate employment to women. Other committees would arrange with landed proprietors and tenant-farmers as to the contribution they would make towards the expenses. The Glasgow Employment Committee, of which Mr Francis Henderson is chairman, had already got powers to supplement the wages paid to workers under such a scheme. Professor Bower, of Glasgow University, had made a study of bracken and could advise as to the most scientific way to attack its encroachment. Men like Dr Beilby, of the Technical College, and the Chairman of the Agricultural College could be asked to give information as to the possibility of extracting potash from the bracken. Potash would be in great demand for manure as the German supplies were cut off, and it was quite conceivable that the burning of bracken for potash would recoup some of the expense. He had spoken to Mr Whitton, the superintendent of Glasgow Corporation parks, who had had experience of the matter in connection with Ardgoil estate and could give valuable advice. In conclusion, Mr Young expressed his willingness to act on any committee of preliminary inquiry which might be appointed.

The Chairman explained that they had received from the Board of Trade an exhaustive statement showing the number of persons occupied in German industrial centres in certain industries and a number of trades which the Board suggested the Chamber might deal with. On making inquiry it was discovered that boxes for ointment and straw covers for bottles were principally supplied by Germany and provided work which women might take up.

Evening News, Jan: 11th. 1915.

"CAREERS."

Fingerposts To Callings For Girls and Women.

At this season of the year many girls who have left school are wondering how they are to employ their time in useful work. This state of wondering is always amongst us, but now it is more than ever, and quite rightly, a matter for serious thought. The solution of the difficulty must, of course, depend upon many conditions, such as mental and physical capacity, the possession of money to lay out upon the project in view, and the time that will be entailed in preparation before any return can be expected.

THE WOMAN DOCTOR.

It has been pointed out by those who know that women doctors are offered by the circumstances of war the finest chance of making themselves useful, and of earning a good living, that they have ever known in the annals of their profession.

The war has carried away to the field of battle numbers of students and young medical men, and to keep pace with the demands women should take their place in the schools.

According to "Careers," a thoroughly useful book, published by the Women's Employment Publishing Co., 5, Prince's-street, Cavendish-square, London, W., at 1s. 6d., or by post 1s. 9d., "a student of medicine ought to be able to rely on an income of not less than £150 a year throughout her five or six years' course." Though the outlay is a sound investment, it is not easy to come by in every case.

TRAINING FOR THE PROFESSION.

Given the right woman, how can she set about training for the career she has chosen? Thanks to the women pioneers in medicine, it is perfectly easy.

"First of all she chooses whether she wishes to study in a mixed school or a school for women only. If she chooses the first of these courses she goes to Glasgow, or Manchester, or Liverpool, or Birmingham, or one of the other provincial universities. If she chooses the latter course she goes to the London (Royal Free Hospital) School of Medicine for Women (University of London), or the Edinburgh School of Medicine for Women.

Her next choice is the qualification to be sought, though this should also have influenced her choice of place of study, since it is desirable to take the degree of the university in which she is working. No student can obtain a university degree without having matriculated in that university, or having passed an examination which gives exemption from the matriculation, so this preliminary arts examination must precede the medical course."

ARMY NURSING.

Army nursing is and will continue to be the goal of many a woman's aspirations. That right honourable career started by the wonderful Miss Florence Nightingale demands the following qualifications:—

"A candidate must be between 25 and 35 years of age, single or a widow, and must have had three years' training in a civil hospital of 100 beds or over. She must, in addition, be of British parentage or a naturalised British subject. If she has these qualifications and wishes to join the regular service, she should apply to the Matron-in-Chief, Queen Alexandra's Imperial Military Nursing Service, at the War Office, for the necessary papers.

A MISTAKE CORRECTED.

It is pointed out in the book that it is a mistake to suppose that good work in the Army cannot be got by nurses in times of peace, for in the larger hospitals, where the majority of nurses serve, there is medical and surgical work every bit as good as in the civil hospitals, under the best surgeons and physicians in the kingdom.

The Times, Jan: 12th. 1915.

WAR PROFESSION FOR WOMEN.

PUBLIC HEALTH WORK.

That a considerably greater number of women of the upper middle classes will have to support themselves is bound to be one of the results of the war, but the difficulty of finding the necessary means for an expensive training, such as that demanded by medicine and many other professions, will be, in many cases, insurmountable. A suggestion is made in the current issue of the *British Medical Journal* that such women might turn to public health work, and the secretary of the National Health Society, 53, Berners-street, Miss F. Lankester, a sister of Sir Ray Lankester, informed a representative of *The Times* that public health is one of the few openings for women in which lucrative appointments were often going begging, and that the demand for trained women is greater than the supply.

Well-educated, cultured women, she states, are the best suited to this form of employment, and gain advancement to the more important posts in due course, their education fitting them to realize the real significance of their work. Among the appointments gained by students of the National Health Society have been five inspectorships of factories and workshops under the Home Office; sanitary inspectorships under a number of London boroughs; inspectorships under the Infant Life Protection and Shop Hours Acts; and lecturerships for the county councils and posts as relieving officers under various boards of guardians.

The work itself is interesting, well paid, and of great public service, and the cost of training is not heavy. A three-months' course in preparation for the certificate of the Sanitary Inspectors Examination Board, for instance, costs 12 guineas, and includes lectures in chemistry and physics, municipal hygiene, sanitary law and administration, building construction in its sanitary relations, and visits to waterworks, sewage works, common lodging houses, disinfecting stations, &c. The salaries that it is possible to obtain after securing the necessary qualifications vary from about £80 to £130, and may reach the pleasant figure of £500 if the woman who takes up public health has gifts and aptitude for her task.

This profession is one that should particularly appeal to women at a time when attention is being directed so strongly to work in connexion with the sanitation of the camps and the dangers of infection. The society's lecturers are distinguished health authorities holding public appointments, and a course of lectures starts at the end of this month. Certificates and medals are awarded to the successful students.

Daily Telegraph, 2.2.15.

WOMEN FOR FARM WORK.

A resolution adopted by societies co-operating on the Joint Food Supply Committee has been sent to the secretaries of the Board of Agriculture, Board of Education, and Board of Trade, as follows:

That we condemn the proposed employment of children on farm work, and recommend that facilities be given for the employment of women on the land and that allowances be made for travelling and lodging.

It is approved by the National Women's Council, East-end Federation of Suffragettes, London Kitchen Gardens, National Aid Corps, Fabian Women's Group, National Food Reform Association, National Food Fund, Printers' Warehousemen and Cutters Federation (Women's Branch), Tailoresses' Trade Union, Railway Women's Guild, some Women's Co-operative Guilds, Girls' Club Dinners, and Women's Industrial Council.

Glasgow Record, Jan: 12th. 1915.

655/18 635.

THE ENEMY'S TRADE.

GLASGOW'S EFFORT TO CAPTURE IT.

FELT HATS, POTASH AND PILL-BOXES.

The question of capturing German trade was discussed at the Glasgow Chamber of Commerce yesterday, when suggestions were made as to the industries capable of being transferred to this country.

It was stated by the Chairman (Mr. Montagu M. Baird) that they had had a communication from the Glasgow Central Office for Women Workers asking for suggestions as to trades suitable for women, and which had formerly been carried on in Germany. In reply they had had suggestions of a good many articles which, though formerly imported, could be made in this country.

The Chamber's Committee had acted in co-operation with the women's representatives in securing suitable premises, and he expressed the hope that members and directors would support them in finding an outlet for the work of the women and the possible capture of some line of German trade.

Mr. Alex. Walker, of Messrs. John Walker & Co., distillers, Kilmarnock, wrote to the effect that to consider any proposal to found a company in this country to compete with a firmly-established business in Germany having large capital and perfect equipment in organisation, techincal ability and machinery would be quite futile without definite protection for a term of years. His firm was dependent for one product upon Germany, which was only made there, and they would be glad to finance the manufacture of it in this country had they the security of Government support. Unfortunately the Free Trade dogma entirely obsessed the reasonable consideration of this question by those now in power.

CHANCE FOR WOMEN.

In a letter regarding industries for women, Mr. D. H. L. Young wrote that he had been in communication with some members of the Ladies' Committee, and had been asked to inquire whether the manufacture of plush felt for ladies' hats would not be an opening for women's work in this country. The industry had hitherto been mainly carried on in Austria. He understood there was likely to be a continued and growing outlet for the product. The raw material consisted of the loose fur of hares and rabbits, which was blown on to revolving cylinders by compressed air. This, he believed, was afterwards felted and the hats moulded by hand.

Another scheme which had occupied his attention was the possibility of employing a certain class of women's labour next summer in trying to exterminate the bracken which was so largely encroaching on sheep pastures in Scotland. Such labour would be organised in the same way as that of the women who annually work in the fishing or fruit industries.

Committees largely consisting of ladies would have to be formed to arrange for the housing and feeding of the workeds. The housing might be in tents, and the weaving of cotton canvas for that purpose would give immediate employment to women.

Other committees would arrange with landed proprietors and tenant farmers as to the contribution they would make towards the expense. The Glasgow Employment Committee, of which Mr. Francis Henderson is chairman, has already got powers to supplement the wages paid to workers under such a scheme.

The letter went on to suggest that Professor Bower, of Glasgow University, who had made a study of bracken, could give his advice as to the most scientific way to check its encroachments, and men like Dr. Beilby, of the Technical College, and the Chairman of the Agricultural College, could be asked to give information as to the possibility of extracting the potash from the bracken.

Potash would be in great demand for manure, as the German supplies were now cut off, and it was quite conceivable that the burning of bracken for potash would recoup some of the expense. Mr. Young also suggested that Mr. Whitton, the Corporation Parks Superintendant, who had had experience of the matter in connection with Ardgoil estate, and who knew the difficulties involved, could give valuable advice.

The Chairman said that in connection with the matter the Chamber had written on September 1st to the Board of Trade asking them for an indication of the trades that might employ women. A reply had been received giving a rather exhaustive statement showing the number of persons

The Star, January 14th. 1915.

Women Tillers of Earth: HOW THEY MAY HELP TO KEEP THINGS GOING.

"BACK to the land." This is not a new cry, but it is being sounded now with a vigour it has never known before, and echoes are coming from quarters that before the war were completely deaf to it.

The wisdom of making much of land that can produce food, the work of cultivating daily necessities that have hitherto come from afar, has lately become such a general matter of table talk that those who have never discussed matters of this kind before find it one of vital interest, and are wondering what part woman will be called upon to play in this crisis.

TO FILL THE GAPS.

Apart from the probable increase of cultivation this coming year, thousands of men who have been drawn from this very work in order to go to the war will doubtless leave big gaps, that cannot be filled by other men, in the fields and market gardens at home. This certainly suggests that the prospects of work for the lady gardener are very hopeful.

She may have to adapt her knowledge. And she probably will, for her training has not been for the peculiar demands of this and of the coming years. Even the girl who has specialised on horticulture may find herself, by necessity, absorbed solely in market-gardening work, which hitherto has been but a side study in her training and professional career. And those who have been too ambitious, and perhaps failed through prematurely starting out with land of their own or in partnership, may make a great hit by specialising in one department of a far larger undertaking.

THE SPRING CALL.

In a few weeks now the call for workers will be made everywhere, and then the indications for the future will be manifest.

Up to the present it has been difficult for the most experienced advocates of gardening for women to say exactly what may be anticipated. The move of men from the land to the Army has been gradual, and the winter months are passing quietly. With the spring the stir will be fresh and vigorous, and then, it is not a great stretch of imagination to assume, all those with good gardening knowledge will be called upon to utilise it.

It is a curious fact that although there have been women gardeners for many years—highly specialised head-gardeners on large estates, under-gardeners, assistants, jobbing gardeners, and so on—many of those who have habitually employed gardeners are astonished to hear that there are trained and experienced women gardeners who could do the work they need done. Another remarkable fact is that few who have ever had capable and experienced women gardeners, trained for years in theory as well as practice, ever wish to revert to the old class of gardener. The secretary to the Women's Agricultural and Horticultural International Union declares that it is the rarest thing for a capable experienced woman head-gardener to be out of an engagement for a month or more. This alone tells of a growing demand for women gardeners even in normal times.

GIRL GARDENERS AT GLYNDE.

A HEALTHY AND INTERESTING LIFE.

"Naturally the best places are not for the beginners," said Miss Gill to a "Star" representative, "but for those who are enthusiastic about their work it is an excellent life. It is splendidly healthy and extremely interesting, and the remuneration for a capable head gardener is very good. Only last week I placed a lady gardener in a post where she receives a cottage to live in, coal, lighting, all the vegetables she requires, and milk from the farm, as well as a salary of £100 a year. A less experienced lady gardener shares the cottage with her. This is not an isolated case. There are many similar ones, and remuneration and conditions always vary. When a student goes to a training college she spends her two years at half theoretical and half practical work; and if she can manage it, she is wise to take the third year doing nearly all practical work, learning so much more of the results of weather conditions, and so on. If she had only one year, she might strike a year following a terribly wet summer, or one of great drought, when the results would be entirely different. Then after the three years she usually goes out as an under-gardener without salary until she has gained a little outside practical experience; and then started in this way she quickly works her way up."

STEADY INCREASE OF STUDENTS.

Until the war broke out there was a steady increase each year of women gardening students, including those who studied to be poultry and bee-keepers, dairy producers, etc. Then the tide through various reasons was stemmed somewhat, although the present necessity for producing more food for home consumption suggests that the war should have been a quick fillip to the numbers of students.

Lady Wolseley, writing from Glynde, says: "We want in England more well trained, educated, foreseeing people as gardeners. I often wish we could enlist for this profession the services of active ladies accustomed to out-of-door country lives, preferably the daughters of Army and Navy officers. The life is a happy one, and the profession is remunerative. Why do they hold back?"

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The Chairman said that in connection with the matter the Chamber had written on September 18 to the Board of Trade asking them for an indication of the trades that might employ women. A reply had been received giving a rather exhaustive statement showing the number of persons occupied in German industrial centres in certain specified industries and the number of trades which they suggested the Chamber might deal with.

On making inquiries they had discovered that pill boxes and the wooden boxes in which ointment was put were made in Germany, and also the straw bottle covers which came into this country were industries which women might take up.

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GIRL GARDENERS AT GLYNDE.

Daily Graphic,
Jan: 15th. 1915.

THE WOMAN ENGINEER.

NEW AVENUE OF LABOUR FOR FEMININE WORKERS.

"The Englishwoman's Year Book, 1915" (A. and C. Black), compiled by feminine experts on their own particular subjects, increases its value with the years, and the volume issued for the present year is the best yet published. Among its most interesting features is a table of "Records for Women," which shows at a glance how the sex has broken new ground in the professions and honours hitherto associated with men.

There is also a fine section devoted to the welfare of children, and architecture and engineering as professions for women are more fully dealt with than in previous editions. According to Miss Griff, engineering as a profession has not many attractions to most women, but owing to the ever-increasing use of machinery in this the twentieth century there is an equally growing need and place in the professions for the woman engineer. Automatically also women's interest in engineering matters is increasing from their now almost daily contact, in some way or another, with mechanical matters.

Russia's Lead.

"Russia has led the way for some years in opening the profession to women. In that country they have been admitted as designers and draughtswomen in large engineering works, and recently a lady obtained a post as road engineer after open competition with men," says the writer.

"After Russia follows Switzerland, the U.S.A. and Canada, in which countries women are engaged in various ways as engineers. In England there is not (to the writer's knowledge) any woman but herself practising as a consulting engineer, and exceedingly few training as qualified engineers in any branch beyond automobilism. Liverpool University opened its doors to women for an engineering training, and one woman took her final degree of B.Sc. (Eng.) there, but has left England for Canada.

"The directions in which a woman who is thoroughly trained should find useful and congenial work are these:—Consulting engineer, research work in laboratories, laboratory assistant, lecturer, factory inspector, insurance inspector, draughtsmanship for drawing offices, tracer, assistant to patent agents, mechanical manager to lady farmers, mechanical manager to lady manageress of printing works, steam and electric laundries, etc.

The Times,
Jan. 19th. 1915.

WOMEN FOR FARM WORK.

TO THE EDITOR OF THE TIMES.

Sir,—In your valuable columns of to-day I read an article on the "Dearth of Farm Workers." In order to meet the demand for agricultural labour the writer suggested that possibly the best means would be "to relax the school age, so that boys from 12 to 14 years old could be brought into service, &c." There is certainly a great deal to be said in favour of this suggestion, but there is another proposition, which up till now has not been brought forward. Has not the fact been overlooked that there is a large reserve of women who are able and willing to take the place of the absent men? Anyone familiar with the Lowlands of Scotland knows how much work on the land is performed by women in many districts.

I am the last person to advocate sending inexperienced town-bred women to work in the country without having had any previous agricultural training. The labour exchanges would be able to help a great deal towards furnishing the supply of women who would be suitable for the unskilled labour, and for the better class women there are already several colleges and associations, from whom information could be obtained. If committees were formed in the country towns to deal with the matter they might do good work in organising the supply of female labour for the land, and encourage local farmers to employ women. Another point, which is all to the advantage of the farmer, is that women labourers would be comparatively easy to house; they would be single women, or at any rate women without families, and could easily be accommodated with lodgings by the wives of those labourers who have already enlisted.

Agricultural work should present no very great difficulties for the right sort of women, and to many open air country life would be most congenial.

Only last month I read with interest an article appearing in *The Times* describing the rural conditions of France during the war: the article laid particular stress on the good work the French women had rendered in connexion with the harvest. At a time like the present the employment of women as farm workers is an experiment that should certainly be tried in England; the women would be proud to help "in work that is of national importance and well within their capacity."

I am, Sir, yours faithfully,
EDITH CASTLEREAGH.

Londonderry House, Park-lane, Jan. 16.

655/19

Manchester Dispatch,
Jan: 22nd. 1915.

WOMEN GARDENERS.

Girls Invade Sphere of Agriculture.

FACTORY TO FARM.

Pros and Cons of New Back-to-the-Land Movment.

One of the interesting side developments brought about by the war is the invasion of the sphere of agriculture by female workers.

In all parts of the country women have realised the possibilities of this new back-to-the-land movement, and in several places farm schemes, more or less ambitious in character, are well under weigh.

In Hertfordshire a company of factory girls, thrown out of employment, have gone on the land with some initial success. These girl farmers, although painfully new to the business, are sticking to their ploughing, trenching, and planting, undaunted by bad weather and the physical demands their work entails.

Viscountess Wolseley's Views.

The gardening profession too, is one that holds out distinct prospects to women. Viscountess Wolseley, who is the founder of a well-known college of gardening, points out the opportunities that await far-seeing people of her own sex in this branch of employment. "The life is a happy one," she declares, "and the profession is remunerative. The training is no harder than that of other workers, and there are ever-widening prospects developing for the experienced, fully-trained gardener.

"We often have the offer of a comfortable bothy (or cottage)," continues the viscountess, "large enough for three or four ladies, who would receive coals, milk, vegetables, and salaries from 18s. to 30s. per week, according to their experience. In many cases they would be given the entire control of a large kitchen garden and glass houses, and provided they supplied the owner with his household wants, they would have a free hand as regards the disposal of the remainder of the fruit and vegetables."

Other Aspects.

Interviewed on the subject by a *Daily Dispatch* representative, one who has had a great experience on gentlemen's estates, and possesses a thoroughly extensive knowledge of what is required from the gardening staff in such places, and who is also at the present moment an occupant of one of the "bothies" referred to by Viscountess Wolseley, said the crux of the whole thing was whether ladies would "be prepared to carry out the whole thing in its entirety—not only fussing about in greenhouses, sometimes doing a little fumigating and picking off a faded leaf here and there? Would they attempt the heavy and exacting work that is included in the general routine of the average gardener?"

"One thing is certain," proceeded the person interviewed, "they would need a special dress to be able to accomplish their duties quickly and well. There is no doubt women would be able to do the lighter work of the garden, as, for instance, attending to the flowers in the greenhouses and outside, cutting the daily supply of roses or other flowers, whichever might be in bloom at the time, and getting together the various vegetables for the use of the house.

"I am afraid, however, that the employment of ladies as gardeners," concluded our informant, "would not be a wholly satisfactory experiment, if they were expected to carry out the whole programme of work. Perhaps women of the working classes, who were brought up to work on the farm and in the fields, would make fairly competent gardeners, but in the actual test I do not think any class of woman could properly and adequately fill the place of the male garden hand. They are not physically fit for the heavy parts of the job."

Yorkshire Observer,
Jan: 20th. 1915.

"Women for Farm Work."

Under this heading in yesterday's "Times" Lady Castlereagh urges, apropos of the complaints in many parts of this country as to the present scarcity of agricultural labour, that there are many kinds of farm work in which women "of the right kind" might with great advantage to themselves and to this country take the place of their masculine relations and acquaintances who are now too busy drilling for the war to fulfil the industrial functions which are theirs in time of peace. Incidentally, Lady Castlereagh refers (as did we in a paragraph in this column during the French vintage season) to the invaluable aid given by the womenkind of the French agricultural regions from the beginning of the war until now; and what is true of Frenchwomen in this regard is almost equally true of women in the other war countries, and will be true of the countries which are expected to join in the dread arbitrament before the end comes. An obvious reason, however, why the women over a great part of these islands cannot so largely as their Continental sisters supplement our agricultural labour needs is that our town industries already call on them so urgently. Not only in the textile and clothing factories and behind multitudinous shop counters, but in many and varied departments of dark work, from banks and mercantile offices downwards and onwards, the percentage of women workers must now be larger than ever before. In no other way could the unprecedented drafts on the patriotic young manhood of the country have been met without severer degrees of labour scarcity than we have yet had to face. Nor can we ignore the probability that one after-the-war consequence will be the strengthening of the status of women even in the political sphere.

Daily News & Leader.
Jan: 25th. 1915.

ENGLISH TOYS.

(To the Editor.)

Sir,—There is much talk nowadays of "stealing the German trade," of developing our home industries, and of the refusal ever more to accept goods marked with the legend "Made in Germany." But it would be greatly to the advantage of our own people to make more of the things we use.

Miss Edith Downing, an English sculptor, has modelled a charming set of doll's head and limbs, which is being made of china and wax, with stuffed body, by the workers in the toy factory started by the East London Federation of the Suffragettes. This doll is entirely English in manufacture and its appearance is essentially so. It is more childish than the foreign dolls to which we have been accustomed. It costs 5s. with china head and limbs, 4s. with wax head and limbs and glass eyes, and 3s. 6d with wax head and limbs and painted eyes. Wholesale prices may be obtained on application to the E.L.F.S., at 400, Old Ford-road, Bow, E.

This is but one of the interesting toys now being produced by East London workers under the auspices of the E.L.F.S. The effort which is being made to establish the industry in East London is an important one, for the district has been hitherto too largely given up as a hopeless region of the sweated and unskilled.

Generous financial help is urgently needed in order that the industry may not be unduly fettered, and proper attention may be given to the careful preparation of samples for use in the spring trade.

E. SYLVIA PANKHURST.

Jan. 22.

Manchester Guardian,
Jan: 23rd. 1915.

DOLL-MAKING IN EAST LONDON.

To the Editor of the Manchester Guardian.

Sir,—There is much talk nowadays of "stealing the German trade," of developing our home industries, and of the refusal ever more to accept goods marked with the legend "Made in Germany." It would be greatly to the advantage of our own people to make more of the things we use. The practice of a skilled craft or trade plays an important part in the development of character, and the higher wages paid to those who do skilled work help to raise our national standard of living. In considering the introduction of any industry which is new to this country, such as doll and toy making, or any other, it must be remembered that it is impossible for the new-comers, at least for a time, to turn goods out as cheaply as those are able who for generations have been experienced in the work. Even more vital to success it is that we should not expect our own people to produce precisely the same kind of wares as those to which we have been accustomed from Germany.

Miss Edith Downing, an English sculptor, has modelled a charming set of doll's head and limbs, which is being made of china and wax, with stuffed body, by the workers in the toy factory started by the East London Federation of the Suffragettes. This doll is entirely English in manufacture, and its appearance is essentially so. It is more childish than the foreign dolls to which we have been accustomed. It costs 5s. with china head and limbs, 4s. with wax head and limbs and glass eyes, and 3s. 6d. with wax head and limbs and painted eyes. Wholesale prices may be obtained on application to the E.L.F.S., at 400, Old Ford Road, Bow, E. This is but one of the interesting dolls and toys now being produced by East London workers under the auspices of the E.L.F.S.

The effort which is being made to establish the industry in East London is an important one, for the district has been hitherto too largely given up as a hopeless region of the sweated and unskilled. For some time to come the industry cannot be self-supporting; new ideas are being developed, new processes introduced. The workers have to be taught the rudiments of their trade. But the Federation is determined to pay fair wages, in order to give the workers a chance to give of their best in developing the industry, which, as soon as it pays its way, will run on co-operative lines.

Generous financial help is urgently needed in order that the industry may not be unduly fettered and proper attention may be given to the careful preparation of samples for use in the spring trade.—Yours, &c.,

E. SYLVIA PANKHURST.

400, Old Ford Road, Bow, London, E.
20th January.

Daily Express,
Feb. 11th 1915.

As there is a scarcity of labour in the leather trade, the London County Council is arranging for classes for unemployed women and girls in East London in order to equip them for employment in this industry.

South Wales Daily News,
Jan: 28th. 1915.

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Toymaking in South Wales.

LADY MACKWORTH INTERVIEWED.

The scope of the Women's Emergency Corps is a very wide one, but none the less the Cardiff branch seems to be carrying on its full share of work most successfully. Originally the idea of the corps, which has branches in various parts of the country, was to provide an outlet for voluntary work, and in a very liberal sense in Cardiff that is being done. Voluntary workers have registered themselves at the local office in the Principality Buildings, and work has been readily allotted to them. Lady Mackworth is the honorary secretary of the Cardiff branch, whilst Miss Pridden is organising secretary and Mrs W. E. Jones hon. treasurer.

Lady Mackworth, in an interview with one of our representatives yesterday, said they had started a toy industry at No. 11, Westgate-street, and they were now employing about 1 girls and had a similar number on a waiting list. The idea was to develop the toymaking industry in this country. The toys were all hand-made, and it did not need much capital to start with. They were hoping to enlarge, however, and the profits and any additional money they got would be devoted to extending the work. When the work was first commenced in the city they had a teacher down from London, but the principles were quickly learnt, and now the girls were under the care of a forewoman. So far they had done fairly well in the sale of goods. The toys were largely wooden ones, but they were just going in for stuffed articles, and for a week there would be an exhibition of work.

Another branch of work the corps has undertaken is that of a creche in Salisbury-road, where women who are found employment in connection with the Queen Mary Work for Women Fund may leave their children when at work. Then, in co-operation with the Soldiers' and Sailors' Families Association, the corps is associated with the Women's War Clubs. The success of some of these is remarkable.

The Liverpool Courier,
Feb: 2nd. 1915.

WOMEN AND FARM WORK.

Our farmers are placed in a very unfortunate position. There is every prospect that they will find themselves hopelessly short-handed in what should be a season of great agricultural expansion. Farm labour has never been particularly abundant of recent years, but with so many men away at the camps the situation now threatens to be serious. In France and Germany the withdrawal of agricultural labour has been much more severe, but the work is being very efficiently done by the women, who have nobly responded to the appeal made to them by their respective Governments. Lady Castlereagh and others are urging that a similar course might be adopted in the United Kingdom.

Women have long done admirable service as farm hands in Scotland and the border counties, but seldom in the English agricultural districts. Whether there are enough women competent to do such work is an open question. Farmers frequently complain that even country girls brought up on farms cannot milk or do dairy work. It is not that English women are less resourceful or courageous than others, but the farming system in this country has offered them less encouragement. Such an experiment would, however, be well worth trying now.

Eastern Daily Press,
Feb: 2nd. 1915.

NORWICH TOY-MAKERS.

A NEW LOCAL INDUSTRY

An interesting display of locally produced toys will, by courtesy of Mr. Frank Dimmock, be on view in his shop window in London Street on Wednesday, Thursday, and Friday of this week. This is the outcome of one of the many schemes to cope with unemployment among women and girls that have been set on foot since the war began. It was obvious then that an opportunity had presented itself of capturing for English workers the toy-making industry which had hitherto been mainly a German preserve. In many centres women are hard at work, and in Norwich a number of girls have, since the autumn, been training under Miss Dorothy Jewson. Toys have been designed for the factory by several local artists; and in many cases those exhibited have been executed by the artists who designed them. It is the intention that these designs shall be entirely carried out by the girls in the toy factory as soon as they are sufficiently skilled. Several of the simpler toys have, however, been completely turned out by the girls.

Like all similar undertakings, the scheme has needed, and will need for some time to come, financial support; but the increasing number of orders which the factory is receiving, both from local firms and others further afield, encourages the conviction of the organisers that the toy-making industry can, within a reasonable period, be put upon a satisfactory business footing, paying its way, and in due course making a fair profit. The toy factory is situated at 5, Margaret Street, premises which have kindly been placed at the disposal of the Norwich toy makers by Mr. Wm. Moore, the Chairman of the Board

Nottingham Guardian,
Feb. 2nd. 1915.

SUGGESTED FEMALE HELP FOR THE FARMER.

In many parts of the country the farmers are short-handed to an extent that is seriously embarrassing them. This shortage of farm labour comes at a time when the farmer needs even additional service, owing to the greater demand for home-raised agricultural produce and stock. Of course, the situation in England and Scotland is nothing like so serious as it is in France, and possibly in Germany, where a large proportion of the rural population has been called up to the colours, and made to change its plough-shares into swords. But in France, certainly, and in Germany probably, the women have stepped into the breach. The French Government issued an appeal to them at the beginning of the war, stating that while the men were fighting for their country, the women must feed the army. Lady Castlereagh and other influential ladies are urging that women should be given a chance of becoming farm workers in this country too, as they already are in some parts of Scotland and in the English border counties. There is much to commend the suggestion, but unfortunately it is very difficult to carry it out. Farm work requires at least some experience, and only those women would be likely to succeed at it who have had a farm life. Our farmers make complaint that even English country girls are mostly innocent of such arts as milking and dairy work.

The Times. February 8th 1915.

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CAREERS FOR WOMEN.

TAKING THE PLACE OF MEN.

DENTISTRY AND PHARMACY.

(FROM A WOMAN CORRESPONDENT.)

The number of men replaced by women in employment since the beginning of the war is officially stated to be slight, though there are as yet no statistics available. But unofficially one learns of women doing many unaccustomed things, and of the scope of their work being widened both in the professions and in various forms of industry. Even if many of the posts formerly held by men which women are now filling are for the period of the war only, and will have to be yielded up should their original holder return safe and sound, they will have tested women's capacity in a way that may have a lasting effect on women's work in the future.

Among professional women, doctors and teachers of university standing found the most immediate demand for their services in place of men gone to the front. Medical posts were thrown open to women which before the war would have been plums reserved for male consumption only, and some of these very posts are actually going begging at the present moment, because the demand for women doctors is greater than the supply. The London County Council have even recently waived their ban on married women doctors in the case of a lady doctor whose husband had gone to the front. Women teachers have been replacing men and proving themselves able to keep their classes in control, even if they are not always able to join in the more athletic games. One university woman has been taking an out of doors class in surveying in a boys' school with great success. But in the teaching profession there is always a tendency to pay a woman less than a man, and in at least one instance a woman teacher took the duties of two men—or rather one and three-quarters, a small portion of the work being taken on by another teacher—but she was only paid the salary of one.

The Board of Trade in its report on employment in the United Kingdom in December declares that "statistics relating to commercial employment in London show that there has been an increase of 25 per cent. in the employment of women in London banks since the war, while similar though not quite such striking figures are given for some other City employments." Inquiries go to show that in some of the most conservative banks in London women have been employed for some months in the securities department and in the ordinary work done by a bank clerk, beginning with the making up of pass-books. But in one bank at least very long hours have been worked, and the remuneration given was not that paid to men for similar work. Hitherto in the banks when women have been admitted they have not been employed on work usually done by men, and consequently their salaries were not open to comparison. In the future, however, they will be. In the Stockholm State Bank there is a woman chief cashier paid at the same rate as a man, and the precedent might be borne in mind.

A NEW FORM OF EMPLOYMENT.

One curious employment being carried on by women of the professional classes is in the letter censor's office. Owing to their knowledge of languages women are particularly fitted for such posts. Incidentally, as a comment on women's alertness on the business side of the war, it may be remarked that the suggestion to prevent German women, allowed to return, from taking back gold to Germany came from a woman who learned that some patriotic feminine aliens were taking back as much as £50 in gold pieces to the "Vaterland." A woman is employed at one of the stations checking passports, and several women were selected through a well-known women's employment agency as booking clerks, to take the places of men who had enlisted, by one of the great railways

It is said also that the war is leading to an increase in the demand for fully-trained women pharmacists and dentists. Both professions demand, however, a lengthy preparation. There are already several highly-qualified women teaching dispensing and running their own pharmacies in London and in the country, and there are a fair number of women dentists already in practice and doing well. Several women trained in accountancy and book-keeping have recently taken excellent posts which were formerly held by men.

In the returns of women's employment under trade groups the Board of Trade gives under the heading of engineering a 10 per cent. increase since October, and notes that 28·1 per cent. of the 20,000 women employed are on overtime. To supplement this it is interesting to note that women are being asked for as trained plan-tracers in engineering works at the present moment to fill vacancies left by men who have enlisted. The Central Bureau for the employment of women at 5, Princes-street, Cavendish-square has some of these posts waiting for suitable applicants.

The legal profession does not seem to have yielded any fruits to women in spite of the very large percentage of lawyers' clerks who have enlisted, perhaps because legal business has fallen off pretty heavily. Before the war there were several solicitors' offices where women were employed in important positions as clerks, but so far there is no news of further appointments being made, though it is quite possible that such may be the case. But women have found their way into many Government offices where before the war their employment would hardly have been countenanced.

INDUSTRIAL WORKERS.

Among women industrial workers one comes up against a certain lack of mobility, which may impede the employment of women in many directions, and also the deliberate restriction of their possible entry as competitors into certain trades. There is, however, said to be a movement in the upholstery trade towards the greater employment of women. In this trade it is curious to note that a woman is by laws made by her male colleague, allowed to use scissors, but not a hammer or chisel. In the fancy leather and metal trades women are now being employed on additional work, and the tailoresses, in spite of the "slump" in their employment, are stated to be doing better since the alien disappeared from some workrooms.

Concerning two trades for which women are peculiarly fitted, but from the highest prizes and certificates of which they are debarred by the male unions—hair-dressing and cooking—one hears of no great change in favour of women since the war. Women make postiches, dress hair, and shampoo it in many houses quite as well as men, but there is always the question as to their standing and pay. In the chef's domain it is being boldly said that there are many women who can get no more than £100 or £150 and must not call themselves chefs, but who are the equal of men getting 10 or 12 times their salaries. Music-engraving is a trade which is expected to offer opportunities to women as a result of the war.

In some of the big provision dealers women have been taken on to replace men, and with fair success, though one big store had many complaints from its grocery department at Christmas time owing to the enthusiastic assistants booking orders for things sold in other departments. The manager of the department declared that grocery took longer to learn than any other trade. In at least one big drapery house women are to be seen for the first time in the linen department handling heavy goods, and in two big stores lift-girls are acting for lift-men "wanted for the trenches." Women chauffeurs are not taking the place of men to any great extent.

But the numbers of openings enumerated above are sufficiently interesting to make one wonder what will be the further development in six months' time. A two-years' inquiry recently completed by the Fabian Women's Society covering every trade and profession open to women showed that 51 per cent. of the 4,000 typical cases taken were supporting others as well as themselves, and 80 per cent. were entirely self-supporting, leaving a small percentage depending on others for partial support. This would seem to prove that in peace-time at least women do not work unless they have to, and that the pocket-money worker, in whose interests so many employers pay less to their women employees for the same work than they would to a man, is largely a myth.

The Times 19-2-15.

CAREERS FOR GIRLS.

PROSPECTS OF EMPLOYMENT IN MANY FIELDS.

The first of a series of lectures arranged by the League of Honour on openings for educated women was given by Miss Craig (Central Bureau for the Employment of Women) yesterday at 106, Harley-street. Mrs. JAMES GOW presided. The course is designed to survey the fields of work at present available to educated women and to familiarise mothers of girls with the necessity for finding them careers in view of the possible diminution in the numbers of those likely to marry in the future.

Miss CRAIG, who spoke on "General Employment Prospects for Educated Women and Girls," said the war brought home the necessity of training. Parents who imagined a training wasted on those who were sure to marry forgot that numbers of women after marriage had to support themselves, their children, or their husbands. In choosing a career the two things to be considered were the public demand and the girl's bent. The higher professions—medicine, surgery, and architecture—were all open to women of exceptional power. Dentistry, pharmacy, teaching, and domestic economy training offered openings. School attendance officers now included a number of women, and superintendents and matrons of training colleges or resident schools under county councils were from time to time required. The development of children's care committees had called for a number of specially qualified women as organisers and assistants; the Labour Exchanges had opened the way to a good many well-paid and responsible posts, and there were also women health insurance officers. The constantly broadening sphere of social work was not overcrowded, and there was room for many well-equipped workers.

In gardening and horticulture the chief demand was for girls with capital enough to start on their own account after training. Jobbing gardening and town gardening were branches of the work in which there was still plenty of room for girls with some power of organisation and initiative. Forestry, too, seemed in many ways to be suitable for women. Cookery offered an immense opening to educated girls, though, curiously enough, at present, men were the greatest experts in cookery. Tea-rooms, dressmaking, hospital nursing, nursery-nursing, and laundry-work had each their own opportunities, while in artistic work the most recent successes were the lady house-decorators. There were also at present successful women bookbinders, metal workers, jewellers, chemists, florists, and photographers.

The next lecture in the series will be given on February 26, by Dr. Florence Willey, on "Women in the Medical Profession."

The Times 19-2-15.

OPPORTUNITIES FOR WOMEN.

The Hon. Mrs. Norman Grosvenor, Chairman of the Colonial Intelligence League, which helps educated women to find posts overseas, desires to call attention to two training centres for the teaching of poultry-farming, dairying, and domestic economy, "both offering during the war training, board, and lodging on terms which certainly cannot entirely cover the cost." These are Hoebridge Farm, near Woking, and Stoke Prior Colonial Training College, Bromsgrove. The Colonial Intelligence League can offer five trainings at Hoebridge Farm at the specially reduced fee of 10s. a week for a six months' course. Particulars can be obtained from the secretary, Colonial Intelligence League, 36, Tavistock-place, W.C.

Mrs. Talbot, President of St. Margaret's House Committee, and Miss Elisabeth Anson, Oxford Secretary and Treasurer, inform us that St. Margaret's, the "Ladies' Branch of the Oxford House," is in need of ladies to carry on its work. The terms are from £1 to 25s. a week. Further particulars may be had from Miss Harington, Head of the Settlement, St. Margaret's House, Bethnal Green, E.

Bradford Argus 16-2-15.

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NEW EMPLOYMENT FOR WOMEN

Doctors, Dentists, Bank Assistants, and Workers in Various Trades

Taking the Places of the Men.

Since the beginning of the war the scope of women's work has been widened both in the professions and in various forms of industry.

Among professional women, doctors and teachers of university standing found the most immediate demand for their services in place of men gone to the front. Medical posts were thrown open to women which before the war would have been plums reserved for male consumption only, and some of these very posts are actually going begging at the present moment, because the demand for women doctors is greater than the supply.

The London County Council have even recently waived their ban on married women doctors in the case of a lady doctor whose husband had gone to the front. Women teachers have been replacing men and proving themselves able to keep their classes in control, even if they are not always able to join in the more athletic games.

One university woman has been taking an out of doors class in surveying in a boys' school with great success. But in the teaching profession there is always a tendency to pay a woman less than a man, and in at least one instance a woman teacher took the duties of two men—or rather one and three-quarters, a small portion of the work being taken on by another teacher—but she was only paid the salary of one.

At London Banks.

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Inquiries go to show that in some of the most conservative banks in London women have been employed for some months in the securities department and in the ordinary work done by a bank clerk, beginning with the making up of pass-books. But in one bank at least very long hours have been worked, and the remuneration given was not that paid to men for similar work.

Hitherto in the banks when women have been admitted they have not been employed on work usually done by men, and consequently their salaries were not open to comparison. In the future, however, they will be. In the Stockholm State Bank there is a woman cashier paid at the same rate as a man.

In the Letter Censor's Office.

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At Engineering Works.

Several women trained in accountancy and book-keeping have recently taken excellent posts which were formerly held by men.

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Industrial Workers.

Among women industrial workers there is said to be a movement in the upholstery trade towards the greater employment of women. In this trade it is curious to note that a woman is by laws made by her male colleague, allowed to use scissors, but not a hammer or chisel. In the fancy leather and metal trades women are now being employed on additional work, and the tailoresses are stated to be doing better since the alien disappeared from some workrooms.

Concerning two trades—hair-dressing and cooking—one hears of no great change in favour of women since the war. Women claim that they can make postiches, dress hair, and shampoo it in many houses quite as well as men, but they say there is always the question as to their standing and pay.

In the chef's domain it is being boldly said that there are many women who can get no more than £100 or £130 and must not call themselves chefs, but who are the equal of men getting ten or twelve times their salaries.

Music-engraving is a trade which is reported [illegible]

Daily Mail.
14. 10. 15.

WOMEN "ODD JOBBERS."

CLASSES IN DOMESTIC REPAIRS.

In the Cosway-street School, Marylebone-road, one of the Women's Institutes of the London County Council, last night a score of women were busy with drawing-books, compasses, and T-squares. Some were the mistresses of households, some were teachers, some were women interested in the social work of the East End. One was preparing to go out to Canada.

At the end of the lesson the teacher asked what they would like to be taught next. Their answers were: how to fix washers; how to make door-handles tight; how to stop escapes of gas; proper place to hang a picture; how to drive a plug in; how to make furniture out of a packing-case; how to mend children's boots.

The instructor nodded and said that they would be taught them in turn at succeeding lessons. As there are very few men available for odd jobs and no boys to carry their tools, these women wish to learn to do these odd jobs about the house themselves.

Daily Graphic
11. 3. 15

THE NEW INDUSTRY.

TOY MAKING ON A PRACTICAL SCALE IN THE EAST-END.

An enterprise which will eventually bring credit to British skill and originality is the toy industry, established in Bow by the East London Federation of the Suffragettes. The toys made by the workers include dolls, jointed wooden toys, and stuffed animals, all of which are pre-eminently "British" both in design and execution.

Very considerable time and care is being expended in making both dolls and animals as life-like as possible, so that the shapeless flaxen-haired object which was "made in Germany" may be replaced by something not "just as good," but better.

In connection with the industry which now flourishes at 400, Old Ford Road, Bow, perhaps the most important feature of all is the wages paid at the factory. This is not a sweated industry. The workers are paid a minimum wage of 5d. an hour, or on piece rates calculated on that basis (and for some of the more skilled work at a higher rate). The women engaged can thus earn upwards of £1 a week, and that without working the disgracefully long hours which obtain in so many industries.

The factory has been started without capital, and is at present partially supported by voluntary subscriptions, and in appealing for support the organisers state that if a toy industry can be established on a non-sweated basis, not only individuals but the race itself will benefit through the physical improvement of the workers.

Scotsman.
20. 2. 15
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A PUBLIC meeting in connection with the promotion of artificial flower-making as a new industry in Edinburgh for women, was held yesterday in the Oak Hall, Edinburgh. Lady Dunedin, who presided, said such a large meeting was in itself an indication of the interest that the people of Edinburgh were taking in the scheme, and she hoped it was also an indication that the movement was going to prove successful.

Miss Rosaline Masson said that owing to the war new problems had presented themselves to be solved. Among these was this, that a great number of women had been thrown out of employment, while many others, not hitherto wage-earners, now found it necessary to work for a living, and the number of those women in both classes would increase as the war went on, and even more so when it was ended. Now was the time to open up for women a new industry instead of giving them nothing but sewing to do, and they were met that day to consider in a broad-minded spirit an effort in the right direction—namely, to provide women with training that would fit them for the labour market and lay the foundation stone for a new structure. Their object was to train women to make artificial flowers of a fine class and without any suspicion of sweating. Nor would their new industry interfere in any way with the work now in the hands of cripple children. There was no industry of the kind in Scotland at the present time. Three matters had to be kept in mind. The scheme would have to be considered by men able to organise and start an industry; it would not necessarily be local, and might even become national; and it was a German industry at the present time.

MR BENSON AND THE WAR WITH UGLINESS.

Mr F. R. Benson, in speaking in support of the scheme, said theatrical people had often difficulty in getting artificial flowers for their requirements, so that perhaps from his side of the footlights they might be able to help forward the scheme and find for the products something in the way of a market. And the regiments of the flower-makers would range themselves with those who were waging the present life and death struggle with ugliness. It was the apathy of this country that had lost us so much of our trade, and that apathy was due to the opinion that so many people held that we must always remain the first workshop of the world. If we had had sufficient enterprise and sufficient versatility we would not have allowed so many of our markets to be captured, and included in those captured was that of the making of artificial flowers. This war was surely an example in the concrete of a life-and-death struggle with ugliness, the ugliness of an unholy alliance that had dynastic ambition linked hand in hand with commercial greed and a soulless love of material philosophy. This country and our Allies prided themselves that they were engaged in a sort of crusade for freedom now, and for a reign of humanity, of love, and of beauty in the future. This was also a war of peoples against Chancellors, a war of self-sacrifice and of freedom against a war of selfishness. He ventured to think that the Germans had made some of their greatest mistakes because of their neglect of artistry, and though they might take Paris or Warsaw, though the Russians might retreat, and though the Germans might sink many merchant ships, yet as sure as man's faith was fated to work its way upwards, so surely would victory rest ultimately on the side of the Allies. (Applause.) German culture as they had come to know it was the negation of all those things that flowers stood for. They must take their places in this war with ugliness, and he thought they were doing so in carrying out the scheme that was now proposed. (Applause.)

Lieutenant-Colonel Wyllie spoke of the chances that presented themselves for developing such a trade as flower-making with other countries. There was now, he said, a splendid opportunity for depriving Germany of her trade in that connection.

Mrs Chalmers Watson gave an outline of the scheme proposed. Three things, she said, were essential—first, that suitable workrooms should be provided for a training centre, with highly trained teachers—the nature of the work would probably demand skilled French teachers; second, that funds would be necessary for equipment, for the payment of teachers, and for the payment of pupils during their apprenticeship; and, third, that keeping in view the aim of establishing an industry on a practical basis, a careful record of facts and figures would require to be kept which would enable the scheme later to be placed on a sound commercial basis. They believed that a course of training of six months would enable their pupils to turn out flowers of the kind desired. It was estimated that the initial expenses for the six months would amount to about £400, and they confidently hoped, when the merits of the scheme were made known, that all the money required would be forthcoming.

Scotsman Edenburgh 20.2.15. 655.

655/23

RELIEF OF DISTRESS.

QUEEN'S "WORK FOR WOMEN" FUND.

SHIRT-MAKING IN GLASGOW.

One of the most practical of the schemes carried on under the Queen's "Work for Women" Fund is the workroom for the training of shirt machinists which was opened last month at 11 Spoutmouth, Glasgow. Skilled shirt machinists are always in demand, and never more so than at the present time, when employers are too busy with large contracts to afford the necessary time or machines for the training of workers. As this line of work, therefore, seemed to offer an exceptionally favourable opportunity for unemployed women and girls, with the prospect of quickly rendering them self-supporting again, a training workroom was organised through the efforts of the Glasgow Sub-Committee on Women's Employment, the scheme being approved by the Scottish Committee
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One of our pleasantest memories, by the way, is of Miss Mary Macarthur rising in righteous wrath from the balcony at the Albert Hall meeting that inaugurated the League, and denouncing the Duchess for her part in that mean business.

The Lady Assistant.

If you had told station engineers in July, 1914, that in two years' time young women would be controlling some of their switchboards, what would they have replied? Yet the lady in our photograph is busy in a sub-station of the Shropshire, Worcestershire and Staffordshire Electric Power Co. Her apparel does not seem to us altogether suitable, it is too loose and flowing and might easily throw off a switch inadvertently, which leads up to reform in feminine attire and throws a grave responsibility on His Majesty's electrical inspector of factories.

We see, by the way, that in Scotland an engineering probationary course is now offered to well-educated women, between twenty and thirty-five years of age, who are prepared to take up manufacturing engineering as a profession. So impressed is the directorate by the feminine capability displayed in this war that £40,000 is being spent on a factory to be run entirely by women. Special conditions will prevail. There will be two shifts, each consisting of eight hours divided by a long interval into four-hour half shifts. The wages earned will range from £65 to £250 per annum.

"He is a fool who thinks by force or skill
To turn the current of a woman's will."
(Far wiser he who lets 'em rule the board,
And turn the current where they will. Oh Lord!)

SAMUEL PEPYS AND OUR OWN POET MIXED.

Scotsman Edinburgh 20.2.15. 655.

655/23

RELIEF OF DISTRESS.

QUEEN'S "WORK FOR WOMEN" FUND.

SHIRT-MAKING IN GLASGOW.

One of the most practical of the schemes carried on under the Queen's "Work for Women" Fund is the workroom for the training of shirt machinists which was opened last month at 11 Spoutmouth, Glasgow. Skilled shirt machinists are always in demand, and never more so than at the present time, when employers are too busy with large contracts to afford the necessary time or machines for the training of workers. As this line of work, therefore, seemed to offer an exceptionally favourable opportunity for unemployed women and girls, with the prospect of quickly rendering them self-supporting again, a training workroom was organised through the efforts of the Glasgow Sub-Committee on Women's Employment, the scheme being approved by the Scottish Committee on Women's Employment, and financed by a grant from the Queen's "Work for Women" Fund. Rooms were granted through the generosity of the Glasgow Corporation, with use of power and light, and a competent forewoman was engaged to give instruction. Twenty-eight girls are now occupied in shirt machining (practising stitching on collar bands, cuffs, sleeves, &c.), and also in making shirts, the material used consisting for the most part of bale ends of shirting presented by local manufacturers. The girls who are being trained have come from all kinds of previous occupations, including bleachfield workers, golf ball makers, bookbinders, bookfolders, paper bag makers, cable workers, laundry packers, shop girls, tea-room girls, clerkesses, treadle machinists, cigarette makers, and confectionery workers. In addition to the machine workroom, where the girls are given training in power machining and shirt-making, there are also an ordinary workroom where sewing is done and instructions given in making, mending, and making over all kinds of garments, and a kitchen where meals are prepared and furnished to the workers at moderate charges, and where a few girls are receiving training in cooking, marketing, and domestic economy. The fact that after only a month's training a number of girls have found good situations with shirt-making firms proves the practical utility of the machinists' training scheme in meeting an existing demand.

Electrical Times 13-7-16.

The Somersets have done little but disservice to the Tory Party, to which they belong. As a "Die-hard" during the Parliament Bill controversy, the Duke was thrown over by Lord Lansdowne and the majority of the Peers. The Duchess was one of the founders of the Insurance Tax-Resisters' Defence Association—an egregious fiasco which successfully defended none of its dupes, and did nothing positive except deprive large numbers of poor servant girls of sickness benefits under the Insurance Act—a cruel thing for which the Duchess has done nothing to atone.

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men are requested to co... ...micat...
Northampton Polytechnic Institu...
London, E.C.

Electricity

With regard to the Factory ... new issue (second edition) has ju... tain additions to and alteration... B.E.A.M.A. and Mr. Scott Ran... "Memorandum on Electricity R...

In th...

Last week we mentioned that ... applying to the Board of Trad... Konrad Aust's patent No. 4908, ... of the application has been fixe...

A Commenda...

The extension of British trade ... countries is a subject which evok... we need hardly say how much w... as those being made by the *Brit*... out with a special issue, 10,000 ... on their way to India, China, A... to every port in the world where... The editorial pages—when one ... vertisements—open with some ve... and sellers do not always compr... here is much soothing enlighten... now in its 24th year of publicat... to the industry and commerce ... reasons, by the way, for appre... imposed upon this and similar ... imagine that any Government in ... facilities in view of the nation... stamp must be affixed to every ... of £125 for an issue which m... in any case. Yet the *Telegra*... ment production, which also c... out post free "O.H.M.S." C... organs!

1st London E...

ks Orders for the week by Lieut. ...
a Officer for the week.—Platoo...
'e next for duty, Platoon Comman...
zh Saturday, July 15.—Parade ...
E ... FOOT MIXED.

East Anglian Times 24-2-15, Ipswich

Lady's Pictorial 18-9-15.

655/24

IPSWICH WOMEN WORKERS.

TOY EXHIBITION.

The public of Ipswich now have an opportunity of seeing the developments which are being effected in the new toy industry established by Mrs. Arthur Turner and Miss Ridley in association with the Northgate Street Depot. Mr. Smith, of Smiths-Suitall, has very kindly devoted one of the windows in his establishment in the Butter Market to a display of the toys made by the young workers at Northgate Street, and they are well worthy of inspection, and, be it added, purchase. Among the toys are engines and trucks labelled "G.E.R.," stoutly made and well cut and painted; soldiers' Winter hutments, sentry boxes, the clever mechanical toy designed by Miss Monica Peirson Turner, "The Kaiser and Lord Kitchener"; and several others. The workmanship of all is unusually good—almost too good, some might think. At any rate, they are many degrees better in all essential respects than the German toys which were imported almost to the exclusion of all others. There is now a chance of placing on a firm and permanent basis a highly-promising industry—one which will afford occupation to young people and others not merely in a factory or place of business, but also in their own homes. Last Christmas the surplus of foreign toys on hand helped to provide the needs of the season; but next Christmas it seems most probable that we shall have to depend solely on home-made toys. There is every reason, therefore, for giving the utmost encouragement to this new industry, which seems destined to undergo great developments in Ipswich in the near future.

Evening Standard 31-8-

THE QUEEN'S FUND.

WOMEN WEAVERS, GOLD-BEATERS AND HAIR-NETTERS.

The Central Committee of the Queen's "Work for Women" Fund are much occupied in reviewing possible new trades for women.

It is not, however, as easy to replace alien trade as it at first sight appears. There are dangers in attempting to start new enterprises on unsound lines, while relief funds could not obviously be used in competition with existing industrial concerns.

Various branches of toy-making have been under review for some time, and these include stuffed and wooden toys, the making of china dolls' heads, and dolls' trunks. The doll-making trade, however, is only one of many.

There is the making of artificial flowers, of baskets and of bags for bonbons, which also offer possibilities. Experiments have been made with crochet buttons—hitherto in the hands of the enemy's trade—but this is by no means all. The committee have investigated such out-of-the-way trades as the making of memorial wreaths, the extraction of potash from seaweed, the manufacture of hair-nets, of Japanese cot quilts, fireless cookers, and surgical bandages.

It is only when reading a list of these trades that it is possible to realise how many every-day domestic articles are made in an enemy's country. Amongst the new trades to be considered is that of manufacturing the tinsel scourers which we use for cleaning saucepans, stockinette knickerbockers, the weaving of willow for mats and rugs, chairs and baskets, gold-beating, gloves, and a certain kind of rug previously made in Austria.

AMONG the many trades and professions that are opening up for women at the present day printing is very seldom mentioned. Numerous reasons are given for this omission, one of the chief being that the work is too heavy; another, the long apprenticeship necessary before efficiency can be attained.

Both these arguments may hold good for certain branches of printing, and in large establishments, where the work is necessarily specialised, the part taken by women is usually limited to the composing and proof-correcting departments; the heavy work—lifting huge formes, the actual printing, being entirely—and rightly so—in the hands of the men. In this "specialised" work undoubtedly proficiency in setting up type, to which the whole time is given, can only be attained through long and steady practice. A few women are now employed as monotype operators, an instrument in appearance very like a huge typewriter, used for the mechanical setting up of type, in contra-distinction to "hand" setting, but there is still considerable prejudice against the practice.

But a small printing-press business, in which the workers have to learn all branches of their trade, is a very different matter. And it is this form of printing that has so far been overlooked by women of education as a means of livelihood both practical and congenial.

There are several qualifications necessary for women who wish to learn the printing business in a small way. One is a liking for a certain amount of manual labour, and another—and this is very important—good physical health. Besides these, if the business is expected to pay, as it certainly should, one at least of the women should be a good canvasser—capable, that is, of obtaining orders for printing, either personally or through judicious advertising. The direct personal element is preferable, as adequate advertising is too expensive for a small firm. Given these qualifications, together with a determination to get on, there is no reason why a small printing concern should not be run successfully, and eventually extend its borders, still employing only women. An aptitude for business is, of course, very necessary. The heavy part of the work is the machining and, at times, the imposing and proof-correcting. For this reason physical health and strength are very necessary, as it means a good deal of standing. Both these difficulties could, by arrangement of both the work and the imposing table, be overcome.

For the preliminary training, if time and money permit, a six months' training with any small firm ought to be ample. During this time the student, using brains and intelligence, and *liking the work*, could get enough variety of experience to fit her to start independently. It is possible to get a working knowledge of all the chief branches in a few months, and then work alone; but the longer training is recommended to avoid anxiety and—necessarily—a certain amount of wasted time and material. Long apprenticeship may be necessary in the case of young girls, or for women who have no power of concentration, and whose object is to become compositors only; but for those who desire a more general training, it is simply waste of time. In a small shop a Jack-of-all-branches is necessary, and this to a certain extent—at any rate, in the beginning—makes great speed a secondary consideration, and one to be left to time to remedy.

Having got the necessary preliminary training—preliminary because in printing one is always learning—the next thing to be considered is: How to start in business? And here it should be clearly understood that the work is intended to pay its way, and is not to be run "anyhow."

It is suggested, to avoid anxiety, that there should be a capital of, say, £250–£300. Of this £150 would be spent for "plant"—machine, type, &c. the remainder being reserved for working expenses and slack times. The amount to be taken out by the partners (who will be the workmen also to begin with) to be decided by the work obtained. It would be possible for a new firm, with very little training, to pay its way, including wages, almost from the beginning hand to mouth probably, but that would not matter. On the other hand, the chances that it would not pay at once or for many months must be considered and calculated for, or failure will be inevitable. Roughly, the first year should be a time to gain custom—

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The type of work to be done profitably and well by a small firm is necessarily limited. Quick jobs—that is, work that can be set up, printed, and got out of the way at once—are to be aimed for. The small printer cannot compete with his larger *confrère* in the matter of pamphlets, two- or three-colour work, any big job that requires large quantities of type and a corresponding heavy printing. Where a big firm can set up and print, say, thirty-two or many more pages of type at the same time, a small treadle-press which prints two, or at the outside four, pages at once, stands no chance. Work of that kind, when accepted—as it should be whenever possible—would be sent to a large firm who would allow a commission.

Leaflets of all kinds, programmes, tickets, cards, note-headings, invitations, and small or smallest work, can be accepted and worked at a profit by the (from the professional point of view) short-trained small printer.

With regard to estimating, this is largely a matter of practice where small work is concerned, and varies according to the type of work undertaken. There is no hard and fast rule, and, although time is supposed to be the chief guide, it cannot always be considered from this basis by the small printer, as many things may interfere with his steady work at one job. It may be said, however, that after a little time the fair price to charge for any given piece of work becomes fairly easy.

There is considerable prejudice against women in the printing trade, chiefly, it is believed, because of the lower wages that they are willing to accept in comparison with the men. This is not the place to deal with the economic position of women, but much might be done to improve women's position in the matter of wages, &c., by a firm managed and owned by business women, preferably educated women who have gone through the mill themselves, and therefore realise that good work and happy employees cannot be obtained for undesirable wages.

Edinburgh Evening News. 23. II. 15.

Pharmaceutical Journal 27. II. 15.

655

655/25

THE EDINBURGH PROJECT.

Only last Friday was the public announcement made of the project of starting in Edinburgh a new industry for women in the making of artificial flowers, and already the interest evinced in the scheme has been very gratifying. The project is being undertaken by a sub-committee of the Women's Emergency Corps, with Lady Dunedin as convener, and it is within the commodious premises which the Corps occupies at 29 Drumsheugh Gardens, that the work will be carried on, at the beginning, at all events. The new industry which the Committee propose to set on foot, it should be clearly understood, is not to be in competition with the artificial flower-making, such as is done largely by cripple children, but is to be confined to the making of high-class artificial blossoms, such as are used in the best millinery.

A Good Opening.

That there is an opening now for this industry there can be no doubt. The Board of Trade recommends it. The Committee have had the advice of experts on the subject, and their information is that there is a good market in this country for high-class flowers. The fashion of wearing flowers fluctuates, but never entirely dies down, and last summer there was a large increase in the demand, especially for hats. The class of flower which these experts recommend the Committee to produce is the rose, sold wholesale at from 3s to 5s 9d, and their opinion is that such an industry started at this time should do very well.

Only Two British Makers.

There are only two places in this country where the best artificial flowers are produced, and both are in London. The chief source of supply is France, but it is not commonly known that a considerable quantity of supposed French millinery flowers is actually made in German factories. The really expensive flowers, however, are French, and these cost from 3s to 5s a flower. The Edinburgh Committee's project has in view the making of flowers ranging in value from 5s 6d to 15s.

One of the London organisations, the Mayfair Flowermakers, gives employment to 20 girls. The work was begun in connection with a club for poorer girls, and it has been remarkably successful. In 1913 they sold flowers to the value of £1400. The other London flower industry is carried on by the West Central organisation, which employs 24 girls, and although it has been in existence for little more than a year it has found a ready market for its work.

Artistic Work.

The difficulty in beginning a new industry of this kind is to get a good teacher. In both the London cases the girls were taught by ladies who had learnt the business in France, but it is possible that a lady of exceptional talent may be found who will import the experience she has gained in London to the Edinburgh venture. It is work that requires considerable artistic taste; and the workers must have cleverness and deftness of hands and a good sense of colouring. In that respect the occupation should appeal to better class young women who are in need of employment. There must, however, be careful training before the workers become efficient. It is stated that a clever girl will be thoroughly efficient after six months' training.

A Modest Beginning.

It is this preliminary training work which the Edinburgh Committee have in view meantime, and they are asking for £400 to tide them over that period. The Committee estimate that that sum will be necessary for the equipment, the payment of the teachers, and the payment of the pupils during their apprenticeship. They have a very confident belief that, given a capable instructress, the venture will eventually prove a success. The beginning will, however, be modest. Only a few girls will be engaged at first for instruction, and already, it is said, there have been numerous inquirers.

In flower-making the dyeing is a most delicate process. In a French factory the proprietor himself is usually the dyer. The getting of the right shade of colour is essential if the flowers are to be of real value, and so it has been proved by experience that it is more profitable to produce one flower in a large quantity than many flowers each in a smaller quantity. Only the making of the blossom itself is contemplated by the Edinburgh Committee; the making of the foliage is a separate industry that requires special machinery.

Success of Toy-making Venture.

In this new branch of the Women's Emergency Corps work, Mrs Chalmers Watson is taking a special interest, and she is greatly encouraged in her efforts by the success which has been achieved by the Corps in their development of the toy-making industry. In that department they now give employment to about 50 girls, and the toys they are making are finding a ready market in some of the best shops. Up to the present they have confined their operations in woodwork to such articles as could be done by the hand or by the fret saw, but shortly more elaborate machinery, including a turning lathe, will be at their service in the Dean Studios at Belford Bridge. The toys made are in great variety, but in each case the endeavour is made to make the articles as artistic as possible. Special attention is meantime being given to the casting of dolls' heads in an unbreakable com-

[illegible]

AN APPEAL TO WOMEN PHARMACISTS.

In this issue of the Journal, Miss Margaret E. Buchanan, whose interest in the welfare of women pharmacists is so well known, appeals to such of them as are at present unemployed to take up positions in pharmacies at the dispensing counter. There is an immediate and pressing need for the services of properly qualified persons as dispensers in pharmacies, owing to the large number of young men who have enlisted; and, as Miss Buchanan points out, an opportunity is thus provided for women pharmacists to take up their share of the national burden in this time of stress. Not only so, but many of them may thus find a legitimate outlet for their energies, such as they have hitherto failed to find since qualifying as pharmacists. It seems to be beyond question that suitable positions open to women who have passed the Minor Examination have been much less numerous than could be filled, especially in view of the fact that so small a proportion of the qualified women have been willing to go into pharmacies. But, as our correspondent "Pharmaceutria" has recently urged, this disinclination to enter upon the practice of pharmacy in the fullest sense of the term is not one to be encouraged, especially at the present time. Of the many women who are legally entitled to practise pharmacy as a business there is undoubtedly a fair proportion who also possess the ability, and they would be well advised to contemplate seriously the desirability of making this business their life work. There is no reason to suppose that women pharmacists need be less successful at the sale counter than at the dispensing counter, and the remarks of "Pharmaceutria" on this subject, published during the past few weeks, will be found deserving of the most serious consideration.

Sussex Daily News. 20. II. 1915.

EXHIBITION AT BRIGHTON.

The scheme mooted two months ago with the idea of gradually introducing the toy making industry into Brighton and other parts of the county, and thus acquiring the trade controlled principally by the Germans, is meeting with appreciable progress and the Organizing Committee of the Brighton and District Toy Making Association have every reason to be satisfied. They admit they are faced with a formidable task in commencing a new industry and they fully appreciate that some time must elapse and considerable outlay be incurred before their efforts can meet with the success desired. But the Committee have the greatest confidence in ultimately succeeding. With the idea of shewing their progress, the Association opened a two days' exhibition of toys yesterday at the Centre, 34, West-street, Brighton, and the display of goods made by the 20 Brighton girls, who are paid Trade Union rates of pay, certainly gives great hope. Of course up to the present only wooden toys can be made—goods made of metal will follow as room for development presents itself—and they were really of an ingenious and attractive description. Miss Hudson and Mrs. Toyne designed the toys and the girls cut them out—a difficult matter in some cases—hand painted and finished them. An interesting exhibit consists of figures representing farm life from farmer to labourer and from pigs, sheep, &c., to the shepherd and dogs. Then Indian babies (the Brighton mascot) have been neatly made and included in other interesting exhibits is a fully furnished model house, correct in every detail, and made by Private Borham, of the Royal Irish Rifles, and Sergeant Christian, of the 5th Dragoon Guards, while recovering their health at the British Red Cross Hospital at Hove. They had appropriately called it "Happy Hours" by reason of the fact that the hours spent at the work were decidedly happy ones. The Committee now desire to get the shopkeepers of Brighton and all over England to take their goods instead of the German articles, and while admitting there were great difficulties to surmount, the Committee are sure that the industry will be an established fact by the time the Germans again try to induce the people of this country to accept their goods. They have already received orders from Brighton, Hove and Stafford and although many influential people have taken shares in the scheme the Committee desire to secure further shareholders because money is wanted to carry the work on and to cope with every possible development. The ladies and gentlemen who have the scheme in hand are:—Chairman, The Countess of Chichester; Treasurer, Miss Horatia Seymour; Secretary, Mr. Toyne; Organizing Committee, Mrs. Sandeman, Mrs. Toyne, Miss Hudson and Miss Campion; Committee, Mrs. Otter, Mrs. Thomas-Stanford, Dr. Burnie, Dr. Helen Martindale, Miss Ionides, Miss Mavrogordato, and Miss Lawrence.

Daily Graphic 4. III. 1915.

A New Industry.

According to the "Drapers' Record," experiments with an Austrian and German cottage industry are being made in the work-rooms of the Central Committee on Women's Employment. It is that of making crochet buttons, for which there is a large and steady demand in this country. The committee are hoping to prove by these experiments that the work could be sufficiently remunerative to be worth considering as a new trade for women.

In various parts of the country successful attempts have been made to supply such things as enamelled buckles, buttons, and the like, now used so extensively for tailor-mades; and the revival, or rather greater demand, for these things from our own manufacturers means grist to the mills of our own workers.

Irish Times Dublin.
17.8.15

DUBLIN DOLLS.

NEW LOCAL INDUSTRY.

STRONG CLAIMS FOR SUPPORT.

(BY OUR SPECIAL COMMISSIONER.)

In one of the private houses in Great Brunswick street, adjacent to Westland row Railway Station, is being conducted a modest industry, which has great future possibilities. When war was declared a year ago a great many dressmakers and seamstresses in Dublin were thrown out of employment, and much distress existed amongst this industrious section of the community. To assist these women workrooms were started in several centres of the city, towards the expense of which grants were made through the Mansion House Committee, from the Prince of Wales' Relief Fund. A good deal of war work was secured, such as the making of shirts and other garments for the soldiers and sailors. When this work was nearing completion several of the girls were re-engaged in the workrooms of the city, but many of them could not find work owing to the slackness of the dressmaking trade, due to the economy practised by the women of Dublin.

To meet this difficulty an effort was made to establish a toy industry in Dublin, more especially the manufacture of dolls. Under the auspices of the Women's Suffrage Movement a workroom was started in Nassau street, which was very successful, and the nucleus of a satisfactory trade was established. During the past few months that industry has been working in Great Brunswick street, where, under the title of the Dublin Toy Company, managed by Miss MacTear, assisted by Mr. J. B. Tivy, it is progressing satisfactorily on purely business lines, and is finding constant and remunerative employment for about thirty girls. The grant from the Mansion House Committee ceased in May last, and the industry is now almost self-supporting.

MAKING DOLLS' HEADS.

The principal difficulty in regard to the Doll industry in the United Kingdom has been the supply of heads, arms, and legs. These were previously supplied from Germany, and it is only recently that the English potteries agreed to experiment in the making of china heads. These cannot even yet be supplied in sufficient quantities to meet ordinary demands, and it is believed there will be a decided scarcity of dolls for the Christmas trade.

Mr. Tivy has introduced a new system of making dolls' heads, arms and legs into the Great Brunswick street factory, so that not only is he making these for his own factory, but is also able to supply large quantities to English doll makers. At the present moment he is engaged in the fulfilment of an order for one hundred gross of these for an English house, many of which will eventually find their way back to Ireland for the Christmas trade. The heads and limbs are cast in moulds, a special composition being used for the purpose. The heads are covered with two coats of a washable leadless paint, double-waxed, and when covered with wigs and dressed the dolls are, in appearance, equal to any of the cheaper quality of wax doll hitherto supplied from Germany.

At the recent Toy and Fair market in Islington, London, this Dublin doll was regarded as being equal to the American exhibits and better than the majority of the English ones. It was owing to this commercial competitive excellence that Miss MacTear was able to secure so many orders. In fact more orders were received than could be dealt with in a reasonable time with the present means available at the factory. Since then Mr. Tivy has invented some machines which will very appreciably increase the output, at the same time producing a superior article at a reduced cost. These machines are expected shortly, and when installed almost unlimited quantities of heads, arms, and legs can be supplied from Dublin.

BEAUTIFUL IRISH COLLEENS.

At the Dublin factory bodies are also turned out, and the finished dolls look remarkably well, considering that they will be retailed at from 1s. 6d. to 2s. each. The favourite doll at present seems to be a sweet little "Irish colleen," and the presentable "Irish Paddy," whilst "Highlanders" and "Red Cross nurses" are in keen demand. It is interesting to note that almost all the orders received have come from the largest English wholesale houses, whilst but little practical support has been received from the Irish wholesale factors, whose buyers are, as a rule, inclined to look askance at the new venture until satisfied that the dolls will be really saleable, and not "stock-keepers."

Under the auspices of the Mansion House Committee, which is giving financial assistance, workrooms have been established by the Sisters of Charity at Upper Gardiner

Daily Graphic
10.3.15

At first sight it seems very strange to exclude children from a place where the most exquisitely varied assortment of toys is brought together. That is what happens at the Royal Agricultural Hall to-day, when the first Toy Fair and Market ever held in this country will open its doors. Of course there is a reason. It is not for nothing that Johnnie and Alec and Freddy and Bill—and their sisters and mothers and fathers—are shut out. The Fair is for staid men who take no particular joy in toys except as goods to buy and sell. This is a trade exhibition solely. And when the buyer is bargaining for a thousand gross of, say, the latest thing in mechanical toys, it does not help matters if the British boy or the British girl bounces up, shouts "How nice!" and insists upon hearing all about the works. So far from helping, that sort of thing dislocates business.

BOOM IN BRITISH PRODUCTS.

Ever since the war the way to a boom in British toys has been steadily broadening out. If our toy-shops are full of toys to-day, depend upon it, practically everything in them is British. "Toy making was a very small industry here," remarked a member of the International Trade Exhibitions, Ltd. (who are conducting the Fair), to a DAILY GRAPHIC representative, "but since the war British manufacturers have laid down increased plant, and a lot of people have started in the toy trade who were not in it before. The result is we have got together a very excellent exhibition. Something like 150 firms are showing, of whom 90 per cent. are British. We have about twenty or thirty French firms, but they make a class of goods typically French, which is not in competition with others; and there will also be two or three American firms. The buyers will be present from all parts; for instance, I have just heard of three arrivals from Rio de Janeiro.

It is bound to be so, because, owing to the war, there is a universal scarcity in toys. Germany made some 80 per cent. of the world's toys. Of course, while we can certainly increase our trade enormously, no one supposes for a moment that Great Britain will be able to supply the world with toys. Labour conditions in Germany facilitate the low-grade goods; but when it comes to anything a little bit better we can beat Germany at her own game. Dolls we have only just started to make in this country, and the British doll is going far; while the 'lead soldiers' and the 'games' branches of the trade are expanding wonderfully. Buyers for the toy trade are at the moment starving for toys owing to the impossibility of getting them from Germany, and the object of the exhibition is to concentrate every conceivable thing they want to see in one building, so enabling them to do in a few days what otherwise would occupy many weeks."

A GREATER ONE NEXT YEAR.

Mr. W. Joynson-Hicks, M.P., will open the Fair at eleven o'clock to-day. It goes on till March 26th. Next year a much bigger enterprise has been planned, which will be called the London Fair and Market, and will occupy Olympia as well as the Agricultural Hall and other buildings from March 14th to 24th. It is to be on the lines of the Leipzig Fair—that is to say, open to the world; except that, even if the war is over, no German or Austrian goods will be admitted on any account. The organisers are deliberately making it world-representative because buyers want to see the whole world's goods, and that is why Leipzig Fair has contributed to a large extent to Germany's export trade.

The principal sections will be those devoted to fancy goods in all branches, including:—

China,
Glass and pottery,
Toys,
Games and sports goods,
Jewellery and silver ware,
Fancy stationery,
Fine art productions, colour printing,
Hardware in all its branches,
Musical instruments,
Furniture, etc.

It is claimed that never in the history of this country has an undertaking of such magnitude been projected.

That is for 1916. But meantime there is being organised for this year by the Board of Trade a sort of Leipzig Fair, only that it will be national, as its name—British Industries Fair—denotes. This is fixed to be held at the Agricultural Hall from May 10th to 21st. It is not to be disguised that there exists among some at least of the trades which have been accustomed to hold their own exhibitions, as well as among experienced organisers of exhibitions on behalf of particular trades, a feeling of resentment at the Board of Trade entering upon such work. Whether the Board of Trade will attempt to establish their British Industries Fair as an annual event is undecided. One might hazard the suggestion that they will probably not do so. But these are exceptional times, and the arrangements for the coming May Fair are sufficiently advanced to warrant the promise of considerable success. The space at the Agricultural Hall is, in fact, over-applied for.

and remunerative employment for about thirty girls. The grant from the Mansion House Committee ceased in May last, and the industry is now almost self-supporting.

MAKING DOLLS' HEADS.

The principal difficulty in regard to the Doll industry in the United Kingdom has been the supply of heads, arms, and legs. These were previously supplied from Germany, and it is only recently that the English potteries agreed to experiment in the making of china heads. These cannot even yet be supplied in sufficient quantities to meet ordinary demands, and it is believed there will be a decided scarcity of dolls for the Christmas trade.

Mr. Tivy has introduced a new system of making dolls' heads, arms and legs into the Great Brunswick street factory, so that not only is he making these for his own factory, but is also able to supply large quantities to English doll makers. At the present moment he is engaged in the fulfilment of an order for one hundred gross of these for an English house, many of which will eventually find their way back to Ireland for the Christmas trade. The heads and limbs are cast in moulds, a special composition being used for the purpose. The heads are covered with two coats of a washable leadless paint, double-waxed, and when covered with wigs and dressed the dolls are, in appearance, equal to any of the cheaper quality of wax doll hitherto supplied from Germany.

At the recent Toy and Fair market in Islington, London, this Dublin doll was regarded as being equal to the American exhibits and better than the majority of the English ones. It was owing to this commercial competitive excellence that Miss MacTear was able to secure so many orders. In fact more orders were received than could be dealt with in a reasonable time with the present means available at the factory. Since then Mr. Tivy has invented some machines which will very appreciably increase the output, at the same time producing a superior article at a reduced cost. These machines are expected shortly, and when installed almost unlimited quantities of heads, arms, and legs can be supplied from Dublin.

BEAUTIFUL IRISH COLLEENS.

At the Dublin factory bodies are also turned out, and the finished dolls look remarkably well, considering that they will be retailed at from 1s. 6d. to 2s. each. The favourite doll at present seems to be a sweet little "Irish colleen," and the presentable "Irish Paddy," whilst "Highlanders" and "Red Cross nurses" are in keen demand. It is interesting to note that almost all the orders received have come from the largest English wholesale houses, whilst but little practical support has been received from the Irish wholesale factors, whose buyers are, as a rule, inclined to look askance at the new venture until satisfied that the dolls will be really saleable, and not "stock-keepers."

Under the auspices of the Mansion House Committee, which is giving financial assistance, workrooms have been established by the Sisters of Charity at Upper Gardiner street, and also at Seville place, where a large number of girls are engaged in dressing dolls to sell at from 6d. to 1s. 6d. each. In these cases orders have been received from Irish wholesale houses, but not in sufficient quantities to guarantee any large extension of the industry. But orders are being received in bulk from across the water, and during the past week the Sisters of Charity in Gardiner street have received an order for one hundred dozen dressed dolls.

The efforts of these two convents deserve every possible support and encouragement, inasmuch as they are finding employment for a great many seamstresses who are now entering upon a dull season when employment will be scarce, and food, fire, and light are daily becoming more expensive. These are industrious, hard-working girls, who do not want charity, but employment. The time is now coming when the children will be purchasing their toys for Christmas presents, and no small girl would be so unpatriotic as ever to think of purchasing a German doll. Indeed, to make a present of a German doll would be an insult to any properly trained Irish child, and would mean that the doll would immediately be consigned to the lumber heap. Irish girls should be reminded of these Irish dolls—Irish colleens, Irish Paddys, and sweet Irish nurses—and when their attention is drawn to them they will not, it is certain, buy any other more especially if they are informed that they are designed and made throughout by Irish girls who otherwise would be without employment during the bare and trying autumn and winter months. By persisting in asking for Irish dolls the shopkeepers will be compelled to stock them, and thus a much-needed fillip will be given to a growing Irish industry. The Sisters of Charity at Upper Gardiner street or at Seville place will be pleased to send samples and quotations to any wholesale house who are interested in the Irish doll trade.

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Sunday School Chronicle + Christian Outlook 6 5 5.
18.1 11. 1915

655/27

WOMAN AND HER WORLD.

A Pleasant Occupation.

Curiously enough, since writing an answer to a correspondent last week I have met a lady decorator in the flesh. I was visiting a friend who told me how, as she was bemoaning her fate at having to leave her flat in the hands of workmen and charwomen, "the very person" to help her out of her difficulties arrived.

"Of course," said Mrs. ——, "'Lady Decorator' is rather an ambitious title, but I don't know what to call myself. Yes, I hold certificates from the Board of Education in practical building construction, and I've had five years' training under several firms of artistic house decorators." Mrs. —— has great natural taste in colour and form, and I cannot help thinking there must be numbers of women who would like expert advice in the decoration of their homes, but who are afraid to approach one of the big houses who do this kind of thing, in case the bill should be beyond their means. My friend, who had introduced me to the Lady Decorator, explained that she wished to have her flat "spring-cleaned" while she visited a friend in Scotland. One room required papering, and there was a cabinet of priceless china to be washed which could not be trusted to a charwoman.

"When I returned," she said, "it seemed as though some fairy had been at work. The flat was as clean as a new pin, every piece of the precious china had been washed, none of it broken, and the workmen had actually gone at the hour they said they would! But this was not all; the sitting-room curtains, whose faded edges had been a trial, had been turned and now look like new." Of course, Mrs. —— has been strongly recommended by my enthusiastic friend. Her latest piece of work was in a country cottage which really had to be almost rebuilt. It was "a love of a place," as they always are from the outside. Though there were only five rooms there were two staircases (two cottages having been merged into one by the simple expedient of knocking a door through upstairs), and the best and largest bedroom could only be reached by passing through another one. The window of the living-room was next the fireplace, and the door exactly opposite! The only ventilation for the larder was into the kitchen, and the only way to the coal cupboard was through the living-room. "I must say I did feel rather hopeless," laughed Mrs. —— in telling me the story, "but I took measurements and gave estimates for making the place habitable at the least possible cost. Then I remained and saw the work done, living in a cottage close by, and I was proud when it was all finished." For anyone with artistic tastes and a practical turn of mind this work is very suitable, and at present the market is not overcrowded.

While on the subject of decorations I may mention a charming and restful room I saw the other day. It was rather long, with a window at both ends. The carpet was black! This sounds depressing, but it wasn't, for there was a broad band of polished boards round the room. The paper was striped white, alternate bands of satin and plain. The curtains were quite cheap black and white striped —cotton material—and the simple furniture was covered with a soft chiné cretonne in which pale pink roses on a grey ground prevailed. One big bowl of pale pink tulips stood on a low table, and the whole room gave one an indescribable feeling of rest. There was only one picture—a beautiful etching of Rheims Cathedral as it was, and, alas! is no longer. My hostess told me that she had been amazed at the smallness of her bills, for she had had to study economy in every way.

I hear that the International Congress of Women is to be held in Holland on April 28, 29, and 30. There is something a little pathetic in the announcement that the "Palace of Peace" is not large enough to accommodate the assembly, so the place of its meeting will be announced later. The object of the congress is to advocate that women "should make some constructive contribution towards the solution of the problems arising out of the present war and the peace settlement that is to follow." This, of course, is a laudable object, but, though I yield to no one in my desire for peace, I think it is much too early to talk of it; if we must talk and write of it, let us prefix the word "honourable." I was rather shocked to hear an English woman of my acquaintance observe, "Surely Germany might keep some of Belgium as she has fought so hard." I hope there are not many of my countrywomen who share this idea. The British Committee of the International Women's Congress has offices at Queen Anne's Chambers, Tothill-street, Westminster, London, S.W., and Miss Chrystal Macmillan is hon. secretary.

L. Swaine (Wandsworth).—You do not give any address, so I am taking the postmark. Thank you for your kind letter. Pray do not imagine that I am "above taking an interest" in your affairs. Why should I be? If I were you I should get some white Japanese silk at about 1s. 11d. a yard, double width, and make a blouse with a long full basque. This will hide the deficiencies of the skirt about the waist and with a neat belt of some bright colour will look quite smart. I gather that the white cloth is quite clean and it is only the "cut" that does not please you. No, I should not attempt to "let anything in." I do not fancy it is possible to make much by the sale of Persian kittens unless they are prize bred, but I should think 10s. is very moderate for a good one, and I will mention them to my friends. I think the author you mention writes rather rubbish. Have you read all George Eliot? If not, begin with "Middlemarch" or "The Mill on the Floss." Both are entrancing and have the merit of being good literature, which the stuff you are reading now is not.

S. Flatman (Stalybridge).—Write to Stagg and Mantle, Leicester-square, London, W.C., and ask for their catalogue. They have some charming and very cheap overalls for little girls. Mention the age of the child and the colour you prefer and they will send you what you want if selected from their lists. Overalls are quite easy to make at home if you have a pattern and a machine. If you want a pattern, ask *Our Home*, 9, Essex-street, Strand, London, W.C. I believe they had a pretty and useful one a few weeks ago.

Delia.

British Children Helping Belgian Children.

We have received during the past week £8 10s. 1d. from Sunday Schools for the Belgian Children's Relief Fund.

The contributors were:—

	£	s.	d.
Nunney Wesleyan Junior Class	0	1	3
Gillingham Baptist Tabernacle Sunday School	3	0	0
Senior Scholars of Northgate Congregational Sunday School, Chester	2	17	7
Newport (I.W.) Congregational Sunday School, 12s. 6d (less carriage of parcel of garments, 1s. 3d.)	0	11	3
	6	10	1

Our Fund has now reached the sum of £58 17s.

Any other contributions will be gratefully acknowledged. They should be sent to the Editor, Sunday School Chronicle and Christian Outlook, 57 and 58, Ludgate-hill, London, E.C.

Daily Call.
24. 11. 15.

TO WORK UNDERGROUND.

Pit girls in the Charleroi mining area of Belgium, who have descended into the workings to take the place of their menfolk. [N.I.

Daily Express
4/8/15

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655/28

ARMY OF WOMEN NET MAKERS.

Mr. Charles Frederick Carter, the general manager of the Great Grimsby Coal, Salt, and Tanning Company, Limited, writes to the "Daily Express" on the subject of a recent paragraph headed "Net makers wanted," describing a scheme to organise women to learn net-braiding in order to undertake a contract for a supply of 20,000 hay nets for Army purposes.

"It must be brought to the notice of your readers," he writes, "that there is an army of girls and women at the various fishing ports of the United Kingdom skilled in the braiding of nets of every description, who are hard pressed at the present time to make a living. The nets of steam trawlers are made ashore by female labour; some of the women employed are widows of fishermen lost at sea, and others are old folk living in almshouses, to whom this work is given to eke out an existence.

"To give an idea of the extent of this organised labour: There are quite 500 women and girls in the port of Grimsby alone skilled in the braiding of nets, and the 20,000 hay nets mentioned would be one day's work for the principal firm, with its branches, engaged in the supply of gear and necessities to the deep sea fishing fleets."

Daily News 9.3.15

THE field of women's employment daily grows wider. One of the latest comers is the lady optician, and the wonder is that a vocation so eminently suited to women has remained so long exclusively in masculine hands. The lady oculist has been with us for some years, but the lady optician is more or less of a novelty.

Miss Isabel Bremner, B.Sc., who has just started in private practice at Parliament Hill, Hampstead, was the first woman to win the prize awarded by the Spectacle Makers' Company, and passed first on the list the Fellowship Examination of the British Optical Association in 1914. Her training under Dr. Max Coque, the eminent French ophthalmic surgeon, was followed up in the up-to-date workshops of two of the most important wholesale firms of spectacle makers.

Mary Bull
20-3-1915

THE REVIVAL OF BASKET MAKING

BASKET-MAKING, which is one of the home-industries now being revived in several English villages, has two great points in its favour: it requires very few tools and practically no capital. The material used is the common osier or willow, grown chiefly in the valleys of the Thames and the Trent, and a large number of cottagers and dwellers in caravans are engaged in making the coarser kinds of baskets, which are hawked about by their wives and children.

The chief centres of manufacture—London excepted—are Thurmaston, near Leicester, Basford, near Nottingham and Grantham in Lincolnshire. At Thurmaston is the largest willow plantation known. It was planted by Mr. W. P. Ellmore—a great authority on willow-culture, and stretches over 100 acres.

In London a good deal of the basket-making trade is in the hands of the blind, or partly blind, workers who are employed by the London Association for the Welfare of the Blind. Their depôts are full of charming specimens of basket work, so fine and beautifully made that it is hard to realise that the workers are without sight.

Many baskets are, of course, made of cane, which is imported from abroad, but those made in English villages are woven from the British osier, made without machinery, simply by hand.

Although as an industry basket-making is by no means dead, in some of our English villages it has languished exceedingly. The Hon. Mrs. Steward Bouverie is responsible for the revival of it in the village of Bushbridge, Surrey. Last November, a gipsy was engaged to teach a few of the villagers the art, and so successful have these classes become that a very promising industry is now in full swing. The first order of one gross of flower-baskets was delivered to Lady Scott Gatty. In the photograph on this page basket-making by the roadside is shown. London workers' wages vary from 25s. to 50s. a week.

Daily News. 9.3.15

WOMEN AND MEDICINE.

(To the Editor.)

Sir,—The Manchester branch of the Federation of University Women considers that it might be useful to draw attention to the many opportunities open to those wishing to study medicine outside London. The public, and in particular the parents of intending students, do not generally realise how widespread these opportunities are. All the English Universities admit women to their medical faculties, and in all, except London (where there is a separate School of Medicine for Women), men and women share on equal terms in the instruction provided. Information as to the Medical Schools open to women is given in the "Girls' School Year Book" (Year Book Press), and in the pamphlet on "Openings for University Women," published by the Central Bureau for the Employment of Women.

Though the Federation consists of women from all British Universities, we are in this district naturally more familiar with the special provision in the Victoria University of Manchester. The men students in the Faculty of Medicine, nearly three hundred, of course very greatly outnumber the women, of whom there are at present thirty-two; but no differentiation is made in the training, either in class-room, laboratory, or hospital. There is a close connection between the University and the largest city hospital, the Royal Infirmary (592 beds), all the wards of which are open to all students for clinical instruction, and which further sets aside a large "students' block" for their convenience.

In other great centres of population there are similar opportunities of study in the hospitals, though in some of these women students are only admitted in part. The Scottish medical centres are, of course, open to English women, and there are increasing opportunities in Ireland also. The demand for women doctors, both in England and in India, is already very great, and no one should be deterred from training by ignorance of the many existing schools offering facilities. Owing chiefly to smaller cost of living the expense of training in the provinces is somewhat less than in London.

SARA A. BURSTALL
(President of the Manchester Branch F.U.W.),
PHŒBE SHEAUYN
(Chairman of the Committee),
NORA CARESS
(Honorary Secretary).

5, Lonsdale-road, Fallowfield, Manchester, March 6.

Standard
21. 4. 15

WOMEN AS "CARMEN."

GROWING USE OF FEMALE LABOUR.

In St. Paul's Churchyard yesterday passers-by were treated to the unusual spectacle of a woman acting as vanguard while the driver unloaded a consignment of goods. The experiment is being tried by carrying and other firms in the London area owing to shortage of youths due to enlistment. Women are now to be seen in greater numbers in the London suburbs acting as "milkmen." Since the war began women have invaded the following callings usually followed by men:—

Stationmasters.
Tramcar conductors.
Lift attendants.
Ticket collectors.
Grocers' assistants.
Steel smelters.
Shop walkers.
Goods checkers.
Railway porters.
Messengers.
Railway clerks.
Ticket inspectors.
Night telephone operators.
Shell and fuse makers.
Pithead labourers.
Bookstall clerks.

In addition, women are now more generally employed in occupations like clerks and shorthand typists in place of men.

Various shopkeepers' organisations have lately been in consultation with the Home Office in view of a proposed recruiting campaign at the London shops, and it is now stated that to facilitate the release of men various clauses in the Shops Act will be suspended during the war in order that shopkeepers may be able to employ women.

Daily Post.
26. 4. 15

A RISKY OCCUPATION.

Women distributing agents are being employed by newspaper offices in Paris. They have to be expert cyclists. [Wyndham.

Electrical Engineering.
25. III. 1915

635

65529

WOMEN'S WORK IN THE ENGINEERING INDUSTRIES

MISS C. GRIFF, of 52 New Bond Street, W., writes us as "a woman engineer," who has herself been through the orthodox training of workshop apprenticeship, drawing office, and technical college, on the subject of mobilising the women willing to work on war service, as suggested by the Board of Trade. She asks the help of our readers in letting her know in what special work in their factories they are prepared to engage women workers, and whether there is any particular method of training they would desire to fit girls for working for them? Lady tracers and draughtswomen have, of course, been employed to a certain extent for years past, but she wishes to know also what works who have hitherto not employed them will now be willing to do so. She does not wish to add to the numerous existing organisations for women's work, but to assist in the management—under the auspices of one of them—a special branch for training and helping women to work during the war in the factories directly connected with munitions of war, and other necessary engineering undertakings.

We have made inquiries, and find that there is no organisation which does exactly that which Miss Griff proposes; the Queen's Work for Women Relief Fund, the National Political League, and the Professional Women's Sub-Committee of the Prince of Wales' Fund, all working more or less in conjunction to avoid overlapping, act mainly in the direction of making or finding work for women in distress. On the other hand, we hardly think that there will be much scope for the organisation proposed by Miss Griff, for those firms who can use female workers to take the place of male ones, would doubtless prefer the simpler expedient of first filling the vacancies with those already trained, and if more were required would then advertise for others, select likely applicants, and train them themselves. Moreover, the existing technical classes and schools are for the most part open to women as well as to men, and the fees are not large.

Lloyd's Weekly News.
21. 2. 15.

OFFICIAL WORK FINDER.

Miss Kelly, of Liverpool, a graduate of the London University, is the first official work finder for women in this country. She has been engaged by the Central (Unemployed) Body for London, and was one of a large number of applicants for this interesting and unusual post.

Her work consists mainly in watching new professions, helping women to qualify for careers by advice and guidance, and also by keeping in touch with private and public employers in various parts of the country.

The Manchester Courier

1/12/15

MACHINE SEWING FOR WOMEN.

WORK FOR WILLING FINGERS.

A LAUDABLE ENTERPRISE.

The task of training a middle-aged widow from a washerwoman to a valuable servant of the nation in its present crisis has the appearance of being a somewhat tall order, but the step between washing shirts and sewing shirts for soldiers has been very successfully undertaken as a result of the activities of the Manchester Society of Women Suffrage. A patriotic—as well as a sisterly—intention, a little assistance from the relief funds, and the establishment of a machine training section at the women's workroom in Heyrod-street has enabled the society to turn out up to the present about fifty women, well trained and qualified, who have gone forward into factories and workshops engaged on Government contract work. In the main they have taken up shirt stitching on piece rates, and have been able to earn wages varying between 10s. and 25s. per week.

The potential value of these workrooms during the present war, as proved in this instance, makes it a matter for regret that only one such establishment now exists out of the three which were originally organised. There is some satisfaction, however, in the possibility that the two which have been closed may reopen in the autumn.

At one time upwards of three hundred women were found work for portions of each week at 2s. per day, but during the summer months active and healthy women find little difficulty in obtaining considerable casual employment. Hence, the primary object of the workroom ceases to exist to a large extent during this season of the year. Notwithstanding this, however, between 150 and 200 women are still kept engaged in three-day shifts, thereby augmenting their earnings by 6s. per week.

The major portion of these are working on garments which are distributed free by the relief committees. Much of the material upon which they are employed is given, and the rest is bought from the relief funds. Discarded garment are always thankfully received at Heyrod-street, and are converted into articles of clothing for needy people suffering through the war. So skilled do some of the women become in the art of sewing that it is not unlikely that eventually these workrooms may be self-supporting if they are turned into commercial ventures.

When the idea of starting a machine training section was mooted, employers were not too enthusiastic in accepting women over 25 years of age, but when asked if they would engage fully trained and qualified women of between 30 and 40 they answered in the affirmative, and as a consequence useful work is being found for those who, but for the training, would have had no manner of skilled ability in their fingers. As it is those who had to exist by a little casual cleaning and washing are on the way to a tolerable living in a much more congenial atmosphere.

There are at present twenty machines being utilised at Heyrod-street, and during the period of training the women get a maintenance grant. But for this assistance they are all too old to start in factories.

Liverpool Weekly Post.
31 July 1915

Women, Work, and War.

New Industry for Women.

TOY MAKING.

(By WOMAN EXPERT.)

(SPECIAL.)

It is well for us to remember that we have got to capture other things besides German trenches. We have got to capture, or recapture in many cases, trades and industries which to our detriment we have too long left at the mercy of German exploitation. With peace, the material peace of a nation, we bracket prosperity, and the peace and prosperity of this nation after the war will be measured by its productiveness. The return of the soldiers will cause almost as great an upheaval as their going. The great army of wage-earning women which the war has called into existence will be set aside when the men return to their civil occupations. Munition works, as far as women are concerned, will cease, and it will be a considerable time before the trades from which these workers were drawn will resume their normal course. It is necessary, therefore, to look ahead, beyond the present artificial demand for woman's labour, to something that will provide a livelihood in the future

One of the trades which have passed out of this country into German hands is toymaking. It is not a very big industry—not to be compared with the chemical, textile, or mechanical industries which she has drawn into the huge net of her industrial organisation. Still, it helps to fill the German national coffers to the extent of many thousands of pounds annually, and it provides employment for a large number of women and girls.

A CARNIVAL OF WORK.

I wish I could show my readers the picture of Sonneberg, the headquarters of the doll-making industry. To come into the town at the end of a winter's day a traveller might well suppose that high carnival was being held. But it is a carnival of work. The factories are at their busiest in anticipation of the feast of Noel. One factory alone presents a face of four hundred windows, all brilliantly lighted, and all hands are working overtime. I would like to see a doll factory of the dimensions of this one erected in our own district, and I see no reason why it should not be.

Last Christmas this generation of youngsters played for the first time with English toys. The larger wooden toys were turned out by the cabinetmaking firms, whose workers in many cases would otherwise have been unemployed. These toys presented many characteristic features. They were stronger, solider, and altogether better made than the German toys, but not so attractively finished. There were also an immense number of grotesque plush toys, and these, too, were English made, and provided employment for numbers of women whose regular occupations were adversely affected by the war. These plush figures took the place in the shop windows and subsequently in the children's Christmas stockings of the blue-eyed dolls of Sonneberg; but in the children's hearts I do not think the most desirable of Fifis will ever replace the real doll, in whose contour and colouring a little girl sees the ideal counterfeit of babyhood.

These jointed, composition dolls, known in the trade as articulate dolls, have hitherto been entirely a Continental product. They were made in France orjginally; but in the Franco-Prussian war the Germans destroyed the French factory after first securing the moulds, which they took back with them to Germany. Afterwards Germany entered into brisk competition with France in making these dolls. Their productions were inferior to the French, but they were cheaper, and gradually the German doll captured the European market.

WHAT LIVERPOOL IS DOING.

When supplies were cut off from Germany it might be supposed that it was an easy matter for us to manufacture the dolls in this country; but the matter was, in fact, not quite so simple as it appeared. The process was practically unknown. There were no moulds in the country, and the chances of being able to import them were remote. However, these difficulties were gradually overcome, and there is now in Liverpool a factory in full working for the production of articulate dolls. The work is almost entirely done by girls, and is easily learnt by an intelligent worker. I am told that in the simpler processes a fair amount of proficiency can be gained in three weeks, though naturally there are some parts of the work in which highly-trained skill and dexterity are essential. I have seen the work of the factory, and have marvelled at the many processes involved in making one doll, and also at the facility with which the girls mastered their work. In one room they are engaged at lathes turning neatly-fashioned wooden limbs from blocks of wood; and this, as far as my experience goes, is a new form of labour for women in this country. Another process, which needs skill and judgment, is the making of the plaster casts in aluminium moulds. The body is first cut and moulded in cardboard, the two halves being stitched together with wire. The limbs, on the other hand, are plaster on a foundation of wood, and these have to be fitted together in a manner to ensure the flexibility of the joints, which is characteristic of the articulate doll.

The making of the heads is even more intricate, and for the painting of the faces some artistic skill is essential. This making is a separate section, and with the gumming on of dolly's hair, after finishing touches have been given to her eyelashes and her pearly teeth, the dollmaker's task approaches completion. There are still, however, several processes to go through before the doll is ready to accompany the commercial traveller on his rounds in search of orders. A good many of the dolls are provided with a single garment as a step towards a fully-clothed career. This provides work for the machinist. And there is boxing, labelling, and packing to be done.

It is intended eventually to extend this enterprise.

ANSWERS TO CORRESPONDENTS.

S. S. (Preston).—I am afraid you would have a difficulty in obtaining a post as cookery school teacher to the County Council unless you first qualified by taking the diploma of the National School of Cookery, or trained in the Council's own schools. Naturally, they require highly-qualified instructors, and private experience would not be considered sufficient.

G. E. (Bolton).—Certainly the remuneration offered did not err on the side of generosity. As distance is no object, you might get munition work at Barrow, at Messrs. Vickers' works. I should write asking if they have vacancies. The pay is good.

C. H. (Liverpool).—It is difficult to get any sort of home work that really pays for the labour involved. A great deal of knitting is now done on machines. You might apply to the Women's Work Committee. They have a depot in Bold-street, Liverpool. But I am afraid I cannot hold out much hope for work of this kind. Could not some of your former patients be persuaded to give you orders?

Athletic Girl.—As I stated in my article, it is proposed later on to open the munition classes to women, but not at present. I do not know of any works in your neighbourhood employing women. They might give you some information at the factory in North Haymarket, but they are not employing women there.

S. M. (Hargrave).—Apply to any of the leading steamship offices in Liverpool for the position of stewardess. But, of course, you understand that this work would take you much away from your home. You could become a waitress and go home every night.

E. M. (Liverpool).—The Technical Education Committee do, I think, issue a higher certificate for advanced domestic economy, but it is vacation time now, and I cannot get any precise information on the subject. It seems to me that your training and experience entitle you to one of the higher secretarial posts, either to an institution or a professional man. You would have to add shorthand and typewriting to your qualifications, but you would very easily master these two subjects. You did not enclose the cutting mentioned, so I am unable to say anything about that matter. Write again if I can help you further.

A. M. (Myrtle-street).—It appears to me that the position you could most suitably fill would be that of housekeeper in the country, where your general domestic knowledge would be useful. Advertise in the "Echo" and watch the advertisements in that paper

Yk. Daily News & Leader 20/7/15.

Manchester Guardian 6-9-15

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WOMEN'S WORK IN WAR TIME.

THE TRANSFERENCE TO NEW TRADES.

By MARION PHILLIPS, D.Sc. (Econ.)

The importance of women's work in industry has never before been recognised as it is to-day. On all hands the demand for their labour is marked, and on all hands one hears of the unemployed woman as a misery of the past. The figures recently given in the House of Commons, however, show very plainly that the unemployed woman does still exist, and those with practical experience know that with the rising cost of living her unhappy lot has seldom been so hard. A few days ago there were over 43,000 women and girls on the live register of the unemployed at the Labour Exchanges. At the same time there were more than 85,000 on the special war register, and these two registers would not be an exhaustive list. The continuance of the demand for work and the coincident demand for workers, therefore, call for some explanation.

The chief explanation for this lack of equilibrium appears to be the desire of every employer to get the pick of the industrial market. Whenever a trade which employs women becomes especially busy, as so many are now with large war contracts, the need for new workers grows, and they must be obtained from those who have previously followed other employment. The new hands have to be taught the work and the employer demands that they shall be as young as possible and shall begin at a learner's wage. His desire is for the quick, easily adapted worker and the cheap worker, and the result is that a girl under 25 can easily enough get a job if she is willing to start at small wages. But the proportion of women and girls living at home is higher the younger they are, so that the ones able to take a learner's wage, which is not a living wage, is greater amongst the younger workers. The older women more often have dependents themselves, or, at best, are solely dependent on their own exertions. Thus, even when they might be easily adapted to a new trade, they are unable to take a low starting wage.

Too Old at 36 !

But, apart from actual skill and pay, there is a very great prejudice against the older worker by reason of her age. A young and capable woman, e.g., has been told on sight that she was too old to learn a new process, though her age was no more than 36. And she did not look that! "Go along home, mother, and send your daughter," is a frequent reply to the unemployed woman.

There is another danger in this policy of taking the best worker and the cheapest worker. Every trade has its own peculiar needs and acquired skill and its status and wage standard. From the national point of view, the transference of workers should be so far as possible of advantage to the worker herself, and cause neither loss of the acquired skill nor deterioration in status and wages. But the unchecked competition for the young worker and the throwing aside of the older woman pays no attention to these national aspects of the matter. Much might be done. We know what trades are slack, and, roughly, the number of women who can be spared from these. We have information as to the processes and skill, and to some extent of the wages and conditions in both slack and busy trades. The trade unions, the Labour Exchanges, the Trade Boards Department, the Home Office and the Census of Production Department all have information on these points. What is wanted is the co-ordination of their knowledge and upon that the consideration of the best means of transference. The lines upon which employers should recruit their workers might be laid down, and through authoritative suggestion, without compulsion on the part of Trade Unions and Labour Exchanges, a very great influence could be exercised and something of the present waste of the strength and skill of women workers could be prevented.

The Need for Forethought.

The need for forethought is very urgent. In many war industries, girls and women are working at exceedingly high pressure. The prohibition of night work is abrogated,

SELF-HELP IN THE ISLE OF MAN.

SOCK FACTORY ESTABLISHED IN DOUGLAS.

A correspondent writes:—

Efforts have been and are being made in the island itself to assist Manx people hard hit by the failure of the visiting season. There is a large preponderance of females in the population of 50,000—Manxland has virtually no industries, and of the men of service age 2,000 have joined the King's forces—and a large section of the girls and women are idle and largely penniless. Many of these are bound to remain on the island by family and other ties.

Fortunately, there happened to be stationed in Douglas a minister of the Wesleyan Methodist Church, the Rev. C. Copeland Smith, who had already had experience of relief work in connection with the Birmingham and West London Missions. Mr. Smith gathered round him some of the influential laymen of his church and opened a factory for sock-making at the Nobles Hall, Douglas. A Leicester man himself, he secured the assistance of experts in the trade, with the result that as the fruit of nine weeks' work he has now a fully fledged factory, employing about 75 girls, and he has secured contracts from the Government for the supply of socks to the army, navy, and the alien detention camps, in the execution of which he expects to find employment for fully 200 girls and women during the coming winter months.

The Manx girls are taking to the work with zest, and those who have had a few weeks' practice are turning out as many as two dozen pairs of socks a day. The work is being done on knitting machines, under the supervision of an expert supplied by a very well-known firm. The success achieved by Mr. Smith has exceeded the highest expectations, and not a few of the girls are taking home with them more than 15s. a week already for 5½ days' work of eight hours a day. To carry out the undertaking a private company has been formed, called the Manx Industries Association, Limited, but it is expressly provided that no dividends are to be paid on the shares of the company. An interesting branch of the work is the manufacture of socks from Manx wool, and many friends on the mainland are supporting the effort by buying Manx socks for their soldier relatives as well as for private use.

Mr. Smith's main difficulty has been to find capital to carry on this useful piece of work. Each machine costs about six guineas, and many local people who would gladly assist are so seriously affected by the war that they are unable to do so. It will not be difficult for readers to appreciate what it will mean to the people of Douglas to have from £4,000 to £5,000 in wages paid to them during the coming winter.

be prevented.

The Need for Forethought.

The need for forethought is very urgent. In many war industries, girls and women are working at exceedingly high pressure. The prohibition of night work is abrogated, and in spite of its bad effects, especially on young workers, we have to risk the results because of the national needs. But in addition to the night shift, there are a very great number of female workers who are employed under special permits from the Home Office for extraordinarily long hours. Even where permits have not been obtained, the Home Office recently failed on one occasion to get an employer fined by the magistrates for working women as long as twenty-four hours. At the present time it has proved almost impossible to prevent the lengthening of hours. The pressure of work and the shortage of new workers bring about this result. But the consequence will be the breakdown of the present inadequate staffs and then still further pressure in the future. The careful recruitment on sound principles of new workers from the trades most nearly akin to those requiring them is the only safe way of staving off this time.

Scientific transference, however, means the migration of workers from districts where industry is slack to those places where they are required. To carry this out with the greatest economy of working power means that the housing of the new workers must be as good as possible and compensation for removal as well as lodging money must be considered. For women, these matters are of additional importance for their low wages make them less desired as lodgers, and the special care necessary in housing young and inexperienced girls is too obvious to need pressing. Again there is needed here the authoritative suggestions and supervision of a Government department acting in consultation with the trade unions in order that the welfare of the industrial women may be safeguarded as well as the immediate needs of the employer.

The future depends more and more upon the women of the nation. The nation's hopes industrially and racially must come to rest very largely upon them, and it is of the first importance that the community should realise without delay the need to conserve both their health and industrial efficiency.

The Common Cause
1/10/16

655/33

FIRST-HAND EXPERIENCES.

VI.—Engineering as a Profession for Women.

Owing to so many women of all classes having been brought into contact with machinery since the outbreak of war, their interest in engineering has greatly increased. It can now be more safely considered as a coming profession for our sex, particularly in special branches; also in the less-skilled grades of an engineer's work, there is a large opening as a trade for women who are clever with their hands and have a certain amount of initiative. Personally, I consider these opportunities will continue and probably increase after the war.

An article in a contemporary somewhat confused the professions of architecture and engineering; it should therefore be clearly understood that the following remarks apply solely to the latter, except in so far as civil engineering and mechanical draughtsmanship apply to anything similar in an architect's career.

No one should think of taking up engineering as a profession in any one of the branches—civil, mechanical, or electrical—unless she is prepared to go through the very hardest theoretical and practical training, and, for the latter, nothing can ever take the place of going through the "shops"—that is, serving a regular apprenticeship in proper engineering works. Up to the present this has been the great stumbling-block in our way of progression in this fine profession, but conditions have changed so drastically that this may not be so difficult of attainment in the future.

From a good deal of experience in advising women upon adopting engineering as a career, and from teaching them, I am sorry to have found a bad flaw in our sex. The flaw is this, that women are not content to spend either the same time, money, or patient concentration upon their training as boys and men are for their professions. They are offended when taught in the same way as a boy would be for his "shop" experience, and yet, *until* they start, this is what they ask for! Girls want to run before they can walk. The theoretical side being usually learnt at a college, they cannot escape the prescribed period of training. It is the practical teacher who has the difficulty in making a woman-apprentice realise that to become anything approaching an efficient engineer of any sort she must spend weeks and sometimes months learning what appears the most insignificant work. Women do not like, for instance, to be put, day after day, to do filing. They think that a few hours should suffice, and soon want to "turn handles and levers." This was the reason given me by an engineer as his objection to teaching women. We should take this as a warning, and, unless possessed of patience and great perseverance, select one branch of engineering and specialise on some particular work in connection with that branch. In this way the interesting part of one's work can be reached a little more quickly. However, for even the simplest course of training to learn things which barely come under the category of "engineering," such as "running repairs" to motor-cars, there should be no escape from spending at least double the time the pupils consider necessary to learn the simplest work.

Although the foregoing remarks cannot be impressed too strongly upon girls who are considering any branch of engineering as a profession, there is no need for those who want to work in one special branch of the engineering trades (either for war work or permanent employment), to think that a long and arduous training is imperative for them. The special short courses of training now being arranged for these workers should be ample for their requirements. The principal objective in these cases is that the intending worker should have an opportunity of testing her aptitude for the work she wishes to undertake; also, that she should be able to enter the works as a trained operative, avoiding giving managers and foremen a bad opinion of women's work.

As in many other professions, England is one of the last countries to acknowledge that women can enter some of the departments of engineering quite successfully. Russia has led the way for some years past. In that country women have been admitted to many engineering works as designers and draughtswomen. A Russian lady in England has recently been working at the study of mining engineering; and yet another of her countrywomen carried off the prize position in a competitive examination with men for a post as road-engineer.

In Switzerland, the U.S.A., and Canada women are working as engineers. Fortunately, even in our conservative British Isles, there is no definite bar to our entering the profession, but we suffer from the great drawback of not being allowed the same letters after our names, by not being permitted membership (on the same lines as men) of the principal engineering institutes, with the exception of the Institute of Electrical Engineers.

The higher, or more theoretical, degrees of B.Sc. and D.Sc. for engineering are granted to women by most of our Universities, with the exception of Oxford and Cambridge. At the latter ladies are allowed to work in the engineering laboratories, but they are not granted degrees. The London City Guilds, and Board of Education examinations are available, and were the first boards I personally tested. They set up no objections, and I obtained my certificates on the same terms as ma students.

I will not enter into the subjects necessary to study f degrees and certificates, as they are all fully detailed in t various syllabuses. After a good course of training has be completed there are numerous openings suitable to the pa ticular capacities of the individual. Those who have go mathematical qualifications should direct their attention to ci engineering or draughtsmanship and designing in all branche On the scientific side there are, or should be, opportunities f work in engineering and metallurgical laboratories, and lecturers and laboratory assistants. For the more practica openings are daily occurring now as mechanical managers lady farmers, manageresses of printing works, steam and elect cal laundries. There is also work, eminently suitable to femini hands, in the repairing of electrical instruments. Space forbi at present more detailed description, but full particulars ca I believe, be obtained through the Women's Service Depa ment. 58, Victoria Street, S.W.

C. GRIFF.

Daily Express
25-1-16

NEW TRADE FOR WOMEN.

Women have invaded many industries, but perhaps one of their most remarkable feats has been achieved in the shoe trade, where they have successfully taken up "clicking."

"Clicking" is the cutting out of boot and shoe uppers, either by hand or by means of a press. The work calls for more skill than any other process in connection with the making of boots and shoes. Skins vary greatly in texture, substance, colour, and quality, and great discernment is necessary in cutting them up, or much valuable material may be wasted

Formerly a youth would not be permitted to cut "outsides" until he had been apprenticed for three or four years. Now in some midland factories girls have been doing the work after a few weeks' training, and doing it well.

Scarborough Mercury
29/1/16

NEW SCARBOROUGH INDUSTRY.

NET BEATING ONE OBJECT OF LATEST COMPANY.

WORK FOR WOMEN AND GIRLS.

There is no diminution of enterprise in connection with the Scarborough fishing industry and the list of companies recently formed has been added to by the Imperial Steam Fishing Company, for the acquisition of trawlers and drifters.

A particularly interesting and important feature of the new company, the offices of which are 3, Sandside, is the intention of the promoters to establish a new industry here in the shape of net beating, which would employ a number of females. In Lowestoft and Yarmouth many women and girls are thus employed, and with more Scarborough craft now participating in the herring fishing, it is thought the time is opportune for establishing a net-making industry.

Many will hope that the new project will be a success, for industries at Scarborough are all too rare.

As those interested in the new company (one of the principals of which is Mr. Richard Crawford, well-known in connection with several local fishing companies) are, for the most part, residents of Scarborough, operations will be carried on here, so far as the making and storing of gear are concerned, although the boats may follow herringe.

Beating and braiding nets formerly occupied some workers here, but of late years it has not been carried on to any considerable extent, although in the course of a herring season many are worked here, and, of course, many trawl nets are used all the year round.

The Daily Telegraph
18/2/16

655 35

IN UNIFORM.

EVOLVING AN INDUSTRY.

When a great firm of clothing contractors employing some 3,000 hands, and estimating its Army requisitions in millions, thinks it worth while to open a new department to deal solely with the demands for uniforms for women, it is obvious that a new branch of industry is coming into existence. The growing demands in this direction are convincing testimony of the extent to which women are taking the places of men, not only in tram and railway work, but in many other fields of labour. Before long, for example, we may look for women to come to attend to our gas-mantles and burners under the maintenance system that is so convenient. The Gas Light and Coke Company is organising a feminine staff under excellent conditions of care for the girls, over whom there will be a lady superintendent responsible for their health and well-being.

One after another of the railway companies is extending its employment of women. On the entire system of the Underground tubes they are to be found in all sorts of capacities. In the provinces the movement is even more advanced, and the chief municipalities are putting women into every capacity they can possibly fulfil. Large firms require suitable attire for their feminine messengers, lift attendants, commissionaires, and light porters. So far the Post Office only supplies its post-women with "bad weather wear"—that is to say a mackintosh and tarpaulin hat—but as the number increases of women employed in the delivery and collection of letters, it is likely that they will be called upon to assume some uniform.

QUESTION OF DESIGN.

In a large concern like a tramway company there is always one officer specially charged with the duties of maintaining the supply of uniforms, issuing them as required, and seeing that any modifications that may be desirable are carried out in future orders. As may well be imagined, some of these officials viewed the task of designing or even ordering a new equipment for the women they were about to employ with something like consternation. They felt that in a matter of this kind even the wife or sister would not understand the practical and technical details that would have to be fully considered.

Hence most of them have come to this particular firm as doing the largest civilian uniform work in London, or to one or other of the well-reputed houses, and laid the problem before them. They could indicate the distinctive features that marked the uniform of the men, and, of course, the women would have the same buttons and badges. What was wanted was something womanly, equal to hard wear in all sorts of weather, and constituting no hindrance in the exercise of duties.

Then it was that the lady's tailor, accustomed to meeting the needs of various kinds of sport, could be called in. He understood matters as to the length and fulness of a skirt which the non-expert would never have realised. He knew those little touches that make a coat look smart and trim where without them it would be commonplace, and even dowdy. The introduction of colour in pipings and revers, the sparing use of braid, gold, silver, or black, the slope of a collar, the position of a pocket, all had their due consideration as a part in a whole, and as a result the uniforms that are now coming into wear are far in advance of anything of the kind yet attempted. The great-coats designed for the women conductors of the trams owned by the greatest municipality of the Midlands are smart enough to cause pangs of envy among many of the lady passengers. These really handsome coats are of the best heavy dark blue cloth. The shapely collar and cuffs have effective touches of scarlet, and the large gold buttons, with their cipher, are handsome and good. A half-belt at the back holds in place the pleated fulness. For fine weather wear the blue serge uniform has a well-cut Norfolk jacket.

ACCESSORY WORK.

The largest order yet placed at one time for women's uniforms was for 300, and several of more than 200 have been fulfilled. It follows that such work has been of value in readjusting labour displacements due to the greater economy that ladies are exercising in the number of tailored dresses that they order. The workers who specialised on good-class coat and skirt suits have been able to turn to this, and a walk through the work-rooms was enough to demonstrate the excellence of the attributes that is put into these uniforms. In one section there was an interesting glimpse of the dexterity with which some half-dozen girls were working in gold thread the device that will appear on the collars of the women who are to be employed by an important water company in one of the Eastern counties.

Nor does the work end with the making of the skirt, with its coat or tunic. The cap or hat is a very important accessory, and the latter is [illegible]

Nor does the work end with the making of the skirt, with its coat or tunic. The cap or hat is a most important accessory, and the latter is being more and more widely adopted. A neat felt, with a round crown and a brim that can be adapted to requirements, is generally liked better in conjunction with the average coiffure than the peaked cap, which is not always either becoming or easily put on. For some employments the uniform outfit extends to underwear, as it is obvious that frilled underskirts might constitute an actual danger running up and down the steps of a motor-omnibus.

There is no difficulty whatever in inducing girls or women to wear such uniforms. They are quick to realise their comfort and their appropriateness to the task for which they have been devised. In them, too, the wearer realises a kind of reliant authority that she has never fully felt before. What their future effect on practical working dress may be it is too soon yet to speak. But in other circles of women workers, as the members of the Voluntary Aid Detachments, the Women's Ambulance Reserve, and those who don cotton overalls and long linen veils over their hair in the various centres from which surgical requisites for the military hospitals are turned out, the pretty and easily assumed rest-gown is coming into importance.

WOMEN IN BUSINESS.

It transpired at an informal conference held at Brighton this week, under the presidency of the Mayor (Alderman J. L. Otter), that a circular had been issued by the Home Secretary suggesting that, in view of the extended employment of women in business establishments during the war, and possibly after, a system of training in commercial methods and practice should be instituted at municipal technical colleges or similar institutions. In explaining the object of the gathering, which was representative of the leading establishments in the borough, the Mayor mentioned that, as at present developed, the idea was to form two classes, the first for instruction in clerical work, the students being expected to qualify in about six weeks; and the second in phonography and typewriting, with a course of two months' study of six hours per day. A committee was appointed to take the direction of the movement.

During the discussion it was suggested that the first step was to ascertain from the returns of Lord Derby's scheme of recruiting what class of clerical assistance was most needed to replace the men who had joined the colours. This, it was thought, would enable competent judges to form an opinion as to the best kind of training to pursue. A lady present took the view that facilities for business education should not be restricted to young girls. "Women with good education," she added, 'should have an opportunity to qualify." The representative of the local Labour Exchange gave some interesting information tending to dispel a popular illusion. The demand for female assistants, he assured the meeting, so far as his experience went, was never equal to the supply. At his office 290 girls had registered, and of this number only ninety had been placed. Finally, a bank manager mentioned his experience of female clerks in such institutions. At present they could only discharge the duties of junior clerks, and he had far more applicants than vacancies. Personally, he thought the time when female cashiers could be usefully employed in banks was remote.

The Queen
18.3.16.

Women are being mobilised more and more for factory work, and recent pronouncements by members of the Government show that the substitution of women for men will have to increase rapidly. But one serious difficulty in this connection is the lack of mobility of such labour. For a long time past there has been talk about the lack of mobility in the supply of male labour, and the Labour Exchanges have tried to remedy it. The case must surely be worse with regard to female labour. In the last resort men are more accustomed to moving about; and at need can leave their home and family in one place and take lodgings in another. But women, especially married women who are now being drawn back into factories and works, cannot so easily transport themselves. Those who have families cannot leave them entirely; while for those who have not, and the unmarried women, the question of lodgings is not so simple as it is for men. There is undoubtedly a large quantity of potential female labour in a hundred small towns all over the country; there would be a surplus in such places even if women's work on the land were thoroughly organised and efficiently used. But how is such labour to be moved to the great manufacturing places? It looks as if some Government system of housing and providing for women workers will have to be evolved.

The woman house agent has long been an accepted fact in Canada, where she buys and sells land; whilst women lawyers do the conveyancing. In this country the idea is somewhat novel, although the work is peculiarly adapted to a woman's capacity and experience. The prejudice against feminine competition in the house agents' business has been very hard to break down, but that this has been satisfactorily overcome is proved by the interesting fact that an agency has lately been started in the West End of London by some enterprising ladies who undertake considerably more for their clients than do the agents of the opposite sex. The ladies personally inspect all houses and apartments on their lists, thus saving house-hunters many unnecessary journeys to unsuitable places. There can certainly be no doubt that the woman's point of view will be most useful in this profession. When one thinks that it is women who have the management and government of houses, it is really rather extraordinary that the letting of houses should have been for so long an exclusively masculine occupation.

And why not the woman architect, in these days when so many women are finding work for themselves? We seem indeed to have heard of one woman not in business by herself, but as assistant and partner in a firm of architects. In this profession, even more than in house-letting, women should surely find scope. There are endless details about the planning of a house of which only a woman can really appreciate the importance. One is inclined to wonder whether any woman has ever lived in a house without seeing a score of ways in which it might have been improved from the housekeeping standpoint in such matters, for instance, as cupboards, passages, stairs, the height at which shelves are put, and so on. Very few men would have practical notions on such matters, and every woman would have. There is no obvious reason why women should not undertake the whole business of architecture. But even without all the technical training necessary for that, it would be possible for women to be associated with firms of architects, the men doing the parts that require technical knowledge, and the women being partners in the planning and arrangement of the house.

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Daily Express · 1·7·16.

655/36

NEEDLEWORK FOR THE WAR.

HOW TO KEEP UP THE HOME IN TIME OF STRESS.

By MRS. LIONEL BARLOW.

"Night work only, 7 p.m. to 7 a.m."

The voice is not exactly harsh, but it is businesslike and final. The tired-looking woman to whom it is addressed falls back to the little queue outside the big West End warehouse. "How can I take it?" she asks, speaking her thoughts aloud, "and my four children at home! And the labour exchange people made me so sure of this." There is a momentary murmur of sympathy among the women.

"Have you tried Westminster, missis?" a sympathetic voice suggests timidly.

"I have tried everything, and this was the last. Westminster! What's that?" Her neighbour told her, and that is how she came to us. This is her story. It is a sample of scores.

Before the war her husband was a solicitor's clerk in the City earning his regular £4 a week, and keeping up his modest home in a southern suburb. There came the call of King and country, and he accepted. At first his firm generously supplemented the Army allowance to his wife and family with thirty shillings a week. With this they were able to carry on while he went off to fight in Flanders. But time went on, legal business languished, and the firm had to reduce their allowance to six shillings. This meant that the little home had to be sustained on thirty-two shillings a week, a thing manifestly impossible.

HOPELESS QUEST.

The wife bravely looked around for means of earning more. Were not women in demand? She applied in this direction and that. Everywhere it was the same. The sort of work afforded would take her away from home all day or all night, and the pay was too small to enable her to leave a substitute; even if any substitute can take the mother's place.

It was when she had reached the verge of despair that the unknown sympathiser recommended her to come to us—the Needleworkers' War Aid Association. She has just brought me a pile of shirts, beautifully stitched. They are the regulation Army shirts. She has been doing this for us for several weeks, and taken away on an average sixteen shillings a week.

We have a steadily increasing number of women on our books, turning out splendid work, enabled to retain their own homes, conscious that what they are doing is not only keeping their end up while the bread-winner is away, but they themselves are performing an actual service to the State as essential in its way as munition-making.

Our association not only keeps homes together; it prides itself on the high standard of work turned out. The certificates on our office wall tell their own tale. Out of one order for 11,000 shirts only twenty-eight failed to pass as perfect, and they had slight defects that were easily remedied.

HONEST PAY.

The best class of Army shirt making forms our principal supply. The pay is fair and right. According to her ability and the time she can give when home and children have had her necessary attention, a woman will sit at her machine and make that addition to her weekly income which will enable her to retain her position in the world.

Each of these women is a tiny capitalist. She has saved and has bought her machine. It is due to her that her capital should bring its return. It is due to her country that her labour and her machine should produce the munitions of war. She is, in her way, as much a maker of munitions as the woman

her machine. It is due to her that her capital should bring its return. It is due to her country that her labour and her machine should produce the muniments of war. She is, in her way, as much a maker of munitions as the woman who works at a lathe in the workshop. The clothing of the soldier is as necessary as the weapons he carries. So, too, alas! is the equipment of the hospital to which he will be taken when his poor body is bruised and broken.

The equipment of the hospitals provides another class of work for us, and several show the value of it. We have done much for King George's Hospital, and at the Star and Garter there is practically nothing in use made by the sewing machine which has not been stitched by our home workers.

There is not one woman employed by us who is suitable for factory life, not one who could spend the long hours of an ordinary day away from her home. Collected and organised by us, these women now form a body of labourers whose productive power must not be despised, but if we are to keep them together as a productive body we must have funds.

SPLENDID WORK.

The question may be asked why, if our work is done for the Government and Red Cross institutions at fair rates, we should need outside funds at all. It is true we do not want very much, but some we must have if this splendid work which has gone on increasingly from the beginning of the war is to continue.

Our work has to be, and is, first class; but we do not—as the ordinary business manufacturer must—select our workers or turn off those who are slow or need supervision. We make the best of all who need our work, improve their standard if not up to ours, and speed them up as much as possible.

The ordinary small dressmaker, with one sewing machine (often a hand machine) cannot possibly compete in pace with the factory hand working at a power machine. The latter often do one minute part of a garment, the former do the whole. Nearly all our women have children or delicate relations to look after, and their usual work is paid on a different scale from that of the ordinary factory hand. But it is much higher class work, and in peace time is much better paid. Their homes are in proportion to their peace-time earnings, and our aim has always been to enable them to maintain these homes.

Subscriptions in aid of the Needleworkers' Aid Association should be addressed to Mrs. Lionel Barlow, hon. secretary, 14, Great Smith-street, Westminster, S.W.

Daily Express. 22.3.16.

NEW SPHERE FOR WOMEN.

RE-ESTABLISHING A LOST TRADE.

By C. HYATT-WOOLF, F.R.P.S.
Editor of the "Optician and Photographic Trade Journal."

War is even a mightier leveller than poverty. It promises to obliterate sex distinction. It has compelled women to enter on masculine occupations, hitherto closed to them, and where in some cases they may remain, side by side with men, long after the cessation of the conditions that dragged them from the inaction of their domestic obscurity.

One of these occupations where permanency of tenure can be expected is the making of optical munitions. After the war they will be otherwise known, but woman's handiwork can find a permanent place in the industry. Hence, while the choice of war work is wide, the optical craft should especially commend itself to women. Some forced industries will cease to crave their assistance because they must wither or, peradventure, die. Quite other conditions attach to the work of the optical and scientific instrument-maker. The reasons can be simply stated.

The world has hitherto looked largely for its optical supplies to Germany. Our country, while initiating the very work out of which the Teuton has realised fame and fortune, has itself been one of her biggest patrons. Germany's exports to other countries with which we trade have been out of all proportion to ours. At the outbreak of war the Government, as one of the consequences of our reliance on Germany, was nearly stranded for optical military supplies.

A GREAT REVIVAL.

The British optical industry rose nobly to the occasion. Our optical manufactories are to-day more productive than they have ever previously been. They are still expanding, and, with proper fostering—educational, financial, and economic—they promise to equal in output the best German efforts. The future may turn, however, entirely on the labour question. There is a serious shortage now, with the result that the Government, in order to protect our military necessities, has been compelled seriously to circumscribe the exports of optical and scientific manufactures.

Apart from our home consumption, there exists a great foreign market keen on buying from us, but which can only be partially supplied. Russia herself would be one of our best customers could we deal with her needs. Before the war she was almost entirely catered for by Germany. The same applies to the South American States and other important countries.

It is clear, then, that the war has created a vast opening for our optical trade in the world's markets, and that it will be a permanent one is likewise plain. At present, therefore, this fascinating craft affords profitable and patriotic work for women, with the added advantage that when the purely war factories are closing their doors to them, those of the optical industry will remain wide open. Were all the optical craftsmen who have gone to the front to return to the industry, they would not, in all probability, even now nearly suffice to fill existing gaps.

NATIONAL NECESSITY.

In fine, women who engage in the making of optical munitions, and receive the technical training which this implies, will not only help the conduct of the war, but will furthermore be in a position to aid the industrial campaign that

Daily Express. 25.4.16.

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655/37

SCIENTIFIC WORK FOR WOMEN.

SIGHT-TESTING AND ITS OFFER OF A CAREER.

By C. HYATT-WOOLF, F.R.S.L., F.R.P.S.
(Editor of the "Optician.")

A recent article in the "Daily Express" on "A New Sphere for Women" has evoked correspondence which shows that, with the existence of an intense desire among women to help their country and themselves, a considerable number of such women are not, for one reason or another, well adapted for the suggested work of optical munition making. In the following article Mr. Hyatt-Woolf shows that the scientific instrument industry covers so wide a field that there is room for all who desire seriously to take it up.

The woman who imagines the labour of the factory would be too arduous, or the demand on mechanical dexterity too exacting, will find in the prescribing and fitting of glasses to correct errors of vision a pleasant and profitable mode of applying her activities. Not only so, but male Army ineligibles might do worse than direct their attention to this semi-professional calling. The need of workers in this department of the industry is great, and the service to the land would be proportionately valuable.

Rightly or wrongly, the tribunals have levied a much heavier toll than was anticipated on the sight-testing rooms of ophthalmic opticians, and the scarcity of qualified men and women has, therefore, become most marked and serious. The country cannot do without them. Wearers of glasses are to be found in every station of life nowadays—the shop, the office, the workroom, the factory, and largely even in the Army itself. Indeed, reading, writing, and fine mechanical employments would be practically closed to one-fourth of the population of these islands were it not for the assistance that glasses provide.

DELICATE CRAFT.

Now the craft of the sight-tester is one that particularly appeals to well-educated persons who are particular about appearances. It exercises ingenuity and the reasoning faculty. It is quite as scientific a handicraft as are pharmacy and medicine, but it encroaches on neither the one nor the other, and merely implies the application to the eyes of lenses capable of correcting certain insufficiencies in the organs of vision. Nature has provided us with eyeballs, at the front of each of which is a lens, and at the back a screen on which the subjects to be visualised are focussed.

The shape of the eyeball may be deranged, shortened, or lengthened, the lenticular medium may acquire faults, the refractive or light-bending power of the eye may prove unequal in different meridians, or other mechanical errors of a more or less important nature may develop. The effect is, broadly speaking, similar in all cases. The light transmitted from the objects gazed at ceases to be sharply focussed by the lens of the eye on the screen (the retina) at the back of the eyeball, with the result that the world as seen by the abnormal-eyed is grey, distorted, and elusive, instead of being sharply defined and full of import. The remedy is, then, simply to apply lenses of a suitable description to rectify the deficiency, which can be measured by the skilled refractionist.

AN ANCIENT TRADE.

These optical defects bear no relation to disease, and the remedies bear no relation to medical or surgical treatment. They are purely the mechanical correction of the eye mechanism; the diseases of the eye, which are quite another subject are the affair of the oculist.

Ophthalmic opticians, formerly called spectacle-makers, have been carrying on their work for hundreds of years. In the reign of Charles I. a charter was granted to the Spectaclemakers' Company and power given it to control the conduct of the industry. The company has existed to this day and is actively showing interest in the present course of events to which I have alluded. Nearly twenty years ago it founded a system of training and examinations for opticians, and the welfare of these examinations is presided over nowadays by Sir William Hart-Dyke, ex-president of the Board of Education, and Professor Silvanus Thompson, F.R.S.

These references are pertinent here because of an emergency measure introduced by Sir John Rolleston, Master of the company, which is intended to remedy the existing shortage of opticians. The scheme provides for short courses of tuition in optics to be given free to nominees of certificated members of the company, and to others on payment of a small fee. I may add that all communications respecting this excellent movement should be addressed to the Clerk of the Spectaclemakers' Company, Temple House, Temple-avenue, London, E.C.

MANY OPENINGS.

Plainly this industry, affording as it does a semi-professional status, presents a unique area for the activities of those "at a loose end" who desire patriotic work, or are threatened now or after the war with attenuation of income. There are many ways of entering it, one of which I have outlined. It might be possible to find an opening with some qualified optician and receive training from him, or to obtain his recommendation to the Spectaclemakers' Company; but I feel certain that no real difficulty would be experienced in discovering an entry by those who are willing and able to undertake the probationary training, for the shortage is real, and capable instructors, eager to help, exist in many of our cities throughout the country.

The business itself is a profitable one, and reserved in a sense for the "select," since the training entailed removes it from the reach of those who, in the limited sense, specialise in shopkeeping. The future of a present entrant to the industry would be well assured. Before the war the demand for glasses was extending prodigiously, as is natural wherever people become more educated, and hence capable of recognising their own needs; and after the war the expansion of trade, both home and colonial, will broaden the field of demand, increase its profitable possibilities, and even add to the importance of its outlook.

future for Great Britain to be, as nearly as possible, a self-contained country. This lesson, at least, we have learned from the terrible results of the unpreparedness to produce even military essentials which shocked and surprised the nation when war was declared. Almost everything was lacking, and where the ability to produce optical instruments existed there was often a shortage of materials that paralysed progress. It must not happen again.

The scientific instrument industry is broadly based. It ranges from spectacles, eye-glasses, field-glasses, telescopes, microscopes, cameras, and kinematographs to gunsights, rangefinders, heliographs, sextants, periscopes, compasses, polariscopes, barometers, hydrometers, thermometers, pyrometers, and a host of other mathematical, philosophical, and scientific appliances. Women have already taken the step I am advocating by entering for the making of some of these commodities into a kind of apprenticeship to extend beyond the period of the war. Delight in the occupation and its prospects has been expressed even by a cultured woman who never previously performed a day's mechanical work.

PERMANENT WORK.

It is, indeed, a craft that is so varied in its field that employment can be found in it for every grade of ability and intelligence. The entry of women into this arena need not depress the wage market. Their energies can be directed into such channels as to compete as little as may be with the available supply of male labour. In fact, they could be drafted into what would be to a large extent a new industry so far as this country is concerned, since the optical industry, which, as I have pointed out, has been drifting more and more from England to Germany during the past fifty years, will now have to be reclaimed.

War work has necessitated the extension of large existing British optical plants and the laying down of new ones. Women's labour may enable these to carry on when the blessing of peace is restored to us. The work is for the most part light, and, except in the rough grinding of lenses, by no means dirty; and, with a sufficient sub-division of labour in the factory, it can be brought easily within the capacity of any bright woman or girl after but a short apprenticeship to the use of machine tools.

Those disposed to make a study of the simple laws of optics governing the use of lenses might also at the present find a field outside the workshops, but the experience gained therein would prove an additional advantage in the semi-professional business of sight testing and spectacle fitting which this implies. It will always be a pleasure to me to advise those who care to communicate with me what steps should be taken in order to enter the optical and scientific instrument industry.

Glasgow Record

27.4.16

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MESS WAITRESSES.

The latest recruit in the ranks of the women war workers is the mess waitress. Her advent has been so very recent that it is too early as yet to say whether the mess waitress had "made good," but women have shown such remarkable adaptability during the war that there seems little fear of their failing in the new duties they have undertaken. The work of the mess waitress is much on the same lines as that of a parlour-maid, but the hours are longer, and girls who do not intend to take their duties seriously will not succeed in this new sphere of employment.

After receiving some training in the work, mess waitresses have to "sign on" for a year, or the duration of the war if the struggle should end before the twelve months have expired. Dressed in a khaki overall with a white apron and cap, the mess waitress has invaded places where the presence of females at meal times has hitherto been strictly confined to occasional "Ladies' Nights" and "At Homes."

The Daily Sketch

4.5.16

A WOMAN PIONEER.

Mrs. Alfred Parker, whose husband is the chief of the Children's Act Department, London County Council. She is a daughter of the late Major McGuinness, and was the first woman to be employed in clerical duties by the London County Council. That was in 1898. She was subsequently promoted to be inspector under the Public Control Department, and in that capacity gave evidence on several occasions before Parliamentary Committees in support of Bills promoted by the department. She was married on May Day.

Weekly Dispatch

23.4.16

LABOUR EXCHANGES' GREAT WAR WORK.

The Many Jobs They Have Found for Women.

WHEN the Labour Exchanges were started a few years ago, who would have guessed what a tremendous part they were destined to play in the assembling of Britain's vast war machine?

Without them the business of converting the country into one huge war factory and of finding the right men to work in it without the loss of any precious time could not have been accomplished so expeditiously and so adequately. In the recruiting campaigns, in finding work for the Belgian refugees, in advising employers how to take up munition work, in the dilution of labour, and the substitution of women for men, the Labour Exchanges have done and are doing a remarkable work of which the country is but little aware.

A *Weekly Dispatch* representative was supplied with some interesting facts which reveal something of the magnitude of the work.

In peace time the Exchanges put employers into touch with the workpeople and find work for the unemployed.

The Labour Exchange officers are men who have had industrial careers themselves before passing into the employ of the Government—men who have the knowledge born of practical experience.

STRANGE OCCUPATIONS.

As remarkable has been the entry of women into the trades and professions. The 'bus woman, the tram woman, the van woman, and the lift woman are now familiar as everyday sights. Here are some occupations that women have just taken up:

Filling sacks with cement, and weighing and checking and putting on to trollies.

Unloading ore from barges, stacking fires and smelting the ore.

Pressing strips of tin prior to loading into crucibles.

Furnace attendants in bottle manufacture.

Trucking in a gun factory.

Draughtswomen.

Working in breweries.

A great part of this work of substitution has been done by the Labour Exchanges registering the women and sending them into the trades for which they were physically most fitted. A vigorous campaign is now being conducted throughout the country by the Labour Exchanges to extend the employment of women, particularly in vital industries for which men are now not to be had; the Exchanges have the assistance of special local committees in all important centres.

Some businesses which had failed in peace time are now prosperously engaged on war work. A cabinet maker and a billiards table maker are now retrieving their fortunes making munitions.

LAND WORKERS WANTED.

Strong efforts are being made to get more women on to the land. In January 1914 it was known that there were 80,000 women working on the land, not including those of farmers' families. Since then and up to January of this year there has been an increase of 5,000. This is a very poor figure for a country engaged in a life and death struggle, when every man that can be spared is needed in the fighting forces. Farmers are difficult to convince. The men who have tried woman labour are satisfied—it is the farmer who has not tried it who is convinced that women are no good on the land. The Labour Exchanges and the village registrars working in conjunction with them have 30,000 village women registered and simply waiting for the farmers to come forward and make use of their labour. The farmers are hoping that boys will be released from school, and are also still waiting to see how many of the starred men will be taken into the Army. But they must make up their minds to the fact that probably many more tens of thousands of women will go on to the land before this war is won.

The Daily Mail

B. E. I.

THE FITTER'S "MATE."

ANOTHER NEW WAR TYPE.

In many workshops the fitter's "mate", or assistant is being replaced by feminine labour.

In a long, low workshop a man and his mate were "stripping" an engine.

The room was filled with deep shadows cast by the warm sunshine that streamed through the open windows in the roof, and heavy with the purple smoke that rose from a brazier of burning charcoal.

Under a narrow circle of light thrown by a swinging electric bulb, the two were busily engrossed in their work. The fitter was a typical engineer, whistling gaily over his task. But what a strange figure had replaced the old familiar fitter's "mate," a position held by an ever-changing succession of youths, all with perpetually unshaven chins and the end of a cigarette stuck between their lips.

The newcomer was humming a song in a low soft voice. Her hair reflected the spun gold of the sunlight as she bent over the engine, eager and happy, working side by side with the fitter, a real mate, a man's mate, providing yet another proof of woman's adaptability to work which has hitherto been regarded as wholly outside her province.

She was cleaning out the gearbox, a trim figure wearing a sensible dark blue overall, which, while providing her clothes with ample protection against the grease and dirt which her work created, allowed her to retain her feminine charm.

* * * * *

As I crossed the room she looked up with a smile.

"Are you the new fitter?" she asked eagerly, and when I answered her in the negative she added regretfully, "Oh, I'm sorry. I'm looking forward to the arrival of another 'engineeress' in the shop; I get a wee bit lonesome at times."

Then she continued her work, thrusting her hand again into the grease and dirt of the gearbox with a wonderful business-like air that told of an experienced hand and complete understanding.

"Do you like the work?" I asked her.

"The twenty-five shillings a week helps to keep things going while the men are away," she answered evasively.

"And you don't find the strain too severe?"

"Oh, not at all," she replied, "but it gives one a wonderful appetite. Thank goodness it's nearly dinner time."

"Do you go out to eat?" I asked.

"No," she replied; "I've got a little room fitted up here, where I heat my own food. Would you care to join me?"

"Rather," I said, and as she frankly admitted her own lunch would be insufficient to satisfy the appetites of both, I went out to buy food while she continued the work she was engaged on.

* * * * *

When I returned she was still busy, using a spanner with the familiarity of an experienced man. She was giving valuable assistance to her fitter in a number of ways—handling saws, files, and hammers with the air of a trained mechanic, and sparing no pains to ensure accuracy and satisfaction.

The fitter showed no hesitation in relying completely on her judgment and ability. He certainly recognised her value, and gave her ample proof of his high esteem by the very obvious confidence he showed in her.

At the stroke of one o'clock both the fitter and his mate dropped their tools after the manner of all true workers, and nothing could have been a more truly convincing proof of the full extent to which women have replaced their fighting predecessors.

* * * * *

With the instinct of true femininity my little friend proceeded immediately to wash and "tidy up" when we reached the little room that had been thoughtfully set aside for her—for whether a woman be working in an omnibus, in a munition factory, at the docks, or on the land she will always remain a woman. While she brushed her hair and powdered her nose I fried sausages over a charcoal fire. The appetising odour must have curtailed the toilet somewhat, for the sausages were scarcely cooked when an anxious voice inquired:

"Isn't it ready yet? I'm *so* hungry!"

An overturned box served for a table, but we had the unexpected luxury of a tablecloth, of clean knives and forks, and dainty crockery.

While we ate our informal meal she told me of her anxiety to learn her business thoroughly.

"I've been here six months," she said, "and have never felt the least bit weary of it. Perhaps," she continued, "that is because, before undertaking it, I realised fully what the work was going to be and so took it easily, avoiding any attempt to overdo it. I start at nine and leave off at five. The short hours, I believe, have enabled me to 'carry on' so satisfactorily, and have prevented me from feeling any ill effects."

Then she continued, with pride, to tell me that her husband, a motor engineer, was an attested man, and that when he left home to answer the call of the country she was going to "run" his garage "on her own."

"It's only a little country garage," she said, "but it's a good business that my husband has built up and worked hard for. It was our first home," she added simply, "and we love it!"

She pictured to me the little house attached where she reigned as mistress; speaking lovingly of the garden they had tended together with the tiny trout stream running through, where they had fished in their leisure hours. Listening, I understood why he was going out to fight for home and country, and the wonderful incentive she had to keep things going until his return. For love and pride of country and Empire is the dominant spirit that reigns in the heart of every man, and in the heart of every woman the love of home.

G. IVY SANDERS.

Daily

WOMEN AND THEIR WORK.

EMPLOYMENT AS JEWELLERS AND SILVERSMITHS.

So far there does not appear to be much prospect of employing women as jewellers and silversmiths on any large scale. There is certainly a shortage of workmen in the trade, but, as far as one can judge, there is no concerted movement by the old-established silversmiths' firms towards training and employing women in place of the men who have left.

The woman jeweller and silversmith is not, however, unknown, and there are many instances in which beautiful jewellery is made by women in their private studios.

In one particular instance a woman has recently opened a jeweller's and silversmith's establishment in London, where she undertakes all branches of jewellery, silver work, repairs, etc., and herself trains the girls who assist her in the workrooms. A visit to these workrooms is most interesting, and the girls show a most wholehearted enthusiasm for their new employment.

A girl who wishes to enter this trade can first be taken on as a learner on payment of a small premium, and during this time she receives from 5s. to 7s. a week pocket money. At first she learns pearl and bead threading, the simplest work of all, then soldering, riveting, mounting jewels, and the use of the various tools. If she proves clever at her work and likely to become skilled she will be engaged as a regular workroom hand, and can then earn anything up to £2 a week.

At the present time there is scope for women to do well at re-mounting and repairing plate and trinkets. In some cases a woman who has been thoroughly trained should be able to start a small business of her own and work up a good connection.

At this woman jeweller's establishment special tuition is given to private workers at a charge of three guineas for twelve lessons of two to three hours each. During this course the pupils learn soldering, mounting jewels, etc., and the handling of the tools and furnace. A tool outfit for a beginner will cost about £1.

Further information on this subject can be obtained from Mrs. Sandheim, jeweller and silversmith, 130, High-street, Notting Hill Gate. Mrs. Sandheim has a few

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G. IVY SANDERS.

Daily Express. 12.7.16

WOMEN AND THEIR WORK.

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Further information on this subject can be obtained from Mrs. Sandheim, jeweller and silversmith, 150, High-street, Notting Hill-gate, W. Mrs. Sandheim has a few vacancies at the present time for learners and workroom assistants.

The secretary of this column will be glad to give expert advice and information on all matters concerning women's employment, training, etc. Letters, accompanied by a stamped, addressed envelope, should be forwarded to the secretary, Women's Employment, "Daily Express," 23, St. Bride-street, E.C.

Electrical Times
27.7.16.

The Lady Engineer.

This is really getting serious. We report elsewhere an application in the Patents Court concerning Miss E. J. Smith. She means to use the Austrian Billiter cells for electrolytic work, and the Court has had to announce that it will recommend the licence shall be granted. Personally we were not present in court; our knowledge as to Miss Smith's persuasiveness or the Court's meekness is therefore quite negative. But we would ask readers to note the very business-like manner of the applicant, her deadliness of purpose, and her admirable fortitude under examination.

We say the tendency is becoming serious, because not only is the feminine invasion of man's freehold property in the field of engineering rather disturbing in itself, but the ladies' genius for housekeeping and bargaining is a menace to some of our most cherished traditions. "I ought not to pay him a large royalty. I suggest 1 per cent. is sufficient. . . . It costs 8s. a pound to-day, but it may well come down to sixpence-ha'penny." And there you have it, in that last magic word, the "ha'-penny." For the intelligent engineer or manufacturer it suggests a whole train of anxious thought. Stand we where we did?

METEOR.

Daily Mail
24.7.16

THE WOMEN OF SHELL CITY.

Last autumn I gathered sun-kissed apples in a glorious orchard; a week later the hay was being cut down from under the trees; then, one by one, tiny grey iron buildings sprang up, like mushrooms, at uniform distance.

Passing frequently in the train, I watched the little buildings multiply; as far as the eye could reach their light-painted roofs gleamed through the branches of the fruit trees and gave the appearance of a sanatorium in the making. Rapidly, however, the strange little settlement became peopled by many girls and women, all wearing dull grey cap and overall, who toiled there ceaselessly, by day and by night, preparing for the great and glorious "push." And within six weeks of the day when the long grass fell to the scythe shells were being turned out ready for the front.

A few days ago, by the courtesy of the Ministry of Munitions, I was permitted to pass through the jealously guarded gates of this national factory and to watch the wonderful process of manufacturing the ultimate liberation of Europe. Familiar as I already was with the view of the factory, I had but a very vague conception of its immensity until, after being provided with over-shoes and satisfactorily answering the challenge "All clear?" (of matches, tobacco, steel hairpins, and the like), I passed through a tiny door and stood on the wooden platform which has been erected to connect the hundreds of separate workshops and which serves to carry the eighteen miles of miniature railway that have been built.

From a high bridge which connects two of the different sections I looked over the 200 acres of land, where nearly 5,000 women are working day and night on the production of shells, and there came to me perhaps a truer realisation of what war means. On every side were whole families uniting in the tremendous effort to win the war; women, many of them, who have hardly known the meaning of "work," facing long monotonous hours of labour with that same courage and fortitude with which our men in the trenches are facing death.

"And they are simply splendid!" the manager said of them, as he escorted me with pride over this wonderful "Shell City." "Of course," he added, "the work is essentially a woman's!"

FASCINATING WORK.

And later, as I watched the busy workers engaged on their various duties, I quite agreed, for the work is certainly a woman's, and it is work that every woman in the land should be proud to undertake.

Of all war work shell making is indeed the most fascinating; the very sight of the [illegible] shells which are being [illegible]

Daily Dispatch
17.7.16.

655.

WOMAN'S SHARE IN THE GREAT OFFENSIVE.

Toil and Danger in the Shell Factories.

(By M. T. HOGG.)

They (women) are now part and parcel of our great army. Without them it would not be possible to make progress. With them I believe victory can be assured.
—Lord DERBY, at a meeting in Queen's Hall.

Lord Derby's words contain no exaggeration. The present great British offensive is the direct outcome of women's labours in the munition field.

For months past many hundreds of thousands of women and girls of all classes and all ages have been engaged in all the various operations necessary to the production of modern war material, and thousands more will soon be at the same job. The existence of the woman who works in the munition factory is well enough known; of the nature and scope of her duties nine people out of ten are profoundly ignorant. The average person, if he thinks about it at all, probably comes to the conclusion that "the women are employed on light jobs, carrying about small things, and making themselves generally useful." The truth is very far from that.

The various processes involved in the making, finishing, and filling of heavy shells are being done by women. They, too, are responsible for the evolution of the fuse from its early crude form to its final stage of deadly perfection. Women are making cartridges and charging them. Some spend their time waxing bullets; it is the business of others to neck and indent the cartridges once those same bullets have been slipped into their proper place by other workers. In short, there are very few operations connected with munition work, the inspecting of finished articles not excepted, in which women do not lend a very capable hand.

The Ideal Worker.

Both to the work and the conditions under which it is carried out the women are, in great part, wholly unaccustomed, but every manager or foreman will tell you that they are good time-keepers, especially the single ones, and conscientious at their work, to which they bring an enthusiasm and a determination to do well that make for a high standard of production. There is one factory where women are almost exclusively employed filling fuses. So far, and the work has been going on for many months, not one single batch of those submitted for inspection have been rejected by the Government authorities. It is a record of which the firm, and the girls, too, are, very justly, exceedingly proud.

To gain a really adequate idea of the nature of the work being done by women in the production of war material it is necessary to go to factories where they are employed. In company with one or two others similarly privileged, I visited, by permission of the authorities, two or three such factories in a Midland town the other day. There, surrounded by noisy machinery, with hundreds of moving pulleys overhead, and gears and fly-wheels on every side, or in the comparative quiet of the "danger" rooms, were hundreds of women from eighteen years of age upwards, working at lathe and capstan, punch and drill, or occupied in the more exciting business of filling fuses with high explosives. University women and women of leisure, professional women and cooks, ladies' maids and ordinary factory "hands," were all there, working side by side in perfect good fellowship, linked together by the common interest of preparing the necessary means for securing the downfall of the enemy.

Highly-skilled Processes.

There was one factory in which women were making fuse bodies, and a fuse body is not the easiest thing in the world to turn out correctly. In this particular instance it was about the most complicated pattern made, and the gulf between the time it started life, a roughly-stamped semblance of its final polished and glittering self, until the moment it was pronounced ready for dispatch to the filling factory was bridged by rather more than a hundred processes. Not all simple processes

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Of all war work shell-making is indeed the most fascinating; the very sight of the thousands of shells which are being despatched to our gallant men is inspiring; and perhaps the slight tinge of danger which lurks in the handling of high explosives adds a certain amount of zest, though this danger has been eliminated to an enormous degree and is ever decreasing. Even the temporary sickness which assailed the workers during their first week or so on the new tasks has now practically disappeared; and the effects of certain chemicals which momentarily dyed the hands and faces of the workers a rich golden colour, and earned for them the titles of the "Canaries" and the "Girls of the Golden West," are gradually vanishing.

Every effort is made to ensure the well-being of the workers. Beautifully equipped hospitals have been built, and lady doctors and trained nurses are always in attendance. Canteens, where substantial food can be obtained at nominal prices, have been erected in various parts of the factory grounds, and lady superintendents have been engaged, whose sole business it is to attend to the comfort of the employees. I heard one of the girls appeal to a lady superintendent for a transfer to some other building.

"Aren't you happy? Is there anything wrong?" was the anxious inquiry.

"Oh, no," the girl replied; "but I want to be near grandmother."

From workshop to workshop we passed, and everywhere the women looked happy and healthy. A very apparent keenness was shown to increase the output, and there was no sign of slacking there, no grumbling. It made me proud indeed of England's womanhood, even grateful, for the opportunity that war has given of proving her value.

MESSAGE IN SHELL-BOX.

The absurd rumours which have been circulated of the dangers which lie in the shell factories have by no means affected the determination of the women of England. They are patriotic and quick enough to understand the origin of such rumours, and realise that there is practically no risk when the precautions laid down by the factory are rigorously observed. Even if such dangers exist, I warrant the women would be prepared to meet them. While our men are laying their lives down by the thousand, the women would not fail to do likewise were that necessary. I had ample evidence of the endurance and resolution of the shell workers, for just as I was about to leave the grounds a heavy thunderstorm threatened and ominous rumblings could be heard in the distance. Immediately on the shrill note of the warning whistle the girls streamed out of their respective workshops, in perfect order, and made for their dressing-rooms; the forewoman of each shop remained behind to draw the dark green curtains with which each shed is provided. There was no panic or rushing, and when the storm had passed by they resumed their duties quietly.

The watchword of the factory is "Work, unceasing work." The week-ends are free to enable the workers to husband and gather strength and energy for the coming week. Fifty-two hours a week is the shift for the day workers, and for the night workers fifty.

Contentment reigns there on that battlefield of the workers, for they feel, very rightly, that they are fighting the country's battles side by side with the soldiers, and are helping them to win the war. Nor is duty the only element in that stern world of work, for romance, too, has crept in. One of the girls confessed to having slipped a message of good will and cheer into one of the boxes of shells. Out on the battlefield of France a lonely soldier has seen the white message flutter in the moonlight, over the blood-stained earth, and soon there will be another war wedding!

G. I. S.

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Women, however, do not devote all their energies to munitions. The motor-bicycle, which has played a conspicuously useful part in this war, demands, and receives, their attention, and not a few of the parts belonging to machines supplied to the allied armies in the various theatres of war are the work of their hands.

Dangerous Occupations.

"Nerves," it seems, is a complaint of which the woman who works in a munitions factory knows nothing. You will find her in the danger buildings in as great, or greater, numbers than in the other departments. It is in the danger buildings that the high explosives are handled, and in the "danger" branch of a third factory we watched women filling the fuses destined for use with big shells. You would never have guessed, by the perfect confidence and *sangfroid* with which they did their work, that they were dealing with some of the most deadly substances known to modern science.

Wages are higher in the "danger" area than elsewhere (which may account for the fact that there is never any lack of volunteers, though some of the girls confessed to feeling a distinct satisfaction at the idea that they were dealing with the actual substances that would ultimately kill many Germans), and especially in the rooms devoted to the preparation of certain substances used for filling purposes which are apt to induce a yellow complexion or a red rash. Neither is becoming, but, then, neither lasts long. Both yield easily to treatment, and recently a solution has been discovered which frequently acts as a preventive against both complaints, and should they occur reduces to a minimum their attendant discomforts.

The Life de Luxe.

Business is business always, and in the business of munition making the welfare of the worker is never neglected. Here, again, the factory in question sets an example that others might profitably follow. For the benefit of the workers who come from a distance—the majority in this case come from Ireland, Scotland, and Wales—hostels have been built where you can get a comfortable bed, a cupboard, a locker, and an enamel jug and basin for your own exclusive use, as well as the run of a laundry, for the sum of 13s. a week. How meals—a good, substantial breakfast, a dinner of soup, meat, vegetables, and pudding, tea, and supper—can be included in that 13s. is a secret known only to the presiding genius of the catering department. There is a woman doctor to look after the health of the workers, a general superintendent who looks after the housing arrangements, and a matron, who is in many cases a trained nurse, and a sanitary expert into the bargain, in every hostel.

Munition work is, as has often been pointed out, national work of the highest importance. It is worth doing, and, indeed, must be done well, and the Ministry of Munitions, who require the services of many thousand more women, has established centres of preliminary training all over the country for those willing subsequently to enter factories. The Training Section, Ministry of Munitions, will gladly supply particulars of the nearest training centre.

Daily Mail.
11-7-16.

WOMEN ENGINEERS.

WORKS FOR TRAINING TO BE BUILT IN THE NORTH.

As a result of the fine work done by educated women, works where women can be trained as mechanical engineers are to be built on the west coast of Scotland.

Only well-educated women between 20 and 35, with a definite mechanical bent, will be qualified to apply, and preference is to be given to widows and daughters of officers in the Army and Navy. A probation of six weeks, during which £1 a week will be paid to cover living expenses, will decide whether the candidate is fitted for the occupation and is willing to undergo a longer training, probably three years.

"Our great difficulty at present," said the secretary of the General Department of Women's Service to a *Daily Mail* representative yesterday, "is that we cannot get trained women, though we could place almost any number. We want trained women as gardeners for agricultural and dairy work, and we badly want trained clerical workers. If girls can only be persuaded to train, train, train they have the world of employment waiting for them."

Applications for the engineering works can be made in the first instance to Miss O. W. Robinson, Women's Service, 58, Victoria-street, S.W.

Peoples Journal
15-7-16. Dundee

TO TRAIN WOMEN AS ENGINEERS.

Proposal to Erect £40,000 Factory in Scotland.

TRADE UNION VIEWS.

(Special to "People's Journal.")

"Did you hear, Mr Bunton, of the proposed women's engineering factory to be erected somewhere in the West of Scotland?"

"No," said the Glasgow Secretary of the Amalgamated Society of Engineers. "What are they up to now?"

Seeing he had not heard of the proposals, I briefly sketched for him their outline. A factory is to be erected, principally for the purpose of finding employment for women in the making of aeroplane and motor engines. The ladies are to be taught part of the business during a period of six weeks, and those who are found unsuitable are to be weeded out. Those who display aptitude are to undergo a course of further training, and after passing certain examinations will find employment at wages varying from 25s a week to £250 a year. During their probation they will receive £1 a week.

"That is a good deal more than the apprentice engineers get, Mr Bunton," said I.

"Yes, it is a good deal more."

"Six weeks' training instead of six years, is it? Times are moving; changes are coming to pass."

Women Can't be Engineers.

"All the training in the world will not make women capable engineers," said Mr Bunton. "They are neither mentally nor physically endowed for such work. We don't fear their competition at all, and wherever they are capable of doing the work we would not object to their doing it, provided they were paid the standard rate."

"I am not quite so certain of that, Mr Bunton," said I. "Such delicate work as the making of aeroplane and motor engines—at least certain parts of them—could surely be done by women. Very largely in America and on the Continent women are engaged in doing these things. That may come to pass here after the war."

"We do not expect to find conditions the same after the war," said the Secretary; "but you may rely upon it the bitterest fight of all will be the industrial struggle that will follow if we are up against conditions that are entirely against Trade-Union principles. As far as women are concerned, despite the statements of certain employers, we know that they are absolutely incapable of completing any class of engineering work alone and without supervision. When they come to handle tools on their own and apply certain principles and aptitude to engineering work, they are no good at all. The people who are concerned with this scheme do not know what they are talking about."

"It is stated that two of the Directors of a well-known controlled establishment are prepared to sink £40,000 in a concern which will be worked entirely by women."

The Men will Decide.

"Very patriotic gentlemen, I am sure," replied Mr Bunton. "I think I could name them. Perhaps the 25s a week is the real inducement, and you may be sure the women won't get much more. But you may rely upon it we'll have a big say in these matters. It is the men who are fighting and dying for the country, it is the men who will have to decide.

"You will agree," I continued, "the men [illegible]

Glasgow Evening News
19-7-16.

655.

655/41

WOMEN AND WAR WORK.

TO THE EDITOR.

Allow me to inform your correspondents who seem to think that I am too much in favour of female labour, that when the question was first spoken about, I was strongly against women being brought into engineering shops, &c. Not that I thought that they would never learn, but I held that woman's place was in the home, and I knew that once women were admitted to engineering works, they would come to stay, and this will be seen when the war is over. Britain will never be the same again.

Even I was astonished to read the following (which appears in the "Electrical Times" for this week, on page 21, which refers to a new engineering factory to be erected in Scotland)—"So impressed is the directorate by the feminine capability displayed in this war that £40,000 is being spent on a factory to be run entirely by women. Special conditions will prevail. There will be two shifts, each consisting of eight hours, divided by a long interval into four four-hour half shifts. The wages earned will range from £85 to £250 per annum."

In conclusion, I strongly think that Glasgow ratepayers should protest against the Corporation taking young educated well-to-do business women into the electricity substations at 27s per week. If ever there was a job suitable for disabled soldiers and sailors this is one, as the duties are only operating switches and watching. If ladies can learn this work in 3 months, surely disabled soldiers and sailors could learn in 6 months, and be entitled to pre-war pay for this class of work, viz.:—40s to 45s per week, instead of the cheap female labour at 21s to 27s per week.

FOREMAN.

July 15, 1916.

TO TRAIN WOMEN AS ENGINEERS.

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"You will notice," I continued, "the idea is to give preference to the widows and daughters of officers in the navy and army."

"Yes, I see that. Well, the widows and daughters of the men will require sustenance as well as they, and it will have to be found. But I don't think it will be found by underselling the men's labour. It is too soon yet, however, to state what our action will be. The war is not yet over, and many things may happen when it is."

Mr J. Thomson, General Secretary of the Associated Blacksmiths, said:—"I have no objections to women undertaking any branch of trade, provided they are paid the standard rate. In my opinion, however, this suggestion is simply a move to introduce cheap labour. I quite realise that in some classes of work, in the manufacture of automatic machines, for instance, women may be equally as good as men, but where there is initiative and where there is skill required they are unequal to the work."

Standard
8-6-15

WAR WORK AT HOME.

GROWING FIELD FOR WOMEN ENGINEERS.

EXPERT'S EXPERIENCE.

By Miss CLAYTON GRIFF,
Consulting Engineer.
XVIII.

Why should not British women fitted for such duties be trained to take the places of male chauffeurs, electricians to attend the lighting and heating plants of factories and large private residences, and similar posts which can nearly as well be filled by women as by men? Thus more men can be released to fight, or to fulfil other duties less suitable for women. Some of us are trying to arrange for preliminary training of well-educated women in engineering works, so that directly they start work in a factory they will be useful and productive operatives, whether they are helping to make shells or screws.

I am consulting engineer to the National Political League, whose "Land Council" is giving demonstrations of women's work on the land at 16, Carlton House-terrace, by kind permission of Lady Cowdray, on June 27, 28, and 29. The council is seeking funds in aid of national service and the mobilisation of women's work to replace men, so there will be exhibits relating to dress, the dairy, fruit, poultry, afforestation, packing, bottling, intensive culture, and engineering implements. I shall be dealing with the last-named branch of the work.

I myself was trained in an engineering works which specialised in heavy traction. I was the only woman there, and was taken on as an apprentice by the manager in the ordinary way. I learned all about the mechanism of the motor omnibus and similar vehicles there, and, of course, had to work in overalls; the oil would drip on my hair when I went under the chassis, and I had to have a shampoo every evening. But after a year of this I was able to start learning the theoretical side at a technical college with far more success than I could possibly have had otherwise. Thus I obtained certificates for motor engineering, steam and heat, and engineering generally, and learned to do practically anything for myself in the way of repairs and construction. I have driven a motor traction engine through Aldershot, and have, of course, driven all kinds of private cars for hours together, and amid the busiest traffic.

Therefore I speak with knowledge of women's capabilities in this direction. The Board of Trade has encouraged me with favourable opinions regarding the openings that may arise for women to take charge of oil engines on farms to run threshing machines. There are steam ploughs and petrol ploughs which women could control as well as men. There are plenty of ways in which women could help the work of the nation by undertaking the duties of mechanical engineers. But they must have training first. There has been talk of bringing over Frenchwomen to fill posts of this kind, but I see no necessity for this if British women will set to work to qualify. I am filing at 48, Dover-street, W., the names of all those who apply to me, expressing their willingness to undergo training. Some of those who apply have only the vaguest idea of what thorough training in mechanical engineering means. At present there are many more women in France who have taken a course of practical instruction than there are on this side of the Channel. A woman trained to take charge of an oil engine and stationary plant for agricultural or domestic work might expect at least 30s. a week to keep herself out of it, or a pound a week with board and lodging. If she became a skilled mechanic able to repair and maintain the plant she would be worth 50s. a week or more.

QUESTION OF PHYSIQUE.

We hope that some large firm will offer to train a number of women for engineering work. A few weeks, or even a few days, will show a woman if she has the physical strength necessary for standing at her work for hours together. Only exceptional women, perhaps, can work as long and as hard as a man. I am not one of those who think most women can do everything in the way of hard work that men can do. In some occupations it might take at least two women to do as much

The Times 12.7.16

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655/42

A WOMEN'S ENGINEERING FACTORY.

NEW WORK FOR EDUCATED CLASSES.

A new profession for women is about to be started in Scotland. Unlike most of the opportunities which have lately been afforded to women, this will have an after-war permanence.

It is only open to well-educated women between 20 and 35, and to those among them who can take an interest in mechanics and are prepared to take up manufacturing engineering as their regular occupation. There is about to be built at a place on the west coast of Scotland a factory where work in the nature of the building of aeroplane engine parts will be undertaken, and when a sufficient nucleus of skilled women is formed the whole engine will be built in the works. It may be that after the war engines for motors will be part of the work, but, however it may change, it is not an undertaking only for war purposes, but a business venture on more or less peace lines, which owes its origin to the fact that two of the directors of a well-known controlled establishment have been so impressed by the work done by educated women that they are prepared to sink £40,000 in a concern which will be worked entirely by such women.

Ordinary factory conditions will not prevail. The works will be run in two shifts, night and day, each shift comprising two periods of four hours, with breaks for meals, rest, and technical instruction. For example, the interval in the day shift will be two hours, and during that time there will be a half-hour technical class, which after the probationary period is past the women may attend or not, as they choose. The probationary period is six weeks, and the only expense for those selected will be the fare to the place. During this period there will be practical instruction by qualified technical men and women; afterwards it is probable that there may be a woman with exceptional engineering qualifications in charge of the works. A payment of £1 a week will be made to cover living expenses. At the end of the time unsuitable people will be weeded out and an agreement made with those showing a definite mechanical bent, probably for a period of three years.

After the first six months an examination will be held, followed by further examinations, on a progressive scale, at the end of each succeeding six months. On these examinations will depend the money earned. It is probable that the lowest rate will be 25s. a week and the highest £250 a year, but these prices are not as yet fully determined. There will be no temptation to limit production. The buildings will comprise a one-storey building as the main workshop and a four-storey building for office, mess-rooms, recreation-rooms, music-room, library, and class-rooms for technical instruction.

In choosing the women for this scheme preference will be given to the widows and daughters of officers in the Navy and Army, but only those with mechanical bent will be considered. Applications can be made in the first instance to Miss O. W. Robinson, Women's Service, 58, Victoria-street, and it is recommended that they should be made promptly, as it is expected that a certain number of women may be chosen to undergo a training in special processes before the opening of the factory, which will not take place until the early autumn.

Daily Mail
14-4-16.

WOMEN FOR ENGINEERING.

Over 200 applications have been received at the office of Women's Service, 58, Victoria-street, S.W., from women anxious to receive engineering training at works which have been established in the West of Scotland.

The scheme offers scientific training, leading to a permanent profession, to well-educated women between 20 and 35 who possess a serious inclination towards mechanics and are willing to devote themselves to consistent preparation. Preference will be given to widows and daughters of military and naval officers, who are given an opportunity of securing their future without initial financial outlay.

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QUESTION OF PHYSIQUE.

We hope that some large firm will offer to train a number of women for engineering work. A few weeks, or even a few days, will show a woman if she has the physical strength necessary for standing at her work for hours together. Only exceptional women, perhaps, can work as long and as hard as a man. I am not one of those who think most women can do everything in the way of hard work that men can do. In some occupations it might take at least two women to do as much work in a day as a man accustomed to the work could accomplish. But a woman can drive a private motor car as well as a man under normal conditions of service, and the pay is good; it is the same with many other occupations.

Engineering firms at present rather take the view that they only want unskilled women's labour, if any, and say that women have no initiative in regard to machines; but there are indications of a change of feeling. The gist of the matter at present is to obtain preliminary training in machine minding for voluntary women workers. It is no use sending women to a factory to work if they cannot stand for hours together. They must get accustomed to the work first. Firms are engaging unskilled women used to factory work in preference to any others, but we might train voluntary workers who could go to factories in batches of thirty or thereabouts, already equipped with some practical knowledge, and they could work together, which would be much better than sending women of good education to work singly in factories in company with women of a lower class. They could work side by side with the ordinary woman factory worker, if required, but I think the wheels would run more smoothly, so to speak, if women of the better educated classes worked together in groups. Of course, all women workers must be paid according to the work they are able to perform; my object is to train women of the superior classes, socially, in the use of tools, and to accustom them to regular hours and hard work, before they attempt to enter a factory to work.

Having built my own steam engine from start to finish I know exactly what demands practical mechanical engineering makes upon a woman's energy and intelligence. The more work I did at the bench the better I felt; it suits me better than any other work. I have been less tired at the end of a long morning's manual work than at the beginning. But if I missed doing active manual work for a few weeks I found that on resuming it I tired much more quickly.

Women can help during the war in quite a variety of ways as mechanical and electrical assistants. There will be many cases of women, after the war, having to earn a living in new fields of activity—those whose husbands [illegible] disabled, for instance

these prices are not as yet fully determined. There will be no temptation to limit production. The buildings will comprise a one-storey building as the main workshop and a four-storey building for office, messrooms, recreation-rooms, music-room, library, and class-rooms for technical instruction.

In choosing the women for this scheme preference will be given to the widows and daughters of officers in the Navy and Army, but only those with mechanical bent will be considered. Applications can be made in the first instance to Miss O. W. Robinson, Women's Service, 58, Victoria-street, and it is recommended that they should be made promptly, as it is expected that a certain number of women may be chosen to undergo a training in special processes before the opening of the factory, which will not take place until the early autumn.

Daily Mail
14-4-16.

WOMEN FOR ENGINEERING.

Over 200 applications have been received at the office of Women's Service, 58, Victoria-street, S.W., from women anxious to receive engineering training at works which have been established in the West of Scotland.

The scheme offers scientific training, leading to a permanent profession, to well-educated women between 20 and 35 who possess a serious inclination towards mechanics and are willing to devote themselves to consistent preparation. Preference will be given to widows and daughters of military and naval officers, who are given an opportunity of securing their future without initial financial outlay.

Sunday School Chronicle
20-7-16

A Novel Employment.

A reader asked me a short time ago whether there was an opening for women as gamekeepers. Frankly, I do not think that there is, but perhaps my experiences during a two days' stay with one may be interesting. Miss —— is located "somewhere in England." She has a tiny furnished cottage on the edge of a wood, free coal, lights, milk and vegetables, and is paid 25s. a week. The schoolmistress of a neighbouring village shares the cottage, and during her absence I had her room. We rose at four and made the round of the covers, and very lovely it was at that early hour. What I did not like was finding the rabbits and rats in gins and having to kill them; but I was told that this could be done painlessly, and my friend seemed to have got over her first qualms. Early in the year she had to hunt the hedgerows and collect the pheasants' eggs, then it was necessary to find a nice old broody hen as foster-mother. When the chicks were hatched they had to be guarded against all kinds of dangers—rats attacked them at night, and in the daytime there was often a hawk hovering about ready to pounce on the best and fattest of the brood. When they were old enough they had to be taken into the woods and turned loose to look after themselves. "And then the first 'shoot'!" sighed Miss ——. "What an anxious time I had, placing the different people at the right points; if a man missed a bird he seemed to think it was the fault of the gamekeeper. I have to wage an unceasing war against rats, stoats, weasels, hawks, jays, and crows, who all have one end and aim in life, it seems—to kill and destroy young pheasants and partridges. Of course, I am a fairly good shot, and am expected to act as loader to my employer."

Gamekeeping will never be a successful or suitable employment for women, because, among other things, the gamekeeper must be friends with all kinds of curious and sometimes shady characters, otherwise everyone's hand will be against him, and birds will disappear in a mysterious way. I thoroughly enjoyed my visit, however, and my insight into another corner of life which, till now, I had missed. Still, I do not suggest that any of my readers should take up gamekeeping as an occupation.

Star
20-7-16

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CHEMICAL WORKS RUN BY WOMEN.

Using German Process for Government Supplies.

An interesting application was made in the Patents Court to-day in connection with what was said to be the only factory in England run by women—the Chemical Works, Disraeli-road, Willesden.

Its principal, Miss E. J. Smith, with her chief chemist, Miss Markham, applied for licence to use a German electrolytic process in the production of potassium permanganate, which is used in the trenches and all the military hospitals as a disinfectant.

Miss Smith explained that the Government orders 20 tons of potassium permanganate at a time. It is also used to refine the oil for aeroplanes.

Miss Smith passed all the engineering classes at Edinburgh University for the B.Sc. of engineering, and gained "distinction" in the senior engineering class.

Miss Markham, her principal chemist, is a distinguished honours student from the chemical department of Oxford University.

The Controller indicated that it was likely the licence asked for would be granted.

Daily News & Leader
19-7-16

WOMEN FILM CENSORS.

Our Birmingham Correspondent writes: The city justices yesterday appointed two women inspectors to report upon films shown from time to time in the cinema houses. Mr. Gerald Beesly, chairman of the licensing bench, said the present trade censorship was ineffective. Stringent regulations were contemplated in Birmingham regarding the character of films shown to juveniles, and the times at which they should be shown. Some of the cinema and vaudeville posters were a disgrace, and he advised those responsible to be careful between now and the annual licensing day.

Star
19-7-16

Women Window Dressers.

So many of the artistic "window dressers" have been "called up" that I am told there is a new chance for women who can combine artistry with practicality and business instinct. Women, of course, really ought to understand best the style of window dressing which will attract women if not men customers.

Evening News
27.7.16.

The School of Women Signallers.

WAR-TIME HELPERS IN A NOVEL WAY.

Even though the field of war work for women is claiming a larger percentage of workers each day, there still exists a number of girls with leisure time on their hands who are anxious to use these spare hours in useful service to their country. To these I would recommend a course of instruction at the School of Women Signallers, whose president, Miss C Everett-Green, was kind enough to give me a resumé of the aims and objects of the work done by the members.

"'The School of Women Signallers' was founded in 1915 as a learning and a teaching body, with the object of making itself useful at a time when a shortage of male instructors was to be expected. Our members go through a course of training in Army signalling at St. Andrew's Hall, Carlisle-place, S.W., and a dozen have already passed the Army signalling test and hold first or second class certificates.

"They are still continuing their studies under a staff sergeant from the Royal Military College, Camberley, and at the demonstration we gave in the Inner Temple Gardens a few days ago we had the honour of receiving the congratulations of Admiral Sir Henry Jackson upon our efficiency in lamp signalling.

Teaching Convalescent Soldiers.

"For the last six months we have been teaching and coaching a number of soldiers at a convalescent hospital, who have shown the greatest appreciation of our members' work, and many of whom have declared that without our services they would not have been able to gain instructions in army signalling. This testimony to the usefulness of our work is naturally very gratifying, as we feel that 'our bit' is valued by and of real service to the very men whom all women wish to help. In this way every girl who goes through a course of training at the School of Women Signallers and in time gains the coveted badge of the crossed flags, worn upon our sleeve as the sign that the member has passed the Army Signalling test, can feel that she is doing a patriotic form of work, less showy perhaps than some other kinds of war work but none the less useful to the soldiers who desire our services."

In addition to the convalescent soldiers the Women Signallers are also teaching men at canteens and soldiers' clubs, as well as members of the Overseas forces and cadets from the O.T.C. of a public school. Another branch of their work in teaching lies among the scouts and girl guides, including classes of officers, and in connection with this form of service I may mention that Sir R. Baden Powell has expressed his appreciation of their work.

"Apart from the value of the work itself," said the president, "we have found that the training in signalling is immensely helpful in many ways. It increases the powers of observation, as we are naturally compelled to study the details of the contours of the country and the form of natural objects that come in our way when engaged in signalling, and there is no doubt that the memory is greatly strengthened through our course of training. Our members soon begin to recognise the fascination that springs from the many interests that arise out of the very study of signalling in all its branches, and though to the outsider who understands nothing of the work it may seem dull, yet I have always found that once a girl begins her training she is almost astonished herself at the new fields of knowledge with which it brings her into touch.

"Some girls, indeed, show an extraordinary facility for the various branches of signalling, and their progress is astonishingly quick. The intricacies of the buzzer, the telegraph sounder, disc and lamp signalling become familiar to them after a course of training, as well as the use of semaphore and Morse flags, and I have been told that girls are often quicker than boys in picking up the required knowledge. Our work, too, is eminently suited to the active woman of more mature age and is beneficial to her even from the standpoint of health.

Last year we went into "camp," and shall do the same this summer as the members thoroughly enjoy camp life. And as every week more men express their desire to receive instructions, and say all kinds of nice things to us for our services, we are hoping that more and more members will join our School of Signallers in order that we can cope with any demand made upon us. For not only do we have soldiers for pupils, but seamen also come to us for instruction, and in this way we work for both services.

As showing their interest in the movement, I may say that the Countess Wilton, Lady Jackson and Lady Cudrington are patrons of the School of Women Signallers, and it is evident from the way in which the services of the members are being utilised that the work done is to be reckoned as among the really valuable forms of women's war work.

F T S.

Sunday Times
23.7.16.

WOMEN AS MUNITION WORKERS.

THEIR AMAZING ADAPTABILITY.

HEALTH PRECAUTIONS.

By MARY MACLEOD MOORE.

To visit enormous munition factories, as has been done lately by women writers, through the kindness of the Ministry of Munitions, is to be struck by two main facts. First, the amazing adaptability of human nature, for women of all classes, occupations, tastes, and temperaments are making a success of munition making. Second, how curious and, on the surface, incongruous a thing it is that Woman, the mother of the race, the guardian of life, should be employed in her tens of thousands in making the instruments of death.

It has been said easily and carelessly by the superficial person whom we have always with us that the rush of women and girls into munition factories is a matter partly of excitement and partly of high wages.

As to the first it is hard to believe that excitement and a desire for novelty could keep women working steadily for twelve hours or thereabouts week in and week out. The girl who took up munition work for a lark would soon find it necessary to look elsewhere to satisfy her craving for fun. There must be a sounder motive.

THEIR BIT FOR THE COUNTRY.

That motive may be love of England and the desire to help her in her hour of stress, or love of a man who is fighting for the country. It may be an inarticulate thing or it may be expressed, as in the case of a charming girl who had been "in the drapery" and is now working in one of the danger rooms of a great factory.

"Dad's in the Navy," she said, "and I applied for work in a danger room, where I tie the cordite, for I feel that with every day I work I am helping him. Lots of the girls whose men are out there want to do work that will help to kill Germans and end the war. We feel that we're doing as well as we can to back up the men, as we can't be in the Army or Navy."

And another said when questioned: "Pay? Oh yes, the pay is good, but the girls like the work for itself. Look at me. My man went off the week we were married to fight. My brother and my brother-in-law are out there too. I'm here and my sister is working at Government work somewhere else."

Still thinking of wages I recall a girl wearing a red badge on her overall sleeve.

"It means," she said in reply to a question, "that I am senior overlooker for five shops. Pay? I work at the 42s. rate and last week I made £3 6s. for day work, and when I was on night work I made £3 12s. I was in service before this."

One looked critically for signs of strain and ill-health among the rows of girls—for most of them are young—who glanced up from their machines or paused to answer some question. Few of the girls seemed delicate. Most of them were fresh and in good spirits, and it was explained that the woman supervisor, who needs must be—and is—kind as well as firm and just, sees all the girls who apply for work, judges whether they are likely to stand the strain well, and finds out at what distance they live from the works that they may not arrive in the morning jaded and overdone from rising too early and struggling for a seat in the tram or train.

CARE FOR WORKERS' HEALTH.

Much is being done in the munition factories to ensure that the health of the girls does not suffer. In a large number there are welfare workers who supervise the women, give advice, listen to complaints and probe them, investigate cases of sickness and broken time, and see that the conditions under which women work are satisfactory.

In one factory no woman who lives more than an hour's journey from her work is employed. In a great many districts the sudden influx of workers has heavily overtaxed the housing accommodation, with unsatisfactory results, and this whole question

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F. T. S.

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In one factory no woman who lives more than an hour's journey from her work is employed. In a great many districts the sudden influx of workers has heavily overtaxed the housing accommodation, with unsatisfactory results, and this whole question of improvement has to be carefully considered by experienced people.

In munition works there are three systems as regards time. One shift of thirteen-fourteen hours (the overtime system), two shifts of twelve hours, and three shifts of eight hours, and in every case there are suitable breaks for rest and refreshment.

In one huge factory a girl in a danger room said that she began at eight, stopped at 11.30 for dinner, for which she was allowed till 12.45. Then worked till 4.15, when there was half an hour for tea; and from that time till 7.15 the work went on.

The women can get good meals in the canteens run in connection with these works.

For dinner the menu chalked on the blackboard told of meat—a choice of two or three dishes—and two vegetables for eightpence; stewed fruit and custard for twopence, and tea, coffee, or milk for a penny or twopence. For tea a large cup of hot tea cost a penny, a round of buttered toast the same sum, and cakes or buns a penny. Eggs cooked in various ways are obtainable also and some girls were making a substantial tea, which included two eggs. No time is wasted in attendance. The girls buy tickets for varying amounts at a wicket and pass on to a counter, where they give their orders and carry their cups and plates to long deal tables. One might suggest, however, that benches with backs would be more restful during meal hours than those without.

With the co-operation of the L.C.C. and other educational authorities sixty-four centres for free training have been established in the United Kingdom. Thousands more women are wanted for the work and the short course provided gives the inexperienced student some "machine sense" and renders her less diffident when she starts work in a factory.

Yorkshire Observer.
29.8.16

The Lady Commercial Traveller.

Is there a branch of human activity except actual soldiering that woman is not threatening to enter? The information now comes to hand that the lady commercial traveller is steadily making her way into the profession. Who could resist the sex armed with smiles and samples? It is said that before the war there was some feeling of resentment among the men who travelled in drapery goods at the ease with which the women succeeded in reaching the buyers It would be ungallant to keep the lady commercial traveller waiting her turn in the hall. The United Kingdom Commercial Travellers' Association is apparently disposed to think that the innovation is temporary and due merely to war exigencies, and it is said that some of the women are travelling for husbands and male relatives who have been called up for military service. Others, however, are prepared to believe that lady commercial travellers, having once got a foothold, will not easily be dispossessed after the war. The merchanting houses may be expected to look favourably on those who bring in a satisfactory amount of business.

The Leeds Mercury. 655.
24.8.16.

655/45

Rush of Women Medical Students.

The official recognition given to women doctors and the success achieved by the lady practitioners have prompted an unusually large number of females to take up the study of medicine. The enrolments already received at the different schools of medicine in the country indicate that the coming autumn term will be a record one so far as lady students are concerned, and, curiously enough, Glasgow leads the way with the highest number to date. This enthusiasm for medical study by women is, in the opinion of many people, likely to lead to a new post-war problem. They assert that few of these young ladies are likely to obtain their degrees before hostilities have ceased, and that then, when the present shortage of male doctors will be ended, it would be unfair to expect the women who have spent their time and money in gaining their qualifications to refrain from practising.

Daily Express.
19.9.16.

WOMEN AND THEIR WORK.

FUTURE PROSPECTS OF MOTORING AS A PROFESSION.

Anxiety is felt as to the position after the war of the many women who have taken up occupations ordinarily pursued by men. Will there be any chance when the men come back for the women to continue the trades they have learnt during the war, or will they be thrown out of employment after having spent what money they could spare on training for a profession they cannot any longer pursue?

Such questions as these are constantly being asked by women who have taken up motor driving and mechanism, or are still anxious to train for this particular branch of employment.

With regard to women as motor drivers, it seems that now the woman driver has become an accepted fact she will be able to obtain many positions not suitable to the ordinary man chauffeur. To begin with, women have found out the immense convenience of the small light car and the cycle car, they have learnt that they can drive them easily, and many who earlier would not have thought of owning a car are now tempted to buy one, either new or secondhand.

This creates an opportunity for the woman driver who can combine driving with other work, secretarial or gardening, or even nursing and housework. The secretary-chauffeuse has become a most necessary adjunct in the lives of many women engaged in important professional or charitable work.

Again, there should be a good opening for women who will study to become competent mechanics and will take up ordinary garage work. If women would do ordinary repairs —tyres, tubes, vulcanising, patching, cleaning—and if two or three of them could club together and buy a secondhand car for hire work and hire it out, driving it and living over a small garage they should be able to make a living in many places in the country.

EXPERT REPAIRS.

If they could also do expert repairs—take down an engine and overhaul it—they should find work coming in from all parts of the neighbourhood near their garage. Of course, they must first prove that they can do such work; but what is to prevent them? The average mechanic in country towns is not a very great expert, and there is nothing to prevent women of ordinary intelligence learning to do first simple repairs, and gradually, as experience is gained, going on to jobs requiring greater knowledge

Then there is an opening for women mechanics to teach other women. The woman running a garage could take women apprentices. As a rule women teach their own sex better than men do; or, rather, it is easier for both to learn in this way, because the average man mechanic finds himself in rather a difficult position with women students. If he is doing a difficult job it distracts him to be asked endless questions; in the case of a boy apprentice he would probably tell him to hold his tongue, or something more forcible, but in the case of women, especially women of a different class, he finds himself constrained by politeness to put up with the distraction, with the result that the work suffers.

Yet the women are eager to learn, and if they are to earn a living they must be taught thoroughly, and go into the repair shop and learn to handle tools, etc.

Once thoroughly trained they will be in a position to start their own garages, do repairs, sell supplies, teach other women driving and mechanism in many country towns. Some ought to specialise in electrical work, magnetos, dynamos, etc., the average good mechanic is often far from expert in this subject, and besides this there is the study

Evening News
30.8.16.

Women Typewriter Mechanics.

A NEW OUTLET FOR THE BUSINESS GIRL'S ACTIVITIES.

"I'm simply weary of tapping at a typewriter all day long," a girl I know exclaimed in my hearing the other day. "I want to be up and about doing something new—something women haven't done before."

"Why not?" queried her companion. "I can tell you of a new field for women's labour where you will be given ample chance to win a position that has been, and is still, sacred to men."

"You're joking," suggested the other suspiciously. Truly, one might well imagine that women have already conquered all there is to conquer in the commercial world.

"Well," replied her friend, smiling, "considering I'm training for such a job myself, I'm not likely to be joking."

"But you're working for a typewriter company," remonstrated our typist friend.

"Exactly so. Only instead of doing typewriting I'm learning to do the mechanical work of cleaning and repairing the machines. Until some twelve months or so ago no woman was engaged in this work. It is novel, fascinating, and interesting work, and anything but monotonous."

"Then it's the very thing for me! I'm going to be a typewriter mechanic," exclaimed the young typist, eagerly.

And to the surprise of all her friends, a typewriter mechanic she has become!

I met her a few days ago and asked her if she still felt bored and restless.

"No," she replied. "I've found my niche—I'm doing something new at last."

AN ENCOURAGING POINT.

The encouraging point, from the woman's point of view, about this new field for woman's labour, is that those who have tried the plan longest are most hopeful of its success. On one point they all seem agreed. The women are to be given a fair chance to learn the work, and they are to be given that chance now.

Not only so, but there seems more or less general agreement that when fully trained they shall draw a man's pay, which is anything from £2 to £5 a week, and sometimes even more. It remains with the women to respond to this offer.

Briefly, it may be said that any intelligent girl above the age of seventeen, with a natural liking for mechanical work and plenty of "grit," is appealed to.

During the first few months of her training she will probably be put to the unskilled work of cleaning the machines, for which she will receive about 15s. a week. This is, for the most part, not dirty work, as might be imagined, most of it being done by machinery. The work, too, is comparatively light, as the girls are not expected to lift the machines.

LEARNING TO USE TOOLS.

Afterwards the girls will be taught the use of the various tools employed in this kind of work and to make all manner of repairs. It is estimated that it takes about three years to train skilled mechanics, after which period they are ready either to take a responsible position in the workshop or to be sent out as inspectors. No woman has as yet completed her training, so that it remains to be seen whether women are likely to be employed as inspectors in the future or not.

One exceptionally clever woman mechanic, however, though she has not completed her training, has already been sent out as acting inspector in several "emergency" cases and seems to be giving

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Anxiety is felt as to the position after the war of the many women who have taken up occupations ordinarily pursued by men. Will there be any chance when the men come back for the women to continue the trades they have learnt during the war, or will they be thrown out of employment after having spent what money they could spare on training for a profession they cannot any longer pursue?

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EXPERT REPAIRS.

If they could also do expert repairs—take down an engine and overhaul it—they should find work coming in from all parts of the neighbourhood near their garage. Of course, they must first prove that they can do such work: but what is to prevent them? The average mechanic in country towns is not a very great expert, and there is nothing to prevent women of ordinary intelligence learning to do first simple repairs, and gradually, as experience is gained, going on to jobs requiring greater knowledge

Then there is an opening for women mechanics to teach other women. The woman running a garage could take women apprentices. As a rule women teach their own sex better than men do; or, rather, it is easier for both to learn in this way, because the average man mechanic finds himself in rather a difficult position with women students. If he is doing a difficult job it distracts him to be asked endless questions: in the case of a boy apprentice he would probably tell him to hold his tongue, or something more forcible, but in the case of women, especially women of a different class, he finds himself constrained by politeness to put up with the distraction, with the result that the work suffers.

Yet the women are eager to learn, and if they are to earn a living they must be taught thoroughly, and go into the repair shop and learn to handle tools, etc.

Once thoroughly trained they will be in a position to start their own garages, do repairs, sell supplies, teach other women driving and mechanism in many country towns. Some ought to specialise in electrical work, magnetos, dynamos, etc.—the average good mechanic is often far from expert in this subject—and besides this there is the study of electric light plant and gas and oil engines for farm machinery.

Women who will train along these lines will surely be able to earn a steady income both now and after the war. Particulars of some motoring training schools where special classes are held for motor mechanism are given in the adjoining column.

The seventh article of this series on "Women's Employments after the War" will be given on Tuesday, and will deal with the prospects for the woman journalist.

Mechanics.

A NEW OUTLET FOR THE BUSINESS GIRL'S ACTIVITIES.

"I'm simply weary of tapping at a typewriter all day long," a girl I know exclaimed in my hearing the other day. "I want to be up and about doing something new—something women haven't done before."

"Why not?" queried her companion. "I can tell you of a new field for women's labour where you will be given ample chance to win a position that has been, and is still, sacred to men."

"You're joking," suggested the other suspiciously. Truly, one might well imagine that women have already conquered all there is to conquer in the commercial world.

"Well," replied her friend, smiling, "considering I'm training for such a job myself, I'm not likely to be joking."

"But you're working for a typewriter company," remonstrated our typist friend.

"Exactly so. Only instead of doing typewriting I'm learning to do the mechanical work of cleaning and repairing the machines. Until some twelve months or so ago no woman was engaged in this work. It is novel, fascinating, and interesting work, and anything but monotonous."

"Then it's the very thing for me! I'm going to be a typewriter mechanic," exclaimed the young typist, eagerly.

And to the surprise of all her friends, a typewriter mechanic she has become!

I met her a few days ago and asked her if she still felt bored and restless.

"No," she replied. "I've found my niche—I'm doing something new at last."

AN ENCOURAGING POINT.

The encouraging point, from the woman's point of view, about this new field for woman's labour, is that those who have tried the plan longest are most hopeful of its success. On one point they all seem agreed. The women are to be given a fair chance to learn the work, and they are to be given that chance now.

Not only so, but there seems more or less general agreement that when fully trained they shall draw a man's pay, which is anything from £2 to £5 a week, and sometimes even more. It remains with the women to respond to this offer.

Briefly, it may be said that any intelligent girl above the age of seventeen, with a natural liking for mechanical work and plenty of "grit," is appealed to.

During the first few months of her training she will probably be put to the unskilled work of cleaning the machines, for which she will receive about 15s. a week. This is, for the most part, not dirty work, as might be imagined, most of it being done by machinery. The work, too, is comparatively light, as the girls are not expected to lift the machines.

LEARNING TO USE TOOLS.

Afterwards the girls will be taught the use of the various tools employed in this kind of work and to make all manner of repairs. It is estimated that it takes about three years to train skilled mechanics, after which period they are ready either to take a responsible position in the workshop or to be sent out as inspectors. No woman has as yet completed her training, so that it remains to be seen whether women are likely to be employed as inspectors in the future or not.

One exceptionally clever woman mechanic, however, though she has not completed her training, has already been sent out as acting inspector in several "emergency" cases and seems to be giving every satisfaction.

WHERE WOMEN COUNT.

"I can tell you where we are already finding women *do* count in work of this kind," the manager of one of the big typewriting concerns who have just begun to employ women, said to me the other day, "and that is in the stores department. All the two thousand parts of a typewriter have to be classified and kept in separate compartments so that a missing screw or other part in a typewriter under repair may be easily replaced. Send a man to fetch one of these parts and he may take two or three hours; send a woman and she'll take as many minutes That's my experience.

"How do I account for it? Oh, a woman's much more methodical than a man. Give a man some parts to sort out and he'll toss them in anyhow; not so a woman. A woman is thoroughly conscientious over every detail."

Keenness, according to an instructor in typewriter mechanics, is another attribute that women are introducing into the workshop. "There's not that playing about in work hours amongst girls that there is with boys learning the trade," he declared. "They're too keen to get on to waste their time."

As might be anticipated, however, there are numbers of employers who are somewhat critical as to women's mechanical capabilities and are "afraid to venture."

"A woman can't use a screwdriver," one of these remarked, "and I doubt if she'll ever learn," he added pessimistically.

Hana Sravia.

Daily News & Leader. 12 9 16.

AN HOTEL-SCHOOL IN TRAINING.

By CLAIRE DE PRATZ

PARIS.

The war has taught us many things, both spiritual and material, we did not know about ourselves. One of the most useful lessons we have learnt among the practical things is that there were some businesses, even upon our own soil, which we had almost allowed to pass from our own hands into those of the Germans. The managing and directing of hotels is a case in point. As soon as the war broke out and all German residents were sent out of this country, we perceived that more than three-fourths of the staffs of our larger hotels had dwindled away. Even though the enterprises themselves were financed by French money, the actual management of them was German. But we French people, being an assimilative and adaptable race, understood our lesson at once. For the future French hotels in all their separate departments are to be managed and run by French employees only. The Teutonic waiter and chambermaid, office clerk or overseer, is to be a-thing of the past, belonging to the days of l'Avant Guerre!

And, as has been so often the case since the beginning of this war, it has been a woman who has come forward with a practical and immediate solution of this problem by founding, organising, and managing with admirable competence, even to its smallest details, a Technical Training College for Female Hotel Employees, in every branch of the business. Mdlle. Valentine Thomson (nothing English about her but her name!), the accomplished and gifted daughter of Gaston Thomson, who held office in various Cabinets as Minister of Commerce and of the Navy, had, until recent years, merely been a brilliant society girl. But, after having published two books which met with some literary success, and founded a Feminist and Feminine Review called "La Vie Feminine," specially devoted to the cause of the working woman, suddenly, with the outbreak of the war, realising the necessity of a special training for women in all branches of hotel management, Mdlle. Thomson set to work to secure a building, and, having renovated it, to transform it into a model school-hotel. Although workmen are so scarce—for all building, carpentering, painting, etc., they are so difficult to obtain—Mdlle. Thomson had in a few weeks equipped the entire establishment from garret to cellar.

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I visited it with her yesterday, and found it in full working order. The house—formerly the private abode of M. Alphand, the architect, of Paris—is situated at Passy, close to the railway station. The entrance hall forms a spacious lounge, which, by means of an archway, is connected with the dining-hall. This is separated from the kitchen by a wall of clear plate glass, so that all the secrets of the kitchen stand revealed, while the smell of cooking is avoided. There are two or three openings, with small glass doors, between the dining room and kitchen, through which the steaming hot dishes are passed from the hands of the cooks to the attendants in the dining room. The walls of the dining hall, which is provided with small marble-topped, green-stained tables, are exquisitely decorated by no less a personage than the great Poiret, who is also responsible for the bedroom decoration upstairs. The celebrated decorator has made the panels of the walls gay with brilliant flowers on a pure white ground. One panel in the dining hall has a large almond tree in full bloom, and the pink petals seem to fall everywhere around the diners.

The rooms are lighted by electric light, carefully shaded; and the furniture, though simple, is quaintly and charmingly designed with a view to comfort and elegance. Mdlle. Thomson tells me that she has met with help and generous kindness from all tradesmen, purveyors, etc. She showed me many baize-lined drawers filled with delightful table silver and cutlery, and cupboards full of china and linen, the gifts of various collaborators and friends.

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Suddenly she opened a door on the first floor, and I found that we had interrupted an English class. Some twenty young women, ranging in ages from 18 to 23, stood up to greet us, by the guidance of a [illegible]

Daily Express. 16 9 16

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WOMEN AND THEIR WORK.

X-RAY OPERATING AS A CAREER.

The work of a radiographer is very suitable for the woman of good education with a scientific bent, especially if she has had training as a nurse, and an increasing number of hospitals are being fitted up with X-ray installations.

Where X-ray treatment is given the radiographer at the head of the department must, of course, be qualified. Where, however, radiography only (as in accident and military hospitals) is required, a thoroughly trained radiographer without medical qualifications is quite competent. She must possess a good knowledge of anatomy (osteology especially), the control and management of X-ray tubes, and all apparatus connected therewith, and should be able accurately to interpret the X-ray plates—not always an easy matter—for the surgeons if required.

The radiographer must also have a good knowledge of photographic work, of developers and their action, and should be able to make up her own developing, fixing, reducing, intensifying, and toning solutions.

The radiographer has to be thoroughly familiar with every portion of her apparatus and its use. She should also completely understand the risks attached to the work and guard against them.

There is much to learn. A competent radiographer cannot be made in a week or two. Three or six months can be turned to good account if further time cannot be spared, but a year's work under the supervision of a really skilled radiographer is necessary to turn out a thoroughly useful X-ray worker.

Even when this training is finished there are constant improvements, and care should be taken to make oneself acquainted with new apparatus and new methods as they are introduced. The pay of a radiographer without medical qualifications varies. It is (for whole time work) from about 30s. to £2 per week, living out of hospital, though dinner and tea are generally given. If the operator lives in, the salary is from £50 to £70 per annum. Part time, 10s. per half-day, is a very usual rate of payment, a half-day being from about 9.30 a.m. to 1 p.m., or 2 p.m. to 5.30 or 6 p.m.

Electrician. 8-9-16

Women Wireless Operators.—At the beginning of the year Marconi's Wireless Telegraph Co. determined to test the suitability or otherwise of women as wireless operators, and established a school at one of their stations, where instruction of a practical and theoretical nature has since been given to women.

The school has (it is reported) been well attended, but applications for admission were latterly refused, as a decision had been arrived at to close the establishment for the present at the end of this month. So far as it has gone the experiment is regarded as encouraging, and some of the pupils have been already drafted to stations, where they are taking night duty in turn with men. Sending by female operators has, however, a tendency to be too light. This defect varies in individual cases, and with some of the women learners it is thought that they will become efficient wireless operators with practice.

was met with help and generous kindness from all tradesmen, purveyors, etc. She showed me many baize-lined drawers filled with delightful table silver and cutlery, and cupboards full of china and linen, the gifts of various collaborators and friends.

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Suddenly she opened a door on the first floor, and I found that we had interrupted an English class. Some twenty young women, ranging in ages from 18 to 25, stood up to greet under the guidance of a kindly Professeur d'Anglais. They all appeared interested in their work. In another sacred precinct the directress of the establishment showed me the books kept by the pupils in turn; while the charming foundress explained the system of the school. The course is of three months' training in all branches. Each pupil in turn goes through the special training for bureau work, and is taught bookkeeping single and double entry, besides typewriting and shorthand and English. Each pupil is also trained in all the practical details of housekeeping and house-cleaning. There is not a single servant kept in the establishment, all the housework and cooking, as well as the table and room service being done by the pupils themselves, who are thus not only the pupils of the school but also the managereses, bookkeepers, clerks, interpreters, chambermaids, waitresses, cooks, themselves as well as clients. Thus each girl prepares her own bath and prepares another for a client as well. The dormitories and bedrooms and linen-rooms are kept spotlessly clean. No personal belonging is allowed to be in evidence. Each pupil has her own private locker in which to keep her treasures, the key of which is in her own possession. All clothes are kept in the hanging cupboards. I saw every room in the establishment, and every nook was spotlessly clean and exquisitely tidy. I was even allowed to visit the bedroom of a well-known, delightful American lady novelist who is the first guest-client of the new hotel. I begged to be allowed to become a customer in due time, when the establishment will have increased the number of its private rooms. I need hardly say that the house is heated throughout by chauffage central in wintertime.

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Mdlle. Thomson tells me that she has already turned out several batches of accomplished hotel employees, for which there is a great demand among the Paris hotels, who now apply regularly to her for employees in both the bureau and service departments.

After I had left the hotel-school, delighted and amazed at all I had been shown, I went with the foundress to visit the "Vie Feminine," where I was privileged to see many other interesting things for the welfare of women . . . "But that," as your great Kipling would say, "is another story," which must be told another day.

This war will have revealed to the people of all countries the fact which only a few careful observers had realised before—namely, that the women of France, especially those of the newer generations, are possessed of truly remarkable capacities. How many are there who a few years ago would have believed it possible that a carefully nurtured society girl like Mdlle. Thomson, without any previous training, herself hedged in by the narrow conventions which have hitherto characterised the education of all young French girls, could suddenly prove herself capable of producing, organising and managing such an institution as the one I have just described; and this in the space of a few months while war is still waging upon the soil of her country!

Schoolmistress.
14-4-16

Women's Work.

"Mothers of the Army."

Thus the poet, Mr. Alfred Noyes, speaks of the women munition workers whom he was privileged to visit on the Clyde and of whom his epic appreciation is such that we venture to quote a passage for the benefit of those who may not have seen it in the daily papers. After speaking of the sacrifice the Clyde workers had made in giving up their holiday he describes how in the munition works "hundreds of women were heaving great shells into the shaping machines, or drawing red-hot copper bands from furnaces; and there was a steady fervour about their work, hour after hour, that seemed as if it would exhaust any human energy. They seemed to lavish all the passion of motherhood upon their work: for this gleaming brood of shells, rank after rank, had indeed been brought forth to shield a dearer brood of flesh and blood. 'Mothers of the Army' was the thought that came to one's mind, though they were of all ages. An army of little mothers, in the Peter Pan sense—but the shells were their terrible brood also."

Forestry.

In an interesting account of her work, published in "Women's Employment," Miss Mary Sutherland appeals to girls to enter the ranks of forestry students in order to obtain the scientific training which will enable them to serve their country in a very necessary department which has hitherto been considered "a man's job," but which is now open to women.

The work of afforestation in this country has been greatly neglected, there is a shortage in the supply of imported timber, and the State is seeking to make good by looking to the national supply. Experts are in great demand and it is good to know that women are capable of taking up the work professionally. In the theoretical part of the training, Miss Sutherland tells us, women have equal chances of success with men, and there is no part of the practical training usually taken by men students that women cannot also perform. Miss Sutherland is now in charge of two acres of forest tree seed beds on the University College of North Wales Farm.

Women Barbers.

Women barbers have almost entirely supplanted the foreign assistants who used to be found in such large numbers in the London shaving and hair-dressing establishments. The women learn their work quickly and customers are pleased to have their needs attended to by the deft, willing fingers of quiet girls who do not annoy them by stupid attempts to make conversation. This latter trait finds special favour with the proprietor, who is also satisfied that the girls are neater and cleaner in manipulation than the men and do not waste time over their jobs.

Behind the Front.

Miss Lena Ashwell, with a party of friends, has again crossed the Channel to provide the soldiers located "somewhere in France" with entertainment. Having been informed that the men would appreciate a more serious programme than just song and dance and that they have been asking for Shakespeare, Miss Ashwell is including the sleep-walking scene from "Macbeth" and the quarrel and screen scenes from Sheridan's "School for Scandal" among her items.

Musicians.

This summer there has been a great demand for women musicians to fill up the gaps in the orchestras made by men having left for the war. They are taking their places as pianists, violinists, and flautists very successfully and a lady is known to manage the drum very effectively. The trombone is, however, a difficulty and it is to be hoped that men [illegible] service age will still be found to deal [illegible] instrument.

Leeds Mercury.
19.9.16

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Women and Dentistry.

The demand of the Army for men has brought in its train, among other things, a call for women recruits to train as dental mechanics; and for those who have the skill and patience to learn a by no means easy trade the prospects, financially speaking, are declared to be excellent. The industry has not proved a very attractive one for women, who, it seems, feel some repugnance against making artificial palates and teeth and all the other things connected with mechanical dentistry, but the prospects of receiving high wages may bring about a change. One of the London technical schools is starting a course of instruction in mechanical dentistry for women. After a term's training, students are able to do remunerative work.

The Daily News & Leader. Church Family Newspaper. 655.
28.9.16 6.10.16 655/48

WOMEN DIRECTORS.

Peer's Daughter a Member of Nine Boards.

It is women's hour. Women as tramcar and omnibus conductors; women replacing clerks in City offices; women acting as commercial travellers for their husbands now in the fighting line. And now women are taking the places of directors of public companies.

"Why should not women of education and proved brains become directors of companies?" was the question which a woman organiser put to a representative of "The Daily News" yesterday. "Young directors have to do their share of the fighting," she said, "and clever women are stepping into their places. We shall have many women directors of companies before this war is over. Already women are looking after the business interests of their relatives who have gone to the front. Lady Rhondda has become chairman of an old-established aerated water company, and her daughter, Lady Mackworth, has joined the board of directors. They have taken the places of men now in the Army. Both ladies are taking an active interest in the management of the concern, and may be seen at the offices of the company almost every day."

The work of a director is not new to Lady Mackworth, who assists her father, Lord Rhondda, every day in his business. She is a director of no fewer than nine companies, including a colliery company, an insurance agency, a coal distributing agency which operates in France and other countries, and a Spanish coal company. She is not the only peer's daughter to interest herself in business affairs. Early this year the Hon. Elaine Jenkins, the younger daughter of the late Lord Glantawe, was elected "chairman" of the Swansea and Mumbles Railways, Ltd., after serving the company as director for some time.

OPENINGS FOR WOMEN.

OPTICAL WORK.

BY K. BAVERSTOCK.

THERE have never been so many openings in the labour market for capable and well-trained women as there are at the present day. The throwing open of the world of labour to women was an accomplished fact before the war, but with the war the last barriers are yielding. There is now hardly a profession entirely closed to a woman who can prove herself fitted for it. Among the less well-known occupations which offer good prospects to suitable women may be included optical work.

The British Optical Association was founded in 1895, and a woman who wants to become an optician should obtain the membership certificate, and afterwards the fellowship of the Association.

A girl who has received a thoroughly good secondary-school education, and has reached a standard represented by the passing of some examination such as the Senior Cambridge or London Matriculation, should certainly be able, after two years' study, to pass the Dioptric or Intermediate examination, which qualifies for membership. Members who have passed this examination are entitled to use the initials D.B.O.A. after their names. Further study for about one year would probably be required for the Fellowship Examination.

Cost of Tuition.

The cost of tuition varies from about £5 to £15 a year, and can be obtained at various centres, such as the Northampton Polytechnic Institute, Clerkenwell. The course comprises sight-testing, and the understanding of optical instruments and optical prescriptions, etc., and in the higher branches of optics a good knowledge of mathematics is essential. A nurse who had spent a certain amount of time in an eye-hospital would, of course, have an advantage over others. The work is interesting, and in many ways suitable for women, and it is advantageous in so much as an older woman who really knows her work does not find her age a barrier.

It is, perhaps, as well to mention that the Dioptric Examination is open to those of 18 years and older, but that membership of the Association, and consequently the certificate, is not granted until the candidate is 21 years old. After qualification there are two courses for the worker to follow. One is to become an assistant to an optician at a salary ranging from £1 to £3 a week, and this experience would be good. The alternative is for a worker to start business on her own account. This necessitates, not merely thorough training, but good all-round capacity, and a knowledge of business methods, book-keeping, etc. A worker who means to start a business should certainly have sufficient capital for maintenance for at least one year. It is probably wise for a worker to begin as an assistant before setting up for herself; but a capable, fully-trained woman optician, with business ability and experience, may quite reasonably hope to make from £200 to £300 a year under pleasant and congenial conditions.

Machine Review.
Sept. 1916.

FEMALE LABOUR IN THE ENGINEERING TRADES.

THERE are authorities who assert that one of the chief points for decision in the future of the engineering trades will be that of female labour. Such people tell us that many employers who now find women workers serving them so conveniently will refuse to dismiss them when their services are less urgently required than now. We should be well advised, they hold, to prepare for an increase rather than a decrease of female operatives in the engineering trades. Not only, these industrial prophets argue, can we take it for granted that many, if not most, of the women who have taken up employment in engineering and munition factories will wish to remain employed, "but it is probable that many more women and girls will desire to enter the ranks of industry." We are free to admit that there is not a little common sense in these conclusions. Certainly, there is no economic or other reason why women should not continue to be employed in many skilled occupations in the engineering trades. Employers everywhere speak well of them; and the praises of female labour are being freely sung by master engineers in many parts of the kingdom. We therefore think it would be well if engineering firms generally regarded it as fairly established that after the war their works will continue to give employment to a large number of women and girls, generally producing side by side with the men, though in some cases without male assistance. The West of Scotland is very shortly to give us the first engineering works run entirely by female labour. This announcement has only been made quite recently, and we believe its importance will prove to be more far reaching than at present appears. The new experiment is, it is understood, to be financed by two of the directors of a well-known and Government "controlled" firm, and the workers are to be from twenty to thirty-five years of age. The wages of capable hands will start at a minimum of 25s. per week, and examinations to be held twice a year are to decide the rate of wages which the more promising operatives shall receive, particularly those chosen for the responsible posts of forewomen, manageresses, &c. It is intimated that in some of the best berths women "evidencing a decided bent for mechanics" may secure as much as £5 per week! These new engineering works will, it is hoped, become a permanent and not merely an ephemeral addition to the Scotch engineering trades, and the organisers are, it is said, convinced that the effort will be a complete success. There are to be night and day shifts, each shift being divided into two periods of four hour's each.

Sheffield Telegraph
Oct 3rd 1916

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FEMALE ANAI S.

WOMEN TO BE TRAINED FOR STEEL WORKS.

In view of the urgent necessity of augmenting at once the man power of the British Army the competent military authorities have decided that any man of fighting age must join His Majesty's forces. This edict has been recently extended to the junior chemists of Sheffield steel works, who carry out important work in analysing the material for guns, shells, and other munitions of war manufactured in our great arsenal. In these urgent circumstances it is necessary once more to fall back upon British women "to see the business through" and to take the place of men called to the front.

To meet the emergency the Metallurgical Department of Sheffield University is immediately organising special practical classes rapidly to train women assistant analysts for Sheffield steel works. The course designed is of four weeks' duration. The hours of instruction are from 10 a.m. to 5 p.m. on Mondays, Tuesdays, Wednesdays, and Fridays, and from 10 a.m. to 1 p.m. on Thursdays.

In this restricted period it is hoped that it will be possible to train intelligent young women to serve their country to the extent of turning out mechanically accurate estimations of the root elements of steel, namely, carbon, silicon, manganese, sulphur, and phosphorus, and so relieve the heavy stress constantly thrown upon the senior steel works chemists by the unexpected departure of their juniors for military training.

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Daily Express.
30/10/16

WOMEN AND THEIR WORK.

PROSPECTS IN THE FILM INDUSTRY.

The war has made it possible for women to enter more largely into the working of the film trade in Great Britain, and, strange to relate, the average person knows comparatively little of the work and conditions respecting women's work in filmland.

To convey a slight conception of the range at their disposal, I would mention the following positions open in the various departments:—

PRODUCING.—This branch of modern kinematography probably offers the widest scope to persons possessing real talent in the shape of expression, gesture, and so forth.

The financial success of the photo-play depends on the natural ability and grace of the film actors and actresses, but producers are ready to discern the power and general usefulness of the players engaged, and to secure engagements, as in most other businesses, it is advisable to seek out a friend intimately acquainted with the producers or others in authority at the studios. The profession holds out good prospects if regular work can be obtained, and once a footing is secured everything depends on the aptitude displayed by the aspirant to leading parts.

Another branch, closely allied to producing, is film-printing, the photographic side and general repairing, all of which demand careful handling. Here a young woman or girl will find permanent employment at fair wages when proficient, application for such openings being generally made to the renting and producing companies.

RENTING.—Typists, secretaries, bookkeepers, booking clerks, as in other commercial offices, are engaged at the average rates for this class of labour, and vacancies occur from time to time, and are frequently advertised in the trade and "lay" Press. Women travellers, though very few are employed, should command good salaries, which they should be able to augment by commission on orders. The qualifications are enterprise, initiative, and a ready grasp of facts and figures.

Women viewers have for some time found a means of livelihood in reviewing, inspecting, and reporting on the latest releases (new films) for circuit theatres, private exhibitors (or showmen), and renting concerns. Their opinions go a long way in forming the judgment of those intimately connected with the buying and selling of productions, emanating as they do, from the four corners of the earth.

The occupation is far from being monotonous, as the subjects and scenes are ever-changing. Neither are the eyes unduly tried. Writing the synopsis (the story of the films for sending out to managers and clients), scenario, or plot are branches on the literary side, and a source of lucrative revenue to women who specialise, but, as in the case of acting, aspirants should keep in touch with the especial needs of the many producers and the names of the most likely firms, otherwise much time and effort might be turned to no account. Certain conditions, rules, etc., are set up by individual firms, and there is no royal road.

KINEMAS.—Now that the better type of kinema has come to be regarded as a national institution in the highest circles, the question of labour takes a wider aspect.

Women musicians, for example, are now in great demand, and are proving themselves quite equal to the male instrumentalists. Providing one is a clever performer on the violin, 'cello, or, say, piano, the scope is very great, particularly under existing circumstances, and the money excellent.

OPERATING.—Women and girl operators are frequently engaged, but such berths obviously call for some mechanical and electrical experience, and they are not confined solely to the public picture houses. Operators are required in the private theatres to project pictures for clients' inspection. Usually certain hours are set aside each day or week, as the case may be, for these exhibitions. Then, of course, the attendants, cashiers, and minor positions at kinemas are generally filled by girls or young women. Courtesy and devotion to duty carry one a long way on the road to better paid berths—politeness costs nothing.

To conclude, I should say with emphasis that the day of the novice is past. The future holds great things for the specialist in every walk of life, and this should be borne well in mind.

REGINALD HARRIS.

The Daily Mirror
22-11-16

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YET ANOTHER CAREER FOR WOMEN.

HOW THEY REPLACE MEN AS COMMERCIAL TRAVELLERS.

By IRENE ST. JOHN.

THE woman commercial traveller is one of the latest and most successful recruits to the great army of women workers.

It was a little difficult for her to invade a world occupied almost exclusively by men, but with the war came her great chance. Thousands of travellers joined the colours, and women began gradually to fill their places. At first the idea of an entirely new venture is appealing. Nowadays any occupation which will take women out of a narrow groove is hailed with enthusiasm.

Some aspects of commercial travelling are indeed delightful. There is the pleasure of visiting fresh places, of seeing buildings of interest, and there is the pleasure of meeting new people—above all, there is the living interest in "making good."

Life "on the road," however, is at present rather lonely for a woman: there are so few travellers of her own sex that she seldom comes into contact with them. The hotel life is often dull for the same reason; she does not stay at the ordinary commercial hotels, but those of the commercial and family type, or at some quiet place which will receive her on commercial terms.

In the majority of cases women travel on salary and commission. Well-known firms pay all travelling expenses.

The woman "traveller" sometimes arranges for bed, breakfast and tea, costing about 6s. 6d. or 7s. 6d., at an hotel in one of the large towns, which she often makes her centre. She is generally too far afield to return for lunch, but she makes a hearty meal at a knife-and-fork tea in the evening. If she prefers to keep to the old régime of four meals a day she decides to sleep and have breakfast at the hotel, and then takes all her other meals at some recherché and not too expensive little restaurant in the town

Like many of her sex, she becomes quite an epicure.

SHE KEEPS TO HERSELF.

She never invades the commercial-room at the hotel, where most of the travellers gather to have their meals and write their orders, which have to be sent off to the firm each night. She has found that individually men travellers are the most charming and polite people, often giving kind advice and helpful suggestions, but when several are gathered together she finds them very exclusive, so she seeks refuge in the coffee-room.

The type of woman needed is one with tact, push and principle. She must have a pleasant manner, an unconquerable spirit, and a natural aptitude for business. She must be reliable and not too young or frivolous; obviously the life might offer many temptations to the flighty, unstable nature; though really, even when one is constantly travelling, the life is often surprisingly uneventful.

Customers are almost invariably kind and courteous, and people in general take an interest in the woman traveller. I even heard of an instance a little while ago in which a kind chemist, observing that one of them looked tired, insisted upon sending her case back to the hotel (it was at the end of the day), so that she should have no weight to carry. Little considerations such as these she appreciates enormously, and they help her wonderfully along a somewhat difficult path. Indeed, those sample cases grow very heavy, and the physical inability to carry as many samples as she would wish is a great drawback.

Railway journeys are very troublesome, especially in war time. Not only does it become irritating to keep "allus a-movin' on," like Poor Joe, but there is the bother of luggage. Few personal effects are needed as a rule, but women travel in a variety of things, and some of them, such as pipes, manicure instruments, drapery, dairy produce, household brooms (minus handles, of course) and walking-sticks, entail the carrying of rather heavy sample cases. When arriving at a town late at night great difficulty is often experienced in procuring porters and taxicabs, and she finds there are often wearisome waits.

She has faced the trials of a traveller's life with splendid courage. At the end of a hard day, if business has been unusually slack, she has perhaps crept into bed and wept from sheer loneliness and disappointment: "women must weep" sometimes, even though they do men's work.

Christian Commonwealth.
20/12/16

Women's Kingdom.

Women Preachers.

A death-blow is dealt to the argument that the custom and tradition of the Church excludes woman from exercising the eucharistic functions of the priesthood in a scholarly article by Miss M. A. R. Tuker in the December "Nineteenth Century." She quotes the early records of the Church to show that from the earliest days of Christianity women occupied both the chief offices of the Church—they served as presbyters and deacons. The *ordos*, or ordination service of deacons proves that diaconal ordination for women differed in no single particular from diaconal ordination for men; women catechised, baptised, administered the communion to women, carried the host to the absent, chanted the Gospel, and read the homily. The first Gentile reference to the Christian ministry occurs in a letter of Pliny's to Trajan, and the two ministers mentioned are women. The most ancient reference to a bishop of Rome couples his name with that of a woman-elder; and the first time a deacon is named in the apostolic age the deacon was a woman (Phœbe). The fact that the translators and advisers of the English version prefer to transcribe the same word "servant" in Romans viii., and "deacon" in Phil. i. and 1 Tim. iii., does not alter the status of Phœbe. Did women preach? "Of course they preached," says Miss Tuker. "Nothing in the often uncertain testimony of the early Church is more certain than that the conversion of Europe to Christianity would not have taken place without them." As the Church became more and more synonymous with the world, women were ousted from their positions, and great efforts were made to wipe out the memory of woman's ministry. By the end of the 12th Century the process was almost complete. But tradition is on the side of woman. The golden tradition of Christianity nearest to its source. And I agree with Miss Tuker: "It is now time that the bishops should give regards to the ordination of women clergy that will appeal to the good man and the intelligent woman."

Sheffield Telegraph. 27/11/16

Sunday School Chronicle 14-12-16

655.

FEMALE LABOUR.

Girls to be Introduced into Cutlery Trade.

During the week-end an important meeting of spring knife cutlers and grinders was held under the auspices of the National Amalgamated Union of Labour. The meeting, which was representative and largely attended, had been called to consider an important innovation in this particular branch of the cutlery trade. Councillor A. J. Bailey presided.

The subject under consideration was an agreement which had been arrived at by the Joint Board of workmen and employers in regard to the introduction and use of female labour. It had been arranged that women should be engaged to prepare material, such as spruigs, scales, and outside coverings, and also to pin on the outside covers. The employers have undertaken to introduce modern machinery and up-to-date methods of production to secure that all material handed to cutlers shall be true, accurate, and ready for completing the knife.

A scale of wages for girls just starting has been arranged—for those under 16 years 8s. per week, increasing up to 20s. per week for trained girls of 20 years of age with twelve months' experience. The agreement is to come into operation at once. After discussion the arrangements made by the Joint Board were endorsed.

Several shop committees asked for further percentage advances, particularly on commercial work, which is being done to a much greater extent now than at any period during the war, and these applications are to be discussed by the committee.

Daily Express. 2/12/16

WOMEN AN

Women Carpenters.

I heard a day or two ago that a firm of Government contractors are training women as carpenters, and decided to pay a visit of inspection. Among the beautiful woods near Byfleet, in Surrey, a space has been cleared and huts are being erected. People have an idea that if a woman uses a hammer she is bound to hit her fingers! The foreman, however, who was an enthusiast and very proud of his pupils, told me that was only "an old woman's story." Certainly, the women and girls seemed to be doing their work exceedingly well and to be enjoying it. I must say I did not see nearly so much dawdling and wasting time as is usual in a party of British workmen. And then, too, there were no pipes or pots of beer. I did catch sight of a tea-cup in a corner of the shed; but after all, one must expect that at four o'clock in the afternoon. The huts being put up looked most substantial, and it was a real joy to see the girls in their neat overalls and short skirts running up the ladders like the proverbial lamplighters. I heard that when proficient a party will be sent to France to erect the next huts required for housing our Tommies. Special housing arrangements are made; the pay is not munificent, being about 4d. an hour for girls up to twenty and 5d. for those older. Still, it seemed to me healthy and interesting and much to be preferred to typing in an office, for instance. Anyone interested and willing to take up the work should write to Messrs. Tarrant, Government Contractors, Byfleet, Surrey.

Well-paid Work.

I have been much interested in the work taken up by the daughter of a friend. The girl is just twenty, and, owing to the war and for other reasons, she finds herself obliged to earn her living, or part of it, for the present. An uncle offered to pay a moderate amount for her training, and after careful consideration she decided to take a course of dental mechanics. She is very clever and deft with her fingers, and is not much of a bookworm, so this seems just the thing. There is a great demand for workers to make all the delicate and wonderful contrivances for which dentistry is now famous. She will, of course, have nothing to do with the actual patients—that is quite another part of the work. Classes are given at the Polytechnic near her, and she is taking a six months' course. The work is hard, as the classes are continuous during the day; but the work, she tells me, is most interesting. The fee for the six months' course is five guineas, and a dentist is waiting to employ her as an "improver" at £1 a week as soon as she has completed this preliminary training. Of course, she will continue to study while working, and it rests with her to earn a salary of three pounds a week, and in time, if she proves herself really capable and clever at the work, she might earn as much as five pounds. Of course, a salary like the last would only come after much practice and experience. Great delicacy of touch is needed, and of course neatness and exactitude. I shall watch her progress with considerable interest, because I believe this is a really good opening for women now that silly prejudice is being broken down.

CAREERS IN PHARMACY AND DISPENSING.

By MRS. WOOD-SMITH, M.P.S.

Pharmacy as a career for women is not the new calling that people imagine it to be, for the history of its beginning and development, it is interesting to note, is contemporary with that of medicine for women, dating back to about forty years ago. Recent events have, however, of necessity brought both these professions into more prominence than before, and women have shown with what aptitude they have answered the call.

To become a pharmacist it is necessary to pass an educational examination, including subjects required by the Pharmaceutical Society. After having been trained and engaged in dispensing for three years, studying the theory meanwhile, a candidate can present herself, if she has attained the age of twenty-one, for the "minor" examination, and, thereby, if successful, be qualified as a chemist and druggist. The "major" can be taken later if higher distinctions are aimed at.

The Apothecaries' Hall examination is a good stepping stone to the "minor," as the syllabus of that society will show. If a girl's whole time be given up to it, this examination can be passed in about six to nine months. The qualification of this society will enable the possessor to take a post while studying for the "minor," by doing which the cost of study is considerably lessened. Well educated and intelligent women are greatly in demand for this work.

Dispensing is both interesting and pleasant, which means so much to the woman who has to earn her living. Moreover, it is devoid of monotony, especially in institutions wh[illegible] the patien[illegible] tain amount [illegible] of cheeriness are required to be given to the sufferers who attend the out-patient department. One's sense of humour is also often aroused in the many little incidents that happen during the working hours.

I would like to emphasise the necessity for the exercise of absolute accuracy, method, and neatness. Dispensing is most suited to women with these qualities, for the work is one of responsibility and must be taken up seriously. Unlike many professions, it is not only for the duration of the war; while the salaries are good, varying according to the amount of work.

Women, finding that the economic conditions have changed through the war, have taken up and will continue to take up this calling of usefulness to the community, and will thus help to keep and strengthen the position which they have attained in the world's work.

655/51

Sheffield Telegraph. 27/11/16

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protect the health. One of the best preparations ever compounded for preserving the digestive system from the many derangements to which it is liable, is Beecham's Pills. The greatest assistance

IS AFFORDED BY

Daily Express. 2/12/16

WOMEN AND THEIR WORK.

CAREERS IN PHARMACY AND DISPENSING.

By MRS. WOOD-SMITH, M.P.S.

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Dispensing is both interesting and pleasant, which means so much to the woman who has to earn her living. Moreover, it is devoid of monotony, especially in institutions where the dispenser is in touch with the patients, as it is often found that a certain amount of sympathy and a few words of cheeriness are required to be given to the sufferers who attend the out-patient department. One's sense of humour is also often aroused in the many little incidents that happen during the working hours.

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Women, finding that the economic conditions have changed through the war, have taken up and will continue to take up this calling of usefulness to the community, and will thus help to keep and strengthen the position which they have attained in the world's work.

655/51

The Lady.
11/1/17

NEW CAREERS FOR WOMEN.

I.—ANALYTICAL CHEMISTRY.

THE war has opened up many fresh spheres of labour for girls, and caused more vacancies where they were already engaged. Before August, 1914, few women were to be found in the scientific world except teachers and a very limited number who were doing research work.

Analytical chemistry was at that period looked upon almost entirely as a man's work, but now the girl who wishes to become an analyst need have no fear about her future career; once she is qualified she will find plenty of work. Her best course is to enter the science faculty of a university and study for a science degree, or to become an associate of the Institute of Chemistry, or both. She must make up her mind to three or three years and a half of study.

In taking up commercial work it is best to have studied at a university (and college) where there is co-education, as it is well to learn one's profession with those with whom we shall afterwards work. For this as well as for other reasons the London University will be found very suitable.

A student can either study for the B.Sc. degree, which takes three years, or instead of the degree work up for the "Institute." If she decides on the latter, her work at college will be slightly different; she will have less theory and a good deal more practical work, which is what she wants to fit her for her future career.

Undoubtedly in the commercial world more value is placed on the "Institute" qualification than on the degree—head chemists know that they have a more practical man—or woman. At the same time it is in many ways a pity to train at a university and not take its degree, so the ideal thing is to study for both. This means a little longer time, as it is too much of a rush to attempt it in three years. The courses of study run concurrently, but still it means after the degree is taken remaining on for the "Institute" examination for the best part of the following year. A girl who does that will then be aiming at the highest qualifications possible.

The expense entailed in training to become an analyst may be estimated at about £35 a year, which is about the fee charged at King's College. Of course, there are extras, such as books, apparatus (though almost all is provided), private coaching for students who require it, and there are fees for the examinations. The expenses connected with the social side of college life are very small.

When a girl leaves college she should be capable of taking a post as assistant analyst at works or in a private laboratory. It is not advisable then, if the opportunity should occur, to take a post single-handed when fresh from college. It is better to go first as an assistant until experience has been gained in commercial methods. No matter how good the training at college may be, it is essential to gain by experience an insight into the daily routine of work in a commercial laboratory. In daily practice time as well as accuracy is of the greatest value.

There are quite a variety of appointments for analysts. The largest number are at works, while others are as assistants to analysts who have their own laboratories and a private practice. The large dairy firms also employ them, the wholesale druggist, and in almost every branch of industry they are to be found. In some appointments the analysis will be of a special kind, while in others it will be general.

Of course, in chemistry, as in everything else, the wisest thing is to specialise, so that we find while one analyst devotes his time to metals, another will work entirely on food or drugs. Science is such a vast field that by specialising the best results are obtained.

The "Institute of Chemistry" helps its associates to obtain appointments, as it frequently receives applications from firms. The colleges, too, are often able to help students in finding work, and there are the usual advertising mediums. It often happens that during the college course students make friends who are able to give them professional help later on.

The amount of work expected of an analyst will vary according to her appointment. Her hours will be from about 9.30 a.m. to 5 or 5.30 p.m.. There are sure to be some days when she will be very busy, with others less strenuous. There may be times when she will have to work overtime if she is on any special work, but that will be entirely a matter of arrangement with her chief. The girl who wishes to succeed as an analyst must not be afraid of work, for the scientific world is composed of hard workers.

The salary will vary much. No girl should take less than £100 a year. Above this will depend to a large extent on her experience and ability. She may earn any figure above that up to about £200. Beyond that figure will depend on the kind of appointment.

There is no reason why a girl should not be the head analyst, with several others under her, when she will require to be a good methodical manager, for to her will fall the arranging of the day's work, the ordering in of her stocks, keeping of books, and so forth.

There is in the near future a very good prospect for girls in the analytical world, provided they possess brains, training, and sufficient worldly wisdom to make their way in the technical departments of science that are now open to them. It is quite womanly work. It requires no special dress other than an overall or long coat of linen or drill.

F. H.

Evening News.
19/1/17

655

655/52

PORTIA'S ADVOCATE.

Mr. Holford Knight Still Foresees the Woman Barrister.

"The question of women's admittance to the Bar is in a much more favourable position than the reports to-day would suggest," said Mr. Holford Knight to *The Evening News*.

Mr. Knight's resolution that the Grand Council should report on the advisability of admitting women to the profession was rejected at the annual meeting of the General Council of the Bar yesterday.

"I am told that the majority of members present did not vote at all," he said, "and there can be no question that the powerful leading article in *The Times* on Wednesday had a widespread influence in inducing barristers to reconsider the question in the light of the fresh experience of women's diversified capacity gained during the war.

"I feel it my duty to protest strongly against the attempt to import prejudice into this matter by suggesting that it is being done behind the backs of the men who are in the trenches.

"This is nothing but an excuse advanced by notorious anti-feminists who, in their desperation at the approach of changes which they realise they cannot prevent, are forced to resort to any excuse.

"Such a claim would not be made by the absent men.

"Many of them have told me how they have been thrilled by the splendid work their sisters and women friends have been doing."

"I did my best yesterday to maintain the discussion on the level of public utility, and am a little sorry that franchise matters were imported into the speeches.

"We have got to look to capacity and not to sex as the test of fitness for the Bar.

"The result of yesterday's meeting leaves me unaffected. Women will take their proper place in the courts of justice in this land, and it may come much more quickly than at present appears to be likely."

FROM THE CLIENT'S ASPECT.

To the Editor of "The Evening News."

Sir,—"Barrister's" argument against women being allowed to try to practise are very far from convincing. If the client has no faith in the woman-barrister, he need not employ her.

Shall I suggest that woman has uncertain and possibly embarrassing enthusiasms which are not to be crushed and tamed by any tyrannical trade union pressure, by any man's reasoning, or by any prospect of immediate selfish gain?

Woman fails in logical deduction, as a general rule, admitted. She has also not the same respect for the truth as an intellectual expression, but as regards action, she is, when once her will has been engaged, more honest than men, and she has perseverance and courage in her purpose. Here is her value to the long-suffering public.

This matter of women practising as barristers is not a matter for barristers to decide at all; it is a matter for the public.

H. M. Fraser, Lieut.-Com., M.H.
Junior Naval and Military Club.

Irish Times
19/1/17

Women and Law.

The demand for the admission of women was renewed yesterday at the annual meeting of the Bar of England. As on former occasions, it was rejected by a large majority. Nevertheless, the advocates of a broader scope for women's talents will be well pleased, for, if we may judge by the Attorney-General's speech, the English Bar's attitude to this proposal has suffered a significant change. Hitherto the women's demand has been resisted for reasons which, however varied or disguised by legal oratory, were centred always in one argument—the disability of sex. Sir Frederick Smith, at any rate, has abandoned this argument. He spoke cautiously, but he seemed to admit that woman's work in the war has given him a new appreciation of her physical and intellectual capacity. Women have been responsible for some of the most perfect achievements of organisation in the wide field of mercy during the last two years. Many of our readers know that one of the best and largest schemes for the supply of regimental comforts and the relief of prisoners of war was started, and is almost entirely controlled, by women in the Dublin district. Sir Frederick Smith's argument against the admission of women to the English Bar at the present time

possible.

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The Municipal Journal

9-2-17

PENSIONS ADMINISTRATION.

A MEMORIAL FROM WOMEN OFFICERS.

A memorial in favour of the appointment of women officials in connection with the work of the Old Age and War Pensions has been sent to the Prime Minister.

The memorial urges that the services of women would be peculiarly useful, seeing that inquiries have often to be made into domestic and family circumstances which require delicate handling, that the cost of food and lodging has to be estimated, and that in some cases infirm and bedridden women have to be visited.

There is need for the employment of women officers if only to relieve the pressure on the men officers, a pressure now increased by the additional inquiries rendered necessary by applications for a possible increase of pension under the new rule. Women officers are now employed in investigating claims for separation allowances to the dependents of men serving with His Majesty's Forces, although the number so employed is inadequate. Women officers could, as men now do, combine the work of inquiry in regard to War Pensions with that in regard to Old Age Pensions.

The memorialists, therefore, urge that if only for attaining greater speed in the relief of the suffering poor, women may be appointed as Old Age Pension officers, and that the services of women for investigation for War Pensions may be more largely utilised.

Those signing the memorial are:—Lady Strachey (president, Women's Local Government Society), Miss Leigh Browne, hon. secretary (W.L.G.S.), Mrs. Arnold Forster, Sir Wm. Chance, Bart., P.L.G., the Lady Emmott, the Rev. Canon Scott Holland, D.D., Professor Michael Sadler, C.B., LL.D., Mr. J. G. Shipman, Mrs. Cobden Unwin, Lady Lockyer, Miss M. S. Kilgour, M.A., Mrs. Theodore Williams, Mrs. Creighton (National Union of Women Workers), Miss Goring Thomas (secretary, Women's Unionist and Tariff Reform Association), Mrs. McArthur (secretary, Women's Liberal Federation), and Lady Byles (Women's National Liberal Association).

Daily Express

9-3-17

EXPERIENCES OF A VAN SALESWOMAN.

By HERSELF.

In these days when on all sides women are taking the place of men, among the many new careers open to them I think my work as a van saleswoman is perhaps more novel than most. Naturally I have had many difficulties to contend with since I started, but they have been overcome, and I am nearly through the second winter on my war job.

My husband had been invalided out of the Army. He needed a good many things our means did not allow me to procure for him; in fact, as prices showed an alarming tendency to increase, I knew it was absolutely necessary for me to work and add to our income somehow. Having heard that Messrs —— needed women drivers for their delivery vans, I volunteered, was passed as fit, and given a trial.

I had been used to horses all my life, so did not need to be taught how to manage them, but I knew nothing about selling tea, etc., to a clientèle of about 200 middle-class customers in suburbia. So the first day I had to go as "mate" to an elderly vanman who drove, and initiated me into the various duties connected with my work. He was none too pleased that morning, and I felt he resented that a woman had been entrusted with the job at all; but we got to understand one another before the day was over and have been friends ever since. I heard afterwards that at the time he was the only vanman in the firm who would deign to have a woman "mate" with him at all.

He got his reward. Our staff manager thanked him publicly for teaching me, and when pay day came presented him with a one pound note in recognition of his esprit de corps. Before the end of the next week every man in the yard had offered to take a woman out with him to learn the business.

Our manager is a genius at organisation, and he very soon got me into the way of the work. At first I had to stand a great deal of chaff both from the men in our yard and those outside, but I had made up my mind to "go through" with the work, and I did. The outdoor life is good for one, and if you are an energetic saleswoman, it is quite possible to make £3 a week—I have often made more. I do not think any of my old acquaintances ever recognise me in my oilskin coat and cap and leggings, and I certainly do not care if they do.

My work is not welcome in the least. My husband has the things he needs, and so do I; only I am afraid I shall never be able to say, quite truthfully, that I enjoy getting up at 5.30 a.m. so as to have breakfast and be ready to take my horse and van out of the firm's yard at 7.30 [illegible] the [illegible] conditions of [illegible] winter.

National N...
2 - 7

WOMEN AFTER THE WAR.

XIV.
MANAGING PROPERTY AS A PROFESSION.

By M. O. Kennedy.

The profession of rent collector would not seem a very feminine one at first sight, and that of property manager even less so. Yet there is a small group of women property managers who have made quite a good living for some years past in this way, and the openings for such women should be even greater after the war.

Housing conditions for the working classes, save in the great blocks of buildings run by certain trusts, which are in reality partly philanthropic, though the tenants do not realise this, leave much room for improvement. After the war there will be a great deal of building done, and artisans' flats on ideal lines, with greater facilities for family life and not such an embargo on large families, are bound to result.

Municipalities were beginning to look into the housing question just before the war, and ever since the war the report of the chief evidence taken by the National Birth Rate Commission, and published by Chapman and Hall, resolved itself largely into a strong criticism of existing housing conditions and their influence on family life. As housing on a very different scale to that prevailing in the past is likely to have a good deal to say to the national life of the future, the character and training of the property manager will in its turn acquire a very great importance.

The Woman Property Manager.

The woman property manager as a regenerating influence may be said to date back to Octavia Hill and her great success in reclaiming slum property and allowing decent artisans to live under peaceful and decent conditions even in the midst of the direst poverty.

Out of philanthropic beginnings a very definite business or profession for women with leanings towards social work has sprung up. Many large properties in poor neighbourhoods are now managed by women. Their qualifications are a knowledge of the lives of the working classes and a capacity for securing the right class of tenant and of eliminating the wrong with the least possible disturbance. And in addition to this a capacity for securing a punctual payment of rent—even good tenants get behindhand if there is any slackness on the part of the collector—and also of knowing when a repair in time will be a saving to the landlord.

Old and New Estates.

New property is always the most lucrative to look after; the rents are higher, the dilapidations fewer, and the general tone is better. But it is in raising the tone of old and not very valuable property and improving the class of tenant that the woman property manager has proved her value. The influence of the woman manager has been all for good. Where she is employed she generally is regarded as a kind of health visitor as well as the landlord's representative, and is invited to advise on the most intimate questions of family hygiene. She is, to the tenant of long standing, the faithful repository of domestic secrets and difficulties, and expected to find an anodyne for sorrows of every kind as well as to have ceilings whitewashed and plumbing seen to. She is often bored, but she rarely shows it. Under her management the careful tenant is encouraged

tic secrets and difficulties, and expected to find an anodyne for sorrows of every kind as well as to have ceilings whitewashed and plumbing seen to. She is often bored, but she rarely shows it. Under her management the careful tenant is encouraged, and when in temporary monetary difficulties, the genuineness of which she has every means of proving, is not pressed for rent. The percentage of arrears of rent under a good woman property manager's rule is generally very low, and this is a proof that business and sympathy can, often be allied to the landlord's benefit.

Payment on a Commission Basis.

Usually in a large artisan property where the basis of payment is commission and not a fixed salary, the woman manager employs some assistants conversant with her methods. Rent is only collected on one or two days a week, and consequently on a large property this would be too big a task for one person; but the overseeing of the property and early attention to necessary repairs are the manager's special job.

For the work of white-washing, paper-hanging, etc., so far men have been employed, as there are few women with the

THE NATIONAL NEWS
will be sent to any address in the British Isles for one year for 6/6, post free.—Address, The Manager, The National News, Temple Bar House, Fleet Street, London, E.C.4.

necessary training, but after the war there would seem no reason why some of the women who are doing window cleaning, dustmen's jobs and the like should not turn their attention to this kind of work, and act as "handymen" to the women property managers. Training for the latter work is usually obtained by going as an assistant to some of the women already engaged in looking after estates.

It is a curious thing that since the war began there has been little or no increase in the number of women property managers. It probably is due to the fact that most of the men doing this work get exemption because they were indispensable, and that tribunals were ignorant of the fact that a fair number of women are doing it successfully. But after the war, when a great many municipal building schemes will be launched, there would seem no reason why the property managers appointed should not be women.

Daily News
Monday May 5/ 1919

Empire News
May 4 1919

DRESSMAKERS'. PROBLEM.

Scarcity of Workers Prevents Execution of Orders.

From Our Own Correspondent.

Leeds, Saturday.

Costumiers are crying out that they cannot get enough women workers to produce the new frocks that are in such great demand. They write to Labour Exchanges, advertise day after day, and still girls with proper qualifications do not arrive.

The secret of the business was revealed to me this afternoon. "There are not sufficient girls skilled in dressmaking in the country to meet present demands." This reply came from a lady well qualified to know—Mrs. Arnott, one of the Northern organisers of the National Federation of Women Workers. Some have entered better paid occupations. But the great shortage is due to the fact that trainees have not been coming forward in the war period. In April girl dressmakers had their wages raised under Trade Board order to 30s. a week of 44 hours.

This new American veil is of brown me brown and white

'ROPOSED TOY FACTORY.

A meeting of the Glasgow Burgh Distress Committee was held yesterday in the City Chambers—Bailie Maclure presiding. Some discussion arose out of the minutes of the sub-committee which deals with unemployed women.

Councillor John Stewart pointed out that out of a total of 103 women whose applications for work had been adjudicated upon the number actually provided with work was 35. The others had been referred either to the Prince of Wales's Fund Employment Committee, the Soldiers' and Sailors' Families Association, or the Parish Council, while some applications had been refused. He asked if the committee had any guarantee that the persons referred to the parish authorities would receive relief.

The Clerk (Mr Thomas Spence) said that in every case he had taken to the Parish Council relief had been granted.

Councillor Izett asked if those referred to the Prince of Wales's Fund Committee had received assistance. He would like to see, he added, one central authority to deal with these applications. The applicants should not be knocked about from pillar to post as they were at present.

Councillor Alston said he had gone with the applicants to the Prince of Wales's Fund Committee, and, though they were not always dealt with so generously as he wished, they had all received assistance.

The minutes of the sub-committee stated that a deputation had been appointed to wait upon the Prince of Wales's Fund Employment Committee for the purpose of getting an assurance that every case sent to them by the Distress Committee would be provided for, either with work or money, without delay.

The minutes were adopted.

The meeting also approved of a recommendation of the sub-committee in favour of establishing a workroom to employ women in the manufacture of toys. The sub-committee pointed out that in starting a workroom of this description no competition would be offered to British firms, as the trade hitherto was carried on almost entirely by Germany. They recommended that premises for the proposed work room should be taken at 9 Watson Street at a rent of £40 per annum, and that the Local Government Board should be asked to approve of the scheme.

The Clerk reported that up to date 520 women had applied to the Distress Committee. He added that it should be understood that applicants had to satisfy the committee that they had previously applied to the Labour Exchange.

Glasgow Herald
11. 11. 19

655/56

1918. June 6

685

Daily Telegraph 5.7.18

The Surveyor & Municipal Engineer 5.7.1918

WOMEN TAR-SPRAYERS.

SATISFACTORY RESULTS AT WESTMINSTER.

Women have for some time past been employed on tar-
praying at Westminster,-and Mr. J. W. Dugdale-Bradley,
e city engineer, reports that, generally speaking, their work
s been quite satisfactory. Hours, wages, &c., are as fol-
w:—

Hours.—Fifty per week.

Wages.—1s. 0¾d. per hour, rising to 1s. 2¼d. per hour on
tisfactory service. The women who manipulate the brushes
spraying the tar receive an additional 2d. per hour.

Uniform.—Overalls, clogs, caps and gloves are supplied.

Portable mess rooms and lavatories are provided.

WOMEN IN BUSINESS.

A new departure has taken place in regard to women's activities in the appointment of Miss C. E. Williams as secretary to the Corporation of Insurance Brokers and Agents. Miss Williams has succeeded a man, who left to fill a high post in the insurance world, and whose principal assistant she was for fourteen months. Asked how she gained the qualifications and experience necessary for such an important office, Miss Williams told a representative of *The Daily Telegraph* that she considered the school of practical experience the best possible training. She commenced her business life as a shorthand writer and typist, but she was well educated, and she had no intention of spending her life in that employment. Convinced that she could improve her status only by developing her own powers and knowledge, she attended lectures and availed herself of every chance of acquiring general information of a kind likely to be useful to a secretary. She learned routine work during twelve years' experience in a newspaper office, and this offered her a wide sphere, for she had both a variety of work and opportunities of meeting different [illegible] of people. Her work as assistant in the insurance office where she is now secretary prepared her for the more responsible work. A definite proof of her success is to be found in the fact that so far as she knows she is the first woman to hold such a position.

Daily News 6.6.18

WOMEN HOUSE SURGEONS.

Presiding at the London Hospital quarterly Court of Governors yesterday Lord Knutsford said it had been decided that women students should be admitted to the medical college on exactly the same terms as men, and in future the various house and staff appointments would be open to them. Good work had already been done by the women physicians and surgeons who had held house appointments—one came specially from Canada—and they had overcome the prejudice which he and others had entertained.

Daily Mail 5.7.18

THE WOMAN ENGINEER

AFTER-WAR CAREERS.

By ALICE M. CLOWES.

"Had it not been for the work done by women, the Germans would have won the war by now." So said Mr. Kellaway, M.P., Parliamentary Secretary to the Ministry of Munitions, nearly a year ago, when speaking of the value of women's work in connection with engineering. Since then hundreds more have taken up work requiring some amount of technical skill, and their efficiency has naturally increased with practice.

* * * *

Until the last decade or two there had not been the least indication of any leanings on the part of women towards mechanics. In 1830 the sewing machine was introduced for the special use of women, but its construction did not raise any interest in the feminine brain. It was not until the advent of the bicycle that women began to inquire into the wonderful smooth running and automatic action of their machines. Then came the motor-cycle, and its sporting riders, in learning to drive and understand the vagaries of their mounts, assimilated not a little knowledge of the internal combustion motor. These very naturally developed into skilful drivers of the motor-car, capable of diagnosing the cause of a trouble and of setting it right on the road. Gradually at first the number of women who acted as their own mechanics increased, and when there came heavy demands for lady drivers nobody was startled at their being put through a technical course.

* * * *

In the laboratory and factory, women, many of them holding University degrees, are doing a great deal of useful work, and it is certain that in the future women will figure largely in the science and engineering courses at our Universities. Already Miss Rowbotham (Girton College, Maths. Tripos) has brought about the establishment of an automobile and munition factory for educated women workers. At the present time the output of the works is centred on supplying the demand for high-powered aeroplane engine parts, and Miss Rowbotham herself is acting as machine shop superintendent. After the war this ideally situated factory, built on up-to-date and scientific lines, and fitted with the most modern hydro-electric power plant, is to be a workshop where gentlewomen may serve a congenial three years' apprenticeship to automobile engineering. Here, surely, is the beginning of the definite entrance by women, as professional apart from industrial workers, into the engineering world! The self-styled consulting engineer, running her own garage, giving advice on the buying and selling of cars and teaching driving, has been among us for some time past, but though these women have invariably spent some time in a factory, they have not served any definite apprenticeship.

* * * *

Will there be room for the woman engineer when the commercial world again assumes its normal aspect? Without a doubt there will be for the cessation during the war of many engineering products necessary to every-day life will have caused the accumulation of huge demands, and the machinery and plant will have so extended in many automobile factories that they will probably be turning out ten cars a week for each one of pre-war days.

It is significant, too, that the Committee appointed by the Minister of Reconstruction to consider the provision of new industries for the engineering trades after the war have included women's work in their scheme, and are allowing them to be specially represented on the advisory panel which is to assist the Committee.

Daily Chelch
30.4.19

655/57

NEEDLEWOMEN'S PAY.

Better All-Round Conditions At 7d. An Hour.

From Our Labour Representative.

West End dressmaking girls are no longer receiving the dangerously low wages which used to form one of the scandals of the trade.

Mr. John Turner, general secretary of the National Union of Shop Assistants, informs me that through an arrangement recently concluded with the Ministry of Labour, his organisation has secured for women and girls of 18 years of age and over a new time rate of 7d. per hour for a 44-hour week.

Six Millions A Year.

This means something like six millions a year gained for the needlewomen who make the clothes of their richer sisters. Some of the best houses in the trade, it is only fair to point out, already paid this, and sometimes even a higher rate; but in many cases the increase brings the weekly wage up to treble the old-time earnings.

Welcome War Fruit.

Another matter which Mr. Turner views with satisfaction is the disappearance of the living-in system from a large number of the drapery firms. The union secretary's explanation is that the war has done it. "Heads of business houses used to say that it was better for the morals of the girls that they should live on the premises," he says, 'but when high prices put up the cost of living it was conveniently discovered that the moral fibre of these young people had become remarkably stronger. They were declared to be able to resist temptation, and were given certain sums with which to provide themselves with board and lodging elsewhere."

This union is now engaged in negotiations on an extensive scale for wages and conditions improvements in the grocery and other provision trades.

Guardian . 25 . 9. '19

THE WOMAN IN AUTHORITY.

HOW SHE LACKS THE ART OF RULING.

BY CICELY HAMILTON.

So long as the war was in progress women's work was in demand; industry after industry, drained of its men, was calling for women in their place. Being badly needed, their labour was valued—perhaps a little too highly. I have always thought we were praised overmuch for working to avert a disaster which would have crushed us as surely as it would have crushed the menfolk of the nation. Be that as it may, peace has brought about a change; the admiration which was formerly lavished on the woman "replacing a man" has turned into hints, and more than hints, that her room is more valued than her company. In the Press, last year's photographs of land or munition girls "doing their bit" have given place to jests at the expense of the War Office flapper or the limpet who muddles over pensions. Clearly, in many departments of industry, the woman-worker has outstayed her welcome; and, in marked contrast to the attitude before the Armistice, the tendency to-day is to undervalue her services. Those who have the interests of women's work at heart would do well not to attach too great an importance to a change of attitude which, however disagreeable, was inevitable; excess of contempt, like the excess of admiration that preceded it, is only a temporary phase. The verdict of history will probably be that the women of this country "came out well" during the war; that, taking into consideration the lack of imagination which is a defect of their race or education, they came out exceedingly well. On the whole the faults of their work were faults that might have been expected—mistakes due to lack of experience; to lack of the training that no one had leisure to give. Hurried and unprepared male labour would show the same deficiencies; therefore in trying to estimate the normal value of women's work we can leave out of account the shortcomings due to the haste and emergency of war.

Getting the Best from Subordinates.

Making due allowance for such haste and emergency, there is, I believe, at least one respect in which the work of the educated woman has compared unfavourably with that of the educated man—only here and there do you find a woman who has mastered the art of getting the most out of her subordinates. It is an essential art for those who aspire to govern, and the failure to master it is probably one of the reasons why no woman, in spite of opportunities which must have arisen, has come prominently to the front in the course of the last few years. Those who strike out new lines and found new undertakings are seldom, if ever, successful unless they possess the faculty of obtaining assistance that is not only disciplined but intelligent, and the woman in authority would do well to remember that there is nothing less likely to stimulate intelligence than liability to constant interference. Men, on the whole, have absorbed that fact; the man who runs an office or a regiment well does not constantly harry his subordinates with exact instructions as to how each particular item of work must be done. He demands results and sees that he gets them; but while they are being obtained he does not sit beside his junior and guide his hand—as a woman would be apt to do. The latter method, however immediately satisfactory, is proof of a short-sighted policy; in the long run it means bad service, since the subordinate used to that method employs only half of his mind. Further—implying as it does a contempt for the subordinate's capacity—it does not make for popularity; few of us are so constituted that we like being treated as creatures void of intelligence.

The Passion for Interference.

I remember a year or two ago discussing the subject with a woman who occupied a responsible position in France. She herself had been unusually successful in her dealings with those set under her, and the reason for her success was made plain when she said that she had trained herself deliberately, and not without difficulty, to interfere as little as possible—only when things went wrong. When a new junior came out from England she resisted the temptation, which she frankly admitted she felt, to stand over her and do the work herself while the junior looked on and learned, realising that it was far better, if more troublesome at the moment, to look on while the junior made a blunder or two—to be silently alert for that blunder or two and see that its effects were not serious. Her system was the result of experience—and consequent dislike—of the opposite system, the system favoured by women. We agreed, rightly or wrongly, that the tendency to constant and petty interference was a serious obstacle to the success of women in positions of real authority, since the chief who checks the development of his assistants will ultimately be at a disadvantage compared with the chief who furthers such development. Take, for instance, the case of a hospital staffed by women doctors. If, as I have more than once heard it alleged, the medical woman, as a class, is more given than the medical man to small and unnecessary interference with the details of nurse's work, it is obvious that the more capable class of nurse, the nurse who knows that her work is skilled, will prefer, other conditions being equal, to work under medical men. The complaint may, or may not, be well founded; my experience of hospitals is too small to venture an opinion. But if it should be, the medical woman, as regards the nursing of her patients, will ultimately be placed at a disadvantage compared with the medical man.

A Phase that Will Pass.

Personally, I believe that the passion for interference which at present characterises so many women in positions of authority is a phase that will pass with experience. The art of ruling must be learned, like other arts—and women, on the whole, are new to it. Being unused to authority, other than domestic, they are, at present, too apt to insist on it, to play with authority and show it off, like a child with its latest toy. The phase, as I have said, will pass; but it is to the interest of woman herself that it should pass quickly.

Common Cause
2. 1. 20

CONDITIONS IN WOMEN'S TRADES.

With Compts
Helen G. Klaassen

DAM,—Many of your readers are alive to the danger that women oe driven out of work in which they compete with men, into special men's industries, and realise that if this happens their remuneration nd conditions of work may be pushed down without affecting men and therefore without the protection of the great trade unions.

It is very desirable to keep a foothold for women in all kinds of activities, as people forget quickly, and it may not be long before they return to the belief that women are as incompetent as many supposed them to be in pre-war days.

The object of this letter is to point out that more attention might be given to the trades and professions which are specially the province of women, I mean domestic work, nursing, midwifery, and the teaching of girls. Women have perhaps hardly grasped how much the conditions in these industries, affect the status of the married women of the country.

If those who are paid for domestic work or for the care of the mind or body, receive a too small share of the proceeds of industry, it lowers the estimate of the work of the wife and mother.

The low remuneration in women's trades reacts upon the woman at home, and results in her time being regarded as having very little money value. There is little doubt that the customs of the country have been built up on this basis, and that this is against the interest of the nation as a whole, hindering both happiness and efficiency.

The remuneration of the woman worker does not depend entirely upon supply and demand, nor upon forcible trade union action, much as trade unions have improved the position of women. Trade unionism can never be quite the same thing for women as for men, because of marriage. Men are combining in co-operating trade unions. Women are in trade unions too, but a large proportion of the women of the country will have no influence in the trade union movement, because they, as married women, are outside the unions.

Trade unions do not cover the ground as far as women are concerned. The co-operative movement has brought many thoughtful women together, and we see from time to time meetings of labour women to consider matters affecting the life in the home.

A problem of the moment is: "What form should women's societies take, now that we have the vote?" In developing our new local societies we may well take into consideration women as workers and women as customers as well as women as voters, and we shall do little good unless our societies are formed from women of all classes.

The remuneration of women depends a great deal on public opinion, and has done so in the past. Women must take part in forming this public opinion and not leave it to the employers or the trade unions. It seems to me an important matter at the present time that married women and other women workers should realise their common interests, and act accordingly.

HELEN G. KLAASSEN.

Daily Express
9. 3. 20.

WOMAN PAPERHANGER.

NEW OCCUPATION DISCLOSED IN AN ADVERTISEMENT.

Spring-cleaning, paperhanging done by experienced lady.—Write Adrian, 102, Long-acre, W.C.2.

This novel advertisement appears in to-day's "Daily Express." It emphasises the readiness of the modern woman to explore any avenue which promises to lead to commercial emancipation.

A "Daily Express" representative was able to obtain from "Adrian" herself the following statement of the motives which prompted her to adopt this scheme.

"I like work," she said briskly. "During the war I did a lot of hard work, first in an aeroplane factory in France and afterwards at a hospital for training mentally deficient patients, and I revelled in it."

"The work of an air mechanic interested me especially, and I soon became expert. This is a model I made before being demobilised." And she exhibited a dainty miniature of a British biplane.

"Paperhanging is not a new undertaking with me, though I have never done it as private enterprise before. Frankly, I do not think it is a man's work, and I hope I shall show that it is one of the things women can do better. Spring-cleaning is much harder work physically, but I really like it—and this time, at any rate, I don't think the men will be envious," she smilingly concluded.

The Co operative News
5. 5. 14

WOMEN AND WAR.

THERE are many among us—all women co-operators—who had hoped and believed that the spirit of the age had made such an advance that our international conflicts would be settled by arbitration and not by "glorious victories" in battles fought either on sea or on land.

But as we write the awful tidings have reached us "that England has declared war on Germany," and during the next few weeks, at any rate, newspapers will be opened in anxiety—not to learn the fate of some great measure affecting the welfare of the people, but to learn the fate of battles, to con over the lists of killed and wounded, and to read of defenceless women and children being plunged into the miseries and privations of a conflict, with the making of which they have had nothing to do, and from which they have no redress.

Already husbands and sons who have helped to maintain their wives, mothers, and sisters, are being marched away, leaving the strain to be borne by the women-folk, who will not only have to bear the brunt of the battle at home, but in many cases will have to meet unprotected the actual horror of warfare. Meanwhile, the trade of our country will become paralysed; food prices are already up, and between the destruction and the wasteful consumption of men, there is the prospect of poverty which will pervade the land.

Never before have the people been brought to realise the meaning of maintaining our civilisation on a basis of armaments and of settling disputes by brute force as they have to-day. But the lesson is being learnt. During the past week there has been a great awakening. The "Manchester Guardian," which has stood out nobly for "Neutrality" in the present crisis, has been flooded with letters of protest; and from Tuesday's edition we note that women were to have made their voices heard for the cause of peace.

For the present all public discussion ceases. But as co-operators whose trade and money have gone to build up an international alliance between our brother and sister co-operators in every land, who have no quarrel with one another, and whose interests lie in the maintenance of peace—shall we not send greetings to our sister co-operators in all nations—especially to Austria and Germany? By concentrating our thoughts on friendship at such a time, and by thinking of peace, we shall do a great deal towards overcoming the war spirit which is abroad, and shall strengthen the bond of International Peace in a way it has never been done before.

WHAT OUR WOMEN ARE DOING.

OUR Women's Guild have taken prompt steps to make their influence felt on the side of peace and prices.

On another page in this week's "News" will be found a report of "A Protest Meeting" held in London on Tuesday last, and a letter bearing the signatures of the Guild president and secretary, petitioning societies and customers to so regulate purchases as not to allow one person to be served to the disadvantage of another, and in this way to keep down prices—a line of action which we know has already been taken by several societies.

At the public meeting, Mrs. Fawcett (president of the National Union of Women's Suffrage Society) pointed out how women do not exist in a political sense, while Mrs. Barton's plea was on behalf of the workers, "who are always drawn out to do the fighting." Warfare must cease when the mother voice is heard in the councils of the nations. May that time come soon.

656

Sheffield Independent
15. 9. 14.
656/1

WOMEN'S INFLUENCE

A MANIFESTO TO WOMEN OF EVERY LAND.

Dear Sisters of Every Land,—Whilst our respective soldiers go bravely to the front, and whilst we at home do what we can for the wounded and the distressed, there is something else still more important to do, of which no one seems to think, and which is very specially suited also to the soothing and loving influence of woman.

It is the preventing our beloved soldiers to become wounded.

It is to work, and this internationally, in the interest of the future peace of Europe.

It is whilst the human mind is proving the evils of war that it will be best disposed to consider the advisability of peace for the present time and for all time.

To this effect, and to women everywhere, we advise to hold in every land, in towns and villages and centres, weekly women's meetings, which will go on until we have secured peace. Though begun by prayer, they will continue in work, in results, this being the only efficacious, legitimate, and logical way were only individuals as well as nations willing to understand it.

Whilst being heart and soul with our devoted soldiers at the front, whilst we tend them everywhere, nurse and comfort them, we will then also, in peace and in love, we women of all nations, consider matters week by week and call out together "Each to our God," and each to our own Government, etc., as the case may be, to shorten the intolerable evil and sin, and to resort to arbitration; now and at all times, it being the only possible means to disentangle the present tangle of Europe, which, far from leading us towards peace, is leading us straightway to further hatred and spirit of revenge—hence to further wars. War begets war. It has done so from the beginning, and will for ever do so.

But love and peace and kindness beget love and peace and kindness. We will meet without distinction of party, creed or nationality. We will do so all over the world.

We will do so without "nagging" at any nation, whether ours or any other. They all need our sympathy and help. We will do so as mothers of humanity, as sisters of the whole human race.

We will do so as mothers, sisters and wives of our beloved ones of all nations who are now being ruthlessly murdered on the battlefields.

We will do so as true women—and that is enough!

We will believe and we will know that we shall succeed, and we shall thank God and man in anticipation.

We women cannot afford to allow this madness of war to go on, neither now nor at any future time; we have had enough of it! And it rests on our honour with posterity that we see to this.

Your "Sister of Every Land,"
LUCY THOUMAIAN, R. de V. (Madame),
Of Switzerland, the Neutral Country.
Foundress and President of the first "Women's Swiss Union of Peace," and Foundress of the "Every Women" International Arbitration Movement.
Oakhurst, Chigwell, Essex.

The Glasgow News,
Sept. 11th. 1914

OUR FIGHTING LINE.

WHAT WOMEN ARE DOING.

For the present the special business of women is to stay at their own fighting base, and to help to carry on the fight by combating the distress that there is in our midst to-day, and that is likely to continue for many days to come. Sometimes it is not altogether easy to decide how this should be done. To-day, for instance, a prominent social worker asked my advice regarding a work party desirous of making gifts for the soldiers, and equally anxious to avoid competing with the out-of-work needlewomen of the city. The best that could be suggested was a compromise; that is to say, ladies unable to afford payment for work might still continue to contribute in kind, while others should give out material to be made.

A very proper sentiment inspires most women at this time with the desire to do individual work, but the feeling, creditable though it is, must be put aside in the interest of the ever-increasing number of girls who are out of work. The difficulty of finding suitable persons to whom work may be given is considerable, and so it may be shirked by those who can only afford to give a few garments, but it is worth while to take the necessary trouble, and to be brought into relationship with the individual workers. Here, indeed, the personal touch matters, and by taking some poor woman stockings to knit one may establish a bond of friendship, and do a real and lasting service, infinitely more valuable than that of making a few garments in one's spare time.

The Scottish Council for Women's Trades has taken the matter up, and other societies are protesting against the promiscuous work party. It is by way of being a delusion to suppose that it is much cheaper to make things at home. They can quite as cheaply be bought at a warehouse—not because they are sweated, but because of economies which large houses can effect in cutting out and in time-saving methods. Be quite sure of this. The woman who can afford to buy materials can almost certainly make up the little sum which represents the price of labour. Stocking knitters alone will find that the cost of making is more than the price of the material.

This afternoon I had the privilege of visiting a spacious and airy workroom in one of our great engineering works. The ladies connected with the firm have planned it and fitted it for the use of women thrown out of work by the war, and at present there are twelve girls employed at half-time. As the simplest method of arranging this, six work for one week and the other six take the second week, and so on in turn. Excellent work is done, and while the girls are going on cutting up and making miles of flannel purchased by the generous donation of the firm, outside work for the Red Cross is also being done.

Any lady wishing to have materials made up, and not knowing where to find workers, may do so at once by applying to the Labour Exchange.

I may add to this that the sending of packets of dried fruit accepted by the War Office is still going on. Six boxes were sent out last week containing over a hundred packets, and the boxes this week will contain 1,000 packets. The Women's Guild of Strathbungo Parish Church have sent a handsome contribution and many gifts in kind and in money have been received. The former should be sent to Mrs Stevenson, 40 Princes Square, Strathbungo, and the money to Mrs J. A. Richmond, 108 Springkell Avenue, Pollokshields.

BEATRICE.

Glasgow Evening Times.
October 8th. 1914.

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Union of Women Workers.

Many practical and interesting suggestions were made at a special meeting held under the auspices of the Glasgow Union of Women Workers. The Union having been asked to act as a Reference Committee to assist in the prevention of overlapping and waste of energy in the present crisis, it was thought well to hold a meeting at which not only members but also representative women belonging to various other organisations would have a chance of giving their views on the subject. Miss Marion Blackie, who occupied the chair, explained that the committee to be formed would in no way interfere with any existing agency, but would merely act as a "clearing-house" and endeavour to put the right people in touch with each other. Whenever possible cases would be passed through the Labour Exchange, and it was hoped to work in close co-operation with the Voluntary Workers' Exchange, the Scottish Council for Women's Trades, and all other agencies dealing with women's work. On the motion of Mrs Gemmill, supported by Mrs Beith and the Hon. Mrs Campbell, it was decided to form a committee (to be known as the Glasgow Women's Consultative Committee for Unemployment) composed of the present office-bearers and executive of the G.U.W.W., with powers to add the names of representatives from various other societies of women dealing with women's work. Among those who took part in the proceedings were:—Mrs Thos. Johnston, Mrs Maitland Ramsay, Miss Pickering (secretary), Mrs Cross Lynch (of the Glasgow School Board), Mrs Brigadier Bex (Salvation Army), Miss Younger, Miss Waddell, Miss Stewart Wright, Mrs Greig, Miss Frances Melville (Queen Margaret College), Miss Lucy Johnston (Govan School Board), and others.

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Kensington News,
October 17th. 1914.

LONDON SOCIETY FOR WOMEN'S SUFFRAGE.

Divers and sundry sorts of work are organised at 58, Victoria street, for Women's Service, where the London Society for Women's Suffrage has its headquarters.

Before the Government was able to take over the Registration of Belgian refugees much of this work was carried out (under the War Refugees Committee) by London Society workers, who all spoke fluent French and were aided by voluntary Flemish-speaking interpreters. The arduous business of registering and allocating offers of hospitality, receiving clothing and dealing with all the difficulties that arose from day to day occupied many workers for some weeks. Refugees are, however, now taken direct to the Alexandra Palace, and the hospitality allocation is dealt with by the Local Government Board.

As the Information Bureau for Voluntary Workers in all fields of social work connected with the special difficulties of the moment, the London Society is able to render valuable service.

On Saturdays Girl Guides are employed for errands and in other ways at the headquarters of the London Society. They greatly enjoy their opportunities of usefulness, and it may be imagined how proud and pleased two little messengers were last Saturday, who were sent on an errand to Buckingham Palace. From Buckingham Palace they were sent on to St. James's Palace, and from thence to York House, returning to tell of their interesting experiences with great elation.

The Central Office has registered a very large number of workers, but it is felt that local offices, where voluntary workers can enrol themselves, are needed as well, and Paddington is to have its own Bureau, at 6, Hatherley grove, Westbourne grove, W., by kind permission of, and adjoining, Messrs. William Owen, Ltd.

Many well-known people are interested in this scheme for "Voluntary Labour Exchanges," including Winifred, Countess of Arran, Lady Frances Balfour, Mrs. Creighton, Mrs. Henry Fawcett, Miss Mary MacArthur, and others.

In other parts of London, these Bureaus are working splendidly, and it is hoped that all who have spare time to give will call and enrol themselves as soon as possible.

The Bureau opens on Monday, October 19th, and the hours are from 11 a.m. to 4 p.m.

Huddersfield Examiner; Sept. 26th 1917

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THE WOMEN'S FUND.

RELIEVING THE SICK AND WOUNDED.

(Contributed.)

An interesting meeting was held in the Parochial Hall on Tuesday afternoon, a happy combination of business and social intercourse. Work, gifts, and moneye had been coming in at such a gratifying rate that the ladies of the above fund felt they would like all those helping to come and see for themselves the great result achieved.

The Mayoress, in a few words, made everybody welcome, and explained the object of the meeting—to hear the reports of the separate departments and to see the third consignment of goods now waiting to be sent away; and she invited all present to tea—another evidence of the very practical sympathy given by the Mayoress to the fund.

Mrs. Demetriadi (hon. secretary of the Women's Committee) gave a little history of the society and its work from the very beginning. From a large meeting convened by the Mayoress a central bureau was formed for the purpose of organising and classifying work and directing the general flow of energy. The first separate branch formed was the Needlework Guild, and a packing room became a necessity. A separate department had to be provided for rolling and making different bandages, and last, but far from the least, was the bureau itself, where all offers of service, gifts etc., had to be made in the first place. Invaluable service had been rendered by Mrs. Holmes, Mrs. Donkersley, Mrs. G. P. Norton, Mrs. Stewart, and Mrs. Lumb, who had been indefatigable in their efforts to meet the demands made upon them. Over three hundred names were on the books in a very short time, including a lady doctor and trained ambulance workers, shorthand writers, and typists, and added to all these offers were now coming in to provide shelter for Belgium refugees. It was not easy to give an adequate idea of the work that had gone through this bureau. Miss Booth, of Netherton and Miss Eastwood, of Imperial Road, had given valuable assistance to the clerical department. A unique appeal, and one that touched the heart of every "Merciful Man," came to this bureau from the society for the Prevention of Cruelty to Animals for wither pads for the horses, and large quantities of these had been given out, and were now being made for our dumb friends. So many requests to learn bandaging were received that Miss Barry, the matron of the Infirmary, offered to take classes at the Infirmary every night, and there had been regular classes of from 50 to 80, who had learnt first aid, bandaging etc., under the nurses' invaluable and trained assistance. The bandages had been made in a room at the Parochial Hall under the personal supervision of Miss Hudson.

Mrs. Marshall read the report of the Needlework Guild, and said the growth of the guild had been rapid and far-reaching, and the time and energies of the ladies of the committee had been taxed to the utmost, but great must be their joy to be able to announce that when the garments now in process of making were returned the total number of articles would have reached 10,000.

The record of material and the garments cut from it had been accurately kept by Mr. Douglas Walker, who also greatly assisted Miss Hickson (clerical sec.) in making lists of work for individual workers and district heads. Miss Freda Sykes not only placed her car at the disposal of the guild, but made herself responsible for the delivery of 500 parcels and innumerable journeys, giving up her time entirely to the work. Mrs. J. H. Kaye had had no easy task in procuring wool for 1,347 pairs of socks. Large firms generously undertook the tremendous task of cutting out hundreds of garments, and Mrs. Guy Crosland, Mrs. W. A. Crowther, Miss Beardsell, and several other ladies devoted many hours to cutting out smaller articles from remnants returned, so that nothing should be wasted. In all 4,000 articles had already been dispatched to the French and British Red Cross Societies. In response to an urgent appeal a quantity of socks and bandages had been sent to Miss Evers (formerly residing in Huddersfield) for the camp hospital under her care. The report drew attention to the gift of material for dressing-gowns given by Messrs. W. and E. Crowther, Messrs. Joseph Hoyle and Sons, Messrs. C. and J. Hirst and Sons, and Mr. J. E. Crowther. It was impossible, Mrs. Marshall said, to convey thanks in her report to individual workers—boy scouts, children, working women—but she trusted that all who had helped in any way would realise that the smallest as well as the greatest gift was accepted as a work of love and an endeavour to help the Army and Navy of our country.

At the conclusion of Mrs. Marshall's report reference was made to a special committee formed to deal with work for the Belgian refugees. Mrs. Rolt, Mrs. W. A. Crowther, and Miss Willans were appointed to deal with this matter, and Miss Willans, hon. secretary, read a satisfactory report, to the effect that three days after the appeal had been made by means of the Press and leaflets circulated by the Boy Scouts, 724 garments, boots, shoes, etc., were sent to the depot in London for distribution either in England or Belgium, and another 650 garments were waiting to be packed into bales and dispatched at once. The sorting, classifying, packing, and labelling of the gifts required no little organising ability, and the dispatch with which these were done spoke volumes for this little section of workers. The ladies hoped very shortly to be able to send some new garments, due in a very great measure to acceptable gifts of five pieces of cloth from the firm of Messrs. John Crowther and Sons, Milnsbridge, and a roll from Messrs. B. Vickerman and Sons. Alderman Woodhead, Mr. Thomas Walker, Messrs. J. Binns and Co., of Packhorse Yard, Mrs. Percy Brierly's sewing meeting, Fixby Golf Club, Mr. George Hall, Messrs. Schofield and Oldfield, Messrs. Thomas Kaye and Sons, and Messrs. Freeman, all had shown sympathy in some practical form.

Mrs. Rolt explained that up to now the committee had not asked for money, not wishing to interfere with Alderman Woodhead's Belgian Relief Fund, but a little unsolicited monetary aid had come in for which they were very grateful, and as the making up of material would entail some expense she hoped some kind friends would remember their need.

Hardly had she resumed her seat before she rose to say that Miss Siddon had promised £10. Half the money paid for tea was also handed over to Mrs. Rolt for her fund.

The treasurer (Miss N. Lowenthal) read a gratifying report announcing the handsome sum of £738, as the result of appeals in the daily Press and individual interviews.

This brought the "talking" part of the programme to a close, and a move was made for tea and inspection. In the G.F.S. room the ladies had arranged for every type of garmen to be on view, and the work of cutting out and arranging was still going on. In the room above the most orderly arrangement of parcel exists, neatly done up and labelled ready for dispatch, and each parcel represented the utmost care and attention to detail, for Mrs J. Lumb and Mrs. E. E. Hirst, with their band of helpers, have inspected every article. In the next room the bandage-winders could be seen at work, and few people who visited there had ever seen so many or better made bandages. Finally, the gifts for the Belgian refugees were collected in the room on the ground floor—verily a motley assortment of goods. Through the help of several firms the goods have been skilfully packed by experts, and the bales conveyed to the railway station en route for London in the first place, to be sent from there to their destination.

From the Parochial Hall small parties went from time to time to visit the Rest Station in a waiting-room at Huddersfield station. Mrs Wimpenny has provided everything necessary and not only necessaries, but comforts and attendance.

When is this work to finish? Well, certainly, not while such telegrams as the following are received from any of the Red Cross Societies: "Send with utmost speed to Rouen in addition to articles now on the way, shirts, pyjamas, sheets, pillowslips, mackintosh sheets, slippers, and socks. Send thousands of above. You cannot send too many."

Evening Standard, October 5th. 1914.

WOMEN AND WAR.

CIRCULATING LEAFLETS ON PLANTING WINTER VEGETABLES.

ACTIVITIES OF THE W.L.G.S.

In view of the formation of committees in the counties and larger boroughs and urban districts by the local authority, the Women's Local Government Society, on August 7, sent a letter to its affiliated associations and to the Press. In it the W.L.G.S. pointed out the need for the appointment of women on such committees, and urged all associations and women in general to help in securing this result.

Subsequent to the latter, a letter was sent to the members of the society referring to the Local Government Board's circular on the work and constitution of local committees, and asking them to use their influence to secure the election of suitable women on these committees.

In order to enforce the idea that it is desirable that "any relief given should take the form of wages when it is possible to provide work," a further communication was sent to the affiliated associations and to the Press, conveying a suggestion made by Miss Mary Beeton, Met. Bor. C., as to one method of employment.

Paddington Workroom.

In Paddington the Women's Local Government Association has started a workroom at 31, Westbourne-terrace North, and the workers there are engaged in mending clothes for Belgian refugees.

In many towns members of the Women's Local Government Association have placed themselves at the disposal of the Mayor's Committee, notably at Worcester, where it is hoped immediately to start a workroom for factory girls who are out of work or who are on half-time.

The Women's Local Government Society has, in addition, taken steps to circulate some suggestive leaflets published by the Board of Agriculture with respect to the planting of waste spaces with winter vegetables, fruit-growing and fruit preserving, and the feeding and care of poultry, in addition to that of the Women's Co-operative Guild relating to the need for maternity centres.

PERSONAL SERVICE.

WORK OF THE LONDON SOCIETY FOR WOMEN'S SUFFRAGE.

The Women's Service Department of the London Society for Women's Suffrage sends us the following details:—This society has laid great emphasis on the importance of no voluntary worker undertaking work more fittingly carried out for payment by the many professional women now needing employment.

The society, however, desires to point out that this is in no way intended as a discouragement to volunteers, for their services are only too urgently needed still in a large number of enterprises dealing with the social problems which have arisen since war was declared. Day by day Countess Brassey, the Hon. Mrs. Spencer Graves, and other members of the Committee and Advisory Council, are sitting at the offices at 58, Victoria-street, dealing with every kind of need, and they would cordially welcome every offer of help. Though those possessing experience are naturally of the greatest value, no one need hesitate to offer service.

Already the society has initiated a scheme for training, and had arranged for the admission of its workers at the low fee of 3s. for the series of lectures to begin at the London School of Economics on October 12 on "The Relief of Exceptional Distress," which will be specially adapted for those who are bewildered by the many agencies which have leapt into existence for the purpose during the last few weeks.

Lady Brassey also intends to hold an invitation meeting at 24, Park-lane, on the 13th, at which the Women's Service scheme will be explained, and Mrs. Creighton and other authorities will speak on the special needs for personal service which urgently call for attention. All particulars in regard to these plans may be obtained at 58, Victoria-street. "Women! Your country needs you!"—the watchword of the Women's Service scheme, is perhaps truer now than even at the beginning of the war.

The Pall Mall Gazette, October 19th. 1914.

WOMEN'S WORK IN WAR.

SCOTTISH WOMEN'S HOSPITALS FOR THE FRONT.

The National Union Active Service League will hold an important meeting to-morrow afternoon at five o'clock (instead of half-past eight as originally arranged) to discuss women's work in war time and to raise money which will be equally divided between Queen Mary's Work for Women Fund and the Union's Relief Fund.

Many speakers will address the meeting; among them will be Miss Mary Sheepshanks, who will describe the relief work for Belgian refugees in Holland during the past few days. Dr. Elsie Inglis will explain her scheme for sending out Scottish Women's Hospital Units to France and Servia, to work with the Red Cross Societies.

Each unit is to have four women doctors, ten trained nurses, six dressers (senior women medical students), two cooks, an administrator, and a clerk. Each hospital will be equipped for 100 beds.

The cost to equip and despatch a hospital with all salaries paid for six months is £1,000. The excellent work done by the women's hospital in Antwerp leaves no room to doubt that this Scottish hospital will find good work to do and will do it well. Dr. Inglis will go out in command.

Daily Graphic, October 22nd 1914.

WOMEN'S WORK IN WAR TIME.

ASSISTANCE NEEDED IN ALLIES' RED CROSS WORK.

At a meeting held in connection with the Women's Active Service League at Kingsway Hall, the Hon. Mrs. Alfred Lyttelton announced that the Allies badly needed assistance in their Red Cross work. Sir Frederick Treves had asked for further help for the French Red Cross work, and the appeal of Dr. Inglis for the women's hospitals for foreign service was particularly urgent.

Miss Sheepshanks, who has just returned from Flushing, described the sufferings of the Belgian refugees in Holland. In Flushing, with a population of 20,000 inhabitants, she said, they had 30,000 refugees.

In one place she had seen men and women huddled together in coal-sheds, some of them grey with hunger, though the Dutch Relief Committee were working magnificently to house and feed them. A ship with food had also been sent by the Belgian Minister, but clothes and blankets were still urgently needed.

656/4 656.

The Eastbourne Gazette, October 21st

WOMEN'S WORK IN WAR-TIME.

[From a Correspondent.]

"Men must work and women must weep," wrote Kingsley; but if that was the Victorian view of the right attitude of women in the face of calamity, it is not shared by the women of to-day. Pity finds its natural and necessary expression, and grief its greatest solace, in activity.

An officer serving on Sir John French's staff at the Front wrote to his wife, "I take off my hat to the women of France; in fact, I think the women of both our countries are playing a harder game than the men." Be that as it may, one cannot but admire the way in which British women have adapted themselves to the new conditions.

The care of soldiers' families, maternity and child care, the needs of our soldiers and sailors, and of recruits, the preparations made for the wounded, help for unemployed women, women patrols for the neighbourhood of camps, help for refugees—these are only some of the channels into which the energies of women are flowing.

The women of Eastbourne are doing their share in this manifold national service, notably in the care of wounded soldiers, and in general helpfulness towards refugees. As soon as the war broke out, for example, preparations were made for the reception of wounded soldiers, and last Wednesday Eastbourne received its first consignment of Belgian wounded. Who among the crowd who stood near the Station to give the poor fellows a welcome could fail to be moved, first, perhaps, to tears, and then to indignation at the mad folly of such a game as war. The welcome given was enthusiastic, though subdued, but almost the only response was a feeble waving of a hand or cap.

It has been said that many of the wounded, on arriving at the Red Cross Hospital, broke down completely, and wept in sheer weariness and misery. Well-nigh all the distance from an Inferno to Paradise must have been travelled from the enemy's shot and shell to the peaceful security of the Red Cross Hospitals in Blackwater-road, at Urmston and Wish Rocks, where skilled doctors and carefully trained nurses were ready to do all that was humanly possible to ease the sufferers.

The more seriously wounded could not, of course, be sent to England. Those who are with us now are suffering chiefly from bullet and shrapnel wounds. One gunner who had become stone deaf is only just beginning slowly to recover his hearing. A good wash or a bath were almost a forgotten luxury. The red bed-jackets please the soldiers' fancy immensely, but pyjamas presented considerable difficulty at first to the uninitiated.

One soldier, on hearing a barrel-organ being played in the road, said, "Ah! you have no war in England. In Belgium we hear only ping, ping, shwsh, shwsh!" They are sad because they think their country is lost to them.

The women of the Free Churches in East have made themselves responsible for the fitting out of Wish Rocks, Blackwater-road, one of the Red Cross hospitals. When war was declared the Free Church Council appointed a committee of women, two from each church, to consider what help could best be given in the emergency. All the Free Churches, with one exception, responded to the appeal, and forty beds, fully equipped, were promised, with an additional £50 for other expenses. About twenty-seven of these beds are now occupied, and the rest will be provided as required.

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The Christian Commonwealth,
October 21st. 1914.

Women's Kingdom.

Feeding the Children.

On five days of the week about 75,000 children are receiving school meals in the area covered by the London County Council. Only 1,100 children attend for meals over the week-end. It would be pleasant if one could conclude that therefore the 64,000 children who do not get food on the Saturdays and Sundays in London schools are getting proper meals at home. I am assured that the real reason why so few children get the week-end meals is that the London County Council provides very limited facilities for them. All that the school teachers can do is to report to headquarters the children who seem to need meals on the Saturday and Sunday. They can do no more, and some of the teachers do not understand that they can do so much. No special instructions have been issued to them, and no one seems to know where the children are being fed at week-ends. Yet it is quite certain, since the miracle of the manna in the wilderness is not being repeated in London every Saturday and Sunday, that thousands of children go hungry for two days—and those two days when they run loose in the streets with leisure to reflect upon the discomforts of being hungry and the singular folly and cruelty of their elders. Is it quite impossible to make the education authorities in London realise the simple fact that if many thousands of children are fed at school on five days in the week no small proportion of them are certain to go hungry on the remaining days?

Women and the War.

Efforts to mitigate the distress among women workers caused by the war are being planned on large lines by the Central Committee, whose work was described in THE CHRISTIAN COMMONWEALTH some weeks ago. One scheme put forward from this quarter involves the employment of women on a branch of the laundry industry not hitherto developed. After consultation with the National Federation of Laundry Associations the Central Committee has approved a proposal that the laundries should provide facilities for the mending and darning of customers' clothing. In some few laundries workers are employed for the purpose of mending garments sent to be cleaned. It is proposed that the laundries should arrange to extend this work, employing skilled women for the purpose, and collecting garments from the customers when the laundry van makes its rounds, the work being done either at piece rates or contract price, as the customer elects. Other schemes suggested by the Central Committee, such as the making of maternity outfits, have already been described; another proposal actually in operation is the pulping of fruit, the making of preserves, and drying vegetables. The National Union of Women Suffrage Societies has started a number of emergency work-rooms, three at Westminster and one in the East End of London. Out of 300 unemployed women who applied to the National Union recently no fewer than 186 were professional sewers—dressmakers, machinists, and skilled needlewomen in most branches of the trade. The women for whom work can be found receive 3d. an hour for a maximum week of forty hours, this being the scale fixed by the Central Committee, of which Miss Mary Macarthur is the secretary. Hundreds of women are waiting for the chance to be employed in these work-rooms, and the National Union is appealing for funds to develop the work, for rooms to be lent rent free, and for material to be made. We hope shortly to publish an article by Mrs. Fawcett on the recent developments of the National Union's activities.

Colleges for Home-Makers.

One of the principles upon which the work of the Central Committee on Women's Employment is being carried on is applied very successfully in the new scheme for instructing women how to cook, clean, wash, sew, and do other housework which factory life has robbed them of any opportunity of learning. The principle is that work not done for commercial profit ought under the direction of the committee be a means of training the workers for brighter days. So in Bethnal Green, Islington, Finsbury, and Stepney colleges are being opened for the women out of work through the war who cannot yet be employed in the committee's workrooms. Part of the practical training in the "college" is the preparation of a threepenny dinner for the women employed in neighbouring workrooms started either by the Local Representation Committees or by the Central Committee itself. One is now in full working order at Stepney. A professional cook who lost her work through the war is in charge, and ten women are helping her, learning at the same time how to cook. They work in two shifts, morning and afternoon, so that they get lessons alternately in cooking and cleaning; and, besides the experience they get in the training kitchen, the London County Council is arranging afternoon classes on two days in the week. The dinner is served in a light, bright dining-room on clean white-covered tables, and more than half the workers pay threepence for a meal which includes roast mutton, vegetable, and apple tart. Some stay in the workroom with a small paper parcel, others go home; one girl explained why she went home. "Threepence is very, very cheap, and it's better than we get at home," she said; "but there are nine of us at home, and mother can make a dinner for us all for ninepence." These training kitchens and classes mean that when the war ends the women who did not know how to cook and sew and keep their homes clean will have learned, and meanwhile they are being maintained instead of being left to starve or scrape a pitiful livelihood together for themselves and their children.

Herts Advertiser,
October 24th. 1914

A Column for Ladies.

PEN PICTURES.

By PENELOPE.

WOMEN AND THE WAR: WOMEN PATROLS.

One of the most important developments arising out of war conditions in this country, is the appointment and recognition of "women patrols," and happily, I understand, with the permission of the Home Secretary and of the Chief Commissioner of Police for the Metropolis, the National Union of Women Workers is about to make arrangements for securing the help of a certain number of women of common-sense and experience, who will, under authoritative sanction, render quiet service as "patrols" amongst our young recruits and soldiers and safeguard our girls from the results of the very natural excitement produced by the abnormal conditions now prevailing. The need for these women patrols is admitted by all who know, even in times of peace, the temptations of a garrison town. Now when the enormous number of newly recruited young men are collected in camps all over the country, the temptations are greatly increased, and unfortunately "the unsatisfactory behaviour" of some women and girls has caused great mischief and has been the means of much injury and scandal. These women patrols will accomplish a noble work for both men and women if they can instil into their younger sisters a higher reverence for themselves and a finer realisation of the need which has brought the men into camp and the courage and devotion which keep them there. The patrols will also possess the needed authority when required. It is hoped that suitable women will come forward as voluntary helpers for this special work, but since it is difficult and responsible, it will be necessary to appoint paid organisers to assist and supervise the voluntary patrols. Several well-known ladies are connected with the scheme. Miss Agnes Garrett is the hon. treasurer, and subscriptions, which are badly needed, should be sent to her at 2, Gower street, London, W.C.

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Evening Standard,
Oct. 24th 1914.

FRENCHWOMEN'S WORK IN WAR TIME.—II.

WORKROOM OPENED AT "LUNE ROUSSE."

By Our Paris Lady Correspondent.

At the "Lune Rousse"—home of the topical song—a work-room is in full swing.

In the boxes, that resemble church pews rather than theatre boxes in the English sense, are sewing machines and women of all ages, some white-haired and bent, others young and neatly dressed, are making grey shirts, a large order having been placed here by an orphanage.

But other work is also undertaken in the "ouvroir." Here is a needlewoman employed on some exquisitely dainty underwear of shell-pink crepe de chine, with fine openwork seaming and lace. Or here is a little milliner at work on a smart velvet hat. And the "ouvroir" boasts, too, a clever blouse hand, capable of cutting out and executing the smartest of corsages.

Making Hats.

Of course, getting the work done, and well done, is, from the point of view of the organisers, only half the battle. If the workwomen are to live, their wares must be sold. So far, the purchasers have been found privately, invited by this one or that, each purchaser endeavouring to find another. The underwear and the hats are only made to order, but the opportunity is too good to be lost, and Parisiennes will not be slow to find their interest in patronising the "ouvroir."

The milliner makes a hat for two francs, and accepts the material from the customer's hands. Indeed, she cannot do otherwise. She has no account or credit with the wholesale houses, which in their turn are for the most part shut, so no one is hurt by this temporary dislocation of market prices, while the workers, if they can just pay their way and keep themselves decently as long as the crisis lasts, are more than satisfied. To the neediest money aid is given by the work-room; for the rest, they get the proceeds of the sales.

Dolls for Christmas.

But another outlet, it is hoped, will be found for some of the wares made in the Paris "ouvroirs," and that is London. The dolls, for instance, will be offered to the doll-shops in the metropolis, where a branch of this particular "ouvroir" has been opened, and is already in operation in South Kensington. There seems no reason why London and Paris "ouvroirs" should not both profit by the two markets: characteristically Parisian goods finding sale in England and typically English articles, which enjoy very great favour here, finding theirs in Paris. This, at all events, is the hope of the women who are devoting their time, their energy, and their spare cash to helping humble working women through a very difficult and perhaps prolonged period of crisis.

In addition to this export department, there will surely be found a fair number of women who will be glad to do a good turn to their poorer sisters, and, at the same time, replenish their wardrobes at war—that is, low—prices. The value of the franc has shot up in a marvellous manner in Paris since August 3. There are hundreds of women earning a good wage in normal times who are now willing to work four or more hours for a lunch. And these are women who know their work, and are skilful workers. How long the "ouvroirs" can be maintained is an open question. There is no doubt of their usefulness. Each has a free canteen attached to it, so the women get a good and nourishing meal in the middle of the day without going outside their workroom.

Common Cause,
October 23rd. 1914.

Co-Operative News,
Oct. 24th. 1914.

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Work in Leeds.

LET US CAPTURE THE PEOPLE'S TRADE.

WOMEN'S CORNER.

Suggested Co-operative War Activities.

Co-operators have responded splendidly to the appeal for help and assistance to the various War Relief Funds.

But (writes a correspondent) I should have rejoiced if our movement had launched a co-operative scheme and worked it themselves for the benefit of the sufferers, beginning with the mother. Have we not had revealed to us how hundreds of even our co-operative mothers are neglected at child-birth because they cannot afford help? Why could not our large and wealthy distributive societies employ a midwife for their members? (I believe this is already done by one society.) A woman with the highest qualifications can be got for £100 a year.

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Co-operative Milk.

Then come the children. The researches of science tell us that, while milk is the most valuable food which infants and children can have, it is in more danger of being dirty and of carrying infection than almost any other food. A proper quantity of good milk is vital to the well-being of children. Children were never more precious than to-day; there will be a scarcity of them soon. How can a mother on smaller income secure that the milk she buys is wholesome? By co-operative effort. Co-operators can afford up-to-date dairies, fitted with sterilising (or rather pasteurising) apparatus. They can insert clauses in their milk contracts ensuring cleanliness in the herd from which the milk comes. Then the distribution of milk is most unsatisfactory. Often churns of beautiful milk are sold at cost, or made into butter at a loss, because there is a glut on the market. There is never a glut of milk in poor homes. On the very day when this happens babies are being fed on tinned milk, bearing a label in red, "This milk is not recommended for infants," as it is really a cheap brand of skimmed milk.

Where there are already co-operative dairies, the overplus milk might be bottled, sterilised, and sold at half-price next day by the ordinary milkmen from door to door. Even after being skimmed, milk contains all its nourishing qualities excepting fat, which is all in the cream. (That is why skimmed milk is not suitable for infants, who require plenty of fat.) If milk puddings are made with skimmed milk, and a bit of chopped suet added, they are most nourishing.

Infant foods might be specialised in to a much greater extent by our stores. The prices of reliable infant foods are extortionate to-day, and quite beyond the reach of poorer people.

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Fish.

Then the present is a most suitable time for our movement to begin trading in fish. The Grimsby Society has mentioned the matter in interested quarters. The Scottish Wholesale have a splendid trade in dried and cured fish, with headquarters in Aberdeen. Fish forms a cheap and nourishing food, upon which the hardiest races of mankind thrive wonderfully. The Highlanders used to get their chief food all winter from salted herrings, dried ling, and smoked cod, &c. Every home had a barrel of herrings behind the door, and large flat "sides" of ling (cured skate) hanging from the ceiling, where English peasants have a flitch of bacon. The usual way of eating salt herring is to put them on top of a saucepan of potatoes in their jackets, and boil both together. If the potatoes are good, the meal is eaten with relish. But the taste for salt ling is an acquired one—it is so very salt. For these foods, a healthy appetite acquired out of doors is essential. But a fresh fish trade, conducted by barrow distribution, does not require a large initial outlay, and ought to soon pay its way.

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Laundry Work.

Again, those societies which already possess laundries might now undertake the repairing of the clothes passing through their hands for a small additional charge. This needs no fresh outlay of capital whatever, and would absorb additional hands. Another boon would be if our stores' laundries would consider the "bob" wash, i.e., washing and drying a certain quantity for a shilling. Some go by the weight; some by the dozen; some by the pillowcase full. Then, for an additional copper or two, the washing might be mangled, as rough dried clothes from a laundry are so bone dry they have all to be wetted, mangled, and dried over again on their return. Our stores' laundries must consider cheap ways of washing, in order to capture the working people's trade.

THE WAR AND THE FUTURE OF THE RACE.

The Government and the Care of Maternity. United Women's Deputation to Parliament.

IMPORTANT PROPOSALS: ENCOURAGING AND SYMPATHETIC REPLY.

The desolating waste of life inseparable from the operations of war makes it increasingly incumbent upon the nation to assist mothers and to render the conditions of child-birth as favourable as possible. With a view to pressing the importance of special and systematic care, a deputation representative of the mothers of the nation waited upon the President of the Local Government Board on Monday last.

The Right Hon. Herbert Samuel, as President of the Local Government Board and chairman of the Government Distress Committee, received a deputation on the National Care of Maternity in Time of War at the Local Government Board on Monday last.

The deputation was arranged by our Women's Guild, in conjunction with the Women's Labour League and the Railway Women's Guild, and the representatives spoke on behalf of 40,000 working women. A large body of working women accompanied the deputation, many of whom were mothers whose circumstances have been affected by unemployment or short time caused by the war. These working women were supported by medical men and women and by others representing the municipal and voluntary organisations by which the scheme advocated could be carried out.

The following were among those present at the deputation:—Mrs. Barton (president, Women's Co-operative Guild), Miss Llewelyn Davies (general secretary, Women's Co-operative Guild), Mrs. Jarrett (Women's Labour League), Dr. Marion Phillips (secretary, Women's Labour League), Mrs. Webb (Railway Women's Guild), Dr. Amand Routh (National Association for the Prevention of Infant Mortality), Dr. Fairbairn (Obstetric Physician to St. Thomas' Hospital and the General Lying-in Hospital), Dr. Herbert Jones (president, Society of Medical Officers of Health), Dr. Chalmers (ex-president, Society of Medical Officers of Health), Dr. Thomas Barlow (hon. secretary, Society of Medical Officers of Health), Dr. Joseph Priestley (hon. secretary, Society of Medical Officers of Health), Mrs. Deane Streatfield (president, Society of Women Sanitary Inspectors), Councillor Susan Lawrence (London), Miss Turnbull (member of Woolwich Borough Council), Dr. Florence Willey (League of Service Dining Rooms for Mothers), Lady Muriel Paget (Invalid Kitchens of London), Miss Mary Simons (Rotherhithe Babies' Institute), and Miss Margaret Bondfield (Workers' War Emergency Committee).

Introducing the deputation, Miss LI. Davies (general secretary) said: The object of our deputation is to ask that Government support should be given to a scheme we have prepared for the national care of Maternity in time of war. Those who are making this request are representatives of national self-governing organisations of working women, and they are speaking on behalf of child-bearing and nursing mothers who belong to the great class of six million non-wage-earning women.

In normal times the sufferings of women and the loss of infant life is infinitely greater than it need be, largely owing to the fact that the average family wage cannot possibly adequately supply the needs of women at these times, nor make the conditions of their lives such as are essential to health and well-being. It is obvious how much greater the suffering and death would be if this average wage is lost or halved. Our proposals, shortly, are:—

(1) The provision of regular and systematical medical advice and help for expectant and nursing mothers and children up to school age, and (2) the provision of nourishment, of doctor or midwife at confinements, and of sick-room helps.

The machinery for the medical advice and help already exists to some extent in the municipal work already going on and in the voluntary infant consultations and schools for mothers, which number nearly 400. We desire to see this work extended into maternity centres, under the public

nising Secretary of the Yorkshire Ladies' Council of Education, their respective societies having lent their services.

Common Cause,
October 23rd. 1914.

Co-Operative News.
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Work in Leeds.

A few days after war broke out a small meeting of women was called by the Lady Mayoress to organise women's work in the city during the war. A provisional committee was appointed, which started a registry for voluntary workers, a scheme for visiting the wives and families of men on service, and a department for providing garments and other needs for hospitals and troops.

At a very large public meeting of over 3,000 women in the Town Hall on August 11th, the Lady Mayoress's Committee was appointed and began to organise and develop the work already started. An executive was formed, to meet twice a week, and a number of sub-committees were appointed to carry out the schemes of the executive and report to it. The general committee meets at intervals when necessary, and has general control of policy. A large number of societies have thrown in their lot with the Committee, among others, the Leeds University, the Soldiers' and Sailors' Families Association, the National Union of Women Workers, the Leeds Babies' Welcome Association, the Charity Organisation Society, the Adult Schools, the Women's Co-operative Guild, the Women's Guild of Christian Service, the Salvation Army, the Leeds City Mission, the National Union of Women's Suffrage Societies and the Yorkshire Ladies' Council of Education.

It has been found necessary to raise a fund for the part of the work which does not come under the scope of the Prince of Wales's Fund, but the Committee is working in complete co-operation with the Lord Mayor's Committee, on which four of its members sit. At first the Committee had offices in the Town Hall, but these were necessarily inconvenient, and the offer of excellent offices made by a firm, rent and rate free, were accepted.

The work of sub-committees is approaching complete organisation. The Visiting Sub-committee has rooms in the Education Office, where it is thoroughly in touch with the relief work carried out through the Education Department. The town has been divided into twenty-six districts, each of which has a district head, and a body of visitors. These undertake to visit the dependants of soldiers and sailors and send in reports fortnightly. Over 5,000 families' names have been given to the Committee by the relief stations, and some hundreds of others are being visited which have never applied for relief. Incalculably good work is done by the giving of sympathy and friendly advice to those in difficulties. The organisation of this work has been a difficult task, and the regular and constant help of voluntary workers is much appreciated.

The Clothing and Hospital Needs Sub-committee is now working in close co-operation with the St. John's Ambulance Depôt at Leeds. All goods are sent to and distributed through it, but only orders made or endorsed by the Committee are carried out in the case of goods supplied by them. The Second Northern General Hospital has been generously supplied with bedgowns, bedjackets, extra blankets, many and varied kinds of bandages, and other needs, while other supplies have gone to the hospital trains, to the local Territorial regiments, and to the front. The bandage-rolling department, which is carried on under the superintendence of trained nurses in a room lent for the purpose, is a delight to the visitor.

A Maternity Sub-committee has established a nursery for soldiers' children temporarily uncared for by the illness or the incapacity of the mother. A house has been very kindly lent, and there are twelve babies now in residence. The matron and staff give their services. This sub-committee is also organising dinner centres for nursing and expectant mothers and for children under school age. For both these purposes the Lady Mayoress's Committee is receiving grants from the Prince of Wales's Fund.

Accommodation has been given at the Central Office to the Belgian Refugee Committee, for the storing and distribution of clothing. This is being organised by a member of the Lady Mayoress's Committee. Through the efforts of the Lady Mayoress's Committee, a representative sub-committee of the Lord Mayor's Committee has been appointed, to form and administer schemes for women's employment, subject to the approval of the Central Committee for Women's Employment. The Lady Mayoress is, therefore, opening a branch of the Queen's Work for Women Fund.

The Honorary Secretaries of the Committee are Mrs. Renton, Organising Secretary of the West Riding Federation of Women's Suffrage Societies, and Miss S. K. Findlay, Organising Secretary of the Yorkshire Ladies' Council of Education, their respective societies having lent their services.

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health authorities, on the lines which the Local Government Board has already recognised as desirable in normal times. We cannot be too grateful for the recent grant and memorandum issued by the Local Government Board, which it is not too much to say forms the beginning of a new era for the mothers of the country. If to the Notification of Births Act, Women Health Visitors, Superintendence of Midwives, and Maternity Centres are added the machinery we need for this part of the scheme is ready to hand.

The other forms of help we feel may rightly be claimed from the Prince of Wales' Fund, and we suggest that per capita payments should be made for dinners and milk, for doctor, midwife, and sick help. Dinners and milk we consider as the most essential part of preventive and curative treatment, and women should be asked to regard them in this light, so as to undermine any unwillingness to accept them by those who would shrink from relief.

The wives of soldiers and sailors will receive free attendance at confinements under the scheme originated by the medical profession. The wives of civilians whose employment is affected by the war would be in a worse position. It is surely reasonable to ask that provision should be made for these mothers out of the Prince of Wales' Fund. We wish also to point out that it is unsuitable that only men should be present in town halls to receive women applicants, and to urge that wherever names are registered and inquiries made, women should be in attendance to whom application could be made.

And, further, we ask that the work of public health committees, representative committees, and voluntary organisations should be co-ordinated—as is already the case in at least seventeen towns—by the formation of maternity sub-committees of representative committees, composed mainly of working women, who are best fitted to seek—and it is a matter of seeking them out—out those who are unwilling to apply for relief.

We venture to think these proposals are practical and economical, that they would be the means of giving efficient help. Also, that they are without the evils and drawbacks so apt to be associated with relief work. The fact that help is conditional on a physical state limits the possibility of abuse, and if administered in the way we suggest, there would be as little humiliation as possible to the recipient. We should be building up the health of our mothers and the coming generation, and we should be kindling new hope and courage and effort from the very fact that the women realised that the nation cared for them. "We seem to be of no value," was what one suffering woman wrote to me.

We ask you to give special encouragement at this time to public health committees to form maternity centres and to representative committees to provide nourishment and other help, on the assurance that grants will be made from the Prince of Wales' Fund.

Recruiting a Health Measure.

Dr. Herbert Jones (president of the Society of Medical Officers of Health) said he thought the enormous army of recruits now being trained was in a sense a huge public health measure. More than a million men were undergoing physical exercise and living under health conditions such as many of them had never experienced before. It seemed to him deplorable that while the men of the country were being greatly improved in health, they should allow their wives and children and the wives and children of others to be neglected.

Mr. Samuel's Sympathetic Reply.

Mr. Samuel, in replying, said the question the deputation had raised yielded in importance to none of the problems facing the nations. During the stress of war some things must necessarily be abandoned or postponed, but this was a subject which could not be put aside. (Hear, hear.) Anyone who was a student of the social condition of a people must realise very soon that the question of childhood lay at the root of all else. It was necessary to realise that they must look not only to the child, but to the infant and to pre-natal conditions. Much had been done by the Insurance Act, and by the provision of a sum which now exceeded one-and-a-half millions sterling a year, distributed in maternity benefit to the mothers of the working classes. With respect to maternity centres, he very easily secured the assent of the Chancellor of the Exchequer to the proposal that half the cost of those centres should be defrayed from the National Exchequer. Under the scheme which had been propounded, there were to be arrangements for the medical supervision of midwives; secondly, arrangements for an ante-natal clinic for expectant mothers and maternity hospital provision; thirdly, arrangements for giving such assistance as might be needed to ensure the mother having skilled and prompt attendance. It was proposed also that there should be systematic attendance and treatment for infants, clinics and dispensaries being available for the children up to school age; and, lastly, that there should be home visitation of the infants and children embraced within the scheme.

Those large proposals could only gradually be matured into their full operation, and they looked forward to work of that kind becoming part of the public health service of the country just as much as the ordinary sanitary and medical work or the work for the suppression of tuberculosis. [illegible] the whole of the country."

With respect to the relief of distress during the war, he agreed that special attention should be given to the particular requirements of nursing mothers. They might need more relief than other families. It would be a great error to adopt a hard and fast scale without paying regard to individual circumstances. Secondly, they might need a different kind of assistance from that given to other persons.

Mr. Samuel pointed out that in most places maternity centres did not yet exist; but, on the other hand, relief committees were set up with great rapidity in the first days of the war. Therefore, there was always an organisation to whom the mother could go in her need. There was a certain division of opinion upon the subject of dining-rooms for mothers, and he suggested that the question was one for determination by the local committees. These had their own views, and were jealous—and, to his mind, properly jealous—of their local independence.

Sickroom Helps.

In regard to sickroom helps, he mentioned that a scheme of the kind began its operations that day at Plaistow, where a number of women were being trained. They would be paid a wage and sent to the homes of women who were ill. They would render assistance without attempting to perform the work which ought properly to be done by a trained nurse. He would rejoice to see that system widely extended. In addition to giving assistance, it would give employment at the cost of the Prince of Wales' Fund for many women who were unemployed through the war.

"Those matters on which you have spoken to-day," said Mr. Samuel, in conclusion, "have been brought before the Government Committee for the Prevention and Relief of Distress. That committee takes a very sympathetic view of the case which has been put forward, and I propose, as an outcome of this deputation, to send a further communication to all the local representative committees throughout the country, drawing their particular attention in the distribution of relief to the claims of the expectant and nursing mothers, and making several suggestions of detail which I hope will be widely adopted, and which I am sure will conduce to the end which we have in view." (Applause.)

The members of the deputation came away highly delighted and well satisfied with the reply of the President of the Local Government Board.

SPARKHILL WOMEN'S GUILD AND THE WAR FUND.

THE members of the Sparkhill branch of the Women's Guild (Birmingham) held a whist drive on September 21st, in aid of the Prince of Wales' Fund, and as a result the sum of 30s. was sent to the Lord Mayor of Birmingham.

In addition to this, seventy-five yards of calico were purchased and made up into garments for nursing and expectant mothers, the cost of labour and material being paid out of the guild funds. The garments were sent to the Lady Mayoress' Committee for distribution.

The vice-president of the guild (Mrs. Turner) has been appointed on the Citizens' Relief Committee for Smethwick district.

ECHOES.

A BEVERLEY "AT HOME."—A guild "At Home" was held in the Primitive Schoolroom at Beverley, on Thursday evening, October 1st. The hostess for the evening was Mrs. Shaw (the late president), who is shortly leaving the district. The new president (Mrs. Elwood), opening the proceedings, said they would try and forget the war for a while, and she was sure no one would begrudge them a little recreation—in fact, the soldiers and sailors would be only too glad to think they were doing their duty and helping them. It was Mrs. Shaw's "At Home," and was being held to inaugurate the opening of the winter session of the guild. An interesting programme followed. The proceeds amounted to £2 1s., which was disbursed as follows:—Local War Fund, 30s.; Mrs. Jones Guild Convalescent Fund, 6s.; Guild Independence Fund, 5s., with 5s. in addition from the local branch of the Women's Co-operative Guild.

STOKE'S ANNUAL OUTING.—The members of the Stoke-on-Trent Women's Guild held what they hope to be an annual affair on August 29th last, when they, fifty in number, met to proceed, by chars-a-banc, by Trentham, through Tittensor and Groundslow to Swinnerton. The Catholic Church and the fine mansion of the Fitzherts were passed, the journey being continued through the lovely pastoral scenery of Slindon and Eccleshall, where a stop for an hour was made to view the old town and its church. Then the Royal Hotel, with its old oak furniture and carving and ancient rooms, was visited. This is said to have been the hostelry of Cromwell and his officers, and it is recorded that the church is where he stabled his men and horses. The journey was afterwards taken by Copmere and Chesswardine, where another old church with historic memories was visited. From Market Drayton, just down the lane, a splendid view of the Welsh mountains round Welshpool and the Flint range, with Beeston Castle on the right and the Urekin to the left, can be seen. During the interval of tea and the time for departure, a vote of thanks was proposed and carried to Miss Harding (the branch secretary) for the manner in which she had arranged and contributed to the enjoyment of the company during the day. Just after eight the party assembled to board the motor-cars for the return journey, which was made through Maer Woods and Whitmore, arriving at Stoke about 9 p.m. Many are the pleasant memories of this first outing, and the wish was expressed that such events should be held, as they brought the members into closer friendship and knowledge of one another.

The Co-operative News, Octobr 21 1911

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Women's Corner.

All communications intended for this Page should be addressed to the Editor of the "Women's Corner," "Co-operative News" Office, Long Millgate, Manchester.

PULLING DOWN OR BUILDING UP?

What United Women Are Doing in Time of War.

ROUND one of the tents in a village fair there was a crowd of boys and girls, yes, and grown-up people too. Many were laughing, and now and then a hearty cheer went up, which roused more people to push their way towards that tent. What could it be?

I would push my way too, and see for myself. I was there because I wanted to share the fun, and where the best of the fun was, I must be present. So I drew nearer. A bigger cheer than ever went up as a lad came out, smiling all over his red, round face, in his hand some little trumpery prize. It was a contest of some kind.

I peeped into the tent, curious to know—and this is what I saw. At the back of the tent was displayed a lot of common, cheap crockery—jugs, cups, and so on—hung or placed upon a kind of rough, makeshift dresser; and the audience were invited, at a penny a head, to try their skill in breaking the pots by throwing a weighted missile at them. The show called itself, "Breaking Up the Happy Home!" And whenever a lucky hit smashed one of the crocks, the people cheered, and the thrower won a prize.

I turned away from the tent feeling sore at the folly of it all. Had not men and women worked hard to make those things? Was it right that children, boys and girls, should think it *fun* to break-up that which took *home* for its name, and its symbol? It was all pure, silly thoughtlessness, of course, and not seriously meant; but big things and big thoughts can lie deep down underneath the folly that is on the surface, and the thoughts that underlay this pastime of the village fair were very ugly ones indeed—thoughts of destruction, waste, and ruin, such as shock and horrify us when we see them for the hideous things they are, in the serious ways of life. We cannot afford to make fun out of even the small beginnings of such things.

Destruction and waste—what else does war mean but that? And women of all countries, who know so well the meaning of waste, either in human lives, or in food, houses, crops—these women claim their right to protest against such extravagance. I want to tell you some of the ways in which the organisations of women are striving to-day to uphold a standard of civilised life in the face of the barbarities and cruel destroyings of war.

First, we must think of our own Women's Co-operative Guild. Where does that begin? Why, it is looking after the welfare of the tiny, new-born babies and the babies' mothers. It says: "We must see to it that no little new baby shall die for want of a helping hand, or be left orphaned because its mother has died of misery and want." Does it not do one good to think of the men and women of the future, who will one day say, "I am alive and doing my work in the world because the Women's Guild saved me and my mother from death in that desperate time of war"? You will agree with me that *saving* a home is a much better—if less exciting—occupation than breaking it up!

On the very eve of the war, there met in London what must be the largest body of organised women in the world—the International Women's Suffrage Alliance, with its members in twenty-six countries. Women from France, Finland, Germany, Austria, Switzerland, Hungary, England, and South Africa were among the speakers. They met to utter a protest—alas! without avail. But what are they doing now? They are upholding the mutual friendship and respect of women in every land: "We are faced by the disruption, the animosity, the misunderstanding caused by war; but all the same, notwithstanding the cruel strain, we must firmly resolve to hold our International Alliance together. We must believe all through that good is stronger than evil, that justice and mercy are stronger than hatred and destruction, just as life is stronger than death. We women who have worked together for a great cause have hopes and ideals in common; these are indestructible links binding us together. We have to show that what unites us is stronger than what separates us."

In London, at the outbreak of the war, were hundreds of foreign women, who found themselves instantly in great trouble. Some of them were denounced as "foreign enemies," though there was no enmity in their hearts; many, almost all, were in dire straits from want of money; even if they were well off, they could not get remissions. And thousands of Americans came pouring from the Continent into London. Some of these were, of course, pleasure-seeking idlers; but the great majority were simple, hard-working people who had come to Europe to educate themselves and get an insight into foreign life. Such were numbers of teachers and social workers, forced to flee from Austria and Germany. The International Alliance opened its doors and its heart to them all, without distinction of race. It found them lodgings, lent them money, gave clothes, helped them to get home safely—and all in the name of international friendship. One is glad to think that it was Frau Gellrich, a German woman, who said: "No declaration of war would make women of different countries hate each other. Women are not on the earth to hate, but to love."

Now, apart from the International Suffrage Alliance, all the suffrage women in the different countries are throwing themselves into the work of building up, not pulling down. The French women, through the president of their union, are specially devoting themselves to carrying on the work laid down by those men who have gone to the front. They are running mills and shops, driving trams and 'buses, carrying on markets, and, above all, working in the fields and vineyards to keep France fed. Indeed, in France, women of all ages and all ranks are working most heroically, steadily, and persistently, in the great task of building up their country. And every land in Europe, whether at war or not, is so calling to its women to help.

The largest of our English suffrage organisations—the National Union—has put its organisers (all trained and experienced) and its 600 branches at the disposal of relief committees. One of the London organisations is concentrating itself upon a supply of pure milk for babies and sick people. The Young Women's Christian Association is taking steps to help and protect those girls who are in danger from the disorder and excitement which inevitably spring up in the neighbourhood of large military camps. The Housewives' League in America is fighting, with all the strength of its 750,000 members, on behalf of low prices in foodstuffs during war time, and opposes the unscrupulous work of the speculators, who make public need an opportunity for private plunder.

All these women, whether they call themselves co-operators or not, are fighting in the same great cause as ourselves—the cause of order and humanity, of homes and children, friendship and goodwill. They believe that Right is, in the long run, Might; that no one can ever make the world better by destroying life and breaking down international friendship; that good will some day triumph over evil.

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WOMEN AND WAR.

WHEN THEY FAIL UNDER THE TREMENDOUS STRAIN.

MRS. CREIGHTON'S ELOQUENT ADDRESS.

The Palace Hall, Lichfield, was the venue of the largest gathering held in recent years in connection with the Lichfield branch of the National Union of Women Workers on Friday, when the members were honoured by a visit from Mrs. Creighton, President of the Union and widow of the late Dr. Creighton, Bishop of London, who was renowned as a brilliant preacher, a capable historian and a man of exemplary piety.

Mrs. Kempthorne presided and was supported by Mrs. Stokes (secretary of the branch), Mrs. Thompson (treasurer), Mrs. Morgan, Mrs. Phillips and Miss Holland, while the representative audience was composed of about one hundred and seventy members and friends, including a number from Walsall.

At the outset Mrs. STOKES read a letter from the Countess of Harrowby, President of the Lichfield branch, in which she apologised for her absence owing to making arrangements for the reception of Belgian refugees.

Mrs. KEMPTHORNE, on behalf of the local branch, extended to Mrs. Creighton a hearty welcome, and said they felt it an immense honour to be favoured by a visit from their president. She had great pleasure in asking Mrs. Creighton to give them an address on "The work of women in war time."

Not Equal to the Strain.

Mrs. CREIGHTON, who had a warm reception, said she supposed all of them were thinking at this time about the war, what it meant for them and our country. That afternoon she wished to narrow the subject somewhat and talk about what it meant for the women of our country. The more she had thought about what the war might mean for the women, the more she felt it was a peculiarly difficult time for women. She did not say it was a particularly difficult time for men, for to most men it was clearer what they had to do than it was for women. In London, on every side one could not get away from the inscriptions on the walls that the country needed the men. It was quite clear they knew that it needed men and perhaps everyone would also say it needed women, but she did not think it was clear to the women how it needed them.

She had candidly to confess that so far the women of this country had not proved themselves quite equal to the tremendous strain which had been put upon them. There was nothing more distressing, with regard to the effect of the war at home, than to read the accounts in the newspapers of the increase in drinking amongst women, owing to the war. It was one of the most tragic things in connection with the war—tragic when one thought of the results and tragic when one thought of the women themselves. For these women it was impossible for them to feel anything else but immense pity.

They were failing their country and they were failing their homes just when they were most needed and that was because the past had not fitted them for the strain. They were bewildered, excited, and agitated. The husband, who was the centre of their homes, their life and their thoughts, had gone to the front, and they had been left by themselves; many of them with more money in their hands than they had ever had before, and many of them did not know how to use that money.

The Refuge of the Public House.

They did not understand what was going on and in their excitement they flew to the one refuge, always open to the ignorant, bewildered and excited, the public house. Then on another side their womanhood seemed to have failed, because they heard on all sides of the way in which young girls and women, ignorant and silly, who were given over to evil and haunted the new camps where the men were being prepared to risk their lives for their country. Most of them haunted them for fun and silliness, but others that they might tempt the men, and, alas, sometimes to their ruin. But even those who were going for fun, silliness and excitement, instead of helping, encouraging and giving confidence to the young men, were failing them just in the hour when they needed it most. Did not that give them enough to think about?

There was no difficulty in realising the horrors of war, the breakdown, almost, of our Christianity. But the more they thought about it, the more they saw the effects, the more they realised what it meant. The thought was pressed upon them that war was the maddest way of settling difficulties that ever the folly of man could have thought of. That side of war was easy enough to think about and break their hearts over, but there were other sides.

War seemed to throw a flood of light upon our whole social system, upon all our best ideals, and all we were trying to do, and all we were caring for. That light was like a great searchlight which pierced our hearts and all the corners of civilisation, and all our social institutions and seemed to ask us what they were good for. It showed that all was not right before. We talked about the ideal of home life, but how could we get ideals in the slums of our great cities? We had been too patient in allowing those slums to go on.

The Desire to Help.

The searchlight now came in and said, "See what you have allowed us women to be." That great searchlight of war showed its own visible results which we all deplored, but how about it when it came into their own hearts? What was it teaching them about themselves? They had been excited and overwrought. What star of strength had they found within themselves to enable them to go on in confidence and possess their souls in peace at this time of anxiety? What gift of service had they been able to offer in the hour of their country's need? She was sure that the searchlight of war came home to each one of them. No feeling had been so strong in their hearts as the desire to help and the first desire was to help in some way our wounded soldiers. There was at first a rush to learn first-aid, to equip the hospitals, but it was found that the military authorities only required fully trained nurses, and not those who had no previous experience, so voluntary aid did not seem to have come to much fruition. Then they desired to make comforts and things for our soldiers and sailors, but again they were told that they were interfering with the course of trade by their working parties, so they became more and more bewildered as to how they could best help. There was not only the difficulty of knowing what to do, but many of them found out how unfit they were to do any real work when brought face to face with it: how untrained and unprepared they were and that really there was nothing they could say they could do really well. There the searchlight came in again for they were brought face to face with themselves, and when all the ordinary associations of their lives were shaking and disappearing their hearts were full of anxiety, for there was undue hope at one moment and undue depression at another.

They ought to realise that the first call upon them was to see that all the ordinary work they had cared for, that had been proved, tried and found to be required in the past, was maintained and continued. It was extraordinary that in the first excitement of the war, everyone wanted to do something different to what they had done before and yet they ought to know and feel that the ordinary life of the home and the country had got to be carried on and that it was their duty to see that it was done.

For instance, there was such work as foreign missions which were needed today even more than ever. Although driven into strife at home, by forces they could not control, they should not forget all those Christians and those who knew not Christ in the foreign fields. Therefore the first thing she would say was "Go on with what you are doing."

Those who were not yet working she would advise to find some way of offering themselves for work. It was a great opportunity now. Their Christian, social, and ameliorative work was needed just as much, or more than ever it was. Funds would be more difficult to get, perhaps, owing to the war, but the missionary funds must be secured.

Work in the Home.

What was especially required of women was to look after the homes and the children. The men had gone away to the front and the question was, "What sort of homes were they coming to when they came back?" It was the duty of the women to look after the homes and see that they were maintained in purity and cleanliness. People generally started with great hopes, but she was afraid that in dealing with the distress those hopes had not been quite realised. The funds were to be administered in democratic ways by local committees, formed in the boroughs and districts. It was quite true in some cases, people who knew something about the matter had been placed on these committees, but in many cities the one way of helping which had occurred to those good people had, in her opinion, been the wrong way and that was by giving out doles in some form or other. Their old friend, the grocer's ticket, seemed to have been raising his head and devastating the land.

In their administration of relief, she contended they ought to set their faces against the bad old system of the grocer's ticket and doles, and see that the homes were maintained in integrity and independence. Proceeding, Mrs. Creighton said it was to-day their duty to see first that all public works were expedited to provide employment for the men, that maternity homes be provided for the mothers, and care committees for the children.

They should also remember never to give way to vindictiveness, but keep passion out of their hearts. They had to remember what Germany stood for, in literature, music, and all it had done for the world. Surely part of the great tragedy of the war was that so great and gifted a nation should be so misled. That thought might help them to feel that they were fighting for what they believed to be a great cause—fighting, not only for all that was best in our civilisation, but all that was best in the German civilisation. If we were to be worthy of bringing about a peace which will free the world from a repetition of the awful scourge of war, we should not do it by cherishing vindictiveness in our hearts.

The Scourge of Drinking.

Then, what were they going to do with the question of drink? Were they doing all they could to get the public houses closed earlier? Personally she wished it were possible to get them closed for a couple of hours in the morning. What an awful thing it seemed that this scourge of drinking amongst women should be almost peculiar to our country. Did we not feel it now as we had never done before when we realised what it meant; when we had those two pictures in our minds—the woman drinking in the public house, and the man facing death in the trenches? One did not feel as if one could bear it. They had to try and make the women feel an infinite pity for them, and she thought they could help them, if by every means in their power, they helped them to understand something of what war meant. They did not, perhaps, realise enough how limited their imagination was. Let them help them to feel the call upon their patriotism; to keep home together while the men were away; to train the children and to spend in the best possible way the money entrusted to them, not in their own indulgence, but for the good of their homes. Could they not do more to provide counter attractions?

One could imagine how empty their homes seemed without the man, around whom their whole lives were centred. They would not meet their requirements by merely talking to them. They had to raise in them a new and high feeling of patriotism and provide for them some counter attractions. In London the County Council were opening evening classes of all sorts. They had to make them feel that it would be interesting to improve themselves; in some way or other to live and do what they could to raise their sense of patriotism, their sense of devotion to their country and their homes. On the other hand they should provide counter attractions and give them the feeling that to-day they had an opportunity when they might use their time for fitting themselves to be better wives and mothers. (Hear, hear.)

A War of Ideals.

Proceeding, Mrs. Creighton said she profoundly believed our cause was a great cause and a right cause, but in proportion as we believed that, it made us very humble, inasmuch as to us should be given an opportunity of playing a part in so great a cause, the result of which must affect the whole future history of the world.

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Mrs. MORGAN, in proposing a hearty vote of thanks to Mrs. Creighton, said there was no one more able or fitted to tell them of the work for women or women's work in England, than Mrs. Creighton, and they felt it a great honour to have their president there that day. (Hear, hear.)

Miss HOLLAND suitably seconded, and the proposition was carried with enthusiasm.

A similar compliment was paid to Mrs. Kempthorne for presiding, and to the Bishop for the loan of the Hall, on the proposition of Mrs. STOKES.

A collection at the door on behalf of the Queen's Unemployment Fund for Women realised £9 13s. 6d., to which has been added a donation of £3 by the Lichfield branch of the Union.

Dewsbury Reporter.
Oct. 24th. 1914.

RAVENSTHORPE WOMEN'S WORK FOR SOLDIERS, SAILORS, AND BELGIANS.

The following is a list of parcels and contents sent away last week by the Ravensthorpe ladies who are working for the soldiers, sailors and the Belgian refugees. These are in addition to parcels sent on previous dates:—To the County Association, York, for the wounded in hospital: 21 bed-jackets, 34 vests, 5 nightshirts, large parcel of old linen, and 2 pairs of stockings. To the Mayor of Dewsbury, for the Belgians who have come to this district: 16 blankets, 4 rugs, 17 children's petticoats, 2 pairs of slippers, 2 scarves, and 2 vests. To H.M. Queen Mary's Fund: 8 knitted helmets, 5 mufflers, 5 belts, 2 boxes of bachelors' buttons, and 20 pairs of socks. To Capt. Rigg, for Dewsbury Company, at Woking: 3 rugs, 41 sleeping caps, 50 shirts, and 50 pairs of socks. Up to the present £57 has been given and spent on the purchase of materials. In addition there has been received a handsome gift of cloth from Messrs. Marshall, Kaye and Marshall. This is suitable for costumes, girls' coats, boys' suits and overcoats, and men's suits. The committee ask for volunteers to help in the making-up of these materials for the use of the Belgians, who need them.

Daily Graphic,
October. 24th. 1914.

WAR NOTES AND QUERIES.

COMMENTS AND SUGGESTIONS IN BRIEF FROM OUR READERS.

Women Workers and the War.

A number of ladies have joined together with the object of establishing a kitchen and club during the war, to provide good and inexpensive meals and a comfortable club room for gentlewomen and business girls who have been placed in straightened circumstances by being thrown out of a position or put on half pay. These rooms would very much be preferred in the neighbourhood of Kensington or Earl's Court, and it would be most gratefully appreciated if some kind lady or gentleman would help the furtherance of this scheme by lending these rooms free or upon the payment of a small sum weekly. Donations of food or money for same would be very gratefully received.—Mrs. Broome-Giles, Marions, Elstree, Herts.

Daily News & Leader.
Oct. 29th. 1914

ECONOMY IN THE KITCHEN

Work and Objects of National Food Fund.

A national campaign to educate householders on the value of food and for the prevention of waste is one of the great objects of the National Food Fund, a war society which is distributing food to those in need.

At the present moment eight hundred to a thousand persons are being fed every day, quite three-fourths of these being Belgian refugees in different parts of London. Food is sent regularly also to kitchens and creches, maternity centres and other existing well-organised societies.

The supplies come in daily and weekly from anybody and everybody. Each morning a special member of the society goes off to the markets, and is there most freely given, for the fund, not the mere surplus of the market, but some of the best it can produce. At Covent Garden, at Billingsgate, at the Central Meat Market, etc., large quantities are always given by one dealer or the other and promises of more offered.

More help is asked for, as the society recognises that its work, large as it is already, is only just beginning. It wishes not only to continue this daily and weekly food distribution to other societies, but also to teach every housewife how to utilise food to the very best advantage and make waste impossible. Lectures and demonstrations on food and cookery are to be given, not only at the headquarters, 1a, Dover-street, Piccadilly, but throughout the whole country.

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Eastern Morning News, Oct. 27th. 1914

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WOMEN IN WAR TIME.

WHAT IS BEING DONE IN HULL.

By "SILVIA."

Three months ago it would not have seemed possible that our social life could alter so completely as has been the case since the great war began. On the Continent this change has been practically forced by circumstances upon people of every grade in society; in England it has to a great extent been purely voluntary, like so much else of effort in this country of ours. And it is all to the good when women of their own choice forsake the bridge table and the hunting field and devote their energies to the primitive feminine talents of caring for the homeless and destitute, nursing the sick and wounded, and making garments for the menfolk who are once more living under primitive and very trying conditions.

The sense of values for many of us has been considerably upset since the war began, and we have come to see that hard work, and plenty of it, for others less fortunate than ourselves is better worth while, and more productive of happiness and self-respect, than the social round which now seems so empty and barren when we look back upon it. Even the giddiest and most pleasure-loving girl has risen to the occasion and is doing what she can in the countless ways that have suddenly opened to her, proving herself the while a true daughter of old England, and certainly not the decadent degenerate that both she and her brother, the "Knut," have sometimes been stigmatised.

In Argyle-street.

In Hull this is true, as everywhere else. Until the last week or two quite an army of girls was employed at the Naval Hospital in Argyle-street, many of them coming in from the country very early in the morning for their duties. The Kingston Nursing Division, St John Voluntary Aid Detachment, supplied most of the workers here, and what it has entailed only those who came in at the beginning really know. By Herculean effort chaos was reduced to perfect order, and the hospital, as it stands to-day, is equipped to the last detail for the reception of wounded sailors. But this is only one of the directions in which women and girls have found the means of satisfying their desire to "do something to help." Working parties have sprung up like mushrooms, and everybody is busy making shirts or knitting literally from morning to night.

For some this is a splendid thing to do, but I venture to think there is too much of it, or rather that it is often put into the wrong hands. If those who are in a position to do so would but place their orders for sewing and knitting with dressmakers or drapers, who have the utmost difficulty now in keeping all their "hands" employed, much distress might be averted.

It is inevitable that far less money than usual should be spent on dress. Is it, then, quite fair to those who have hitherto depended on our dress for their livelihood that we should do any work ourselves that could be passed on to them? The Emergency Workroom organised by Mrs Oswald Sanderson and Miss Muriel Wilson at 74, Prospect-street, is a most commendable effort to tide over a period of difficulty and unemployment among women and girls, and deserving of all support. Let us beware lest we ourselves help to increase this very evil by our own handiwork.

The Relief Centres.

The voluntary work done by women at the relief centres has been beyond all praise. Only the most skilled can, of course, deal satisfactorily with the investigation that is so necessary if we would avoid helping the undeserving at the expense of the deserving, but there is a vast amount of clerical work that can be done by quite young girls, thus setting free the more experienced for work of greater difficulty.

In connection with the Soldiers' and Sailors' Families Association an army of helpers (many have already offered) is needed for visiting the wives of men called up or enlisted. Each volunteer is asked to undertake a few families, visiting them periodically and gaining their friendship. In this way hard cases become known and can be helped. Once a week the visitors meet at the Royal Institution to report progress, but the list increases, and more visitors are needed. Will those who feel that we cannot show too much friendship and care for the wives and families of those who have left their homes to fight for us apply to Mrs Clark, 29, Coltman-street, for information?

At the Girls' Club.

The work at Girls' Clubs becomes more than ever necessary if we are to cope with the additional dangers to girls who are free to rove about the streets at night. And here girls of the better classes can be of the greatest possible use. We hear on all sides of the scarcity of workers among girls in Hull, and yet nothing is more fitting than that their fellows in more comfortable circumstances, girls whose education and training have fitted them to give something of their talents to their less fortunate sisters, should come forward in such numbers at this time that our Girls' Clubs should all be open every night. Any girl who would like to help in this very important work should apply to Miss E. Hurtley, Woodside, Sutton-on-Hull, hon. secretary of the local Union of Girls' Clubs and Classes.

It was fortunate for Mrs Haworth-Booth and her band of indefatigable helpers that Friday was, on the whole, a fine day. They were selling great sheaves of beautiful autumn flowers at all the vantage points in Hull in aid of the Belgian Relief Fund, and, to judge from the brisk business done, a goodly sum must have been realised. It is certainly sorely needed.

A concert this winter, for the pure enjoyment it affords, and not in aid of any special object, is a rarity. Such a one was the first of Mr Janssen's at the Royal Institution last Tuesday. It came as a great relief to the mind from the all-absorbing topic, but there were khaki-clad officers, nurses in uniform, and the perpetual twinkle of knitting needles to prevent our forgetting, even for an hour, that we are going through the greatest war that history has ever known.

The Daily Mail,
October 27th. 1914.

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GERMAN WOMEN AND THE WAR.

The writer of the following article has just returned from a month's tour of Germany, during which he had ample opportunities for moving freely among the German people and hearing their comments on the war. The calling up of every available man in Germany to the colours has imposed on the German woman the burden of carrying out many duties which in normal times are performed by the men.

In "A Tale of Two Cities" Dickens heads one chapter "Knitting" and another "Still Knitting." These chapter heads very aptly describe the manner in which German women to-day spend their spare time. The whole of feminine Germany is at present occupied in making socks and mittens and comforters for the men at the front. Not only love and patriotism inspire the industry of Germany's women in this respect: this habit of knitting has now become so prevalent that it is something of a disgrace for a woman to sit idle in tramway-car or train when with her knitting needle she might be helping the heroes of the Fatherland on to victory, for the maxim that health-preserving comforts increase the efficiency of the soldier is well recognised in Germany. In Berlin you see these *tricoteuses*, modern style, on every hand. Even in the stalls at the Opera you will find them knitting, still knitting.

But the German Government, which has such an extremely clear idea of utilising every scrap of human force at its disposal, has mapped out a much more important programme for the weaker sex in Germany than the mere manufacture of "woollies" for the troops. Wherever men can be conveniently spared women are now being employed. It is true that taxicab-drivers, waiters, and shopwalkers are still represented exclusively by men, but women in increasing numbers are being utilised as tramway-car conductors, booking-office clerks, accountants and cashiers, and as level-crossing guards, while I understand that serious efforts have been made to get the women in the towns, many thousands of whom are out of work, to migrate to the country to help with the autumn work in the fields.

WOMEN FOR THE HARVEST.

The powers that be are credited with the intention of getting in next year's harvest with the help of the women. The military now believe that the war will last through the spring, possibly through the summer, and therefore women and the harvest are becoming more and more closely associated in their minds.

In the minds of the Army there is not much sympathy with the unemployed women. In the Army concentrates the well-known German sentiment that woman's place is the home and that she must have no will save that of her lord and master, and further that her excursions into other fields of activity save such strictly limited areas as governessing or nursing are to be sternly discouraged. I ventured to remark to a German officer with whom I became very friendly during my recent stay in Germany that the numbers of women out of work would constitute a serious problem for the authorities during the coming winter. My friend turned on me in a fury. "You have no business to think anything about our Government being embarrassed by any such problem," he said. "We have provided ample work for our unemployed women in the fields. If any woman in the cities complains that she has no work let her go to the country. To remain idle is her own fault." I knew it would be useless to point out to my irate friend that a girl typist does not necessarily take kindly to the plough, nor does the young lady hitherto employed in the millinery line desire to go back to first principles and start tending cattle. As a matter of fact, there is not the least likelihood of the thousands of German girls thrown out of work by the paralysis of Germany's trade and industry being willing to confront the soul-destroying dreariness of the German countryside in winter. From what I know of the modern German *Grossstadtkind* she would much prefer to starve in Berlin or Hamburg or Cologne than go and work on a farm in Pomerania or East Prussia in a most rigorous climate amid a lot of surly boors.

FEATURE OF RAILWAY LIFE.

Outside the great centres, however, the German women are helping in the farm work. A long railway journey affords an excellent opportunity for witnessing feminine activity. In East Prussia I have seen the women digging potatoes a few yards from where the men were digging trenches. After the retreat of the Russians from Germany, when the refugees returned to their homes, I saw the women taking up the heavy farm work which in normal times is done by their men-folk. At nearly every level crossing a woman stands at attention by the gates as the train goes by, her flag in her hand. At the stations she sells the tickets and helps to look after the luggage. In the big cities she is acting as tramway-car conductor, but in the smaller centres the authorities have dispensed with the conductor altogether in the tramway-cars and leave the public to drop their fares into a box installed on the rear platform. In Berlin women are acting as ticket inspectors and guards on the electric underground.

The woman is a great feature of railway station life in Germany at present. At every large station on the lines used for troop traffic there are long tables with refreshments and cigarettes and flowers and picture postcards for the men going to the front or for the wounded and sick returning. The Red Cross women in charge of these open-air buffets do everything in their power for the men. Even at lonely little frontier stations in East Prussia I have seen poor women, thinly clad, rush out in the cold rain with hot coffee, soup, and bread for the soldiers.

It is probably superfluous to say that Germany's women are heart and soul with their men in the field. In the women the newspapers have their easiest dupes with their perpetual tale of victories and their childish inventions about "French's contemptible little army." It is almost pathetic to hear them talk. A charming German woman said to me, at a moment when, as I learnt after leaving Germany, von Kluck's army must have been in full retreat over the Marne: "I know Paris well and like the French! The poor French! Why don't they give up? It would be such a pity if Paris were to be destroyed. I am so fond of Paris and have passed such pleasant days there!" About England they are very different. Their hatred of England and the English is white-hot. They declare that they will not be satisfied with the "humiliation" of England alone: England must be "completely obliterated," vowed to eternal destruction.

The Glasgow News, October 30th. 1914.

OUR FIGHTING LINE.

WHAT WOMEN ARE DOING.

The Queen's Scheme.

As was anticipated, the whole question of women's unemployment and relief, as well as the opening of workrooms for special cases, is now being thoroughly taken up in connection with the Queen Mary Fund, and as a branch of the National Relief Fund. A mistake was made when it was decided that the Queen's scheme should not apply to Scotland, but that has been quickly and satisfactorily remedied. An office has been taken at 104 West George Street, where Miss Pickering and a staff of voluntary workers are already attending to the development of the scheme according to local requirements. Whatever else may be said of Glasgow during the war, its women have given an extraordinary example, not only of devotion, but of quiet, business-like capacity, and the voluntary work at 104 West George Street may be thoroughly relied upon. It is being done in connection with the National Union of Women Workers, represents 923 societies, and knows no distinction of politics or creed.

The Glasgow Union of Women Workers has formed a Consultative Committee with representatives from all the large women's societies, social, philanthropic, political, and industrial, and great care has been taken to include all interests connected with women's employment. The committee will form a centre for collecting and giving information; will work with relief organisations, and make use of all existing agencies, registries, Labour Exchange, Employment Bureaus, &c., will co-operate with the Glasgow Relief Fund Sub-Committee for unemployment, will form sub-committees of experts to deal with special occupations, and will keep a register of all work rooms and clubs dealing with unemployment caused by the war. It should be understood that the Central Office for Women does not give work to any one; it investigates and classifies, and deals generally with the whole question. The chairwoman of the committee is Miss Maria Blackie.

Yorkshire Herald, Nov. 3rd 1914.

WOMEN'S RELIEF CORPS.

(To the EDITOR of the YORKSHIRE HERALD.)

Sir, — As numberless women throughout England are anxious to serve their country, and feel that work can be more carefully undertaken and more wisely carried through by an organised body of helpers than by one here and there, the Women's Relief Corps has been formed. Its aim is to undertake civil and semi-military work, and thus enable more men to go to the front, and it will form small but connected centres throughout Great Britain and Ireland. It will consist of women of all classes, creeds, and opinions—the one opinion all will hold in common being that everybody should be of use to her country in this its hour of need.

The corps will consist of two sections, which, however, can be united at the will of the helpers: 1, the civil; 2, the semi-military.

Helpers joining for civil work will be expected when opportunity offers to undertake duties at present performed by men, and thus release the men for enlistment. It is the duty of the Government to support tht dependents of those at the front, therefore the salaries of the men must be used to support the women who take over their jobs, but an undertaking must be given, preferably on paper, that these jobs shall be surrendered to the men on their return from the war.

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Semi-military helpers will wear a simple inexpensive uniform, but not civil helpers (unless they wish), and the age limit shall be 18—50. The watchword of the corps is "United we stand." Those who wish to join the corps will write enclosing stamped envelope to headquarters, 52a, Russell road, Kensington, London, W.—I am, sir, yours, etc.,

C. A. DAWSON SCOTT

Hull Daily Mail, October 30th. 1914.

WOMEN AND WAR-TIME.

LEAGUE OF HONOUR AT HULL.

BISHOP AT G.F.S. MEETING.

The League of Honour of Women, as far as it concerns this city, was launched at the annual gathering of the Hull Girls' Friendly Society at All Saints' Parish Hall last evening, when the Bishop of Hull presided. The League will work through similar women's organisations, although it will come under the wing chiefly at Hull of the local Purity League. There is evidently need for the League of Honour amongst young women and girls, judging by the outspoken remarks of the Bishop. Mrs Cather, who is the wife of Lieutenant-Commander Cather, of H.M.S. Goliath, attended as a delegate from the headquarters of the League, and explained its objects. It has been founded for the time of the war, with the desire to band together the women and girls of the Empire with the object of upholding the standard of women's duty and honour. It is also hoped to raise a strong force of public opinion and support among women and girls with which to combat some of the social and moral dangers emphasised by the war. Another object is to deepen among women and girls of all classes the sense of their responsibility for the honour of the nation, and to make clear the fact that the manhood of our country is either raised or lowered by the influence of its womanhood. Mrs Cather pointed out that the time of war must necessarily be a time of far-reaching dislocation in the lives of women, owing to the altered conditions of work and home life.

AN EMOTIONAL CRISIS.

For some there was anxiety, uncertainty, and often personal sorrow and loss. For others there was the trial of a sudden and great excitement, coupled, in many cases, with loss of occupation, and with the loosening of many safeguards and restraints. For all alike there was the strain of the most intense emotional crisis through which our Empire had ever passed. These conditions constituted in themselves dangers which were felt through every grade of society. They were shown in their crudest form in the increased tendency to drink amongst women in poor districts, and in the flighty conduct, amounting at times to disorderliness and impropriety, of many girls in neighbourhoods where there were troops. Members of the League agree to take two pledges, and are given a certificate with the motto, "Strength and Honour."

The Bishop explained that there had been a very real need for such a league in Hull. The bringing in of large numbers of men in uniform had produced excitement and romance, and had created a rather unhealthy emotional feeling, and young women and girls, who in the ordinary course of life would never permit themselves to be silly, often at times like this lost their heads and became flighty, and became a trouble and a nuisance, and a source of temptation to those very men whom the nation wanted to be at their very best.

GIRLS AND SOLDIERS.

It was sad, he thought, to have a commanding officer in this district writing asking if they could not do something to help them for the sake of the soldiers in camp. They were beset every night with a large number of girls from Hull, many of them quite young girls, who were perpetually hanging around the camp calling to the soldiers, and trying to get the attention of the men. Do what they would that their men should have self respect and be well disciplined, this sort of thing was the greatest hindrance they could possibly have.

The gathering was primarily that of the Hull Girls' Friendly Society, and during the evening certificates for continuous membership and faithfull service were presented as follows:—

Membership (21 years): J. A. Sutherland, Holy Trinity parish; Ellen Broughton, St. Paul's.

Fourteen years membership: Caroline Jackson, St. Stephen's parish; Annie Barratt, St. Jude's; Charlotte Budd, St. Jude's; Ethel Catlah, St. Jude's; Dora Riley, St. Jude's; Mabel Wright, St. Jude's; Edith Moses, St. Jude's; Lucy Colverson, Holy Trinity; Amy Wildbore, Holy Trinity; Ellen Gerrard, Br. Sec.

Membership cards (seven years and upwards): Edit Broughton, 9 years, St. Paul's parish; Effie B. Davis, 7 years, St. Paul's; Mary Brown, 7 years, St. Paul's; Ethel Elvin, 7 years, St. Paul's.

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Miss Lovett, the hon. secretary of the G.F.S., who works so energetically for the society, stated that some of their girls were shut up in Berlin, and others returned home in distress in London. She asked the gathering to extend help to those latter by a collection.

The attendance was a large one, and represented the membership in about a dozen parishes in the city. The Bishop was supported by the Rev. A. E. and Mrs Southwood, Dr. and Mrs Jackson, Mr. and Mrs Lovett, members of the National Union of Women Workers, Miss Allen, Miss

West Herts Advertiser, October 31st. 1914.

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BERKHAMSTED.

WOMEN IN WARTIME.—Mrs. Creighton, widow of Dr. Mandel Creighton, Bishop of London, gave a very suggestive address on "Women in Wartime," at a crowded meeting arranged by the Berkhamsted branch of the National Union of Women Workers, in the Sessions Hall, on Monday afternoon. Mrs. Berlein, president of the branch, presided. Mrs. Creighton began by saying that all women would agree that this was a time of special difficulty for them. The early Victorian "Men must work and women must weep," was not true of to-day. Women now wanted to work, and to bear their share of the great national burden. Whether they wanted to or not they were really forced to bear their share, perhaps more than their share, of national anxiety. There was the question, how could they help? There was a great national restlessness, and they were all naturally anxious to be of use. That was just at the time when the world they were accustomed to was tumbling to pieces all round them. The call came clear and loud to their young men; and they knew how they could serve their country. It was not so clear to women. They did not know how, and yet they wanted to serve their country in some way. There was a further question: What could they do? What were they fit for? It was a testing time for all. What were the true values of the things they had cared for before the war? In what a different perspective did they look at them now? One of the first answers to the question, "How can we help?" was the very plain and commonsense one that they should go on doing their usual duties so that everything should not be disturbed and upset as a result of the war. (Applause.) Their first care should be, in her opinion, the home, and good work could also be done in schools for mothers and expectant mothers, so that the children in the homes could really have a fair chance in life. Then there was the work which centred round the Care Committees, in seeing that children were well clothed and looked after. There was now a great opportunity for those already at work to make use of the desire on the part of others to help.

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The Christian Science Monitor, Nov: 3rd. 1914. 656

WOMEN DELEGATES TO THE HAGUE CONFERENCE URGED BY MRS. PETHICK LAWRENCE

British Women's Suffrage Advocate on Leaving England Says She Goes in Hope That Great Work Will Be Done in Hastening Revolution on War Question

(Special correspondence of the Monitor)

LONDON—Mrs. Pethick Lawrence, the well-known advocate of woman's suffrage, who arrived recently in New York, accorded an interview just prior to her departure from London, to a representative of The Christian Science Monitor, to whom she explained the object of her visit to the United States.

"The whole thing," Mrs. Lawrence said, "has been arranged rather in a hurry. As you know, I am very busy here in London, organising the work of the Women's Emergency League, but when I received this call from the United States asking me if there was not something which could be said profitably on the position of women in this great European struggle, I felt that this was so strongly the case that I ought to respond.

"My first meeting, as you know, will be in the Carnegie hall, New York, on Oct. 30, and at that meeting I hope to explain what, to the world at large at any rate, is a new viewpoint. I suppose that in regard to no other question has the world at large so entirely refused to change its views as on the question of the position of women in regard to war.

Attitude Is Unchanged

"The attitude today is just the same as it was 1000 years ago. The woman is regarded as taking only a very secondary position. It is for her to sacrifice her loved ones, it is true, and to remain at home and anxiously await their return. The simple fact is so largely lost sight of that not only have women to endure such sacrifices, but they have also to face economic ruin and the tremendously pressing problem of how they are to provide even the necessaries for their children.

"Over and above all this, especially in the present campaign, they have to run the risk of, and in many cases endure, unspeakable hardships. We have the authority of Mr. Lloyd George himself for saying that for every man who falls in the trenches at the front, three noncombatants are sacrificed.

"Well," Mrs. Lawrence continued, "it is in this regard that we women want to put forward a new viewpoint and to insist on its being adequately recognized. There are at present, as all the world knows, two very distinct viewpoints from which war may be regarded.

"We have the Bernhardi theory, which glorifies war for its own sake, and lifts it up to a position where it is regarded as almost a paramount national virtue, and then on the other hand, we have the Norman Angell point of view which condems war on every count as being economically disastrous and as never, whether to victor or vanquished, resulting in any profit.

Women's Standpoint

"It is just here that the women's standpoint emerges and must emerge. Roughly speaking, man's province in life is to organise the material resources of the world. Roughly speaking again the woman's province is the care of the life of the nation and all that affects it. I use the qualification 'roughly' advisedly, because it would be absurd, of course, to say that either men or women had a monopoly of these cares, but in the

the invitation from the United States was because I recognize that the States is the one country in the world where these new views would most readily gain a hearing. Here in England we are bound hand and foot with the traditions of the past, and especially at this moment when everybody is engaged—and rightly engaged—in meeting the great need of the moment, there would seem to be no place for a discussion of new views, or indeed for dealing with anything which could only be effective after the war is over.

Youth Amongst Nations

"Moreover, the United States stands, as it were, for youth amongst nations. Its face is turned in a very special sense towards the future, and last, but by no means least, it is the one great nation of the world which has, at any rate in part, admitted women to the full rights of citizenship. We feel, of course, that this war is going to change many things. We feel that it must hasten the time in all nations when women shall be admitted to the vote and that it will necessarily involve the spread of the democratic principle.

"After all, you may have arbitration courts, and you may have treaties, and you may have many other like inventions for the preservation of peace, but the only power which can ultimately keep the peace is the power of democracy. We women desire to see democracy not only grow in power, but spread itself over the whole mass of the human race by admitting women to a full participation in government.

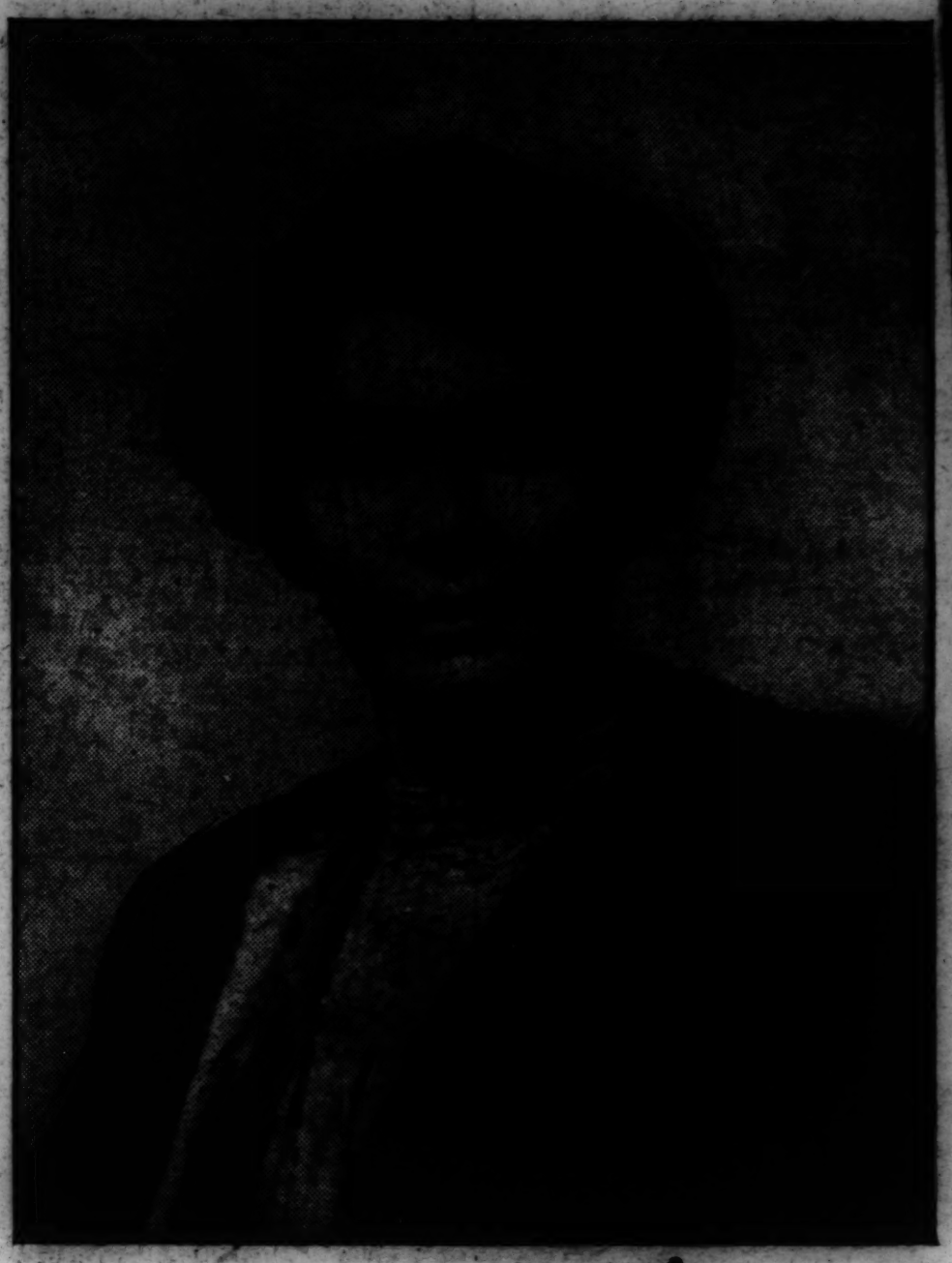
"I would not have you think, however," Mrs. Lawrence continued, "that I am going out to the United States with only vague ideas or that I expect to find only vague ideas when I get there. We have many concrete proposals which we desire to discuss and as an instance, we would strongly advocate the inclusion of women in the delegates to the Hague conference.

Right to Choose

"The people of the United States have the right to choose their own representatives for this conference, and we recognize that if the people of the United States chose a woman like Miss Jane Addams, for instance, who is respected and honored everywhere, as one of their delegates at The Hague, it would represent a great advance, the effect of which the world as a whole would feel.

"Above all things," Mrs. Lawrence said in conclusion, "we want in every possible way to bring home to men and women everywhere that war can be abolished, not that it can only be mitigated or staved off or rendered difficult, but that it can absolutely be swept away, just as the religious war has been, and the burning of witches and many other outrages on our common intelligence which the civilized world as a whole now recognises to be such.

"I need hardly say," she added, "that I am going out full of hope and full of confidence that it is possible for us at this moment to do a great work and one which may play some part in hastening on a complete revolution in thought on the question of war."



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Emmeline Pethick Lawrence

(Specially signed for The Christian Science Monitor)

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"We have the Bernhardi theory, which glorifies war for its own sake, and lifts it up to a position where it is regarded as almost a paramount national virtue, and then on the other hand, we have the Norman Angell point of view which condems war on every count as being economically disastrous and as never, whether to victor or vanquished, resulting in any profit.

Women's Standpoint

"It is just here that the women's standpoint emerges and must emerge. Roughly speaking, man's province in life is to organize the material resources of the world. Roughly speaking again the woman's province is the care of the life of the nation and all that affects it. I use the qualification 'roughly' advisedly, because it would be absurd, of course, to say that either men or women had a monopoly of these cares, but in the main it is true.

"Men are capable of sacrificing everything for commerce and for the purpose of exploiting new fields for trade development. Women, on the other hand, risk everything for their children and their chief concern must always be, in spite of any modifications, the safeguarding, protecting and insuring progressive development for the rising generation.

"Now, in regard to war, and especially in regard to this present war, the viewpoint of the women is this: The flower of the manhood, not only of one country, but of practically the whole of Europe, is now in the field. They are fighting one another and, as we know, the casualty lists are long and growing longer. To put it bluntly, women would recognize it as much less harmful that an equal number of the so-called unfit at home should be deliberately sacrificed, rather than this wholesale slaughter of the flower of the race should be permitted.

Development Importance

"We women attach, therefore, supreme importance to the preservation and development of life. The question next arises, how best can we make these views understood and what prospect have we of success in doing so? Well, in this regard," Mrs. Lawrence continued, "we recognize another great fact, and that is that we have between the women of all nations, one great connecting link which binds them together in a great bond of sympathy and that is, motherhood

"This gives us, as it were, a common ground on which we can all meet, and it is therefore one of the purposes of my visit to New York to confer with the leaders over there with a view to sending out a manifesto to the women of all nations, putting forward as strongly as possible, our views on this question, and doing our utmost to secure it a hearing.

"The reason why I specially welcomed

[illegible] when women shall be admitted to the vote and that it will necessarily involve the spread of the democratic principle.

"After all, you may have arbitration courts, and you may have treaties, and you may have many other like inventions for the preservation of peace, but the only power which can ultimately keep the peace is the power of democracy. We women desire to see democracy not only grow in power, but spread itself over the whole mass of the human race by admitting women to a full participation in government.

"I would not have you think, however," Mrs. Lawrence continued, "that I am going out to the United States with only vague ideas or that I expect to find only vague ideas when I get there. We have many concrete proposals which we desire to discuss and as an instance, we would strongly advocate the inclusion of women in the delegates to the Hague conference.

Right to Choose

"The people of the United States have the right to choose their own representatives for this conference, and we recognize that if the people of the United States chose a woman like Miss Jane Addams, for instance, who is respected and honored everywhere, as one of their delegates at The Hague, it would represent a great advance, the effect of which the world as a whole would feel.

"Above all things," Mrs. Lawrence said in conclusion, "we want in every possible way to bring home to men and women everywhere that war can be abolished, not that it can only be mitigated or staved off or rendered difficult, but that it can absolutely be swept away, just as the religious war has been, and the burning of witches and many other outrages on our common intelligence which the civilized world as a whole now recognizes to be such.

"I need hardly say," she added, "that I am going out full of hope and full of confidence that it is possible for us at this moment to do a great work and one which may play some part in hastening on a complete revolution in thought on the question of war."

Southport Visiter, Nov: 3rd. 1914.

WOMEN'S SHARE IN THE WAR.

HOW THEY CAN HELP.

ADDRESS TO WOMEN WORKERS.

There was a large attendance at a meeting held yesterday afternoon at the Birkdale Liberal Club, under the auspices of the Birkdale Centre of the Ladies' Auxiliary of the Southport National Aid Committee. Mrs. Nichols presided, and Miss Grundy gave an address on "Women's Share in the War."

At the outset Miss Kate Rimmer read a long list of gifts which had been received at the Birkdale Centre. She added that all the goods had been purchased. Already they had sent from that Centre 1142 garments; from Church-street, during the fortnight October 15—29, they sent out 2072 garments, this bringing their total since the war began to 9500 garments, as well as 1500 bandages. She expressed the sympathy of the Centre to Mrs. Webster in the bereavement she recently sustained.

Mrs. Nichols, in introducing the speaker, said that in Portland-street during the month they had been open they had made 633 rabbits and dogs, they had dressed 225 dolls, and made 94 hussifs for the soldiers.

Miss Grundy said that they could spend a little less on themselves and a little more upon others. They had the homely part to do. She was frightened when the war broke out that there would be a hysterical rush to do things, and then people would get tired. She was glad to hear Miss Rimmer's list, because it showed they were not getting tired. She wanted their enthusiasm to last as long as it was needed, and she was afraid they would have to make it last even after the war was over, because it would be a long time before the country came again to its normal conditions, and those who had the means would still feel that it was their duty to help those who were impoverished by the war. Where they could pay for something being done, it was better than a dole or a gift. It was splendid to see the ladies doing the work themselves, but where ladies could afford to pay somebody to do the work they were doing two things. If they could sometimes put their feelings on one side, and feel that they could go on spending their incomes and deny themselves some luxury so that they might keep those whom they generally helped to keep by giving wages, she thought that was one of the things they should do. They ought not to underpay people because there were a number of them willing to do the work. They knew that as a rule women's work was underpaid. They did not want the result of this war to make it more difficult for the wage-earning women to get along. Month by month there would be more for them to do. They would have to try and make money stretch out a little, but let them determine that they themselves would be the ones who would have the "short end," and those they employed should not suffer any more than could be helped. In conclusion, she said it seemed a terrible thing that in our churches we were praying for the success of our arms, and in their churches the Germans were praying just as fervently for the success of their arms. It seemed so terrible that we should all feel we were right, and yet this Christianity which had been amongst us all this time had not been able to make it possible that these disputes should have been settled without all this loss of life. She did not mean that it might have been, but it seemed as though there had been something wrong somewhere.

Mrs. Mackay moved a vote of thanks to Mrs. Nichols and Miss Grundy.

Miss Housman seconded.

Mrs. H. Brodrick supported, and referred to the excellent work done by the Birkdale Centre.

The resolution was carried, and Mrs. Nichols and Miss Grundy having responded, the meeting terminated.

The Schoolmistress, Nov: 5th. 1914.

Women's Work.

Honours and Awards.

The King has been graciously pleased to confer the decoration of the Royal Red Cross upon Mlle. Eugénie Antoine, of Vailly-sur-Aisne, in recognition of her courageous and devoted services to the British wounded in hospital at Vailly-sur-Aisne whilst the village was under shell fire.

At the Dairy Show held by the British Dairy Farmers' Association in the Royal Agricultural Hall, Islington, the cup offered by the Lord Mayor and Corporation of London for cheese-making was won by Mrs. A M. E. Bowman, Barrow-on-Soar, Leicester. The championship for butter making was awarded to Miss Gwen B. Tuckett, Penquite, Par Station. The award consisted of a cup presented by the Lord Mayor and £5. The Elkington Cup for butter was awarded to Mrs. J. Martin, Stythians, Cornwall.

At the University of Manchester Graduate Bursaries in Education have been awarded to Hilda Carr, B.A., Jessie S. Davis, B.A., Dorothy A. Stewart, B.Sc., and to three holders of the Cambridge University Mathematical Tripos, Margaret E. Bowman, Gladys D. Mason, and Annie Ellis. An advanced studentship in education has also been awarded to Elizabeth M. Bradley.

The girls' championship for the over 100 yards competition in connection with the London Schools Swimming Association was won by E. Falkus, of Sutton.

The Queen's Fund.

One of the first objects aimed at by the committee that is finding employment for women with the help of the Queen's Fund has been to equalise employment in workshops and factories. When the war broke out wholesale tailors, faced with the problem of a greatly reduced demand for smart costumes, at once reduced their output, and an enormous number of women tailors were thrown out of work. At the same time the firms engaged in making army clothing were working night and day without being able to cope with the demand. Here the committee stepped in, and on the suggestion of commercial advisers, the work has been so arranged that now 50,000 uniforms and great coats per week are being turned out by firms hitherto not employed in this class of work, but which now instead of stopping can keep all hands busy.

An order for 50,000 flannel belts as a gift to the French army was given out to some thirty firms, and large orders for body belts were placed with other firms. The toy-making scheme goes on apace, and one of the large Manchester firms has placed a workroom at the disposal of the committee where girls are being trained in the art of doll-dressing.

In the West of England, where fruit is plentiful, employment has been found for women in a trade which hitherto centred in Germany. This is fruit pulping, bottling fresh unsweetened fruit, drying vegetables and fruits to meet the demands of the army and the ordinary market, and to use valuable fruit and vegetables which might otherwise be wasted. This new industry should soon be established on a self-supporting basis and also lead to the putting of new land under cultivation for the production of fruit and vegetables.

Then the problem of the probable shortage of yarn owing to the enormous demand for wool for knitting purposes was dealt with. In this case the committee approached the carpet yarn factories where work was coming to a standstill owing to the lessened demand. The manufacturers were asked to adapt their machinery to the production of yarn. This they willingly did, and so our supply of knitting wool is kept going and employment given both to those who produce the yarn and those who turn it into useful garments.

Numbers of dressmakers up and down the country whose work was reduced to a minimum have been kept going by receiving orders for the making of warm garments for men at the front.

Two workrooms in London are now employing ninety-six women in making cradles out of banana crates, and hundreds of other women are being trained at centres in several of our large towns in mending, cutting down, and converting old clothes into useful garments.

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The Glasgow News, Nov: 13th. 1914.

OUR FIGHTING LINE.

WHAT WOMEN ARE DOING.

The second general meeting of the session of the Women's Educational Union will be held in the rooms of the Royal Philosophical Society, 207 Bath Street, to-morrow (Saturday) forenoon. Miss A. Stuart Paterson, L.L.A., will preside, and an address will be given by Mr Henry Alexander, M.A., Lecturer on Phonetics at Glasgow Provincial Training College, whose subject will be "Reformed Spelling." Owing to the war, arrangements made by the W.E.U. for lectures by Madame Montessori and others cannot be carried out, and the only definite fixtures so far are an address on "The Work of the Women's Employment Bureau," to be given by Miss Janet E. Brown in December; and an address by Miss Lumsden, LL.D., to be given in January. All propaganda having professional advancement for its object is being abandoned, and the members as individuals are doing the work of the various relief societies as recommended at the first meeting of the session. In addition, special efforts are being made to assist the mobile hospital units, which are to be called the "Scottish Women's Hospitals for Foreign Service," by having a W.E.U. bed in one of these.

Cripple Children's War Effort.

The annual sale of work done by the cripples attending the industrial centres of the Cripple Children's League is being held to-day from two o'clock, when the opening ceremony will be performed by the Hon. Mrs MacGilchrist, until ten. The sale will also be continued to-morrow. A tearoom has been arranged, and there is a cake and candy stall. A number of the cripples can be seen at the work, which includes wood-carving, beaten brass, pewter, and embroideries. There is much dainty work for babies, and a liberal provision of work that will be suitable for Belgian refugees or needy children. A leading feature this year has been the preparing of knitted comforts for our soldiers and sailors. Christmas gifts for the troops, Christmas gifts for the home, and Christmas gifts for the poor and for the refugees are offered by the cripple children, and by purchasing you will show that in our pity for those crippled at the war we are not forgetting the patient cripples whoe lot is cast at home. The cake and candy stall and tea-room are being provided by the girls of Devonbank School, Pollokshields.

The Scottish Lassie.

On Thursday evening a concert is to be given by kind permission of the officers of the 5th Battalion H.L.I. in aid of the Scottish Lassie Motor Ambulance Fund. The ambulance is to be given by working girls, who wish to make a war gift to the country, and the scheme is deserving of every support. There will be a very good programme, assisted by such artists as Miss Agnes Bartholomew, Miss Jenny Sillars, Mr John Linden, &c. Two Belgian refugees desiring to do something for Bonnie Scotland, are to appear, and the pianist will be Signorina Felicia Arcari, A.T.C.L., who has promoted the concert, and worked untiringly for its success.

Mrs Barton for Australia.

Many regrets will follow the departure of Mrs Barton for Australia, and she will be accompanied by hosts of good wishes. Her record of work in this country is a long and admirable one. For many years she rendered services on the School Board and Parish Council, and she proved an enthusiastic worker in connection with an earlier Distress Committee. One of her latest efforts was on behalf of Domestic Servants, and she took the warmest interest in the founding and management of the Home of Rest for Servants, which was opened at Helenslea, Tollcross, where she had resided prior to her visiting Australia in the cause dearest to her heart—that of temperance. Mrs Barton is now to settle permanently in Australia, but prior to her approaching marriage, she will do some temperance lecturing. Before sailing from Liverpool she was entertained in Glasgow by a few friends, who presented her with a gold bangle.

Under the auspices of the Glasgow Health Culture Society, a cookery demonstration was given on the 11th in the hall of the Royal Institute, West Campbell Street, by Mrs Twaddle. The subject was one specially suited to present circumstances—"Attractive ways of preparing cheap and nourishing food.

Cookery Demonstrations.

No matter what is going on in the outside world woman's base of operations is still the home. At Messrs. Shaw, Walker & Co.'s, Union Street, is being repeated at the present time one of the cookery demonstrations which have on several occasions been given here with the greatest success. The present demonstrations are being given by eight experts on the very latest economic appliances. This morning Mons. Fox demonstrated the making of choice and fancy cakes, and how to pipe and ornament them, and in the afternoon a lesson on domestic steam cookery of pudding, meats, vegetables, &c., will be available.

Walsall Advertiser Nov: 7th. 1914. 656/14 Bolton Evening News Nov: 16th. 1914. 656.

WOMEN AND WAR.

Although women are exempt from bearing arms and are spared the horrors of the battlefield they have, nevertheless, to make great sacrifices in time of war. They are deprived of their breadwinners, some of whom are fated never to return, while their homes are often destroyed and they are brought to destitution. Moreover, war has been the means of placing women in a position of social and political inequality with men, and in modern times whenever they have asserted their rights of citizenship they have been twitted with their sex disabilities.

Not infrequently those who are so prone to sneer at women because they are exempt from going out to fight their country's battles have themselves shirked national service, albeit they have been fit and able, had they so desired, to serve their country in her hour of need.

THE SUBJECTION OF WOMEN.

From time immemorial war has been a most potent factor in keeping women in a state of subjection. This is shown by the state of things that prevail in primitive societies where fighting is the rule, and where women are practically slaves. On the other hand, among peaceful communities women are more highly respected, and have every facility afforded them for education and culture.

When nations are constantly at war there is consequently a great decrease in the male population, and the evil of polygamy creeps in and hinders the progress of women. With the decline of war, however, we can trace the monogamic ideal, which is the firmest basis on which to establish the equality of the sexes. Instead of the girls having perforce to lead a life of domestic toil and drudgery, as so many do now, even under improved conditions, they have at least the opportunity afforded them of cultivating their mental as well as their physical powers, and thereby of raising themselves in the social scale.

Women have become emancipated in proportion as war has declined, and men have shared in the work of the fields, so that women can tend more exclusively to lighter indoor work. There are still traces left, however, of the old order of things which may be commonly seen on the Continent in those countries where there is compulsory military service. Even in times of peace the women are to be seen labouring on the farms and waving signalling flags on the railways, work which in England is always done by men.

THE SWORD AND THE NEEDLE.

Napoleon's contempt for women possibly reflects the attitude of Continental countries. At any rate, the position of women in France, which had never ranked as high as in England, declined still further under the Empire. Napoleon declared that the husband should have absolute dominion over his wife's actions. Two lines in Tennyson's "Princess" voice a similar sentiment:

"Man for the sword and for the needle she,"

averred the King, who added a little later,

"Man to command and woman to obey."

Here we have the culmination of the military spirit which is the symbol of physical strength or brute force. Woman not being fitted for a warrior, has, however, special functions to perform which are indispensable in the home. She plays a quiet and unostentatious rôle in the battle of life. She is not privileged to take up arms in defence of her country or to die gloriously on the battlefield. There are no memorials to her valour or to her humble life's work. But she is doomed to suffer at home in silence, and to remain in suspense whilst her nearest male relations go forth to hazard their lives in defence of the homeland. It may be that the absent warrior for whom she has been waiting and watching will be covered with glory, or it may be that he will fall on the battlefield. It all depends on the fortunes of war. Life consists for the most part of hope, and a woman in the seclusion of her home finds much solace in it, although hope is often succeeded by despair.

THE RED CROSS.

Apart from her domestic duties, a woman may be useful even in battle, if she has no encumbrances. There are splendid opportunities for women to show their worth as nurses under the Red Cross. If she be ambitious she can make a name for herself and raise herself from obscurity to the pinnacle of fame. However, it is not the aim of women to win renown in this direction, although Florence Nightingale won distinction in her sphere. It is not every woman, however, who is capable of becoming a nurse, even though she has the opportunity The nursing profession requires that its devotees must possess good stamina and a stout heart that will not quail in the midst of scenes of suffering.

INURED TO PAIN.

Women as a whole have been inured to pain, and through generations of suffering they have steeled their hearts against those sights which would make the sterner sex shudder. Many women have great powers of endurance, and are callous to physical pain. In former times such women could look on unmoved at gory gladiatorial combats, and in our time they are to be found at boxing displays, and in Spain at bullfights.

During the Boer War it was stated that if a Boer returned to his farm before the war was over his wife became indignant, and sent him back to fight again. Probably the Boer wife was not really anxious to get rid of her husband, nor is it likely that she was of a bellicose disposition, but she was anxious that her husband should discharge his duty unswervingly, and not return to the hearth until the war was ended, let the result be what it may.

Whatever sympathies women have for war originated largely in her respect for authority and power. She has been subjected, and her education has been restricted in the past, and the narrow views held by many women on the question of militarism are, therefore, to be excused. Woman's life has been dominated by physical force, and is the primary cause of her subjection to man, and we cannot wonder if respect for mere power often b[illegible]ds her to the fact that the assertions of l[illegible]rce can never right wrong, and is but an immediate and emotional remedy.

THE DAYS OF CHIVALRY.

Chivalry cast a glamour over the relations of women and war, so that she saw in it much that glorified herself. When she beheld the spectacle of man going forth to fight for her sake her feelings of vanity were aroused. But we are told that the days of chivalry are passed. This may or may not be so. However, the fact remains that if a man is not so eager in the present age to fight for the honour of his lady, there is no lack of men ready to fight for hearth and home when the occasion demands it.

There are various ways in which women can be useful in war-time and turn their patriotism to practical account. The various agencies which have sprung up since the outbreak of war to stave off the blight of distress and destitution which war brings in its train have provided a large field for the energies of women who, whilst they are precluded by reason of their sex from taking part in the fighting, are desirous of doing something for the welfare of the nation.

Notwithstanding that women have no voice in the making of war, and are as powerless as dumb animals when questions involving war are at issue, they have to suffer its consequences equally with the men. Hence they are just as much concerned and quite as much affected when men choose to fight as men themselves, without being the actual combatants.

WOMEN'S WORK IN WAR TIME.

Sir,—Your editorial article of Friday severely castigates those of your correspondents who have complained of the dilatory and inadequate treatment of women by the war authorities. Will you please allow me, as one of the writers, space for a mild reply? It is because we have had more than "a slight appreciation of the magnitude and complexity of the problem" that these complaints did not find public voice or pen during the first two months of the war. But when the initial blunder seems likely to go on it is time to protest.

At the beginning of the war, it was pointed out by competent observers that the method of attempting to pay the separation allowances from camps and military stations, instead of from or through local enlistment offices, would certainly lead to delay and confusion. But the War Office would not listen, and even now they are apparently unwilling to drop the unw[illegible] system. Hasn't the War Office enough [illegible] to manage the war and collect new men wi[illegible] trying to do what it is confessedly and obviou[illegible] unfitted as well as unprepared to do? The pa[illegible]ments to wives and dependents is not really a military matter at all. It is, or should be, the work of a special home department

But the criticism of the authorities, we amateurs have ventured upon, is trifling compared with your own implicit but damaging indictment. Passing over your cryptic allusion to a certain "act of gross ineptitude for which the War Office has no blame at all" (whose blame, then, was it?) one comes upon ur amazing assertion that these delayed allo ances should have been made by the Local Relief Committee—"not as relief but as advances to be repaid to the Committee when the allowance arrives" from the proper authority. Do you really mean that the policy adopted in Bolton, as in most large towns, of making grants of grocer's orders to soldiers's wives has been only as temporary loans to be repaid? And do you seriously suggest that those who have been in receipt of these food orders should be asked to pay back their value when their war money comes along? Why, there are scores, if not hundreds, of cases where the money they do get even now has to be supplemented by food grants for at least a few weeks after the war pay begins. And the prospect of recovery or repayment—well, it is surely grotesque!

Even more astonishing is your criticism "that women have not risen to the height of the great opportunity which was theirs." You rightly say that it was at once obvious that the distinctive work of women would be to look after all that concerned the homes of England. But you apparently forget or ignore the fact that what women have tried to do has met with but little official encouragement. Even Queen Mary's Committee has been mildly patronised, and the Women's Emergency Corps, promptly organised by Suffragists, has been repeatedly snubbed, while what women are on local relief committees have almost had to beg their way there. Even so, the War Relief throughout the country has been and is being very largely administered by women—"a fact which nobody would imagine from"—your leading article.

You say further that "an ounce of suggestion would be worth a pound of criticism." Yet your own suggestions are quite outweighed by your criticisms, for on one matter of urgent vital importance, i.e., providing employment, you say that "a Women's Council could probably solve the problem," which doesn't get us much further. The women themselves know that. But why haven't they been asked? And you don't suggest what authority or means they would have for carrying their solution into effect. One is particularly glad to note, however, your protest against the order advising police surveillance of soldiers' wives, with threats of censure and stoppage of their wages. (Fancy such a thing being proposed for men—with votes!) That it was adopted and sent out by the Home Office with its record for such things is not very wonderful, but one will deeply regret if any attempt is made in Bolton to put the order into practical effect. (Was it this, by the way, you refer to as "an act of gross ineptitude"?)

One other word. It is said that Queen Victoria remarked during the Crimean war: "How I wish we could have a Florence Nightingale at the War Office." Yet the nation is still muddling along with male management in all its chief places, and complaining that women don't come forward promptly to help them through times of crisis. One thing is certain. Though women are not to blame for the present European war, they are paying their full share both in the suffering and in the helping. Perhaps one of the lessons of the whole affair will be the discovery by the nation's governors that if the full value of women's help is wanted in times of war it must not be refused and despised in times of peace.—Yours, etc.,

J. DAUNTSHIRE

5, Constance-rd., Bolton, Nov. 14th.

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The Cambridge Chronicle, November 7th 1914.

WOMEN'S WORK IN WAR TIME.

"Prepare for Peace."

INTERESTING DETAILS OF THE TOY-MAKING INDUSTRY.

A well attended meeting was held at the Guildhall, Cambridge, on Tuesday evening under the auspices of the Cambridge Women's Suffrage Society, when interesting addresses were give on the subject of "Women's Work in War Time." Mrs. Bethune-Baker presided, and explained that the meeting had been called by the Suffrage Society, but it was not a meeting to talk about suffrage in any kind of way. It was a meeting at which some of them hoped to learn some of the better ways to help at this time of stress and trouble. They had been fighting for a long time for opportunities of service; well, now circumstances had brought all kinds of opportunities of service. Some of them were obvious and easy, very varied, and some of them very humble, but they all snatched at them. She recollected how last summer in the tents their Society and others put up for the comforts of the soldiers, some of their most distinguished workers and speakers undertook the most humble of tasks. This sort of work was very easy, but there were far more difficult ways in which they had got to learn to help the situation which had now arisen. Woman's special lot always must be to cherish, and where possible to preserve life, and at this moment this was what they were all particularly concerned in doing. Far away the most appealing and heroic possible way was what their nurses and the doctors were doing—that splendid work they were doing right away from almost the front to the great base hospitals like the one they had in their midst. (Applause.) This was possibly the most appealing form at the present moment, but other work which also needed doing was, and it was very pathetic in its needs, the helping of poor mothers and young children, and, if possible, to safeguard young girls and boys at times like this. She would like to say one word about the general aspect of this war; they knew that what they were really fighting against was brute force and the dominating spirit. They were fighting on behalf of the rights of even the smallest peoples to an independent mind and free spirit, and the right to develop on their own lines. Now this was exactly the thing they of that Society always were fighting for. They felt this war was a righteous war. One of its great consolations was that it brought home to everybody the importance of the individual mind and the free spirit. She thought one other matter of consolation was the feeling of oneness which they all had at this time. They forgot party, they forgot opinions, they forgot class, and they forgot sex. They were all heart and soul in one great cause, and what she hoped and believed was that when this war was over more people would feel than had felt in the past that although their duties as a citizen were various, there was one standard of right and justice for them all. (Applause.)

Miss C. E. Marshall, hon. secretary of the Employment Schemes Sub-Committee of the Central Committee for Women's Employment, first took a general view of women's share in national work at the present moment, and dealt with it in its connection with the women's movements. She thought they could all notice a very great difference in the attitude of the general public, anti-suffrage as well as suffrage, towards what they considered to be woman's sphere in the national crisis at this moment. She thought this was no doubt the outcome of the steady progress of the women's movement during the past years. Miss Marshall proceeded to deal at length with the work of the Central Committee for Women's Employment, and referred to the various schemes undertaken by the Committee. She then spoke of women's work in preparing for peace. It seemed to her that in this respect a very special duty fell upon women as women, and particularly to those who had worked in the women's movement. All the work they were doing was, after all, making up for harm that had been done; it was mending and patching. This was, of course, essentially women's work, but it was also women's work to provide against the need for mending ad patching. It seemed to her that if they used their imagination there were ways in which women could help, not only nationally, but internationally, to provide against repetition of this horror which had come upon the whole civilised world at this moment. It was their share now to build up public opinion that would make peace-making easy when the time for peace came. To her it seemed that this was a great call to-day to the women's movement, not only in this country, but in every land where it existed. (Applause.)

Mrs. McCubin, founder of the toy-making industry in England, followed with an interesting address on the toy-making industry which has been started in London by the Women's Emergency Corps. Originally they started a class for 12 girls; at present they had at their headquarters 74 girls; they had also five branch rooms in London where 100 girls were employed. Next Monday they had placed at their disposal an old chapel which had been secularised, and which was originally built for the Hugenots. It had now been lent to them by the Duke of Portland for the benefit of the toy industry. She hoped to have 130 girls working there next Monday. (Applause.) They were at present getting orders for toys as fast as they could turn them out, and they had already sent out export orders to Cape Colony and Natal. (Applause.) One of the most interesting things connected with the workrooms was the discovery that there was a great deal of undeveloped talent in their country, and it was most wonderful to watch the daily improvement in the quality of the work. There was a big field for toy-making in England, and it seemed to her essentially a trade which should be carried out by girls. It would be an extraordinary thing if, when matters were normal again, they could not make toy-making pay as it never had paid in Germany. In addition to five branches in London, they also had twelve branches in the country; the teachers in these branches were people first trained in their workrooms. They were doing excellent work. Mrs. McCubin said she felt most strongly that if they succeeded in establishing toy-making as an industry for women and girls, they should, when the war was over, be given just a little encouragement. She hoped they would be given a little protection against the cheap German toys, crates of which were now lying in Holland and at Nuremburg ready to be dumped down into this country. She thought something of this kind might be done, at any rate until the industry in this country was thoroughly established. Such an action would be a decided advantage, and she hoped someone would bring this to the notice of the proper authorities a little later on. (Applause.)

The meeting closed with the usual votes of thanks.

Sunderland Echo, Nov 19th 1914.

"SOLDIERS' FAMILIES' WELCOME."

TO THE EDITOR.

Sir,—I shall be grateful if you will allow me to appeal through your columns for help in the organisation of a new kind of "welcome" for our soldiers.

The Mayor and Mayoress of Gateshead, Alderman and Mrs Wardill, have begun their year of office generously by placing the house No. 21, High West Street, Gateshead, at the disposal of the Gateshead Women Workers' Committee (of which the Mayoress is president) for the purpose of opening a "Soldiers' Families' Welcome," a house where the wives and children coming in from the country to visit their soldier husbands and fathers may find rest, recreation and cheap food. It is proposed to open the "Welcome" each week-day from 2.30 to 9, to invite the women and children to stay as long as they like during those hours, and to invite the men to meet them there, so that they may talk in comfort. The committee feel that the place will be a boon to soldiers' wives, especially those from the country districts where trams and 'buses are few and far between, particularly when the weather is cold.

Already some furniture has been promised, including a large number of chairs, a couple of tables, a suite of sitting-room furniture, and some crockery. More is wanted—curtains for five windows, floor-coverings (linoleum preferred) for five rooms, hall, staircase and landing, small tables, more crockery (especially large cups and saucers), knives, forks and spoons, table linen, pictures, a couple of wash-hand stands, enamel ewers and wash-basins, towels, etc., and it is in the provision of this furniture that we ask for the help of your readers. We feel sure that we shall not ask in vain. Articles of furniture, etc., Mr Wardill has kindly arranged to receive at his place of business, 4, High West Street, and gifts of money will be thankfully received by me at the address below.—Yours, etc.,

ELENOR SHEARD,
Hon. Sec and Treasurer, Gateshead Women Workers' Committee.
464, High West Street, Gateshead,
Nov. 17th, 1914.

The Herald, November 14th 1914. 656/16 65[illegible]6

WOMEN ARE CHEAP - - By George Lansbury

AT last the authorities have spoken, and we now know at what price the Government value the lives of soldiers and sailors.

The new scale of pensions and allowances are a slight improvement on the old. This was bound to be, for the old were so disgracefully mean that it was impossible to do worse. In some quarters we are told to accept the new proposals in a right spirit and be grateful for what is proposed to be done. By very artfully dragging in the National Insurance Act the figures are made to appear much better than they really are.

Leaving out of account, as we should do, all allowances from other quarters, the published figures show first of all that those who have settled the scheme have very little knowledge of social conditions; and secondly, in how flagrant a manner the whole scheme works to the detriment of women.

Children by the tens of thousands will be left fatherless, and some will be left motherless. For the former it is proposed that a mother and one child shall receive 12s. 6d. a week, with two children 15s., with three 17s. 6d., and with four 20s. a week. For motherless children 5s. a week for each child where there are three will be paid, but above that number a deduction of 1s. will be made. This means that a mother is expected to bring up children cheaper than a sister or a stranger, and, as if to add insult to injury, it is gravely stated that certain committees and officials connected with the Education Authority will investigate and report as to how the money is being spent. A much more sensible arrangement would be for the authorities to provide some kind of education for the mother with, say, two children, instructing her how to spend the money in order to secure such a standard of living as Mr. Seebohm Rowntree tells us is necessary.

Poor Law Guardians who board out children in the country pay 5s. a week, and in addition pay extra sums each quarter for clothes and doctoring, and always pay for the start in life, but no Board would dream of boarding one child with a woman whose only other income was 7s. 6d. a week. Even at the rate named above, it is not at all unusual for the foster-parents to try and get rid of the children when they reach the age of ten or eleven, because then they eat too much.

In a Poor Law school a child costs to bring up anythi to 10s. a week. At this moment the Poplar Board of Gua is paying several other Metropolitan Boards 10s. a week f maintenance of children whose ages range from three to t years. No orphanage or other semi-public institution dealing children could possibly maintain children and give them a in life on the sum laid down by the Government. The fact matter is the mother will be expected to go to work and ma the deficiency. Where there is only one child, this may practicable arrangement if the woman knows a trade; if no will probably sink into one or other of the sweated industrie assist in lowering the general standard of wages.

Where there is a family of children the mother will have enough to do to care for them and bring them up properly woman should be expected to bear children and earn her at the same time; the economic freedom of women does not the enslavement of women by making them mere machine work. Therefore the Government, in fixing this scale, shou compelled to fix it at such a rate as will enable us to look housekeeping and the care of children as a profession for we ought to pay the very highest price.

The case of a woman without children is a deplorable She will receive 7s. 6d. a week; a single man will receive 14s. a week. Again, it is a question of work; no sort of provision is made for the woman who, for a variety of reasons, may not be able to work.

There are many other points in the scheme which need discussion and amendment, and it is the business of organised women, no matter to what class they may belong, to at once set to work, and by energetic action get the whole of these scales revised. People talk of the economic freedom of women and St payment to mothers for babies. A paltry 5s. a week standa to be lowered for a quantity, is being set up. It is for all wom who believe in economic freedom and child-bearing to see to that this miserable scale has no chance of being brought existence. Incidentally, the whole of these arrangements more demonstrate that women without votes are at all t treated as of less value than men.

Christian Commonwealth, November 25th 1914.

Women's Kingdom.

"Unmarried Wives."

A remarkable discussion on the status of the "unmarried" wives of soldiers was raised at the Southwark Diocesan Conference last Saturday. It was pointed out by Canon Deedes that the separation allowances granted to the wives of soldiers were paid to women who were not in some cases legally married. He thought this lack of discrimination in the new War Office order placed "marriage and concubinage" practically on a level in the eyes of the administrators of the public funds. He insisted that a discrimination ought to be made. Archdeacon Escreet, however, while yielding to none in his desire to maintain the sanctity of the marriage vow, said that if a man had lived faithfully with a woman for years, but had not legalised his position—though he wished the man had—he saw no reason why the State should not respect the man's position. He deprecated talk of looseness or impurity in the case of men and women who lived loyally together. The Bishop of Southwark said that he had placed a scheme before the Soldiers and Sailors' Association by which a real differentiation would be made between married and unmarried wives. Some representation had also been made to the Government, and the conference passed a resolution expressing regret that the State should sanction the administration of the soldiers and sailors' funds without safeguarding the distinction between married wives and unmarried dependants.

A Delicate Problem.

This is an exceedingly delicate problem to handle, but the first and most obvious thing to say is that whatever the "distinction" the Church is anxious to make between the women, it certainly ought not to mean that the unmarried woman is penalised as against her married sister. There is no need to talk of the State subsidising irregular unions of this kind. All that the State has done is to recognise the fact that for a variety of reasons many soldiers have not married the women with whom they live. Archdeacon Escreet seems to us to take the humane and reasonable view of the matter. He told an interviewer that "a marriage consists in the resolve of a man and woman in full piety to live together. That is good theology. No registrar and no priest makes a marriage. It is for the sake of giving solidarity to the marriage that the State registers and the Church offers solemnisation of marriage." Whether these irregular unions would lead to the disintegration of society—the great argument—is another question. Novelists, dramatists, and sociologists have a great deal to say about the ideal and economic aspects of free unions; and the Church has legitimately insisted that there is a sacramental and moral value attaching to the marriage ceremony. No one in his senses wishes to encourage people to play fast and loose with each other in this most intimate and vital of all human relations. But, on the other hand, the unmarried wife has a sufficiently heavy burden to carry without authority adding to it an economic penalty.

Women and Employment.

As a nation we cannot escape the charge that we are much too sentimental. One evidence of the fact is that (at the time of writing) the fund started by Princess Mary to provide Christmas gifts for the soldiers at the front is actually higher by a couple of thousand pounds than the fund started by Queen Mary to provide employment for women. The Princess's fund was started a considerable time after the Women's Employment Fund: it stood on Monday at £93,000; the Queen's fund stood on the same day at £91,000. It is rather serious to reflect that the nation takes the question of women's employment so lightly as the latter figure indicates. And the problem of the out-of-work woman is becoming urgent. In spite of the efforts of the Women's Central Committee, which acts in close co-operation with the local committees, there is still a tremendous amount of unemployment among women. The "New Statesman" says that in London 20,000 were turned off at the outbreak of war and only some 3,000 of these seem to be provided for by the "women's training centres" started by the Women's Central Committee. "Throughout the whole country we cannot learn that as many as 20,000 out of the probable total of a quarter of a million unemployed women wage-earners have any sort of 'training' offered to them or other maintenance provided. The Cabinet Committee, in fact, refuses to take the unemployment among women wage-earners seriously." Neither, one may add, does the nation as a whole; and it is really time that both the Government and the nation wakened up to the realities.

Devon & Exeter Gazette, Nov. 14th. 1914.

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The German Peril

THE WOMEN'S PORTION.

MRS. PANKHURST AT EXETER

There was a crowded audience at the Exeter Palladium last night, when Mrs. Pankhurst, the veteran leader of the militant Suffragettes, spoke on "The German Peril." But, instead of advocating the beliefs of the party, with which she has been so vitally associated, Mrs. Pankhurst urged upon her hearers, with the eloquence of which she is capable, the nation's danger and the needs of the crisis. She received a tremendous ovation upon her appearance upon the platform, and was the recipient of a handsome bouquet. The chair was taken by Mrs. Dacre Fox. The band of the 3rd Devons, under Bandmaster Cox, was in attendance, and, among other music, played the national airs of the Allies, while Miss Gertrude Blomfield sang the famous marching song, "It's a long way to Tipperary."

At the outset the Chairman referred to irreparable loss the nation had sustained the death of Field-Marshal Lord Roberts, said they wished to say, as a mark of ect to that great soldier, that his life and work, now finished, should be an incentive the young men of the nation to go and their duty as he had done throughout his (Applause.) The Women's Social and tical Union, she continued, was holding etings all over the country with a view to rousing it to the German menace. They had been told over and over again that women had no place in war and no place in politics, and, if that were so, international politics had nothing to do with them. But they had never accepted that situation, and what they had been saying all along had come to pass. Just as much as the men were concerned in what happened to the country, so were they. It was their country also, and the destinies of the men and women in it were so bound up together that everything that touched that nation, its honour and its credit, whatever became of it, whatever might befall it, was as important to the women as to the men. (Applause.) And what Mrs. Pankhurst was urging the men of the nation to do she had done herself. She had been willing to give her life for a great cause, and she called upon the men of the nation to give their lives for a great cause. (Applause.)

Mrs. Pankhurst, who was most enthusiastically received, said she would leave to the superior people the discussion of what should have or should not have been done before the war broke out. After the war was over, then would be the time to make inquiry into the rightness or wrongness of secret diplomacy. But what they should decide was whether their side of war was righteous. Her doubts were solved when the first German soldier set foot on Belgium territory. (Applause.) She was in France when war broke out, and in France the French people did not want war. Had not that gallant little Suffragette nation Belgium done what her big enemy never thought she would have had courage to do? Had she not filled the gap—at what horrible and terrible cost?—we would, probably, now be realising what invasion was in a practical sense. We could never pay our debt of gratitude to Belgium. Mrs. Pankhurst referred to the aspect of civil life in France, and said that there, practically, the whole of the agricultural work and the ordinary business of France was in the hands of women. The fact of invasion was one they should look full in the face. She thought it was on the cards, and there might be an invasion. Certainly it was very much in the hands of British men. If they were to have one, the sooner they were prepared to train themselves to stave it off the better the way to prevent it from happening. The English, she remarked, had a way of thinking we should be right when the day came—that we should rise to the occasion when it came. She admired our capacity for rising to occasions, but she would rather they were ready beforehand. (Applause.) And she wondered what certain types of men would do. What would the Tolstoian peace-lover do to such men who acted as the Germans had acted in Belgium? If the invading Army came here, and they saw wives and daughters, old women and children treated like those women and men in Belgium and in the North of France had been treated, to any man who held his household dear it would be an appalling thing. She had often been told that women should not have a vote because they had not to fight. And now the men were in the dark. The women were the jury and the judges, and were watching to see how they were going to fight for them against the perils of life, and all its dangers. If they had decided that women must not fight, if for generations since civilisation began they had decided that, physically, women must not be developed, must lead domestic lives, which made them weaker, they should remember how terrible it was when a war like that came for women to wait quietly, and how they were longing to see men rise to the occasion, so that they might be proud of them, admire them. Why did men hold back? Large numbers were holding back because they did not wish to have to leave their dependants relying upon charity. A good many men were afraid of what would happen to their business. That was a wrong view. They might, before long, have no business at all to attend to. The German Emperor would take over the business, and they might be merely permitted to do some inferior work in their old businesses. Yet, she insisted, it was quite clear that a great deal of their business might be managed by the women of their families, and they should begin training and teaching them a little. She would like to see recruiting offices opened for women as well as men—recruiting for women who were willing to fill the situations left vacant by men who had been patriotic enough to leave their posts to enter the Army. In the public service, in many Municipal offices, they had many men doing work that women could do very well. Yet still the Government kept on its dark spectacles, and could not see that women existed at all. She believed that out of that war there was going to come a better understanding of what women should do and could do, and that there was a valuable reserve force in the women of the nation. The men should realise at once that the more that were willing to fight the less would have to fight. Some men had said it would be all right because Russia would win in the conflict. She did not want it to be said that Russia would win the victory. If Russia was allowed to do it, it would be a sign of decadency on our part. If we could not preserve our national existence ourselves, if we could not fight for peace, then we were unworthy of the forefathers who won it for us. We did not deserve to keep it. We had better decay. So she said to those men who were hesitating—and she had a right to say it, because even in the City of Exeter she had looked death in the face—there was nothing in life worth having at the price of submission to wrong, and nothing better giving their lives for than freedom, and to keep freedom intact and hand on to those who came after what their forefathers sacrificed for. They should account themselves rich that they lived for a time when there was something worth living for and something worth dying for, and then men and women, terrified by war, would join hands, and make the country better, and nobler, and stronger than it was before, and hand on to their children that great tradition, who in their turn would take up the burden of duty and maintain it. (Applause.)

At the conclusion a collection was taken in aid of the Belgian Relief Fund.

Hampshire Independent, November 21st 1914.

WAR AND THE WOMEN'S PART.

BISHOP OF WINCHESTER'S SPLENDID TRIBUTE.

CONFERENCE AND MEETING AT SOUTHAMPTON.

The Winchester Diocesan Union for Preventive and Rescue Work held a series of gatherings at Southampton yesterday. In the morning there was a conference of workers at the Victoria Rooms, at which the Bishop of Guildford presided, and at which the "Mental Deficiency Act and the Rescue Worker," and "The Supply and Training of Workers," were discussed.

Early in the afternoon there was a service of intercession at All Saints' Church, at which the Rev. Canon Hough, vicar of Lewisham, gave an address, and later in the day a public meeting was held at the Victoria Rooms, at which the Bishop of Winchester presided over a very large attendance. The Bishop was accompanied by the Hon. Mrs. Talbot. Among those on the platform were the Bishop of Guildford, Bishop of Southampton, the Archdeacon of Surrey, Miss K. Townend, Revs. Neville Lovett, F. G. J. Jellicoe, E. L. Franklin, R. E. Payne, Mered J. Rush, and W. S. Swayne, vicar of St. Peter's, Cranleigh-gardens, Mr. G. H. Pember, J.P., and others.

The Bishop expressed his great satisfaction at such a crowded gathering, and, in regard to the subject of the meeting, said it seemed that a time of war was a time in which they ought to give fresh and special attention to that matter. That was a platitude he knew, because at least, as regarded the subject of moral and spiritual interest, it was true that the war gave to them a new meaning, requiring fresh thought and attention. It was true also of simpler and more practical things. The war created new circumstances and called out special forms of temptation, and gave a fresh call and created fresh opportunities for rescue and preventive work. He rejoiced that they had the opportunity of looking at the matter in a new light. He had always felt—little as he had been able to do in the cause—that there was none which was more closely congenial to the hearts of Christian workers because to the heart of Christ. He had always felt that the strength or weakness of the interest of Christian people in this work was a sure index of the rise or fall of the real Christian vitality of the Church. Speaking in especial regard to the

DUTIES AND OPPORTUNITIES OF WOMEN,

his lordship said his first word must be one of profound respect, reverence, and sympathy for the attitude of English women at this time. People talked always of "our gallant men," but they could not talk too much of our gallant women—the women that give; the women that suffered; the women who were agonised with anxiety, and the women who lost. He did not in his own experience know of a case of any women—mother or wife—who had suggested that husband or son should take the course which was away from duty rather than in the way of it. There was another respect in which women were making perhaps the greatest contribution to the country's cause. He believed the women were doing, as they always did, the largest part of the praying. (Applause.) That came partly from the sad circumstance of being left behind and alone and having more opportunity, and partly because of a certain gift which God had given them of devotion. He had been struck, his lordship went on, as everyone must be, by the way in which women of every class, and especially the educated and leisured class, had thrown themselves into all forms of work and energy to supply the needs of the war. It was perfectly amazing what a quantity of work was being done. Then there had been the enormous task of ministering to a murdered nation, the Belgian refugees. All around the air was vibrating with the sounds of work being done. But there were other things which the war had brought out which they grieved to have to face. His friends told him with one voice that on the whole there was an immense increase in intemperance among women, at any rate in some parts of the community and in some places. The new strain had found a weak point. He would not dwell upon the circumstances; the possession of a little more money than usual, and the strain, but they could not help thinking that, whether for men or women, intemperance at a time of emergency like the present was particularly scandalous and particularly shameful. They could not help feeling that the call upon them was for more frugality, more sobriety in every sense of the word, and more of self-restraint in this solemn time. (Hear, hear.) Another weak point had come out under the strain, and that was the indiscipline of the children, and the inefficiency and feebleness of parental control. He hoped that the conference would result in a greater output of the right kind of energy, working through love and inspired by hope. (Applause.)

The Rev. W. S. Swayne, vicar of St. Peter's, Cranleigh-gardens, spoke especially of the duty and opportunity of women in inspiring the men of the nation to realize their duty of service. He feared there was a great lack of imagination amongst the people as to the meaning of the war, though he felt sure that the men would not be wanting when the great national need was fully realized. It was, he said, the duty of the women of the country to do away with that unjustifiable self-complacency which in some cases existed.

Miss Townend, of the "League of Honour," speaking of the activities since its institution of that body, said that the measure of progress during the last two months had been perfectly extraordinary. Its purpose was to uphold the honour of the Empire to the Empire's defenders by means of prayer, purity, and temperance, and already it was a means of absorbing much misdirected enthusiasm, and proper loyalty of feeling into the right channel.

The Bishop expressed the meeting's thanks to the speakers, and mentioned that there were already 15 bands of the League of Honour in Southampton, the local secretary being Mrs. Burton, of Winn-road.

The Bishop added his hearty endorsement and approval of the League of Honour, while emphasising the purpose of the meeting, namely, the support of preventive and rescue work within the Diocese. Those who were in any special degree responsible for that work desired that it should be looked upon as a leading and honourable branch of the common diocesan work, in the promotion of which active members of the Church of England were pledged.

A gathering which must have had in it great encouragement for the promoters closed with the episcopal blessing.

The Gentlewoman, November 21st. 1914. 656/18 656.

Silver-Lining the Blackest Clouds.

Trumpet Call to the Gentlewomen of Great Britain.

SOMEWHERE, not far from where we all live, there are mean little streets with the tale of woe written over every cottage door. You pass by, glance at the dirty windows, an acrid smell poisons your nostrils, and you guess the condition of the people down the mean little streets. It is not a sunny picture that your imagination paints. It is one of sympathy and thoughtfulness. You wonder how those mortals live. You guess, but never correctly. They know not how they exist themselves, and marvel as they wake from a hunger-sleep to find themselves still breathing! Through the open windows comes the wail of a crying child. It is not the ordinary healthy cry of a well-clothed, well-fed child, but the plaintive appeal of an infant struggling with the pains of hunger and the lack of nourishment. Before the War the women were able to earn a small weekly wage, just sufficient for the bare necessities of life, but their services were no longer required when trade became slack. They had never been able to save for the proverbial "rainy day," and now they taste the gall of poverty—some for the first time, perhaps—and because of that, the experience is infinitely more bitter. The majority of these women have no husbands. Some have been deserted, while others are widows or spinsters. They have no support beyond that which they receive from their own toil, and it is a poor reward they reap for unremitting labour and sacrifice of health, and the little pleasures that go to make life a little superior to Hades.

That is one little picture. The other is on the battlefield. Far away, those men who have responded to the bugle call of the Empire are burdened with all the hardships of War. But they are brave men every one of them. Their own troubles are nothing compared to their anxiety for the dear ones they have left at home. Are they being cared for? Are they happy, comfortable, and provided for? Those are the questions which nearly every fighting man is asking in his mind. He is pluckily conquering the world's greatest enemy. He gets no reward beyond the knowledge that he is saving his country in its hour of peril. It is his patriotic effort to do just a little—just to sacrifice his life should need be—but he desires that his loved ones should be properly provided for. Hence we have two pictures—two black clouds that require silver linings to brighten them in the eyes of those poor mortals steeped in poverty, and of those brave fighters on land and sea. Are you going to "silver-line their blackest clouds," make life "worth the candle," and cheer them just a little till trouble is o'er?

THE QUEEN'S "WORK FOR WOMEN" FUND.

The great task which the Central Committee on Women's Employment has set itself to perform shows signs of considerable progress each week. Financed by the Queen's "Work for Women" Fund, which shows a continual rise each day, the Committee are finding employment of a very useful character for all kinds of women who have been thrown out of their positions owing to the slackness of trade caused by the War.

The experimental schemes for providing work for women started by the Central Committee on Women's Employment have already been adopted as a model by many Local Representative Committees.

Islington is a very good example. The Labour Exchanges registered 700 women and girls out of work in a recent week, and a grant has been obtained from the Queen's "Work for Women" Fund for the assistance of women who have lost their work owing to the War. Eighty-four women are now employed by the Local Employment Committee, and arrangements are being made to give work immediately to two hundred. Two private workrooms are also helping to decrease the numbers of unemployed.

An unoccupied girls' school has been lent to the Women's Employment Sub-Committee, the Gas Company has given gas fittings, a firm has provided washing-basins, and chairs and tables have been given or lent. Two large workrooms are already occupied. The women were to-day engaged in making up oddments of material which have been given as presents. Second-hand garments were being renovated and remodelled, and belts and bonnets were being knitted for babies. Girls' petticoats were being fashioned out of quarter-yard sample pieces, and one tiny piece, brought by a forewoman, was being made into a neat little skirt. A number of packing-cases (a gift from a grocer) had been covered with wallpaper, and stood upon one another to form a cupboard. The finished baby clothes were described as "rather grubby," but the women are many of them unused to needlework. Shorthand typists had not knitted since they were at school, and factory workers had never had time to sew. Two sisters, who had a tobacconist's shop before the War, have lost everything, and are glad of the sewing; a showroom assistant with a widowed mother has been out of work for weeks, and the family has been existing on 4s. a week which her brother earns.

There is a bookfolder and a shirt hand, two sisters, who have both been out of work, and have been living with their mother of seventy-four on her old-age pension. There is a manageress of a large kitchen, who had been turned out of her lodgings and her clothes kept for rent; there are two sisters from a family of five, only one of whom has been earning 5s. And there is a desolate woman whose husband, after being out of work for two months, went out and never returned. The workers are to be given dinner and tea next week for 3d. At present they bring pieces of bread or sandwiches to eat in the spacious dining-room, and the Secretary gives them tea. One woman had not even the bread to bring, and she was discovered fainting for lack of food.

The Central Committee on Women's Employment are starting to train sixty women in Islington in domestic economy. The women will be taught cooking, laundry work, and needlework, and lectures will be given in the elements of hygiene and infant care. A cradlemaking workroom is also to be opened, for the maternity outfits scheme drawn up by the Central Committee is to be followed. Poor mothers in the neighbourhood are to have the gifts, while the children's clothes now being made will also be given away to the destitute homes of Islington.

Home cookery classes are given twice a week in the afternoon at the Stepney Centre, for in the morning the pupils are busy preparing dinner on a large scale for the women in the workrooms adjoining. This they are able to do now quite well under the supervision of the teacher. To-day's dinner, which was given to the women for threepence each, consisted of roast mutton, greens and potatoes, and poor man's trifle. A cup of tea and bread-and-butter later on is included in the charge.

It is to the afternoon class that the women look forward, for they are eager to learn something new. They are very much interested in food values, and they are taught how to make up simple, nourishing dinners. They can distinguish between what they call flesh-making, warming, and bone-making foods, and they know that peasoup which contains no fat should be followed by suet pudding. The value of fruit and vegetables is being brought home to some of them for the first time. They didn't "bother with them" before.

Every week some of the pupils change place with others from the mending and remodelling room. This is the second part of the domestic economy training, to be followed, if the classes can be arranged, by simple laundry lessons.

The girls are almost as pleased with the needlework as with the cooking. They are taught how to make down grown-up people's clothes for children, and how to mend and make the best of everything. In the dinner hour they can be seen studying the list of suggested alterations hung on the wall, and they bring newspaper with them to cut out patterns they want to take home.

The women chosen for the domestic economy training are mostly young. A mother whose four children had no stockings or shoes when she came to the workroom is eagerly learning to sew. She has been employed in jam making, and never had time before. Tailoresses, vest makers, paper-bag makers, and a typist are all looking forward to their turn in the kitchen.

PROFESSIONAL CLASSES WAR RELIEF COUNCIL.

Since the inauguration of the Council a little over a week ago much ground has been covered, especially in the Training and Emigration Department. The governing Body of Bedford College for Women has offered twenty scholarships at a reduction of two-thirds of the usual fees, and the Court of University Hall, St. Andrews, have also offered to take girls at much reduced rates. All these scholarships are only for nominees of the Council. In the realm of Domestic Science and Household Crafts, too, many offers have been received for free and reduced trainings, Swanley Horticultural College, Stoke Prior Colonial Training College, and others coming well to the fore in generous co-operation. Some girls have already been placed in the South-Western Polytechnic for Domestic Science courses, and are receiving admirable training. It is estimated by this department that an average of $15-20 will not only maintain a student in one of these colleges for six months, but will also give her a training which will enable her to earn a living on leaving the college. It is a rare opportunity for a benefactor who wishes to do individual good to pay this small maintenance fee for one girl. The students are carefully selected by the Council, and only those to whom the training is likely to prove of real benefit are enrolled.

In other departments the relief work is going well forward. The nursing home for wives of professional men will soon be opened in the house Mr. J. Pierpont Morgan has so generously lent for the purpose, but more furniture is required for this. It is hoped that those who find themselves unable to give money will help the scheme by lending what they can spare out of their own homes. A list of things still required can be had on application to Mrs. Hills, 32, Prince's Gardens, S.W.

The work found, if not permanent, must be emergency, just to enable the applicants to live through the period of stress until normal conditions are again in force. This particularly applies to the many cases of musicians and singers who have made nothing since the War began. For this latter class it is hoped to arrange concerts, especially in districts where soldiers are quartered, which will give employment, though at low fees, to good professionals who are in serious difficulties.

Many applications still continue to come in from all over the country, and the Council are dealing with them as effectively and expeditiously as possible; but in a great undertaking such as this, where distress is widespread and difficult of help, the progress must necessarily be slow. The work is also hampered by lack of a central fund with which to deal with unorganised professions. Money is greatly needed to increase this fund. It is not that a colossal sum is required, but it is required at once, that the relief work which is so essential should be able to go straight forward unhampered. There must be many readers of this paper whose sympathy goes out to men and women of their own class who are in great need and trouble through the falling off of work in professions that have been dislocated by the War. Those who have understood this distress and need are most earnestly invited to contribute to the Central Fund of the Council. Cheques (crossed Messrs. Coutts & Co.) to be made payable to the Treasurer, 13 and 14, Prince's Gate, S.W.

"It is splendid"——

IS the phrase so frequently used by Secretaries in writing of the Queen's "Work for Women" Golf Competitions.

OVER 270 Competitions have already been arranged by the Ladies' Golf Clubs throughout the Country for the Queen's "Work for Women" Brooch Medals presented free by "The Gentlewoman."

WHEN next you go to your Club take a copy of "The Golfing Gentlewoman" with you, and show the scheme to your Captain, Secretary, and to the Members of the Committee. Interest every one of them in the idea, and get them to arrange a Competition as the other Clubs have done and are doing.

IT is one of the best methods of helping Her Majesty the Queen to reach a million pounds with her fund, which is doing such a great good among the poor women of England.

THE medals are well worth competing for as they form a tangible memento of this, the greatest of all wars, and in addition they are handsome little brooches that anyone might wear.

THE OFFICIAL WEEKLY STATEMENT.

In the Weekly Statement all four societies wish to intimate that no more Nightingales are required; also that for the present no more helpless shirts, bed socks, bed jackets, cotton garments of any kind, or pillows—unless of down or vegetable down—are required.

The special requirements of each society for the coming week are:—

QUEEN MARY'S NEEDLEWORK GUILD.—Cardigans and sweaters, comforters, towels and sheets, vests and pants (preferably woven), blankets, dressing gowns, flannel dayshirts, flannel pyjamas, women's stockings, youths' clothing, babies' head flannels.

ST. JOHN AMBULANCE ASSOCIATION.—Dressing gowns, nightshirts (flannel), pyjamas (flannel), vests and pants (woven), pneumonia jackets, mittens, blankets (coloured preferred), towels and sheets, cigarettes and tobacco, pipes.

Methylated spirits and medical stores of all kinds.

All parcels should be addressed "St. John Ambulance, 56, St. John's Square, Clerkenwell, E.C."

Information respecting patterns, &c., to be obtained from the West End Depot, 35, Park Lane, W.

ST. JOHN AMBULANCE ASSOCIATION INDIAN SOLDIERS' FUND.—Socks, gloves and mittens, flannel belts, mufflers, sweaters, flannel shirts, undervests, drawers, pyjamas (flannel), pillows, tea, tobacco, spices, and sweets.

Note.—It is requested that all parcels of clothing or comforts, with list of contents inside, may be sent direct to the Secretary, Warehouse Committee, 20, Somerset Street, W., marked on the outside "Indian Soldiers' Fund."

THE BRITISH RED CROSS SOCIETY.—Cardigan jackets, dressing gowns, vests and pants (preferably woven), dusters and gloss cloths, mufflers, woollen gloves, woollen caps, blankets, napkins, down pillows (20 by 30), jaconette pillow cases (20 by 30), sheets, towels.

Special Medical Requirements.—Plain lint, boracic lint, plain gauze, jaconette.

Note.—For the present no more small pillows or pillow cases of any kind are required, nor Bracknell shirts. No more muslin jug-covers will be required at all.

Wiltshire Times, Nov: 21st 1914.

656/19

Huddersfield Examiner, Nov: 26th 1914.

656.

WOMEN AND THE WAR.

PATRIOTIC MEETINGS AT WARMINSTER.

FORMATION OF A LEAGUE.

The large room at the Town Hall was not by any means big enough to accommodate the immense attendance of women at the patriotic meeting held on Wednesday afternoon. The gathering extended far beyond the entrance into the adjoining room and down the stairs, and finally it was decided to hold an overflow meeting in the Police Court.

The Countess of Radnor presided, and was supported on the platform by the Duchess of Somerset, Miss Douglas and Miss Trotman (of Bristol), Mrs. Whytehead, Lady Kathleen Thynne, Lady Emma Thynne, Mrs. Burton, Misses Mackenzie, Mrs. Vicary, and others. People were present from many of the villages.

The speeches were interspersed by patriotic songs by Lady Kathleen Thynne, who splendidly sang "Land of Hope and Glory" and "It's a long way to Tipperary;" Miss Randall, who was applauded for "The old Regiment;" and Miss H. Bradfield, who contributed the French National Anthem.

WOMAN'S WORK.

The COUNTESS OF RADNOR said they were all proud of the men who were at the Front fighting the battles of the nation in the greatest war that had ever been known. The question came, what was woman's work while all that was going on? She had to help the men to go, pray for them while they were away, and be ready to welcome them when they returned. How was she going to do that? Certainly not in an emotional spirit, not in giving way to any undue grief or excitement. She must do her best to stand by her home and support it, to look after her children, and bring them up to know why their fathers, brothers, and relations were fighting, and be ready to do her best in whatever she might be called upon to do. Women throughout the country were animated with one spirit—"How can we support, cheer, and help the men?" They ought to realise and help to guard against the temptations of those who were weaker, and to train their children to understand what it meant to be

RESPONSIBLE PEOPLE.

They should realise that it was their duty to see to it that the young men who were now training to go forth to the fight should go forth untarnished by a thought of anything that had happened before they went. Let them stand by each other and feel they were working with one great object, and then they would be influenced to help those men to stand up for England and be worthy of the great traditions of the country. We were fighting not only for our own homes but for England and the Empire, and if the enemy—it was almost unthinkable—if the enemy were to be successful England would go under. The British flag, which had been respected all over the world because it stood for liberty, honour, and uprightness, and keeping faith with the weaker nations, would go under. And what came instead would be something so cruel, so tyrannical, and so terrible, that it was almost beyond one's power to conceive what it would be.

LOVE AND SUFFERING.

Miss DOUGLAS asked what did they mean by being patriotic. It meant that they loved their country, and that was a feeling which was born in us and was absolutely natural. And it was that love of country and Empire which filled them with hope at the present time—the sure and certain hope that, please God, we were going to win in this terrific struggle. They knew that as their heroes went out, and fought and struggled and died in that great war, more and more would come on in an endless stream of devoted men filled with the love of their country. If they had any doubt that that stream of patriotism would dry up then they would have no hope. But there was the hope that this dear land of ours would somehow or other be better because of the war. The women were going to stand shoulder to shoulder and see that somehow or another it was going to be not worse for this terrible conflict but better. And how was that to be? They knew there was terrible suffering and that there was more to come, and that there was terrible anxiety, but how was the land

GOING TO BE BETTER

for all that? They knew that a country not only had a body but a soul too like human beings. Belgium's body had been terribly torn and wounded, but she had not lost her soul. It was true somehow that love and suffering went hand in hand, and the women of England would see that through that suffering, which was so bad and hard to bear, the love for their country would live as it had never lived before. Would it not seem that the suffering were worth while if that could be realised. They would say never mind the suffering of the body if England could be a better land for it. She believed that the war was going to make us think as we had never thought before. The war was going to make us see and know what mattered most—the war was going to make us more religious. They could not alter England in a minute, but they could all do their bit in the direction indicated. This war would make the nation sober. So they hoped that these meetings would help them to be better and more determined to do something towards making the country a fair and great land in the true meaning of the term.

RUM IN THE TRENCHES.

Miss TROTMAN said they knew that the English soldier was braver and a cleaner fighter than the soldier of almost any other nation. Didn't they think that the women had had something to do with that? She thought they had had a great deal to do with it, and the men who were training now were going to be good soldiers and clean and honourable fighters according as the women treated them now. A League had been formed and women were asked to join it. Members of the League promised to do all they could to uphold the honour of the nation in this time of war by prayer, by purity, and by temperance. And it was proposed that that afternoon any of those present who were willing to join the League should sign a paper to say so. Then in a week's time they would be asked to come back and sign a League card, when they could make another promise, although they were not bound to do so. It was called a promise for war time, and it was to say that they would not, during the war, touch any alcoholic liquor. It had been said that it was a bad thing to serve round rum in the trenches at the Front. She did not agree with that. The soldiers were often fighting for days and weeks together in wet and muddy and very cold trenches, and they not only needed a little rum but deserved it. (Applause.) But the ladies were not in the trenches, and she believed that a large number of them could do without it.

Mrs. WHYTEHEAD, who presided in the absence of the Countess of Radnor, who had left to address the overflow meeting, supplemented Miss Trotman's remarks upon the League. She hoped that a great number of them would become members. Tens of thousands of women had joined all over the country, and a small badge was given to them to wear. Upon that day week at three o'clock in the afternoon and eight o'clock in the evening there would be meetings for those who had decided to join, when they would receive their badges.

The Countess of Radnor expressed her thanks to the speakers and vocalists for their speeches and songs.

Upon the proposition of Mrs. Whytehead a hearty vote of thanks was passed to the Countess of Radnor for presiding. Mrs. Whytehead remarked that they hoped before long the Countess of Radnor would be able to welcome Lord Radnor back again, together with all their husbands, sons and brothers from the war. (Applause)

The meeting closed with the National Anthem.

In the evening there was a crowded meeting of girls, when Countess Pierre-fon (niece of Mrs. Burton), whose husband is at the war, presided.

Miss Trotman gave an admirable and enthusiastic address, her theme being "Your King and country need you."

Mrs. Hogan followed, and explained to the meeting the object of the League of Honour which they were asked to join.

Lady Kathleen Thynne was again loudly applauded for her songs "Land of Hope and Glory" and "It's a long way to Tipperary." Miss Eva Robinson and Miss Greenland were also very popular vocalists, the former singing "Our Island Home" and the latter "Rule, Britannia."

Mrs. Whytehead thanked the Countess Pierre-fon for presiding. They had already heard that her husband was at the war, and it would be interesting for them to know that he was French—(applause)—one of that brave and noble nation which now stood fighting side by side with our soldiers. (Applause.)

The meeting again concluded with the National Anthem.

WORK AMONGST THE WOMEN

MUCH ACTIVITY CENTRALISED AT THE PAROCHIAL HALL.

In order to give everyone who is interested in the various branches of work amongst the women of Huddersfield necessitated by the war an opportunity of seeing and hearing about that work, the members of the Huddersfield and District Women's Committee for the Sick and Wounded Soldiers and Sailors arranged to be "at home" at the Parochial Hall on Tuesday and again to-day. At the first of the series of four "At Homes," which took place on Tuesday afternoon, the Mayoress (who is president of the Women's Committee) presided over a very large gathering of ladies.

MORE IMMEDIATE NEED.

In cordially welcoming the visitors, the Mayoress said that other "at homes" had been arranged for the ladies from other districts. She thanked Canon Rolt for the free use of the Parochial Hall during the past four months. She regretted the absence of Mrs. Marshall, for her work had inspired them all. When they realised that 22,000 garments had already been given they would understand that someone had been very busy. The garments most needed now were cardigan jackets, mufflers, and mittens. She expressed gratitude to all who had given material, money, labour, etc., and said that all the women in Huddersfield seemed to have done something for the cause, whilst many Huddersfield men were giving their lives. They must all work together to the end of the war.

Miss Siddon said that they were fighting there under the Red Cross flag, fighting for help and succour for the soldiers and sailors, who also were fighting for their King and country. It was impossible to realise the full value of the work, because it was impossible to realise the depths of suffering and the horrors of war. Englishmen and women all over the world were doing something to remove that suffering. The soldiers and sailors had earned their undying gratitude, and she appealed for more help for them.

Miss Nellie Lowenthal, the hon. treasurer of the committee for Sick and Wounded Soldiers and Sailors, acknowledged with thanks the receipt to date of the sum of £1,098. They had been largely assisted in securing that amount by the proceeds of concerts arranged by Mrs. T. J. Dyson, by Dr. Hull, and by the Huddersfield Glee and Madrigal Society, while an American friend and well-wisher had generously given £50. They were grateful also for the smallest sums received, as every little helped. Up to date the expenditure had been about £905. As the war went on the demands on the funds would increase, and she, therefore, appealed for financial help.

A VAST UNDERTAKING.

Mrs. Demetriadi read the report of the Huddersfield Women's Committee for the Sick and Wounded Soldiers and Sailors. She invited all present to inspect the work rooms below, particularly the Belgian refugees clothing room, where a capable lot of workers, under the supervision of Mrs. Crowther and Miss Willans, had done an enormous amount of work. From that room more than 320 Belgian refugees now in Huddersfield had been clothed. An information bureau had been opened, and by means of boxes, issued from the bureau for collections towards the funds, about £100 had been realised up to the present. Miss Stewart had worked indefatigably in connection with the issue of the boxes, and Mrs. Holmes had ably superintended the work of the bureau. In the main room an enormous number of garments had been cut out, despatched to the various work centres, and returned made up. Mrs. Marshall and Mrs. Guy Crosland had cut out and arranged the work, and Mrs. Kaye had searched Huddersfield over in buying wool for socks, mittens, etc. Goods had been sent all over the British Isles, to the army in France, to the navy, and to all the Red Cross societies, British, French, and Belgian, and to the St. John Ambulance Society. She hoped that many ladies would undertake to knit jerseys, for which Lady Jellicoe had appealed on behalf of the men in the navy. The packing had been done by Mrs. Joe Lumb and Mrs. Ernest Hirst, while Mrs. Hudson and a band of workers had made up many thousands of yards of bandage. Miss Booth, of Netherton, had done a great deal of typewriting. Miss Freda [illegible] rendered great assistance in every way, and had placed her car at the disposal of the committee. The committee hoped that the energies of the ladies would not be relaxed. The women could not fight, but they could see that the men were well provided with the necessities of life, to prevent as much as possible death from pneumonia, exposure, and cold.

STITCH, STITCH, STITCH.

Miss Hickson read the report of Mrs. Marshall as to the work of the Needlework Guild [illegible]. She stated that forty-three [illegible] was and forwarding them. The Needlework Committee was still working as enthusiastically as ever, and was prepared to continue as long as there was need, and they hoped to receive the same generous support as in the past.

FOR THE REFUGEES.

Miss Willans read the report of the Belgian Refugees Clothing Committee, which stated that the committee had been at work for ten weeks. The result had been a marvellous manifestation of generosity and sympathy of the Huddersfield people. Parcels of all sizes and descriptions had poured in containing a tremendous assortment of clothing of every description, from a baby's cap to the contents of the lockers of a large golf club. Splendid gifts of cloth had been received from various manufacturers, as well as special articles of clothing, boots, etc., from manufacturers and various shops in the town. The contents of the parcels had either been given away to the refugees in the town or sent away. Altogether twelve consignments of clothing and two rolls of cloth, amounting to 8,224 garments, had been sent away either to the central depot in London or to other towns. The fact that last week 140 refugees were clothed showed the necessity for good organisation. Altogether 108 men, 63 women, and 71 children, or a total of 242 persons, had been clothed with 5,533 garments, including boots, etc., making a grand total of 13,757 garments in all, including 29 maternity bags, each containing at least 30 garments, but each counted as one in the grand total. The total receipts had amounted to £143 17s. 6d., which realised £25 for the Belgian Refugees Relief Fund. The expenditure amounted to £141 4s., leaving a balance of £2 13s. 6d., but further financial help would be welcomed.

GIFTS FOR TERRITORIALS.

Mrs. Cooper read a report stating that on the mobilisation of the 5th Battalion Duke of Wellington's West Riding Regiment the wives and relatives of the officers decided to raise funds to provide underclothing for the non-commissioned officers and men of the battalion. A committee was formed to carry out the work from the recruiting area, viz., Huddersfield, Mirfield, Kirkburton, Shepley, Holmfirth, and Meltham; a sum of money was quickly raised, the committee being greatly assisted by very many friends, who have kindly sent subscriptions and gifts of clothing. The committee has already despatched 1,299 flannel shirts, 1,495 pairs of woollen socks, 1,007 pairs of canvas shoes, and various articles, viz., helmets, towels, body-belts, scarves, mittens, etc. There was another consignment at the Drill Hall ready to be forwarded consisting of 1,117 flannel shirts, 1,10[illegible] pairs of woollen socks, and various other articles making a total of 2,416 shirts and 2,601 pairs of socks. She also mentioned that the ladies interested in the various companies were supplying their own companies with scarves and mittens. The committee was still continuing the work and would be very grateful for further help. The subscriptions amounted to about £250, which had all been sent.

Afternoon tea was kindly given by Mrs. F. W. Sykes, and the decorations of the hall were provided by the lady members of the Lindley Golf Club, who have also sent 240 garments to Lady Jellicoe for the use of the men in the Navy. Miss Nancy Dyson, in costume, recited a topical composition by Mr. Arnold W. Sykes, entitled "For the boys at the front." The ladies were also "At Home" in the evening.

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STITCH, STITCH, STITCH.

Miss Hickson read the report of Mrs. Marshall as to the work of the Needlework Guild Sub-committee. She stated that forty districts, extending as far as Holmfirth, Marsden, and Delph, were working in conjunction with the guild, and material for making garments had been distributed amongst 400 individual workers. Very valuable assistance had been given to the committee by several clothing firms, whose employees had cut out the garments. Gifts averaged about 1,000 weekly. Difficulty had been experienced in obtaining knitting wool, and the only way of obtaining sufficiently large quantities had been by ordering direct from wholesale firms. All flannel, etc., and as much wool as possible, had been bought from local tradespeople. The needlework depot had been opened as a receiving and forwarding agency for the front and the Navy, and in connection with that department a sixpenny fund had been started in order to buy wool for mufflers and mittens for the soldiers and sailors. The total number of articles sent away was 22,644, consisting of 6,850 bandages, 3,849 pairs of socks, 2,702 flannel shirts, 702 mufflers, 261 dressing gowns, also bed-jackets, helmets, mittens, etc., but such things as cigarettes, writing paper, postcards, etc., were not included in the figures. Several local firms had rendered invaluable assistance by packing the parcels in bales of can-

each counted as one in the grand total. The total receipts had amounted to £143 17s. 6d., which realised £25 for the Belgian Refugees Relief Fund. The expenditure amounted to £141 4s., leaving a balance of £2 13s. 6d., but further financial help would be welcomed.

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Worcestershire Echo,
November 26th. 1914.

WOMEN'S VOLUNTEER RESERVE.

WORCESTER LADIES ANXIOUS TO HELP.

FORMATION OF LOCAL BRANCH PROBABLE.

The idea of a Women's Volunteer Reserve is new, so far as Worcester is concerned, but interest in the movement was kindled straight away at a meeting convened by Mrs. H. W. Spreckley, and held at the Guildhall, on Wednesday, at which Miss Cryan, of the Reserve's Headquarters, expained the objects and methods of the movement. The meeting was originally arranged to be held in the Committee Room, but this proved hopelessly inadequate for accommodating the large number of ladies who attended, and an adjournment had to be made to the Council Chamber. Even this was hardly large enough, and many of those present had to stand.

METHODS EXPLAINED.

Miss Cryan, after stating that the constitution of the Women's Volunteer Reserve would be made public shortly, said she wanted to explain the methods by which they hoped to achieve their end. One valuable lesson the Women's Volunteer Reserve would teach would be that of self-reliance and resourcefulness. It would also give them common interests, and with that came increased friendship. The movement was intended to be national, and to include all classes and all forms of thought. It was entirely non-political and non-sectarian. One of the principal benefits which it would bring would be the desire among women to make themselves as physically fit as possible. To ensure this, one condition of membership was that the drills must be attended. Without physical fitness women would be unable to endure the tests which the work of the Reserve would put upon them. First aid would be another means by which the women could be extremely useful, and the teachers for this would be drawn from the ranks.

Referring to the intention of the promoters of the movement to organise long marches and camps, Miss Cryan said these would add considerable interest to the work. They also proposed forming a mounted corps, and in the branches already started many women had promised to join the corps themselves and attend the camps, so that they could share their horses with others who wished to learn to ride. Cyclists and motor-cyclists would be trained in despatch-carrying—work which could be done by women almost as well as by men. The drill would be exactly the same as that done by the soldiers, and the medical examination would therefore have to be just as strict as in the case of men.

Miss Cryan stated that promotion would be strictly from the ranks. The practice, on forming a branch, was to start drill under a drill-sergeant, and after they had obtained proficiency, to get him to promote the N.C.O.'s. and later the officers. The officers would then be in a position to carrying on the drill themselves.

The speaker said it was characteristic of human nature that they were divided by the detail of dress, and because they specially wanted that corps to be united in spirit they had devised a uniform; so that all members of the corps would be on the same footing The uniform was a plain Norfolk coat and skirt, which, with the rest of the outfit cost only £2 10s. In cases where the whole of the cost could not be paid at once, deposits and monthly instalments had been arranged for. The only other expense to the member was a shilling entrance fee and a half-penny for every drill—toward the cost of lighting, heating, etc.

HOW THE CORPS WOULD BE USEFUL.

The Chairman asked in what specific ways corps could be useful.

Miss Cryan mentioned particularly signalling and despatch carrying. In the event of a German raid, she said, they could, by doing these duties, release a large number of men who had to be kept at that particular work now.

In answer to another question, the speaker said both single and married women, provided they were physically sound, would be enrolled. They would be taken between the ages of 18 and 40, but that rule was elastic, and was only meant to ensure that every recruit was strong enough to do the work.

The Chairman asked how the corps stood with regard to the Government.

Miss Cryan: We will train ourselves. Then, if the Government want us, we will be there to do anything they want. The speaker explained that although the corps was only formed for the period of the war, it was hoped to make it a permanent organisation.

The minimum time it would involve, she stated in reply to another question, would be two hours a week for drill.

FACTORY GIRLS' LOW WAGES.

One lady present pointed out that the lowness of the wages of factory girls in Worcester would preclude large numbers from the corps, because they would be unable to purchase their uniforms.

Miss Cryan again referred to the instalment system, which, she said, met the case of the factory girls in London. In cases where any payment at all required great sacrifice, however, help would undoubtedly be forthcoming from ladies interested in the movement, but who could not join. They wanted factory girls to join.

A show of hands was taken to ascertain the number likely to join a local branch. An excellent response was made but, on the advice of Miss Cryan, nothing definite was done. It was decided to "ventilate" the idea during the next fortnight or so, and then start in earnest.

The North Mail,
November 26th. 1914.

Rendezvous for Soldiers and Their Wives.

Sir,—The members of the Gateshead Women Workers' Committee are arranging to open a "Welcome" for soldiers and their wives who come in from the country and have no place in which to meet.

The Mayor and Mayoress of Gateshead, Ald. and Mrs Wardill, have kindly lent a house for this purpose, 21, High West Street, and the members of the committee are anxious to make it comfortable and attractive. Notwithstanding the many appeals which this time of stress draws forth, they venture to ask friends who may be so kind as to help, to send gifts of curtains, towels, crockery, spoons, knives, etc., as it is proposed to have simple meals—to be paid for.

Linoleum has to be provided for the floor, and gas stoves, etc., to be put in. Any donations, whether in money or in kind, will be gratefully received at the "Welcome," 21, High West Street, by Miss Sheard, hon. secretary and treasurer.—Yours, etc.,

E SPENCE WATSON.

Bensham Grove, Gateshead.

Work for Women.

Sir,—May I call your attention to the problem of the young women in mining villages? Normally, of course, their time is occupied, until they marry, in working at home for their brothers and fathers, but now that the pits are working badly, and so many of the men have enlisted, the girls are feeling the pinch. Certainly so many of them will not be able to marry as heretofore. To them a trade at their hands would be a great boon, both now and in the future. It is to be hoped that we may be able to get help from the Queen Mary Fund for work for women, but this takes time. Meanwhile an attempt is being made to help the girls at Washington.

The trustees of the Primitive Methodist Chapel have lent us a room, and we have a class of young women doing machine and hand knitting. We can turn out socks for the troops, jerseys for the navy, stockings for poor children, etc. I see by the papers that gifts are asked for of 4,000 belts, socks, mittens, etc., for the Northumberland Infantry Brigade and the Tyneside Scottish. If working parties and private individuals who desire to send gifts to these, or other brigades, would place orders with us instead of knitting all themselves, it would give help to families here, and more gifts would be sent, since we are able to buy wool more advantageously than individuals are. Our work is good, and all profits go to the lasses at work.

Orders and donations may be sent to Miss Peile, Greenwood, Shotley Bridge; Mrs Scholefield, Usworth Villa, High Usworth, Washington; or to me.—Yours, etc.,

FLORENCE G. DRING,
(Organiser National Union of Women's Suffrage Societies.)
Primitive Methodist Chapel,
New Rows,
Washington, Nov. 24.

Leeds Mercury,
November 26th. 1914.

YORK.

Women's Work in War Time.—The Lady Mayoress of York (Mrs. J. B. Morrell) yesterday opened, at that city, an exhibition of work done by the women of York, who have been thrown out of employment by the war, and who have since been organised and provided with employment by the Industries Sub-committee of the Citizens' Committee. The women have been at work ten weeks, and the result was seen in a fine collection of warm and useful garments, some of which were intended to be presented to the Belgian Relief Committee for distribution among the refugees

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Huddersfield Examiner,
Nov. 28th. 1914.

WORK AMONGST THE WOMEN

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MUCH ACTIVITY CENTRALISED AT THE PAROCHIAL HALL.

In order to give everyone who is interested in the various branches of work amongst the women of Huddersfield necessitated by the war an opportunity of seeing and hearing about that work. "At homes" were arranged to be held at the Parochial Hall on Tuesday and Wednesday in the afternoons and evenings. At the first of the series of four "At Homes," which took place on Tuesday afternoon, the Mayoress, Mrs. Blamires (who is president of the Women's Committee), presided over a very large gathering of ladies.

MORE IMMEDIATE NEED.

In cordially welcoming the visitors, the Mayoress said that other "at homes" had been arranged for the ladies from other districts. She thanked Canon Rolt for the free use of the Parochial Hall during the past four months. When they realised that 22,000 garments had already been given they would understand that someone had been very busy. Th garments most needed now were cardigan jackets, mufflers, and mittens. She expressed gratitude to all who had given material, money, labour, etc., and said that all the women in Huddersfield seemed to have done something for the cause, whilst many Huddersfield men were giving their lives.

Miss Siddon said that they were fighting there under the Red Cross flag, fighting for help and succour for the soldiers and sailors, who also were fighting for their King and country. It was impossible to realise the full value of the work, because it was impossible to realise the depths of suffering and the horrors of war. Englishmen and women all over the world were doing something to remove that suffering. The soldiers and sailors had earned their undying gratitude, and she appealed for more help for them.

Miss Nellie Lowenthal, the hon. treasurer of the committee for Sick and Wounded Soldiers and Sailors, acknowledged with thanks the receipt to date of the sum of £1,098. They had been largely assisted in securing that amount by the proceeds of concerts arranged by Mrs. T. J. Dyson, by Dr. Hull, and by the Huddersfield Glee and Madrigal Society, while an American friend and well-wisher had generously given £50. They were grateful also for the smallest sums received, as every little helped. Up to date the expenditure had been about £905.

A VAST UNDERTAKING.

Mrs. Demetriadi read the report of the Huddersfield Women's Committee for the Sick and Wounded Soldiers and Sailors. In the Belgian refugees clothing room, where a capable lot of workers, under the supervision of Mrs. Crowther and Miss Wilkes had done an enormous amount of work. From that room more than 320 Belgian refugees now in Huddersfield had been clothed. An information bureau had been opened, and by means of boxes, issued from the bureau for collections towards the funds, about £100 had been realised up to the present. Miss Stewart had worked indefatigably in connection with the issue of the boxes, and Mrs. Holmes had ably superintended the work of the bureau. In the main room an enormous number of garments had been cut out, despatched to the various work centres, and returned made up. Mrs. Marshall and Mrs. Guy Crosland had cut out and arranged the work, and Mrs. Kaye had searched Huddersfield over in buying wool for socks, mittens, etc.. Goods had been sent all over the British Isles, to the army in France, to the navy, and to all the Red Cross societies, British, French, and Belgian, and to the St. John Ambulance Society. The packing had been done by Mrs. Joe Lumb and Mrs. Ernest Hirst, while Mrs. Hudson and a band of workers had made up many thousands of yards of bandages. Miss Booth, of Netherton, had done a great deal of typewriting. Miss Freda Sykes had rendered great assistance in every department, and had placed her car at the disposal of the committee. The committee hoped that the energies of the ladies would not be relaxed.

STITCH, STITCH, STITCH.

Miss Hickson read the report of Mrs. Marshall as to the work of the Needlework Guild Sub-committee. She stated that forty districts, extending as far as Holmfirth, Marsden, and Delph, were working in conjunction with the guild, and material for making garments had been distributed amongst 400 individual workers. Very valuable assistance had been given to the committee by several clothing firms, whose employees had cut out the garments. Gifts averaged about 1,000 weekly. Difficulty had been experienced in obtaining knitting wool, and the only way of obtaining sufficiently large quantities had been by ordering direct from whole sale firms. All flannel, etc., and as much wool as possible, had been bought from local tradespeople. The needlework depot had been opened as a receiving and forwarding agency

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FOR THE REFUGEES.

Miss Willans read the report of the Belgian Refugees Clothing Committee, which stated that the committee had been at work for ten weeks. The result had been a marvellous manifestation of generosity and sympathy of the Huddersfield people. Parcels of all sizes and descriptions had poured in containing a tremendous assortment of clothing of every description, from a baby's cap to the contents of the lockers of a large golf club. Splendid gifts of cloth had been received from various manufacturers, as well as special articles of clothing, boots, etc., from manufacturers and various shops in the town. The contents of the parcels had either been given away to the refugees in the town or sent away. Altogether twelve consignments of clothing and two rolls of cloth, amounting to 8,224 garments, had been sent away either to the central depot in London or to other towns. The fact that last week 140 refugees were clothed showed the necessity for good organisation. Altogether 108 men, 63 women, and 71 children, or a total of 242 persons, had been clothed with 5,533 garments, including boots, etc., making a grand total of 13,757 garments in all, including 29 maternity bags, each containing at least 30 garments, but each counted as one in the grand total. The total receipts had amounted to £143 17s. 6d., which realised £25 for the Belgian Refugees Relief Fund. The expenditure amounted to £141 4s., leaving a balance of £2 13s. 6d., but further financial help would be welcomed.

GIFTS FOR TERRITORIALS.

Mrs. Cooper read a report stating that on the mobilisation of the 5th Battalion Duke of Wellington's West Riding Regiment the wives and relatives of the officers decided to raise funds to provide underclothing for the non-commissioned officers and men of the battalion. A committee was formed to carry out the work from the recruiting area, viz., Huddersfield, Mirfield, Kirkburton, Shepley, Holmfirth, and Meltham; a sum of money was quickly raised, the committee being greatly assisted by very many friends, who have kindly sent subscriptions and gifts of clothing. The committee has already despatched 1,299 flannel shirts, 1,495 pairs of woollen socks, 1,007 pairs of canvas shoes, and various articles, viz., helmets, towels, body-belts, scarves, mittens, etc. There was another consignment at the Drill Hall ready to be forwarded consisting of 1,117 flannel shirts, 1,106 pairs of woollen socks, and various other articles making a total of 2,416 shirts and 2,601 pairs of socks. She also mentioned that the ladies interested in the various companies were supplying their own companies with scarves and mittens. The committee was still continuing the work and would be very grateful for further help. The subscriptions amounted to about £250; this has all been spent, but the committee would like it to be known that they are still continuing the work, and that they will be very grateful for any further help.

Afternoon tea was kindly given by Mrs. F. W. Sykes, and the decorations of the hall were provided by the lady members of the Lindley Golf Club, who have also sent 240 garments to Lady Jellicoe for the use of the men in the Navy. Miss Nancy Dyson, in costume, recited a topical composition by Mr. Arnold W. Sykes, entitled "For the boys at the front."

The proceeds will be handed over to the fund for the Sick and Wounded Soldiers and Sailors and the Belgian Refugee Clothing Sub-committee.

Weekly Mail,
Nov: 27th. 1914.

WOMEN'S INTERESTS AND THE WAR.

Sir,—In your report of a deputation which appeared before the watch committee on Tuesday last there is a slight error. The deputation represented the Women's Advisory Committee. This committee consists of representatives from all the women's organisations engaged in social and relief work in the city. Its president is the Lady Mayoress, and its vice-president is the ex-Lady Mayoress.

The functions of this committee are to co-operate with existing organisations and to co-ordinate their work so as to promote efficiency and, as far as possible, to prevent overlapping. The committee, being thoroughly representative, is in a position to suggest and promote new forms of work appealing to the active sympathy of women of all sections.

At our meeting on Monday last the moral question as to the effect of the presence of such large numbers of young soldiers in the town and the consequent attraction of many young girls to the neighbourhood of the parks and camps was seriously discussed. It was felt that the women's organisations could do much to help the town authority in influencing the girls (who are often very young and act in thoughtlessness rather than evil intention), and in providing counter-attractions for them. A resolution in support of the system of women patrols, as initiated by the National Union of Women Workers, and approved by the Home Office and the Chief-commissioner of Police in London, was passed, and in furtherance of that a deputation was appointed to lay our views before the watch committee and to ask their sympathy and approval.—I am, &c.,

JANET PRICE WILLIAMS,
Hon. Secretary.

87, Kimberley-road, Nov. 26.

Pall Mall Gazette,
Dec: 15th. 1914.

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reflecting the policies, principles, and opin
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By CALLISTHENES.

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engrossing vital interest of
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Common Cause, Dec: 11th. 1914.

"Woman's Part in War Time."

Now that our country has been at war over four months, it becomes possible to get some kind of idea of the part that women are playing. And passing the interminable weeks of strife in review, two aspects of "the part of women in war time" deeply, and even painfully, impress the imagination. There is the great and growing record of help given and work done; there is the daily more perplexing problem of work hindered and human lives wasted.

The moment this country knew that war was imminent, the women began to offer and organise help. The Suffrage Societies, the great bodies of organised women, individuals everywhere, set to work according to their powers and opportunities to help. Work-rooms have been opened, new industries started, workers trained, money raised, and spent. Not only so, but the women whose husbands have gone to the front, have borne the double burden of bread-winner and home-maker with a silent heroism which the nation as a whole hardly appreciates, though it unconsciously relies upon it, and is not disappointed.

There is another side to this picture, not so pleasant to contemplate. Side by side with the eulogies bestowed on the women who are helping, stand bitter and repeated complaints of the women who are hindering. Some, we are told, are wasting the money paid to them as "dependents" of men at the front. Others—mostly quite young girls—are hanging about the camps, pestering the recruits, and getting themselves into trouble. Yet others are professional camp followers, responsible, in part, for the "10 or 15 per cent." whom the Prime Minister admitted to be "wasted" from among those who have joined the colours.

Of the first class of these "hinderers," not much need be said. If a few soldiers' wives are wasting the money that is paid to them, they are very few. And it is largely because these few are now receiving more money than they are accustomed to control that they are wasting it. We remember a friend, whose husband died from eating poisoned food, and who received £200 compensation, which she promptly "wasted"—not on riotous living, certainly, but on every kind of delightful and innocent amusement for her children. The money gone, she explained with large eyes of astonishment—"Miss, it didn't seem as if anyone ever *could* spend £200!" So is it with some women to-day; only the pitifulness of the sum which to them represents such unspendable riches brings home to those who have the least power of imagination, the poverty which is their habitual lot. As the Insurance Act has revealed the almost incredible ill-health of the working-class wife and mother, so the payments to soldiers' wives is revealing a poverty which has become a national peril. A determined and steady effort to improve economic conditions among women must be made, and in the meantime every kind of help must be given to those to whom the spending of money is so unaccustomed an enjoyment. Such help would probably be given with more practical effect by women of the Co-operative Guild type, than by those who are at least as ignorant how to administer very small sums as the women of whom we speak are of large ones.

The girls around our great camps are another problem. Women-patrols report that though in some cases complaints have been grossly exaggerated, it is nevertheless true that quite young girls from thirteen or fourteen to sixteen, are making themselves a positive nuisance to the men, and are a source of danger to themselves. They are, we are told, "without self-respect"; the speakers who are invited to go and address them are begged to appeal to this non-existent virtue!

There are many girls to whom this state of affairs is odious. Yet the state of affairs remains, and it is well to face it. It represents the inevitable result of all that Suffragists have been combating for years. Let us be honest. As long as girls are taught that to attract men is the first duty of woman, and to attract one sufficiently to persuade him to marry her, is "the vocation of woman," so long as a woman who fails in this "vocation" is regarded as a maimed and wasted being who, whatever her work and value, is really "superfluous"—as long, in short, as the expression "a superfluous woman" has any meaning, so long will the temptation to hang about these places where men congregate, exist, and in many cases be irresistible. Women have been economically dependent on men for their pleasures, and even their support. They have been taught that marriage is their one vocation, and to marry they must please men. They are hardly regarded as having a human value except in this vocation (hence the expression—"superfluous woman"). Is it not, then, futile to expect any other consequences than those we see to-day?

Let girls be taught to respect themselves indeed, but it must be by our realising their value first ourselves. Every human being is of infinite value, and remains so whether male or female, married or unmarried. Marriage, when it comes, is, or should be, a great happiness, a sacred duty; but it is not upon marriage that the value of any human soul depends, nor is there any deeper profanity than that conveyed in the phrase "a superfluous woman." No one dreams of calling the men who live in countries where women are in a minority "superfluous." They have their human value as human beings, whether they find their mate or not. So it is with women. This truth was slowly emerging in the minds of all of us before the war began. Now it is in danger once more of being submerged. This is why we

Oxford Stree

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reflecting the policies, principles, and opin
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By CALLISTHENES.

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Finally, there is the problem of the professional prostitute. She represents, in an extreme and final form, the woman exploited by society. We hope that those who are now earnestly engaged in thinking out this problem will before long be able to give the result of their thought and expert knowledge to the public. In the meantime, letters that have reached us on this subject impel us to warn those who are not "expert" of the extreme difficulties of the question. It is useless simply to "drive away" these women, to imprison, or to flog them. They do not cease to exist because we hurry them out of sight; and a concealed danger is not less a danger from being concealed. It is useless to appeal (as one correspondent suggests) to their patriotism. They have none. A prostitute is without nationality. Her hand is against every man, and every man's hand against her. Society has exploited her, and she exploits society. What has her country done for her, in heaven's name, that she should know "patriotism"? Nevertheless, she is human, and every proposal which assumes that she is not, is bound to fail. It is the duty of us all to remember and to help her if we can. But it is supremely the duty of the women of the woman's movement, who painfully and with much faltering and mistaking have asserted their own human rights and human value, never to forget that the claim that they make is invalid unless they make it equally for every other human being.

pathy and approval.—I am, &c.,

JANET PRICE WILLIAMS,
Hon. Secretary.

87, Kimberley-road, Nov. 26.

Pall Mall Gazette,
Dec. 15th. 1914.

Women and the War.

OUR DUTY TO-DAY.

IN URGENT NEED.

To the EDITOR of the PALL MALL GAZETTE.

SIR,—After seeing your excellent article of December 2, and also the letter you published from "F. Moore," we are venturing to send you fuller particulars of our work than you have hitherto had. Perhaps you will be kind enough to make known through your valuable paper the urgency of our need for support?

This organization was started at the beginning of the war to meet emergency needs as they arose. The original work was to supply the necessary garments for the wounded in Westminster and other hospitals. Very shortly the question of unemployment among good-class women came under our notice. We commenced to employ such women to make the garments, paying them for their work. This proved so successful in combating the difficulty of the position occasioned through the war, that we have enlarged and extended it to its present dimensions. We regard our efforts as purely of an emergency character, and adapt them to meet the contingencies of the moment as we think fit.

The hardships occasioned by the war touch classes which have never come before the public as needing help from charitable or other funds. Women with excellent steady employment in peace time, self supporting, self reliant, who have made small businesses for themselves through industry and frugality, are suddenly confronted with disaster which they have no power to meet. They are threatened with the loss of their savings, their possessions, and their homes. The needlework by which they live, and at which they excel, is at a standstill. Many are married, with families of small children to support; some are tailoresses accustomed to work for high-class West End firms. (This they do in small workrooms they themselves rent.)

All these come under the heading of "Home Workers." These are the women we are helping. We find out where emergency needs arise—hospital garments, soldiers' warm extra garments, comforts, etc.; for British and Indian troops, clothes for Belgian refugees, and for charitable guilds, etc., etc. We prepare, in our offices, all the garments, and give them to be made by the women at home. If we are not quite sure of the absolute cleanliness and suitability of the home, only washing things are given, and these are washed before being stocked. A large proportion of the garments are sold at the depot to those wishing to give presents to the troops at home and abroad, and to the poor. We also give away large quantities of hospital clothing to units as they are required for the sick and wounded.

Established charitable organizations from all districts have sent cases to us and commend the work as meeting a great need. We have only been supported so far from private sources, and we have the gracious approval and help of their Majesties Queen Mary and Queen Alexandra, Princess Christian, Princess Marie Louise, etc. We find many busy mothers can well do some plain sewing or knitting at home, and so earn a few shillings a week. In times like these, this may just enable them to pay their way and ward off the terrible necessity of reducing a three or two-roomed home to one single room. Women who have lost their regular jobs through war dislocations have, in several cases, had to wait a few weeks before getting fresh work. We have been able to help such as these, so that they do not have to draw on their tiny savings or sell or pawn their possessions.

We badly require funds, and must have regular support if we are to continue. Our work extends to many districts, and we cannot, therefore, make application to the Prince of Wales's Fund through one local representative committee. We appeal for help to find some method by which we *can* obtain a grant from these funds. Undoubtedly we are doing a much needed emergency work, and should have the assistance of the funds raised for those thrown into distress through the war.—Yours faithfully,

HORATIA G. ERSKINE, President.
MARGARET A. BARLOW,
Hon. Sec. and Manager.

Clothing Depot, 14, Great Smith-street,
Westminster, S.W., Dec. 12.

The Queen, November 28th. 1914.

WAR AND WOMEN'S WORK.

The Nation's Need.

IT HAS BEEN JUSTLY SAID that one of the most striking effects of the war is the universal desire to do something to help. A great wave of service has passed over the land, gathering volume and force on its path, and there is scarcely a man, woman, or child in these islands who is not waiting with outstretched, eager hands to grasp the opportunity to serve in some way or other. And yet, especially of the women, it must be said that many are sent empty away, not because there is not enough work to go round, but because, with straining eyes fixed on the fighting line, they see but one kind of work—to tend and aid the men at the front—and are blind to the need for help in their own land in other directions.

The time has come, I think, to remind them that our battles have been won not only "in the playing fields of Eton," but in the elementary schools of the whole of England. Scarcely a school but has its own roll of honour, and the men and women who have trained and fashioned the minds of the youngsters now fighting at the front may well feel a thrill of pride as they read the list of names and realise that they, too, have played their part in the defence of the Empire.

It will be an enduring shame to England if the present generation of children is sent out to fight the battle of life worse equipped than the preceding one because there has not been found a sufficient number of capable people willing to do the work that is nearest. And yet this is not an imaginary danger—it is a solemn and sober fact—that with the ranks of the teaching profession depleted as they are by the men who have gone to the front, there is not at the present moment a sufficient supply of teachers to carry on the work of education in the way it should be carried on if, in the bitter years that must of necessity follow this devastating war, the torch of culture is to be borne steadily forward, and those ideals for which Englishmen are giving their lives are to become the inheritance of the English race.

Women are wanted to carry on this work of education, and just as in the fighting line we see fighting shoulder to shoulder men drawn from all ranks of the community, so it is to all ranks of girls and women that we appeal. To those who up till now have been leading pleasant and leisured lives, to those who, secure in the knowledge of a home in the background, have been satisfied with unorganised employment which has supplied them with pocket money, and to those who are facing the problem of how in these troublous times they may best earn a livelihood we would say come forward and do this work for King and country.

And just as men have joined the Army for divers reasons, so we would welcome into the army of teachers those who enter into it from purely patriotic and missionary motives and those who, equally patriotic in spirit, look to it as the means of gaining an honourable livelihood.

The army of teachers wants recruits; it had been wanting them for some time before the outbreak of the European War, and since the increase of demand over supply can in great measure be accounted for by ignorance of the conditions of the service and the advantages attached to it I may perhaps be excused for giving a brief summary of these.

First, with regard to the measures to be taken in order to enter the profession, it should be clearly understood that any girls and young women who have received a good education in a secondary school and who have before leaving school obtained a qualification which has enabled them to take situations in business, commercial, or secretarial life can become candidates. With such a qualification these young women could apply to the Board of Education for recognition as students willing to be trained in a training college for two years, and so help in the immediate future to fill up ranks left vacant by those who have gone out to the actual fighting. The process is not so difficult as may appear on the surface. All who have passed an examination of the type of the senior local examinations of Oxford or Cambridge or the matriculation examination of one of the Universities are in a position to apply to one of the education authorities to be recognised as student-teachers between the ages of seventeen and eighteen for one year. During this year they would receive a preliminary training which would make them acquainted with the requirements of a teacher, and this training would be received in the very best way. At the same time their services would be amply remunerated by the education authority; in London, for instance, they would receive £30 for the year in addition to a bonus of £15 on entering a training college. They have an option of entering for a two-years' course either a residential college, where they would receive tuition, board, and residence at a cost of £25 for the two years, or a day training college, where they would receive training free of cost and a grant from Government of £20 per annum in cash towards their maintenance expenses. In both cases the training received would enable them to obtain Government recognition as a teacher and a certificate of qualification. Those who have one of the examinational qualifications mentioned above and are over eighteen years of age are eligible for acceptance immediately as students in a training college and may omit the preliminary student-teacher year of training if they so desire.

Among the advantages attached to the profession I would mention first of all that, unlike other professions, there is security of tenure. Arduous and harassing as the work of teaching may be, the teacher has not to add to other anxieties that of fears for the morrow. What that means to women only those in unorganised employment, who at this moment are threatened with utter loss of livelihood because of the dislocation of commerce, like can fully realise. Secondly, there is a pension for old age, a pension that lays once and for all the horrible spectre of destitution which has made the future gloomy for many a woman. Thirdly, compared with other professions, it offers a fair rate of remuneration for women. The salary in London commences at £70 and rises to £170, while there is room at the top for all those whose natural capacities fit them to be leaders and organisers. Lastly, and perhaps most important of all, it is work for which there is a crying need and work that is emphatically worth doing, for, in the noble words of the Minister of Education in his address to teachers, "We are trustees for posterity. We guard the lines of communication between the present and the future."

The Star, December 1st. 1914.

6056

WARTIME IN A NEUTRAL COUNTRY.

656/22

By AN ENGLISHWOMAN IN HOLLAND.

OUTWARDLY, Amsterdam, save for the number of soldiers in the streets, cafés, and milk salons, and for the ubiquitous "war bread" (made, by mandate of the Burgomaster, of flour in its natural state, with sometimes the addition of potatoes and cereals—except for an occasional roll, no white bread is to be seen in Holland just now), seems little affected by the war. Though Dutch ladies are so domesticated, I saw no one knitting. "The Government provides all those things," they told me. But the Belgian refugees and the proximity of this war have resulted in a great seriousness. It was a curiously silent crowd that promenaded the Kalverstrasse, the principal evening parade of Amsterdam.

Picture-palaces invited the soldiers to enter at half-price. The shops showed many war books and postcards. Their neutrality was shown by picture postcards of the Crown Prince side by side with that of the Prince of Wales. Germany has been particularly busy disseminating literature glorifying herself and belittling England. Weedy-looking Highlanders of idiotic expression are the chief butts of the comic papers. Even "Jugend" descends to the feeblest jokes apropos of our Scottish regiments.

Powder Magazines.

All the principal magazines ordinarily devoted to art and literature appear to have become war journals pure and simple. The "Internationale Monatschraft" contains nothing but a series of signed articles, either upholding Germany or abusing England—"the merchant—not the kingly merchant who, while he works for himself with positive strength, serves also the good of his people, but rather the petty retail shopkeeper, who fears his competitors, and tries by all means lawful and unlawful to damage and destroy them."

Germany, on the other hand, is described as the selfless teacher of other nations, whose only crime lies in asking for "the light and air that others enjoy." "We trust to God," says another writer, "that He will not permit our destruction. We will win, and we are certain that we will win. If we do not win, then we cease to exist. We are determined to battle to the last man."

"Does England think herself prepared for us as she was prepared for smaller nations?" asks another writer. "Does she not know that we are more splendidly equipped for war than was ever any nation in the whole world?" Obviously Germany is in mortal fear of England. These articles prove it.

The Ubiquitous Spy.

And, needless to say, the German spy is ubiquitous in Holland. Germany herself would probably be the last to deny it. In a railway compartment in which I travelled two Belgian ladies who had just come from Brussels were describing their experiences. Suddenly noticing the expression on the face of a man sitting in the corner (he was ludicrously like a villain let loose from a cinematograph), they stopped short, and would say nothing more about Brussels, to which they were returning shortly. This is a common occurrence in Holland just now. The furtive watcher and the listener are never very far away. It does not need a Sherlock Holmes to know when they are near.

If the treatment accorded to a British woman travelling alone be any criterion of the attitude of a country, then my own experience would prove that Holland is the friendliest country in the world. Everywhere I was treated with quite remarkable kindness by all classes of people. The Germans appear to be cordially detested. "When war broke out," said a leading social worker to me, "50 per cent. of the Dutch people were in favour of the Germans and 50 per cent. against. Now the temper of the people has entirely changed, chiefly owing to the conduct of the Germans in B[illegible]m; and about 75 per cent. are in fa[illegible] the Allies and 25 per cent. in fav[illegible]rmany."

Unemployment [illegible] general Amsterdam, thoug[illegible]des have [illegible] hit. At [illegible]en's Exchange (an admirably equipped one with reading-rooms and waiting-rooms) the only seekers for work while I was there were a number of charwomen—sturdy, bare-headed, bare-armed, cotton-frocked women, quite different from our black-robed "char-ladies." "Typists, shopgirls, and needlewomen have not been affected," said the superintendent, Fraulein Van Oorschot, "but there are thousands of charwomen out of work. This is partly due to the number of women who are doing their own work since the war broke out and to the number of workless men whose wives are seeking employment."

The Salvation Army is doing some excellent work in Amsterdam, and eight members are chairmen of the Committees of the Central Support Committee founded on the outbreak of the war at the instigation of the Queen for the relief of distress. "Twenty thousand guldens are given every week to the poor," Commandant Ridsdale told me. "The money is raised locally, and administered as each town thinks fit. (Haarlem, for example, has set 500 men to work at road making.) Any deficit is supplied by the Central Committee at The Hague." The closing down of Van Houten's big model cocoa factory in Weesp, just outside Amsterdam, threw 1,500 people out of work. Five thousand diamond cutters have been thrown out in Amsterdam alone, and Rotterdam is much worse. Amsterdam has been kept busy caring for refugees, 12,000 of whom poured into the town in one evening, and the Salvation Army, under Commissioner Cunningham, has been indefatigable, not only in Amsterdam, but in The Hague, Rotterdam, Amersfoort, Leeuwarden, Flushing, and other places.

Forced Labour.

On my way through Utrecht I saw two of the homes organised by the Salvation Army for refugees—the Corn and the Fruit Markets respectively (the markets are still held once or twice a week). Boy Scouts, dressed like our own, and Free Sisters (young ladies working for the Central Refugees Committee) were in attendance, helping the energetic lady superintendent. A sick man lying on a mattress told me that the Germans had made him and 150 other Belgians prisoners of war. He had to dig trenches for them, and while he worked they hit him with the butt end of their rifles and kicked him continually till he was bleeding all over. He escaped at night by crawling through a wood on his hands and knees.

The Hague when I reached it looked dignified and peaceful. And the same might be said of the head registration offices of the Belgian Refugees Committee, which has been most ably organised by Baron Clifford, a young cousin of Lord Clifford of Chudleigh, who came over from Canada at the outbreak of the war and before going to the front has been working from nine o'clock in the morning till eleven o'clock at night, putting refugees all over the country in touch with one another. Over 70,000 names have been registered, and 300 or 400 inquiries for missing relatives are received daily.

A Nurse's Story.

His chief assistant is Mme. Dora Van Wynberger, herself a refugee, who was the only nurse left with the Belgian Red Cross superintendent when the Germans entered Antwerp. They made her a prisoner of war for five days, and took from her various mementoes bestowed on her by the British soldiers—epaulette buttons and the like. She spoke in highest praise of the abilities of the English Red Cross nurse and the bravery of the British soldier. "I have seen them smile and joke when suffering tortures," she said. "No other soldiers are quite like them."

There was a great rally to the Red Cross in Holland when war broke out. So Mr. Mexol, the secretary, told me when I saw him at the "Pages' House," a romantic sixteenth-century building, once the residence of the royal pages, now the headquarters of the Red Cross, which also owns a small model hospital staffed by 12 or 14 trained nurses. The membership is about 7,000, and the flourishing condition of the Red Cross now is due largely to the interest of Prince Henry, who reconstructed it after the Boer War. The Queen also takes the greatest interest in it, and always sees [illegible]s personally before they go to the [illegible]he mobilisation of the Red Cross [illegible]n war was declared was her idea.

[illegible]

The Lady's Pictorial, December 5th. 1914. 656/23 656.

WOMEN'S WORK IN TIME OF WAR.

The British Red Cross Society.

AS the war goes on the British Red Cross Society meets more and more adequately the many and varied calls upon it. The hospitals under its auspices are very full, especially those on the South Coast, for the reason that the men are there in excellent environment for health, and also well situated for returning to their regiments as soon as they are fit to do so. This is their greatest desire; those who are not too badly hurt to care for anything care only to get back! More and more warm clothes are needed for the men at the front, and what is most urgently required now that the cold weather is here is a great quantity of undervests and drawers woven. Our uncomplaining soldiers say that those who have received these things from friends are the warmest men in the cold army. Mrs. Payne Whitney has brought over from America a staff of well-known surgeons, fifteen fully trained nurses, all of them giving gratuitous services for a field hospital which is entirely equipped by Mrs. Whitney at her own expense. She has also brought over a very large store of clothing and supplies. Motor ambulances designed for this hospital had already arrived here. Nothing that could render it perfectly efficient had been forgotten. It is to be established as near to the fighting line in France and Belgium as is possible, and it has the authority of the British and French Red Cross Societies. It will, however, be used for German and Austrian as well as for the Allies' wounded. Mr. Payne Whitney is well known here as a great sportsman and an enthusiast for polo. His wife is a daughter of Mr. Cornelius Vanderbilt, and is a cousin of the Duchess of Marlborough. Mr. and Mrs. Whitney, who have had their beautiful property in France destroyed by the Germans, are probably o the same family. The invaders broke up their fine collection of Sèvres china, looted their beautiful enamels, entered the ladies' rooms—which had been hurriedly evacuated—tore up their clothes, and slashed the pictures.

There is some variety in the Indian working parties for the Red Cross. The Parsee ladies love needlework and greatly like to do it. The Hindoo ladies will work but spasmodically, but prefer the social aspect of work meetings; they love to decorate the portrait of the King Emperor and European workers with garlands of flowers. Nevertheless the amount of work gone through in India for troops in the field is wonderful.

Women's Volunteer Reserve.

A WOMEN'S Volunteer Reserve has been formed as a branch of the Women's Emergency Corps, with Viscountess Castlereagh as Colonel-in-Chief and the Hon. Evelina Haverfield as Hon. Colonel. The Corps will enrol qualified motorists, motor cyclists, and aviators, and will specialise also in signalling, first aid, cooking, riding, and driving, &c. The object of the W.V.R. is to organise, train, and drill suitable women to form disciplined bodies all over the country who will, in the contingency of invasion, or any other national crisis, be ready to assist the authorities in transport, the carrying of despatches, and in any other way. It is felt that since the country has been flooded with Belgian refugees all telling harrowing stories of the dastardly actions of German troops, the best means of averting a panic among non-combatants in the event of a raid or coast alarm, would be the existence of bodies of trained women to reassure, help, and protect the helpless members of the community, and co-operate with the military and civic authorities in all emergencies. Four companies of women are already drilling, the average number of women in each company being sixty. Branches have been formed at Reading and Walthamstow, and others are in process of formation. It is hoped eventually to form each branch into a recreation club for the members so as to combine a certain amount of amusement and social intercourse with the more strenuous work of the Corps. These clubs should prove a real boon to women, whose time during the week is occupied in shops or offices, and who have but little opportunity of obtaining exercise and fresh air. The age limit of recruits is eighteen to forty, and a medical examination by one of the Hon. Medical Officers of the Corps has to be passed. Further information may be obtained from the Hon. Sec., Women's Volunteer Reserve, Old Bedford College, Baker-street, W.

THERE is no excuse in war time for a meeting without a purpose, and one held recently at the headqu arters of the Young Women's Christian Association, when the Hon. Emily Kinnaird took the Chair and Miss Grace Tottenham, Director of the postponed London Finance Campaign, gave graphic accounts of the work done by the Association since the first days of the war, and the work the Association is planning to do in the next few months.

"If your place is a small place
Tend it with care,
He set you there
If your place is a large place,
Guard it with care,
'Tis He not you
Who set you there."

Miss Tottenham spoke of the great use the hostels and institutes had been since the outbreak of the war. The Victoria Hostel has been crowded with foreign girls, even though the Association has enabled over 1,000 girls to travel to their own countries in safety. On the register of the Employment Agency there are many hundreds of girls—typists, dressmakers, milliners, &c.—who are out of work owing to the war. For some of these situations have been found by the Agency, and some are at present receiving temporary employment in the Central Institute Clubroom at 3d. an hour. This can only last as long as orders are received and the Help Committee's fund lasts. The most important work of the Y.W.C.A. since the first days of the war, was explained by Miss Picton Turbervill, which is amongst girls at the towns where the Territorial and New Army Camps are situated. This is an urgent need, for the girls who frequent these camps are doing so at grave moral danger. But for this work workers are needed, and Miss Picton Turbervill explained the three kinds of workers that are needed: (1) Experienced "Organisers," to remain in the different towns for a week only to start the League of Honour, Y.W.C.A. Girl Guides, Clubs, &c. (2) "Followers-up," who will follow up these organisers and remain in the town until the war lasts. (3) "Supplementary workers," who will take the place at home of those who are more experienced and who volunteer to go to these towns.

Any educated worker will be welcomed if she applies to the Director of Work Amongst Girls, 20 Georgestreet, Hanover-square, W.

Huddersfield Chronicle, December 5th. 1914.

MASS MEETING FOR WOMEN.

On Tuesday evening the Town Hall was filled to overflowing, when a meeting for women and girls was held for the purpose of inaugurating the "League of Honour." The chair was taken by the Lord Bishop of Wakefield, who was supported by the Revs. Canon Rolt, D. S. Lees, B. Gregory, D. C. Tincker, the Mayoress, Lady Armitage, Lady Brooke, Miss Siddon, Mrs. James Hirst, Miss Blakeley, and representatives of all the societies, guilds, and classes for work among women in Huddersfield and district. The speakers were Mrs. Steinthall (Ilkley) and Miss Dashwood (London), who, at a few hours' notice, kindly took the place of Mrs. Morgan, who was prevented by illness from being present. Mrs. T. J. Dyson, whose singing always gives so much pleasure, was the vocalist, and the Huddersfield Ladies' Orchestra, conducted by Dr. A. Eaglefield Hull, added greatly to the success of the evening by their delightful and artistic playing. Messrs. Sheard and Osborne kindly presided at the organ.

The Bishop expressed pleasure in welcoming so large a gathering, and said he was present to make an appeal to the womanhood of England that their influence should be stirred to the uttermost on the side of honour, purity, courage, and temperance. This was the time when character was made and tried in the furnace of fire. He urged English women and girls to help and not to hinder the brave men who were going out to give their lives, if need be, for their country's honour; to let their memories of their women be unstained; to be worthy of them during these months of hardship and trial, and to be able to welcome them, on their return, with pure hearts and untarnished loyalty. He referred to the loneliness of soldiers' wives and mothers, and urged friends and neighbours to do their part in cheering and upholding those who sorely needed friendship to help them to withstand the many temptations which at such a time surrounded their lives. They had read in the newspapers that the Czar had forbidden the use of vodka, that curse of Russia, during the war, but even the power of the autocrat was small compared with the power of womanhood if they in a body would fight against the foe of intemperance.

Miss Dashwood said the League of Honour had been formed to uphold the standard of women's duty and women's honour during this time of war, and to create a strong public opinion for temperance. Already 120,000 women and girls were wearing the badge. She hoped all present would that evening sign their names for membership and would, themselves, become recruiters for the league. Our King and country needed every woman, as well as every man, to help at this present time. She wished to impress that the badge would be forfeited if the member did not live up to her pledge. A girl must therefore think before she took her badge into doubtful company or into undesirable places. The type of girl the League of Honour wanted were those who would help men to be true to their colours and true to themselves. The present time was full of opportunities for work and influence; if each girl would influence even one friend, England would be all the richer for it.

Mrs. Steinthall took for her subject the danger of small sins. "Broken promises" so often caused terrible sufferings to others. She hoped that those girls present who had promised to be true to men who had gone to the "front" would never forget their word of honour or behave in any way which would be unworthy or untrue. She urged parents to be firm with their children, never to promise what they could not give, never to threaten what they did not perform. Many young lives were ruined by the laxity of mothers who had failed to inculcate a sense of honour in their children. She spoke of the danger of "excitement" at this time. It was a time for women to think and act calmly if they wished to help others. Another foe was "over anxiety." It was natural enough, when dear ones were away and in hourly danger, but it caused brooding, and sometimes led to intemperance and sin. She herself had two sons, both at the war, and she could therefore speak with sympathy to all anxious mothers, but she would not have held them back, even had she known that their lives would be laid down for King and country.

Richmond Times, Dec: 5th 1914.

Women and the War.

A NEW DEVELOPMENT IN RICHMOND.

The Presbyterian Hall in Quadrant-road was crowded on Thursday evening on the occasion of a rally of local branches of the League of Honour for Women and Girls of the British Empire. The effort was designed to stimulate the existing branches and to widen the radius of local influence.

The League of Honour has been organised for the period of the war with the object of banding together women and girls to uphold the standard of women's duty and honour, to raise a strong force of public opinion and support among women and girls, and to combat some of the social and moral dangers emphasised by the war. It also aims at deepening the sense of woman's responsibility for the honour of the nation, and makes it clear that the manhood of the country is either raised or lowered by the influence of its womanhood. The league, too, it is hoped, will provide opportunities for mutual help, encouragement, and spiritual influence among women of all ranks.

Thursday evening's meeting took the form of a tea party, at which there were present some 250 girls and young women. St. John's Club had a contingent of 61, brought by Sisters Ethel and Lloyd; Mrs. Gouldsmith brought a party of 84; Miss MacQueen and Miss Cockburn came with members of St. Ursula's and the Violet Clubs; while in addition to those present from the Girls' Friendly Society, Miss Bugler was in charge of a large party of old St. Mary's and Holy Trinity scholars, whom she enrolled at the end of the proceedings. Lady Yoxall took the chair, and was supported by representatives of the committee in Mrs. Tempany, Mrs. Herbert Chapman, the Misses Mackenzie, the Misses Bugler and Culver, Mrs. Gates and Mrs. Bailey (representing the Richmond Committee of Women Workers), and two ladies from the National Union of Suffrage Societies. Mrs. Stewart, as hon. secretary of the committee, was responsible for the entire arrangements of a successful evening.

Light refreshments having been served, a short musical entertainment followed, and then Miss Maud Royden, the well-known speaker and worker among women, gave her address on "How Girls Can Help the Empire." She first of all enumerated the objects of the league, emphasising the dire need at this moment for womankind to rule their conduct after high ideals. Special sacrifice could be made by signing the pledge of total abstinence during the war. If Russia and France could do without strong drink England ought to be able to do so, too. Lastly, women could pray for protection, and for an everlasting peace.

Members of the league may be enrolled at next Thursday's meeting of the Parish and St. Matthias' Churches' Mothers' Union, in Ormond Lodge.

Evening Standard. 8th. Dec:

WHERE WOMEN CAN HELP.

Sir,—One of the difficulties affecting recruiting may, I think, be found in the fact that many men who would be glad to give their services to their country occupy responsible positions from which they feel they can ill be spared in these critical times.

May I suggest through your interesting paper that this is a difficulty which our women might help to solve, if only some united, intelligent effort could be made. The larger number of women now in commercial houses are employed as secretaries, correspondence clerks, and typists; but there is no reason at all why a number of capable business women should not be quickly fitted to carry on the work of company secretaries, accountants, cashiers, shipping clerks, and so on.

Should not the various associations interested in women's work be able to help by arranging short, practical courses of instruction designed to fit women more particularly for these branches of commercial work? Such a course, followed by a short experience in the actual work, would soon enable women to replace men in these positions, and release them for military duty.

It would be necessary to make a condition that such appointments be held only until the original holder could resume his position after the war; but there can be very few women who would not willingly accept so fair a condition. And when the war is over we hope business all over the Empire will be so good that there will be room for all.

Some associations, I see, are gratuitously training women shorthand writers and typists; that seems a great pity, as this branch of work is terribly overcrowded, and to send more into it is only increasing the disadvantages under which many capable, well-trained women already suffer.

C. HILLIARD.

43, Wellington-road, Wanstead.

656/24 Pall Mall Gazette, Dec: 9th. 1914. 656.

Women and the War.

OUR DUTY TO-DAY.

THE PASSING OF THE UNTRAINED WOMEN.

It is extraordinary, when we come to think of it, what effect some of the wars of the last century have had on women's work in the world. The Crimean War brought into prominence the need that existed for the nursing of the sick and wounded being undertaken by women of education and training. The St. John Ambulance Brigade, with all its bearing on women's work, was the outcome of the Franco-Prussian war later on, and it seems as though the present great national crisis will mean the final passing of the untrained woman. It has not, of course, in any instance been the war itself that has worked the advance Certain conditions have prevailed, and it has taken the shock of war to make women realise the necessity of altering them.

Careers for Educated Workers.

The world is full of women workers to-day, and conditions of war, which have meant in many cases a lamentable shrinkage of income, have forced hundreds of others into the field. Totally unequipped are the latte for the battle of life, for, never anticipating such a contingency as having to earn their own living, these women have made no preparation for such an event. Very opportunely, therefore, comes a new publication, entitled "Careers," price 1s. 6d., published by the Central Bureau for the Employment of Women, 5, Princes-street, Cavendish-square, W. The book in question is really the fourth edition of "The Fingerpost"; and whoever compares it with the first edition of that work, published only ten years ago, will realise how enormously conditions have changed in the field of women's occupations in that short space of time. Even now "Careers" does not pretend to have said the last word in the matter, for conditions are constantly changing, and scarcely a month passes without important modifications in one or more branches of occupation.

Wide Experience.

Over one hundred articles, each written by an expert worker in the profession described, are contained in "Careers," and at the back of it all is the Women's Employment Bureau, who have had so many years of experience in dealing with the advantages and disadvantages under which women work. This is no organization of mushroom growth, nor one called into being by the present national crisis. It has the experience of many years to fall back upon, and is therefore able to avoid or surmount the difficulties that crop up in the paths of other organizations of more recent date. Those out of employment at the present moment cannot do better than apply at 5, Princes-street, where Miss Spencer, the secretary, will be found ready to give the best of advice and help, and to take a kindly human and personal interest in each applicant.

Help for Musicians and Singers.

Lowell tells a charming story in verse of a shepherd whom some called shiftless because he had hands too slender "to plow or reap or sow," but who made music so sweet that it filled men's eyes with tears, and earth seemed sweeter to live upon. Since the early days of August the industrial woman and her work have filled the minds and days of many people, to the exclusion of the musicians, artists, etc. These professional women who have been going through deep waters the last few months should now apply to Miss Spencer at the address given; who is prepared to extend help to them quite as much as to the young girl who cannot make up her mind as to what she is most fitted for, and needs the advice of some one who knows all the

he many temptations which at such a time urrounded their lives. They had read in the newspapers that the Czar had forbidden the use of vodka, that curse of Russia, during the war, but even the power of the autocrat was small compared with the power of womanhood if they in a body would fight against the foe of intemperance.

Miss Dashwood said the League of Honour had been formed to uphold the standard of women's duty and women's honour during this time of war, and to create a strong public opinion for temperance. Already 120,000 women and girls were wearing the badge. She hoped all present would that evening sign their names for membership and would, themselves, become recruiters for the league. Our King and country needed every woman, as well as every man, to help at this present time. She wished to impress that the badge would be forfeited if the member did not live up to her pledge. A girl must therefore think before she took her badge into doubtful company or into undesirable places. The type of girl the League of Honour wanted were those who would help men to be true to their colours and true to themselves. The present time was full of opportunities for work and influence; if each girl would influence even one friend, England would be all the richer for it.

Mrs. Steinthall took for her subject the danger of small sins. "Broken promises" so often caused terrible sufferings to others. She hoped that those girls present who had promised to be true to men who had gone to the "front" would never forget their word of honour or behave in any way which would be unworthy or untrue. She urged parents to be firm with their children, never to promise what they could not give, never to threaten what they did not perform. Many young lives were ruined by the laxity of mothers who had failed to inculcate a sense of honour in their children. She spoke of the danger of "excitement" at this time. It was a time for women to think and act calmly if they wished to help others. Another foe was "over anxiety." It was natural enough, when dear ones were away and in hourly danger, but it caused brooding, and sometimes led to intemperance and sin. She herself had two sons, both at the war, and she could therefore speak with sympathy to all anxious mothers, but she would not have held them back, even had she known that their lives would be laid down for King and country.

Gates and Mrs. Bailey (representing the Richmond Committee of Women Workers), and two ladies from the National Union of Suffrage Societies. Mrs. Stewart, as hon. secretary of the committee, was responsible for the entire arrangements of a successful evening.

Light refreshments having been served, a short musical entertainment followed, and then Miss Maud Royden, the well-known speaker and worker among women, gave her address on "How Girls Can Help the Empire." She first of all enumerated the objects of the league, emphasising the dire need at this moment for womankind to rule their conduct after high ideals. Special sacrifice could be made by signing the pledge of total abstinence during the war. If Russia and France could do without strong drink England ought to be able to do so, too. Lastly, women could pray for protection, and for an everlasting peace.

Members of the league may be enrolled at next Thursday's meeting of the Parish and St. Matthias' Churches' Mothers' Union, in Ormond Lodge.

Evening Standard. 8th Dec:

WHERE WOMEN CAN HELP.

Sir,—One of the difficulties affecting recruiting may, I think, be found in the fact that many men who would be glad to give their services to their country occupy responsible positions from which they feel they can ill be spared in these critical times.

May I suggest through your interesting paper that this is a difficulty which our women might help to solve, if only some united, intelligent effort could be made. The larger number of women now in commercial houses are employed as secretaries, correspondence clerks, and typists; but there is no reason at all why a number of capable business women should not be quickly fitted to carry on the work of company secretaries, accountants, cashiers, shipping clerks, and so on.

Should not the various associations interested in women's work be able to help by arranging short, practical courses of instruction designed to fit women more particularly for these branches of commercial work? Such a course, followed by a short experience in the actual work, would soon enable women to replace men in these positions, and release them for military duty.

It would be necessary to make a condition that such appointments be held only until the original holder could resume his position after the war; but there can be very few women who would not willingly accept so fair a condition. And when the war is over we hope business all over the Empire will be so good that there will be room for all.

Some associations, I see, are gratuitously training women shorthand writers and typists; that seems a great pity, as this branch of work is terribly overcrowded, and to send more into it is only increasing the disadvantages under which many capable, well-trained women already suffer.

C. HILLIARD.

43, Wellington-road, Wanstead.

ltering them.

Careers for Educated Workers.

The world is full of women workers to-day, and conditions of war, which have meant in many cases a lamentable shrinkage of income, have forced hundreds of others into the field. Totally unequipped are the latter for the battle of life, for, never anticipating such a contingency as having to earn their own living, these women have made no preparation for such an event. Very opportunely, therefore, comes a new publication, entitled "Careers," price 1s. 6d., published by the Central Bureau for the Employment of Women, 5, Princes-street, Cavendish-square, W. The book in question is really the fourth edition of "The Fingerpost"; and whoever compares it with the first edition of that work, published only ten years ago, will realise how enormously conditions have changed in the field of women's occupations in that short space of time. Even now "Careers" does not pretend to have said the last word in the matter, for conditions are constantly changing, and scarcely a month passes without important modifications in one or more branches of occupation.

Wide Experience.

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Disabled Soldiers and Sailors Workrooms.

The Queen, accompanied by Princess Mary, and attended by Lady Bertha Dawkins, paid a surprise visit to the Disabled Soldiers and Sailors' Workrooms, at 122, Brompton-road, S.W., yesterday afternoon. Her Majesty made numerous purchases for Christmas presents, and was much distressed to hear that in consequence of the war the sales of the disabled men's work had decreased by nearly £1,000 during the past three months.

New Zealand Gifts.

The High Commissioner of New Zealand has sent a generous gift of clothing from the people of New Zealand for the poor of London, the Soldiers and Sailors' Families Association, and relief societies dealing with distress caused by the war. Eighteen enormous iron-bound packing cases have arrived at the headquarters of the Women's Emergency Corps in York-place, and will be opened by Mrs. Pember Reeves to-day. The clothes will be sorted, listed, and allotted as soon as possible to the various agencies already selected to distribute them.

J. J. W.

The Daily News & Leader,
December 10th. 1914.

656/25 656.

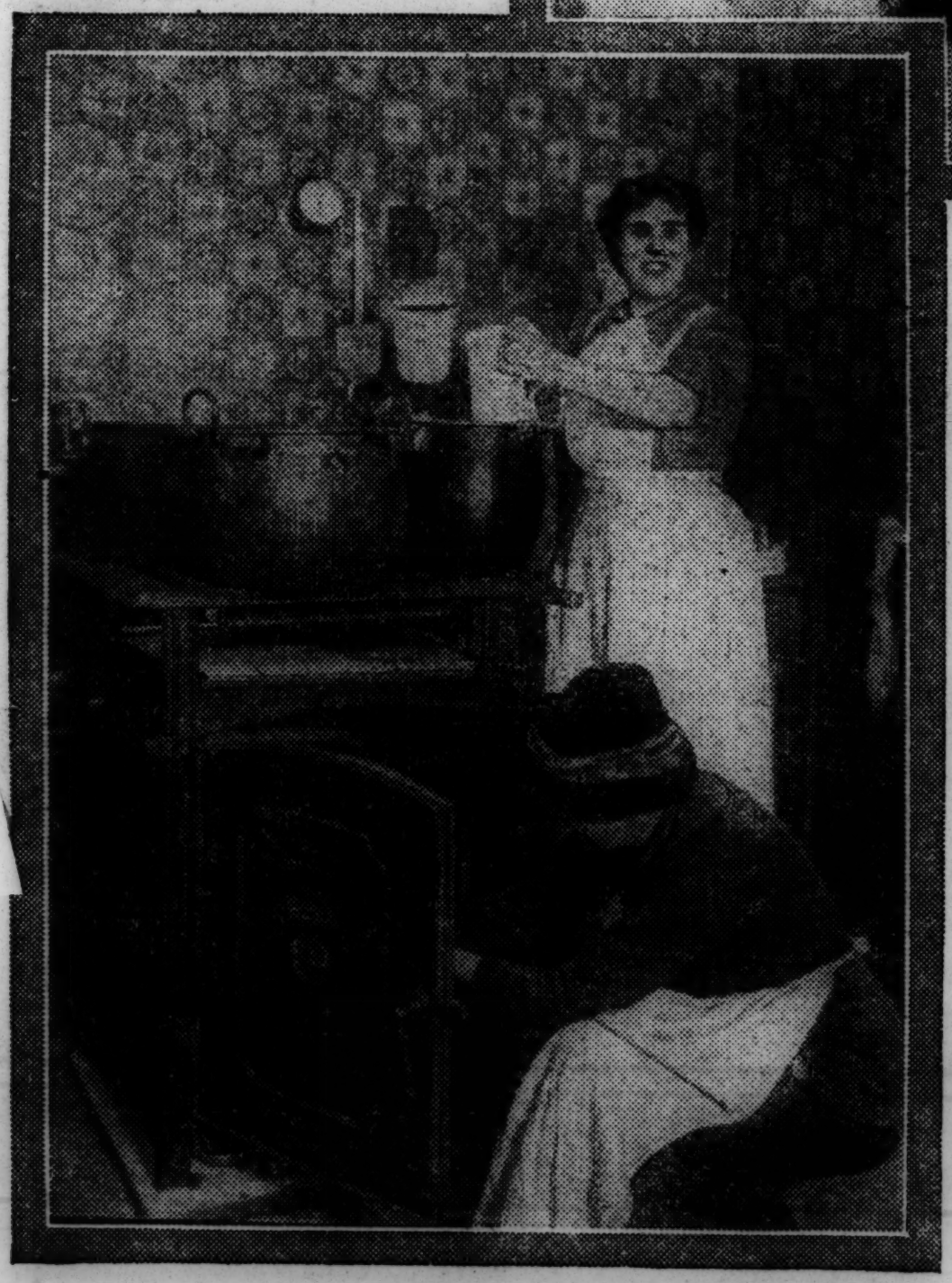
LIFE LINES: How Women ar Helping Wome

MUCH useful work is being done by the Women's Suffrage National Aid Corps. organised by the Women's Freedom League, and with Mrs Despard, sister of General French, as President. Not only in London, but all over the country. in every town where the League has a branch, an intelligent effort is made by the Corps to do work that really helps.

Dining on 1½d.

If you look in at 1, Everitt-street, Nine Elms, you will find Mrs. Henry Tippitt, the well-known novelist, cooking meals for those who cannot afford to spend more than a penny or so on their dinner, and it is not unlikely, if you happen to call at the right time, that you will find a popular actress scrubbing the floor. The restaurant is a great boon to women who have been hard hit by the war. For one penny soup, bread, and pudding can be bought, and it is possible to dine quite well on 1½d Most of the provisions are given, and all the work is done by members of the corps. Mrs. Tippitt thinks nothing of cooking 170 meals a day.

Customers can either take their meals in the restaurant or carry them away to



Mrs. Henry Tippitt cooking the famous Penny Dinners.

Women and Girls out of Employment making Children's Clothes.

heir own homes—an arrangement which uggests very well the sympathetic lines n which the corps works. Between 12.30 nd 2 o'clock there are busy scenes at the estaurant, and many a customer has been heard to say that "she'd never have thought the Suffragettes were such good orts."

Polly Atkins.

In Riseholme-road, South Hackney, a workroom has been organised, where a number of women thrown out of employment are happily engaged in making soft toys. Some of the artistic members of the corps have designed surprisingly novel dolls and animals. One soft doll, known as Polly Atkins, is so promising that she has been registered. The workers are paid from 3d. an hour, and they are busy from 9 to 5. Saturday is an off-day, so that they may try, if they like, to find more remunerative work—the toy-making being looked upon by the corps as primarily a stop-gap.

An Outfit for 7s. 6d.

At 21, Edgware-road there is another workroom, where women and girls make clothes for children at 3d., 4d. or 5d. an hour. A good sale is found for the clothes, chiefly shirts and complete outfits for children. An order has already been received from the War Office for 250 shirts. The children's outfits, which can be bought for 7s. 6d., include not only a suit but underclothes as well.

When it is remembered that similar workrooms are being organised by the League's many country branches, it will be realised that the work is on a really helpful scale. The general secre corps, Miss F. N Stephen, at street, Adelphi, has come into c several distressing cases. One w had lost her employment as artificial flowers, was literal when she called at the office given a meal at once, and Stephen succeeded in finding

One of the members of the Harvey, of Bromley, has thro house as a hospital for children crowded out of hospitals by wounde soldier maternity, and childen's wa fitted up.

Pudding-making a

Photos:

Yorkshire Observer, Dec: 11th. 1916.

WOMEN'S WORK IN WAR TIME.

THE BRADFORD SCHEMES.

One of the features of this time of war which must have struck all who take an intelligent interest in affairs is the large amount of social work that has been taken up by women. To say that there has never been anything even comparable to it would be absurdly inadequate, for the simple reason that what one may describe comprehensively as the "women's movement"—the quickening, politically and otherwise, of the desire for social service among women—which has supplied the workers, is in so large a degree a modern growth. So far as the women's political organisations are concerned the truce declared at the beginning of the war has been loyally observed; none now is for a party, all are for the State; and sectional differences seem to have been obliterated in the all-absorbing duty of helping the country through its hour of trial. It may be of interest, therefore, to draw attention to some of the phases of women's work in Bradford, which are typical of the best work of the kind being done in the country.

THE WOMEN'S EMPLOYMENT COMMITTEE.

Perhaps the largest of the schemes is that conducted under the auspices of the Lady Mayoress's War Guild. The organisation embraces, by means of its ward committees, the whole city. The Guild is engaged in making garments for our soldiers and sailors, and every week huge bales of articles are sent off to the naval and military depots and hospitals, the number that has been despatched so far being 25,000. Originally the Guild received all kinds of garments, but there has since been a sub-division of work. Garments intended for general relief purposes are now sent to a committee whose headquarters are the Cinderella Club; and worn clothing is sent to the Women's Employment Committee, whose depot is at the Friends' Meeting House.

The Women's Employment Committee, by the way, is a most interesting organisation. The idea originated with the National Union of Women Workers, and it was taken up with enthusiasm by the Bradford branch of the National Union of Women's Suffrage Societies and other bodies—there being over twenty women's organisations represented at the conference at which the scheme was launched. The committee has been of great service in providing work temporarily for women out of employment. Those so assisted have been principally dressmakers and other needleworkers, some machinists, and casual workers. Three work-rooms are in use—in each case the premises have been lent to the committee—and the women employed are engaged wholly in the making of garments for relief purposes, so that they do not compete at all with ordinary labour. In addition to making new clothes—materials for which are supplied by means of donations—the workers do much in the way of mending and adapting worn clothes, which are then turned to good account. The Women's Employment Committee, it should be stated, is a sub-committee of the City Representative Committee. It is in close touch with the Labour Exchange, and Miss Drinkwater (head of the women's department of that institution) is ex officio a member of the committee. Work of this sort is going on all over the country, and in London, where the National Union of Women's Suffrage Societies have established a great many work-rooms, the toy-making industry is being started.

MEALS FOR NURSING MOTHERS.

A scheme which is to be inaugurated on Monday has for its object the provision of meals for expectant and nursing mothers. The National Union of Women Workers, the National Union of Women's Suffrage Societies, the Women's Co-operative Guild, the Women's Labour League, the British Women's Temperance Association, and other bodies have all interested themselves in this question. They brought the matter to the attention of the Health Committee, who gave it sympathetic consideration and support. The Health Committee has for some time been grappling very earnestly with the problem of infant mortality and by means of the milk depot has done something to combat the dangers attending the artificial feeding of babies. But primarily, of course, they wish to encourage the natural feeding of babies, and as one of the great causes of the inability of mothers to feed their infants in the natural way deficient nutrition the committee realised that the scheme was one that deserved their assistance. It is equally important, if children are to be born healthy, that the expectant mother should be properly nourished.

For the purposes of this scheme the Health Committee have taken over the kitchen at the Cartwright Hall, where the necessary cooking will be undertaken. The meals—which will be carefully prepared to meet the needs of the class of persons to be fed—will be taken by motor-van to eight centres in different parts of the city. The service of the meals and the control of the centres will be undertaken by the Women's Maternity Care Committee, which is composed of representatives of the various societies already alluded to. The intention is to provide one good meal a day—dinner, at 1.30—for those poor expectant and nursing mothers who are considered to need the assistance of the committee. The women inspectors of the Health Department are getting into touch with such cases and reporting them at the depots, and on Monday there will probably be 150 dinners served.

CLUBS FOR SOLDIERS' WIVES.

Another movement which promises to be very helpful to a class of women who should have every consideration in this period of crisis is that which is aiming at providing clubs or recreation-rooms up and down the city for soldiers' wives. Many of these women, naturally, are very lonely; they are anxious about the welfare of their husbands and are in need of some place where they can meet together to be cheered by society and to read the papers. This need it is hoped to meet by the clubs for soldiers' wives, of which, probably, there will be fifteen for the whole city. Two of them are about to be opened, one of which will be on the premises of the Young Folks' Club in White Abbey.

A committee over which Miss Gregory presides and in which Mrs. F. T. Woods, wife of the Vicar of Bradford, is taking an active interest, is starting a League of Honour for girls, in connection with which a mass meeting will be held to-morrow evening in the Mechanics' Institute. The formation of a similar league for women will be attempted later. The objects of this movement cannot be better stated than by quoting from the league's explanatory leaflet. They are:—

(1) To band together the women and girls of the Empire, with the object of upholding the standard of women's duty and honour during this time of war.

(2) To raise a strong force of public opinion and support among women and girls, with which to combat some of the social and moral dangers emphasised by the war.

(3) To deepen, among women and girls of all classes, the sense of their responsibility for the honour of the nation, and to make clear the fact that the manhood of our country is either raised or lowered by the influence of its womanhood.

(4) To provide opportunities for mutual help, encouragement, and spiritual influence among women of all ranks.

The condition of membership is a pledge "to do all that is in my power to uphold the honour of our nation and its defenders in this time of war, by prayer, purity, and temperance." The promoters of the movement hope to establish centres for the league in different parts of the city—using as far as possible existing girls' clubs—and to interest the young people in ambulance and cookery classes, and so on. To-morrow evening's meeting is being organised through the Bradford Union of Girls' Clubs, the committee of which has been promoting the league. The secretary is Miss C. A. Law.

One other matter remains to be mentioned. It is hoped shortly to have in Bradford a women's patrol. The desirability of such patrols in places where there are large numbers of troops seems to have been recognised by the Chief Commissioner of Police. The patrols would be voluntary and would, of course, in no sense be women police.

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Evening Standard, Dec: 14th. 1916.

WINTER AND THE WAR.

The public meeting at Queen's Hall next Wednesday, December 16, at 8 p.m., in connection with the Women's Service scheme of the London Society for Women's Suffrage should prove unusually interesting to those women, and men, too, who are anxious to give real thought to the ethics of wartime. Very considerable interest is being felt in the appearance on this occasion of Professor Gilbert Murray, who, not only by reason of his high academic distinction but also as author of a philosophic treatise on the position of our country, has a large following eager to hear what further he has to tell the public.

Problems Affecting Women's Status.

Another speaker whose views will command attention is Sir George Pragnell in his threefold rôle of a leading business man, chairman of the National Patriotic Association, and serious student of all problems affecting women's status and employment. Last but not least, Lady Frances Balfour will be in the chair, and will make her first public pronouncements in the south since war began. Admission is free, while numbered and reserved seats may be obtained from Miss P. Strachey, 58, Victoria-street, S.W., or at the Queen's Hall. A collection will be made and divided between the "Women's Service" and the Queen's "Work for Women" funds, while doors will be open at 7 p.m., and there will be music at 7.30 p.m., when patriotic songs will be rendered by the North London Collegiate School for Girls.

The Standard, Dec: 16th. 1916.

Viscountess Castlereagh, who is to speak at the meeting in support of the Women's Volunteer Reserve which is being held at the Mansion House at three o'clock this afternoon, has taken a great interest in all the efforts which have been made since the war began on behalf of the woman worker thrown out of employment. In peaceful times she is devoted to out-of-door pursuits, hunting, shooting, stalking, and gardening being her favourite recreations in this direction. Other speakers at the meeting will be Mr. Henry Chaplin, M.P., and the Hon. Mrs. Haverfield. The Lord Mayor will preside.

Another keen worker for women's welfare in these hard days is Lady Roxburgh, the hon. secretary of the Queen's "Work for Women" Fund, who is to speak to-night at a public meeting on "Winter and the War," to be held in Queen's Hall. Lady Frances Balfour will preside, and the speakers will include Mrs. Henry Fawcett and Sir George Pragnell.

The Standard, Dec: 22nd. 1914.

WOMEN WHO WORK.

The Marchioness of Dufferin and Ava yesterday opened Helena House, which is the outcome of a practical attempt to meet the needs of professional women of gentle birth who by reason of the war have suffered loss of income or work.

Helena House, 17, Holland Park-gardens, has been given rent free for the duration of the war by Mr. Eugene Sandow, who, with his wife and daughter, has worked hard for the success of the scheme. Mrs. James Burn has provided most of the furniture, other friends have helped, the National Food Fund will supply provisions, and the net result is a very charming house, luxuriously furnished, where the catering arrangements are such that guests are only asked to pay 6s. a week to cover boarding expenses.

There is accommodation for about 30 people, but at present a little more furniture is needed, and £100 in cash to start the undertaking free from debt. "After we have that," said Mme. Bertha Moore, the honorary treasurer, "we shall be able to run our own concern."

The Queen, December 12th. 1914. 65/27 65

SUBSISTENCE LEVEL.

By MRS MARGARET HEITLAND.

THERE ARE MOMENTS when I feel that we oughs all to come down to subsistence level, and be content to stay there till at least the crisis of this war shall have passed. There are moments when it seems that we ought to be content and even grateful for the bare necessaries of existence, without asking for books or stimulating society or art, or any of the beautiful and delightful pleasures which the people of our race have evolved in the long traffic of their life upon the globe.

In this mood I decide that the Government which directs our fate ought to apportion a tiny maintenance grant to each of us who is unemployed, and instruct us that if we are not wanted for the military, naval, medical, or nursing service, we should remain perfectly quiet and keep out of other people's way. The female civilian would not be wholly idle: she would knit, of course, and cook the meals for her family. The male civilian—it is not quite so clear what he would do—but he would read the papers at the free libraries, smoke, and possibly fill coal-scuttles out of chivalry.

The policy, however, of keeping policy at subsistence level, has a simplicity about it which obviously commends it to governing bodies in general. The various committees which are administering the big public relief funds are, I observe, quite at their ease when they are arranging schemes by which large numbers of distressed persons are to earn (or, anyhow, receive) the now stereotyped "minimum" wage of threepence an hour. They move with a manifest assurance and self-confidence when drafting schemes of this sort. They show a resolute bearing in carrying out a policy which is not easily criticised. For they are ensuring that the people under their care shall have only bed and board—bare bed and bare board—without superior benefits to anybody. The whole system is even and level as the ocean becalmed.

The policy, however, of keeping people at subsistence level, whether by the giving of maintenance grants or by the payment of a bare subsistence wage, only settles the difficulties of some people and for a certain time. On a short exciting journey travellers are content to have little property and few amusements. Similarly during a few months of tremendous national stress people are content merely to wait and exist if they cannot actively serve. But there comes eventually a moment when they tire of inaction or of a much suppressed condition of life, and begin to demand the more complicated interests and occupations that have always been habitual to them. We have seen lately how even the war-driven Belgians have quickly resumed in this country the even tenour of their way, or at least a fair imitation of it. Scholars go on with their studies, musicians organise concerts, the women make clothes for their soldiers at the front, and reconstruct a family *ménage* out of the rather unpromising materials which the British cheap house-builder provides. And the families soon range themselves according to their places in the social scale at home—professors, teachers, managers of businesses, clerks, *chefs de rayon* and ladies of the counter, artisans and farm labourers all quickly falling into line at just the spot in the procession which life has hitherto reserved for them. There is no such person as the refugee who can be described as "a refugee and nothing more." And there are a great many refugees for whom life at subsistence level is not enough. If this is the case among folk who have lost their property, their professional appointments, and, for the time being, their national foothold, how much stronger and more urgent is the call for congenial labour and interests on the part of our own people?

Our civilians, and more particularly the women civilians, are waiting for a lead from the Government, its departments, and committees, in regard to two matters. They call for a lead with regard to their duties in relation to the war and all its future contingencies. They want to know how they can best serve the interests of their country as national units. Many persons have asked what duties they, as civilians, should be ready to perform in the event of the country being invaded. This, however, is not by any means the only British civilians' question. Civilians do not care to feel that they are regarded merely as part of the country's "live stock" which, under pressure, must be moved about from one place to another of possibly greater security. They would like to know what they can do that would really most effectually strengthen our side in the war.

Some people have, of course, received their answers to this question. The stronger and younger men know theirs—to cease to be civilians. The older and weaker men are left in evident perplexity.

Women receive hardly any lead at all. They have to lead each other without Governmental guidance. A powerful lead was given the other day by Mrs Scharlieb, who, in a letter to one of the newspapers, put forward the suggestion, advanced by me in these pages somewhat earlier, to the effect that women ought to seize the present opportunity to begin a course of professional medical preparation.

The medical profession, of which this distinguished surgeon is a revered member, satisfies every wish that now torments the civilian woman of ability. Does such a woman long to take her share in the war by putting fresh life into those who are fighting for our cause? She can do so as a doctor. She cannot do it easily, it is true; the Government and the military authorities do not ask for the services of medical women. But they are not refusing them. The medical women in charge of the hospitals sent out by the Scottish Federation of Women's Suffrage Societies are going to France and Serbia, and their services will certainly do something to relieve the strain which now falls on the overworked medical men. Members of this noble profession are almost the only civilians who can, as a profession, feel that they are, without question, performing in time of war just the kind of patriotic service that is of the highest value. There is accordingly no manner of doubt that a public lead should be given to women to become doctors.

It ought, too, to be a lead of a practical kind. The country, recognising that its supply of medical women is, as Mrs Scharlieb has pointed out, quite insufficient for the present demand, ought to ensure that young women students and practitioners should be able to gain experience in a large number of hospitals. At present many hospitals have no medical women on their staff, and, in effect, close their wards to women medical students. A kind of inertia, rather perhaps than hostility, prevents them from making such changes in their arrangements and ideas as would allow of women gaining the wide knowledge of cases and treatment which they need.

But apart from medicine (for which the present can only be a time of pupilage), what calling is there just now for women who wish to live above subsistence level? Admittedly, such a calling is hard to name.

This is the other side of the matter on which women are asking for a lead from the highest public bodies. The Central Committee for Women's Employment has for some time past promised to draft a scheme to meet the case of women who require something other and better than the threepence an hour workroom. It is quite time that the scheme or schemes should be drafted and circulated. Every week now the difficulty becomes more manifest.

The difficulty is shortly this. People who have had a very great deal of wealth now perceive that, owing to war taxation, they will have less. They are in many cases (unhappily by no means in all) giving away large sums of money for the benefit of those who are beneath subsistence level. This is bringing them, the very wealthy, a little nearer to that level themselves, though they are still a long way above it. Also—and this is an important circumstance—these very wealthy persons have much less leisure than in times of peace for the enjoyment of works of art, fine music, beautiful gowns, jewels, curiosities, &c. What, then, is to be done?

It is often assumed that unless very wealthy people are spending lavishly upon themselves the rest of the world must groan in misery. The suggestion put forward by Mr Sidney Webb in one of his pamphlets cuts this knot, I think, in a manner which should be satisfactory to all parties. Mr Webb proposes that the very rich (who are not you or I) should buy for other people some of the things they would—to release the rest of us from poverty—have bought for themselves. This idea would have, of course, to be adapted and altered a little, and could not be applied quite literally. It would be no use giving a first edition to a child in Hoxton or a twenty-guinea evening "model" to a Flemish refugee at Marshy-le-Soken. But, with modifications, the idea might be carried out pretty thoroughly and in a way that would help a good many of those whose whole education and manner of employment demand that they should live distinctly above subsistence level. The woman who is not buying a first-rate evening gown this winter might order from the otherwise disappointed dressmaker one or two pretty frocks for young relatives with small means. The man who thinks he must resist the picture sales himself or feel a selfish pig could have the much greater satisfaction of presenting to an institution or public gallery some work by a young artist just making his way when the war broke out. Schemes of this kind will come into the mind of each person, granted that the mind is open to receive them.

There are, I know, persons who consider that the poor or the relatively poor should be made to "feel" the war. They imagine (oddly enough) that children who rarely have an egg for breakfast will feel the war more if they go on not having an egg. There are others who have already reduced the wages of their servants, alleging a similar motive rather than the desire to pay less for the same amount of labour. I do not propose to argue with people of this school of thought, who, I fancy, are inwardly opposed by an uneasy conscience.

In considering any and every scheme for the maintenance of people above subsistence level, the point we must always keep before ourselves is that it is on the *exchange of labour* that the social and economic health of a community depends. The exchange of labour is in the social organisation what the circulation of the blood is in the physical body. Recognising, then, the enormous importance of the exchange of labour when it works naturally and freely, we must do all in our power to ensure that this exchange, already checked by the war, shall not be further checked through any stinginess of ours. The lowering of the wages of workpeople or the dismissal of well-paid workers and the taking on of inferior hands in their stead are acts which tend to check the exchange of labour and to bring down more people to subsistence level instead of keeping them on their own level.

We cannot create a false demand for elaborate luxuries which people do not require. Do what we may, there must remain workers for whose skill there is no present call. The Countess of Lovelace, I see, suggests that some kind of loan fund might be raised to help these people over their present troubles. It seems to me that it might also be possible considerably to extend the present Civil List by adding to it a sort of War Civil List with its own fund, out of which grants could be made to really meritorious professional people and artists whose unemployment is directly due to the war, and may be expected to terminate when peace returns.

Western Press, Dec: 19th. 1914.

656/28

656.

Standard Dec: 21. 1914

Woman's World.

Ministering Angels at the Front.

(BY OUR SPECIAL LONDON CORRESPONDENT.)

War, as carried on in the days of Florence Nightingale, the Ministering Angel of the Crimean War, was a very different affair to the warfare of to-day, but the splendid work continues, and thanks to Miss Nightingale's noble example we have hundreds of ministering angels with the soldiers at the front, soothing and comforting the wounded and dying, as did the Lady of the Lamp in olden days. It is, however, of especial interest to read the testimony of a Guardsman, who writes of his experiences in the late battles, and is now in a French hospital recovering from his wounds. "Before closing," said Trooper Walklett, "I must give a word of praise to the nurses of the Red Cross. No one save those who have had the experience can realise the happiness and comfort they bring. Cheery in manner, stout in heart, and far above the average masculine nurse, their names should be recorded in history's pages, for they are none other than the ministering angels to poor 'Tommy.' One cannot find sufficient words of praise for them." It is to be hoped that some special Order for Merit, answering to the Victoria Cross, may be awarded to these brave women at the conclusion of the present terrible war.

THE WELCOME MEDICAL MUSEUM.

The old war relics now on view at the Welcome Medical Museum in Wigmore Street should be seen by all interested in these things. Amongst them are some letters from the Lady of the Lamp, Florence Nightingale, and they show the great care and sympathy she manifested for the poor soldiers in the Crimea. One dated from a branch hospital at Skutari, dated September 22, 1855, refers to some small parcels, containing watches and trinkets belonging to dead men, whose last words were that she should send them to their friends. It is deeply interesting to read these old letters in view of the present war. But then surgery was rude in comparison with the present day, there were no blessed anæsthetics, and the awful operations performed had to be conducted in full consciousness of the agony. There is also a collection of amputation knives, saws, crude tourniquets, &c. One of the instruments shown was actually used in amputating Nelson's arm There is also the hero's medicine chest and the medical chest which was carried amongst the Duke of Wellington's baggage during the Peninsular War. My own grandfather went through the Peninsular War, and received a bullet in his leg, which was never extracted. His young wife, with two children, one an infant, was outside the fort of Gibraltar during the whole of one night in a small open boat, trying to get to her husband, who was inside the fort, and her experiences were most thrilling.

THE WATCH OF INTERCESSION.

A nation knelt in prayer; below in the crypt lay the bodies of Nelson and Wellington, above a thousand people had gathered in the early dawn, the first to keep the special watch of intercession, which lasted for a day and night, and it was a most wonderful, a most impressive sight, devoid of all the ceremony and pomp so usually associated with our great metropolitan Cathedral. And, perhaps, the most impressive thing was that it was pre-eminently a woman's gathering, women predominated. Looking through that vast assembly in the dim light of early morn, women were to be seen everywhere, mothers, wives, sweethearts, hundreds in mourning, all engaged in sending up agonising petitions for the safety of the men they loved and the ending of the war. The women knelt in earnest intercession, it was their hour of prayer.

EMPLOYMENT OF GIRLS.

It is somewhat of a problem how to employ young girls of sixteen who have been thrown out of employment by the war. There are thousands of these girls in our great city who have been the breadwinners for their families, and are now thrown out of their berths. They are the dressmakers' assistants and apprentices from the West End, factory girls from West Ham and other districts, usually bottle-washers and unskilled workers in pickle and jam factories. In the provinces there are hundreds too more especially in Lancashire, where the mills have closed down or reduced their workers. These mere children, were they of the middle class would still be at school, and well would it be if the greater number could be sent there now, but their wages were an asset the home counted upon for its maintenance, were it only a few shillings earned at matching, and without them the rent cannot be paid. Go to any of the large drapers' shops in the West End, or elsewhere, and you will see these "cute" little shoppers, mere children of 12 and 14, or even less, matching silks and ribbons with a skill beyond their years, chatting with one another and checking the shop assistants if they are not sufficiently sharp. They are often pretty children, and very energetic and hard working. But it is the elder ones amongst them who are in the most danger. It is here women can help The Central Committee of Women's Employment are taking the matter in hand, and it is thought that a great opportunity is offered to use this period of enforced unemployment to give the girls useful training in various trades. The training should be undertaken where possible by the local education authorities, and a maintenance grant coming from the Queen's Fund be given to girls who have been wage-earners, through the local relief authority. Instruction in various trades, cookery, laundry work, making and mending clothes, household management, or elementary housewifery for the unskilled will be given, while classes in shorthand, bookkeeping, commercial arithmetic, and office routine might be formed for those who are skilled. The Board are prepared to facilitate the formation of such classes, and have suggested that the fees should be remitted. Girls receiving such training might receive grants of 4s to 6s a week, and a midday meal in addition. Those of my readers who feel they can help in this most desirable work should communicate with Miss Mary Macarthur, hon. secretary, General Committee on Women's Employment, 8, Grosvenor Place, Hyde Park Corner. S.W

DOLLS' TEA SETS.

There is nothing a small girl loves so much as a dolls' tea or dinner set, and up to the present I believe the majority of these have been made in Germany. But why not British made? The above committee have taken this matter in hand, I hear, and are employing women in making dolls' tea sets. The work is going on favourably in the Potteries, and particularly at Stoke-on-Trent, and one firm report they are thus able to employ more women than for a long time past. Girls are especially clever at the work who have been employed in pottery-ware making, and in the above town alone some 23,000 women and girls are normally employed in this trade, but since the war unemployment has been the result. The manufacturers have been urged by the toy shops to take up the work, as the demand for these tea sets is very great at Christmas. Toy dinner, tea, and desert services, also toilet sets are all made by a process the girls quickly pick up, and at which they speedily earn good wages. Box-making is also another industry which is being taken up, and the making of the boxes for the tea sets, also the packing of them, will afford further employment to women and girls Hitherto all these things have come from Germany, but if our British women and girls can capture the trade, and there is no reason why they should not be equally skilful, much good money may be earned. It is for women to buy only English and French made goods, and thus help once more to keep business going as usual.

CLARA E. DE MOLEYNS.

Dec 12 · 1914
News & Leader

WOMEN WORKERS & THE WAR.

(To the Editor.)

Sir,—I see in to-day's "Daily News" a suggestion about an advisory committee to take special precautions against a repetition of the scandals in regard to Army contracts which were brought to light after the South African War. May I supplement that suggestion with a recommendation that two or more practical women should represent on the committee the feminine side of labour?

This side needs much adjustment and protection from the person (male or female) who looks upon a war crisis as an opportunity to make money out of the workers. A standard price for each garment or article, set by an expert, and Government protection in seeing the thing carried out, would save thousands of women from distress and the unpalatable course of taking through charity what they have earned with hard work.

Women have the kicks, and not the halfpence, of war. Very few of the laurels fall their way. But suppose they stopped working. Would not our new Army find itself in the position of Dick Swiveller—unable to go out because it had no clothes, not even an umbrella?

So let us be represented on that suggested committee.

MAUDE A. CLARKE.

Leyton Old Hall, Leyton, Dec. 18.

LONELY WIVES AND MOTHERS.

CLUBS AND AMUSEMENTS.

DEPTFORD'S CARE FOR SOLDIERS' HOMES.

RECORD RECRUITING.

The borough of Deptford, which includes New Cross, St. John's, and a large part of Brockley, has risen to the occasion in connection with the war. It has provided 5500 recruits to the new Army, enrolled at a well-organised recruiting station at the Town Hall. More than this, it is looking after the interests of the wives and children of the brave men who have left their homes, and it is doing so in a very satisfactory manner without any flourish of trumpets.

Lady St. Cyres has, at her own expense, established a women's club at All Saints' Institute, New Cross. Here, amid comfortable surroundings, the wives of soldiers and sailors are entertained at tea every Wednesday afternoon, and, what is more, they are allowed to bring their babies under three years of age. A concert or some other form of entertainment is provided, and meanwhile many of the women knit comforts for their husbands or sons on service. A band of local women render willing help in arranging for the comfort and pleasure of their guests, serving out tea, nursing the babies or doing other acts of kindness. Some 50 or 60 women assemble each week, and when they were asked whether they would like the club discontinued for Christmas week—always a busy time for the housewife—they unanimously decided against any break in the continuity of the meetings. Lady St. Cyres provides copies of illustrated papers for the use of the women, and, in short, everything is done to bring a few hours of pleasure into the lives of Deptford's lonely wives. The women are taught to cut out and make children's garments, which they may purchase at the cost of the material when completed, and it is proposed to give lessons also in the preparation of economical dishes.

Established by Mr. R. C. Phillimore, one of the local London County Council members, Unity Hall, in Evelyn-street, Deptford, is also doing good work with a club for wives and mothers of soldiers and sailors. The work here is conducted by members of the London Society for Women's Suffrage under Miss Goddard. A girls' club has also been opened at 405, Evelyn-street.

MAKERS OF TOYS.

The Deptford Fund has opened, at the Albany Institute, a toy-making centre, which it is hoped may develop into an attempt on a small scale to capture German trade. Here Mrs. Lamert, the energetic secretary of the Deptford Fund, with a capable committee, is doing excellent work. In connection with the Roman Catholics in Deptford, Father Segesser has inaugurated a club for wives and mothers of soldiers, and one or two other churches have established similar institutions. The work does not clash, inasmuch as by mutual arrangement the several clubs have been opened in different parts of the borough.

Mrs. W. A. Schultz, wife of an ex-mayor, at the request of the Mayoress (Mrs. Wayland), is conducting the work of the Queen's Work for Women Fund, of which Miss Morton and Miss Prestige (sister of Mr. Theodore Prestige, L.C.C., prospective Moderate candidate for Deptford), are joint honorary secretaries. Two workrooms, one for women and one for girls, have already been opened, the first at Corpus Christi Mission Hall, New Cross, and the second in Giffin-street, Deptford. It is a pleasant sight to witness the women at Corpus Christi Mission happily engaged in making children's and babies' garments, which are handed to the Mayor for distribution in cases of distress. Women of the committee take turn daily in serving tea, which is provided at the cost of one halfpenny, and the clergy, committee, and friends give an occasional entertainment. The Central (Unemployed) Body find work for 100 women in Church-street, 25 coming from each of the boroughs of Deptford, Greenwich, Woolwich, and Lewisham.

Deptford also does not forget the husbands who fall in the war, for the Borough Council has decided to devote a portion of the cemetery for a heroes' corner. It will thus be seen that the borough is not backward at this time of crisis. It has a special interest in the war, for Deptford has been the home of naval heroes since the Spanish Armada, and many notable men rest beneath the shadows of old St. Nicholas' Church. Besides, did not the present Czar's illustrious ancestor, Peter the Great, learn much while working in Deptford Dockyard which helped his country?

KENNINGTON CLUB.

Though only opened a week, the Kennington Cross Club for soldiers' wives has justified its establishment. As the entrance fee is only threepence and the subscription but a penny a week, wives of soldiers and sailors are taking every advantage of the amenities provided by the new club. All the furniture has been generously provided by supporters of the scheme, and a piano has been given, so that the members may have musical afternoons. The club has reading and writing rooms, whilst special arrangements have now been made to entertain the babies, which the mothers are invited to bring with them when they go to spend a pleasant afternoon at their club.

556/29 656.

The Daily Telegraph. 17/12/14.

WINTER AND THE WAR.

GOVERNMENT AND CHARITY.

Lady Frances Balfour, president of the London Society for Women's Suffrage, took the chair at a women's service meeting at the Queen's Hall, last night, on the subject of "Winter and the War." The proceeds of a collection made at the meeting were to be divided between the Queen's Work for Women and the Women's Service Funds.

Sir GEORGE PRAGNELL said that to the business mind the worst feature connected with all the good work which was being done was the terrible overlapping, not only of institutions and collections but of effort and enthusiasm. Everyone was delighted to know that the British Red Cross Society and the St. John Ambulance Association had joined forces, and the point he particularly wished to draw attention to (and it was the unspoken opinion of every business man he met) was that the worst remaining case of overlapping and of mismanagement was the enormous number of appeals to the charitable public for clothing required by the troops, which ought to be provided by the Government.

With a long war and a hard winter in front of us, charity ought not to be diverted from its proper channel, and the State ought not to be competing with such magnificent institutions as the Red Cross, the St. John, and all the old-established societies for the relief of suffering and distress. The inevitable consequence was that some of our men had plenty of friends collecting things for them, and had more than they required, whilst others were miserably under-clad. Meanwhile all our proper charities will suffer too.

QUESTION OF UNEMPLOYMENT.

He was not saying that they should not send these things to our soldiers if they were cold or wet or shivering. In fact, he was sending things to them nearly every day. But he main ain d that they ought not to be cold or wet or shivering, because the authorities ought to clothe them properly without appealing to the public.

If there had been no unemployment or fear of unemployment there would have been no necessity for this particular fund or this particular meeting. If the authorities from the beginning of August had placed the contracts properly for articles required by the troops there need not have been any unemployment at all. It was not only our Army abroad and our Navy at sea which had to be clothed and fed, but our vast armies and navies in training, our sick and wounded, and, on the top of all of these, the armies and navies and the sick and wounded of France and Russia. Every business man in a position to know would say that if these colossal orders had been properly distributed no woman who could work and was willing to work ought to have been unemployed since the commencement of the war.

"Mittens are wanted badly by the troops, and they are scarce. The sock only wears out in the foot part, and if this is cut off and a hole made in the other part for the thumb to go through, an excellent mitten can be made without any expense. I am paying unemployed typists to sew them over, but in three months I have exhausted my circle of friends. May I ask you to send me all the old (clean) socks you can collect, in order in this way to provide more work and more comforts without cost and without interfering with the living of any other class? I lay great stress on that point—finding work for women which won't interfere with the living of other women. May I venture to add that old stockings will do equally well." (Cheers.)

The Queen's Committee and the Queen's Fund were doing great things under great difficulties. They wanted more co-operation from the authorities, and more help from the public. They could all help in some degree. Might their gracious Queen and all those who ever kept such faithful watch and ward be enabled, through their efforts, to increase the rate of their precise and beneficent activities. (Cheers.)

QUEEN MARY'S SCHEME.

Lady ROXBURGH described the Queen's Work for Women scheme. When the war began there were cases of women being thrown out of work. Four thousand typists in the City, for instance, lost their employment. The Queen saw at once that something had to be done, and being both practical and kind, her Majesty set to work to raise a fund and to get the best people to see that the work of organisation should be well done. Crowds of women came to ask for work, and it would have been heart-breaking to see them if there had not been means to help them.

When the scheme was put in force there would be no unemployment, but she must ask the generous public for more money.

Professor Gilbert Murray, Miss Helen Ward, Mrs. Henry Fawcett (president of the National Union of Women's Suffrage Societies), and Dr. Florence Willey were also speakers.

The Daily Telegraph. Dec 26. 1914

WOMAN'S WORK IN 1914.

SURVEY OF THE YEAR.

Looking back on the first seven months of the year now fast drawing to its close, one recalls but few outstanding events from the point of view of women's advancement. For the autumn there was promise of one or two developments of interest, but on the outbreak of the war the whole field of activity was changed. Women, even as did men, saw things in a wholly new and startling perspective. Matters which had seemed so pressing before Aug. 4 appeared so trivial that to think of them amounted to mere fussiness. New considerations, new needs had sprung up at a stroke, and the old scale of values was no more.

"What can I do that will be most useful?" was the demand of every woman in those anxious first days, when the invader pressed on towards Liège and Namur, and the swift, decisive answer that came set many women thinking as they never did before. Some nurses, of course, were wanted to tend the sick and wounded, but they would bear a very small ratio indeed to the rest of the feminine population. For the real reply came in the perception that in wartime women can do little else than cultivate the ordinary domestic virtues; to care for the children and the aged that remain, and to sew and knit for the comfort of those engaged in the stern work of war.

It has been a small revelation to many how little the "queenly art," as Ruskin called it, of the needle has really been superseded. When her Majesty, with sure intuition, called into existence the Queen Mary Needlework Guild during the second week in August everyone wanted to do something for it. Of course there was a proportion of amateurish work, and perhaps the shapes of some of the shirts and socks sent in caused the expert to smile. But such things soon righted themselves, and no complete record will ever be made of the admirable handicraft contributed by women to this guild, and in response to other appeals, like that of the Navy League, the Mine Sweepers' Gift, and the various calls on behalf of ships and regiments.

BELTS AND SOCKS.

There was one truly imperial service that the women of the Empire rendered when they responded to the Queen's call to supply 300,000 pairs of socks and a like number of belts for the Army. The full resources of the country in those directions were known in the great drapery warehouses in the City. To requisition them would have been a serious matter, and prices generally would have been affected.

By securing the collaboration of women in this voluntary effort two valuable points were achieved. First, there was additional production that did not interfere with the ordinary output of woven goods needed for the New Army in training; secondly, it was made known that socks or belts, provided they were of good quality, bought from the retail shops would be acceptable. In this way trade was maintained, and the outfitters holding any stocks of these articles were able to dispose of them. Thus women, all unconscious of the larger economic questions that were touched, helped in a far bigger sense than the individual buying the wool and plying her needles then realised.

NURSING MOBILISATION.

Few outside nursing circles were at all aware of the foresight that both the Admiralty and the War Office had exercised during the past two or three years in regard to the immediate command of efficient reserves of nurses. Under peace conditions Queen Alexandra's Royal Naval Service and Imperial Military Service are strong enough for all wants, and are most admirable organisations. But there have existed efficient reserves for both, and the matrons of the leading hospitals have kept lists, revised by them and the medical branches of both departments every six months, of nurses available for instant duty, for duty at a fortnight's warning, and for duty later on during hostilities.

When put to the test, at the very outset of the war, the system worked with perfect smoothness. Indeed, as early as Aug. 4 the first contingent of twenty nurses went from the London Hospital to Haslar, and a rather smaller party from St. Bartholomew's to Chatham. The calls for Army nurses were also extensive, and the rule was laid down that on all the carrier-ships bringing the wounded to Southampton the matron and sister should belong to Queen Alexandra's Service, while the rest should be drawn from the reserves. In waiting for any naval needs are six hospital-ships, and a new departure in nursing at sea is that all carry four sisters of the Naval Service and reserve, in addition to the sick-bay attendants.

An immense number of nurses volunteered for service in the hospitals of the British Red Cross and St. John Ambulance organisations. These societies rightly exacted a high standard of efficiency, and have only sent out qualified women.

OTHER ACTIVITIES.

Turning to some other phases of feminine activity earlier in the year, there are a few features of interest. The more noisy section of the Suffrage movement were busy and mischievous, putting "bombs" in churches, doing damage in Westminster Abbey even, slashing priceless pictures, and defying authority in every way. Mrs. Pankhurst was in and out of prison under the "Cat-and-Mouse" Act; but "hunger strikes" and other forms of misdirected enthusiasm have now faded into the background. All the Suffrage societies, whether militant or law-abiding, recognised that in war-time there was no room for controversy, and they turned their well-organised systems into various channels of help for women affected by loss of employment.

The creation of the Queen's Work for Women Fund and the Central Committee on Women's Employment, with their very influential committees, having the Marchioness of Crewe in the chair of both, was in each case a practical step to help large classes that would feel the dislocation of the labour market. Happily, there was less unemployment than at one time seemed inevitable, though the high-class dressmakers and those contributing to "luxury trades" have suffered appreciably.

With the approval of Queen Alexandra, the London County Council has formulated a scheme under which the ancient St. Katherine's Hospital—always specially under the care of the Queen Consort of England—will be restored to the East-end, and made a centre for training women as health visitors among the poor. The movement for extending schools for mothers has developed in many directions. At King's College the department of household and social science was opened, and a conference at the Salters' Hall on "Domestic Teaching," presided over by Lady Baring, was a notable demonstration of the numbers of ladies now finding useful vocations in this branch of instruction.

ELIZABETH FRY.

By a rather curious coincidence, Lord Henry Bentinck proposed to the Standing Committee on the Criminal Justice Administration Bill that police women should be officially recognised and appointed on the same day that a statue of Elizabeth Fry was unveiled at the Old Bailey by her descendant, the Countess of Dudley, who delivered an address remarkable for its insight and sympathy with the great pioneer of prison reform.

Other notable events for the welfare of women were the opening of the Mary Curzon Hostel for Women and the Jewish Girls' Club—a ceremony that was performed by Princess Alexander of Teck, in the presence of representatives of all the leading Jewish families in our midst. Earl and Countess Cadogan laid in June the foundation-stones of the splendid buildings that are to supersede the too limited premises of the Chelsea Hospital for Women, and the Salvation Army added a finely-equipped Mothers' Hospital to its many works of benevolence. The Women's International Congress was held at Rome in May, but did not attract a large number of delegates from this country.

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Dec 31/1914.
Manchester Guardian

GERMAN SOCIALIST WOMEN AND THE WAR.

"THIS INSANITY OF WORLD STRIFE."

A remarkable declaration of the attitude of the Labour and Socialist women of Germany towards the war is made by Frau Clara Zetkin, the leader of the women's side of the democratic movement in Germany. Writing to the "'Labour Woman," the monthly publication of the Women's Labour League, in reply to a manifesto of sympathy and friendship from the British section of the Socialist movement, Frau Zetkin says:—

"You may rest assured that we are at one with you in execrating the present world-war as the most awful crime that capitalist Imperialism has committed. We share your deep sympathy for the sufferings of the lands which have been laid waste by this bloody strife. We think with deep grief of the horrors of devastation in East Prussia and Galicia, and with no less pain of the disaster which stalks along the roads of France, and in which in unhappy Belgium has caused a wicked breach of international law."

In another message to the same journal Frau Zetkin declares that Socialist women must call upon the women of all nations to set themselves against the further continuance of this insanity of world-strife. Our cries, she says, must ring forth irresistible from millions of voices:—

"Enough of slaughter, enough of devastation. The peoples must not be drained of life, they must not bleed to death. Peace, lasting peace, and therewith no violation of the independence and dignity of any nation. No annexation, no humiliating conditions of peace. For such are no assurance of safety for neighbours but rather bring temptations of a burdensome competition of armaments and new world-horrors. Make room for peaceful work. Leave the way free for the fraternity of the peoples and for their co-operation in bringing to flower the culture of international civilisation."

Christian Commonwealth
Dec 23/1914

The New Spirit in War.

Will the war mean that women will return to the old ideal of service embodied in the phrase "ministering angels"? Prof. Gilbert Murray hinted this in the address he delivered at the Queen's Hall last Wednesday, at a meeting organised by the London Society for Women's Suffrage. Dr. Murray said that through close association with wounded soldiers and others it had been borne in upon him that the demand now made upon women was a demand for that old-fashioned, unspecialised form of service which women have rendered to men since history began. We are getting a touch of that primitive state of society in which the men fought, and the business of the women was to love and pray. There was a serious intention behind Dr. Murray's words. Men are going to the war, he said, happy, gentle, contented men, young men with long lives before them, offering to die for us. "That is a thing that haunts me, and when I say that it is our business to love and pray I mean, in general, that we are to remember that. Let us remember what they are doing, and let us be able when they return to look them in the face." Dr. Murray's speech, which was full of the fine feeling and sincerity of the man, was one of a series of quite striking utterances relating to the part that women are playing in the war, and of the problems arising from it. Lady Frances Balfour, who presided, declared, amid applause, that the recent Home Office circular dealing with the police supervision of the wives of soldiers was not satisfactory to any woman. We cannot, she said, have women under police surveillance, whatever they were doing or not doing. The other speakers included Mrs. Henry Fawcett, Lady Roxburgh, who appealed for help for the Queen's "Work for Women" Fund, Sir George Pragnell, Miss Helen Ward, and Dr. Florence Willey. Mrs. Fawcett, warmly endorsed Dr. Murray's hope that the cessation of party controversy would leave behind it a permanent effect.

Reynolds Newspaper Dec 27/1914

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Work for Women in War Time.

EXCELLENCES AND LIMITATIONS OF THE TRAINING CENTRES.

The extent to which unemployment has been caused by the war must remain a matter of speculation. The recent White Paper on the subject covered something like half the industrial workers of the country, but it is probable that more complete returns would show a somewhat less satisfactory result. The firms canvased for the purposes of that inquiry employed an average of two hundred hands each. It is among the casual workers, and the small firms of two or three persons, that the principal distress has been felt. But one thing is abundantly clear. It is among women that the economic effects of the war are being experienced in the severest form.

The effects of the war are not felt at home so much during the actual period of fighting. Mr. Lloyd George has given it as his opinion that for something like five years after the war we may even expect a period of boom. But then, according to the Chancellor, we shall be up against the most serious industrial crisis in our history. It will be one result of the work among women that a number of workers at any rate will be better equipped to face that crisis than they would otherwise have been.

The Women's Training Centre is a highly significant place. It is highly interesting, too, as anyone may prove who will visit one of them. Its significance lies in the fact that it marks the new era of thoroughness upon which social work has entered in this country. Formerly we were content to deal with the immediate and obvious needs of the moment without regard to the wider facts of the Labour market. The reports of the Poor Law Commissioners—particularly the minority—impressed upon us the fallacy of that procedure. Hence the principal of one of the workrooms I visited last week was careful to impress upon me that one of the chief considerations borne in mind was that the women and girls should emerge with a higher economic status than they had when they entered the rooms. Where the worker is set at her own trade, she is put to some more difficult department of it than that to which she has been accustomed. "That young woman," said the lady, indicating the businesslike young person who was in charge of the room, "came here as an ordinary hand. We found her very promising; and she is now the forewoman. The probability is that she will take a better place after the war than she was able to take before."

Special attention is given, too, to the training of workers for trades in which British industry is now making a start. Toy-making, for example, is a department in which we have too long been content to let the German have things all his own way. When the British child sees the sort of toys now being made by British women and girls the days of the cheap and nasty German product will be numbered.

The casual observer would hardly realize the economic difficulties with which the promoters of these schemes were confronted. On the face of it, nothing seems simpler than to open workrooms and sell the goods. But immediately there is the ordinary labour market to be considered. To introduce a new competitor in this way would be merely robbing Peter to pay Paul. It was necessary, therefore, to lay it down that all the articles made should be given away to necessitous women and children, and that, as far as possible, care should be taken to prevent it going to quarters that would normally be supplied through ordinary commercial channels. Even now the subject is not entirely free from complications. He would be an incorrigible optimist who expected any economic question to be free from them.

The function of the Committee is to co-ordinate the work of the various bodies that are dealing with women's work, to administer the national funds, make grants, &c. It is here that most ground for criticism appears to exist. When it is made by serious persons that criticism will be entirely kindly, for a Committee of which Miss Mary Macarthur is the secretary may be trusted to put the interests of the workers first. But many of us feel that an error of judgment has been committed in fixing the conditions on which grants are allotted. In order to gain a grant from the fund, a society must show that it is not paying more than 3d. an hour, with a maximum of 10s. a week. Apparently it may pay as little as it pleases! The New Constitutional Society for Women's Suffrage, which has an excellent room in Knightsbridge, has been refused a grant for exceeding this not very liberal allowance. One rather revolutionary body in the East-end has made £1 a week its minimum instead of adopting 10s. as a maximum, and is, of course, quite outside the pale.

The reason for the position taken up by the Committee is expressed in the familiar plea that half a loaf is better than none. But is that plea always a sound one? The assumption that these workers have other sources of income is, I have reason to know, in many cases quite unsound, and 10s. a week—it is often less—is not a living wage. Surely it would be better to treat a smaller number more generously. The humanity of the nation would not allow the others to starve. Trade Union opinion has already, in some instances, expressed itself on this matter, and it is at least conceivable that the "Work for Women" Fund would be even more generously supported by the public than it is now if this matter were put right. The training work being done is excellent, but it is surely a thousand pities to set up a standard which will be used for years to come as an argument against those who are striving to elevate the pitiably low standard of women's wages. The contention that what is being given must not be regarded as wages is put forward quite sincerely, and theoretically it has some justification. But where it is all the woman has to subsist upon the argument has an unsatisfyingly academic air about it.

The defect here is the exact reverse of that to which we have been accustomed in these matters. Instead of meeting the difficulty of the moment and ignoring the future we are doing a work whose future value will be considerable, but providing very inadequate relief to the necessities of the present. And still worse is the moral effect, which goes far beyond the few women directly concerned. The 10s. maximum is opening the door to an unjust, but, after all, plausible accusation of "sweating" against those who have established themselves as the guardians of women's rights in industry.

The Times Dec 30.1914

WOMEN AND THE WAR.

A RECORD OF QUIET SERVICE.

(FROM A CORRESPONDENT.)

Some of the easy judgments which we passed six months ago would appear rather foolish to-day. In the pacific era there were those who sadly contrasted the Englishwoman—"bridge her only interest"—with the businesslike Frenchwoman or the domesticated German frau. To-day our admiration for the daughters of France has assuredly not diminished, and we do not doubt that the women of Germany are meeting the trials of war with the fortitude which we associate with Teutonic stolidity. We respect our neighbours no less, but we have formed a more correct opinion of our own womankind.

Lanam fecit, domi mansit was the Roman ideal of feminine virtues. To-day the women of Great Britain are also knitting their wool, and if they are not staying at home it is because there is work to be done out of doors and in the homes of others. In London the initial heavy work of the War Refugees Committee was almost wholly done by women, and we have seen and appreciated the service given by women to the Queen's Work for Women Fund, the National Relief Committees, and kindred organizations. What we perhaps do not fully recognize is the loyal and silent work which is being performed by women in the towns and villages throughout the kingdom.

The war has brought with it duties which can best be performed by women. When war was declared and the Reservists were called out, many a family lost its only bread-winner. There was delay in the payment of separation allowances, and relief funds had not yet been organized. In the smaller towns and in the villages families were temporarily destitute, and only the ready intervention of the women workers of the Soldiers' and Sailors' Families Association prevented much suffering.

THE EXAMPLE OF PORTSMOUTH.

Throughout the country the women workers, of whom little is heard, have acted together in the most ready and energetic manner. To review the whole of the work that has been done is too great an undertaking, but one may instance the case of a town which presented a special problem. In Portsmouth there are many dependents of Service men. Here, at the request of the mayor, the local agents of the Soldiers' and Sailors' Families Association have joined hands with the National Relief Committee, to form a joint body of 80 ladies with their headquarters at the Town Hall. For greater efficiency the work was divided between a Service Committee, which looks after the dependents of Service men, and a Civilian Committee. To these two committees has fallen all the war relief work of the town—no light matter. Since August 4,000 separate families have been visited, and their needs carefully considered and supplied. There is a large hospital for the wounded, controlled by the Red Cross Society and the St. John Ambulance, and staffed by the ladies of the association. At Southsea similar work is done at the Red Cross hospital for wounded British and Belgians.

The way in which all classes are joining together in the work is illustrated by the organization in a small town in Kent. A woman's committee, assisted by local medical men, does practically all the work of the hospital. School teachers, shop assistants, housemaids, and charwomen give up a portion of their small leisure for the patriotic call. The wives of men employed in the factories devote part of their morning to the washtub at the hospitals, while others overhaul and repair the clothing of the patients.

A great deal of useful work has been done at Folkestone by the women who have been giving their services to assist the refugees arriving from Belgium and France. The vast majority of refugees have been women and children, and the care of them has naturally fallen upon the shoulders of the women workers. Day after day, and in all kinds of weather, a little band of women has been at Folkestone Harbour helping the women and children, providing them with food and useful advice during their first hour on English soil, and then passing them on to others who deal with them according to their needs.

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The Ladies Field. Jan: 2nd. 1916.

656/32

WOMEN'S WORK IN IRELAND.

BY THE COUNTESS OF FINGALL.

FIVE months ago, when the war cloud broke suddenly over the United Kingdom, the members of the various Suffrage societies met together to consider their future action, and with virtual unanimity decided to drop active political work for the time being, and, in common with all constitutional societies, to work for the service of the Empire. Women in their hundreds have risen since the call came, and all over Ireland they are working—organising in recruiting offices, visiting soldiers' wives in their own homes, starting working classes, learning first-aid (that they may assist those trained women who nurse the wounded), preparing hospitals and homes for Belgian refugees, starting industries, toy making and other sources of work for the many unemployed. Unoccupied women are few. We may, as a nation, have been unprepared, but now as individuals we are playing our part, and the Suffrage societies lead the way. Our own work has been interrupted, but it is willingly laid aside in full confidence that when the war is over the nation will see to it that we shall not again be disappointed of our rightful hopes. Our strong desire for the enfranchisement of women could be postponed for no other reason than the bigger issue of fidelity to the Empire. To that we yield

> Not that we love Cæsar less,
> but Rome more.

Women's work in Ireland has been helpful in recruiting during the last four months. In order to understand what Ireland has done towards supplying men for the Army it is necessary to consider first the towns, and secondly the country districts. In the first place, one may note that out of some eleven thousand soldiers stationed in Dublin district 70 per cent. are Irish born. In proportion to her population Ireland has more sons in the Army than any part of the kingdom. Suffragist women have one cause of dissatisfaction in Dublin, and that is in the fact that the largest and best drapery establishments in the city are mainly staffed by men, of whom a number are young and strong. This is just as it ought *not* to be. We feel instinctively, in time of peace, and much more strongly now, that these young shop assistants should be urged and encouraged to give up what is no work for men and to go to the recruiting centres, where the heart of the nation is answering the call of the drum. There are scores of women quite competent for their work and much better suited to perform it.

It is necessary to understand a different problem to see why recruiting has been slow in the country parts of Ireland. The centre of the land has been largely given up to grazing, the population is small and naturally there is no enthusiasm for a war of which the people really know very little. Realisation only comes with knowledge, and the country folk read little, and have been at times easily led by agitation. In the cities we hear the tramp of armed men; motors with the flags of the Allies move through the busy thoroughfares; picture palaces unfold to the eyes of city folk the pomp and circumstance of war and its inevitable accompaniment of shattered houses and ruined churches. We see the posters in the streets, and, perhaps, we read two or three papers daily, and our enthusiasm is fed by knowledge. There is a movement on foot which hopes to send a lecturer with slides through the country districts that the needs and duties of this time of war may be shown and interest be stimulated by pictures of our men at the Front. This is a plan of the United Irishwomen, who work hard to benefit the country. They have also issued an interesting and suggestive leaflet on the conservation of food supplies—a most important reminder in war time.

Ireland is in the main self-supporting. She can produce her own beef and mutton, pork and bacon, eggs, butter, etc., and she has a very large export trade in livestock, poultry, eggs and butter. Unfortunately, her wheat and barley fall very far short of meeting her home demands, owing to the fact that only 11 per cent. of the land is under crops. The Department of Agriculture is trying to promote tillage over a larger part of the country, which would increase the wheat and barley supply and be of great advantage to the farmer. It is hoped that women may be found who are willing to live in the country and there work at tillage. It is quite a practicable proposal when one reads that in France just now the whole male population of military age having been withdrawn for the war, the old men and boys and a large proportion of the female population have worked with a will, and have successfully harvested a vast quantity of grain.

Poole

LADY ARNOTT WITH HER TWO DAUGHTERS AND A CONSIGNMENT OF SOCKS, ETC., FOR DESPATCH TO THE TROOPS.

Unionist Suffrage women in Ireland have taken up work in connection with the Soldiers' and Sailors' Families Association, and many members and friends visit the women in their homes and try to encourage thrift and cleanliness. They report on each case, a member holding herself pledged to visit each family on her list at least once a month. So it is hoped that when the men return they may find their wives and children doing well, and not without some friendly interest having been given them by their visitors. Only in such ways can we hope to influence the women and to encourage them while the war lasts.

I would like also to mention the work of the Church League, whose members have opened a workroom for women, where many are employed and good work done, and the Suffrage Emergency Committee, who have started a toy making industry, and who are helping many unemployed girls.

Truly it is said that women's work in war time never ends. They, too, have battles to fight, but in a solitude which none can share. To them, as to the men, comes a summons to action, but in a different form; to the man as a trumpet call to rise and go; to the woman to give up her son or her husband or her lover without delay; and she gives, hiding the anguish of her soul that her loved ones may go with quiet minds. That sacrifice is offered daily now, and we know not how great the cost may be. Many have gone from our sight since the war began, some to return and rejoice with the friends that love them, others have given their lives and fallen in the fight for the honour of the Empire. It is well with them. Of them it is written, as of the soldier whose name was "Valiant," that they "passed over, and all the trumpets sounded for them on the other side."

15/56/33 656.

South Wales Argus, Jan: 6th. 1915.

ADAPTATION.

War and the changed conditions which follow in its train have led to processes of adaptation. Society never was perfectly organised,—the House of Life never yet has been perfect in all its parts,—it was (and still is) more like a town of toy bricks, which a child had not the patience or the skill to finish, than an enduring monument in stone or marble to the imagination of the artist and the skill of the craftsman. War came, and as the wind swept in through the door which hate had opened, part of the toy city came toppling down. Fortunately, there were prompt, strong hands to keep other parts of the structure from falling, and the bricks which once soared ambitiously in embrasured towers and castle battlements (useless, out-of-date, though not without beauty) are being adapted for other purposes. In fact, on every hand a process of material, economic, and spiritual adaptation is taking place. The sooner we carry out the process the better for our prosperity and our peace of mind. A point in which this district is specially interested is the scarcity of tonnage. For a variety of reasons,—first of which is the withdrawal from the trade of the world of the whole of the German mercantile navy, and second the demand of the Government for vessels to do the carrying in connection with the operations of war,—there are too few ships to deal with the trade of the world. As a result, freights have rushed up to an amazing extent. Now there is one way in which we can adapt ourselves to the changed conditions, if only to a limited extent—by restoring to the carrying trade those German vessels which we hold as prizes of war. Newport Chamber of Commerce at their last meeting dealt with this question, not for the first time, and some impatience was expressed as to the slowness with which the authorities move, and with the confusion which exists in consequence of the number of authorities who seem to be concerned with prizes of war. Liverpool Chamber of Commerce on Tuesday followed Newport's lead, and decided to write to the Government asking them to expedite the sale of enemy ships, captured and to be captured, so that the trade of the world may have the advantage of their service. That is a common-sense adaptation of means to ends. There should be no delay. The sooner we adapt ourselves to changed conditions, the less we shall lose. Let not the man in the street and the woman in the kitchen think that this is a thing which does not concern him or her. If the cost of carrying a quarter of corn to this country is doubled, that amount will be added ultimately to the cost of bread. Scarcity of tonnage means dear transport, dear transport means an addition to the cost of living. Let us have the German ships at work under the British flag.

There is need for adaptation in another direction. The war has greatly affected many branches of women's work. Dressmakers and tailoresses have found a great falling-off in the demand for their services for the production of ordinary garments. It is natural enough. There are thousands of men and women among the more wealthy classes who never really "wear" their clothes. Many a dress and many a suit is worn a few times, and then goes into the wardrobe (some people have a mania for preserving discarded clothes). It is a pitiable thing to say (and proof of the need for a great social adaptation of means to ends), but an enormous amount of labour has been expended upon wasteful luxuries or upon necessities (such as clothes) which are wastefully used. But wasteful luxury has been a commonplace of our national life in normal times; many industries largely depend for their prosperity upon this very wastefulness; and when war compels even a measure of carefulness and economy—when wealthy women wear their evening gowns six times where they wore them three, and twenty times instead of ten, when men wear their suits twice or three times more than formerly, it tells upon the workers in the trades concerned. The Central Committee for Women's Employment in London are trying to divert the skill of these women who used their needles to other work; but this great problem of adapting skilled capacity to new ends is a difficult one. Still they in London, and we at Newport, must do our utmost to find useful necessary work for women who lack employment in their usual grooves. It will have been noted that in Hertfordshire a number of factory girls have gone on the land, and are trying to learn the practical work of farming. Is there an opening in Monmouthshire for work on the farm or in the garden? The great point ever to be kept in mind is that so far as possible all labour should be directed to really productive ends. We do not want to employ one gang of men to dig holes which we employ another gang to fill up. We do not want women to potter about uselessly. But if woman can be trained to do the work of cultivation successfully, if her patience, deftness, and intelligence can be used in increasing the food supply, that is so much gain.

War calls upon us, too, to readjust our moral standards—to apply our principles to new problems which the changed conditions of the world prevent us from ignoring any longer. A process of spiritual adaptation is called for in connection with our attitude towards other races. Already we have learned a great deal as to what the Belgians, the French, the English, the Russians, the Serbians, and the Montenegrins have in common. The truth is that in fundamentals humanity is one, and it is time that the Briton purged his mind of that contempt for the foreigner which is a legacy from times when our insularity—bad enough now—was pitifully marked. We are looking and hoping for peace—peace universal and enduring—after this war. That will never be attained unless we get rid of the idea that we are a superior race destined to dominate the world and to subdue all nations to our ideals. It is just that delusion which has led Germany to the pitfall in which she now wallows. No, we must recognise that this is a world which needs the best that every nation can give of thought and inspiration and service if it is to be saved from violence, lust, and suffering. There is work for every nation to do, and every nation—and all the children of every nation—who feel stirring within them the impulse to service should be allowed to go forward on the path of destiny. Artificial barriers should not be interposed—barriers of race and colour should be thrown down before the march of a humanitarian ideal, and the test should be not "Where were you born? What is the colour of your skin?" but "What would you do for mankind?" There is a practical application of this principle. It appears that Indian medical students feel that they are not getting their fair share of resident appointments in the hospitals. There is a prejudice against them on the part of staff, patients, and fellow students. Let us fight against these prejudices so long as they are founded upon nothing more real than a difference of race and colour. If the Indian is an efficient doctor and an honourable gentleman there ought

fectly organised,—the House of Life never yet has been perfect in all its parts,—it was (and still is) more like a town of toy bricks, which a child had not the patience or the skill to finish, than an enduring monument in stone or marble to the imagination of the artist and the skill of the craftsman. War came, and as the wind swept in through the door which hate had opened, part of the toy city came toppling down. Fortunately, there were prompt, strong hands to keep other parts of the structure from falling, and the bricks which once soared ambitiously in embrasured towers and castle battlements (useless, out-of-date, though not without beauty) are being adapted for other purposes. In fact, on every hand a process of material, economic, and spiritual adaptation is taking place. The sooner we carry out the process the better for our prosperity and our peace of mind. A point in which this district is specially interested is the scarcity of tonnage. For a variety of reasons,—first of which is the withdrawal from the trade of the world of the whole of the German mercantile navy, and second the demand of the Government for vessels to do the carrying in connection with the operations of war,—there are too few ships to deal with the trade of the world. As a result, freights have rushed up to an amazing extent. Now there is one way in which we can adapt ourselves to the changed conditions, if only to a limited extent—by restoring to the carrying trade those German vessels which we hold as prizes of war. Newport Chamber of Commerce at their last meeting dealt with this question, not for the first time, and some impatience was expressed as to the slowness with which the authorities move, and with the confusion which exists in consequence of the number of authorities who seem to be concerned with prizes of war. Liverpool Chamber of Commerce on Tuesday followed Newport's lead, and decided to write to the Government asking them to expedite the sale of enemy ships, captured and to be captured, so that the trade of the world may have the advantage of their service. That is a common-sense adaptation of means to ends. There should be no delay. The sooner we adapt ourselves to changed conditions, the less we shall lose. Let not the man in the street and the woman in the kitchen think that this is a thing which does not concern him or her. If the cost of carrying a quarter of corn to this country is doubled, that amount will be added ultimately to the cost of bread. Scarcity of tonnage means dear transport, dear transport means an addition to the cost of living. Let us have the German ships at work under the British flag.

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The Daily Telegraph, Jan: 9th. 1915.

AMERICAN WOMEN AND THE WAR.

HOSPITAL WORK.

The splendid help given to this country in her hour of need by American women, and the promptness with which it was rendered, is not fully realised. The idea of a society of American ladies who had married British men banding themselves together in the good cause occurred to several of them simultaneously when hostilities broke out. The American Women's War Relief Fund is the result, and what it has achieved in the five months of warfare is wonderful and deserving of warmest gratitude. Through this society the chief efforts of American women in this country and at home have been directed. The organisation is excellent. Lady (Arthur) Paget is president of the fund, Mrs. John Astor vice-president, the Duchess of Marlborough chairman, Lady Lowther and Mrs. Harcourt joint hon. secretaries, and Mr. Walter Burns, hon. treasurer.

The earliest meetings were held at the house of Mrs. William Leeds, when the words of Abraham Lincoln, "To care for him who shall have borne the battle, and for his widow and orphan, to do all which may achieve and cherish a just and lasting peace," were adopted as a general policy, and it was felt that care of the wounded was the earliest need. Mr. Paris Singer gave his beautiful residence, Oldway House, Paignton, Devon, and, in addition, £5,000. It was forthwith transformed into a perfect hospital of 200 beds, up to date in every particular, and the American Women's War Relief Committee decided to run it. Since the arrival of the first batch of wounded on Sept. 27, 600 patients have passed through the hospital, many being very serious cases, and only one death has occurred, that of a man shot in the spine.

These American ladies are anxious that much kindness extended to them in their enterprise should be acknowledged; they are grateful to the fishermen of Brixham, who have supplied 120lb of fish a week free; and to local game-dealers and their employés, who prepare all the game presented by friends for use in the hospital, doing this work gratuitously, often late at night. Such practical sympathy has been found very encouraging.

VISIT BY THE QUEEN

The visit on Nov. 12 by the Queen, who travelled 400 miles for the purpose, was keenly appreciated by all in the hospital. It was made privately. Her Majesty, who was attended by Countess Fortescue and Commander Sir Charles Cust, R.N.—Lady (Arthur) Paget and Mrs. Harcourt also making the journey with her—brought a gift of 300 garments, and made a stay of three hours. In this time all the wards were visited. The Queen spoke to nearly every patient. One, whose arm was noticed by the Queen to be elaborately tattooed, said, "Yes, your Majesty, there is a portrait of the King and yourself done at the time you visited India." Very serious head and body wounds and cases of tetanus have been successfully treated. The first matron appointed was Miss Fletcher, who chose her staff, and several eminent surgeons gave their services. Later, when the American Red Cross Society sent two units, of three doctors, a matron, and twelve nurses, to each belligerent country, one of these, in charge of Mr. Howard Beal, head surgeon, and Sister Mabelle, matron, was given to the hospital. Still later, the second unit, which had gone to Haslar, was also secured, Mr. Hinds being head surgeon and Sister Beatrice matron. There are in all forty-two nurses, six surgeons (resident), and eighteen probationers. Of these six surgeons and twenty-six nurses are American, while some of the probationers are young American ladies, Mr. Howard Beal being the controlling medical officer.

Early in their work the committee wished to have an ambulance ship in their scheme. It then transpired that motor ambulances were badly wanted at the front, and it was decided to offer five or six. Lord Kitchener said, characteristically, that he would be glad to accept six. Needless to say, they were given, all being 20 to 30 h.p. cars, strong, and well equipped, accommodating four stretchers each. These ambulances have been in constant use for three months, and are still running most successfully. One day an American lady, on the eve of her return home, called at the offices of the society to know what was most wanted. She was told motor ambulances. Within three weeks a cheque was received from her to buy one, on which was to be painted "From Friends in Boston." It is daily saving life and mitigating suffering.

GIFTS FROM OVERSEAS.

Quantities of clothing come from America to the society for distribution where most required. One lot contained 7,000 odd garments from the Panama Canal Relief Committee, three cases of clothes were made by the women of Darien, Connecticut, and sent by Mrs. Arthur Phillips, president of the Darien Women's Civil League, and dated from "The House in the Trees." Every stitch, a covering message stated, was put in with love and tenderness for such brave men. Mr. Ralph Sanger sent, on behalf of the New York War Relief Society, 3,000 tubes of bouillon, now in use at the front. A very spacious and beautiful house, formerly the property of the Foxes, Lords of Ilchester and Stavordale, No. 31, Old Burlington-street, has been placed at the disposal of the society by the firm of Lenygon, American and English decorators. Here the work goes forward.

In addition, there is an economic relief scheme worked by the society, to help poor women to employment. Of this the Duchess of Marlborough is president, and the joint hon. secretaries and treasurers are Mrs. H. C. Hoover and Mrs. Reginald Owen; the latter lady is the wife of an English officer and daughter of Mr. Secretary Bryan, of the United States Government. Space permits only mention of the fact that a large room at St. Pancras having been given by Mr. Henry, brother of Sir Charles Henry, seventy-five women, many of whom had lost work through the closing down of a soda-water factory from a shortage of bottles, are permanently employed making garments presented to the hospital, to the Queen's Work for Women Fund, and other societies. Another similar room at Woolwich employs forty women. A grant of £15 a week was made to keep a room at Greenwich going until the Queen's Work for Women Fund took it over. Also there is a knitting-room at Islington, where woollen necessaries for the hospital and for the troops are made. All the women employed receive trade-union wages, they have a free and a good tea provided, and can get a nourishing hot meal at midday for 2d.

NOTABLE AMERICAN WOMEN.

Among the best-known Americans engaged in this good work are the Duchess of Roxburghe—who is also president of the Royal Base Hospital at Boulogne, which she helps very substantially—Princess Hatzfeldt, Madame de Dominguez, the Marchioness of Dufferin and Ava, the Countess of Essex, the Countess of Granard, Cora Countess of Strafford, the Countess of Ancaster, Countess Pappenheim, Viscountess Acheson, Lady Arthur Butler, Lady Camoys, Lady Monson, Lady Greville, Edith Lady Playfair, Lady Barrymore, Baroness Von André, Lady Naylor-Leyland, Mrs. Perry Belmont, Mrs. William Leeds, Lady Cunard, the Hon. Mrs. Lionel Guest, the Hon Lady Herbert, Mrs. Adair, Mrs. Burns, Mrs. Joseph Chamberlain, Mrs. Bertram Falle, Mrs. McCormick Goodhart, Mrs. Benjamin Guinness, Mrs. Columbus Iselin, Mrs. Oliver Iselin, Mrs. Rudyard Kipling, Mrs. Irwin Loughlin, Mrs. Whitelaw Reid, Mrs. John Leslie, Mrs. J. Lorrilard, Lady Randolph Churchill, Mrs. Bradley Martin (junr.), Mrs. Maurice MacMillan, Princess Edmond de Polignac, Lady Waldstein, and many more.

The private hospital given and kept going at Beigate by the Hon. Mrs. John Ward, and the hospital ship and private hospital given by Lord and Lady Leith of Fyvie and the Hon. Mrs. Rosdew Burn, are among many other enterprises affording most valuable help to the wounded. Of American ladies resident in England who are working themselves and causing paid work to be done for the use of hospitals and charitable institutions, and are subscribing to local hospitals, there is literally no end.

656.

Glasgow News, Jan: 11th. 1915.

THE BATTLE AT HOME.

WHAT OUR WOMEN ARE DOING.

NO SHIRKERS IN GLASGOW

("NEWS" SPECIAL.)

While men war, women work. This truth is strikingly brought home by an investigation and enumeration of the various activities of women during this trying period. Whoever may be shirking their share of the new responsibilities which have arisen, it is certainly not the women of Glasgow. We are not referring here to private efforts, to shirt-making, stocking-knitting, or the thousand and one small schemes in the way of concerts, At Homes, whist drives, sales of work, and individual sales of flowers, needlework, cakes, candies, &c. Our subject is the organised efforts of women. These are astonishingly far-reaching. The cry of "Votes for Women" is meanwhile silenced in the land, while societies such as the Women's Educational Union have laid aside their legitimate objects. In a word, ladies have practically dropped all other pursuits to undertake work connected with the war. These voluntary helpers are toiling from early morning till late in the day at such tasks as attending to soldiers' dependents, forming "Cheer Up" clubs, organising charities, making garments, ministering to the wounded as they pass through the city, and fitting themselves to become nurses.

Attending the Soldiers' Wives.

Perhaps the most wide-reaching society in its appeal is the Soldiers' and Sailors' Families' Association, of which Lady Chisholm is the energetic head in Glasgow. Hundreds of ladies are now undertaking the work of investigating and relieving cases under the auspices of this society. This free labour is an enormous saving to the community; without it the expenses of administration would be very heavy indeed. The great good thus accomplished should make it easy for critics to overlook the occasional cases of dictatorial and tactless visitors. Undoubtedly the soldiers' wives have received from the ladies engaged in this work helpful consideration and sympathetic friendliness. What has been said of the Soldiers' and Sailors' Association applies also, of course, to the work of the National Fund. There are several representative ladies on the Citizens' Distress Committee, and the administrative work in this case is also largely carried on by these unpaid voluntary workers.

Members of the Suffrage Societies have given the most practical proof of their qualities as citizens. The work begun at the National Union of Women's Suffrage Societies at 202 Hope Street has been merged for the time being into that of a temporary war society the "Voluntary Workers' Exchange." So admirable is the system carried on there—also entirely by voluntary workers—that it is likely such a clearing-house will always be maintained, in order to regulate the ever-growing pressure of women's social work and to avoid the danger of over-lapping. The Exchange registers all the efforts that are being made and ladies who have no outlet for their energy can, by applying here, be drafted into the particular line with which they wish to be associated. The work is divided into sections, each with a competent woman at the head.

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The same society has taken a very large part in the promoting of the Scottish Hospital Units. The number of ladies who have volunteered for service in these has been most gratifying, and there are now Scottish hospitals abroad "manned" by women. Then, again, hundreds of Glasgow ladies have trained for ambulance work. The voluntary aid detachments of these ambulance students, being part of the Territorial Forces, are now under the control of the War Office, and are occupied in the work of attending to the wounded as they pass through our railway stations.

Providing Work for Women.

In the way of providing work for unemployed women, the Glasgow ladies have done yeoman service. The most interesting work-rooms so far opened in Glasgow are under the auspices of the National Council for Women's Trades. They are subsidised largely by money which was obtained on Women's Flag Day. An experiment which is attracting attention in these rooms is the making of toys. This opens up great possibilities. Local shops which have been buying from these work

the good cause occurred to several of them simultaneously when hostilities broke out. The American Women's War Relief Fund is the result, and what it has achieved in the five months of warfare is wonderful and deserving of warmest gratitude. Through this society the chief efforts of American women in this country and at home have been directed. The organisation is excellent. Lady (Arthur) Paget is president of the fund, Mrs. John Astor vice-president, the Duchess of Marlborough chairman, Lady Lowther and Mrs. Harcourt joint hon. secretaries, and Mr. Walter Burns, hon. treasurer.

The earliest meetings were held at the house of Mrs. William Leeds, when the words of Abraham Lincoln, "To care for him who shall have borne the battle, and for his widow and orphan, to do all which may achieve and cherish a just and lasting peace," were adopted as a general policy, and it was felt that care of the wounded was the earliest need. Mr. Paris Singer gave his beautiful residence, Oldway House, Paignton, Devon, and, in addition, £5,000. It was forthwith transformed into a perfect hospital of 200 beds, up to date in every particular, and the American Women's War Relief Committee decided to run it. Since the arrival of the first batch of wounded on Sept. 27, 600 patients have passed through the hospital, many being very serious cases, and only one death has occurred, that of a man shot in the spine.

These American ladies are anxious that much kindness extended to them in their enterprise should be acknowledged; they are grateful to the fishermen of Brixham, who have supplied 120lb of fish a week free; and to local game-dealers and their employés, who prepare all the game presented by friends for use in the hospital, doing this work gratuitously, often late at night. Such practical sympathy has been found very encouraging.

VISIT BY THE QUEEN

The visit on Nov. 12 by the Queen, who travelled 400 miles for the purpose, was keenly appreciated by all in the hospital. It was made privately. Her Majesty, who was attended by Countess Fortescue and Commander Sir Charles Cust, R.N.—Lady (Arthur) Paget and Mrs. Harcourt also making the journey with her—brought a gift of 300 garments, and made a stay of three hours. In this time all the wards were visited. The Queen spoke to nearly every patient. One, whose arm was noticed by the Queen to be elaborately tattooed, said, "Yes, your Majesty, there is a portrait of the King and yourself done at the time you visited India." Very serious head and body wounds and cases of tetanus have been successfully treated. The first matron appointed was Miss Fletcher, who chose her staff, and several eminent surgeons gave their services. Later, when the American Red Cross Society sent two units, of three doctors, a matron, and twelve nurses, to each belligerent country, one of these, in charge of Mr. Howard Beal, head surgeon, and Sister Mabelle, matron, was given to the hospital. Still later, the second unit, which had gone to Haslar, was also secured, Mr. Hinds being head surgeon and Sister Beatrice matron. There are in all forty-two nurses, six surgeons (resident), and eighteen probationers. Of these six surgeons and twenty-six nurses are American, while some of the probationers are young American ladies, Mr. Howard Beal being the controlling medical officer.

Early in their work the committee wished to have an ambulance ship in their scheme. It then transpired that motor ambulances were badly wanted at the front, and it was decided to offer five or six. Lord Kitchener said, characteristically, that he would society for distribution where most required. One lot contained 7,000 odd garments from the Panama Canal Relief Committee, three cases of clothes were made by the women of Darien, Connecticut, and sent by Mrs. Arthur Phillips, president of the Darien Women's Civil League, and dated from "The House in the Trees." Every stitch, a covering message stated, was put in with love and tenderness for such brave men. Mr. Ralph Sanger sent, on behalf of the New York War Relief Society, 3,000 tubes of bouillon, now in use at the front. A very spacious and beautiful house, formerly the property of the Foxes, Lords of Ilchester and Stavordale, No. 31, Old Burlington-street, has been placed at the disposal of the society by the firm of Lenygon, American and English decorators. Here the work goes forward.

In addition, there is an economic relief scheme worked by the society, to help poor women to employment. Of this the Duchess of Marlborough is president, and the joint hon. secretaries and treasurers are Mrs. H. C. Hoover and Mrs. Reginald Owen; the latter lady is the wife of an English officer and daughter of Mr. Secretary Bryan, of the United States Government. Space permits only mention of the fact that a large room at St. Pancras having been given by Mr. Henry, brother of Sir Charles Henry, seventy-five women, many of whom had lost work through the closing down of a soda-water factory from a shortage of bottles, are permanently employed making garments presented to the hospital, to the Queen's Work for Women Fund, and other societies. Another similar room at Woolwich employs forty women. A grant of £15 a week was made to keep a room at Greenwich going until the Queen's Work for Women Fund took it over. Also there is a knitting-room at Islington, where woollen necessaries for the hospital and for the troops are made. All the women employed receive trade-union wages, they have a free and a good tea provided, and can get a nourishing hot meal at midday for 2d.

NOTABLE AMERICAN WOMEN.

Among the best-known Americans engaged in this good work are the Duchess of Roxburghe—who is also president of the Royal Base Hospital at Boulogne, which she helps very substantially—Princess Hatzfeldt, Madame de Dominguez, the Marchioness of Dufferin and Ava, the Countess of Essex, the Countess of Granard, Cora Countess of Strafford, the Countess of Ancaster, Countess Pappenheim, Viscountess Acheson, Lady Arthur Butler, Lady Camoys, Lady Monson, Lady Greville, Edith Lady Playfair, Lady Barrymore, Baroness Von André, Lady Naylor-Leyland, Mrs. Perry Belmont, Mrs. William Leeds, Lady Cunard, the Hon. Mrs. Lionel Guest, the Hon Lady Herbert, Mrs. Adair, Mrs. Burns, Mrs. Joseph Chamberlain, Mrs. Bertram Falle, Mrs. McCormick Goodhart, Mrs. Benjamin Guinness, Mrs. Columbus Iselin, Mrs. Oliver Iselin, Mrs. Rudyard Kipling, Mrs. Irwin Laughlin, Mrs. Whitelaw Reid, Mrs. John Leslie, Mrs. J. Lorrilard, Lady Randolph Churchill, Mrs. Bradley Martin (junr.), Mrs. Maurice MacMillan, Princess Edmond de Polignac, Lady Waldstein, and many more.

The private hospital given and kept going at Reigate by the Hon. Mrs. John Ward, and the hospital ship and private hospital given by Lord and Lady Leith of Fyvie and the Hon. Mrs. Rosdew Burn, are among many other enterprises affording most valuable help to the wounded. Of American ladies resident in England who are working themselves and causing paid work to be done for the use of hospitals and charitable institutions, and are subscribing to local hospitals, there is literally no end.

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With just a reference to the workroom opened by the Women's Freedom League, to the splendid work of the numerous ladies who attended to the Belgian refugees, and to the fact that women's activity has taken on a more martial character with the formation of a rifle club which has 300 members, it will be easily recognised and appreciated by all that the ladies of Glasgow have risen magnificently to the occasion. It is pleasing to record, in conclusion, that Government contracts and other circumstances have prevented the amount of unemployment among women that was expected. Except in a few trades the circumstances are not much worse than in a normal winter.

Yorkshire Weekly Post, Jan. 9th. 1915.

656.

WOMEN AND WAR

BY MRS. FENWICK MILLER
("FILOMENA").

"WOMEN hate war—but they adore the Army." So declared the late Admiral Maxse, supposing himself to be pointing out a flaw in the womanly brain or conscience. But that statement, though true, is no instance of our inconsistency. We do "adore" bravery, manly strength, devotion to duty, willingness to give up life itself at its best moment for the sake of Motherland and Home, brotherly comradeship, grim resolution, and all the rest of the splendid qualities by which soldiers in part redeem war from being all horror. But all the time we hate the monstrous cruel business of war. The more we love and admire the precious qualities of the soldiers, the more we feel the sacrifice of such men to be detestable and intolerable.

Noble-minded soldiers themselves hate the evil side of war. One of them, General Sir William Butler, declared—"War is the sum of all human villainies;" and, more tersely, General Sherman says—"War is Hell."

We must needs hate it on our own account, indeed. To look around one's own peaceful home and to realise even dimly what has been wrought upon thousands of homes, and what their women inmates and their children have endured, just a few miles off, during recent months is horrifying! But most of us are bearing bravely up against such thoughts of our personal peril. It is the moment to do so! In whatsoever other ways we may be able to help our men throughout this crisis to keep up our own courage must be the primary duty. It is the time to obey the injunction of the Prophet Joel—a wonderful foresight into what modern science calls "Auto-suggestion" or "Self-hypnotism." The Prophet bids—"Let the Weak Say, I am Strong."

But still we hate war by our nature, as men cannot do, for there is a difference, deep-seated, in our very constitution. We are all, as men and women, potential mothers and fathers of the race, and much of our mental make-up is thereby affected. In those far-away days in which the roots, in the rough, coarse, primitive conditions of our civilized souls are to be traced, it was the office of the father, the primæval man, the cave-dweller, to be always ready to fight for his family; wild beasts and savage human foes and the perils of the chase called daily on his manly quality of self and family defence. If one of those early men failed to fight, his children were killed off; the coward then had no posterity. The primæval mother, meanwhile, sought such peace and safe seclusion as she could secure for her task of bringing forth her young and bringing up to maturity their helpless feebleness. The fighting males, the peace-seeking females, who were our progenitors, are in us still, in the depths of our inherited natures; and not until men and women alike exercise their collective influence on public affairs can the world hope to get rid of or even keep in check these too-frequently recurring spasms of violence, this red ruin, destruction, cruelty and horror that is called war. In the meantime, when the need is here, women turn to their own tasks.

Brave endurance in silence of apprehension and of sorrow as their men go forth, and efforts to relieve the sufferings that war brings, are our part. Thousands of women are helping. Knitting needles were seized so readily that the shops are all sold out of these implements, and busily they click, and the little sewing needle gleams, in making "comforts." Hundreds of women are nursing the wounded, and thousands more are ready to do this work to the best of their power, and only regret that opportunity is lacking for them to devote their whole strength to efforts at healing the wounded. Voluntary women helpers are engaged by the thousand in the often thankless but very necessary task of carefully and conscientiously administering charitable funds, and above all, countless women, bravely stilling their own hearts have answered "Yes," when the best-beloved man has asked—"Are you willing that I shall offer myself for the defence of my country?"

It cannot be avoided, even though the enemy be kept from our own shores, and though we may individually have no men to yearn and grieve over. This Moloch will have our sacrifices! The poorest old women in their single-roomed homes feel the rise in prices. The professional working woman and the widow bringing up her boys and girls on her small portion that the State calls "unearned income," are called on for heavy income-tax. The working woman whose employment is closed, and the growing girls who must in future face the world and struggle alone for a livelihood in solitary celibacy because the men, whom perhaps they never saw, but whom in due course of time they would have met and married, are lying under foreign soil—all must bear their portion of the penalty.

That last-mentioned consequence of war—the compulsory celibacy and lifelong self-dependence of thousands of girls who should have mated with the men whose young lives are wasted—is a cruel feature of war that has not been noticed hitherto. Boys, now little chaps, will soon grow up, and refill the places in the State that are left vacant; but nothing can replace for the girls of this generation the men who match them, taken in their prime for their country's need. There must be, in the next half-century, so to speak, thousands of these war's brevet widows amongst us, single women who are so because of this war. Then the actual young widows: those who have to give up "heart's life, love," and continue to live, as best they may, on tender and passionate memories. Oh, women have cause indeed to detest war—and yet to "adore the Army!"

Yes, indeed! Let us do all we can to show every brave fellow who is helping to stave off from us the terrible fate of poor, pretty, peaceful Belgium, that we do honour and thank them for their courage, and appreciate their sufferings and labours. Besides all the work that women are doing for the soldiers, there is a possibility easily open to many of us. It is simply to stand still, and look the interest and admiration that we surely feel, whenever we meet a detachment of our soldiers on the march, whether they be Regulars, "Terriers," or "Kitchener's Army." I always do it myself; I just stand still, and regard them with my best wave of "magnetism" and my most interested look, "thought-reading" my thanks to them all; and I feel sure that if women in general would pay this small tribute to our brave young defenders, it would not fail to be appreciated by many of the boys. "Eyes front" notwithstanding, many of them do not fail to see, I warrant you; and if a good many women would make a point of thus mutely offering their interested admiration and gratitude, it would be of no small effect.

Birmingham Post. 9.1.15.

THE DUTY OF WOMEN IN THE CRISIS.

A BIRMINGHAM APPEAL.

The special appeal to the women of Birmingham to encourage recruiting, which has been organised under the auspices of the Birmingham Parliamentary Recruiting Committee, will be made on Wednesday next at a public meeting for women only which is to be held at the Grand Theatre. Addresses on the duty of women in the national crisis will be delivered by the Lady Mayoress (Mrs. Bowater), who is to preside, Mrs. Winston Churchill, Miss Chamberlain, and Miss Julia Varley. Mrs. Churchill is coming from London specially for the meeting, in which she is taking great interest. The tickets for the gathering are being largely applied for, and it is anticipated the theatre will be filled to overflowing. In addition to the speeches, there will be a little musical and other entertainment, in which Madame Minadeau, Miss Mabel St. James, and Mrs. Arthur Brampton will take part. The vote of thanks to the speakers and entertainers will be moved by Lady Lowe and seconded by Mrs. E. Parkes. It should be understood that admission to the meeting is free, and that only women will be allowed to be present. It is believed this is the first meeting of women only, and addressed only by women, that has been arranged in this country in connection with the national crisis, and the result of the experiment is being awaited with interest in many districts, as it is now recognised that much may be done to encourage recruiting, as, possibly, something is being done to hinder it, by the influence of women over their male relatives.

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Islington Gazette, Jan: 12th. 1915.

NORTH LONDON STUDENTS

MISS PANKHURST ON THE WAR.

The meeting of the North London Students' Association at the Islington Central Library was devoted to the consideration of "The War as it Affects Women."

Dr. White, deputy-chairman of the Association, presided.

Miss Sylvia Pankhurst gave an interesting lecture on the subject. After dealing with the loss by women through the absence of their husbands, fathers, and sons with the Colours and the dislocation of trade, she criticised severely the delay of the War Office in making the necessary payments to wives for separation allowance and their consequent inconvenience.

This led her to describe or explain the work done in Poplar and adjoining districts by the East-end Federation of Suffragettes, in which she is one of the moving spirits Its members visit, advise, and assist the wives of absent soldiers and sailors, and press their claims on the War Office, the Admiralty, and other authorities. They have founded and are maintaining a factory in Old Ford where they employ these and other women in making clothing and toys of all sorts, where the Lecturer proudly announced they were paying "fair wages." This, she added, was more than most Government contractors — especially sub-contractors — were doing. The Federation was endeavouring to get this remedied, and although success could not as yet be claimed for their efforts, they intended to keep pegging away until this injustice was ended. In connection with the work in the factory, Miss Pankhurst explained that they had established a creche or day nursery where the infants were taken care of for 1s. 6d. a week, food included, whereas the charge in ordinary cases varied from 3s. 6d. to 4s. 6d. a week.

Of course, Miss Pankhurst could not keep her hobby, "Votes for Women," altogether out of her lecture, any more than could Mr. Dick keep King Charles's head out of his stories. The claim was, however, put forward only as in a constitutional way to be used solely for the purpose of exerting influence for the removal of these wrongs of women in the same way as members of the trades unions have been able by political action to improve the position of male workers.

Dr. White in putting to the meeting a vote of thanks to the lecturer, referred to the splendid work of our soldiers at the Front, and dwelt on the one great effect of the war in breaking down barriers between the various classes of society, political and religious, as well as social. He also gave a most interesting resume of the work of the Stoke Newington Distress Committee, of which he is secretary, and explained the means by which he was able to hasten the payment of separation allowances, &c., by the War Office.

The vote was passed by the large audience with acclamation, and as Miss Pankhurst had explained that the work of their federation was not as yet self-supporting, the Students' Asociation made a collection for the federa ion, which realised the handsome sum of £3 5s., and also assisted in the sale of the toys and clothing that Miss Pankhurst and her stewards had brought by way of specimens of their work.

Evening Standard & St. James's Gazette, Jan: 9th. 1915.

IN THE COUNTRY.

RUSTIC RECRUIT: FROM PLOUGH-TAIL TO THE COLOURS.

WOMEN WHO WORK AS MEN.

By Our Country Correspondent.

Recruiting still goes on in our countryside, though a majority of those able or willing to go to the wars have gone long since. Week by week a ploughboy somewhere ploughs his last furrow, and joins the Colours. The long-for change and a new life is the best recruiting sergeant in the country.

Then men are going now, in the wake of more adventurous comrades, who hitherto have been tied to home by their affairs: like a friend who is a publican, also a farmer, a coal-dealer, a cartage contractor, and general utility man to his village—besides being the father of a quiverful of children. The affairs of such a man cannot always be settled in a moment.

Others have debts to pay off, or affairs of estates, large or small; to settle up, before they can be honourably justified in joining—with much striving and self-sacrifice gradually their way is cleared. Others again, only these many months since the war began, have been able to arrange for the continuance of some work which they were bound by honour or by contract to see through. So the tale runs—and there flows on from the country a thin, steady stream of the country's best blood, offered for England's sake.

Some Hang Back!

Naturally, we hear a deal of talk about any man who might, it seems, go to the wars, yet stays behind—this is partly because laggards are rare in this day of heroism. And we hear now and then of mothers, wives, and sweethearts who are the chief cause of the laggards' backwardness—the cause of their shame.

Our village policeman, who has done yeoman service as a recruiter, could tell you how in many and many a case, while dealing with rustic youths, he has had far more trouble with mothers than with the young fellows themselves. One goodwife of our village insisted on accompanying her boy when he went to the doctor for his medical examination.

"'Tain't ne'er a morsel of good his worrying you, doctor," she said, "for no man can deny his heart be too uncertain-like for soldiering." In contrast to the almost proverbial "weak heart" excuse, in this case the heart of this mother's son did fail to satisfy the doctor—and a proud mother she was who marshalled that son of hers home again, with many a "Didn't I tell you so, Jack?" to lighten the way.

She makes no secret of her exultation. "Most of us has something to put up with—there is always something," she says, with the philosophy of the poor. "If so be 'tis not a weak heart," she adds, "'tis a weak head"—this last a poisoned dart for any argumentative neighbour who should take another view of the case.

Brave Women.

Withal, she has the satisfaction of seeing her weak-hearted boy's name inscribed on the record of honour on the church door, in the place reserved for those who volunteered, but were rejected.

But throughout this terrible time of stress and unnerving strain, the country women as a whole have proved themselves wonderfully calm and resourceful. They have come out in the colours of heroines.

Here is one striking case within my personal knowledge—it concerns a little poultry farm now being established a mile or two out of the village. The war has claimed the two men at the head of the enterprise, who were making their little capital spin out in the most promising way.

They were Reservists—and the laconic summons, "Mobilise," had to be answered in their case—with their lives if needs be. Then and there they were obliged to abandon the little brick cottage, half-built, all the out-houses, the hen-coops, and all sundries, most of which were still planned only on paper.

Building the Home.

Their womenfolk were left with half a cottage, a supply of building materials, and what looked like a total wreckage of their hopes and plans. But they were not the women to sit down and bemoan their hard fate. The little house is now almost built, and built by the two brave women.

Their own bricklayers, plasterers, paper-

Daily Telegraph, Jan: 16th 1915

MRS. CHURCHILL ON THE WOMEN'S PART.

BURDEN OF WAITING.

OUR TWO MILLION MEN.

From Our Own Correspondent.

BIRMINGHAM, Wednesday.

A remarkable gathering was held at Birmingham to-day under the auspices of the Parliamentary Recruiting Committee. It was a mass meeting composed of women only, and the capacious Grand Theatre was filled, many people being unable to gain admittance. Speeches dealing with the duty of women with regard to the national crisis were delivered by Mrs. Winston Churchill, Miss Chamberlain (daughter of the late Mr Joseph Chamberlain), and Miss Julia Varley, a local Women's Labour leader. The Lady Mayoress, who was announced to preside, was unable to be present owing to indisposition, and Mrs Ebenezer Parkes took her place.

Mrs. Winston Churchill said women suffered as cruelly as men from the losses and horrors of war, but they have not the same consolations in the excitement of going to the front, in the ardour of engaging the enemy, and in the glory of action itself. Nearly always the lot of women in war was simply to suffer privations in their homes, and a gnawing anxiety in their hearts for those dearer to them than life itself. Hard as the present war pressed upon the men who were fighting, the burden of the women who waited at home was not less wearing, and it was right and necessary that they should meet together to cheer their hearts and brace their minds to bear their trials with fortitude by dwelling upon the character and the meaning of the cause for which great sacrifices were readily made.

NOT WISHED FOR WAR.

It was the wish of the overwhelming mass of the people of this country, and not only the Government but the leaders of both political parties, to remain at peace with Germany. We had not wished for war; had not planned it; never willed it. We in England had promised solemnly, by Treaty, to protect the independence and neutrality of Belgium. She had appealed to us to act up to our word, and we intended to do so. (Cheers.)

"Whatever may happen to any of us in this country," continued Mrs. Churchill; "whatever may happen to our husbands, or brothers, our sons at the front; whatever may happen to our brave Allies; be the future bright or dark; be the road long or short; be our operations prosperous or unfortunate, we will never cease from this quarrel until every inch of Belgian soil has been liberated and until full reparation has been made for the hateful injuries she has received." (Loud cheers.) There were many other issues of great importance raised by this war, but this was the greatest and simplest, and was complete in itself. How splendid was the response which had been made by all classes, all parties, and all races of the Empire. More than two million men dear to homes and friends were now either fighting at the front or preparing to enter the conflict, and there was not one of these men who was not a volunteer. (Cheers.) No such spectacle had ever been witnessed since the beginning of the world as the spectacle of two million citizens voluntarily engaging themselves to proceed and fight beyond the seas without hope of gain or desire for booty, but simply for a cause, for a spiritual and moral ideal.

A GREAT CRUSADE.

To find anything approaching a parallel one must look back through the mists of history to the days of the Crusades. But the movement which had called into being the great volunteer armies now training in our land was one not only greater in its scale and proportion, but one based upon clearer vision and more reasoned conviction than those which animated the Crusaders of old.

With such a spirit and resolution, with the vast resources of our country and the resources all over the world which our command of the sea enabled us to use, we might be sure that in the end victory would be ours. The dark menace which had weighed so long upon Europe would be rolled away; the cruel and hateful system of military violence and brutality which Prussia had embodied would be irretrievably broken; the beautiful capital of Belgium would awake from her nightmare to the sound of the British drum; her Soldier King would enjoy his own again; and our own dear country would emerge, with her faith and honour stainless, from the gloomy shadows of this terrible war into the bright sunlight of a lasting peace. (Cheers.)

Miss Chamberlain remarked that she had not come to tell the women of Birmingham what their duty was in this crisis. True to its motto, Birmingham had gone forward, and had been found in the van where there was work to be done, sacrifices to be made, patriotism to be shown in word and deed. The country was engaged in a life and death struggle with an enemy most powerful and most terribly in earnest, and if we grudged the smaller sacrifices we

The Glasgow News, Jan: 15th 1915.

OUR FIGHTING LINE.

WHAT WOMEN ARE DOING.

Skilled Work for Women.

When the men have gone to the war it is not enough that the women should cheer them on their way and knit socks for them. (What would have happened to that web of Penelope had she been the wife of a soldier of to-day?) Some serious problems are waiting for us at home. In a somewhat incoherent letter which I received the other day it was pointed out that now was woman's opportunity. The writer was indignant that the best we could do for our out-of-work women should be to set them to sew and knit and cook, with post office people working overtime and the tramways short of workers. Well it seems to me a poor sort of patriotism to send away our countrymen to fight and die for us and then to think about capturing their trade as though they were so many alien enemies. That is one reason why I did not wholly sympathise with a speaker who suggested the systematic training of schoolgirls so that they might be able to take up work. Certainly if they must work they should be trained, but we accept far too readily the assumption that outside work is desirable for women.

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BEATRICE.

By Our Country Correspondent.

Recruiting still goes on in our countryside, though a majority of those able or willing to go to the wars have gone long since. Week by week a ploughboy somewhere ploughs his last furrow, and joins the Colours. The long-for change and a new life is the best recruiting sergeant in the country.

Then men are going now, in the wake of more adventurous comrades, who hitherto have been tied to home by their affairs: like a friend who is a publican, also a farmer, a coal-dealer, a cartage contractor, and general utility man to his village—besides being the father of a quiverful of children. The affairs of such a man cannot always be settled in a moment.

Others have debts to pay off, or affairs of estates, large or small, to settle up, before they can be honourably justified in joining—with much striving and self-sacrifice gradually their way is cleared. Others again, only these many months since the war began, have been able to arrange for the continuance of some work which they were bound by honour or by contract to see through. So the tale runs—and there flows on from the country a thin, steady stream of the country's best blood, offered for England's sake.

Some Hang Back!

Naturally, we hear a deal of talk about any man who might, it seems, go to the wars, yet stays behind—this is partly because laggards are rare in this day of heroism. And we hear now and then of mothers, wives, and sweethearts who are the chief cause of the laggards' backwardness—the cause of their shame.

Our village policeman, who has done yeoman service as a recruiter, could tell you how in many and many a case, while dealing with rustic youths, he has had far more trouble with mothers than with the young fellows themselves. One goodwife of our village insisted on accompanying her boy when he went to the doctor for his medical examination.

"'Tain't ne'er a morsel of good his worrying you, doctor," she said, "for no man can deny his heart be too uncertain-like for soldiering." In contrast to the almost proverbial "weak heart" excuse, in this case the heart of this mother's son did fail to satisfy the doctor—and a proud mother she was who marshalled that son of hers home again, with many a "Didn't I tell you so, Jack?" to lighten the way.

She makes no secret of her exultation. "Most of us has something to put up with—there is always something," she says, with the philosophy of the poor. "If so be 'tis not a weak heart," she adds, "'tis a weak head"—this last a poisoned dart for any argumentative neighbour who should take another view of the case.

Brave Women.

Withal, she has the satisfaction of seeing her weak-hearted boy's name inscribed on the record of honour on the church door, in the place reserved for those who volunteered, but were rejected.

But throughout this terrible time of stress and unnerving strain, the country women as a whole have proved themselves wonderfully calm and resourceful. They have come out in the colours of heroines.

Here is one striking case within my personal knowledge—it concerns a little poultry farm now being established a mile or two out of the village. The war has claimed the two men at the head of the enterprise, who were making their little capital spin out in the most promising way.

They were Reservists—and the laconic summons, "Mobilise," had to be answered in their case—with their lives if needs be. Then and there they were obliged to abandon the little brick cottage, half-built, all the out-houses, the hen-coops, and all sundries, most of which were still planned only on paper.

Building the Home.

Their womenfolk were left with half a cottage, a supply of building materials, and what looked like a total wreckage of their hopes and plans. But they were not the women to sit down and bemoan their hard fate. The little home is now almost built, and built by the two brave women.

Their own bricklayers, plasterers, paperhangers, and carpenters, they have shown that we need not go homeless though our countryside is populated chiefly by women. And they are going on till their farm is in full swing, with all its complement of crowing cocks and clucking hens. Success to such gallant endeavour!

Rain—and always rain. We have seen life of late through a blur of rain—the long line of our bulwark downs is blotted out by it. Many a good tree has gone down in the past week after standing through the gales of five hundred years.

OUR TWO MILLION MEN.

From Our Own Correspondent.

BIRMINGHAM, Wednesday.

A remarkable gathering was held at Birmingham to-day under the auspices of the Parliamentary Recruiting Committee. It was a mass meeting composed of women only, and the capacious Grand Theatre was filled, many people being unable to gain admittance. Speeches dealing with the duty of women with regard to the national crisis were delivered by Mrs. Winston Churchill, Miss Chamberlain (daughter of the late Mr Joseph Chamberlain), and Miss Julia Varley, a local Women's Labour leader. The Lady Mayoress, who was announced to preside, was unable to be present owing to indisposition, and Mrs Ebenezer Parkes took her place.

Mrs. Winston Churchill said women suffered as cruelly as men from the losses and horrors of war, but they have not the same consolations in the excitement of going to the front, in the ardour of engaging the enemy, and in the glory of action itself. Nearly always the lot of women in war was simply to suffer privations in their homes, and a gnawing anxiety in their hearts for those dearer to them than life itself. Hard as the present war pressed upon the men who were fighting, the burden of the women who waited at home was not less wearing, and it was right and necessary that they should meet together to cheer their hearts and brace their minds to bear their trials with fortitude by dwelling upon the character and the meaning of the cause for which great sacrifices were readily made.

NOT WISHED FOR WAR.

It was the wish of the overwhelming mass of the people of this country, and not only the Government but the leaders of both political parties, to remain at peace with Germany. We had not wished for war; had not planned it; never willed it. We in England had promised solemnly, by Treaty, to protect the independence and neutrality of Belgium. She had appealed to us to act up to our word, and we intended to do so. (Cheers.)

"Whatever may happen to any of us in this country," continued Mrs. Churchill; "whatever may happen to our husbands, or brothers, our sons at the front; whatever may happen to our brave Allies; be the future bright or dark; be the road long or short; be our operations prosperous or unfortunate, we will never cease from this quarrel until every inch of Belgian soil has been liberated and until full reparation has been made for the hateful injuries she has received." (Loud cheers.) There were many other issues of great importance raised by this war, but this was the greatest and simplest, and was complete in itself. How splendid was the response which had been made by all classes, all parties, and all races of the Empire. More than two million men dear to homes and friends were now either fighting at the front or preparing to enter the conflict, and there was not one of these men who was not a volunteer. (Cheers.) No such spectacle had ever been witnessed since the beginning of the world as the spectacle of two million citizens voluntarily engaging themselves to proceed and fight beyond the seas without hope of gain or desire for booty, but simply for a cause, for a spiritual and moral ideal.

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BEATRICE.

The Leeds Mercury, No date given.

WOMEN WORKERS AND THE WAR.

WHEN TIME IS MONEY.

The perpetual readjustment of values that is taking place to-day sets all sorts of familiar things in a new, and strange, light. Habits of mind, or scales of expenditure, we subscribed to without a thought but yesterday, are now being subjected to a scrutiny such as they never bore before, and we are realising, for the first time, how much of luxury goes into the fabric of our daily lives.

Not luxury as the millionaire understands the word, but merely the enjoyment of things which cannot by any stretch of the imagination be described as necessities. Our clothes, our meals, our amusements, our holidays—the whole standard of living in short—has been on the upward grade for years, until we have accepted that as natural and necessary which our own parents regarded as extravagance, and their parents as wanton waste of money.

Only now, when fate has forced us all into a willy-nilly stocktaking, do we realise what a small part necessity played in opening our purses under post conditions. We had got into the habit of spending; the habit of saving we are acquiring, along with some totally new views on the difference between what we want and what we need.

No class of the community has felt this new state of affairs more acutely than the women earners, who have seen filched from them by the war that independence so newly won. The tragedy of the truly independent woman, whose daily bread depends on her own exertions, is poignant indeed just now, when her post may disappear between one day and the next. Noble work is being done by women themselves for these cases, though, alas! no fund can hope to reach all.

DRAWING-ROOM INDUSTRIES.

But there is another class of worker who, whilst her actual hardships are almost nil, is discovering things she never knew before. The girl who, living at home, finds her services as clerk, or typist, dispensed with, is not faced with destitution—but she does face, for perhaps the first time since school-days, the strange sensation of no money to spend. "I've made all my own Christmas presents this year," said one such girl, a a week or two ago, as she showed a tableful of dainty trivialities that represented many hours of patient labour, "but, of course, it wouldn't have been worth while spending all this time on them if I'd had my usual screw coming in"—and one was forced to agree with her.

But, coming away, one reflected on the complete volte face that time has brought about in the matter of women's occupation and what is "worth while." A generation ago, when, in the middle classes at least, women-earners were few and far between, and the office-girl unknown, what might be termed "drawing-room industry" knew no limits. Such a mass of meaningless fancy articles as were the plague of the master of the house sprang into being, and mats spread like a woolly measles over all polished surfaces. So far from time being begrudged, nothing was allowed to appear au naturel. The simple palm-leaf fan was covered with satin and lace-edged, and forthwith became a wall pocket; the empty cream jar rejoiced in a coat of enamel and a bow of ribbon about its neck, ere transition to the "chiffonier." The odd kitchen saucer found itself laboriously covered by a mosaic of used stamps, whereupon it, too, was raised to the peerage so to speak. And when all these failed, was there not that eternal drain-pipe jardiniere to be-stick with broken pottery and be-dizen with gold paint?

These were the occupations that filled the leisure hours of those whose girlhood passed in the days when to "go out to business" was rather shocking, and distinctly ungenteel.

ENTER THE BUSINESS GIRL.

Then came the breezy advent of the business girl, with an ever-ready purse and dashing independence, that speedily made her the envy of her stay-at-home friends, whose scanty, and often wholly casual "allowances," rendered a quarter of a pound of chocolates, or a new pair of gloves, a wild extravagance, indulged in haphazard. That phase, too, passed, and presently the business girl, or rather the girl trained to earn in some way or other, reigned alone. Sometimes she contributed to the home funds; more often, perhaps, she financed her own dress, holidays, and amusements, her parents being content to provide bed and board. Either way, she had money to spend—and most certainly she spent it.

For it was with the arrival of the girl-earner, ex and actual, that buying took the place of making.

Useless drawing-room fripperies were the first thing to go—and few would deplore their loss. But along with the patience to concoct such futilities went the patience to make anything at all. Bought blouses and ready-to-wear "undies" replaced home-stitcheries, and from lacking time, or inclination, to darn good stockings, it was but a step to buy cheap cotton and mercerised silk hose, to be thrown away when holes appeared. Once begun, this disastrous policy invaded every department of feminine needs. Cheap costumes and showy coats, worn for a time and then cast aside, ousted good workmanship, and no one ever dreamt of asking that time-honoured question—"Will it wear well?" Even the old clothes dealer reflected the spirit of the day, for the best material, practically unworn, was rejected as "too unfashionable," if more than six months old.

Some new concession to fashion, and the criticisms of the office clique, every week a visit to the pictures, or a theatre, whenever she and her purse chose; more frocks for the summer holidays, and still more finery for the winter dance season—this was where the earnings of the pin-money worker went, keeping up a mad whirl, she herself had served to start.

THE SPENDER AS STAY-AT-HOME.

She was hardly to be described as an earner. She was a spender.

And now, all at once, she finds herself set back on the shelf, so to speak, to contrast the chastened outlook of the stay-at-home with the variety of business life.

At first she is appalled—and frankly says so. But presently, if she is worth her salt at all, she discovers there are compensations. She begins to find that if her purse is less so are her needs. With time on her hands she sews and re-models instead of buying. Her costumes get brushed and cared for as they never were before; her hats are put away instead of being thrown down anywhere, as in the days when she was always on the rush. Stockings she would have voted worn out, with a week's salary due, are now treated to the darning-needle, and her gloves are similarly repaired. In short, she begins to realise that, if time is not exactly the same thing as money, one can lose an astonishing amount of hard cash in seeking to save time.

We may not retrogress all the way to those "good old-fashioned women," who unpicked, turned, and made-over, until the patch-work quilt gave well-earned rest to the ultimate fragments of gown or cloak. But we are beginning to realise their point of view as never before. Time cost nothing then. Woman had not learned to put a market value on her hours, and strike a balance between what she could earn, and the time spent in saving. She had nothing to spend, indeed, but time—and she spent that right royally. Perhaps the cynic would declare the monumental works of patience she achieved were no more than evidences of the incorrigible spendthrift in woman!

GUINEAS—TO LOOK AT.

At any rate, she learned to possess her soul in patience, and a purse that was furnished much like those of the Vicar of Wakefield's daughters. Who, "for the honour of the family," says good Dr. Primrose, "were never without money, as my wife always let them have a guinea each, to keep in their pockets, but with strict injunctions never to change it!"

It is a far cry from this eighteenth century vignette of girlish dependence, to the pert product of the typing school, who scatters her twelve or fourteen shillings a week on frocks and cinemas at her own sweet will. No one would wish to go back all the way. But if the war teaches us something of the old thrifty spirit of patience and making-do it will be an asset in dearnite of all.

M. T.

156/37 656.

Richmond Times, Jan: 16th. 1915.

The Spirit of the Working Women.

WHAT IS BEING DONE IN RICHMOND.

Mrs. H. M. Swanwick writes:—

"As hon. secretary of the Richmond Committee of Organised Women, which is organising the work for the prevention of unemployment of women at the Town Hall, I should like to thank you very heartily for your most appreciated leader on 'Women and the War' in your issue of January 9th. Indeed, your words of encouragement were true and necessary. The women of the poorer classes are suffering, and their spirit is a very fine one. They come to us now at the Town Hall in increasing numbers every week, and one is proud to think what a large proportion are uncomplaining, enduring, hard-working, and sober women upon whom the home, and therefore, the nation, in the last resort rests. In Richmond there are very few places where women can go out to work. The Richmond woman is essentially the home-keeping woman, and a very large proportion of the women who come to us at the Town Hall have dependents whom they support either partially or entirely. The widow or the deserted wife with young children; the married woman with an invalid husband or grown son; the daughter who keeps her father and mother, or helps a married brother.

A DOUBLE BURDEN.

"All these we have, and many of them shoulder what is really the double burden of homekeeper and breadwinner. They do not complain. They ask nothing more than that they should be given the work which they are so ready to do. Let us think of the silent heroism of the woman who, year after year, gets up early to attend to her invalid husband, perhaps after a broken night; gets the house tidy and then sits down to her machine. She has, maybe, to finish a piece of work and then bring it to the Town Hall to be paid for it, before she can buy the pennyworths of dear food which she must then take home and prepare before she has any herself. Then more housework and tendance, and more machining—perhaps late into the night. Her health, her sight, her nerves are breaking under the strain; yet she has the pluck to say that rather than abandon her men or be 'shut up for life' she will go till she drops in the track. Do we want to shut up such a true-born Briton as that 'for life'? Is it even good business? We should have to pay for her and her husband and her son. It would cost us more in the end.

DESERTED.

"And that other, with five children, a deserted wife, who is making the most splendid uphill fight to keep the children fed and clothed and rosy. So far, she has succeeded. We dare not let her fail. Another woman for whom regular work has been found is under 45, and has had fourteen children. Only one child is left in her care. It haunts one at night to think that circumstances might deprive her of that last child. Another deserted wife with three children is on our books; she asked no one for anything till the war came and deprived her of employers.

NUMEROUS APPLICATIONS.

"It is for these women that we appeal for support and commissions. We have had a great increase in the applications for charwomen and daily workers, and have met a considerable number. But many of our women must have work they can do at home, and the more material we have given us the more money there will be to spare for wages. The committee distributes finished clothes to the needy and makes such garments as are in particular request. They want, besides materials for clothing the troops, black dress materials, prints and shirtings for servants' dresses, linen and cotton for aprons, tweed and serge for boys' suits. They have to thank the following ladies for materials:—Miss Rake, Mrs. Ford, Miss Scorer, Mrs. Westcott, Miss Hales, Mrs. Thomas, Miss Estridge, Mrs. Beesley, Mrs. Sandover, Mrs. Bailey, Miss Lane, Miss Chree, Mrs. Alexander, Lady Yoxall, Mrs. Frost, Mrs. Mackenzie, Mrs. Gates, and Lady Nott-Bower.

"This work must appeal to the humane and to the patriotic; but it must also appeal to the economically-minded who desire to 'save the rates.' The ratepayer who should starve out this work would pay for his parsimony in increased rates."

Yorkshire Post,
January 16th. 1915.

656/38

656.

WOMEN'S WORK IN WAR-TIME.

To the Editor of The Yorkshire Post.

Sir,—One sees and hears a good deal about various "women's corps" for work during war-time; maybe many are doing and will continue to do excellent work. It seems to me we might well take to heart the example of the womenfolk of our heroic Allies, and rather take up work which will set our men free than form ourselves into corps of would-be soldiers. The men must be spared to answer the country's call in this hour of her greatest need, and where it is possible women should try to fill the gap in the work they leave behind them.

In country districts we are faced with the problem of shortage of labour on the farms. To a large extent, women can help to solve this. We can, at any rate, go back to dairymaids. Women milk far better than men, but because true country life no more exists in the land, the man has taken the maid's place. There is much other work, too, on a farm that women used to do in old days, and could do now. Surely this is the time to take it up again. A farmer came to me only last night to ask for help from our refugees. They are already in work, and I could not help him. He said he did not know how farmers were going to get through as labour became more and more difficult to get, and we are only at the beginning of our troubles.

Let every one put their shoulders to the wheel on the spot in which they are placed. Let country-women take the country work, and as far as they are able help to carry it through. They can do a great deal if they only will. We women have to stay at home, and the work is to each one's hand. We must help to send the men and try to do their work. Let us do it, and in this we shall be helping far more than in trying to be fighting men and using up cloth and boot leather, so sorely needed for our men.

The war has come to teach us many lessons; not the least is to bring us back from artificial to natural and simple life. We country folk can do our part. Let us turn to and milk the cows and feed the pigs, and set the man free to fight for the hearth and home we are keeping for him.—Yours, etc.,

A COUNTRY WOMAN.

Markington, Jan. 14, 1915.

The Globe, Jan: 27th.

WAR AND WOMEN'S WORK.

Women have frequently been blamed because they do not take their professional and business careers as seriously as men do. It is alleged that they engage in public and private work with only a half-hearted interest, that they abandon it on the most trifling excuse, and that they turn from one kind of employment to another with a most charming inconsequence. So far as the allegation has any foundation in fact, all sting is taken from it when we recollect that most women, either consciously or unconsciously, have the possibility of marriage in mind, and for this reason may not put into their work the energy and enthusiasm which they might otherwise exercise. Indeed, when one takes into account the social and economic environment of some women, it is astonishing that they should display any degree of devotion to the work they have taken up.

It is, perhaps, for this reason that not a few women are tempted into useless employments and into work that satisfies their vanity without rendering any service to the public. These women were thrown out of work during the first few days of the war; some of them, no doubt, have found more useful labour by meeting the multitudinous demands that have been made on every section of the community; others have been idle and will remain idle until they discover work for which they are temperamentally fitted. As Mrs. W. L. Courtney points out in the *Fortnightly Review*, it is "administrative" work that at this time holds out the brightest prospects for women. She divides this roughly into two main branches—the care of the mind and the care of the body—both of which are "logical developments of woman's primitive and natural occupations." Teaching, clerical work, and public service have hitherto afforded careers for thousands of women; when the war is over and when women have come to recognise fully their own capacities, they will find in this type of administrative work a fruitful field for their energies. The war has already destroyed the trifler, and in her place it is already putting the woman who takes both herself and her work with becoming seriousness.

The Daily News & Leader,
January 19th. 1915.

THE "ETERNAL AMATEUR."

ARE WOMEN HARD ON WOMEN?

By MRS. H. M. SWANWICK, M.A.

We have been recently reminded in these columns of the old tag that "women are hard on women," and the writer has told us that he did not believe it before the war, but he does believe it now. Well, he was wrong before the war, and he is wrong now. "Women," comprehensively classed as a sex, are neither hard nor soft. There are hard women and soft women, and there are women who are hard or soft according to circumstances, like men. They do not react in precisely the same way as men, and so one will find men soft where women might be hard, and vice versa. If the game of attacking the other sex were a fruitful or even an amusing one, I could give instances, not isolated, but by the million, of men's "hardness" to women. I refer to inquire what are the causes of the undoubted cruel hardships which are being inflicted on poor women, and how they might be avoided, and I will take as instances the families of Service men.

We are met at the very outset by the absurd fact that the War Office has not apparently made up its mind whether the separation allowances are the woman's wage or the man's wage. The fact that the allowance varies with the size of the family suggests that the payment bears some relation to the work done by the woman and the expenses incurred by her in bringing up the family; yet this theory is vitiated by the fact that if the man misbehaves, the woman and children are deprived of allowance. If we turn to the other view, that the allowance is the man's wage it is hard to see why it should be jeopardised, as it is, by the woman's misconduct. Further confusion of thought is exhibited in the cruel order which suddenly deprives a woman of her "compulsory" allotment if her husband say he cannot afford it, and which puts upon her the abominable onus of saying that her husband must give her what he cannot afford. The height of confusion is reached, however, when one finds military authorities referring to the wife's allowance as "relief."

Administration and Distribution.

Not unnaturally, all this confusion of ideas at headquarters is reflected in the methods of distribution, and it is not surprising that ladies and gentlemen who are voluntarily administering a voluntarily-subscribed fund in aid of what should be Government wages, are apt to look upon themselves as people to whom someone ought to be very thankful; that someone is likely to be the soldier's dependant, and she, poor soul, is sometimes pathetically thankful. The amount of effort which has had to be expended in disentangling the various orders might surely excuse a certain amount of swelled head in ladies and gentlemen unused to severe mental strain.

On the whole, I am inclined to think that the War Office, carrying out the tradition of paternal government for soldiers and their families, has really instituted a crude and undeveloped species of Endowment of Motherhood. The woman gets so much for minding the children, and it is withdrawn if she does not mind the children.

But the most enthusiastic advocates of the endowment of motherhood surely never contemplated carrying it out by the administrative methods of the Army Council. This body may be taken as the expression in the purest form of maleness. It has to perform one of the most gigantic tasks that any body of men has ever undertaken in raising, training, equipping, and transporting its army. One would have supposed that was enough. Even the Select Committee on Pensions, which consist only of men, although the bulk of the pensioners will be women and children, may invite women to speak when they are spoken to; but the War Office is like the oracle, and issues on the subject of the family copious and unintelligible and self-contradictory utterances which baffle inquiry, and may not be answered.

Everyone knows how for months after the outbreak of the war the machinery for dealing with the families had utterly broken down, and how the work had to be done somehow, haphazard, by voluntary agencies largely financed from the Prince of Wales' Fund. No persons knew exactly where they stood. Orders and instructions changed with bewildering rapidity. It was not clear whether the money to be administered was a wage or a charity. And this difficult, confused work had to be finally executed largely by women, untrained, unbusinesslike, and irregular as voluntary workers mostly are, under superior orders which they did not understand, made by men who did not know the conditions for which they were dictating.

Work for Women.

I have two pleas which I wish to urge and which I submit any man of sense must allow. (1) That the whole of the work of assessing and determining the amount and the nature of the payments to be made to women and children should be carried out by women and men in consultation together, and that the details of administration should be mainly in the hands of women. (2) That these women should be selected for their experience and capacity, and should be paid adequate salaries as men are.

The whole difficulty arises because men insist upon keeping all the power in their own hands; being busy with men's affairs they neglect women's affairs, and at last, half irritably, throw them over to women to deal with, giving them no power, no responsibility, no salaries. The women who can afford to take up this unpaid, ungrateful work are for the most part entirely untrained and inexperienced. Some of them have done wonders by sheer goodness of heart. Some have muddled badly. Some have been harsh, but largely from ignorance and want of imagination. Some, as I have personally witnessed, are harsh because they are afraid the men will disallow expenses. It is not enough to be the private wife of a public man! Women who have to do public work must be treated in the same way as men are. They must be chosen by capacity and not by chance or favour.

I believe that a large part of the genius of women is essentially social. Most men think so too, and are fond of preaching to us about the "womanly woman." But the simple, primeval, womanly woman can't interpret an Army Order. What is wanted is less preaching and more recognition. What the womanly woman needs for her full and beneficent development in this twentieth century of card indexes and percentages is (1) training, (2) wages, (3) power, (4) responsibility. So long as men treat her as the Eternal Amateur, so long will social work be muddled and tenth-rate; not because women as women are muddled and tenth-rate, but because no good work is done without concentration and responsibility.

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THE WOMEN'S PART IN THE WAR.

WHAT THEY ARE DOING TO LIGHTEN THE BURDEN.

By E. SLOAN CHESSER, M.B.

When half a score of nations are passing through a period of social, economic, and moral upheaval, it would be strange indeed if women's lives and women's ideals were to remain untouched.

When, at the beginning of the war, the whole community was seized with an irresistible desire to do "something," there was no doubt that some women, as well as some men, made grievous mistakes. Zeal is often misdirected for lack of knowledge. But in the minimum of time women have settled seriously to work, perhaps because for the last few years we have been organising ourselves into societies, and so we had a useful army of workers all over the country, willing to give work and money where they are needed.

In past years most women of the well-to-do classes were, by all the laws of convention, compelled to a life of trivialities and self-indulgence. The war has changed all that. Every woman is called on to work at the present moment, to offer some unselfish effort towards the work for soldiers and sailors and their families, for refugees, and for the unemployed.

THE GREAT LESSON.

War is teaching the great lesson that unselfishness is the secret of power, that life is but the opportunity for service; and all the world of women is evincing a desire to help. They are working as doctors and nurses, as ward-maids scrubbing in hospitals at the front. They are succouring the wounded in hospital trains; and at railway stations through the cold winter nights they are serving cocoa and soup and slices of bread and butter to men straight from the trenches.

I differ from those people who are asserting that only women trained in medicine and nursing should be allowed near the war area, because I have seen something of the work "untrained" women are doing at the front. There are thousands of efficient women in this country, whose only training consists of First Aid and Nursing diplomas, whose services will be invaluable a few months hence when the need will probably be very real.

At the same time fully trained women at a time like this are of inestimable value, as the authorities are beginning to recognise. The British Women's Hospital in Paris and at Wimereux, Boulogne, under Dr. Louisa Garrett-Anderson, is working in co-operation with the Royal Army Medical Corps. The Scottish Women's Hospital (organised by the Scottish Federation of the National Union of Women's Suffrage Societies) has units in Servia, Belgium, and France which are a part of the Red Cross Associations of these different countries.

WORK AT HOME.

Magnificent work has been done in connection with the relief of unemployment and distress, and the most unexpected women have come forward with offers of help. One of the frivolous women of my acquaintance—the sort of woman who declares that she "detests the Woman Movement because it makes its adherents serious and frumpy"—has been converted, as a result of the war, into a first-class, serious worker for the Soldiers and Sailors' Families Association. Women are also closely associated with the admirable work which is being accomplished by the "Daily Express" Invalid Kitchens Fund, of which Lady Muriel Paget and Mrs. Charles Tennyson, together with Mr. H. E. Morgan, are honorary secretaries. The fund numbers among its subscribers the Queen and Queen Alexandra.

A practical aspect of women's work for the war is associated with the Queen's Work for Women Fund and the Central Committee for the Employment of Women. We have at last reached the stage of recognising that "relief" consists not in the giving of doles, but in providing work and opportunity for people to help themselves. The whole tendency of social work at the present time is in the direction of utilising money which has been contributed for national purposes to give people who are out of work the opportunity for training, so that they will become more valuable citizens after the war.

At a time like this every woman, as well as every man, in the country must contribute some measure of work and effort to the nation if they are to keep their self-respect. The elemental duty of women lies in the preservation of life, and women have thus the better part in war, in that, whatever their own suffering, they are not called on to take part in the infliction of suffering on others. The work which is being undertaken by the Women's Co-operative Guild in establishing municipal maternity centres for nursing and expectant mothers and their children is urgently needed at this time.

OTHER ACTIVITIES.

It is impossible to enumerate the various kinds of work women are undertaking for the war. One of the societies which has done splendid national service is the Women's Emergency Corps, initiated by the actresses, contributed to by all classes and types of women. Their workrooms have kept many girls employed. By collecting and distributing waste food the Women's Emergency Corps has taken a practical part in economising the nation's food. Workrooms also are being organised by the National Union of Women's Suffrage Societies, which has done a very human bit of work in caring for destitute alien girls.

Another feature of the general activity of women has been the good service given by quite young girls during this crisis. While Mrs. Haverfield has organised mature women into a Voluntary Reserve Corps, ready to undertake work for the care of women and children, despatch riding, first aid for the wounded, and the care of the aged and sick in the event of a sudden crisis, Mrs. Harley is utilising the energy of the young girl by forming an Active Service Girls' Cadet Corps. She asks that girls of leisure should interest themselves in those girls whose lives are harder and more difficult than their own.

Everywhere we have this note of service. Sir William Wedderburn advises that British women should get into touch with women in India when the men of both nations are fighting for the common good. A British-Indian women's society would help to promote international friendship and understanding. And "the woman's part" is the conservation of friendship and of sympathy—more especially at the present time.

The Huddersfield Examiner 5/2/15.

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WOMEN AND THE WAR.

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SUFFRAGISTS ADDRESS HUDDERSFIELD RECRUITING MEETING.

STRONG APPEALS TO MEN OF MILITARY AGE.

THE LOCAL POSITION.

FULL EXPLANATION BY SIR WM. RAYNOR

A recruiting meeting, organised by the local branch of the Women's Social and Political Union, was held in the Huddersfield Town Hall on Thursday evening, when the speakers were Miss Annie Kenney and Mrs. ("General") Drummond. Except to a limited part of the hall a charge was made for admission, and ther was a fairly large gathering. The local Territorials mustered in strong force, and the band of the 5th Reserve Battalion, occupying seats on the orchestra, and almost hidden from view by a wealth of palms and other plants, played stirring military and patriotic music at intervals during the evening. In conspicuous positions were the national flags of the Allies, and the colours of the Women's Social and Political Union.

Sir William Raynor, who was accompanied by Lady Raynor, occupied the chair, and in addition to the speakers there were on the platform the Mayor of Huddersfield (Alderman J. Blamires), Mrs. Cooper, Miss Lowenthal (The Grange), Colonel Parsons (in command of the 33rd recruiting area), Colonel Cooper (in command of the 5th Reserve Battalion), Captain Alexander, Captain Wrigley, and Captain Robinson.

THE LATE MR. C. F. SYKES.

Sir WILLIAM RAYNOR, in opening the meeting, said it was only fitting that, meeting as they did in that hall, reference should be made to two unfortunate events that had occurred that day. He was quite sure their hearts would go out to Mrs. C. F. Sykes in the terrible loss she had sustained in the death of her husband. Mr. C. F. Sykes, of Moldgreen, had been known to him for nearly forty years. The deceased gentleman was a quiet, unobtrusive townsman, one whose heart was in the right place. To a woman like Mrs. Sykes, whose hand had always been ready to help every cause for the uplifting and advancement of her sex, no greater catastrophe could have happened, and her loss was indeed irreparable. He was quite sure they would all join in expressing deep sympathy with Mrs. Sykes and her family in their great bereavement. (Hear, hear.) The other event to which he referred was the unfortunate accident that had happened to Alderman Beaumont, a very prominent townsman. Mrs. Beaumont was a well-known worker in all causes that affected women, and they would all join with him when he said that he hoped her husband, who had laboured long for the town, would speedily recover. (Hear, hear.)

WOMEN'S PART IN THE GREAT STRUGGLE.

Sir William, continuing, said that when he was asked to preside over that meeting he consented readily. He did not ask what the political views of the promoters of the meeting were, or what their views on social questions were. He was told by the charming young lady Miss Kennedy, who went to see him, that they were out for recruiting, and that settled him at once. In anything that had to do with recruiting he did not stop to ask the why and the wherefore, but tried along with his fellows to put his back into the work. Every man and woman worthy the name were sinking their differences, and were knowing no politics at this crisis in our country's history. (Applause.) Men and women who stopped to quibble about politics and differences of opinion ought to stay at home with the slackers and the weaklings who did not go to the front. These were times that were helping to make strong men and strong women. When the record of this great war came to be written, as it would be written when we had reached that glorious termination we all hoped and expected, there would be no brighter or more brilliant page or chapter than the one recording the part taken by the women of this country and taken in this great struggle. (Applause.) The man who wrote "Men must work and women must weep" would probably alter it to-day, and say "Men fight and women work," and to their honour be it said. The men who supported women in this great work were but doing them bare justice.

SUCCESSFUL RECRUITING IN HUDDERSFIELD.

Proceeding, Sir William said he would like to refer to the recruiting that had been done in the Huddersfield district. A genius had discovered that people who were engaged in making khaki could be exempted from military service. That person was not only a genius, but he must have been a joker, because more than half the textile operatives of the district were women and girls. When recruiting started [illegible] he did not stop to ask the why and the wherefore, but tried along with his fellows to put his back into the work. Every man and woman worthy the name were sinking their differences, and were knowing no politics at this crisis in our country's history. (Applause.) Men and women who stopped to quibble about politics and differences of opinion ought to stay at home with the slackers and the weaklings who did not go to the front. These were times that were helping to make strong men and strong women. When the record of this great war came to be written, as it would be written when we had reached that glorious termination we all hoped and expected, there would be no brighter or more brilliant page or chapter than the one recording the part taken by the women of this country and taken in this great struggle. (Applause.) The man who wrote "Men must work and women must weep" would probably alter it to-day, and say "Men fight and women work," and to their honour be it said. The men who supported women in this great work were but doing them bare justice.

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of America were absolutely with the Allies in this fight against Germany. The Government of America could not be connected with the people of America so far as this war was concerned. The United States Government was neutral, but the people, young and old, apart from the people of German descent, approved of the attitude Great Britain adopted in declaring war last August. Some people feared that difficulties might arise between us and the United States in regard to the contraband question. She did not agree, considering that there would be no difficulties if Great Britain were firm and unrelenting, as that was the one thing that would arouse respect in that country. America, like our own country, was a country of ideas and ideals. The ideal of Great Britain was liberty, and the present war was a fight for freedom. In spite of all the grievances people had—and she had one—(laughter)—the British Constitution was the finest in the world. She went on to explain the difference between the neutrality of Belgium and that of other small European nations, and said that if we had not fulfilled our obligations to Belgium we should have lost, and have deserved to lose, the respect of the whole world. We had always been held up to be the friend of small nations, but apart from that we had signed a treaty, and it was our duty to stand by what we had signed. When our troops were sent to Belgium all the people breathed a sigh of relief because they realised that the Liberal Government had done their duty so far as this war was concerned. (Some laughter.) She saw that some of her hearers smiled when she said that, but she repeated it. (Applause.)

IF WOMEN WERE WANTED.

Germany's idea, she proceeded, had been to crush Britain. France she despised and hated, but Britain she feared. She feared the wonderful Empire we had built up, and our naval position in the world. For a great number of years Germany had been wrapped up in the one idea of world power. Some people said that this war did not concern women, but the more she spoke at recruiting meetings and the more she wished that Lord Kitchener, whom they all honoured and respected, would say that he wanted women to join the army. She would be the first there if she could get on the doorstep first. (Applause.) She did not say that the men had not responded. They had done so in a perfectly miraculous way, but still more was expected of them. If Lord Kitchener wanted women to join she believed that thousands would at once flock to the colours. As a woman she would prefer fighting to staying at home wondering what had happened to her father or her brother. She believed the women of the country would make fine soldiers if they had the opportunity. When they remembered what had happened to women in Belgium she wondered how men who had not joined the colours did not realise what would happen if the Germans came here. They had been wicked in Belgium, but they would be worse on British soil. Belgium, however, was no more conquered than we were conquered. If ever the soil of Belgium lived it was living at the present time. (Applause.)

AN EMPIRE TO DEFEND.

If it had been worth fighting for our great Empire, was it not worth defending that Empire? That was the way the situation presented itself to her. Did the men of the country, who had political freedom, realise what power they would have if they were under German rule? As electors the men had the power to say who should be in the Cabinet, but they would not have that power if Germany conquered us in this war. If ever the Kaiser did reach England, amongst the best fighters he would have to face would be the suffragists. They would not stand the bombastic foolhardiness of the Kaiser as the Germans did. (Laughter and applause.) When the war broke out the suffragists immediately realised that theirs was a family quarrel, and they united against the enemy. She did not care what their political views were—it was the duty of every man who could to give in his name and join the army and be proud of having the opportunity of fighting for the land of his birth. (Applause.)

ON THE GOVERNMENT'S SIDE.

Mrs. DRUMMOND said the Kaiser was responsible for many things, but one of the greatest things he was responsible for was that of bringing Sir Wm. Raynor and herself side by side on one platform. (Laughter and applause.) That showed that they looked at the common enemy as a great foe to be fought and that their differences were too individual and not to be thought of while this great enemy was knocking at our doors. She had been asked while in London why she was now fighting on the side of the Government. The question reminded her of a very common sight in London—that of a fight between a man and his wife. The latter, badly as she was treated, would not tolerate outside interference, and that was exactly her (Mrs. Drummond's) position at the present time. They were not fighting for any Government, but for their country and their country's honour, and they appealed to the men of military age to join the armed forces of the country. The women grudged the men the honour. The one and only time she wanted to be a man was when the war broke out. What was needed most of all was men in the firing line. That was the cry that went forth from every man who returned to his country from the front.

WOMEN WANT NO HANGING BACK.

If some of her hearers were hanging back because they thought of their women folk, she could tell them that she knew women sufficiently to say that they did not need them to do it. The

to the ladies who had spoken they could thank them with a will when they saw them making efforts in the right direction. (Laughter and applause.) This was a sort of militarism that was being put on the right shoulders.

In a brief speech Col. PARSONS seconded the resolution, which was passed by acclamation.

Sir WM. RAYNOR said that those conversant with recruiting in Huddersfield knew it would be difficult to find six Irishmen of military age who had not either enlisted or tried to enlist. (Applause.)

Miss KENNEY responded to the vote of thanks and thanked the band for their services. The meeting closed with the singing of the first [illegible] of the National Anthem.

country had taken in this great struggle. (Applause.) The man who wrote "Men must work and women must weep" would probably alter it to-day, and say "Men fight and women work, and to their honour be it said. The men who supported women in this great work were but doing them bare justice.

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VICTORY NEAR AT HAND.

But a great deal still required to be done. They had to close and clench the hard work and sacrifice of the past six months. It was a terrible thing to think of the great sacrifices our country and our men had made; "but," he added, "we are very much nearer to complete victory than most people imagine. (Applause.) I heard an American say only to-day, 'They are beaten to a frazzle.' I am not going to say that, but they are very much nearer beaten than some of us imagine, and if we only put our backs into it in the next six months we shall see the clearance and the victory we are all hoping and longing for." (Loud applause.)

FEELING IN AMERICA.

Miss ANNIE KENNEY said she valued very much the opportunity of being there to put before them the cause of the Allies. During the last few months she had been in America and had found that almost unanimously the public conscience and the public intelligence, the latter, badly as she was treated, would not tolerate outside interference, and that was exactly her (Mrs. Drummond's) position at the present time. They were not fighting for any Government, but for their country and their country's honour, and they appealed to the men of military age to join the armed forces of the country. The women grudged the men the honour. The one and only time she wanted to be a man was when the war broke out. What was needed most of all was men in the firing line. That was the cry that went forth from every man who returned to his country from the front.

WOMEN WANT NO HANGING BACK.

If some of her hearers were hanging back because they thought of their women folk, she could tell them that she knew women sufficiently to say that they did not need them to do it. The women would rise to the occasion as they had done in every industrial crisis in the history of the country. There could be no talk of peace until Germany was crushed. (Applause.) "You have often told us," she continued, "that the men fight, and that the women ought to stay at home. Now's your chance. Don't be afraid we won't manage in Britain without you. We shall miss you, but we'll be proud to know that we are able to do our bit whilst you are gone to do yours." (Hear, hear.) She heard that some people in Huddersfield were surprised at the stand she and her colleagues were making on the question. They were just the people who had the right to do it, because they were fighters themselves. "We were prepared to give our lives," she said, "for the power of a voice in the making of laws which should leave our country better than we found it." (Applause.)

THE "FEAR OF RUSSIA."

Questions were then invited, and a lady in the audience asked Miss Kenney the following:—"If we are successful in subduing the military power of Germany shall we not have to face the successful military power of Russia?"

Miss KENNEY replied that we had all been frightened of Russia. The Germans had put the fear of Russia into our minds. Many of the things said in the Press about Russia were unfair to that nation, as well as untrue, and there was more hope in Russia evolving a high social ideal than there was in the prospect of Germany ever doing so. (Hear, hear.) The present was not the time to attempt to detract from Russia's growing prestige, but it was our duty to stand nobly and honourably by Russia, as she was standing by us. She would like to know where we should be at the present time if it were not for Russia? (Applause.)

NINE O'CLOCK CLOSING.

A vote of thanks to the speakers was proposed by the MAYOR, who spoke of the action of Russia in stopping the sale and consumption of vodka—(applause)—and the parallel action of the French Government with regard to absinthe. (Applause.) Our own country could not afford to let those nations make such sacrifices without a corresponding sacrifice from ourselves. We were on the right lines, but we were acting with characteristic British caution and timidity. At any rate, we were "closing at nine o'clock." (Applause, and a Voice: "Go one more.") As

EMETINE INJECTIONS IN AMŒBIC DYSENTERY.

Dr. F. J. Harfour and Dr. W. B. Haddad, of the Church Missionary Society, Achmoun, Menoufeyah, Egypt, record in the *Lancet* the favourable results of the treatment of amœbic dysentery in cases treated by them by hypodermic injections of emetine hydrochloride in an out-patient practice. They write :—

"In the space of eleven months twenty-seven cases were treated and in all cases the symptoms quickly disappeared, and the patients were so struck with the result that they came back for more injections even after they were apparently cured. We commenced with injections of gr. $\frac{1}{3}$ which was given on dispensary days—i.e., three times a week—but soon the dose was raised to gr. $\frac{1}{2}$, gr. $\frac{2}{3}$, and lastly to gr. 1. The majority of cases received gr. 1 at each injection with most satisfactory results. Gr. 1 gave the best and quickest result, and no untoward result was ever complained of or observed. It is interesting to note that once, when the stock of hypodermic tabloids had run short, a half-grain tabloid of emetine was given internally, and when the patient was next seen he reported that on his way home he had severe vomiting and diarrhœa. As all were treated as out-patients, they could not be restricted to a liquid diet. All the cases except one were chronic, lasting from one month to four years. The number of motions averaged about ten in the twenty-four hours; two had sixteen and one thirty motions. All patients showed remarkable improvement after the first or second injection; the hæmorrhage greatly decreased or stopped altogether, straining was much less or quite gone, the number of motions considerably diminished, and the stools became fæcal. The pallor disappeared, and the pained expression of the face entirely altered after a few injections. As a rule no other drug was given, and the majority of cases had no symptoms of the disease after four or five injections. In the case

THE MATRONS' COUNCIL OF GREAT BRITAIN AND IRELAND.

WOMEN AND THEIR WORK DURING THE WAR.

DISCUSSION.

The discussion on Miss Mollett's Paper on "Women and Their Work During the War," elicited a good many opinions, which we regret cannot for lack of space be reported at length.

The Chairman (Mrs. Fenwick) in opening the discussion, said that in regard to the scope and extent to which women can replace men temporarily in time of war, were several branches of work in which men in time of peace monopolised women's work, selling stockings and ribbons and other such items of women's wear over the counter, acting as shop walkers in authority over women, &c. She thought it was a pity more women were not attracted to work on the land in the open air, especially in the care of animals; it was in many instances not more arduous than the professional games to which many girls devoted their lives. The leisured women who were eager for work since the beginning of the war, showed no craving after such work as required technical skill, or brain work, such as banking or accounts. The majority had rushed into nursing, which apparently they did not realise was work which required definite training and skill, and were encouraged to do so by doctors and others, who ought to realise its value, but apparently did not do so. Indeed, in this connection it was extraordinary how few people, and women especially, realised that science, art, and skill were required in nursing the sick and wounded; indeed, they were profoundly ignorant of its true significance.

Miss Mollett had spoken of her experience in a Red Cross Hospital, after eighteen years' practical experience in office as a Matron. She had not experience in hospitals dominated by an untrained Commandant, who according to the regulations had autocratic powers, even to the extent of discharging the medical officer and nurses. If the Red Cross Society provided that only highly trained women should be in charge of all auxiliary military and voluntary hospitals, with the usual proportion of trained nurses and probationers under them, the system would be more satisfactory. The present system sanctioned by our War Office was wrong. It placed a hospital in charge of a Commandant, or Matron, who was as ignorant of hospital management as she was of nursing. Numbers of untrained women had since the war not

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hesitated to assume such responsibility. The system was fundamentally wrong, and required reorganization. The whole Army Nursing Service should be co-ordinated directly under the War Office, and not deputed to a voluntary organization.

Miss Waind thought the matter was largely in the hands of the medical profession, who should refuse to work with untrained women unless they were controlled by a sufficient number of trained nurses. She knew of one instance in which this had been done.

Mrs. Walter Spencer warmly commended the work of the knitting brigade, and of sewing, as a most important part of women's work in the war. Think, she said, of the suffering there would have been if all had not done their best to make the men as comfortable as possible with warm and sufficient clothing. This work had been the salvation of many men. In it also domestic workers could take a hand. She was glad to say that she and every member of her household knitted for the soldiers. As to women's place in agriculture, girls could do well with flowers and at market gardening, but, in regard to farming, there were weeks and days when they could not go out to work in the fields. She thought managing the cows and sheep, in calving and lambing time, unsuitable work for women, and, as to milking, they would have to be in the milking sheds at 3 a.m., to have the milk ready for the early trains. Men were often up all night with the cows, and in lambing time the shepherd stayed near the animals in a hut for three weeks or a month at a time.

Miss Marquardt mentioned the recent experiences of a friend in France, where the women were conducting the whole of the agricultural work, doing the marketing, and sowing the seed for next year. They had gathered in the harvest and the grapes.

Miss Marsters thought that the holdings were smaller in France than in this country, and more easily worked.

Miss Cutler said that when she left Brussels, last September, to return to England, during a long drive, she observed women were tending the cattle, and ploughing with donkeys or mules, but many were working, doing men's work in the fields.

Miss Bickham described the work of women on a farm in Essex, which was very successful.

Mrs. Andrews believed it was quite possible for women to do agricultural work. If not, how was it possible for boys? Yet boys of thirteen had been allowed to leave school to replace the men on the farms. She refused to believe that she could not do the work of which a boy of thirteen was capable. Abroad, women did a great deal. It was noticeable that the appeals in the papers for women to do agricultural work were mainly from women interested in the question, and not from employers. The farmers preferred boys, whose labour was cheap. In many instances where women did exactly the same work as men who had gone to the front, they did not get the same wages.

Miss Clara Lee spoke of the successful agricultural work of a Women's Co-operative Guild in Sussex. They were interested in animals, and the animals knew them.

Mrs. Holgate, who said she had been working in the "back blocks" in New Zealand, mentioned that the estates there were from 100 to 1,000 acres in extent. The most successful sheep farm she knew was kept by three women, one of them a trained nurse, who said her training was of the greatest value on the farm. On this farm they lost very few lambs. They lived on the proceeds of the poultry farm, and were able to put away all the money they got from the sheep.

In regard to the Red Cross system, Miss H. L. Pearse said that trained nurses found it impossible to work under untrained Commandants. The system was wrong. She could not imagine why the Army Nursing Authorities did not provide for sufficient expansion to meet the needs of the sick and wounded, instead of depending on a voluntary society.

Miss Marsters stated that she was Commandant of a Voluntary Aid Detachment, which included five trained nurses, with V.A.D. orderlies working under them. She thought that about thirty of the seventy enrolled would make good nurses if trained, and expressed the opinion that good probationers would in the future be secured from such workers.

Mrs. Andrews hoped this might prove true, and thus help to relieve the serious shortage of trained nurses from which institutions had suffered of recent years.

Miss Mollett having replied, the discussion terminated.

Edinburgh News 19.2.15. 656. 656/42

WOMEN AND THE WAR.

[No. 2.]

(BY A WORKING WOMAN.)

Women's part in the burden of the war is, as will be easily understood, rendered more onerous by reason of the increased cares and worries which have arisen in connection with the all-important matters of income and expenditure. Around the question of separation allowances a great deal of controversy has raged. In attacking the problem all parties alike presumably agree that women and children must not suffer materially through the absence of the bread-winners on active service. It is gratifying, therefore, to know that to dependants in poor circumstances the separation allowance is such as to lessen rather than increase the normal strain and stress of living. Under the new scale of separation allowances which, it is expected, will come into operation on the 1st of March, a wife with four children, for instance, will receive 25s a week, a sum considerably larger in many cases than the husband's earnings. It should be noted also that where exceptional circumstances have increased expenses, supplementary grants from national funds have been made through the Soldiers' and Sailors' Families' Association. In many cases tradesmen's bills have been paid, and assistance given with the rent. There seems no doubt whatever that the financial circumstances of a number of families have improved since the separation allowance took the place of the husband's wages.

Where the Pinch is Most Felt.

It is in the case of the families of the better paid class of workmen, and of other earning good wages or salaries, that th pinch is being most severely felt. In tho cases the separation allowances are fou quite unequal to the keeping up of anythi like the former scale of living. The rent he makes a big hole in the income. Rarely in tho cases does rent with taxes fall below 8s a wee and, of course, in numerous instances it amoun to much more. There have been cases of famili removing to cheaper houses, but usually there a natural reluctance to take this step. The task of "keeping up appearances" has, in such instances, become considerably harder. There, however, mention should not be omitted of the fact that in a large proportion of cases where men gave up good situations their employers are acting in a generous and patriotic way. Not a few employers are continuing to pay full wages to their men who have enlisted. A great many more are paying one-half or one-third of the wages the men were earning. A considerable number of soldiers in the new Army will gratefully acknowledge this fact. While many have given up without recompense good situations in order to serve their country, it may be taken for granted that very few married men, earning four or five pounds a week, have enlisted without being able to make further provision for their families than that afforded by the Government allowance.

Matters Proceeding More Smoothly.

It is usual for working-class families to remove to a larger house as the sons grow to manhood and contribute more to the upkeep of the household. The enlisting of one or more sons has certainly placed an added burden on the housewife. Provision has been made for such cases, but it does not appear as if applications for assistance have been anything like generally made. Some people resent the preliminary inquiries, which have not always been tactfully conducted, and where assistance has been received dissatisfaction with the amount has been pretty generally expressed. In the recently-issued Special Report from the Select Committee on Naval and Military Services (Pensions and Grants) it is stated that instructions have been given to pension officers "to remember that the absence of one member of a family will increase the household expenditure per individual," and that the amount paid should "place the dependant in approximately the same condition of comfort as when the soldier was at home." It may, therefore, be hoped that in future those requiring such allowances will receive more just treatment. Complaints have been numerous as to the irregular and niggardly way in which separation allowances have been paid, and causing what seemed much unnecessary hardship. It can be readily understood that the causes of these complaints were not always avoidable. It is satisfactory to know that matters, in this respect, are now proceeding much more smoothly than at first.

Narrow-Minded and Uncharitable Objections.

With reference to the decision come to at a recent meeting of the Soldiers' and Sailors' Families Association in London, that help should be given to unmarried mothers and their children during the time their breadwinners are serving their country, it may be said that most people will find themselves in hearty agreement therewith. The fact that obstacles have all along been placed in the way of soldiers marrying should help some doubters to take a more sympathetic view of the matter. This is surely not a time to make what are really narrow-minded and uncharitable objections to a decision dictated alike by necessity and common-sense. Nor is this a time for wedded women to make the burden, which their less fortunate sisters are bearing equally with themselves, still harder to bear. One is therefore surprised to hear that at the meeting referred to certain speakers objected to the proposal on the ground that "respectable" soldiers' wives bitterly resented the idea that those women should be helped by the same association as themselves. Such sentiments are so much opposed to the dictates of Christianity and humanity that one can only hope the speakers in questions were unwarranted in ascribing them to soldiers' wives. It will be easily understood how the increased cost of living has greatly added to women's burdens at this time. If women believed that the rise in prices was practically unavoidable it is certain there would be a good deal less grumbling, and the situation would be faced with greater fortitude. But so long as they, rightly or wrongly, suspect that prices are being forced up by unscrupulous persons bent on "making their pile" by taking mean advantage of the necessities of the country, there will continue to exist a great deal of bitterness and discontent.

The Closing of Schools.

Sympathy is sometimes expressed with mothers on account of the impediments placed in the way of their children's education through so many schools having been taken over by the military authorities. It must be said, however, that mothers on the whole are accepting the new order of things with perfect equanimity. People who complain of existing restrictions are surely lacking in a just sense of proportion in regard to the relative value of things. Besides, when one considers how often the time and energies of pupils have been dissipated in futile efforts to master a variety of practically negligible subjects it may naturally be supposed that by now concentrating attention on really essential matters more good than harm will result from the restriction in school hours. Certain mothers have expressed themselves as thankful for the assistance in household duties which their elder girls are now able to render them in the morning. The practical experience in housewifery that the girls are thus gaining may well be set down as an asset against loss of instruction in subjects of problematical value. But whatever view we take of this matter it must surely be recognised that this is not a time to indulge in complaints about comparatively petty grievances. Rather should there be great thankfulness that there is so little dislocation in the carrying on of the ordinary concerns of life at a time when we are plunged in the greatest war in the world's history.

Christian Commonwealth.
24-2-15.

Women's Kingdom.

Women and the Police Order.

Six excellent reasons for the withdrawal of the recent War Office order regarding police surveillance of the wives of men on active service have been formulated by the Women's Local Government Society in a letter sent to Lord Kitchener. The withdrawal of the circular is urged on the ground that "the statements as to the drinking of soldiers' wives which called for the circulars, cannot be maintained in the face of the results of careful investigations: that to subject a woman to police supervision instead of taking her case into court where her guilt or innocence can be proved, is really, however kind the intention, to deprive her of the protection of the law—thus differentiating wives and dependants of soldiers and sailors from every other class of the community; that the employment of police would be likely to impair the good relations between the people and the force; that for State interference, directed towards checking misconduct and protecting children, the law (which includes the Children's Act) is adequate, if efficiently administered; that the so-called allowances are actually wages offered for work, and hence there should be no question of withholding except after conviction and for the benefit of the family; and that the withdrawal of the departmental circulars referred to will terminate discontent and restore confidence." This reasonable appeal is signed by many representative women on behalf of practically every woman's organisation in the country. The evidence upon which these six reasons are based has been given in this column more than once, and we think it is really time now that some attention was paid to the prolonged protest which women have made against the insult offered to their sex by the military authorities.

Shop Assistants and the War.

The appeal made by Mr. Tennant to organised Labour "to help the Government to organise the forces of labour so that when one man joins the colours another unfitted by age or disability, or a woman, may take his place," has naturally excited a good deal of comment. The Shop Assistants' Union, to whom special reference was made by the Under-Secretary for War, has sent a letter to him in which the facts are stated in a way that throws a different light upon the question. It is pointed out that the membership of the Union is about 80,000, of whom 22,137 are women, and a very large proportion of the remainder are youths between sixteen and nineteen—and who are therefore not of military age; there is also a considerable proportion of members over thirty-five. Mr. John Turner, the general secretary, estimates that considerably under 30,000 of the male shop assistants in his union are eligible for military service, and of this number he has official knowledge of 6,000 who have enlisted, and there are 2,000 or 3,000 more who have not officially notified the union of their having joined the Army. This means that at the lowest estimate a percentage of 25 or 30 per cent. have joined the Army from this class of worker. Large numbers who have offered themselves have been rejected on the ground that they are medically unfit, and, as Mr. Turner points out, shop life attracts most those who are not physically robust.

Women Shop Assistants.

Mr. Turner goes on to say that the union has taken a broad view of the question of employing women in branches of the distributive trade where they have not generally been employed hitherto. The union has had correspondence with the Board of Trade and the Women's Unemployment Committee on the question of training women, particularly for the grocery trade, and has offered every facility for training schemes, making it a condition that the entrance of women into shop life shall not be made an excuse for lowering the already low standard of conditions of employment. The movement to secure better conditions in shops, particularly better wage conditions, has, Mr. Turner states, either been refused since the war began, or met with the threat to introduce women in the place of men, though the staffs of such firms have already been heavily depleted by the men enlisting. All the facts point to the conclusion that the present is not the opportunity to introduce more women's labour in shops; and that organised labour, both men and women, should be on their guard to prevent any lowering of the standard of wages and conditions at this time of crisis.

Women Soldiers.

In this country the dearth of men is not yet so much felt that their places have to be supplied by women, but it is so in France, where the businesses and shops are very largely being run by the wives of the conscripts, and it is so in Russia. In the printing trade in Petrograd, we learn from the "Women's Messenger," women have very largely replaced men. Women compositors are, however, receiving only 20 to 25 roubles a month for doing exactly the same work for which their male predecessors were paid 36 to 40 roubles. The number of women now employed in the metal and locksmith's trade exceeds that of the men. On all special orders they receive equal pay with the men. In Moscow the wives of cabdrivers who have been called to the front have donned their husbands' attire and continue to ply their trade. At least three Russian women are serving with the army. One, a young girl of seventeen, received recently the St. George's Cross for valour on the field of battle, the first woman to be thus honoured. The famous Siberian explorer, Mme. Koudashev, is serving in a cavalry regiment; and Princess Shakors Kaia is on active service as a member of the Russian Flying Corps.

It is seldom that companies err on the side of over-caution in appraising their worth, but here is an instance where it has been done. The assets of the Sun Life of Canada twelve months ago were returned by that office as amounting to £11,450,776. These figures have since been proved by independent official experience to be very much under the mark. The Committee of the Insurance Department of Michigan, and officials of the Assurance Department of the State of New York, in the course of a searching examination of the condition of the company, valued the assets at £1,103,440 more than the sum claimed by the Sun Life Assurance Co. of Canada, whose London offices are in Norfolk Street, Strand. The progress of this company during 1914 has been remarkable. On the same conservative basis as before, assets are now returned as £12,862,000. It is safe to assume, however, that on the valuation basis adopted by the officials referred to, the present assets of the company cannot be a penny less than £14,000,000.

The directors of Peek, Frean, and Co., Limited, have decided, in view of the increased cost of living consequent upon the war, to make an addition for the present of 5 per cent. (1s. in the £) to the salaries or wages of all those in the company's employ who are in receipt of not more than £200 per annum. The directors hope that circumstances will allow them to continue this bonus during the period of the war.

The Irish Times
Dublin
19/3/15.

DUBLIN WOMEN'S UNIONIST CLUB.

WOMEN'S WORK IN WAR TIME.

AN APPEAL TO YOUNG MEN.

WHAT DUBLIN IS DOING.

Under the auspices of the Dublin Women's Unionist Club a non-political patriotic entertainment was given in the Molesworth Hall last evening. The object of these patriotic evenings is to increase the interest of the ladies of Dublin in the war, and to secure their assistance and co-operation in the provision of comforts for the troops, and in other ways helping the cause of the country in this time of national crisis. Last evening's entertainment was organised by Lady Gardner, who is the Vice-President of the club for the Pembroke district. There was a large attendance, and the evening proved both instructive and enjoyable.

Sir Robert Gardner, who presided, on behalf of Lady Gardner thanked those present for attending in such large numbers, and in interesting themselves in the work of these meetings, one of which was that those engaged in the work should know each other better. He knew the good work the ladies of the Dublin Unionist Club had been doing in connection with the war, and he might say that they were all deeply grateful to Lady Arnott for the trouble she had gone to in having the various articles forwarded to the proper quarters. (Applause.)

THE NEW MOTOR AMBULANCE.

Mr S. W. Maddock said that at the last patriotic meeting held in connection with the Dublin Women's Unionist Club Lady Arnott had referred to the motor ambulance which had been presented to the military authorities for use with the Expeditionary Force by the club. The sum actually subscribed had amounted to £632 4/8, which had been sent to General Friend. Lady Arnott regrets that she inadvertently omitted to mention that a number of friends as well as the patronesses, vice-presidents, and members of the Dublin Women's Unionist Club had also subscribed. (Applause.) Continuing, he said the war experts were puzzled at the way the campaign was developing. As a rule the war expert was an armchair, non-combatant critic. No one could have expected a month ago that the Turkish attack on the Suez Canal would have been of such a feeble character and so easily repulsed. Who could have foreseen that the Turkish forts in the Dardanelles would have crumpled up before the naval guns? It was best for the general public to be neither unduly optimistic nor pessimistic. Clear thinking, hard work, and self-denial on the part of non-combatants would be of great assistance to the Government. In nine different parts of the globe the great issue was being fought, and nervous individuals should not be carried away if our enemies achieved some occasional local successes. The economic suffocation of the German Empire was surely bringing the great bully to his knees, and one of the dangers to be apprehended and to be faced was that he would play for a draw. Already there were signs of a movement for arresting the war on terms unworthy of the sacrifices which have been made by this country and her Allies.

WORK FOR WOMEN.

The position of women in the war was unique, the influence they exert powerful and far-reaching. Although numbers have actually offered to take a place in the firing line, every chivalrous instinct possessed by men recoiled at the idea; but the courage which faced death at the cannon's mouth was not the only kind, and there was much to be done at home—nursing, knitting, sewing, visiting the wives and children left behind, and minimising suffering. All these duties were necessary, and the soldiers expected them, and they would not be disappointed. (Applause.) A great number of the women of the British Isles were proving once again that they were worthy of their heritage. The President of the Board of Trade was inviting all women who were prepared to take employment, industrial, clerical, agricultural, etc., to enter themselves upon the register of women for war service at the Labour Exchanges. This was a step in the right direction, for it would release a number of soldiers and civilians for active service.

A CALL FOR YOUNG MEN.

It was an astonishing sight in Dublin to see the windows of our large drapery firms especially being titivated and decorated by splendid-looking specimens of masculine humanity. Surely, during a time of such gravity employers should see that women should release men as far as possible. Their theatres at night were filled by irresponsible youths who have not awakened to the fact that we have a country, an Empire, a heritage worth fighting for. There were now evidences that the young men of Dublin were in continually increasing numbers realising their duty and their responsibility in this time of crisis. In the [illegible]

656/44 656.
The Newcastle Chronicle
3/3/15.

The Appeal for Women Workers.

Sir.—Seeing the notice in the "Evening Chronicle" with reference to the recent appeal for women workers, and really desiring employment with Messrs. Armstrong, Whitworth and Co., I called at the Labour Exchange in my district expecting to get an introduction card for the above-named firm to commence work. I was informed that I was too old (my age is 34), as the age-limit is 23. When thrown out of employment, two months ago, I registered at the Labour Exchange for the same class of work, got a card, and wasted three days waiting among the unemployed girls to get started, but without success. Up till now I have not found suitable employment, either through the Labour Exchange or through my own efforts. Several women of my acquaintance have been treated in this manner, yet we are willing to work, and I know that women several years older than I have obtained work at Elswick. Between the ages of 30 and 40, are we too old? Yet we are strong, healthy, steady women, who have to work to keep our little homes together. How is it that Elswick will not employ us now?—Yours, etc.,

HARD LINES.

The Draper
20/3/15.

UNEMPLOYED TYPISTS.

Situations found for nearly 400.

Owing to the closing of the Stock Exchange, and to the fact that the war completely stopped business among a large number of foreign agents and others in the City, a great many typists and women clerks were thrown out of employment last August. In September a register was opened by the National Patriotic Association, at 32, St. Paul's Churchyard, and through the kind offices of the chairman, Sir George Pragnell, temporary work was found for those who had to house and clothe themselves. For instance, thirty-five thousand flannel belts were made by 183 girls, the wages paid for the work (at threepence each article) amounting to £437 10s. Sir George also started a new industry for the unemployed—the turning of old socks into mittens. Over sixteen thousand pairs have been given to the Fleet and the troops, the refugees and wounded. More than £100 was paid to typists for the simple task of cutting off the old feet and sewing the remaining part so as to form a mitten.

411 Registeries.

Mr. Howard Williams (of Messrs. Hitchcock, Williams & Co.) also found work in the shape of shirt-making for a good number of girls. In all, 411 typists were registered, and the committee found suitable situations for 386 of these by the middle of February. The business of mitten-making has now been taken over by the Queen's Unemployed Committee, with a large stock and an initial order for 1,000 pairs, whilst Sir George Pragnell continues to send (free of charge) a sample pair and particulars to those who wish to start making these useful articles among their own friends. The old foot portion can be sold at a good price, or sent to the troops for rifle cleaning purposes. Only thick socks are suitable for mittens, and these may be sent in any quantity (clean and carriage paid) to the manager, Contract Department, Queen's Central Committee on Women's Employment, 138, Piccadilly, S.W.

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The Chairman said they would all be sorry to hear that Mr. Jellett, K.C., who was to address the meeting, was confined to his room with a bad cold, and had completely lost his voice.

During the evening there was an interesting musical programme. Songs were capably sung by Miss Story and Miss Cora Stanuell; dances, in costume, by Miss Moira Guiness (old English and Scotch), Miss Barbara Tew (Irish), Miss Peggy Martin (Welsh), and a hornpipe by Miss Pops Guiness. All the dances were given with much grace, and were loudly applauded. Patriotic recitations were given by Mrs. Turbert and Miss Norman Thompson, and pianoforte solos by Mrs. Tew and Miss Iola Turbert. The pianoforte accompaniments for the dances were played by Miss Walton. A number of pleasing selections were rendered by the Octagon Orchestra. The meeting concluded with the singing of the National Anthem.

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Manchester Courier.
8.3.15.

The War and Women.

There is, and has been for many years, an inequality of the sexes, but when the war is over that inequality will be more pronounced, and there will be fewer women of the present generation who will become happy wives and mothers. That will be true of all the nations now engaged in the great struggle for supremacy; but this is a matter which in our own country requires immediate consideration, and every girl should be taught some form of employment by which she may be self-supporting. While a girl is in her home with parents to love and care for her she may not realise the need of any special form of employment, but it is when the parents are removed and she is alone—and perhaps, as in hundreds of thousands of cases, unprovided for—that she begins to lament the fact of never having been taught any useful employment by means of which she might earn a decent livelihood. This is the day of opportunity and for definite action. Occupations are now opening up for women, and it is desirable that every girl should be in training for something.

Liverpool Post.
19-8-15.

A GREAT OPPORTUNITY FOR WOMEN.

Sir,—There seems now to be a fine opportunity for women to strike a great blow for their country.

In connection with the shortage of labour, the Board of Trade are making an appeal to women to come forward and supply the deficiency, and they will, of course, respond with the public spirit they have shown since the war began. But should not women say to this Government, which is now appealing to them, "Your Allies have effectively met their difficulty of shortage of labour by stopping the sale of alcohol, and if you would do the same the trouble of labour shortage would be ended in twenty-four hours?"

One hopes that the women leaders and the women associations throughout the country will move strongly in this matter without further delay. It cannot be doubted that Mr. Lloyd George and other members of the Government would act if they were supported by a strong expression of public opinion.—Yours, &c.,

C.

Hoylake, March 18, 1915.

Edinburgh Evening News
22.8.15.

Women's Work.

The war will leave a deep mark on social and industrial organisation. It will result in an advance of women towards economic independence. Women have during the past few months come largely into what were new spheres of employment. Two or three months ago the Board of Trade reported an increase of 25 per cent. in the employment of women in London banks since the war, and also the existence of a similar state of things in some other Metropolitan employments. In the Post Office women are working in what were formerly men's departments, and in shops and factories there has also been a great influx of women. That the development will proceed further is made evident by the recent action of the Board of Trade, urging the registration of women at the Labour Exchanges, so that when men are at the front women will assist in keeping business going on as usual. This development may be checked in time by men returning from the armies; but still it will be so considerable when the conflict is over as to be regarded as having permanent results. Owing to the tremendous casualty lists, thousands of women will be forced to remain in the commercial and industrial ranks, and there are also well marked signs that they will directly share in the output of materials which were regarded in recent times as German and Austrian monopolies. Not only must there be a greater field for women workers in the future, but the war has developed the organising ability of women, and stimulated their inherent cleverness in many ways. Red Cross work itself is a striking case in point. At this time, when so much interest is being taken in the employment of women, a twopenny pamphlet issued by the Fabian Society, entitled, "The War, Women and Unemployment," is well worthy of consideration. It deals at some length with the necessity of developing the technical instruction of women—a line in which Edinburgh is further advanced than many other communities—and the necessity of maintaining

Daily Chronicle
17-3-15.

65

EFFECT OF WAR ON WOMEN'S WORK.

BILLETING KEEPS MANY AT HOME.

BREAD, FLOUR AND POTATOES COSTING MORE.

Although employment amongst women has altered but little during the past month, the general conditions show an improvement.

The effect of war on some of their industries may be gathered from the following details furnished by the "Board of Trade Labour Gazette":—

Cotton-workers.—Such an improvement has taken place that there is at present practically no distress.

Dressmaking.—Spring trade and new fashions are beginning to benefit dressmakers, although the business is still among the trades most seriously affected by the war.

Millinery.—Trade in London said to have recovered to a great extent.

In districts where large detachments of soldiers are billeted the number of women desiring work has materially declined, as women who went out ither for industrial or domestic work now find occupation at home. In many cases they even needed additional help, and the two influences combined have in some districts resulted in such an unusual state of affairs that the supply of charwomen is insufficient to meet the demand.

FOOD INCREASES.

Dealing with food prices during the month of February, the "Gazette" says the two articles which showed the greatest advance were flour (rise of about 8 per cent.) and bread (rise of about 7 per cent.). Next in order came potatoes (about 5 per cent.), cheese (4 per cent.), meat, and fish.

Milk showed an upward movement in some places, notably in London, where 4½d. per quart appeared to be rather more frequent than 4d. Tea, sugar, and margarine showed practically no change. Decreases obtained in bacon, butter, and eggs.

In Berlin, according to the same authority prices had increased as follows:—

	Per cent.
Rye bread	15.6
Wheat bread	11.7
Wheat flour	10.4
Beef	2.7
Mutton	8.7
Pork	11.0

The effect of war on laundry work and prices may be gathered when it is mentioned that the majority of launderers in the London district are said to be in favour of an increase of 15 per cent. "There is little hope of laundry prices remaining as at present," said Mr. J. J. Stark, Secretary of the Launderers' Association, yesterday.

The Shirtmaking Trade Board (Great Britain) have resolved to fix a minimum rate of wages of 3½d. per hour for female workers other than learners.

South Wales steelmakers have decided to grant similar war bonuses to those in the tinplate trade—1s. a week to those earning under 15s. a week; 2s. between 15s. and 20s.; 3s. between 20s. and 30s.; and 2s. between 30s. and 40s. It is estimated that 6,000 of the 8,000 workers in the trade will participate, and that the increased wages bill will be £40,000 a year.

After hearing a deputation representing the outside grain porters, the Staff Committee of the Port of London Authority decided yesterday to grant the porters an increase of 10 per cent. on piecework rates. This means an average increase of 3s. a week.

In view of the money now being earned by the men the committee declined to concede any additional advance to the dockers.

WOMEN.

Sir,—There seems now to be a fine opportunity for women to strike a great blow for their country.

In connection with the shortage of labour, the Board of Trade are making an appeal to women to come forward and supply the deficiency, and they will, of course, respond with the public spirit they have shown since the war began. But should not women say to this Government, which is now appealing to them, "Your Allies have effectively met their difficulty of shortage of labour by stopping the sale of alcohol, and if you would do the same the trouble of labour shortage would be ended in twenty-four hours?"

One hopes that the women leaders and the women associations throughout the country will move strongly in this matter without further delay. It cannot be doubted that Mr. Lloyd George and other members of the Government would act if they were supported by a strong expression of public opinion.—

Yours, &c.,
C.

Hoylake, March 18, 1915.

Edinburgh Evening News
22. 3 - 15.

Women's Work.

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The Manchester Guardian
15/4/15.

NATIONAL CONFERENCE OF WOMEN.

TO DISCUSS THE BASIS OF A PEACE SETTLEMENT.

LONDON, WEDNESDAY NIGHT.

To-day's conference of women in the Central Hall, Westminster, was not a meeting to demand peace now nor to discuss the origins of the war. About 450 women attended either as delegates or individuals. Among the larger associations sending delegates were the National Federation of Women Workers, the Women's Trade Union League, the Women's Co-operative Guild, the Women's Labour League, the Irish Reform League, the Union of Democratic Control, the Railway Women's Guild, the Women's Freedom League, and several other suffrage societies, as well as some branches of the Women's Liberal Federation and of the Adult Schools. Friendly messages were read from women of Denmark, Holland, Italy, and South Africa, and from Miss Emily Hobhouse, Mr. Edward Carpenter, and Mr. Norman Angell.

By far the most contentious resolution was that urging the Government to declare without delay the terms upon which the Allies would be willing to make peace. This was passed, however, by a very large majority. It was moved by Miss Catherine Marshall, who admitted the difficulties and dangers of such a declaration, but held that the advantages greatly outbalanced these. It was, she thought, our right and duty to know what we were fighting for. Governments made war, but only peoples could make a lasting peace, and it was not at the last moment that they could do this. Loyalty to our men at the front demanded that we should know what they were fighting for. A peace to be lasting must be based upon right and not upon what the victors could extort. The Government would need the democracy to back it in such an endeavour, and it ought to be preparing the democracy to do this. By withholding the statement we enabled the Germans to draw a picture of the terrible fate that would befall them if we conquered and so to keep Germany united. We should ask ourselves whether we were fighting against militarism or only against the militarism of Germany, for oppressed races or only those oppressed by our enemies, to avenge Belgium or to restore Belgium. At the beginning of the war Mr. Asquith and Sir Edward Grey had spoken of the possibilities of a true European partnership, but other objects antagonistic to this were arising and being pressed with energy, and it was necessary to arouse the support of the country for the earlier ideal. It was not a formal offer to the enemy that was required, but a statement to our own people of general principles.

Mrs. Despard urged that we must try to understand the mentality of our enemy. The Germans believed that the Allies wished to crush their nation, but no one wished that except "a very few very mad ppeople."

"Vernon Lee" held that we must come to a compromise with our Allies and make them understand what we stand by.

Miss Marshall, in replying to some criticisms by Miss Eleanor Rathbone, admitted some danger of dissension between the Allies, but if there were danger now, she held it would be much greater later on if the Allies were victorious. If our military, financial, and naval support were of value to our Allies, they would be prepared to listen now.

Peace Terms and the Military Situation.

Lady Courtney of Penwith, in moving a resolution calling upon British and Irish women to discuss and help to form public opinion upon the principles of national policy by which the peace may be a permanent one, declared that some people said the nature of the peace would depend on the military situation, but it was also true that the military situation depended partly on the supposed terms of peace. Women as non-combatants had more access to women of other nations, and knowledge of human nature was as important as expert knowledge.

Miss Margaret Bondfield, in pleading for international communication between women, pointed out that it was German women at the Berne Congress who declared that "the war began by the violation of Belgium" and who demanded repatriation for Belgium. "We are asked," she said, "not to talk of peace now. But the vested interests, we may be sure, are talking of the peace they want."

Mrs. Swanwick and Mrs. Strickland had charge of a resolution advocating democratic control and reform of the Foreign Office and diplomatic service. Mrs. Barton and Miss Ashton moved and seconded one demanding equal representation of menand women. Mrs. Despard moved a resolution advocating the claims of an Ialnations, and spoke from both the ethical and the politic point of view. Miss K. D. Courtney, in seconding this, urged her hearers to mean what they said. Some people thought this resolution was too obvious, but there was a danger of repeating it without recognising the

DST, 656
The Glasgow Herald
17/3/15.

WOMEN AND THE WAR

MRS PANKHURST'S SUFFRAGE UNION.

QUESTION OF CONTROL.

Mrs Pankhurst addressed a public meeting in St Andrew's Hall, Glasgow, last night on "War and Wages: What is our Duty to the Nation." Widespread interest was manifested in the visit of the suffragist leader, this being the first time she had been in the city since March of last year, when amid a scene of great disorder the police stormed the platform and arrested her under the "Cat and Mouse" Act. Her appearance last night on the same platform to urge the national duty of unity in face of the common foe was striking evidence of the manner in which the voice of strife at home has been stilled by the war. The meeting, which was held under the auspices of the Women's Social and Political Union, was attended by a large audience. Mrs Pankhurst urged the duty on everyone to avoid industrial strife until the close of the war. She was questioned regarding her right to dictate the policy of the Women's Social and Political Union, and said it was by the same right as that by which she founded it. There was no compulsion on anyone to remain in it, and she did not want anyone in it who did not agree with her. "General" Flora Drummond presided, and among those on the platform were Sir Samuel and Lady Chisholm, and Councillors P. G. Stewart, A. R. Turner, and Mollison, and Captain Ross.

THE GLASGOW'S SUCCESS.

The Chairman said that while they were gathered that night their memory went back to another gathering—(hear, hear, and loud applause)—which was just as successful as that one would be that night. (A Voice—"More so.") Then they were fighting for the great principle that the voice of the people must prevail. To-day they still went on working and fighting for that principle. To-day they found that women were able to take an equal stand with men in putting forward their point of view, and it was very necessary to have the woman's point of view put forward at this time. Glasgow had had a great victory. She meant His Majesty's ship. (Applause.) They all felt very proud of that ship, and hoped the name would inspire the men of this city to follow suit and to vanquish the enemy as rapidly as did the Glasgow. (Applause.)

KAISER RECKONING WITHOUT HIS HOST.

Mrs Pankhurst, who was accorded a hearty reception, said she made no apology in talking to them about the action those who were responsible for the working of the Women's Social and Political Union were taking in this great national crisis. The militant women who had faced more in pursuit of the democratic ideal than any living man in this country had the right to speak in every national crisis, especially when, as in the present crisis, their very existence as a nation was at stake. When war broke out she was in France, and her daughter asked her what they should do for their country in the crisis, saying she could not stay there any longer. She shared the feelings of her daughter, and they talked over what they should do and settled their plans. They wished to show that if the German Emperor and his followers counted on the militancy of the women of this country to help him he had counted without his host. (Loud applause.) Some people even in Scotland had wondered why she was supporting the Government. Why were they militant in order to get the vote? If they had wanted the vote and the rights of citizenship they could have gone to other countries and had the vote without fighting for it. They fought for it in Britain because they loved Britain and wanted the vote in Britain. If the German Emperor offered to give votes to women as the first fruits of victory in Britain she for one would say—"No, I won't have it from you." (Applause.) Nothing was worth having that they had not won for themselves. (Applause.) A society was being formed for democratic control, founded mainly by a man who in the House of Commons would never go into the anti-Government lobby to get Government control. She advised women not to be misled by that kind of thing. She had faced death twelve times for democratic control, but this was not the time to talk of it, when they were engaged in a fight to decide whether we were going to have a democracy at all, or were merely to be a province of Germany. (Applause.) When she got back to London it was decided that it was not the function of the Women's Social and Political Union to open soup kitchens or workrooms, splendid as these were. Ever since the union was formed it had lived to make those who ruled the country do their duty, and they felt they had to continue that work in a way adapted to the needs of the situation. They had always held that with regard to distress arising out of unemployment and dislocation of national business it was the duty of the Government to deal with that matter, and they felt it was their mission to bring pressure to bear on the authorities to get them to realise their responsibilities, but they did not rush into open criticism, feeling rather that if they had criticisms or suggestions to make it should be done quietly. That was what they had done. She did not like the spirit of opposition on the part of men to women helping in the industrial and business work of

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Mrs. George Cadbury moved a resolution demanding the restoration of Belgium to her place, an dMiss J. O. Ford, in seconding, deprecated our adopting the pose of the magnanimous lion protecting Belgium. We should try to understand what Belgium thinks of us. Miss Sophy Sanger and Miss A. Maude Royden spoke to a resolution condemning the dootrine of the balance of power. The reduction and nationalisation of armaments were the subject of another resolution.

All these were passed unanimously, and a last resolution, expressing the hope that women would accept the invitation of the Union of Democratic Control to co-operate, was passed with a good deal of enthusiasm and only one dissentient.

Mrs. Rackham took the chair during both the morning and afternoon sessions, and related that a Cambridge undergraduate, writing from the trenches, said: "I hope you are doing all you can to keep the U.D.C. going strong. I can tell you that when we come home we shall want to join it."

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ADVICE TO DISCONTENTED MEMBERS

A number of written questions were handed up. She always tried, she said, to avoid using the word "England" for "Britain." She was asked why she blamed trade unionists for being selfish when they advocated that women doing men's work should receive the same wages. She said what she objected to was trade unionists refusing to allow women to be trained or employed even when they did demand men's wages.

Another question asked, By what right Mrs and Miss Pankhurst decided the policy of the Women's Social and Political Union?

Mrs Pankhurst said it was by the same right as that by which they founded the Union and directed its policy. They had always said it was an organisation on an Army basis. If there were people who believed in the democratic management of a society there were plenty of societies for them to join that were managed in that way. People who joined the Union knew its basis and its constitution. They who brought the idea of militancy into the women's movement claimed the right to direct its policy. There had been no misunderstanding and nobody had been deceived. If those who had framed that question did not like the Union they should not weaken it by remaining in it. As long as the W.S.P.U existed and she was alive she would claim that her daughter and she should decide what they considered best for the future of the Union. (Applause.) If everybody left them, they, two women, would build it up again from the beginning. They did not want people who did not agree with them.

A number of questions were put from the body of the hall on the engineers' strike, and ultimately the chairwoman intervened with the remark that it was not a meeting of a debating society.

Mrs Pankhurst was awarded a hearty vote of thanks at the close of the meeting

Communion Herald
20.3.15

WOMEN AND THE WAR

STRIKING SIGNS OF THE TIMES.

(By a Lady Correspondent).

A very interesting set of three meetings is to be held on Monday next, March 22nd, in the Central Hall, Westminster, to consider "The Religious aspect of the women's movement in its relation to War and Peace." These meetings which will be held at 11 a.m, 2.30 p.m., and 6.m., respectively have been arranged by The Collegian, which is, to quote its own words "a body which exists to discover by corporate prayer and conference, the Will of God for Modern Life." The object of the gathering is to consider the contribution of women to the establishment of

A CHRISTIAN CIVILIZATION

in the future. The discussion of the present war is no part of the plan.

The Chairman will be the Rev. W. Temple and the very varied and able list of speakers includes among others:—Mrs. Bruce, Glasier, Miss Maude Royden, Dr. Orchard, Dr. Percy Dearmer, The Bishop of Lincoln, H. W. Nevinson (the well-known war correspondent), Miss Eglantyn Jebb and Rev. A. H. Gray.

Another forthcoming event of importance somewhat on the same lines is a National Conference of Women to discuss the basis of a permanent Peace Settlement. This is to meet in the Central Hall, Westminster, on April 14th, and is called at the suggestion of the Union of Democratic Control.

There will be two sessions, morning and afternoon, for women only, and a public meeting in the evening, addressed by Mrs. Philip Snowden, Mrs. Swanwich, Miss Mary Macarthur, Mr. Chas. Trevelyan, M.P., and Mr. H. N. Brailsford. The Hon. Lady Barlow will take the chair.

Another sign of the times, and a very hopeful one, is the International Women's Congress proposed to be held in Holland next April. At a very enthusiastic meeting held to discuss the congress, at Caxton Hall, Westminster, on February 26 last, £300 was raised on the spot towards the expenses of the congress, which is estimated to cost about £1,000. It is a very significant and hopeful fact that when there is so much of strife between the nations of Europe a women's international gathering can be projected and arranged

THE WOMEN OF GERMANY

are pledged to contribute one-third of the expenses and the Dutch women another third.

A preliminary meeting has already been held in Antwerp and a programme drawn up. The first resolutions deal with the peace settlement and ask the Governments of the belligerent countries publicly to define the terms on which they are willing to make peace; urging that all future international disputes be referred to arbitration or conciliation; that foreign politics should be subjected to democratic control—the democracy to include women—and that there should be no transference of territory without the consent of women.

Other resolutions will urge that women delegates should take part in the conferences determining the terms of peace, and that women should work with all their power for political enfranchisement.

The essential idea of the congress will be embodied in an appeal that means should be used for promoting mutual understanding and good will among nations.

Daily News & Leader 23. 3-16.

656/48

Daily Mail 23-6-16. 656

Miss Hay, who initiated the scheme for employing women to take the places of chauffeurs who have joined the Army or Navy, taking out wounded soldiers for a drive through London.

Daily Mail. 23-6-16.

WILL WOMAN LOSE HER BALANCE?

By BEATRICE HERON-MAXWELL,
The Well-known Novelist and Thinker.

There was a touch of delightful humour in the recent idea of taxing women's hats! Evidently the deduction, by logic, which is man's prerogative, was that woman, owing to her rise in life, would suffer from swelled head! *Ergo*, hats would have to be larger.

But woman, like the ant, has a way of circumventing hills that are too high; and she is learning to evade this expense in many cunning ways. She is managing in quite a wonderful fashion to keep a level head, although she has come into her queenship—a sphere where she is no longer superfluous in her hundreds, but most welcome in her thousands.

For one conceited woman to-day you may find, by just glancing round, scores of the other sort—the capable keen worker whose pride in her own efficiency, and incidentally in her personal appearance while at work, is but a natural and proper one: the self-respect that wins respectful admiration from onlookers.

Women have started their various new tasks since the war began with many handicaps, the first and foremost being a concentrated and particular criticism.

Whereas men, undertaking any work, meet with only the necessary amount of question and scrutiny, hampered by no foregone conclusion that they are sure to be in fault somewhere, women find themselves against a barrier of distrust, disparagement, or probably amused contempt.

With a man the presumption is that he can fill the place more or less efficiently; with a woman that she cannot possibly fill it well and is practically certain to fail in it. She is at very best a make-do, and many employers would prefer nowt to 'owt, if the 'owt means feminine assistance.

At a crowded cross-roads in London yesterday the largest and most heavily laden wagon—a piled-up load under which the pair of good horses staggered—swayed slightly against a cart that was cheek-by-jowl with it when the signal was given to proceed. "A woman driver!" growled a man onlooker, his comment losing the bitterness of its point, however, as the huge vehicle, recovering itself instantly, went smartly on its way. But that attitude has taken time—nearly two years now!—to mitigate, and more skill and perseverance and grit than ever was needed by men in their home undertakings.

The absence of self-consciousness in women who are facing a critical public of both sexes all day long is a very sure proof of their lack of conceit. They are neither bold nor shy, extreme shyness being most certainly a form, and a very tiresome one, of conceit.

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There is just one class of girl, a "detail" of some years' existence, who is spoilt by an exaggerated idea of her own cleverness, and this is not her fault—since youth is her excuse—but the fault of men-employers. They find it pleasant in their offices or shops to have the help of a young, bright, attractive little person whose occasional flashes of intelligence (often only flukes) seem to their rather wearied business brains useful searchlights. The employer praises, consults, and finally hands over work that is quite above the average girl's compass. She becomes "swollen-headed," and makes many mistakes which she is able to conceal because the firm's correspondence passes through her hands. Complaints from clients, customers, or contributors are therefore rendered invalid; and if eventually chance reveals that the omnipotent "young lady" has made a muddle of things the employer blames women workers *en masse*. He fails to realise that he has brought the trouble on himself by thinking that a smattering of experience at accounts, or sorting, or typing, or shorthand, or telephoning, or what not, coupled with a pretty face, argued real ability to advise him or act on her own judgment.

One hopes that this type will pass.

Again, men are not very wise in their selection of women supervisors as heads. They are apt to choose the masculine woman who, possessing hard angles of character, has managed to force her way to the front. This is a pity. The feminine unaggressive personality is the right one to dominate other women. Otto Weininger, the anti-feminist, to whom the fair sex spelt no character, divided all women into two kinds—one, the woman "of no importance," and the other a blind, colourless, passionless embodiment of the maternal instinct. But among the many fictions that he tried to establish as facts he said one true thing, that there are many divergences of sex nowadays, and there is too much of the feminine temperament in many men, and too much of the masculine element in many women; these last being always unpopular with their own sex. A man superintendent may be the best as chief of a female staff, but next to him undoubtedly is the sympathetic womanly matron with no touch of masculinity who does not attempt to ride roughshod over those under her, but is tolerant, comprehending, and motherly.

Perhaps on this point also improvement will come.

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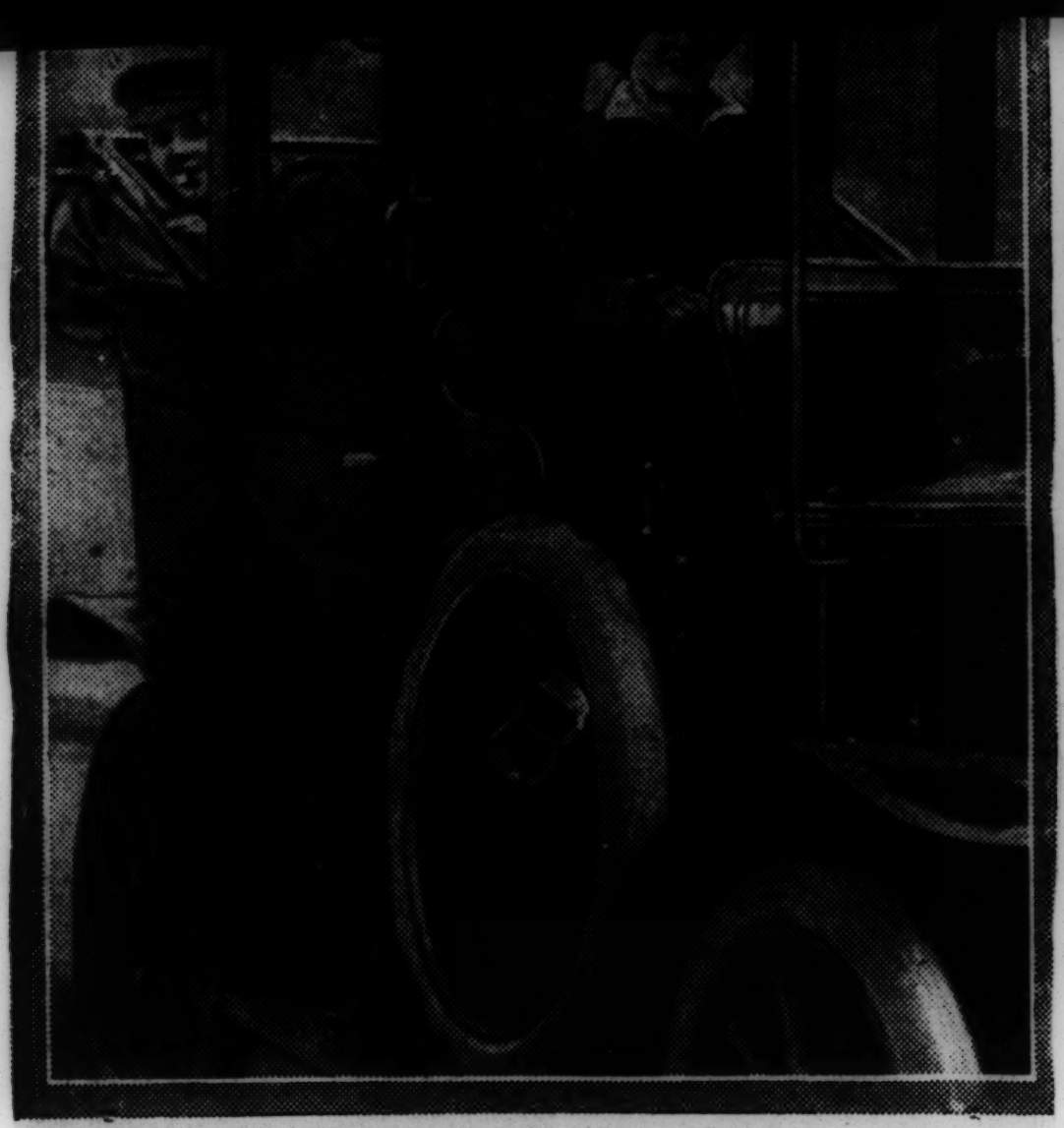
But the girl or woman of the moment is as anxious as any man could be not to prove a fool at the work she is attempting, and she enters into it as a rule with all idea of her own importance or power to excel merged in the one great desire to learn and know.

There have been misgivings that women having found out their own capacity will become arrogant, and while wresting man's work from him will depreciate it, spoil his market, and establish their own—that they will, in fact, get "above themselves."

But there are any number of reasons against this theory, and one of the first is that love, even if it should cease to be the whole existence of some, will always dominate her heart, of which she will still want man to be "lord and master," an hereditary sovereign elected without ballot. She will continue—taking the average of a great majority—to desire a home, a perfect home, and it is to keep the possibility of this in the future that she gives her work now.

Without an income, how can a home and all its growing responsibilities be kept up? If men must lapse from the ordinary pursuits of bread-winning and take to the strenuous art of defence and offence, women must earn the profits of the country's trade.

Marriages—which had decreased before the war because money had become so much more necessary (in a community devoted to social things) to keep love from flying out of the window—will become more numerous because the wife will be able to contribute to the household. Again, there will be fewer men for



Miss Hay, who initiated the scheme for employing women to take the places of chauffeurs who have joined the Army or Navy, taking out wounded soldiers for a drive through London.

Daily Mail. 23-6-16.

WILL WOMAN LOSE HER BALANCE?

By BEATRICE HERON-MAXWELL,
The Well-known Novelist and Thinker.

There was a touch of delightful humour in the recent idea of taxing women's hats! Evidently the deduction, by logic, which is man's prerogative, was that woman, owing to her rise in life, would suffer from swelled head! *Ergo*, hats would have to be larger.

But woman, like the ant, has a way of circumventing hills that are too high; and she is learning to evade this expense in many cunning ways. She is managing in quite a wonderful fashion to keep a level head, although she has come into her queenship—a sphere where she is no longer superfluous in her hundreds, but most welcome in her thousands.

For one conceited woman to-day you may find, by just glancing round, scores of the other sort—the capable keen worker whose pride in her own efficiency, and incidentally in her personal appearance while at work, is but a natural and proper one: the self-respect that wins respectful admiration from onlookers.

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Surely a country where all the work can be done by its own people, women and men alike, must become more prosperous than one dependent on aliens, friendly or unfriendly, to make its wheels go round?

The Oswestry Advertiser

7/4/15.

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656/49 656.
Saturday Review. 27.3.15.

COMMON SENSE AS APPLIED TO THE WAR.

III.—Women in War Time.

WHEN the war broke out a large number of women at once lost their employment, and a large number who had never had any employment decided they must do something for their country. The impulse was patriotic, but not all the effects were fortunate. Nothing could be more fitting or more appealing than the enthusiasm of the women who offered themselves as nurses. But they rather forgot that nursing, particularly surgical nursing, is a skilled profession that requires training. They were a little disillusioned by the reluctance of the War Office, which, being overwhelmed with applications from thousands who knew nothing about the work, was not disposed to see its own trained nurses swamped by the untrained. It was evident that the story of the South African War was not to be repeated. Nursing classes were arranged, so that the rudiments of the work could be imparted; and some of this work was more disagreeable than many of the learners expected. Some of them understood at the finish that more than the mere presence of the nurse in the sick room was necessary to cure. The really able and devoted even realised that the amateur nurse had to take a fair share of the rough work with the professional. The slackers, the inefficient, and the over-dainty, on the other hand, were so discouraged that they threw up indoor work as too repulsive and arduous and devoted themselves henceforth to driving wounded soldiers round the Park in motors—a policy of combining fresh air with publicity which had much to commend it. This was all to the advantage of the soldiers. Only the really useful nurses remained at their posts. Common sense has triumphed, though it was not always conspicuous in the earlier days.

Common sense, too, has had to wait for its opportunity with those who devoted themselves to the knitting-needle. England, in September last, was a vast knitting machine, ceaselessly knitting socks—sometimes with heels, sometimes without. The signs were everywhere, at the seaside, in hotel lounges, in country houses, in dining-cars. A controversy was even started by the more enthusiastic on the propriety of knitting socks in church, and the clergy who protested were denounced as bad patriots. Several soldiers are known to have made their beds at the Front entirely out of the socks sent to them by their friends and admirers. Other soldiers wondered that a woman has such vague ideas as to the size of a man's feet. The pace was too quick to last. Knitting was at its height in September, by October there were symptoms of decline, and in December it collapsed.

Meantime the Government now announces its intention of "mobilising women". The idea appeals to us at the first blush. But can it be done? Experience says that you cannot mobilise women. Any trade union leader will tell you that. They are the true individualists, and they do not well endure a discipline. If any member of the Cabinet had ever attended a women's committee meeting, with its fussiness, its pettiness, its quite extraordinary faculty for thinking itself businesslike and getting nothing whatever done, he would not have talked of mobilising women without qualifying warnings and exhortations. But there is hope in the idea; and we welcome it, provided it is not too ambitiously organised or pushed to extremes as an idea. In many practical and expedient ways women can and are at this time helping the country. The withdrawal of men from industry leaves the road free for women to do some of men's work. Some of them have taken advantage of the opportunity; one hears of women clerks in lawyers' offices, even in the banks. Women, too, are being employed in factories where munitions of war are made, and the thousands of dressmakers who were thrown out of work last August have found employment in clothiers' works.

But it should be clearly realised that women have to be trained to their work, and until they are train they are of little use to the employer or the Sta Amateur enthusiasm is worse than useless if it v not consent to be trained and directed. And tha one of the questions that women will have to fac the more leisured days after the war. If they a take a larger part in industrial life, as some amb women hope, they must be prepared to train t work. If they are to receive the same payment they must do the same work as men, and do it as which they cannot do without adequate training. before, they are merely content with industrial life temporary and usually unsatisfactory alternativ marriage, they will continue to receive lower pay t men for less valuable work—and they will in effect substitutes for men. There are certain proverl characteristics about the substitute. It is occasiona useful, but it is always cheap and it is frequently u satisfactory.

The common sense of the matter can be very briefly put. Where women are ready and free to train for skilled and useful work let them do so. But let us be on our guard against all vagueness and fuss. All honour to the women who have done and are doing able and devoted work as nurses, organisers and dispensers of relief; and all credit to those who can be invited to fill competently the gaps in our industrial ranks. But we must not imagine that those women are in any way to be censured who, finding they are not fitted for these things, have decided to stay quietly at home and to give their energies to house and family. Enthusiasm without ability and training merely gets in the way. War, as every day we are learning to our cost, is a skilled business down to the smallest detail.

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a bit and see; but it will expect its statesmen to see somewhat—quite another matter. It will look two things, which have been too markedly absent m its councils in, at any rate, the near past—nely, for a reasonable measure of prevision and provision.

PRZEMYSL.

THE fall of Przemysl is one of the most important and encouraging events of the war since the German advance in France was turned back from the Marne. This may seem a surprising statement to those who have credulously read in our super-sanguineous Press of many decisive Russian victories in Poland, of frequent routs of the Austrian armies, of army corps decimated or cut off, of prisoners made in whole battalions. But it will not surprise anyone who has intelligently followed the swing and counterswing of the Russian and German armies on the Eastern frontier. There was never any question in Poland of an irresistible and continuous Russian advance across the frontiers of Austria and Germany. This was a fable of writers who were ignorant of the geography and military resources upon either side of the disputed territory. The most that any reasonably cheerful soldier ever expected in Poland was a swinging backwards and forwards of the battle line with a gradual advance of the Russian flood at each successive recoil. This was the intelligent optimist's view. There were many who did not count even upon this. They were beginning to be committed to the view that the position in Poland could never be more than stalemate. They expounded the doctrine of eternal recurrence.

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The meeting was arranged by Miss A. M. Clarke, the secretary of the Montgomery Boroughs branch of the Women's Freedom League; and the veteran president of the League and sister of Sir John French, Mrs. Despard, was advertised to speak. To the disappointment of the fairly large audience present, Mrs. Despard was unable to fulfil her engagement through a serious illness, which had necessitated her removal to a London Nursing Home. She had good substitutes in Miss Eunice Murray, President of the League for Scotland, and Miss Anna Munro. Miss Clarke presided, supported by the speakers and Mr. and Mrs. Busch-Mitchell, Crosswood, Guilsfield.

Miss Clarke, in apologising for the absence of Mrs. Despard, said she had recently been over to France to take the greetings of the women of Great Britain to the women of France. Meetings were organised by Mrs. Despard all through France, and she visited many hospitals, where she took words of cheer and comfort to our wounded soldiers. Her brother, Sir John French, was fighting for justice and liberty in the same way as his sister for many years had been spending her life working for the freedom and emancipation of her fellow-women. They were suffragists because they were patriots, and they were patriots because they were suffragists. They considered that in holding high the suffrage flag they were doing their greatest duty to the nation. At the beginning of the war they raised a Women's Suffrage National Aid Corps, and that corps had done very excellent work not only in London but in all the large industrial centres of the country. Apart from that body, women all over the country had given their best to the nation, not in the work of destruction but in the work of construction. They were helping to nurse back to health the sick and wounded, and they were trying to remedy the great dislocation of industry caused by the severe struggle. They were also looking after the nation's homes, so that when the war was over they would have a strong powerful race to take the place of those who had fallen in the war. Heroic deeds were not all done on the battle field. They were done by women in nursing the sick and by the women who were facing economic pressure at home. She did not wish to belittle the part men were playing. They paid them the warmest tribute; but women were doing their best to follow in their footsteps. (Applause).

Miss Murray, in the course of her address, said that when war broke out women at once rallied round to see what work they could do for the country. They had no voice in the councils of the nation; and, therefore, it was no good for them to discuss the rights and wrongs of the war. Women's foremost work was, of course, in healing and tending the sick and wounded and in different parts of the country great "women's suffrage" hospitals were raised. In Scotland, the Women's Suffrage Federation had sent out already three units to the front, and they were prepared to send out another three before the month of April was over. (Applause). The first woman doctor who had lost her life in the war was a member of the Women's Freedom League. Besides nursing the sick and wounded, women had done a great deal of other work. In August the Women's Emergency Corps was formed, and in inaugurating the war service for women the Government had appealed to that body for assistance, because it had declared there were no other organisations so well equipped as the suffrage societies, through which women workers could be reached. There had been a great change in public opinion since the outbreak of war. Before the war they were told that woman's place was in the home. Now, however, they were told that women's place was out in the world, helping their brothers and husbands. Dealing with the scarcity of labour and the Government's efforts to recruit more female labour, Miss Murray said the Government would have adopted any alternative and even employed boy labour rather than have recourse to women. They knew, however, that the outcry against them would have been too great so they had to turn to the women. But though the Government had launched its scheme it was afraid it would not be able to carry it into effect successfully owing to the uncompromising opposition of the men workers of the country. In London, there was the taxi-cab industry. Fifty women went to a garage and offered their services to be trained as motor drivers. The result was that Scotland Yard and the Trades Unions absolutely refused to allow the women to be registered although one of the largest employers of labour said there were to-day 1,600 taxies standing idle because there were no men to drive them. Yet, in spite of that, men opposed the entry of women into the industry. The same thing applied to numerous other industries, and yet, although the Government said the women were wanted they were debarred by the old prejudice and convention of men. There was no reason why women should not do the work except for narrow-minded prejudice. Women demanded two things; the right to enter these industries and to have equal pay for equal work with men, and also the vote as the only weapon to secure their rights. Women demanded equal pay with men and the vote, not only in their own interests but in the interests of men, because they would be doing very badly for men as well as themselves if they accepted low wages and pulled down the rates of pay for men. They felt that the present was a great opportunity for women, and that they had within their grasp the means to-day of getting almost anything they wished, because public opinion had changed, and the men who a few months ago were never pleased with anything the suffragists did had turned round and said the suffragists were doing most of the work in the present crisis, and a reward must come to them.

Questions were invited, and Mrs. J. H. Davies asked what the attitude of the Women's Freedom League was to total prohibition of the sale of intoxicants.

Miss Munro replied that the League had expressed no opinion on total prohibition. The only opinion they expressed on the liquor traffic as a body was that if restrictions were imposed they should be equal for both sexes and not apply more particularly to women than men. Some of the members of the League were very keen prohibitionists.

Press of many decisive Russian victories in Poland, of frequent routs of the Austrian armies, of army corps decimated or cut off, of prisoners made in whole battalions. But it will not surprise anyone who has intelligently followed the swing and counterswing of the Russian and German armies on the Eastern frontier. There was never any question in Poland of an irresistible and continuous Russian advance across the frontiers of Austria and Germany. This was a fable of writers who were ignorant of the geography and military resources upon either side of the disputed territory. The most that any reasonably cheerful soldier ever expected in Poland was a swinging backwards and forwards of the battle line with a gradual advance of the Russian flood at each successive recoil. This was the intelligent optimist's view. There were many who did not count even upon this. They were beginning to be committed to the view that the position in Poland could never be more than stalemate. They expounded the doctrine of eternal recurrence. Common sense has triumphed, though it was not always conspicuous in the earlier days.

Common sense, too, has had to wait for its opportunity with those who devoted themselves to the knitting-needle. England, in September last, was a vast knitting machine, ceaselessly knitting socks—sometimes with heels, sometimes without. The signs were everywhere, at the seaside, in hotel lounges, in country houses, in dining-cars. A controversy was even started by the more enthusiastic on the propriety of knitting socks in church, and the clergy who protested were denounced as bad patriots. Several soldiers are known to have made their beds at the Front entirely out of the socks sent to them by their friends and admirers. Other soldiers wondered that a woman has such vague ideas as to the size of a man's feet. The pace was too quick to last. Knitting was at its height in September, by October there were symptoms of decline, and in December it collapsed.

Meantime the Government now announces its intention of "mobilising women". The idea appeals to us at the first blush. But can it be done? Experience says that you cannot mobilise women. Any trade union leader will tell you that. They are the true individualists, and they do not well endure a discipline. If any member of the Cabinet had ever attended a women's committee meeting, with its fussiness, its pettiness, its quite extraordinary faculty for thinking itself businesslike and getting nothing whatever done, he would not have talked of mobilising women without qualifying warnings and exhortations. But there is hope in the idea; and we welcome it, provided it is not too ambitiously organised or pushed to extremes as an idea. In many practical and expedient ways women can and are at this time helping the country. The withdrawal of men from industry leaves the road free for women to do some of men's work. Some of them have taken advantage of the opportunity; one hears of women clerks in lawyers' offices, even in the banks. Women, too, are being employed in factories where munitions of war are made, and the thousands of dressmakers who were thrown out of work last August have found employment in clothiers' works.

But it should be clearly realised that women have

The Midland Weekly News,
May 1st. 1918.

156/50

WOMEN'S WAR WORK

WOLVERHAMPTON TO HAVE A VOLUNTEER RESERVE.

A public meeting was held in the Lecture Hall of the Girls' High School, Tettenhall Road, Wolverhampton, on Thursday, to inaugurate the formation of a local branch of the Women's Volunteer Reserve.

The Mayor (Alderman A. Baldwin Bantock), who presided over a crowded attendance, said that letters had appeared in newspapers asking what work women could do, but there was work for thousands of women. The Mayoress wanted thousands of respirators to save our men at the front from the dastardly actions of the Germans. They were also about to start a recruiting campaign for our Territorials, and it would be an excellent thing if women would send to the Town Hall respirators which might save the lives of those they personally knew.

England was at present engaged in a most desperate struggle to overthrow the cursed militarism of the Germans, and the women intended to do their part in bringing about the end of her military despotism.

Letters of apology were received from Mr Alfred Bird, M.P., who wrote stating that the movement had his complete sympathy, Mr G. R. Thorne, M.P., Mr Geoffrey Mander, Dr. Malet, and Mr F. Carr.

Mrs Smythett, of London, who attended wearing the uniform of the Women's Volunteer Reserve, said the movement improved the physical fitness of girls, for there was nothing like regular drill for fitness. The movement gave every woman occupation, and one which helped others and helped the nation.

The men had and were still coming forward magnificently. They wanted the women to come forward too. The Government saw the need of it, and were offering more occupations to women than ever had been known before. The object of the Volunteer Reserve was to make a body of trained, disciplined women, who would be ready for any emergency. To do that the women had got to learn obedience, which would not be easy.

The work of the Women's Volunteer Reserve was to drill, the drill being based on the 1914 Drill Book. Members would have to have two hours' drill every week, an hour at a time, learn signalling, first aid, nursing, telegraphy, camp cooking, camp sanitation, gardening, and some of them carpentry.

The girls in the Reserve in London were extremely keen on route marching, walking ten or twelve miles on a Saturday afternoon. That was done by poor London girls.

The age limit of the Reserve was 18 to 50, and the uniform would cost £2 12s. 6d. They had to have a recognised uniform because they could not have girls marching about in their ordinary costumes. Personally she had never worn a hobble skirt, and she should not like to do cross-country work in some of the dresses she saw being worn in London. Members would also have to be able to pass an examination by a lady doctor, who would see if their hearts were all right, so that they could get over stiles quickly and run uphill. Members were allowed to wear spectacles if they could see in them. They had a great hope that the movement would be recognised by the War Office, which was now thinking the matter over.

This, added the speaker, was not a suffrage movement. All they wanted was to work for other people and for the good of the nation. She had been told that the uniforms, which cost £2 12s. 6d. in London, could be obtained cheaper in Wolverhampton, and some of the members, who were dressmakers, would be able to make their own uniforms from patterns supplied them.

At the conclusion of her address, Mrs Smythett was cordially thanked.

A vote of thanks to the Mayor was also passed.

At the conclusion of the meeting a number of those ladies who had attended enrolled themselves as members of the Wolverhampton Branch. The President of the branch is the Mayoress (Mrs A. B. Bantock) and the hon. secretary Mrs R. E. Hollis.

The first drill was fixed for Thursday evening next at 7.30 at Bricktiln Street Council School.

656.

The Liverpool Weekly Post.

5/6/15.

Women and War Work.

How to Make a Move.

ADVICE AND HELP.

(BY WOMAN EXPERT.)

We are at war, we women of Englond. I hink everyone recognises that now. This war s not being fought "somewhere in France" r somewhere at sea in latitude and longitude nknown. It is not a war that is being fought o a finish by professional soldiers on a distant battlefield—something for us to read about, talk about, pray about, but take no part in. It is being waged here in these islands, over which sinister Zeppelins are hovering, watching an opportunity to drop their death-bombs on our homes, where our children are sleeping or playing. It is being fought in the waters that wash our shores; enemy guns are turned on our defenceless seaside towns, enemy torpedoes are darting about within sight of our harbours, murdering peaceful fishermen and non-combatant travellers, trying to prevent the foodstuffs which we must import for our daily needs from reaching us

And the women of England realise that the war is not only the business—the first and most important business—of their husbands, brothers, and sons, but that it is the woman's business, too. The days of idleness and pleasure-seeking are over; every hand must help.

At the beginning we could only think of two ways of helping—nursing and knitting. I am afraid a good many of us embarked upon those occupations with more enthusiasm than aptitude.

WE KNOW BETTER NOW.

Women cannot shoulder the rifle, but every woman who can release a man from civil occupation by taking his place or help to equip him by working in armament or army clothing factories is fighting as much as any man. What we have each got to say to the man standing nearest to us is. "You go; I will take your place." Literally, of course, that cannot often be done. Training, experience, physique, and mentality all have to be considered in order to be useful. Women's work must be organised. This the Board of Trade have undertaken to do, working through the Labour Bureaux, each of which has now its special war service register of women who are either willing to take employment which will set men free to enlist, or for work in Army-clothing factories and armament works

There is also a voluntary organisation,

THE HOME SERVICE CORPS,

which is concerned principally in organising a "reserve" labour service, which may be called upon when the ordinary resources of the labour market fail. This corps is doing excellent work in getting together women whose qualifications for work do not bring them quite within the scope of the Labour Exchange, and I hope to deal with it later on.

Now, both these organisations, the one in an official capacity and the other in a semi-official capacity, are doing splendid work. Yet from letters which come to this office from women of all classes, it is evident that through some misapprehension there are women willing to register who have been discouraged from doing so, and others who, having registered, have been disappointed with the results. I think that this disappointment arises most frequently from a misunderstanding of the kind of work for which women are at the moment wanted. And from a little confusion, sometimes between applicants who want work from patriotic motives, and those who must have it for bread-and-butter reasons. Allowances must be made for the newness of the scheme. And perhaps one might plead for just a little more tact on the official side and a little more commonsense on the other side—especially on the patriotic side. It is such a wonderfully effective blend—

TACT AND COMMONSENSE—

and so much can be accomplished by its joint agency.

The mistake which I find some women make is in offering their services "in any capacity," which really means in no capacity at all. How is work to be found for a woman who will do anything, but cannot put in plain English anything that she can do?

Offer her work in any one of the dozen employments in which there is a shortage of labour at the present moment, and she will be unable or unwilling to engage in it. To this type of would-be worker I would say: Think out clearly what you want to do and are fitted to do, and then put yourself into training to become an efficient worker in that sphere. Kitchener's Army consists almost entirely of men who, a year ago, were totally untrained. But they knew what they wanted, and they went to the nearest recruiting sergeant, and said, "make soldiers of us." Some of them have been for nine months, day in and day out, learning nothing but this soldiering business, and they will go on patiently with their lessons until they are thoroughly proficient and likely to be of real use in the field. This is a lip for women who are eager—a little too eager sometimes—to help.

Another mistake is to waste experience. If you have been all your life a dressmaker it is a pity to switch off suddenly on to tram-conducting, because, you see, your familiarity with a sewing machine would make you a most useful hand in a factory where khaki is being made into soldiers' tunics as fast as it comes from the loom. The time you spend in learning to punch tickets and the other secrets of tram-conducting could be equally well employed by another woman who has not your useful workroom experience. If you have been brought up on a farm in the country don't let

THE MOST VALUABLE KNOWLEDGE

you must have acquired lie fallow while you wrestle with the intricacies of motor-driving and running repairs. The farmers will be badly in need of help for haymaking and harvesting, and there is the byre, the dairy, and the poultry-yard awaiting your labour.

If anyone is in a dilemma about the work she is best fitted for, or the best method of fitting herself for any particular work, I shall be pleased to give all possible assistance in overcoming the difficulty, and will answer all inquiries in this column. Just write to Woman Expert, "Weekly Post" Office, Liverpool. In the meantime here is a list of occupations in which women workers are wanted immediately:—

- Forewomen for armament factories.
- Motor-van drivers.
- Printer's machine-minders.
- Fetlers & feeders for khaki manufactory.
- Grocers' assistants.
- House physicians.
- Dispensers.
- Chemistry teachers.
- Telegraph & telephone operators.
- Gardeners.
- Women milkers.
- Field workers.
- Dairy workers.
- Nurserywomen.
- Byrewomen.
- Girl for milk round.
- Teachers of basket making.

In some cases experience is necessary; in others training is offered; in practically all of them the employment of a woman will set a man free to fight.

There is another aspect of woman's work with which I shall deal later. Work to many of us is not a matter of the war or of patriotism merely; it is an every-day condition of life. The war has made things harder for innumerable women workers. Work is slack in many industries; living expenses have increased. Many women are compelled to seek fresh fields of activity or face new conditions in the work to which they have been accustomed, and to these I hope I may be allowed to give advice in any difficulties that arise, as well as to the war workers. Address all letters, "Woman Expert, 'Weekly Post' Office, Liverpool."

The Nottingham Guardian
11/8/15.

WOMEN AND THE WAR.

It is true in many senses that, as the Bishop of St. Asaph said at a meeting the other day, the women of England have made the England which is proving herself anew to-day. The special thought dwelt on by the bishop was woman's capacity for sacrifice. We know and feel it, and in view of the tragic list of casualties announced this week, it comes closer home to all of us. It is not a thing for loud praise, but for silent sympathy and pride. Yet the bishop was right in voicing for once the general sentiment, and in reminding us, as he did, that the nation's strength does not depend on its possessions, but on its character, that character is formed in the home, and that the mother is the centre of the home. Without her beneficent influence we should not have seen the recent mighty uprising of Englishmen ready to fight for their country and for right; and now that they have gone forth in their hundreds of thousands, there is work left behind which the women must attempt. Work of all kinds. There is no newspaper which has not its column about women's work in the war, and the more men go out the more women workers will be needed. All the proposals, however, are not necessarily wise ones. There may well be, for instance, very different views as to whether women of education and refinement should go on the land. The land needs workers, and many educated women, we are told, are ready to go. In considering the matter, it is important to remember that the problem is not merely temporary. Therefore unless the higher class of women are ready to take up agricultural work for an indefinite period, it might be better for them not to commence it. Sundry practical obstacles also stand in the way. Such women must be at least decently, if not comfortably, housed; they could not rough it as a male labourer would do. Besides the needs of patriotism will surely supply occupations in which their acquirements can be better utilised. A more feasible plan would certainly be to train country girls to farm work, and in the girls in the higher standards at elementary schools there is promising material for a solution of the problem, especially considering that by their employment the housing difficulty would be largely avoided. In all districts the demand for milkmaids is very great, and there is much other work about a farm which a woman could perform as easily as a man. In some towns women and girls are already working in departments of shell making, whilst women tram-conductors and motor car drivers are to be seen in many places. A London catering firm is employing women as van drivers; for this work a good salesmanship is as necessary as a knowledge of horses. Errand girls form a class by no means unknown in Nottingham. A firm of provision merchants in London has engaged a hundred young women to call for and deliver orders by cycle, and owing to the scarcity of errand boys, the example is likely to be followed. Female assistants in libraries suggest a more appropriate (though possibly not so immediately useful) employment for educated women than farm labour, and there is another calling for which the feminine delicacy of touch and sense of fashion seem peculiarly suited—that of the hairdresser. Before the war there were proportionately almost as many German hairdressers as waiters in this country, and presumably their disappearance has left a notable gap. But it is a trade which has to be learned, and many of the barber's regular customers might tremble at the vision of a fair young female apprentice flourishing a razor above his chin. Still, we must all begin somewhere, and there is at least this to be said, that a clever and handy girl would acquire the necessary knack much quicker than some young men we have met. These, however, are only a few of the opportunities for women's work which the war is opening on every side.

The Kentish Independent 26/6/15.

WOMEN AND WAR.

PARTISAN SUFFRAGISM AND THE NATIONAL CRISIS.

To the Editor of the "Kentish Independent."

Dear Sir,—I observe that certain editors are giving much of their space (even in times when space must be particularly valuable), to contributed glorifications of Suffragist action in what is designedly miscalled "War Work" in order to bring it as nearly as possible into equality with fighting in the trenches; and this these editors do though their space is alleged by them to be too valuable for the admission of replies. Perhaps the most grotesque illustration of this studiously contributed misrepresentation has been the story, appearing and re-appearing, of a Primitive Methodist minister's wife, who is just now going the preaching round of her husband's district while he is acting somewhere as chaplain to the troops; as if women preachers were not a common characteristic of Primitive Methodism always and everywhere.

But the ordinary contribution from Suffragist headquarters mostly concerns hospital work, and I have seen it headed "Women Heroes in War Hospitals; what Suffragists are doing." It is natural to wonder what war hospitals have distinctively to do with the Suffragist Party, any more than they have distinctively to do with the Conservative Party or the Liberal Party or the Labour Party. The exclusive association of women's "war service" with one party of women more than another is unfair and misleading, though it is instructive. It carries with it the entirely groundless insinuation that the women who object to the Suffrage and the women who are indifferent to it are less active in the service than the women who insist on putting a suffrage stamp upon it. As treasurer of the National League for Opposing Woman Suffrage I am in a position to know from abundant evidence the unsparing devotion of our branches and our members, not only to hospital work, but to all the varied kinds of service for which the country is calling. But the principle of our Central Organisation since the war began has always been that we should throw ourselves into this work and service hand in hand with our fellow-countrymen and fellow-countrywomen without distinction of party. At the present juncture there is no room for any party except the national party; and yet the Suffrage Party seem to be bent on making room for themselves. The object of anti-suffragists (I speak for the body as a whole and not for individuals here and there) is not to make capital for their propaganda out of the patriotic work they do, and hence they sink their party name. But when paragraphs are headed for the Press "What Suffragists are doing," it is plain that the eye is not single; the ulterior object for which the patriotic action is made use of cannot be mistaken. The policy of those who merge their party and the policy of those who obtrude their party could not be more distinctly differentiated. The Suffragist policy is intended to catch the unwary and unreasoning with the specious argument, "See what noble service the women are rendering; will they not deserve the vote when the war is over?" But nothing could be more illogical than to claim that, because women can serve the nation nobly and effectively in their own way, therefore they have a right to govern it; and the prospect of government by women, even if they have been heroic hospital nurses or hospital matrons, will, even after the war, remain repellent to the vast majority of reflecting women as well as men. The service of women is no new thing: if the vote were simply an order of merit it would have been due to them before. But it is not a reward: it is a trust assigned to the sex which alone is capable of performing the essential national duties of defending the country and maintaining the law. And the lesson which this war thrusts and even thunders upon inconsiderate ears is that on men and not on women depends the fight for national existence. Women may be substitutes for men in some degree in non-combative work, but not in "War Work" in any proper sense of the term. Men and men alone can bear the whole brunt of the battle for the life of the nation.

But apart from the merits or demerits of their case Suffragists seem just now to need the reminder that this is not the season to push the claims of their particular party: and that in the midst of the common danger it would be more in harmony with national unity and the national temper if they would be content to qualify themselves for service under the flag whose record in history shall be

"Then none were for a party;
Then all were for the State."

Yours faithfully,

East Anglian Daily Times 5-8-15

656/53

One pleasing outcome of the war is the way in which the women of England have put their shoulders to the wheel and striven, and are still striving, to do their best to foster and help on any cause worthy their assistance. The herculean tasks undertaken by the ladies of the various depots for supplying Red Cross and other hospitals, and by the members of the Soldiers' and Sailors' Families' Association, who do so much to help the wives and dependants of our defenders until such time as the Government gives them the money so rightly their due, are well known to everyone, and there are many other voluntary workers of the different institutions and societies. Their quiet, unostentatious, yet none the less effective work will always stand an unfading memorial to capabilities which to a large extent were dormant in woman. If they were dormant it was solely because never before had these qualities been called for. It has been the fashion in the past to regard woman as lacking in powers of concentration, of being devoid of organising abilities, and so on. Anyone who sees the work they are now performing must feel sadly ashamed if ever he so misjudged them, and be ready to atone for his false estimate of a character the nobility of which was hidden for no other reason than that there was no special need for its display. The need arose; at once they took in hand tasks that would make many a man hesitate before he attempted them, not only on account of their magnitude, but for the intricate details that form a necessary part of them. While the women in the towns are fully occupied, there are many in the country villages who are debarred from doing what they would, the distance proving an insuperable obstacle to their joining their sisters in work in the towns. To these we would point out a way in which they could do excellent work, the chief attribute of which, however, would be its unobtrusiveness. Should women regard it as practicable, we know it will be readily undertaken.

Much has been said and written about the separation allowance to wives and dependants of men serving their country on home or foreign service. The country has shown an appreciation of what is their due that has put out of question any hint of want. While the dwellers in the town may find themselves little if any the better off, those in the country now possess a very welcome increase on the weekly wage with which they had to run their homes before the war called on their husbands to take their share in the fighting, the increase in some cases reaching nearly 100 per cent. It is to these that the would-be helper can carry her message. Take the case of a woman with four children, who now receives, if her husband is a private in the Army, an allowance of 25s. per week. Were her husband a Suffolk agricultural labourer prior to the war her weekly budget had to be planned on a wage of 14s. or 15s., an amount that suffered severe contraction in the event of wet weather, when work in the fields was impossible. With a weekly sum of 25s., and one moreover that does not fluctuate in keeping with our uncertain climate, one would picture her as passing rich, and able to put by a goodly sum each week. But instead of this, on their own confession, many find themselves at the end of each week not one penny the better off, although their incomes are nearly double those of a few months ago, and the husband, who in the pre-war budget accounted for as much food as four children are allowed, no longer draws on the household supplies. Amongst a certain class who rush to judge a multitude by the sins of a single member it is said, and believed, that drink in many cases accounts for this waste of money. There may be isolated instances of women spending more time and money in public-houses than is either necessary or good for them, but to say that such a state of things in general is cruelly unfair to those who, while their husbands are absent, go through all the agonies of suspense and uncertainty (ever the lot of those left behind at times like the present), and who take their share of the burden as willingly and unrepiningly as those away. The cause of the dribbling away of the extra money in so great cases the result of their means having been so meagre in the past that they are "lost"

should throw ourselves into this work and service hand in hand with our fellow-countrymen and fellow-countrywomen without distinction of party. At the present juncture there is no room for any party except the national party; and yet the Suffrage Party seem to be bent on making room for themselves. The object of anti-suffragists (I speak for the body as a whole and not for individuals here and there) is not to make capital for their propaganda out of the patriotic work they do, and hence they sink their party name. But when paragraphs are headed for the Press "What Suffragists are doing," it is plain that the eye is not single; the ulterior object for which the patriotic action is made use of cannot be mistaken. The policy of those who merge their party and the policy of those who obtrude their party could not be more distinctly differentiated. The Suffragist policy is intended to catch the unwary and unreasoning with the specious argument, "See what noble service the women are rendering; will they not deserve the vote when the war is over?" But nothing could be more illogical than to claim that, because women can serve the nation nobly and effectively in their own way, therefore they have a right to govern it; and the prospect of government by women, even if they have been heroic hospital nurses or hospital matrons, will, even after the war, remain repellent to the vast majority of reflecting women as well as men. The service of women is no new thing: if the vote were simply an order of merit it would have been due to them before. But it is not a reward: it is a trust assigned to the sex which alone is capable of performing the essential national duties of defending the country and maintaining the law. And the lesson which this war thrusts and even thunders upon inconsiderate ears is that on men and not on women depends the fight for national existence. Women may be substitutes for men in some degree in non-combative work, but not in "War Work" in any proper sense of the term. Men and men alone can bear the whole brunt of the battle for the life of the nation.

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JOHN MACNIE

the women in the towns are fully occupied, there are many in the country villages who are debarred from doing what they would, the distance proving an insuperable obstacle to their joining their sisters in work in the towns. To these we would point out a way in which they could do excellent work, the chief attribute of which, however, would be its unobstrusiveness. Should women regard it as practicable, we know it will be readily undertaken.

Much has been said and written about the separation allowance to wives and dependants of men serving their country on home or foreign service. The country has shown an appreciation of what is their due that has put out of question any hint of want. While the dwellers in the town may find themselves little if any the better off, those in the country now possess a very welcome increase on the weekly wage with which they had to run their homes before the war called on their husbands to take their share in the fighting, the increase in some cases reaching nearly 100 per cent. It is to these that the would-be helper can carry her message. Take the case of a woman with four children, who now receives, if her husband is a private in the Army, an allowance of 25s. per week. Were her husband a Suffolk agricultural labourer prior to the war her weekly budget had to be planned on a wage of 14s. or 15s., an amount that suffered severe contraction in the event of wet weather, when work in the fields was impossible. With a weekly sum of 25s., and one moreover that does not fluctuate in keeping with our uncertain climate, one would picture her as passing rich, and able to put by a goodly sum each week. But instead of this, on their own confession, many find themselves at the end of each week not one penny the better off, although their incomes are nearly double those of a few months ago, and the husband, who in the pre-war budget accounted for as much food as four children are allowed, no longer draws on the household supplies Amongst a certain class who rush to judge a multitude by the sins of a single member it is said, and believed, that drink in many cases accounts for this waste of money. There may be isolated instances of women spending more time and money in public-houses than is either necessary or good for them, but to say that such a state of things is general is cruelly unfair to those who, while their husbands are absent, go through all the agonies of suspense and uncertainty (ever the lot of those left behind at times like the present), and who take their share of the burden as willingly and ungrudgingly as those away. The cause of the dribbling away of the extra money is in most cases the result of their means having been so meagre in the past that they are "lost" in their laying out of the larger amount.

Is there not a chance here for a tactful woman—anyone lacking that gift would be wiser not to enter upon the business—to convey a little friendly advice to soldiers' wives in a talk over "ways and means"? Many wives will have thankful hearts later on if by a little forethought they have formed a "nest-egg" against the time when their husbands come home again to farm labour and once more earn what will then seem the pitiful wages of old. These wives and mothers should understand that the allowance they now get is not for all time, and if they spend the extra money they are now receiving they would be wise to replace their *lares et penates* that are the worse for wear and to get together for themselves and families a stock of good clothes, an event of rare occurrence in the past. Any appearance of wanting to interfere or manage the household must be avoided, but much can be done by tactful suggestion. If the idea is capable of being developed we feel sure that this role of mothers' friend will find in rural districts abundant occupation for women of understanding and common sense.

The Liverpool Weekly Post
12/7/15

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Women, Work, and War.

The Home Service Corps

WHAT TO DO AND HOW TO DO IT.

(BY WOMAN EXPERT.)

(SPECIAL.)

Women are eager to help, and there will be no hanging back when the time comes for them to take the places, during the war, of the men who have enlisted. This is proved by the great number of letters which I have received from readers, who, inspired by my article on this subject in last week's issue, have written asking for advice and help in taking up war and other work. The enthusiasm with which women have come forward, ready to undertake any task, no matter how hard, and their willingness to learn, would bring joy to the heart of a recruiting-officer if they belonged to the fighting sex. Especially do I admire the brave patriotism of those soldiers' wives, who, having already given so much, are ready to give more—even their leisure when household tasks are finished—to the country. One writer, whose husband has been for months among the lists of "missing," says work will help her to get through the time till he comes back. The courage of those words!

THE RIGHT SPIRIT.

The right spirit shines, too, through the letters of a couple of young school teachers who are willing to give up their well-earned holidays to war work. On the other hand, many letters betray a restlessness—natural enough in these disturbed days—which is prompting women to give up the useful, if ordinary, work in which they are now engaged for some more novel and exciting occupation. This, of course, is not the real spirit of helpfulness. It is useless to denude one section of necessary labour in order to fill another, and the woman who leaves work in which she is skilled to take up work in which she has no skill is much more likely to hinder than help the work of the country. Efficient domestic servants are of a higher economic value than inefficient farm hands. Many menservants have enlisted and maidservants are taking their places. And there are few families which are not making sacrifices for the war—the menfolk serving at the front; the women working hard to relieve distress at home. Any right-minded girl can co-operate effectively in such good work if she is in service, and there is no need for her to change her occupation.

Many correspondents give me no clear idea of what they can do or have done, and without this information I cannot help them much. Others think I am an employment agent. I am not, and I cannot provide them with situations. I can only help them to help themselves, and prevent square pegs getting into round holes.

THE LABOUR EXCHANGE.

There are a good many complaints from readers who, having registered at the Labour Exchange waited months, and have received no call for their services. I have interviewed the head of the department of the Board of Trade in Liverpool, and his explanation is this: The Labour Exchange has applications for a large number of women workers in various capacities. In some cases learners are taken (generally young girls), but in most some experience is desirable, and suitable applicants are promptly placed in these positions. The mobilisation of voluntary workers for war service is a different matter, the object of which is to find out what labour is available, and to classify it with a view to being able to call upon women workers to take the place of men as the need arises. The Board of Trade is feeling its way among employers of labour to discover where women can be most usefully placed to release men for fighting, and is also trying to organise a reserve army of women workers ready to be called up as need required. It is clear to everybody that a great many more men will still be required to join the colours, and it is when these men go that the women will be wanted.

I would strongly advise those women who wish to hold themselves in readiness for emergency work to enrol in

THE HOME SERVICE CORPS.

B. A. (KIRKDALE).—Have you had any shop experience? Apply to the Labour Bureau, Renshaw-street, for position as grocer's assistant.

T. K. G. (Anfield).—Register at the Labour Bureau, if you have not done so, stating your two years' practical experience in confectionary shop. Try also at some big stores. So many of their men have joined the forces.

T. L. C. (BIRKENHEAD).—I never advise people to give up work they can do for work which they are totally unused to. However, you could study bookkeeping in your spare time and attend a class one night a week to learn this work. It would be advisable also to learn shorthand and typewriting if you intend to go in for clerical work. You might, when proficient, start at 15/- per week while learning the routine of an office or cash desk, and out of this you would have to pay for board (lunch out), lodging, fares, and suitable clothing. At present you have no expenses (whatever you give your mother is put to use for you), a good home and living, so think well before you change.

E. S. T. (DOUGLAS).—Yours is the right spirit. You and your colleague see that your duty is to stick to your post, but you are willing to give up your well-earned holiday for war work. Will you enrol in the Home Service Corps? Write to Colonel Lovell, Home Service Corps, Church-street, Liverpool, and ask if she can place you both together on a farm for the holidays to help with the harvest.

NANCY (BOLTON).—Write to Raphael Tuck and Sons, London, E.C., enclosing specimens of your postcard and Christmas-card work. Patriotic ideas are popular just now. You might also try Dennis and Sons, postcard specialists, Scarborough.

STAR OF THE SEA.—Write to 22, Rodney-street, re motor-van driving, or apply in writing to the Director of Telephones, G.P.O., for position as learner for telephone work.

NURSE.—Nurses who go to the front are fully qualified and are on the active, reserve, or Territorial lists. Amateurs and semi-trained nurses are on no account allowed to go, and the training takes from three to five years. If you are over 23 you could inquire at any local hospital if they have a vacancy for a probationer. I shall have an article on nursing later.

GRIFFITH.—You are too young yet to train as a nurse. Probationers are taken at twenty-two, and at least three years' training is necessary. You could enter as a probationer at the Workhouse Infirmary or in a children's hospital, where probationers are taken younger.

L. M. (SALISBURY).—An article on grocers' assistants will shortly appear. In the meantime I should not advise you to change your occupation.

E. A. (ANFIELD).—Write to the Director, Telephone Department, G.P.O.

S. T. (PRESCOT).—Have you any experience in shop or on a farm? Register at the Labour Exchange for work you know something of. This is the only advice I can give to correspondents who give me no particulars of their practical abilities.

L. R. (SOUTHPORT).—Have you applied for this position at the local Labour Exchange? There was a vacancy in Liverpool last week, but would be filled up locally.

A. H. (BROOMHEE).—Do not give up the little income you have, but meantime enrol in the Home Service Corps at Birkenhead. They might find you occasional work later on.

K. E. M. (MORECAMBE).—See answer to "A. H. (Anfield)." You could teach yourself shorthand by getting Pitman's instruction books and studying in your leisure. Typewriting is easily acquired, and only needs practice.

M. B. (STONEYCROFT).—Yes, I think you might obtain the post you require. I am making enquiries about it for you, and will let you know to whom to apply. You have my sympathy and best hopes for his return.

M. E. B. (CHORLEY).—I am writing to make inquiries in the matter of the County Council's farm, and will let you know the result.

M. S. (WAVERTREE).—Was your previous experience in a shop of that description? If so you will have no difficulty. Register at the Labour Exchange. I will deal with this occupation next week.

J. J. (HOYLAKE).—Write to the Secretary of the Wirral Farmers' Association. Strawberry pickers are wanted now. Would you do this? If so, register at the Labour Exchange and ask to be put on this work.

F. P. (ANFIELD).—Give more particulars. Agricultural scholarships are offered by the Cheshire Board. I have also an offer of nursery (horticultural) training, but for this payment is required. The Government trains telegraphists and telephone operators. Grocer's assistants and ticket collectors are also taken for training. For the former general commercial knowledge is an advantage.

J. R. (DOUGLAS).—There are vacancies in Liverpool for motor van drivers. When you and your friends have obtained your driver's certificates and licences apply to the Labour Exchange, Renshaw-street, for work.

E. S. (RUABON).—Your writing would disqualify you for a Post Office clerkship. How would you be helping the country particularly as a tobacconist's assistant, and is it, as a rule, only young girls who are taken without any experience of shop work. Would you like to train as a waitress? More women are wanted in this employment now that foreign waiters are not so plentiful. Write to the managers of the big catering companies.

E. A. (ORMSKIRK).—Very little work is given out to home workers in the way of Army shirtmaking. You might get some home work by applying to the Women's Emergency Corps, Bold-street, Liverpool.

J. S. (CARNFORTH).—Rain out your father with you on his farm now that so many of his young hands have enlisted! You are certainly better suited for agricultural or domestic work than for nursing, having experience in the former occupations and none in the latter. Apply to the Labour Exchange for work on a farm, stating your qualifications.

F. B. (BOLTON).—There is nothing for it but patience. The need is not so much in the immediate present as in the near future. You might try for a post as a railway ticket collector. Apply to the Superintendent of the L. and Y. Railway or any of the principal companies. I have not heard of the lady postmen. Perhaps they are only doing this work in some districts. Girls could take their places as telegraph messengers.

E. S. (CLITHEROE).—The Board of Trade does not pay wages of trade workers. They are simply bodies between employers and employees. The Labour Exchanges register people and put their names down for work. There is not much to do. Apply to the Secretary, Education Offices, Dale-street, London, for details of wages as a whole when published.

"FLORIDA."—Try Vickers, of Barrow, again. They employ women for filling shells. But when a girl can't take up any definite occupation, such as nursing and completing some training, it is difficult to find work. You could train as a dispenser, and there is a demand for women in this profession, but it is a profession and costly.

J. S. (CLEATOR).—Women are employed in many post offices. The pay is good and the hours regular, but there is no chance of promotion to the higher posts. Apply to the local Post Office, Cleator, for particulars. Women are employed in the Telegraph Department, but not in the Telephone Department. Apply to the Secretary, Education Offices, Dale-street, Liverpool, for particulars.

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THE HOME SERVICE CORPS,

which is not only organising a reserve of workers for whole, part, or holiday employment, but is giving physical training to its members to fit them for men's work. Classes for military drill are held three times daily, including a lunch-hour drill for workers in town. Route marches are arranged in the evening, and the members benefit both by the discipline and the exercise. Depots have been established in Birkenhead (Charing Cross), Prenton (Woodchurch-lane), and at Southport (Cambridge Hall). Another will shortly be opened at Waterloo and an additional one at Birkenhead. Recruits can be enrolled at the Victoria Settlement, Wavertree, or at the offices, 38, Church-street.

I had hoped to commence this week a series of articles on new employments which the war has thrown open to women, but my correspondents have encroached so far upon the space at my disposal that I must leave this for another issue.

Will correspondents please note that (1) no answers can be sent by post, and that it is therefore unnecessary to enclose stamps; (2) that answers cannot be guaranteed in the next issue, but will be dealt with in rotation; (3) that a pen-name should be given as well as the writer's real name and address, though the latter will not be published?

This week readers will identify their answers in most cases by their initials and postmark.

Address your letters "Woman Expert," "Weekly Post Office," Liverpool.

The letters of all correspondents have not been answered to-day, as some of the inquiries made by them will [illegible] looking into. All replies, however, will be given with the least possible delay.

ANSWERS TO CORRESPONDENTS.

WATERLOO says she could help either as grocer's assistant, dairy worker, or nurserywoman, but is not experienced. Some training is necessary in any of these employments, and they are so totally different that an equal aptitude for all three trades is improbable. Have you had any experience of life on a farm or in a shop? You would be paid a small wage while learning your duties in a grocer's shop, but a dependable knowledge of weights and measures, and quickness in calculating are essential. In dairy work this is not essential, but the work is not highly paid. Nursery work requires considerable training, and you would receive no wages; the Cheshire Board of Agriculture (County Offices, Chester) are offering training.

N. K.—Seamstresses are wanted in factories for making up khaki. Apply to the Labour Exchange, Mornington, Renshaw-street, Liverpool, for this work, stating your dressmaking experience. You are too young for nursing, and would, in any case, require training.

M. (BOLTON).—It is impossible to advise you without further details. You say you have to change your occupation because it was too heavy and you injured yourself in doing it. But what was it? A dispenser requires a good education (including a knowledge of Latin), long training, and special aptitude for work requiring the greatest precision and exactitude. Send further particulars.

WAITRESS.—Apply to the Labour Exchange, stating your experience, and they will find you a post.

ACCRINGTON.—Tell me what work you were engaged in, if any, before your marriage? Will them make special inquiries as to what employment is possible for you to obtain in your town. Have you applied to the local Labour Exchange?

MOTOR-VAN.—The vacancies for motor-van drivers apply only to experienced motorists with certificates. It will take you at least three months—and some expense—to learn. Is there no other work for which you are fitted?

ART MISTRESS.—Will you enrol yourself in the Home Service Corps, which is organising a reserve service and gathering in "part timers" like yourself, who drill and hold themselves in readiness for any emergency which may arise later from a shortage of regular labour? Apply to Colonel Lovell at the War Service Bureau, Church-street, Liverpool. Could you design war posters?

N. H.—You are qualified for four occupations—domestic service, laundry work, driver, and machinist—so do not waste time learning anything fresh. Why not stick to your present work? It is necessary and useful. Officers' families and many ladies who are giving every spare moment to helping the wounded and the suffering want good servants to help them, and so indirectly you can do your bit in service as well as anywhere. I should advise you to register at the Labour Bureau in Renshaw-street, but ask for some particular work—either as domestic servant, laundress, or girl for a milk round. There was a vacancy for the latter last week.

SOLDIER'S WIFE.—Any experience in skilled work before marriage? Would you go strawberry picking outside of Liverpool? If so, write to the Labour Exchange, Renshaw-street, Liverpool.

G. F. S.—There are vacancies for basketall clerks in the South, where Messrs. Willing are employing women in place of men, but they have no branches in this district. This seems to be what you are fitted for. You could, however, get a position as grocer's assistant locally. Apply for this position at the Labour Exchange, Renshaw-street, stating your shop experience.

"FLORIDA."—Try Vickers, of Barrow, again. They employ women for filling shells. But what a pity you cannot take up your maternity work again and complete your training. You could then either become a district nurse or take private cases, and it is a profitable and useful career.

J. S. (CLYDACH).—Women are employed in armament factories. The pay is good and the work, I believe, easily learnt. Motor driving, on the other hand, costs money, and proficiency is not easily acquired. Apply to the local Labour Exchange; or if you are willing to return to Liverpool, go the Exchange in Renshaw-street.

CYMERIC.—Without knowing what sort of position you have previously held, it is difficult to advise. If you have had no shop experience, it is rather late to learn. If you understand poultry-keeping, apply for a post as poultry woman. But in any case try for something in which your past experience will be of value. I suppose you would not care to increase your income by keeping poultry for profit?

C. P. (BIRKENHEAD).—It is a matter for patience, I am afraid. With your experience of business in your own shop, it would be wiser to try for a situation of this kind. You could manage a branch shop, I expect. Apply to the Scotch Wool [illegible] Hosiery Company head office, Greenock, N.B., and watch the advertisements in the "Draper's Record" for vacancies in the trade.

INQUIRER (BUXTON).—I am fraid your experience as a milliner will not help you much in "war" work. I advise you to stick to the work you can do, and try for a situation in a millinery workroom or shop. Watch the trade papers, the "Daily Telegraph," and the local papers in which situations are offered.

CARETAKER.—It is a pity not to let your daughter continue her teaching work, in which she has already made such good progress. She could get a pupil-teachership, and so complete her studies. Watch the advertisements in the "Educational Times" and other scholastic journals. In the meantime she might get a holiday situation as nursery governess. Such situations are advertised in the "Echo."

S. E. (WALTON).—Write to the Education Committee offering your services to release a male teacher for fighting. Also try the Labour Exchange. They have vacancies for teachers.

MRS. H. (BURY).—I understand that agricultural workers are more needed in Cheshire than in Lancashire. If you are willing to leave Bury, tell them this at the Labour Exchange. I presume you have had experience as a dairy worker? Strawberry pickers are wanted now. Why not apply to the Exchange for this work?

M. W. (PRINCE'S-ROAD).—Forewomen are required in workrooms and factories, and your experience in having charge of a dressmaking workroom would qualify you for such a post. Apply for it at the Labour Exchange, stating particulars.

K. F. (BOLTON).—You can learn motor driving at any large garage if you are prepared to pay the fees, which vary. When proficient you can register at the Labour Exchange or watch the daily papers, in which vacancies for lady chauffeurs are frequently advertised. As you can both drive a horse and cycle, you might get employment as a postman, or, rather, woman, to a local tradesman.

The Birmingham Post.
23/7/15

WOMEN WORKERS AND THE WAR.

LORD DARTMOUTH'S USEFUL SUGGESTIONS.

The Lord-Lieutenant of Staffordshire (Lord Dartmouth) has taken in hand the question of the organisation of women workers in the county. Yesterday he presided over a meeting he had convened at Stafford, for the consideration of the questions of thrift, food economy, care of infant life, and the employment of women on farms and in factories during the present crisis.

Lord Dartmouth said the idea had been to gather the many women's societies in the county engaged in women's work in order to see in which way the most useful work could be done by the women in the county. Since the notice of the meeting had appeared he had received an anonymous postcard which suggested a doubt whether they were right in directing their attention to the working classes when the great public bodies were an example of such waste in their financial arrangements. It was a pertinent suggestion to make, and what he would wish to be clearly understood was that though they possibly directed their attention in the first place to the humbler workers it did not end there. They should most certainly look for an example of economy from the great public spending bodies; but the difference between an individual and a public body was this, that, whereas an individual could begin practising thrift on his own lines and at once, the public bodies had a great complex machinery which could not be scrapped in a minute. This was a time when they did not want to buy anything because it was cheap. The best way to inculcate thrift was to set an example. There was no greater scope for instruction than in home cookery, and there was no direction in which thrift might be more usefully inculcated. In regard to infantile mortality, he said that in this country the infantile death-rate was one in eight children born, compared with one in twenty in New Zealand, which has a similar climate; and, as the doctors told them that 90% of the children born could, if properly cared for, live to maturity, obviously this was another direction in which the removal of ignorance and the supply of the necessary knowledge was most suitable for women's work.

The Employment of Women.

The employment of women presented a very difficult problem. There were many prejudices to be got over. The question was often asked what was the most useful work a woman could do at this crisis, and he took it that the general answer would be in this crisis to release an eligible man for enlistment. That was what they were out for. It might be asked if the meeting would be the beginning and the end of the matter. His answer was No. The future would depend upon organisation, and the first step would be that the secretary should write to the many women's societies at work in the county asking them to nominate someone to represent that particular body on a committee to go into the question of organisation. If anyone questioned the power of women to organise he had only to look at what took place in London on Saturday. (Applause.) It was one of the most splendidly organised affairs they had ever seen. If they wanted to see the results of organisation they had only to look at Germany. The organisation of the Army was magnificent, and the country was organised behind the Army. To-day there were no fewer than half a million women engaged on munition work.

The Rev. Preb. Dunkley, chairman of the Staffordshire Education Committee, spoke on the question of thrift; Miss Michaelis, County Council Lecturer in Hygiene, spoke on food economy; Miss Lawton, one of the pottery workers' organisers, spoke on infantile mortality; and Miss Lewis, of the Birmingham Labour Exchanges, spoke on the employment of women.

No motions were submitted to the meeting, but the Chairman said that the secretaries of the various women's societies in the county would be communicated with asking for a representative to be appointed to attend a county committee for organising work.

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The Surrey Comet.
17/7/15

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IF SURREY WERE INVADED.

The Duties That Would Devolve on Women.

The Question of War Service.

A conference of representative women of Surrey was held at the Borough Hall, Guildford, on Saturday afternoon, to consider "The duties that would devolve on women in case of invasion," and "Schemes for training women for agricultural work." Invitations had been sent to women Guardians, head mistresses of large schools, matrons of hospitals, Co-operative Women's Guilds, and other women's societies. The meeting was organised by the Surrey Suffrage Societies, with which other societies co-operated. Mr. Hutchinson Driver presided, and those on the platform included the Mayoress of Guildford, Viscountess Midleton, Countess Cawdor, Sir William and Lady Chance, Mrs. Pike Pease, Mrs. More Molyneux, Mrs. Cowen, Mrs. Theodore Williams, Miss Susan Onslow, and Mr. Ferdinand Smallpeice.

Letters of apology for absence were received from Mrs. Horne, the Hon. Mrs. Arthur Davey, the Countess of Onslow, Lady Gwendolen Guinness, Lady Farrer, Lady Roberts, Lady Jardine, Mrs. St. Loe Strachey, Miss Ogilvey, Mrs. Fletcher, and Mrs. Handley Spicer.

Mrs. Oliver Strachey, who spoke on the invasion question, said all hoped and believed there would be no invasion, but at the same time it was folly not to be prepared. Surrey was an important district, and would have complicated problems to face, and the behaviour of the civil population would be a vital matter, as the object of a German invasion would not be conquest, but terrorization. Organization was essential if this terrorization was to be prevented, and the Government, recognising this, had constituted War Emergency Committees whose business it was to prepare for invasion. Without such preparation no one would know whether to go or to stay, where to go, how to go or to whom to apply for help.

Helping the Civil Population.

The old, the sick and the children were a heavy responsibility, and the Emergency Committees could not ignore them. Even if they were negligible when compared to the army (as of course they were) confusion among them would hinder the army more than anything else. The only way to deal with the civil population was to have an organisation beforehand, which people knew of and trusted, and local leaders ready to use all resources. Every village ought to know where its food and grain supplies were, what shelters could be used, what routes must be kept clear for the military, and all farmers should know where to send their cattle. People would have to be warned not to crowd to the railway stations and panic must be prevented, but since the able-bodied men would be otherwise occupied it was clear that the able-bodied women must help in this work. Mrs. Strachey said she understood that the Imperial Defence Committee had expressed approval of the appointment of women to the Emergency Committees, and that when consenting to appoint women to the Essex Committee Lord Warwick had said this was quite in accordance with the instructions he had received. There was still in the minds of some people a notion that women were incurably nervous and inclined to faint. The surest way to make them so was to leave them in ignorance and to tell them that "everything would be done to take care of the ladies." She suggested that a small Central Committee for Surrey should be formed to consider the ways in which women might help in case of invasion.

Questions and suggestions were then invited. Miss Onslow said that she did not think the formation of a Committee necessary; she considered that women who were willing to assist in the carrying out of instructions should send their names to the Lord Lieutenant. — Lady Midleton and Lady Cawdor both said that there was extraordinary ignorance as to what should be done in case of invasion, and urged that more instructions should be given. — Mrs. Crimen suggested that women should be appointed in each village and town who would undertake, in case of need, to explain the instructions to the women in their district.—Mr. French pointed out that it was necessary to keep the instructions secret, though he was quite in favour of more organisation.

After a full and interesting discussion, Miss Allen, of the Co-operative Women's Guild, proposed, and Mrs. Frances, of Woking, seconded, "That a small representative committee of women be appointed for the County to act in conjunction with the men's Committee for the County." This was carried unanimously.

It was then proposed that the Viscountess Midleton, the Countess of Onslow, Mrs. Handley Spicer, Miss Ogilvey, Miss Philippa Strachey, Miss Allen, Miss Nocline Baker, and a representative of the National Union of Teachers be elected to this Committee. This was carried, it being understood that the committee should approach the Lord Lieutenant of Surrey and offer its services to him.

Women for Farm Work.

Miss Gardner, senior organising officer for women's work in the South-Eastern division (Board of Trade Labour Exchange), then addressed the meeting on the need for women workers in agriculture, especially for dairy workers. She pointed out that the work was hard and continuous, no days off being possible where animals had to be attended to, and that some undertaking it would find many disagreeable things to put up with, but that the life [illegible]

cookery, and there was no direction in which thrift might be more usefully inculcated. In regard to infantile mortality, he said that in this country the infantile death-rate was one in eight children born, compared with one in twenty in New Zealand, which has a similar climate; and, as the doctors told them that 90% of the children born could, if properly cared for, live to maturity, obviously this was another direction in which the removal of ignorance and the supply of the necessary knowledge was most suitable for women's work.

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[illegible] whom to apply for help.

Helping the Civil Population.

The old, the sick and the children were a heavy responsibility, and the Emergency Committees could not ignore them. Even if they were negligible when compared to the army (as of course they were) confusion among them would hinder the army more than anything else. The only way to deal with the civil population was to have an organisation beforehand, which people knew of and trusted, and local leaders ready to use all resources. Every village ought to know where its food and grain supplies were, what shelters could be used, what routes must be kept clear for the military, and all farmers should know where to send their cattle. People would have to be warned not to crowd to the railway stations and panic must be prevented, but since the able-bodied men would be otherwise occupied it was clear that the able-bodied women must help in this work. Mrs. Strachey said she understood that the Imperial Defence Committee had expressed approval of the appointment of women to the Emergency Committees, and that when consenting to appoint women to the Essex Committee Lord Warwick had said this was quite in accordance with the instructions he had received. There was still in the minds of some people a notion that women were incurably nervous and inclined to faint. The surest way to make them so was to leave them in ignorance and to tell them that "everything would be done to take care of the ladies." She suggested that a small Central Committee for Surrey should be formed to consider the ways in which women might help in case of invasion.

Questions and suggestions were then invited. Miss Onslow said that she did not think the formation of a Committee necessary; she considered that women who were willing to assist in the carrying out of instructions should send their names to the Lord Lieutenant. — Lady Midleton and Lady Cawdor both said that there was extraordinary ignorance as to what should be done in case of invasion, and urged that more instructions should be given. — Mrs. Crimen suggested that women should be appointed in each village and town who would undertake, in case of need, to explain the instructions to the women in their district.—Mr. French pointed out that it was necessary to keep the instructions secret, though he was quite in favour of more organisation.

After a full and interesting discussion, Miss Allen, of the Co-operative Women's Guild, proposed, and Mrs. Frances, of Woking, seconded, "That a small representative committee of women be appointed for the County to act in conjunction with the men's Committee for the County." This was carried unanimously.

It was then proposed that the Viscountess Midleton, the Counters of Onslow, Mrs. Handley Spicer, Miss Ogilvey, Miss Philippa Strachey, Miss Allen, Miss Noeline Baker, and a representative of the National Union of Teachers be elected to this Committee. This was carried, it being understood that the committee should approach the Lord Lieutenant of Surrey and offer its services to him.

Women for Farm Work.

Miss Gardner, senior organising officer for women's work in the South-Eastern division (Board of Trade Labour Exchange), then addressed the meeting on the need for women workers in agriculture, especially for dairy workers. She pointed out that the work was hard and continuous, no days off being possible where animals had to be attended to, and that those undertaking it would find many disagreeable things to put up with, but that the life was healthy, and that the women could feel that they were really doing something to assist their country. She described the experiment of three weeks' training in milking that had been given at Swanley College, and the remarkable success that had attended it. She explained that in many counties committees had been formed to interview the farmers and find out exactly where there was a shortage of labour, and if they would be willing to employ women, to interview candidates for this work, to arrange for their training, and to find suitable employment for them. She proposed the following resolution: "That a Surrey Committee for 'Women and Farm Labour' be formed with the object of ascertaining what Surrey women are available for farm and garden work, and what opportunities can be obtained for their training."

This was seconded by Mr. White, of Warren Farm, who pointed out many of the practical difficulties, but at the same time said that the experiment ought to be made.

Mrs. Pilcher, of Godalming, urged that more use should be made of women who were willing to assist in fruit picking.

Miss Onslow said that it was the wives and daughters of agricultural labourers who ought to come forward for farm work.

After further discussion the resolution was carried, and the following were elected to the committee: — The Countess of Lovelace, Mr. Hutchinson Driver, Mr. Drewitt, Secretary of the Farmers' Association; Mr. White, Mr. Kelly, Miss Blanche Egerton (subject to her consent), Mr. Sinclair (subject to his consent), and the Hon. Mrs. Arthur Davey.

The Army & Navy Gazette
24/4/15

WOMAN'S WORK IN THE GREAT WAR.

A book is being compiled which will be a record of the work done by the women of Britain during this great war. The subject is a large and varied one. Our beloved Queen set a noble example, from the time of the declaration of war in August, 1914, as did also the gracious Queen Mother, and many ladies in high position, laid aside their social duties and pleasures to become "Sisters of Charity" in thought and in deed. Hardly a woman in England has been idle; even children have been pressed, to their joy, into the service. Shirts, socks, mufflers, mittens, and many other "comforts" have been sent in their thousands to our brave sailors and soldiers. In town and country alike the work has gone on, and still there is no slackening of effort, for "The Queen's Work for Women" was started and touched the heart of every loyal woman. Those who were not members of the Red Cross Society began immediately to qualify themselves; and many girls broughtup in luxury are now cheerfully performing the most menial duties in hospital and infirmary wards, cherishing the hope of sooner or later being sent to help the army of brave women nurses at the front. Those who could not give personal service gladly opened their purses in respose to Queen Alexandra's appeal for the same good cause. Many items of interest will appear in the proposed work, which will be issued in volumes from time to time, and biographies and photographs of people and places will be given where it is possible, thus providing a complete account of what mothers, wives, and daughters are doing whilst their nearest and dearest are fighting for the cause of righteousness and justice.

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Church Family Paper
13/8/15
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CHANGING POSITION OF WOMEN.

WHAT THE WAR HAS DONE.

BY SARAH A. TOOLEY.

As we look back over the year of war, the outstanding feature in our social life is the changing position of women. Avenues of occupation and of long-desired public service, hitherto practically closed to women, have been automatically opened by the war.

Even the conservative "Old Lady of Threadneedle-street" has recently opened her doors to her sex, and there are now two hundred women clerks, qualified by special examination, employed in the Bank of England. They fill the places of young men who have joined the Colours, and also new positions created by the Bank's war business, notably the War Loan.

Early Victorian Prejudice.

The war is killing the last remnants of Early Victorian prejudice with regard to women entering the professions. The woman doctor is now hailed with something like national enthusiasm, and the one thousand women now on the Medical Register are all too few for the demand, and there is anxiety to induce women to enter as medical students in order to fill the ranks in the future. Queen Mary is lending her influence to promote the enlargement of the London School of Medicine for Women, and has allotted a portion of the gift of the wives of Freemasons to pay for the training of a woman medical student. Until recently women were refused staff appointments at hospitals; now they are being appointed to resident posts, particularly in children's hospitals. Posts in the Imperial Service and in the various Government Departments will undoubtedly be opened more generally to women in the future. Many more are needed on insurance work. Still, as Sir Robert Morant recently pointed out, the profession of medicine for women is only beginning.

Women Doctors and Nurses.

When the medical history of the war comes to be written, the devotion of the women doctors, as of the nurses, will form a thrilling chapter. The medical women of Mrs. St. Clair Stobart's Unit worked under shell-fire in Antwerp, and were among the last civilians to leave the doomed city, and succeeded in crossing the Scheldt on the top of a motor-bus only a few minutes before the bridge was broken up. In fever-stricken Serbia, too, the Scottish Women's Hospitals Units, organised by Dr. Elsie Inglis, have done heroic work. We think of Dr. Elizabeth Ross, after her medical comrades were dead or stricken, continuing in sole charge of a hospital of one thousand beds until she herself fell a victim to the fever. Nor must we forget the fine work of Dr. Flora Murray and Dr. Louisa Garrett Anderson in the military hospitals at Paris and Wimereux, which led to their appointment by the War Office to the unprecedented position of the charge of the big military hospital in Endell-street, London, staffed by women doctors and orderlies.

The authorities do not publish the number of nurses employed in the military hospitals at home and at the Front, but we know that the War Office is eagerly recruiting nurses from civilian hospitals to supplement the military nursing service. Some 4,000 trained nurses are also at work in the Territorial hospitals. The Red Cross Society has its

tions of the pioneers. An educated womanhood is ready to fill posts in the higher branches of the Civil Service, in State institutions, in schools and colleges, and even scientific laboratories, left vacant by men fighting for their country. The Government may not seem eager to give these placements, but the women are available. Newnham, Girton, and Lady Margaret's Colleges have not sown to the whirlwind!

The high schools, too, have done their part in training a self-reliant girlhood, rendered courageous and physically fit by outdoor sports and exercises. The war is making even young girls an emergency asset. The Girl Guides movement is justifying itself in these strenuous times. When war broke out there were already, thanks to Sir Robert Baden-Powell and his sister Miss Agnes Baden-Powell, tens of thousands of girls throughout the country and in the Colonies who had learned the meaning of their motto, "Be Prepared," and had pledged themselves "To be loyal to God and the King," "To help others at all times," and "To obey the Guide laws." In addition to the badges for "work in the home," "physical development," &c., a war service badge has recently been offered to Girl Guides, to encourage them in working for the soldiers and in emergency service. Numbers of them are giving up their holidays to fetch and carry in the military hospitals, and the authorities keep asking, "Send us more Guides." Sir Robert Baden-Powell considers that the Girl Guides are even more important than the Boy Scouts. They are the potential mothers of the future, and the training which they receive in housewifely arts and in the care of children must have a beneficial effect upon the future generation.

Women and Agriculture.

In agriculture the war has opened many opportunities for women to take the place of men on the land, and there can be little doubt that the exigencies of the time will bring women permanently on to the land as owners and cultivators. The war has brought into being the Land Council of the National Political League, which is organising co-operative farming for women in various centres and has established an emergency course of training for women in farm labour. Within a very short time 2,000 women registered under the Land Council for agricultural work.

The war emergency occupations of women as voluntary police and patrols, postmen, omnibus conductors, railway porters, van drivers, booking clerks, lift attendants, and other unusual occupations for the sex, must have permanent results when the war is over. No task is too humble or too arduous for women to undertake. We have a Royal Princess learning to nurse the wounded in a London hospital, ladies of title working side by side with factory girls at munition making, and a woman who won the Senior Wranglership of Cambridge (but did not receive it) in trudging the Suffolk lanes as a rural postman.

The training of women, stimulated by war emergency, must add to the efficiency of the nation, and we shall need all the talents and the industry and intelligence of the nation to rebuild the fortunes of

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Referring to the early months of the war, the *Times* says: "Every possible woman, trained or partially trained [in nursing] was mobilised, and called up as the pressure on those already employed became greater." The aggregate of women now engaged in nursing our sick and wounded soldiers and sailors marks little short of a revolution, when we recall how Florence Nightingale fought the sentiment and prejudice of the world by introducing a tiny band of women nurses into military hospitals during the Crimean War.

The Civil Service.

To turn to other walks of service, the national emergencies created by the war have justified the higher education of women beyond the most sanguine expecta-

Prepared," and had pledged themselves "To be loyal to God and the King," "To help others at all times," and "To obey the Guide laws." In addition to the badges for "work in the home," "physical development," &c., a war service badge has recently been offered to Girl Guides, to encourage them in working for the soldiers and in emergency service. Numbers of them are giving up their holidays to fetch and carry in the military hospitals, and the authorities keep asking, "Send us more Guides." Sir Robert Baden-Powell considers that the Girl Guides are even more important than the Boy Scouts. They are the potential mothers of the future, and the training which they receive in housewifely arts and in the care of children must have a beneficial effect upon the future generation.

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The training of women, stimulated by war emergency, must add to the efficiency of the nation, and we shall need all the talents and the industry and intelligence of the nation to rebuild the fortunes of our country when the crisis is over.

The Manchester Guardian
8/10/15

WOMEN IN WAR-TIME.

ALLEGED CHEAP LABOUR IN GOVERNMENT FACTORIES.

Mr. Laurence Housman and Mrs. Pethick Lawrence addressed a meeting last night at the Milton Hall, Manchester, on the subject of "Women in War-time." The Rev. A. L. Cornibeer presided.

The resolution upon which the speeches were made, and which was carried, called upon the Government to guard the interests of the men at the front and of the women who have taken their places by giving equal pay for equal work, and to "give expression to the principle of freedom and self-government for which we were fighting by giving votes to the women of the country."

Mr. Housman said he believed that the neglect in the past of the things that made for peace had helped to make us and other peoples ready for warlike solutions of international problems and disputes. People who had lived comfortably on sweated labour, who had consented to preventable deaths in industry for the sake of greater profits, were in tune for the atrocities of war. War was man's exhibition of what peace conditions had made him. Suffragists had been prophetic about the connection between war conditions and peace conditions; they had fought against the things that meant sex war, class war, and race war. They had also said, what was now proved true, that war concerned women as much as men. Women were called upon to bear the pains and dangers of war, but they had not been given the corollary right of full citizenship.

Mrs. Lawrence said that anti-suffragists used to urge as a reason against giving the vote to women that women could not take part in war. But the fact was that though woman was not allowed actually to fight because she had a more important service to perform, yet nothing could save her from suffering as deeply as men from the effects of war. The story of war from the woman's point of view had never been written, probably because it was too awful. Modern war was decided by exhaustion, which meant by the starving of the non-combatants, chiefly the women and children. For this reason, if for no other, women as well as men should have a voice in the counsels that would determine the issue of peace. In so far as the war was paid for by the rise in food prices it was paid for by the very lives of the children who had to go short—by the health of the future generation. If women had had the vote before war broke out there would not have been the rise in food prices that we saw to-day.

Mrs. Lawrence went on to say that the men in the trenches were being betrayed by the exploitation of women's labour at home. She read an advertisement asking for women's labour in a Government-worked factory at 3d. an hour, or 13s. 11d. for a 55-hours week. She also quoted the case of women ticket collectors at Victoria earning 15s. a week, while men's pay for the same work was 35s., and of women engaged on packing-case work for 5d. per hour—work for which men had been paid 10d.

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The Saturday Review
7/8/15

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THE WOMEN'S PART IN THE WAR.

THOSE who lately watched the procession of women passing as a deputation to the Government, or read an account of the speeches that were made on that occasion, must inevitably have thought how small a part this active and organised demonstration represented in the sum of splendid and devoted work which the women of the country are doing to-day. This procession represented but a fraction of the work which women have done and are doing since war broke out—doing without processions or committees, without any great sense of its value, quietly and unconsciously, in thousands of homes. The procession was well enough. Here, indeed, one saw one branch of women's work—namely, the organisation of women for industry. But without in any way belittling the value or importance of this kind of service, one must say at once that it is far less important and less essential than many other kinds which are less publicly offered and acknowledged. In measuring the country's debt to the women of Great Britain, one naturally begins with other things. One does not begin with the women's Press and the women's platform. One does not even begin with the women who have offered to work in the factories or to take men's places in offices and railway stations. Still less does one begin with the women who dress themselves in khaki or urgently press plans and policies upon the Government. One begins quite simply and inevitably with the women who stay at home.

And first of all one begins with the women who at home not only—as we shall see—do the most important and difficult work of all, but who have also, without complaint or difficulty, with gladness even and pride, incurred the possibility of poverty and bereavement in speeding their men to the Front. The proportion of married men in the new armies whose wives have had to lower at once their standard of living, who are in danger of something like a social catastrophe should their husbands be maimed or killed, tells a wonderful tale of women's patriotism. They have nothing but the sheer spirit of sacrifice and loyalty to prompt them. For the men there is the call of a new life of adventure and uncertainty, excitement and perhaps hope of distinction. They, at least, will get something out of the new life—new experiences and points of view, fresh discoveries concerning themselves and the world, the savour of novel discipline and friendships, the delight a man has in the acquirement of new aptitudes. His motives for going to the war are necessarily more mixed than are the woman's motive for putting no difficulty in his way. She, indeed, has in most cases one motive alone. Patriotism in its most single-hearted and its purest form is found among the women of the nation or it is not found at all. This is the first gift the women of Great Britain have brought to the service of their country.

But this, perhaps, should be taken as a thing apart from the less exalted, the merely practical, discussion as to how the women of the country are best employed at this time. For the majority of women there can be no doubt at all. Whether their men be at home or enlisted it is their immediate task to look to the economy and maintenance of their households and families. We have lately heard many public speeches from Ministers and experts on the absolute need of the nation for thrift and a wise employment of its resources. If we are to come successfully through the war, and out of the war with credit unimpaired, we are told, the country must spend wisely and look continually to its pence. In the important and vital matter of expenditure it is the women who determine. According to the ability and the will they are showing to-day will depend our financial position. High finance has done its part in declaring and explaining the necessity for thrift and for preferring one sort of expenditure to another. Household thrift and management must do the rest.

This is a task of no small responsibility and no small difficulty. It has been a way of the inexperienced and untaught to imagine that household economy is a simple, because it is a homely, matter. Many of its practitioners, to whom skilful management has become easy from constant habit, themselves tend to underrate their ability. One hears women who manage their household affairs with thrice the vigilance and shrewdness of a Local Government Board actually deploring that they are not "clever" enough to help in the war. They are tempted by talkative friends, who would reduce a household to chaos in three weeks if asked to devote to higher things to

to underrate their ability. One hears women who manage their household affairs with thrice the vigilance and shrewdness of a Local Government Board actually deploring that they are not "clever" enough to help in the war. They are tempted by talkative friends, who would reduce a household to chaos in three weeks, to aspire to higher things, to sit on committees, or count hands at a public meeting. Let these women be reassured in time. They are employing the experience and training of a lifetime to scores of small problems of adjustment and of ways and means every week of the year, each one of which, successfully solved, is at this time of profit to the nation. In estimating the value of women's work in the war it is essential, if we are to get true proportions into our reckoning, to think first of the thousands of homes where watchful and intelligent management is making the best of things by the thriftiest means. Not less must we insist upon the injury which may be done by well-meaning enthusiasts who in any way hinder this good work by speciously decoying its experts into other fields. It is possible for any woman to learn in three weeks how to punch tickets or distribute letters. This work must not be done by expert housekeepers. Housekeeping is not learned in three weeks, or even in three years.

Organised and special work naturally falls to the women who are free of responsibilities at home. Of this work, undoubtedly the finest is done by the women of the Red Cross. From the fully trained nurses who are bravely working to the limit of their endurance abroad and at home, to the local workers of the Voluntary Aid Detachment, every rank is filled with a fine devotion. There is no work of which the mere dilettante so easily tires. It is hardly necessary to dwell on the monotony, hardship, and unpleasantness which thousands of women have cheerfully consented to endure in this great profession. Many of these women had had, as yet, no work or responsibility to face of any kind until they were enrolled for this particular service. Those who are serving to-day have been tried to the utmost. The trifler is soon wearied of this work, and has long been eliminated. Those who remain have given up all their time, and

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pleasure, and are as ready, if need be, to give their lives. They stand easily at the head of those free women who have banded themselves together to help in the war.

We come last to the women's work which falls under the general head of organisation for war. The work of women in making munitions, in replacing men who have enlisted, in working in the fields (this should be more generally looked to), in managing charities and funds and relieving distress—all these kinds of work are useful. They show an anxiety to help and a willingness to work in the public service which is wholly admirable. But all such work requires very careful leading. There are extremes of fussiness to be avoided—extremes which, in the earlier stages of the war, were not infrequently reached upon local committees. There is really no need for women who have work to do at home and are doing it to the best of their ability to assume that all patriotic work involves a chairman and the confirming of minutes. There are signs that this is being gradually but generally realised to-day. We can trust to the general sense of the women when confronted with the registration forms to fill them in with circumspection. "Not incompatible with home duties" is a convenient phrase to describe the service which most women are free at this time to offer. The State will be grateful to those who, not being in a position to be usefully employed at home, are ready to fill the gaps elsewhere. But not to these is all the praise, or the chief praise, for direct and valuable service in the war. To "mobilise" the expert housekeeper to serve in other ways would be disastrous. Let the women at home be assured that their work is indispensable. The war is repeating for our instruction some simple and necessary lessons—among them being the lesson that the foolish talk which not so long ago was popular among certain people concerning the limitation and low estate of "woman's sphere" was pernicious and shallow nonsense. The country needs more than ever to-day the wise management and care of the women at home. Nor need we stop short at the merely economic value of the part they are called to play. Upon the women of Great Britain rests the moral and spiritual strength of the country as well—its capacity for cheerful endurance and for the preservation in war of the sanity, the right proportion, and the [illegible]ness of life. They are helping everywhere to [illegible]art and in chivalry the ideals for which th[illegible]

The Daily Sketch 10/9/15

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NATION MUST ACCEPT WOMAN'S SERVICE.

Mrs. Despard Says The Time Has Come.

NO COMPULSION NEEDED.

Great Reservoir Of National Force Still Untapped.

LORD KITCHENER'S SISTER ON THE GIRL SLACKER.

Women who want to do work that will help the nation during the great war crisis have been insistent in pressing their demand for the use of their services.

At a remarkable gathering of women in the Kingsway Hall last night, to draw public attention to their demand, women of all classes filled the hall, and the "platform" was just as representative as the audience.

Not only was it representative; it was remarkable also in its constitution. It included Sir John French's sister (Mrs. Despard) and Lord Kitchener's sister (Mrs. Parker).

These ladies were supported by Mr. Ben Tillett in insisting upon woman's right to work, and Lord Derby would have associated himself in that appeal, but an attack of influenza prevented his attendance.

It was almost exclusively a women's meeting, and it enthusiastically acclaimed a resolution approving the organisation of the energies of women for national service.

LESS THAN TWENTY MEN.

There was less than a score of men in the audience.

The question of the girl slacker, which was ventilated in the *Daily Sketch* last week, was not lost sight of.

MRS. DESPARD.

It was mentioned by Lord Kitchener's sister, and in a sincere appeal to the womenfolk of the country she urged that there should be no ground for any reflection of this kind.

Some plain and sensible advice was offered by Mrs. Parker. "The best thing," she said, "is to find something to do, and when you have found it stick to it and do it."

The next homely hint she asked her women hearers to bear in mind was:—

If you undertake to fill a man's position and expect to get the same wages you must make up your mind to put in the same number of hours and do the same work.

A story illustrative of the true womanly spirit in regard to the war was told by Mrs. Parker.

HAPPY LAD IN KHAKI.

Walking along a busy London thoroughfare a few days ago, she saw several boys in khaki, and the happiest amongst them was one who had lost an arm.

"What a sad pity that that young man should have lost a limb," she overheard a woman remark.

"But don't you see," she said to the woman, "that boy is the happiest of the whole lot!"

After a moment's reflection the woman replied: "Ah, well, I suppose he feels that he has done his duty, and it is only right that he should feel happy."

Mrs. Parker added: "That woman told me that she had two sons in the Army. Just then a 'bus came along and we were separated. I should like to have had a longer talk with her, and I hope we may meet again."

DEMANDING—NOT PLEADING.

Reasons why women should work were put before the meeting in a concise speech by Mrs. Despard.

Frail of figure, but firm of voice, her twenty minutes' address was more in the nature of a demand than a plea.

In her opening sentence she explicitly stated the position when she said:—

> The time has come, not merely when woman should seek to render the highest possible service she can for the nation she has always been ready to do that—but when the nation should accept the service which woman is able to render.

A striking demonstration of the desire of women to do their share was furnished by the manner in which the audience greeted her remark that women must not be compelled to work above all things in the world they wanted to be allowed to work.

"Although our men are ready to go to the front, and endure all the hardships and face suffering and death, they can do nothing without the hand of labour behind them," she cogently reasoned.

"And if we are to conquer the enemy soon we must throw our whole force into this business."

GREAT RESOURCES UNTAPPED.

"I am perfectly convinced," she continued, "from all I have read and all I know that there is at this moment a great reservoir of force that is practically untapped. And that great reservoir is

MRS. PARKER.

BEN TILLETT.

just that which we women of the country are ready and anxious to give. We are more than anxious, we are desperately anxious to give this service. Women are ready to labour in a way that they have never been accustomed to labour. All they ask is to be allowed to serve."

NOTHING TO SPARE.

Mr. Ben Tillett pleaded for a safeguard against women's labour being exploited by the meaner type of employer.

Speaking with knowledge and experience derived from a recent visit to the trenches he declared that whatever quantity of ammunition this country produced and whatever its resources in labour it had nothing to spare.

"One can fully endorse Mr. Lloyd George's statement that the country must rouse itself to a sense of the terrible responsibilities it has to face," he added.

In a tribute to the fighting qualities of our gallant men at the front he said:—

Quantity against quantity, brains against brains, material against material, guns against guns—everything being equal—I believe that if such a miracle could happen to-morrow the war would be over the day after to-morrow.

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Eastern Morning Post.

October 9th 1915.

WOMEN AND WAR TIME.

INTERESTING ADDRESS IN HULL.

MRS PETHICK LAWRENCE

Mrs Pethick Lawrence addressed a large and enthusiastic meeting, under the auspices of the United Suffragists Society, at the Church Institute, Hull. She was accorded a hearty reception on this, her first, visit to the city, and her sterling address will not be readily forgotten.

Mrs Ernest Strachan presided, and in her opening remarks she said she had sometimes wondered if the present European war would have occurred if women had shared in the national councils of Europe during the last few years.

Mrs Pethick Lawrence, who spoke more particularly of the position of women in war time, prefaced her address by emphasising that their movement was for a closer co-operation between men and women, and not antagonistic to the men. Proceeding, she observed that it used to be said that women could not have the vote because they could not fight. As a matter of fact women could fight. What was meant was that women were not allowed to fight because the community considered they had more valuable functions to perform. It was recognised that any nation which put its women into the firing line would be committing suicide; it would know it could not hold its own in the future against other countries. In this connection she alluded to the fact that in enemy countries at the present time girls of 16 were being entreated to marry, to repair the wastage of the war. They were to go to the battlefield where life was risked, not to take life, but to give life. That, Mrs Lawrence claimed, was women's equivalent to military service, and she went on to say that women had never escaped the suffering imposed by war. Who could visualise what the women of Belgium, Northern France, Galicia, and Poland had suffered from the invader? The soldier got his food and shelter; and if he was wounded there was some agency to care for him; but the women were outside any national organisation, and it was nobody's business to see they or their children were fed and cared for, or to protect them against a terror far deeper than that which any soldier was called upon to face.

MODERN WARFARE.

Modern warfare was one of attrition, and that meant reducing the civil population to misery and suffering. The results of war hinged on the non-combatants and the most helpless and irresponsible would be those to suffer first. Women being the bulk of the non-combatants, they could say, as never before, that the suffering fell equally upon men and women. The employment of women in munition factories had moreover brought them actually into the firing line, and such women in London and elsewhere to-day were taking war risks in the same sense as men. Women were also helping to keep going the stable industries of the country which provided the money for the war, and they must not forget the women who were guarding and caring for the children that were to be the strength of the nation afterwards. They must not fail to see the mother behind the soldier. Therefore, not only by their suffering, but by service had women proved their right to equal citizenship — (applause). One problem connected directly with the war was the rise of food prices, which have advanced something like 35 per cent. A tax on the necessities of life was a tax on life itself, and when we tried to pay for the war through raising food prices, we were actually taking the lives of the children to pay for the sacrifice of the lives of the flower of our manhood. It was the most wasteful and criminal kind of taxation that we could possibly have. What were a few millions in revenue to the lives of hundreds and thousands of children?—(hear, hear). A Government that could grant a moratorium to bankers and deal with the [illegible]

PEACE FANATICS.

WOMEN'S WILD SCHEME TO "END THE WAR."

HAGUE CONFERENCE.

Women peace fanatics are becoming a nuisance and a menace. "Democratic control of our foreign policy and the abolition of secret diplomacy" was one of the things demanded by the "National Conference of Women" held yesterday at the Central Hall, Westminster. There was a suggestion of "crying for the moon" about this, but other resolutions put to a crowded audience of women and carried unanimously were even more mischievous.

The conference lasted from 10.30 a.m. till late in the evening, being "private" during the morning and afternoon and public from 8 p.m. onwards. It was simply a dress rehearsal for the International Women's Congress to be held at The Hague a fortnight hence, on April 28-30. Most of the women prominent yesterday were among those who have given in their names as pledged to attend The Hague congress, and the resolutions submitted were almost identical with those which the British committee will propound at The Hague—if the British Government allows a hundred or more educated British women who ought to know better to go to The Hague for any such purpose. One resolution merely explained that by "democratic control" of our foreign policy. the British women peacemakers mean "a system which provides for the equal representation of men and women." Exactly—and that is the purpose of both yesterday's conference and the trumpeted congress of the week after next which may or may not take place at The Hague.

No Frenchwomen.

Miss Jane Addams, with a party of fifteen women, is going to The Hague from America to attend the Congress. Belgian and Dutch women will be there, and German women. No Frenchwomen are likely to be present—they understand patriotism better in France. It will be interesting to see what happens when the British "delegates" make application to the Foreign Office for their permits to travel to Holland for the Congress. In addition to the details as to forehead, eyes, nose, mouth, chin, hair, and complexion which all applicants for passports must now supply, there is a line on the elaborate form to be filled up by each person for "any special peculiarities."

It is believed to be a matter for the Government's serious consideration whether the whole expedition should not be stopped. The Foreign Office has absolute discretion as regards the granting of permission to any British subject to proceed to the Continent during the war.

The chair at the public evening meeting in the Central Hall, Westminster, was taken by the Hon. Lady Barlow, and the speakers were Mrs. Philip Snowden, Mrs. H. M. Swanwick, Miss Mary McArthur, Mr. H. N. Brailsford, and Mr. Charles Trevelyan, M.P. The speeches consisted mainly of invitations to join a newly formed "Union of Democratic Control," which apparently is intended to make war impossible in future without a national referendum—to women as well as men.

"A Disgrace."

Miss Annie Kenny, organising secretary of the Women's Social and Political Union, stated yesterday:—"We do not believe in any compromise in regard to the war. We have nothing to do with the women who are going to The Hague to talk about peace. While our men are in the trenches and the Germans are in France and Belgium it is a disgrace that there should be any talk of peace, except in Berlin."

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FINANCIAL INTERESTS.

The only difference was that the financial interests of the country were strong, and motherhood had not yet found its voice. It was madness to give voting powers to their financial interests, drink syndicates, and commercial houses, and to leave the motherhood of the country hopeless, helpless, and powerless to protect human life. An immense increase of women employed in industry, Mrs Lawrence continued, had taken place, and it was very unjust to the men at the front that while they were fighting for their country the standard of wages should be lowered at home by the women who had taken the men's places—(applause). Men had struggled for years to get a living wage, and employers were now offering women a much lower wage. This was true of Government-controlled factories, and Miss Silvia Pankhurst had called Mr Lloyd George's attention to the matter. Mrs Lawrence apprehended that after the war this would be responsible for great bitterness between men and women, and that there might be a sex war. She was not so sure, she said, that the anti-suffragist element in the Government was not counting upon it to keep women from getting the vote. In other countries where women had the vote they had been able to enforce equal pay for equal work in all Government departments, and so it would be in this country when the franchise was extended to women—(applause).

In conclusion, Mrs Lawrence moved a resolution calling upon the Government to vindicate the principle of political liberty and self-government by conferring political liberty and self-government upon women, and granting them the vote.

Mr Walter Holmes seconded, and the resolution was unanimously adopted.

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Everyman
29/10/15

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WOMEN IN WAR-TIME

By Lady Margaret Sackville

I.

The women of all the belligerent countries are engaged, as they have always been, in backing up their menfolk with great loyalty and determination, and suppressing those peculiar qualities for which they themselves stand in order to concentrate more fully on one sole object—victory.

Yet woman as a sex is still unborn. She is even now, on most subjects, thinking the thoughts of men and acquiescing through indolence and servility in conceptions of life which are against her own nature. To most women the idea of war is theoretically monstrous. They *know*, or should know, the value of life. The reckless destruction and mutilation of men's bodies involved in warfare, especially modern warfare, must be profoundly abhorrent to their truest instincts. If women do not stand for the creative side of life one may well ask what they *do* stand for. But if that is acknowledged—as it is conventionally, at least—why then have not all the women of the world *demanded* long ago that war, with its aggravated cruelties and oppressions, falling as they do with particular horror on the weak and helpless, should cease once and for all, and that some sort of rationality should be introduced into national as well as individual life?

II.

And the answer must be that women are still, as a sex, mentally subordinate, and that until they are mentally emancipated no amount of technical freedom from restrictions will be of any use. The conditions of freedom may be bestowed on a class or community, and freedom itself remain as far off as ever. A nation may possess the right of Free Speech and the only actual result be—Free Drivel. It can believe itself free, equal and fraternal, and yet be the dupe and slave of all who choose to exploit it. And women may be politically emancipated and yet remain as they have always been because they have not yet developed the courage to be themselves.

But the courage needed is enormous, for whilst no one denies woman's creative, peace-making function within certain limitations, any wider assertion of the same function would call down world-wide abuse and condemnation. That is to say, a woman may exert her womanly qualities when their effect is of little importance one way or another, but when men's passions are inflamed and the life of nations is at stake, the right to speak as a woman is denied absolutely. Thus the much-vaunted power of woman's indirect influence on the average man and the influence of his religion are equal. He sincerely venerates both—in private. But those principles he has learnt to consider decent and becoming where his home-life is concerned, he would think very foolish and unpatriotic if applied to national affairs.

III.

There can, of course, be no better future for the world until women have the pluck to insist on recognition. Not politically so much, though political recognition follows automatically, but on their own point of view—as women. The apologists for war have always claimed that the fighting instinct—in its crude manifestations—is an unchangeable part of human nature. They must now be asked whether, under this generalisation, they also include women. When will women answer this question for themselves and determine that the thing they stand for, which makes a decent and livable home, shall be carried further until a decent livable and let-livable nation also results? When will they cease to imprison themselves in narrow family and national relations, caring nothing for the disaster, the suffering of other families, of other nations, provided their *own* family, their *own* nation is not touched? And here let it be said that a sense of nationality rightly understood is one of the most fruitful sources of inspiration to mankind. So in a lesser degree is a sense of family. But there can be no true development of either family or nation which excludes understanding of other national outlooks and claims. To lock oneself into one's own family or nation as into a stuffy room is to create an atmosphere favourable to all the atrocities of war and peace. What Humanity chiefly needs just now is—a sense of Humanity. Nations have still to realise that their reiterated attempts at injuring one another are in their effect as though a man should endeavour to cheat himself or set careful traps for his own destruction.

IV.

Most people believe that those who work for Peace are puny, half-hearted folk for whom peace is a mere cessation of warfare. But to the true pacifist that Peace, which is only the other side of War, is of no account. To be a pacifist does not mean that one finds nothing in the world worth dying for. Those who seek for other ways of serving their country than on the battle-field would die to save their country's soul as easily as the soldier dies to save its body. Nor do they wish to rid the world of the horrors of war by merely smothering those horrors under a feather bed. They do not talk of the white page of peace. They know it is not so. They know that the page of peace has never yet been white during the course of the world's history, but grey, and soiled with nameless stains. They know that war is only the logical conclusion of the kind of peace we have had hitherto, and they recognise that some wars can be honester and better than some kinds of peace. But when the nations have reached the stage of rejecting warfare as any ultimate settlement of their problems, this increased rationality will affect the quality of peace too. It will mean, for one thing, that women have found the courage to be themselves, and are determined to make their own peculiar influence felt. And this will mark another stage in the development of humanity. For as long as one sex has remained voluntarily or forcibly cramped and inarticulate, there can be neither freedom, honour, comfort, nor rationality in the mutual intercourse of men or nations.

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Nottingham Guardian

November 6th 1915.

WOMAN AND THE WAR.

"Every shell that bursts in a British trench tears a wound in some woman's heart." In this graphic, but true sentence Mrs. Lloyd George sums up the account she has given to Mr. Percy Alden, M.P., which we publish to-day of the part played by womanhood in the present war. It is woman's part, as ever, to work and to suffer, and perhaps in this case the suffering is even more widespread than the work. There are hundreds of thousands of women, Mrs. Lloyd George acknowledges, who can do nothing but help in their own homes—suffering and waiting patiently. The ultimate gift of a son—perhaps more than one—or a husband, is the agonising share which these brave women, quietly and uncomplainingly contribute to the cause of the allies, and of the good of man. The object of the interview, however, was not merely or chiefly to elicit the pathetic side of the struggle. It was rather to bring to light, as it does in a surprising way, the almost innumerable directions in which English women are working for the common cause. The story of what women have done through the Red Cross alone is simply amazing. Not only are there 1,800 trained nurses working to-day in connection with the British Red Cross, but in addition to this the Voluntary Aid Detachment has supplied 1,500 women to serve under trained nurses. The "V.A.D."—how insensibly we drop into the use of initials—is composed of women who have obtained certificates in first aid and home nursing, while many have also certificates in hygiene, sanitation, and cookery. Miss Olwen Lloyd George is a member of this corps which "calls nothing common or unclean," but just does the work required of it, from scrubbing a floor or washing crockery to nursing the sick and acting as orderlies. Under the supervision of trained nurses the greater part of the work of the hospital, whether cooking, washing, or scrubbing, is carried out by these volunteers, who "without payment, and with wonderful self-abnegation, have accomplished a most valuable piece of public service." Besides those who are helping abroad, the British Red Cross Auxiliary have over one hundred Home Hospitals. Another invaluable body of women workers is the Women's Emergency Corps, which was started two days after the declaration of war, originating with the women's suffrage societies, and attracting to its ranks large numbers of women of independent means. Within a fortnight it received and classified some ten thousand candidates—doctors, nurses, interpreters, motorists, and the untrained, who were anxious to receive training for any useful work. Our readers can examine for themselves the numerous other ways in which British women have nobly come forward to help; notably in looking after refugees, in toymaking, which has afterwards turned to munition making, in catering and providing comforts for the soldiers, and so on, the movement being often headed by ladies prominent in society. In one respect only they have met with discouragement; owing to the "rather conservative" habits of the British farmer, many have been refused agricultural employment, though "where the farmers are sufficiently enlightened they have been taken on." Mrs. Lloyd George was asked whether any Florence Nightingale has been discovered in the present war. She mentioned a number of leaders, and some, like Nurse Cavell, who have nobly sacrificed themselves. It seems to us that in different ways the war will bring many Florence Nightingales to notice. But, however that may be, the nobility and devotion of thousands of women will furnish a unique chapter to the history of the war.

WOMEN'S WAR WORK.

SUCCESS OF THE PATROL MOVEMENT.

Women's work in war time and the part they can play in the reconstruction of the nation after the war was the theme of an eloquent address delivered to a number of Mansfield ladies yesterday at the Oriental Café by Mrs. Creighton, president of the National Union of Women Workers. The Hon. Mrs. Handford, president of the Mansfield branch of the union, was announced to be in the chair, but Mrs. White, who took her place, explained her absence by the fact that she had just lost both her sons in the war. At Mrs. White's suggestion the meeting stood for a few moments in silence as a mark of sympathy with the president in her great sorrow.

Answering the question, how such an organisation as the union could help in a time of crisis like the present, Mrs. Creighton remarked that in London all conditions of people rushed with enthusiasm into work in connection with the war, and the union was the means of bringing together representatives of the various branches of workers so that each might hear what the other was doing, not for the purpose of criticism, but of helping each other. Out of these meetings grew a Consultative Committee representative of the people working; and one of the results was the establishment of the women patrol movement. These patrols, who had the warm approval not only of the police but also of the military and naval authorities, were now working in 80 different centres, and more than 2,000 women were to-day voluntarily taking part in this way in England and Scotland. It was a big piece of new work, and she claimed that it was an exceptional success.

The patrols found everywhere the need for attractive places in which girls could meet, and through their agency girls' clubs had been established up and down the country, centres where these young women could act as hostesses to their soldier friends. These clubs, she was glad to say, were achieving their purpose wherever they were formed. Mrs. Creighton then gave an instance where the patrols had started on a large scale a laundry for soldiers, and where they also did the mending for the men. It was known as the National Union Soldiers' Laundry.

AFTER THE WAR.

As to the work of reconstruction after the war, Mrs. Creighton said they were looking forward to building up a new England and a new world in which such a war as the present would be impossible. This could not be done by sitting still and waiting, but by putting their best thought and work into the solution of the problem. It was a mistake to say it was too soon to work for reconstruction, and if they did not do something to make a better England and a different world their hero sons would have made their sacrifice on the battlefield in vain.

Very special duties came to women at such a time as this. She did not refer to the work which women gladly did for the soldiers when in training and in hospital, but wished to speak of other matters which were preparatory to the work of reconstruction. A duty which was of vital importance to the future was the care of children, and they must remember that a new England could only be made by the vigour and energy of the mind, body, and soul of the coming generation. In thinking of reconstruction they must see how they could help to produce a generation which should be strong in body, disciplined in conduct with the discipline which came from within, and so mentally equipped that every power the child possessed was made the best use of for the service of the nation. For the latter reason she was distressed to hear the talk in many quarters of suggested economies in education. The speaker then emphasised the need for economy in domestic life, remarking that an intelligent, well-thought-out economy was a patriotic duty, and urged upon parents the importance of training their daughters for a profession or career, so that they might take a part in the work of the country in the future. Finally, in preparation for this work of construction, let them help and pray to bring about a spirit which would make for a lasting peace.

In reply to Mrs. Creighton, Mrs. Manners said the police authorities of the county thought the time had not yet arrived when women patrols should start to work in Mansfield and district. But some patrols were working unofficially in the town, and that information they collected would be placed before the Chief Constable when they approached him again on the matter. Mrs. Manners also spoke of what was being done by the Girls' Club and the Mothers' and Babies' Welcome.

Mrs. Turner mentioned that Lady Victoria Cavendish-Bentinck was proposing to start a centre in Mansfield for the making of bandages and other requisites needed for wounded soldiers. As many helpers as could come forward would be welcomed.

On the motion of Mrs. Manners, the speaker was thanked for her inspiring message.

Sheffield Telegraph
18/11/15

WOMEN AND WAR.

PART THEY MAY PLAY IN ITS ABOLITION.

Miss Maude Royden, who addressed a meeting at the Mappin Hall, Sheffield, last night, under the auspices of the Sheffield Workers' Educational Association, on the subject of "Women and War," urged that the success of the women's movement would be a great instrument in the final abolition of war. She admitted that she had been rather staggered by the display of war fever among women. She did not include the enormous majority of the women of this country, who felt that the present war was inevitable and right, but was only speaking of the women who had displayed that senseless and blind hatred which one sometimes found among men, but, she thought, practically never among soldiers. They who had imagined that women would always be profoundly conscious of the hideousness of war were in many cases profoundly disappointed.

As a matter of fact, women, so far as she was aware, had never stopped any war, however unjust. They had never tried to stop any war, except in isolated and exceptional instances. And yet she was persuaded that in the long run—whether it were the next generation, or the next century, or in a thousand years—we should find some other method of settling our differences. And in the bringing about of that happier state of affairs, the women's movement, the coming of women into public service, would have a very important part to play. For the women's movement existed by a principle of which war was a perpetual denial. Feminism and militarism were so unalterably opposed that one of them would have to die. Militarism did not regard physical force as a confession of failure, however necessary, but as the real, and right and just basis of governing the world. The women's movement asserted that moral force should govern the world, and for the admission of that great principle women were bound to work. For if the weak had no rights, then for women to claim rights was folly.

No influence made for war more than the influence of fear, and no one in the world was so cruel and relentless as a person who was afraid. But fear, and cowardice, had not been obviously disliked in women. The women's movement, however, had done much to teach women, that courage was as necessary to them as to men. All of them were bound to be afraid of nothing, and to realise that a person who was afraid was not one who could be trusted. Here again she believed that women would in the future do more than they had done in the past in the cause of the final abolition of war.

Touching on women's work in connection with the present war, Miss Royden hoped that one of the results of the war would be that women would find all sorts of new ways of serving, and new powers within themselves. She also warned them that they should strain every nerve to get into whatever employment they entered on equal terms with men. She said they should "try," because she was not going to ask the impossible, even of her own sex, and she knew that in some ways it was being made a practical impossibility. But she felt that they ought to have a tremendous sense of responsibility in this matter, because the service they did to the country would be undone if it resulted, after the war, in a more terrible cleavage between the men and women of the country, in a sex war in the industrial world as disastrous, though not quite so obviously so, as the war between nations.

Mrs. Henry occupied the chair, and there was a moderately large audience, composed chiefly of women.

The Christian Commonwealth.

26. 11. 15.

Women and the L.C.C.

The London County Council has decided to employ women tram conductors, and to pay them the wage previously received by male employees in the same capacity—namely, 5s. per day, plus a weekly war bonus of 3s. They will wear uniforms. It is suggested also that women should be employed to repair cars at the depôt. They must be trained for this work, and will, it is proposed, be paid 20s. per week, with a 3s. bonus, on a forty-eight hours' week. The L.C.C. is setting an excellent example, which will not, I hope, be without its effect on other municipal employers, in thus proposing to guarantee to women workers the rate of wages formerly paid to men for the same labour. Glasgow, evidently satisfied with the results of its experiment in employing women as tram-conductors, is now extending the range of their occupations to include that of tram-drivers also. Six women after five weeks' training are to be fully recognised as (and I hope also paid as) properly qualified drivers. The training comprises a knowledge of the mechanism of the car and a month's practical experience of driving, at the end of which period they will be considered competent.

Women's Freedom's League.

The Women's Freedom League is showing considerable activity in several directions at present. A really valuable piece of constructive social work is being done by the Settlement at Nine Elms that is supported by the League. From the Milk Depôt, one of its departments, pure milk is supplied to nursing mothers and delicate babies at the exceedingly low rate of one penny a pint; the Vegetarian Restaurant serves daily 250 penny and half-penny dinners. An interesting feature, which, I learn, is unique in this country, is the Children's Guest House, where little ones are received (as guests) during the illness of their mother or her absence in hospital. Public meetings are held every Wednesday afternoon by the League at St. George's, Hart Street, Bloomsbury. Last week Mr. John Scurr was one of the speakers. A Green, White, and Gold Fair has been arranged for November 26 and 27 in Caxton Hall.

Clara Zetkin's Release.

The report that Clara Zetkin, the well-known German Social Democrat who stood with Liebnecht and the small band of loyal internationalists in that country, has been released from prison, temporarily at any rate, is confirmed by the latest issue of her journal "Gleichkeit." Her release is perhaps only during her good behaviour, as the German authorities understand good behaviour on the part of Socialists. If this is so she will probably not be free very long, for she is not the kind of woman to cease her activities (which bore fruit not long ago in the meeting of Socialist women at Berne) journal, "Gleichkeit." Her release is per-she is working for an honourable peace and has tried to keep the international Socialist and Labour women together during the war. Her views on the war are very much the same as those of the moderate members of the British Labour Party, such as Mr. Clynes and Mr. Henderson. Frau Zetkin has signalised her release from prison, I hear, by sending to all the national sections a message expressing the sorrow of Socialist women at the death of Keir Hardie.

Women in Munitions Courts.

The need for the appointment of women assessors to deal with some of the cases brought before the Munitions Courts is strongly urged by the "New Statesman."

Some of these cases are nothing less than revolting, involving, as they do, not only questions of overtime and other conditions of labour, but moral questions. One case is that of a number of girls who insisted on leaving their employment because of the literally indescribable behaviour of a foreman. The firm refused to allow them to leave, and in the Munitions Court, where the girls went to try to state their case to a tribunal purely masculine, the chairman made light of their grievance and was about to order them back with a fine. It was quietly intimated to him, however, that such a decision would be followed by a criminal prosecution, and thereupon he granted the girls leaving certificates. This is one illustration of the evil. It is monstrous that the hundreds of thousands of women engaged on munitions work should have to submit grievances of this kind and questions of personal health and fitness, and the like, to the judgment of a court composed wholly of men.

Miss Lena Ashwell's return to Kingsway is welcomed by all who appreciate her healthy influence upon the modern theatre. The run of "Iris Intervenes," a comedy which has been much enjoyed by all who have witnessed it, is interrupted this week for rehearsals of "The Starlight Express," a play by Mr. Algernon Blackwood and Miss Violet Pearn, which Miss Ashwell will produce for the Christmas season.

of the mechanism of the car and a month's practical experience of driving, at the end of which period they will be considered competent.

Women's Freedom's League.

The Women's Freedom League is showing considerable activity in several directions at present. A really valuable piece of constructive social work is being done by the Settlement at Nine Elms that is supported by the League. From the Milk Depôt, one of its departments, pure milk is supplied to nursing mothers and delicate babies at the exceedingly low rate of one penny a pint; the Vegetarian Restaurant serves daily 250 penny and half-penny dinners. An interesting feature, which, I learn, is unique in this country, is the Children's Guest House, where little ones are received (as guests) during the illness of their mother or her absence in hospital. Public meetings are held every Wednesday afternoon by the League at St. George's, Hart Street, Bloomsbury. Last week Mr. John Scurr was one of the speakers. A Green, White, and Gold Fair has been arranged for November 26 and 27 in Caxton Hall.

Clara Zetkin's Release.

The report that Clara Zetkin, the well-known German Social Democrat who stood with Liebnecht and the small band of loyal internationalists in that country, has been released from prison, temporarily at any rate, is confirmed by the latest issue of her journal "Gleichkeit." Her release is perhaps only during her good behaviour, as the German authorities understand good behaviour on the part of Socialists. If this is so she will probably not be free very long, for she is not the kind of woman to cease her activities (which bore fruit not long ago in the meeting of Socialist women at Berne) journal, "Gleichkeit." Her release is per- she is working for an honourable peace and has tried to keep the international Socialist and Labour women together during the war. Her views on the war are very much the same as those of the moderate members of the British Labour Party, such as Mr. Clynes and Mr. Henderson. Frau Zetkin has signalised her release from prison, I hear, by sending to all the national sections a message expressing the sorrow of Socialist women at the death of Keir Hardie.

Women in Munitions Courts.

The need for the appointment of women assessors to deal with some of the cases brought before the Munitions Courts is strongly urged by the "New Statesman."

Some of these cases are nothing less than revolting, involving, as they do, not only questions of overtime and other conditions of labour, but moral questions. One case is that of a number of girls who insisted on leaving their employment because of the literally indescribable behaviour of a foreman. The firm refused to allow them to leave, and in the Munitions Court, where the girls went to try to state their case to a tribunal purely masculine, the chairman made light of their grievance and was about to order them back with a fine. It was quietly intimated to him, however, that such a decision would be followed by a criminal prosecution, and thereupon he granted the girls leaving certificates. This is one illustration of the evil. It is monstrous that the hundreds of thousands of women engaged on munitions work should have to submit grievances of this kind and questions of personal health and fitness, and the like, to the judgment of a court composed wholly of men.

Miss Lena Ashwell's return to Kingsway is welcomed by all who appreciate her healthy influence upon the modern theatre. The run of "Les Intervenes," a comedy which has been much enjoyed by all who have witnessed it, is interrupted this week for rehearsals of "The Starlight Express," a play by Mr. Algernon Blackwood and Miss Violet Pearn, which Miss Ashwell will produce for the Christmas season.

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The Huddersfield Examiner - 24.11.15

CONFERENCE OF WOMEN LIBERALS.

PREPARING FOR WAR WHILE TALKING ABOUT PEACE.

THE GREAT DANGER OF REACTION IN HUMAN PROGRESS.

THE AFTERNOON SESSION.

When the conference of Yorkshire Women Liberals re-assembled at the Marsden Mechanics' Hall yesterday afternoon, Lady Fisher-Smith presided over an augmented attendance. Reports were given by delegates of the work done in various districts since the last conference.

WOMEN AND THE RACE.

Miss Salt gave an address on "What Women Can Do for the Race." Through the war our thoughts had centred on dear old England and all that it stood for, and the fact had forced us to take a wider outlook on public affairs. What was that wider outlook going to mean to them, especially to women? The opportunity for women was here, and they should make their influence felt upon the destinies of the world. Never had the point of view of woman been so sorely needed as to-day. (Hear, hear.) War must always be appalling to women. It was wrong not only on account of the horror, but on the grounds of reason, morality, and religion. War was organised insanity. There could not be any reason in using every ingenuity of science for the deliberate destruction of life. War was not compatible with the Christian spirit. (Hear, hear.) Christ's spirit was altogether against warfare as we know it to-day. (Applause.) How did it come about that the nominally sane and Christian countries found themselves in this life and death struggle? The first answer was that the peoples had drifted into it without fully realising where they were going. In the dark days of August last year she thought we were bound to take our part, but the war came about under an old regime, for which they were not responsible. But in carrying it through they must be very clear not to make the same mistake again

POWERS AGAINST PEACE.

Everything had been against the pacifist, especially secret diplomacy. The power of the armament interest had been against them, for it had fostered shares for the sake of large dividends, and kept up an agitation for fresh armaments and battleships. Another thing had been the Jingo Press. (Hear, hear.) The Press wielded a tremendous influence, and she was sorry to say it had been used to foster misunderstanding, and to try and make us think we had quarrels when there was no justification for such beliefs. So that while talking about peace we had been preparing for war. Let them hope that the war would explode for ever the idea that the spending of huge sums on armaments was an insurance against war. It was nothing of the kind. All nations thought they were fighting in self defence, so that there must be a great misunderstanding somewhere. She pleaded for human brotherhood and the realisation that each nation had a special contribution to make to the happiness of mankind. (Applause.) False ideas of militarism were ruling the world to-day. If these could change a quiet, peace-loving people as some of them had known the Germans, what awful influence they might have upon us! There was very grave danger of the growth of militarism, not only in Bermany but nearer home. They could not kill wrong ideas by force, but by the spread of right ideas. (Applause.)

Mrs. Glaisyer, of Huddersfield, in an eloquent speech, opened a discussion.

INFLUENCE OF WOMEN.

Mrs. Acland proposed:—"That it is important that we, as a body of Liberal women, should educate ourselves to a full understanding of the principle that justice and not force should rule in human society; and that the area should make a systematic effort to consolidate opinion in its associations, and amongst all women upon the importance of securing that the voice of women shall be heard after the war in national and international affairs. She argued that women were the greatest sufferers in time of war, and instanced what had happened in Belgium and Poland. Women took a bigger share in the actual work, for the strength of the armies lay in the nations behind them. After the war they must go full steam ahead. They could not get rid of an evil unless they had something to put in its place. They were going to see that not physical force, but the will of mankind should rule. When they did get the vote it would be a tremendous asset to women. Until they had a voice in the Government their wills would never be safe, and it was nothing [illegible] women never be fully trusted. They had to get the idea that all the people and all the nations had something to give to the world which the whole world [illegible] do any good. We wanted something much stronger than the old Hague Tribunal, a permanent body to discuss not only the outbreak of war, but other vital matters, so that nations would not look upon each other as dangerous rivals. It should include some of the best women of all the nations. If the Liberal party did not take up a real democratic programme after the war, it would go under. She urged women to prepare themselves for the vote, and it would then come because they deserved it. (Applause.)

Mrs. G. Newbould, of Bradford, seconded the resolution, and an animated discussion followed. The resolution was carried unanimously. Votes of thanks to the speakers, and the Colne Valley friends for their hospitality, closed the proceedings. Luncheon and tea were provided in the Marsden Liberal Club by members of the Marsden Women's Liberal Association.

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DANGER OF REACTION.

There was great danger of reaction in real human progress, and it would be a great disaster if the armies went back to their own countries and armed themselves to the teeth. That would make it harder than ever to get social reform. Armament by themselves would not

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The Picture World. 26.11.15

WOMEN AND WAR SERVICE.

THE DUCHESS OF MARLBOROUGH ON THE SUPREMACY OF MOTHERHOOD.

THE most important war-work for women will arise from a new realisation of the importance of motherhood. That is the emphatic opinion of the Duchess of Marlborough.

"We have a falling birth-rate," she said, "and we have suffered terrible losses in the war. This lays on us the duty to make parenthood possible by improving social conditions, and to check the appalling infant mortality. One baby out of every eight born in this country dies before it is a year old, and another before it is fifteen; and there are thousands lost before they are ever born. To save the nation's children is the duty most incumbent on the women of England to-day. That is the true war-work.

"One of our difficulties is that although all the voluntary work of this kind, such as schools for mothers, and the like, is being done by women, women are often excluded from local

Duchess of Marlborough.

government by the party system. It is time that the care of motherhood became a national responsibility. It should at least be taken up by the municipal councils. How can this sort of work be adequately appreciated and carried out by men alone?"

When the really vital history of the war is written—if ever so highly discriminative a task be essayed—the part played by women will prove to have been one of the outstanding wonders of this generation. War has hitherto been man's affair. In the present struggle woman has filled a role no less strenuous, no less sacrificial, and certainly no less requisite to victory, than that of man. She has successfully asserted her right to share man's labour and hardships, as in times of peace she had shared—somewhat grudgingly on his part, perhaps—his honours and his relaxations. In Britain, the agonies of war are turning out to be, so far as woman is concerned, the birth-pangs of a new age. Needless it is to enumerate the forms her activity has taken. These forms are before our eyes from day to day.

WOMAN'S SHARE IN NATIONAL LIFE

The Duchess of Marlborough, who graciously talked with me on some aspects of woman's participation in the war, does not share the view that the work has been taken up to any large extent, as has been alleged, by "young women to whom the war is little more than a new sensation." She doubts, indeed, if there be such women. "Of course, in all great human efforts there are persons actuated by inferior motives, but these soon drop out of the running, and are best forgotten. Woman's record in this war has been singularly clean and universally heroic."

The one strict counsel her Grace utters is that nursing should not be taken up by amateurs without a course of training. Nursing is a serious and arduous profession, requiring, like any other, special skill and knowledge.

"What effect," I asked her Grace, "is the new discovery of woman's commercial and industrial capacity going to have on England's future?"

"Is it a new discovery?" the Duchess smilingly returned. "Of course, you mean by the men; we women have known it all along. I suppose it has been brought home to the nation in new and powerful ways. I hope it is a permanent discovery. What its effect will be it is difficult to say, but women are bound to have a larger share in the national life than before. They cannot be thrust out of the employments and professions into which a great national emergency has called them, and in which they have more than proved their competency. But their position will have to be secured on the right economic lines. The trade unions are seeing to that, as are also the leaders of the women's industrial movement. Women must not be exploited and underpaid."

AFTER THE WAR.

I mentioned the fact that when the Army is disbanded many women will be found occupying positions formerly held by men. Would it be the duty of these women to give way, or must there ensue a competitive struggle between the sexes?

"I think the women will give way," said the Duchess. "They took up these new responsibilities out of patriotism, and in the same spirit they will, if necessary, relinquish them. But there will be a great many unmarried women after the war who will have none but themselves to depend on. These will have to work. But things will gradually adjust themselves.

"My own opinion is that when that readjustment has taken place conditions will be improved. Men have been occupying positions that could be quite as well occupied by women, in fact, better. The man's full powers have not been brought into use, and consequently his value as an industrial unit has deteriorated. Already the change is yielding good results. I don't often go into the shops, but I am told that customers are finding the women who have taken the place of men behind the counter more civil and obliging than the men were."

EQUAL WAGES FOR EQUAL WORK.

The Duchess of Marlborough firmly adheres to the principle of equal wages for equal work, irrespective of sex, although she admits that in some classes of work women are physically incapable of doing as much as men. In these cases, however, it is a simple matter of arithmetic.

"All the trouble in regard to women's work in the past," she said to me, "has arisen from the failure to recognise this elementary principle. And the women's case has been hopeless, because they have not been organised. They have been ruthlessly sweated and oppressed. But in this respect we are on the eve of a great change."

Asked to say how she thought the women of England had behaved in the present crisis, the Duchess replied:

"English women have arisen to the occasion magnificently. The whole responsibility of the war, in fact, seems to have been realised by them almost before it was realised by the men. It is largely owing to them that the recruiting has been so good.

"One of the facts brought out by the war," the Duchess added, "is the need for training amongst women, and it is to be hoped that one of the war's effects will be that parents will realise the importance of giving their daughters an education which will enable them to take up a profession, and thus secure the economic independence so necessary to a woman's development. The number of women in England who have had the benefit of college life is comparatively small as compared with America."

DENIS CRANE.

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The Bolton Evg. News.
11. 12. 15.

BOLTON UNITED SUFFRAGISTS.

VISIT OF MISS SYLVIA PANKHURST.

Plea for Women's Influence in National Life.

Miss Sylvia Pankhurst was the guest of the Bolton branch of United Suffragists in the Spinners' Hall on Friday evening. She had a most enthusiastic welcome from a fairly large audience. Miss Pankhurst was delayed by train arrangements, and she arrived when the meeting had been proceeding for some time, but she at once plunged into her subject. Was there something that women could bring into national and international politics? She believed there was. The women's movement was essentially the bringing to the service of the public all those qualities which they valued and which they found in the ideal mother in the home. The woman's movement must be a mother's movement. Those were qualities they had not had enough of in the management of the world hitherto. If the women's movement had something to bring into the world we had not had before, women must come out into the movement and not take their ideas from old party cries, but come with a fresh outlook and with a determination to secure the best thing they could for everyone. They must be determined that the common lot should be a good one.

Work for Soldiers' Dependents.

Did their principles carry them as far as they ought when they came face to face with concrete cases. Miss Pankhurst gave a string of touching instances of her work among soldiers' wives and mothers in East London in the terrible early days of the war, the sweating, the inadequate allowances, and the fight their Society had made to improve the lot of the women. Allowances had been improved since the awful days when soldiers who were not on the four per cent. strength of the Army brought out part of their rations to feed their starving wives and families, but still allowances were too small—allowances to soldiers' mothers particularly. Miss Pankhurst explained what their movement had done in regard to the question of the place and payment of women in munition factories. These were the things they should do if their movement was to be a movement worth having.

In Munition Factories.

There were many scandals connected with the Munitions Act. They heard a deal of the high wages, but they could not find a woman who was earning £2 a week. The average was a great deal lower than that. Did those present realize what this was going to mean? Not only was it unjust to make women do a man's work for paltry wages. After the war was over, men were going to come back to find women had taken their places at low wages, and unless they were prepared to work for those wages too, there would be no work for them. It would not only be the textile districts where they would find large numbers of married women obliged to work—it would become the rule. What was more, they would find both parents earning together less than the man alone earned before the war. What was the attitude of the women's movement to that? If they cared for the race that was growing up, if they cared for their sisters, they would have to fight against that, and they needed the vote in order to fight against it. The future of the Labour movement was going to rest largely with the women, and it was a great responsibility that rested upon them.

Refused to Sign National Register.

Miss Pankhurst briefly touched upon conscription. It was not wanted so much to get soldiers as to give a certain class power over the workers. The Munitions Act was quite bad enough. Personally, she had done some little to protest by refusing to sign the National Register. For some reason or other she and some others of her fellow workers had not been pulled up. (Laughter.) She refused to sign the Register because she felt it was the thin end of the wedge of Conscription, and she thought it would be used for industrial compulsion towards women, and she thought she would like to stand by the man who thought it was wrong to fight—she believed he ought to have the liberty of conscience. Mrs. Pankhurst spoke at length upon international politics. Our natural course should be to fight with all our might to build up a sisterhood of the nations. As a result of this war, there ought to be a great popular outcry for universal suffrage, for the vote for every man and woman of full age. In conclusion, she appealed for a truly democratic country. (Applause.)

Women's Place in War-time.

A well-known worker in the women's movement, Mr. Beanland, of Manchester, referred to the immense work which suffragists were doing for the war-stricken country. It was a stab in the back to be told that suffragists had gone to sleep but he, personally, was not sorry that the Government had given them another example of the want of care for anything concerning women in the outrageous suggestion that a Bill should be passed through Parliament, altering the Register so as to give every man who had enlisted a vote, whilst still keeping women outside the vote, although they were rendering equal service. Mr. Beanland moved a resolution urging the demands for the enfranchisement of women as the only safeguard against the exploition of women's labour and the consequent depreciation of men's wages; and calling for the application throughout the area of Government industry of the principle of equal pay for equal work. —The resolution was seconded by Miss Pankhurst and heartily carried.

The chair was taken by Mr. G. Thompson, and he was supported on the platform by Mrs. Almond (president of the Bolton Branch), Messrs. W. Addison, J. Derbyshire, and others.

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Woman's Chance At Last.

By GWLADYS T. JONES.

IT'S going to be "get on or get under" with a vengeance for women when hostilities cease and the world has a little time to spare for its domestic affairs.

Wherever men and women are gathered together in these days the discussion goes on. "Out of the tears and the blood is woman's chance going to come at last, or are her higher aspirations to be crushed beneath the weight of the brute force which is dominating the world to-day?"

There is only one answer possible: "That depends entirely on women themselves."

What suffragist in her wildest dreams of a Paradise where votes are to be had for the asking could have pictured, a few years ago, an England where women ticket-collectors and conductors order about submissive men, where clear-eyed girls, faces stamped with the exaltation which comes with a mission, drive heavy motor-vans with confidence and spirit, where policewomen do their work thoroughly and politely, where neatly-uniformed girls take the place of commissionaires with apparent ease and enjoyment.

THE WAR WORK THAT DOES NOT SHOW.

These, too, are only the surface aspects of the great change, the spectacular differences which catch a roving eye. Even the munition workers, the enterprising women whose celerity and quickness astonished shock-seasoned correspondents, are but a unit in the army of women into whose hands power has so suddenly been given.

Teachers have shouldered their rifles and left the classrooms to women who to an ever-increasing extent must shoulder, in their turn, the responsibility of stamping the impress of honour and bravery on the generation which will make the England of to-morrow. Fathers have gone, leaving a double share of duties to the mothers. Buyers and sellers, small traders and great merchants have placed their books and their scales in the hands of women, and have been surprised to find how capable a pretty pair of hands can be. And when a man banks his money or insures his life he can only do it nowadays with the aid of the women who were once shooed off those sacred departments.

HOW WOMANLY TASKS HAVE BEEN HANDLED.

A survey, say some five or six years ago, of the part women would be called upon to play in a great British war would probably have confined their efforts to something in the brow-soothing line. And by no means the least significant point in all the changes which this war has brought to women and their outlook is the splendid way in which those duties which used to be labelled specifically "womanly" have been carried out. There is no need even to mention our nursing staffs, military and voluntary. They are in everyone's thoughts, and the strength and tenderness, the sweetness and resolution of which a good woman is capable have been crystallised for the world to wonder at in the sound of one name—Nurse Cavell.

Women who have never known what it is to do a day's work before are down on their knees scrubbing hospital floors, are blackening their hands that bright brasswork may twinkle a cheery welcome to broken soldiers. Women who used to delight in the gracious task of tending flowers in a sunshiny garden or count the washing of some priceless china a worthy contribution to the household labours are spending back-achey hours sneezing over the teasing job of manufacturing swabs from airy cotton-wool.

NEW WORK BY FIELD AND FIRESIDE.

Some women have heard the children crying and have gone down amidst darkness and dirt to save for the nation its greatest treasure. Others have thought with compassion of the poor, muddled homes where money is not wanted so much as experience, and have done what they could to teach tired wives how to make their homes sweeter and brighter places for their men returning from the trenches.

One even hears of practical bodies who travel the countryside in kitchens on wheels, in order to demonstrate how very little may be made to go a great way if wisdom and genius are brought to its cooking.

On a gallant horse a gallant woman carries dispatches at the front and a corps of plucky women, self-contained and self-supporting, have nursed, fed, washed and cheered many a thousand grateful soldiers. The problem "Should women have decorations?" toyed with idly to provoke an hour's sensation in days of peace, has solved itself.

In fact, woman has arrived. When statesmen stand in high places and proclaim that no bravery

ways, then the crowning pinnacle is added to the Palace of Power into which women have entered so quietly and unostentatiously by way of the Sea of Tribulation.

For in this matter of economy women are almost all-powerful. In this matter of economy women can show if they are worthy of their new and higher position. By this matter of economy will they be judged when the great clearing-up day comes.

WHY THE WOMAN SLACKER MUST REFORM.

The Woman Slacker will shirk the trouble of thinking out just and sensible economies, and will shrink from the inconvenience of putting them into practice, as the Man Slacker shrinks from the trouble and pain of the trenches.

In these days every silken splendour, every light frivolity, every vain and foolish conceit purchased to pander to personal delight or adornment or gratification is a bullet directed at the heart of the nation. And as a woman takes her stand on this question so is she helping or hindering her country in its titanic struggle—so is she helping or hindering the women of to-morrow, who will be judged by our deeds to-day.

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In fact, woman has arrived. When statesmen stand in high places and proclaim that no bravery, no deeds of splendour, no sacrifice of life can win this war unless the nation—the people, in effect—who stand behind the lines and take no hand in the fighting—will practise economy in all their ways, then the crowning pinnacle is added to the Palace of Power into which women have entered so quietly and unostentatiously by way of the Sea of Tribulation.

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WHY THE WOMAN SLACKER MUST REFORM.

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In these days every silken splendour, every light frivolity, every vain and foolish conceit purchased to pander to personal delight or adornment or gratification is a bullet directed at the heart of the nation. And as a woman takes her stand on this question so is she helping or hindering her country in its titanic struggle—so is she helping or hindering the women of to-morrow, who will be judged by our deeds to-day.

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I.—WOMAN AS WORKER.

By ISRAEL ZANGWILL.

It cannot be a mere coincidence that the war was made in Germany, the Male State in excelsis, where woman, in the Kaiser's favourite saying, must stick to her three K's—Kitchen, Kids, and Kirk, we may perhaps render it. Not for her the glories of the Turnverein, the beatitude of the beer-hall, or the gospel of slashing the other cheek; not even the equality of the University. It is her lord alone that makes her the Mrs. Doctor or the Mrs. Professor.

That to this status of the German woman, Armageddon may be due, is no fantastic speculation. For it is only by sheer absence of humour that Germany's brain could have tumefied with the notion of a Teutonic mission to mankind—by submarine and poison-gas—and absence of humour is directly traced by Meredith to contempt for the woman.

German Humour and the German Frau.

"If the German men," he observed in his "Essay on Comedy," "would consent to talk on equal terms with their women, and to listen to them, Comedy, or in any form, the Comic spirit will come to them." That is to say, women's corrective criticism would have brought proportion, and proportion is the mother of humour. But they have not listened to their women, and so (as by the bad fairy's gift at a christening) all the other delightful gifts of the race, all the music, science and philosophy, are spoiled. In place of humour—the dancing smile in the eyes of wisdom—the Teuton has only the grin of the gargoyle. "His irony," says Meredith, "is a missile of terrific tonnage; sarcasm he emits like a blast from the dragon's mouth. He must and will be Titan."

If, then, his insolent isolation from feminine influence is the deepest cause of his swashbuckling temper, it follows that the position of women is not a factor of history to be lightly disregarded, nor one that fails to wreak its effects because historians and politicians neglect to take it into account.

Electricians divide bodies by the resistance they offer to the passage of electric force as calculated in "ohms." Humanity may be divided into classes by the resistance they offer to new ideas. The Americans, for example, have a small ohmage, the English a high. Judged by the evolution of their women, old countries like Sweden and Finland are less resistant than even the New World. In England woman has not moved a step in any direction without a hue and cry. Tragical is the story of the first medical pioneers, and equality with the man physician is even yet not won, though every new female doctor is now hailed as a godsend by the male millions engaged night and day in making work for her. The "lost volts" is the pathetic name for the units of electricity wasted through resistance. What a ghastly waste of human force this British bulldoggedness is answerable for!

But sometimes in every country this ohmage of obstinacy is overwhelmed by sudden forces. Social evolution, which proceeds usually like the snail, proceeds at these moments like the kangaroo—"by leaps and bounds"—just as geological changes, which in normal times are imperceptibly slow, are sometimes cataclysmic. Such a volcanic upheaval has the war brought to women. In this transformation of the social landscape, the suffrage question has become a relatively insignificant landmark.

Venus and her Shell.

The cause of woman's sudden rise in status is the discovery that, like the horse, she is not merely a domestic beast of burden, but may also be useful for war. In a passive sense, the discovery was not new. Did not Sir Walter Scott announce it in his famous apostrophe to "Woman in our hours of ease"? Did not Victor Hugo glorify the Frenchwomen in the siege of Paris, who "gave to despairing combatants the encouragement of their smile, who refused, even before hunger, even before death, the surrender of their city"? But Patience smiling at grief, though it may be set on a monument, wins little real regard in the "man-made" world. Not even the active business services universally rendered in France by Frenchwomen could rescue them from the insignificance attaching to a sex that merely creates and does not destroy. And in England, though Florence Nightingale practically saved our Crimean Army, she was impotent to help the army of women pushing into the arena at home. Besides, war had not for centuries really come home to the British breast. In the great Napoleonic days, when Jane Austen was writing her quiet country-house comedies with never a word of the events that were shaking mankind, war was for England a foreign adventure, restricted mainly to two social classes, the cream of the cream and the dregs of the gutter.

If you were a Society lady or a Becky Sharp you could follow Wellington to Flanders and dance in the great Brussels ball that Waterloo broke up. At the first booming of the cannon you fled, or stayed to pray for the fighters. It was all very interesting and picturesque, but except on the black days, eloquently described

the Brieux play, "La Femme Seule," met their women competitors—with the male fist. And if the new function involved changes of vesture or appearance, then the small boy, whom I have elsewhere saluted as "the scavenger of manners," would have made life unbearable for the innovatress until she had worn him out by multiplication. But to-day? Why, the mere pictures in "The 'Times' History of the War" reveal women (in appropriate costumes) as police patrols, telegraph messengers, postwomen, ploughwomen, sheep shearers, page-girls, motorists, van drivers, commissionaires, railway booking clerks, ticket and luggage porters, omnibus and tram conductresses, bill-posters, butchers and bargees! There is even—O tempora, O mores—a games-mistress in a boys' school! The very Government offices—immemorial abodes of the barnacle—have women attendants. What wonder if there move through our streets without ragamuffin rebuke the khaki-clad warriors of the Women's Volunteer Reserve!

But in addition to the many ways in which woman is actually seen stoking the furnaces of war, there is a growing recognition that even the woman at home is playing her part in the war. That men must fight and women must weep was long the stock argument of the anti-suffragists—for who would give a vote to tears? In vain we suffragists tried to make them understand that the fighting part of a nation was only the white-crested wave that throws itself furiously on the shore—behind it was the whole ocean of national energy. In vain we pointed out that a nation was, after all, only a collection of homes, and that it was from these homes that all the national strength issued. To-day Press megaphones and flamboyant posters have proclaimed this truth to the dullest. Every hoarding has shown us the munition maker hand in hand with the soldier; warriors both. The War Loan carried on the tale. "Do you want to save our sailors' and soldiers' lives?" women, no less than men, were asked in great Governmental advertisements. "Do you want to bring the war to an end?" "You can make your money fight for you." "If you cannot use the sword for your country, you can use your pen by filling up this form." One of the latest and most decorative of these posters, though bristling with cannon and bayonets, is headed simply, "Appeal to Women." The silver bullet, in short, can be sped by a woman's hand, and the sinews of war are sexless.

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With half a million German women making war-material from the very outbreak of war, with the domesticated Frau producing 40 per cent. of the explosives and 50 per cent. of the equipment, not to mention her replacing railway, tramway and motor men, with, in fact, over two million of her torn from the kitchen into industrial life, it could hardly escape attention even in Germany that the three K's had been transcended, and that the great male K (Krieg or Khaki) was not so outside the female province as that arrant K, the Kaiser, had imagined. As the "Frankfurter Zeitung" confessed with characteristic German thoroughness, "Many of us have in these months felt it to be a defect that in Germany the State, with its system of universal service, embraces only the men, and then only in so far as they are capable of bearing arms. This system was decided upon at a time when wars were conducted with weapons only, and it no longer fits the present state of things, in which everything, gold and food, industrial products and science, is a means of carrying on war, and in which the war itself consists to a great extent of scientific and economic labour."

War consists to a great extent of scientific and economic labour! So at last man has discovered mid-day at twelve o'clock! "Every pit is a trench, every workshop a rampart," cries Lloyd George, vividly lamenting the legions of miners and munition-makers a short-sighted policy had lured to Flanders. Armageddon may even, it appears, finally hinge on the manufacture of machine-tools. With war thus got beyond the tomahawk stage, the poor squaw can now as little be excluded from the tug of it as she ever was from the misery and murderousness of it. Indeed, according to the "Times" correspondent, "the full utilisation of the resources already in sight depends on female labour." Battles are won in the factory as well as the field, and in the cornfield no less than the field of war. They were always won in the kitchen and the nursery.

But it is characteristic of the titanic, humourless Teuton that, having at last discovered the importance of the other sex, he proceeds to glorify, not woman, but the German woman—notoriously the least attractive type in Europe. This creature is, according to the Berlin "Post," to rear a race of demi-gods and take "her predestined place on the throne as queen over all her sisters, the adored from afar by the men of all classes, the mate of the Germans only."

France Still Seeking the Woman.

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If you were a Society lady or a Becky Sharp you could follow Wellington to Flanders and dance in the great Brussels ball that Waterloo broke up. At the first booming of the cannon you fled, or stayed to pray for the fighters. It was all very interesting and picturesque, but except on the black days, eloquently described in "Vanity Fair," when casualty lists were coming in, it did not actually touch the rooted population. If this was so with the average male civilian, how much more with the female! But now it appears that the civilian cannot be left out of the business, and that the female may be as destructive as the male. Women—even ladies of quality—can actually make shells, nay, according to Mr. Asquith who saw thousands of whilom dressmakers, milliners and parlour-maids at their fell work, they can make them "perhaps a little better" than men—an opinion expressed with still more enthusiasm by that Special Correspondent of the "Times" who "saw a girl doing a particular operation on a lathe which had been previously worked by a skilled man." She was doing, he records, 150 per shift to the man's 30! And this revelation led our Arch Anti-Suffragist, Mr. Asquith, to the surmise that possibly women could do many other unexpected things. A Daniel come to Judgment, indeed! It is true there were—long before the war—seven million women, "gainfully occupied," but the State had never yet observed them, nor ever considered their employment or unemployment a factor in social phenomena. To-day every eye is upon Venus rising—as in Botticelli's picture—on her shell. The State includes women in the national register. The "Times" devotes to their services a chapter of its "History of the War." The War Office publishes the names of dead nurses in the casualty lists.

And not only does woman feed the fighting line directly as munition maker, horse trainer and general provider, and tend it as nurse, doctor and ambulance bearer, it has been discovered that in every direction she can relieve man and release him for the front. In the antediluvian age before the war, any feminine encroachment upon the male preserve would have been met—as the workmen in

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The game of "Cherchez la Femme" has so long distorted the French vision that France cannot even now find her as quickly as Germany has done. In the German railways, tramways and shops a systematic substitution of women for men began simultaneously with the mobilisation of the army, in France the substituted reserve was, as far as possible, drawn from males too old or too young for war; and, although women did largely replace men, it was mainly as a family affair. Mothers, sisters, daughters, wives, stepped into the breach less as women than as relatives. The Paris "Underground" set the example—which was largely followed—of inviting the women of the family to occupy the places of their menkind and keep them warm till their return; and in philanthropy, no less than in industry, woman has not asserted herself as an independent sex, with separate organisations. Thus in France woman is still not "on her own." Nevertheless, since many of the males, alas! will never come back to their posts, some of this new labour must inevitably escape dislodgment at the end of the war. Not by thus evading the labour problem of women can France circumvent it.

In the higher circles of French femininity there is even less change. The Germans may capture French provinces, they cannot shake the fortress of French convention. War-charity among the grandes dames, if on a magnified scale, moves in the old social grooves and cliques, and is run with the same fashionable Catholic machinery. Nor has the jeune fille bien élevée been free to choose her own "good work," though, like a lay nun, she has been given plenty. But the mondaine has not abandoned her frivolity, nor has the war—after the first panic and in despite of the billowing crape in the streets—succeeded in spoiling the appearance of the Parisienne. Paris still rules the fashions as Britannia the waves.

Italy falls even below France in the handling of the woman question. At the outset of the war woman-conductors were booted off the trams. Decidedly the Latin races have a greater ohmage than the Saxon.

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THE WAR AND THE WOMEN.

II.—WOMAN AS FIGHTER.

By ISRAEL ZANGWILL.

And all this new activity and all this re-interpretation and recognition of old activity takes place in the fierce light that beats upon a boom. Had not the female suffrage question been set in violent motion by the Pankhursts, it is possible that the object lessons of the war would not have been reaped for the benefit of the cause. Even a partisan of the feminine vote like Mr. Lloyd George must find fresh food for sympathy as he rides in his motor-car under the skilled steerswomanship of his chauffeuse, Miss Caroline Marsh, the celebrated hunger-striker. And nothing has more contributed to the sinking in of these morals than the wise and patriotic action of the Pankhursts in suspending their militancy, whose relative innocuousness was, moreover, suddenly revealed by the bonfires of the man-made hell. The "Suffragette," still doggedly declaring that there was no way of winning the vote save by fighting, and that in the impossibility of fighting it was useless going on, suspended publication. The other suffrage parties which had not placed their trust in their fighting power, found no such difficulty in continuing their organs, even though their activities were mainly transferred to relief work and military service of every kind, for which their existing organisation of women provided a ready-made machinery. The National League for Opposing Woman Suffrage pursued similarly the path of beneficence, so that the suffrage movement may be congratulated on having called into existence this valuable federation of female activities. The anti-suffragist women had always occupied a Gilbertian platform in emphasising from it that woman's place was the home, and the paradox was not diminished by the attempt to eke out its negations by a demand for the municipal franchise. For it is obvious that the female anti-suffragist, like Aristotle's sceptic, cannot stir a finger without self-contradiction. The crowning irony was her enlistment in the khaki-clad ranks of the Volunteer Training Corps and the National Reserve. No wonder she made a point of "eschewing advertisement" and with "patriotic abnegation" silently absorbing herself in other female bodies. A militant anti-suffragist might have touched even Mrs. Humphry Ward's sense of humour.

The Philosophy of Anti-Suffrage.

There was once a social state composed of families, each unit circling round and represented by the male bread-winner. He went out into the hurly-burly; the woman remained the delicate flower of the home. It was a conception not without its beauty. For this it is now sought to substitute families with a dual centre, and equal rights in the hurly-burly for both sexes. It is a conception not without its ugliness. But the striving for it is not a mere play of the brain. The female flowers have been already flung out of the home; millions of Englishwomen even before the war had been driven into factories, shops and offices. The anti-suffragists did not attempt to drive back this labour into the security and sanctity of the home, and the attempt to secure for it the same political status as male labour they combated. Placed between two worlds, they made the worst of both.

Their arch-antagonist, Miss Christabel Pankhurst, as soon as war broke out, abandoned her place of exile in France to tour in the States as a champion of England, and rendered valuable service in that hot-bed of pro-Germanism by her oratorical and dialectical powers; her repartee, sharpened by years of practice against the Briton, galling now the German-American. Possibly there was in this campaign of hers some of the remorse and zeal of the convert. Possibly she felt she owed reparation to England for being one of the factors that had inclined the Kaiser to war. At any rate the tyranny and truculence of which she had for years accused the British Government became now the peculiar property of Prussia, while England loomed as Liberty's one homestead and safeguard. On her return from this penitential pilgrimage she abounded even more in this sense. The "Suffragette" was revived. But the re-born offspring was no longer the legitimate organ of the movement. It should rather have been called the "War Baby," so unmistakably was it a child of military passion. (It is significant that the care of the war babies is precisely the task selected by the Pankhursts from all the philanthropic possibilities.) Not one of the Press demagogues who daily or weekly whip up the beast in man, not one of the militarists who are out to crush militarism, could vie with Christabel Pankhurst in her impassioned torrents of Jingoism. The worst extravagances of our Junker journalists were outdone. I know no male fire-eater who has set forth so drastic a programme as this "female of the species."

cratic Control" it meant a joint government of men and women, and that its object was to sweep away the secret diplomacy and veiled autocracy that nullity the male vote, and will make the female vote, when it is obtained, equally ineffective in the vast issues of peace and war. These issues mould our lives far more than the questions we are permitted to vote upon, and to bring them equally under the sphere of the vote must be the desire of every suffragist. But then there never was a person more essentially anti-suffragist than Christabel Pankhurst. Nobody has ever been allowed a vote in the affairs of her union. She is simply a dictator, born out of her due sex and time. It happened that the state of society afforded no scope for her natural driving power, and so she was reduced to the leadership of women. But her constant obsession with the image of Joan of Arc shows—as the psycho-analyst would say—that all along she has sub-consciously hankered to lead men. For Joan of Arc did not win the battles of France with an army of Amazons. Now, spurring and cheering on the army of men, bidding them roll their enemies in the dust, Miss Pankhurst is at last in her true element. And the word "Purge, purge," which she ingeminates, recalls her other ambition to be Cromwell—the Cromwell of "Pride's Purge" and "Take away that bauble." She actually calls for a Cromwell to purge a certain London club of its "pro-Germans." And her following has changed with her programme. Of the Women's Social and Political Union, practically only the name remains, and of the "Suffragette," not even the name, for it has recently become "Britannia," who has only in common with the "Suffragette" that she is a female. Even "Britannia" now stands suppressed for super-patriotic scandal-mongering. No wonder the protestants of the union call for balance and balance-sheets, in the fear that the Pankhursts are giving up to England what was meant for the suffragist war-chest.

But with the larger public, of course—apart from the Albert Hall mistake, and even that had its votaries and coteries—the new Pankhurst programme is immensely popular. Philistine M.P.'s have supported their meetings, bishops blessed their propaganda, noble lords prosed on their platform, genteel ladies walked in their processions to demand the free and equal right to make explosives, and the papers have photographed and puffed them. Reported at last and at length by the great organs that had boycotted her, acclaimed by the great mobs that had clamoured to duck her, Christabel Pankhurst, in the new-born "Suffragette," cried in capital letters with a lack of humour that touched the sublime:

"Trust the People and Defy the Cranks."

It is a tragic circle in human affairs that the ex-martyr becomes the parvenu persecutor. But this assimilation of the Pankhursts to the mob is an asset to their cause proper. The masses, taught thus to find in woman so potent a reinforcement of their prejudices, will come to recognise how stupid was the anti-suffrage policy which deprived them of so valuable an ally. It was always the fatal mistake of Miss Pankhurst to overlook that woman's suffrage was essentially a man's question, that in man's hands lay the ultimate power of granting or withholding it, and that only by pleasing men could women—in the last analysis—achieve their emancipation. Now that by a happy accident the Pankhursts' platform coincides with that of the man in the street, now that the Pankhursts are able to "feed the brute" with his own gross diet, they stand far nearer his heart and their goal. Not to fight man but to second and sponge him in his own fight is the road to female suffrage. The palm denied to the Christian martyr will be won by the recruiting sergeant.

The tragedy of this degeneration lies not in the character of Christabel Pankhurst—which is unchanged and unchangeable—but in the character of Mrs. Pankhurst, possessed by the daimon of her daughter. It is impossible to read the earlier speeches of Mrs. Pankhurst without seeing that in her the age had produced one of those rare spirits who come to interpret and incarnate the great saying of St. Paul to the Corinthians: "Hopeth all things, suffereth all things, believeth all things." The first Mrs. Pankhurst knew that the Kingdom of Heaven suffereth no violence and is not taken by assault, and her victory, had it come then, would have been a victory for "female" suffrage, for the contribution of gentleness and social reform which woman has to bring to politics. Her victory, when it comes now, will be only a victory for a swashbuckling suffrage, apparelled at all points like a man.

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Their arch-antagonist, Miss Christabel Pankhurst, as soon as war broke out, abandoned her place of exile in France to tour in the States as a champion of England, and rendered valuable service in that hot-bed of pro-Germanism by her oratorical and dialectical powers; her repartee, sharpened by years of practice against the Briton, galling now the German-American. Possibly there was in this campaign of hers some of the remorse and zeal of the convert. Possibly she felt she owed reparation to England for being one of the factors that had inclined the Kaiser to war. At any rate the tyranny and truculence of which she had for years accused the British Government became now the peculiar property of Prussia, while England loomed as Liberty's one homestead and safeguard. On her return from this penitential pilgrimage she abounded even more in this sense. The "Suffragette" was revived. But the re-born offspring was no longer the legitimate organ of the movement. It should rather have been called the "War Baby," so unmistakably was it a child of military passion. (It is significant that the care of the war babies is precisely the task selected by the Pankhursts from all the philanthropic possibilities.) Not one of the Press demagogues who daily or weekly whip up the beast in man, not one of the militarists who are out to crush militarism, could vie with Christabel Pankhurst in her impassioned torrents of Jingoese. The worst extravagances of our Junker journalists were outdone. I know no male fire-eater who has set forth so drastic a programme as this "female of the species."

"Institute compulsory national service, military and industrial. Tighten the blockade so that Germany shall not receive a single thing helpful to them in the prosecution of the war. Purify the official organisation of the country of naturalised Germans and of Germans born in England but of German blood. Purify it, too, of any of British blood who may be pro-German or half hearted in the prosecution of the war." Even "true-born Englishmen," you see, less bellicose than the majority, are to be kicked out of England! And it is only the other day that the papers were discussing what island could serve as the St. Helena of the suffragettes.

Christabel, Anti-Suffragist.

Of course, this root-and-branch rhodomontade is only another illustration of her headlong extremism, of her crude conception of statesmanship as militancy, and of tactics as invariably frontal and furious. The climax of this raging, tearing campaign was reached when among the men "half-hearted in the prosecution of the war" were suddenly included Mr. Asquith and Sir Edward Grey. A "Great Patriotic Meeting," called at the Albert Hall, was revealed at the eleventh hour as designed to hurl them from power—a revelation which explained why the "Times" had been daily devoting to the mere preliminary booming of the meeting ten times the space it had accorded to the most important and sensational suffrage gatherings at this same hall. The manœuvre was circumvented through the immediate refusal of the hall by its proprietors.

Infinitely more popular have been the furious rushes directed by the Pankhursts against the Union of Democratic Control, a body constituted of the very men who first risked their reputation on behalf of her derided movement. Not that they had not already been castigated the moment they had disagreed with her tactics. But she might have remembered that the Union was the first political body to announce that by "Democ-

common with the "Suffragette" that she is a female. Even "Britannia" now stands suppressed for super-patriotic scandal-mongering. No wonder the protestants of the union call for balance and balance-sheets, in the fear that the Pankhursts are giving up to England what was meant for the suffragist war-chest.

But with the larger public, of course—apart from the Albert Hall mistake, and even that had its votaries and coteries—the new Pankhurst programme is immensely popular. Philistine M.P.'s have supported their meetings, bishops blessed their propaganda, noble lords prosed on their platform, genteel ladies walked in their processions to demand the free and equal right to make explosives, and the papers have photographed and puffed them. Reported at last and at length by the great organs that had boycotted her, acclaimed by the great mobs that had clamoured to duck her, Christabel Pankhurst, in the new-born "Suffragette," cried in capital letters with a lack of humour that touched the sublime:

"Trust the People and Defy the Cranks."

It is a tragic circle in human affairs that the ex-martyr becomes the parvenu persecutor. But this assimilation of the Pankhursts to the mob is an asset to their cause proper. The masses, taught thus to find in woman so potent a reinforcement of their prejudices, will come to recognise how stupid was the anti-suffrage policy which deprived them of so valuable an ally. It was always the fatal mistake of Miss Pankhurst to overlook that woman's suffrage was essentially a man's question, that in man's hands lay the ultimate power of granting or withholding it, and that only by pleasing men could women—in the last analysis—achieve their emancipation. Now that by a happy accident the Pankhursts' platform coincides with that of the man in the street, now that the Pankhursts are able to "feed the brute" with his own gross diet, they stand far nearer his heart and their goal. Not to fight man but to second and sponge him in his own fight is the road to female suffrage. The palm denied to the Christian martyr will be won by the recruiting sergeant.

The tragedy of this degeneration lies not in the character of Christabel Pankhurst—which is unchanged and unchangeable—but in the character of Mrs. Pankhurst, possessed by the daimon of her daughter. It is impossible to read the earlier speeches of Mrs. Pankhurst without seeing that in her the age had produced one of those rare spirits who come to interpret and incarnate the great saying of St. Paul to the Corinthians: "Hopeth all things, suffereth all things, believeth all things." The first Mrs. Pankhurst knew that the Kingdom of Heaven suffereth no violence and is not taken by assault, and her victory, had it come then, would have been a victory for "female" suffrage, for the contribution of gentleness and social reform which woman has to bring to politics. Her victory, when it comes now, will be only a victory for a swashbuckling suffrage, apparelled at all points like a man.

The Times
14-1-16.

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ENGLISH WARS AND ENGLISH EDUCATION.

656/70

A great war inevitably brings with it investigations into the bases of society, and much reconstruction. The necessities of war carried on on a vast scale, the provision of men of physical and mental fitness and their consequent withdrawal from industry, the revelation of social conditions which the selection and training of these men involve, the war-wastage of these fine specimens of humanity, the supply of war stores and material and the consequent withdrawal of the equivalent of these things from non-belligerent use—all this creates a demand for additional labour and for an investigation into the sources of supply (and into the social conditions which have corrupted such sources), and ultimately creates methods of supply more or less consistent with economic efficiency. Such an economic process, which in some form or another accompanies and follows every war, must have vast educational results; and it is therefore important at the present time to consider the lessons of educational history and to apply them to the great national problems which war is revealing to us.

As to the earlier periods of our history, it will be sufficient to indicate the broad general results of war. Thus the Roman military occupation of Britain brought in a new economy and laid the bases of a system of education which survives to this day; the important educational period which culminated in the age of Alcuin closed with lamentable swiftness amid the Danish wars; but it was more than restored by Alfred in the course of his deliberate economic reconstruction of society. The Norman invasion brought with it not only new economic factors to repair the wastage of war, but the means and the men to crown a living educational system with universities which are to-day, after nearly eight centuries, in the vigour of perennial youth. An educational system so built up survived the heavy strain of famine, plague, and war in the fourteenth and fifteenth centuries, and gathered new strength from the splendour and fury of the Renaissance and the Reformation. Elizabeth and her Ministers recognized the economic side of education; not only did they reform the administrative abuses which had crept into the grammar schools and the universities, but they strengthened the elementary schools and made apprenticeship in husbandry, arts, occupations, crafts, and mysteries a part of the national system of education. At the end of the Elizabethan age the universities had a greater percentage of the rising manhood of the nation than they have ever since secured; and the seventeenth century saw a new Cambridge rising in the new world which Elizabethan adventurers had thrown open to mankind. The Great Rebellion can scarcely be said to have had an adverse effect on English education. Both the universities were "disaffected"; yet Cromwell blessed them with a new endowment; and out of the turmoil of the Commonwealth we see dimly emerging new educational ideas which took effect on both sides of the Atlantic. A class of educational enthusiasts, both in the Church and in the ranks of Dissent, kept educational idealism alive and laid the basis of that principle of education for the poorest which illuminated the dark days of the eighteenth century. Through long periods of war, economic distress, and public indifference the schools fought the battle of national character, and made the intermittent struggle from 1756 to 1815 a period of national glory.

Before the close of that period the inseparable economic and educational needs of the nation had become manifest. The social conditions of London throughout the eighteenth century had been terrible. The shock of the French Revolution awakened effort in the Compulsory Education Act of 1802, entitled "an Act for the preservation of the health and morals of apprentices and others, employed in cotton and other mills, and cotton and other factories." The Act itself, which imposed a measure of compulsory education upon each apprentice "for the first four years at least of his or her apprenticeship," never became effective; but it was an imperfect mirror in which the future was brokenly reflected. It at least recognized the conjoint relationship of religious, secular and industrial training, and laid down in imperfect fashion the principle that we have recovered to-day—that sanitary and health-giving conditions are inseparable from efficiency. The shock from which Europe suffered a century ago awakened or half-awakened England to the needs of her people, and in particular to the needs of the next generation.

The Crimean War was instantly followed by new and notable educational efforts. To what extent this was due to the revelations of the war is not wholly clear; but it that not only elementary but mid and university education found new this time. It was at last fully realiz if England was to survive, in any r in any national sense, the strain immense industrial activities, she mus house in order and look into the structu her home life. The struggle for more life in a grades of education, which first became notable political fact after the Crimean War, rendered possible the far-reaching educational legislation which between 1868 and 1878 touched every grade of society from the factory child to the university Fellow and threw open the widest educational facilities to women. This movement or wave of advance had achieved its full effect by the time of the South African War. It was during and in the period immediate following that war that we saw the ne great advance. During the period of th war statesmen and administrators were busi at work in reconstructing on an immense sca the machinery and organization of our schoo The far-reaching changes included the abo tion of *cul-de-sac* higher elementary teaching the substitution for innumerable small and ineffective educational authorities of a county and borough system, the elaboration of a highly-organized system of secondary schools, and the creation of one authority, the Board of Education. The close of the war fou the country in possession of machinery w rendered it possible to grapple in some effective degree with the terrible problems disclosed by the recruiting sergeant and the new agencies for social relief.

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tional world—a world entirely changed from that which muddled through before 1899.

In the present war the business of recruiting has proved that the old evils of overcrowding, with their concomitants, filth and disease, have by no means disappeared. The country child is handicapped by the home conditions; and till these conditions are altered the education service must be inefficient. The labour of children of school age has not been stopped, and the large percentage of heart disease among school-children may be taken as a rough and ready measure of the consequences. The length of school life must be increased to 15. Our educational system, which is from the teaching point of view very good up to the age of 11, must adopt new methods of teaching between the years of 11 and 15, and must in these years give the child a real preparation for life. And the educational principle of the after-care of school-children—that is to say, the provision, in some form or another, of suitable technical training as well as suitable watchfulness over physical conditions—must be brought into play.

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Before the close of that period the inseparable economic and educational needs of the nation had become manifest. The social conditions of London throughout the eighteenth century had been terrible. The shock of the French Revolution awakened our best thinkers, and gave a new impetus to the Sunday school movement and to the efforts of those who saw that no charity school system could cure the discontents of the age. Raikes, Bell, and Lancaster in the closing years of the old and the opening years of the new century initiated a new educational order. The interval of the Peace of Amiens saw a definite economic and educational effort in the Compulsory Education Act of 1802, entitled "an Act for the preservation of the health and morals of apprentices and others, employed in cotton and other mills, and cotton and other factories." The Act itself, which imposed a measure of compulsory education upon each apprentice "for the first four years at least of his or her apprenticeship," never became effective; but it was an imperfect mirror in which the future was brokenly reflected. It at least recognized the conjoint relationship of religious, secular and industrial training, and laid down in imperfect fashion the principle that we have recovered to-day—that sanitary and health-giving conditions are inseparable from efficiency. The shock from which Europe suffered a century ago awakened or half-awakened England to the needs of her people, and in particular to the needs of the next generation.

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school-room.

The third of these articles, readers may be interested to know, is being reprinted by the Commissioners for National Education in Ireland for official distribution to every Irish schoolmaster.

I. A LESSON OF EMPIRE.

". . . to build within the mind of man
The Empire that abides."

This is to prove a war of liberation, if the aim to which the best thought and conscience of Europe aspires is to be of any avail. So far as it is possible for clear truth and justice to emerge from such a period of shock and struggle, of deep anxiety and horror, we hope and must insistently demand that the result may show a wide discrediting of the whole principle of national dominance without the consent of the *dominium*, and may leave the way open for the liberation of the peoples, not only from each other's menace, but from their own past selves.

We can expect no millennium when the sore and exhausted combatants come first to patch up a settlement; but we must demand such a settlement as will make possible the further development of a true comity of liberated nations. The settlement will be in the hands of the present adult public and its spokesmen. The further development will be for the rising generation to evolve; and the teachers of to-day will be largely responsible for the Europe of to-morrow. They are training a generation not only "for the wise maintenance of the

for their kind. The whole trend of the rising scale of life is towards the finding of a *modus vivendi* and of an escape from the recurring vicious circle of aggression, defence and counter-aggression; life rises in proportion to its power of becoming more and more free for the constructive struggle to use its environment to the best advantage. Specialized aggressive types are exfoliated, and in due time shrivel off; while specialized defensive types (such as the mollusc, and later in biological history, the crustacean) make of their shells a permanent check upon further advance in the scale of being. Progressive life has to find out a more excellent way. This is a rather abstract instance of a point of view which may be applied; but the details of its application, dependent as they will be upon the region of the subject which is being covered, will occur readily to the mind of the teacher.

It should not be thought that these necessarily terse and generalized suggestions of method imply a treatment that is possible only with advanced classes; the task of simplification for children—even for quite young children—is by no means insuperable. The writer of this knows by experience that the reduction of the great issues raised by this war to their simplest human terms is an exercise well repaid by the keen interest and intelligence it evokes from a junior class; and well repaid, also, by the touchstone it supplies for distinguishing the true metal. What one can tell to children of national hopes, and not be ashamed, is ... people can best trust among its aims ...rations.

TEACHING PATRIOTISM.

..., then, are children to be taught about the war, not merely what facts, but what principles, so that they may form a right judgment upon it and upon all other wars in which their country may be engaged? The principle is the important thing. Get that right and the teaching will be right. Get that wrong and the teacher, however patriotic he may feel, will be poisoning the minds of his pupils. It is not his duty, as a teacher, to communicate to them his own natural moods—the anger against the Germans which we must all feel ... times, the instinctive hatred of enemy for ...emy, the instinctive pride in our own ...tories, which every boy feels in the victories his own school over another. These things ... not need teaching, they come naturally; ...d the teacher who teaches them is wasting his own time or doing worse. Yet there is a patriotism that can be taught and ought to be taught, a patriotism that leads to duty, not to boasting or hatred; and a teacher can have a clear idea of this patriotism in his mind and can present it to his pupils so that they will be able to distinguish it from the patriotism which may help to ruin their country even through their own heroic deeds.

The patriotism which is sane and modest, and not the less passionate for that, is of the same nature as the love which we have for our parents. It is, in fact, a natural affection; and we owe it, and the duty it imposes upon us, to our country as to our parents. It is our duty to defend our country when it is threatened, as it is our duty to protect our parents from want. But just as we know our parents are imperfect human beings, so we ought to know that our country consists of imperfect human beings. Both may do wrong, and we are not then to maintain that they do right because they are our parents or our country. And, as no sensible or well-bred man would go about boasting that his parents surpassed all other parents, so we ought not to boast thus of our country. It is mere vulgar egotism to believe that your country must be the finest in the world because it is yours. That cannot be true of every country, and who are you to judge among them all and give the prize to ... own? Patriotism is the desire to make ... country, not the belief that it is, the ... country in the world. Pure, unselfish ... does not insist upon excellence in its ...; and the more egotism there is in love ...ss love there is in it. Those who are ... to fight and die for England now are ...ng because she is their mother, not because ...ey believe that she is the finest country in ...e world. If that were their reason, every ...n of clear judgment and detachment would ...e his patriotism or be shaken in it. For ..., at best, a very doubtful question whether ...gland is the finest country in all respects; ... if teachers are to tell their pupils that ...is, they will have to take a great many ... out

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Quite as brilliant is the record of those teachers, overtaken by the tide of war, who for over a year have remained at their posts in the districts still held by the invader. Though no statistics are compiled, it is known that many have been shot by the enemy in endeavouring to protect the interests of France; others have been removed as hostages to Germany, while still others have been killed while performing their humble duties. When, at the approach of the enemy, all civil authorities have evacuated a town, the French school teacher is expected to remain to safeguard the civil population. To him falls the duty of negotiating with the German military authorities, of bargaining with them in regard to proper payment for goods requisitioned and of performing all the functions of administrator, at the same time of keeping up the courage and high sense of patriotic discipline among the stricken inhabitants—and even, if possible, holding classes as usual.

Behind the firing line the tasks of the teachers who for reasons of age or infirmity are not mobilized are almost as arduous. At the outbreak of the war the schoolhouse in the country districts at once became the rallying centre of the community. It is the school teacher who twice daily receives the official *communiqués*; and in small, out-of-the-way places, where newspapers are rare, he copies them in his own handwriting, to be distributed in the district More often he reads them aloud to the assembled villagers, comments on the military operations, and keeps the community intelligently informed about the course of the war. He reads and writes the letters for the illiterate, receives notices of the deaths of relatives of the people of his district killed in action, arranges the forwarding of packages to the front and to prisoners of war. It was under the direction of the school teachers of France that before the end of the winter campaign of last year over 500,000 woollen mufflers, pairs of socks, mittens, &c., were made and forwarded to the troops in the field. Under their initiative many school houses have been turned into "garderies" (play-rooms), where the smaller children of the community are kept while their mothers and elder sisters are at work in the field or factory. These children, whose ages range from ten months to six years, are cared for from early morning until nightfall. They are given three good meals, and are often provided with clothing collected by the teachers. The work receives no subvention from the State, and is supported entirely by funds which the school teacher is able to collect. They further instituted the "Noël du soldat," to provide Christmas presents for the troops in the field, a penny from each child bringing over £20,000; while the teachers themselves all over France agreed to give at least 2 per cent. of their monthly salary for Red Cross and similar purposes.

Notwithstanding the fact that nearly half the teaching staff of France was called to the colours in the first days of the war, and that many of the school houses and over half the more important school buildings in the chief cities of the country were requisitioned by the military authorities for hospital purposes, the schools have been able to carry on their work. A call for volunteer instructors met with surprising results. In one school a Judge gives the Latin lessons. In another a prefect has taken charge of the courses in German, a dentist teaches natural science,

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IV. WHAT GERMAN CHILD... ARE TAUGHT.

(FROM A CORRESPONDENT IN GERMANY.)

"War and courage have accomplished greater things than love for one's fellowmen." Nietzsche's phrase, which had great influence on the thinkers of the modern Germany, is to-day being handed down to the coming generation with a fresh and immediate significance. War glorified, the one ultimate and vital aim of life—this is the lesson that millions of German schoolboys are daily listening to; this is the text of lectures delivered from numberless platforms and pulpits. "War is the great educator." "Without war the world would wallow in materialism." "Peace is a dream, not even a lovely dream."

These are a few ideas that German teachers are putting in the minds of their pupils. In the schoolrooms throughout the Empire to-day the true meaning of the Great War is being interpreted according to this point of view. Pupils are being taught that this war had to come sooner or later. Germany, it is argued, has developed so rapidly during the past fifty years through the might of German arms, German industry and German intelligence that she was destined to be surrounded by a circle of enemies jealous of her growing power. German children are being told that fifty years ago Germany began to assert herself by the conquest of Schleswig-Holstein (that old German State) in 1864. This beginning of the struggle for German unity was continued in 1866, and the first stage completed in 1870 by the creation of the German Empire under the hegemony of Prussia. Even in those days England looked askance on the growing power of Germany. It is being instilled into the minds of young Germany that the hatred of neighbouring States grew apace with the increase of German naval, military and industrial power. Germany did everything to keep the peace of the world, but was attacked on all frontiers, and is now fighting a defensive war for the outraged honour of the Fatherland.

These ideas, current in Germany at large, are being ground into the minds of the next generation with all the thoroughness of the German method by her leading educators. The German schoolboy is being taught by his elders that the peoples of all other nations—not Allied—are cowardly liars and slanderers, and that Germany alone stands for truth and righteousness and relies on the strength of German arms to vindicate German virtues and ideals. Everything foreign must go. Nowhere has this "anti-foreign" rage been more virulently in evidence than in the class-room. The "Verdeutschungsbewegung" (Germanizing movement) has gone to such limits that many German pedagogues even declare that it is a sign of slavish weakness on the part of Germans to learn to speak foreign tongues, to act, to think like English or French men. "A German must shave his head in order to remain a German when living abroad, so rapidly does he assimilate the customs and manners of other peoples," a well-known German remarked to me with much bitterness. But the Germans will see to it, so they declare, that their children shall not in the future be the slaves of any foreign race.

National unity, according to the German dogma, can be maintained only by the awakening of a feeling of national pride in the hearts of every young child. German schools have become schools of patriotism, where duty to the State, abnegation and sacrifice of the individual will to the need of the State are exalted above all other virtues. The German youth is being taught that the State's right and duty is to control not merely the actions, but even the thoughts of her subjects. The individual shall cease to exist, and in his place rises the mighty "Germania," the product of a united people. "We are not on earth to be happy, but to fulfil our obligations"; Bismarck's words are given a new significance. The German instructor is teaching his classes that the Germans are fighting like heroes against Händler, as warriors against mercenaries, as a people in arms, whom foreigners are wont to call slaves of a militarist regime, against the slaves of Mammon (England), of empty love of prowess (France) and of the knout (Russia).

Doctrines such as these, impressed on the mind of youth, cannot fail to breed a spirit of malice and hatred towards Germany's many enemies of to-day, which will not only endure but will hinder all plans of permanent peace. In no country has the Government

I. A LESSON OF EMPIRE.

". . . to build within the mind of man
The Empire that abides."

This is to prove a war of liberation, if the aim to which the best thought and conscience of Europe aspires is to be of any avail. So far as it is possible for clear truth and justice to emerge from such a period of shock and struggle, of deep anxiety and horror, we hope and must insistently demand that the result may show a wide discrediting of the whole principle of national dominance without the consent of the *dominium*, and may leave the way open for the liberation of the peoples, not only from each other's menace, but from their own past selves.

We can expect no millennium when the sore and exhausted combatants come first to patch up a settlement; but we m demand such a settlement as will ma possible the further development of a tr comity of liberated nations. The settleme will be in the hands of the present adu public and its spokesmen. The furth development will be for the rising generation to evolve; and the teachers of to-day wil be largely responsible for the Europe of to-morrow. They are training a generation not only "for the wise maintenance of th

for their kind. The whole trend of the rising scale of life is towards the finding of a *modus vivendi* and of an escape from the recurring vicious circle of aggression, defence and counter-aggression; life rises in proportion to its power of becoming more and more free for the constructive struggle to use its environment to the best advantage. Specialized aggressive types are exfoliated, and in due time shrivel off; while specialized defensive types (such as the mollusc, and later in biological history, the crustacean) make of their shells a permanent check upon further advance in the scale of being. Progressive life has to find out a more excellent way. This is a rather abstract instance of a point of view which may be applied; but the details of its application, dependent as they will be upon the region of the subject which is being covered, will occur readily to the mind of the teacher.

It should not be thought that these necessarily terse and generalized suggestions of method imply a treatment that is possible only with advanced classes; the task of simplification for children—even for quite young children—is by no means insuperable. The writer of this knows by experience that the reduction of the great issues raised by this war to their simplest human terms is an exercise well repaid by the keen interest and intelligence it evokes from a junior class; and well repaid, also, by the touchstone it supplies for distinguishing the true metal. What one can tell to children of national hopes, and not be ashamed, is ... people ca... best trust among its aims ...urations.

TEACHING PATRIOTISM.

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Doctrines such as these, impressed on the mind of youth, cannot fail to breed a spirit of malice and hatred towards Germany's many enemies of to-day, which will not only endure but will hinder all plans of permanent peace. In no country has the Government more direct control over education than in Germany. In no country are academic influences so subservient to political programmes. And it would appear to be the aim of the German authorities to create a spirit of uncompromising Chauvinism in the hearts of the coming generation.

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WOMEN'S WORK NOW AND TO-MORROW.

THE NEW EFFICIENCY.

Sitting in council at their recent conference in London with "Women's Share in Reconstruction after the War" as their general subject, the National Union of Women Workers inevitably discussed the education of to-morrow as it regards girls. It was probably inevitable also that they should separate with a rather disappointing sense of vagueness in the conclusions reached. Our knowledge of the future is itself too vague to make definite planning seem anything but futile. Yet some aspects of the future emerge clearly enough to make preliminary thought possible.

For "Acquired Inefficiency," as one speaker aptly phrased it, there will be no room in a time when far more women will enter the labour market, some to maintain their crippled menfolk, many to relieve the strain on men by maintaining themselves. Many of these will come from classes where work for the women has not been the normal condition. Other women will have to retire from their temporary occupation of men's professions to that sphere of home duties which they may have ceased to regard as worthy of their developed powers. Whether these will raise the status of the houseworker by abolishing rule of thumb in the kitchen and sewing-room, and bringing brain power to bear on a worthy reorganization of the domestic crafts, remains to be seen. It is at least certain that the nation is awakening to its need of the most adequately developed citizens, ready "both in body and soul," to use the Church's phrase, for their lifework; and others besides educationists are asking for efficiency in women charged with the rearing, feeding, clothing, and moral training of the children.

That suggestions for educational improvement should be contradictory is not therefore surprising, though the want of unanimity in a body of women specially qualified and experienced threatens a long delay in solving pressing questions. Thus one speaker could plead for the abolition "for ever and ever" of "fine sewing" as a subject of education for girls, while another following could insist that ability to make every necessary garment for herself and her children should be regarded as an essential acquisition in every social class; a third could urge that specialized training in the manufacture of ready-mades should enable the whole community to clothe itself by the professional labour of a few. To the minds of many women, no doubt, this last seems a consummation devoutly to be wished, with the addition that cookery should also follow this course—as laundry work has so largely done—and become a specialized craft exercise in universally-providing kitchens with public dining-rooms attached. In the minds of these extreme reformers it is but one step more to the State nursery, so warmly advocated by Mrs. Gilman and others in America, where the varied influences of mother and home shall be replaced by artificially ideal conditions and the Trained Educator.

Into such Utopias, however, the National Union of Women Workers were too practical to wander. Training for life as it seems likely to be is the pressing question. On one point they were clear. Adaptability is for a woman a more valuable quality than even that intuition of which we are somewhat weary of hearing the praises. A man's profession is apt to be largely determined by early-known conditions and opportunities, whereas marriage may in a moment plunge a woman into undreamt-of circumstances and surroundings. Her whole happiness and efficiency will depend upon her ability to adapt herself to them. Or some family cataclysm may throw her on her own resources; and the world as we know it is strewn with the jetsam of lives wrecked because education had failed to form a woman capable of doing or of learning to do any one thing well enough to earn money by it.

A true note was struck by the speaker who asserted the necessity for an educational foundation on which it would be possible to build a super-structure of technical or higher literary knowledge. Her own experience as head of a school of languages was that girls of 16 were apt to come to her ignorant of the Charybdis of the unawakened intelligence. If this is their condition, girls from poor homes will continue to crowd into those unskilled trades which give a better starting wage, but lead to neither professional skill nor domestic competence.

But, secondly, there is the daughter of the upper artisan and lower middle-class, whose opportunities range from the upper-grade elementary school, through the small private school of varying cost with its tendency to genteel accomplishments (the modern substitutes for velvet-painting and the use of the globes) to the high school with its generally solid fare and Pisgah-glimpses of wider plains of knowledge. For girls of this fast-rising proletariat one need seems to be asserting its importance, that of more mathematical training to counteract that want of accuracy which in the "men's professions" so fast opening to them is everywhere pronounced their weak point. In banking, commerce, dispensing, or legal or inspectorial work "intuition" cannot replace accuracy in noting and stating facts and dealing with figures. Some serious study of good literature is the best source of correct writing of English.

Too early specialization is no doubt dangerous. But though a woman's working life, unless cut short by marriage, may not be necessarily shorter than a man's, her prime is sooner reached and passed; and the years of adolescence when a boy can face severe study are for her a time when overstrain may be fatal. A lengthy training, such as is needed, for instance, in medicine, cannot be left till too late; and probably by 14 the school studies should at least be influenced by the intended future. The doctors who are now frankly expressing their wish for more women colleagues will do well to so mould public opinion that long years need not be wasted in wearing down parental opposition; and a girl's frank determination to respond to the need for women in our Colonies should be met by an education that will fit her for the task.

Collectively, the conclusions of the Women Workers' discussion points to the crystallization of many demands into the appeal for a solid foundation in the education of girls of all grades, whether their ambition is to

> Get leave to work
> In this world, 'tis the best you get at all,

or whether, like the little girl who was asked her intended profession, their answer is, "Oh, mother! couldn't I be just a woman?"

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That suggestions for educational improvement should be contradictory is not therefore surprising, though the want of unanimity in a body of women specially qualified and experienced threatens a long delay in solving pressing questions. Thus one speaker could plead for the abolition "for ever and ever" of "fine sewing" as a subject of education for girls, while another following could insist that ability to make every necessary garment for herself and her children should be regarded as an essential acquisition in every social class; a third could urge that specialized training in the manufacture of ready-mades should enable the whole community to clothe itself by the professional labour of a few. To the minds of many women, no doubt, this last seems a consummation devoutly to be wished, with the addition that cookery should also follow this course—as laundry work has so largely done—and become a specialized craft exercise in universally-providing kitchens with public dining-rooms attached. In the minds of these extreme reformers it is but one step more to the State nursery, so warmly advocated by Mrs. Gilman and others in America, where the varied influences of mother and home shall be replaced by artificially ideal conditions and the Trained Educator.

Into such Utopias, however, the National Union of Women Workers were too practical to wander. Training for life as it seems likely to be is the pressing question. On one point they were clear. Adaptability is for a woman a more valuable quality than even that intuition of which we are somewhat weary of hearing the praises. A man's profession is apt to be largely determined by early-known conditions and opportunities, whereas marriage may in a moment plunge a woman into undreamt-of circumstances and surroundings. Her whole happiness and efficiency will depend upon her ability to adapt herself to them. Or some family cataclysm may throw her on her own resources; and the world as we know it is strewn with the jetsam of lives wrecked because education had failed to form a woman capable of doing or of learning to do any one thing well enough to earn money by it.

A true note was struck by the speaker who asserted the necessity for an educational foundation on which it would be possible to build a super-structure of technical or higher literary knowledge. Her own experience as head of a school of languages was that girls of 16 were apt to come to her ignorant of the difference between a noun and a verb. If at the moment her audience were disposed to be amused rather than impressed, this feeling could not withstand Lady Sydenham's later plea for more study of the languages of India. We are slowly coming to see that truly Imperial service may be rendered by the woman who goes to India—whether as medical missionary or as mere mem-sahib—with a knowledge of native tongues or ability to learn quickly and accurately.

For the girl of the so-called working class, whose way is through the elementary school, marr age has been merely a matter of selection; but, if potential husbands should prove less plentiful, a number of new occupations will be open to her. Many of these, hitherto practised by men, will make a heavier demand on brain as well as on body. Girl tram-conductors, for instance, are surprised by the discovery not only that their bodily energy is taxed, but that the rapid and accurate arithmetic required involves unaccustomed mental effort. Parents will naturally lean to the obscurantist view that botany and brush-drawing "don't do 'em not a bit o' good" when the urgent need for obtaining and keeping a good post is for a rapid and accurate use of simple arithmetic with adequate writing and spelling. But over against the Scylla of wider smattering lies the

its importance, that of more mathematical training to counteract that want of accuracy which in the "men's professions" so fast opening to them is everywhere pronounced their weak point. In banking, commerce, dispensing, or legal or inspectorial work "intuition" cannot replace accuracy in noting and stating facts and dealing with figures. Some serious study of good literature is the best source of correct writing of English.

Too early specialization is no doubt dangerous. But though a woman's working life, unless cut short by marriage, may not be necessarily shorter than a man's, her prime is sooner reached and passed; and the years of adolescence when a boy can face severe study are for her a time when overstrain may be fatal. A lengthy training, such as is needed, for instance, in medicine, cannot be left till too late; and probably by 14 the school studies should at least be influenced by the intended future. The doctors who are now frankly expressing their wish for more women colleagues will do well to so mould public opinion that long years need not be wasted in wearing down parental opposition; and a girl's frank determination to respond to the need for women in our Colonies should be met by an education that will fit her for the task.

Collectively, the conclusions of the Women Workers' discussion points to the crystallization of many demands into the appeal for a solid foundation in the education of girls of all grades, whether their ambition is to

> Get leave to work
> In this world, 'tis the best you get at all,

or whether, like the little girl who was asked her intended profession, their answer is, "Oh, mother! couldn't I be just a woman?"

THE TIMES

EDUCATIONAL SUPPLEMENT,
FRIDAY, *January* 14, 1916.

A Necessary Revolution.

If we are to face the future with any confidence after this exhausting war, we must face it as an educated people. We shall not be able to afford to waste the efficiency of a single English child. On all sides we hear the cry, though we see little enough of the practice, for economy. Now economy means one or both of two things—less expense, greater production. It is said by materialistic economists that lack of capital will render greater productiveness impossible. They forget the only capital that has permanent significance—the men and women of the nation. Our national business is to eliminate waste in human beings and to make each human being capable of realizing to the full his or her potential capacity for creative work, whether such work be material or moral or spiritual. Those ends can only be reached by the best training of childhood in the homes and in the schools. Something, of course, can be done among adults; but in the aggregate it is, comparatively speaking, very little. The bulk of humanity is made or marred in youth. Now there is no more appalling fact in our national economy than the waste of that supreme natural product—the child. We do not refer particularly to the waste of infant life, for that is merely one of many by-products of ignorance. We refer to the waste of efficiency among the children who survive. Consider the children of the people, how they live, after the experience of half a century of compulsory primary education. There are nearly half a million children between the ages of twelve and fourteen years

education on all the chil... of eleven years in all the the country. To do this we financially less expensive than present system; the existing schools would be divided into two departments, the preparatory department up to the age of eleven, the secondary department for all children above that age. The money now spent on scholarships and bursaries would be applied exclusively for purposes of higher training and education.

The distinction between what are known as higher elementary and secondary teaching respectively is the vital matter to appreciate. Elementary teaching cannot give an outfit for life. It is in its nature preparatory; and when it ceases to be preparatory it merely supplies uncorrelated knowledge and an education leading nowhither. On the other hand, secondary teaching has as its goal the power of reasoning about acquired knowledge and thus securing self-realization. The primary ideal is the heaping up of knowledge as an external property or possession; the secondary ideal is the assimilation of knowledge as part of the personality. The latter ideal gives an outfit for life, a wise, thoughtful, and productive people; the former gives us what we have got—a nation with 2,000,000 children running to waste.

We have no desire to criticize in any ungenerous spirit the National Union of Teachers. The work that it has done since its inception as the National Union of Elementary Teachers soon after the passing of the Elementary Education Act, 1870, has been in many—indeed, in most—respects worthy of high admiration. It has protected wisely and well the status and the financial interests of the elementary teacher. It has striven for nearly half a century to get all that can be got out of the elementary system; and has certainly had the interests of the children and of the nation as much at heart as the interests of the teachers. It has striven in comparatively recent years to bring within its fold the secondary system as a development of the elementary system; and, under the wise guidance of Sir James Yoxall, its permanent official, it has year by year taken a broader outlook of national educational necessities and has largely gone back to the fine idealism of its earliest days.

Nevertheless we do not think that the general attitude or policy of the National Union of Teachers has in the past been a wise one. In its origin it was an association of elementary teachers; and what we have called the primary ideal has always inspired it. This ideal had, we are convinced, for many years the indirect effect, which has not yet wholly passed away, of restricting the profession of an elementary teacher to persons who had been educated in the elementary schools; and thus it tended to emphasize those very class distinctions in education which it is the goal of all educational thinkers to abolish. The Union believed, and apparently still believes, that national education is best based on a system of primary teaching, and that the edifice of national education must be raised on that basis. The Secondary Schools Committee of the Union was ready to welcome the secondary school certificate authorized by the Board of Education because it "would give the secondary school free scope for developing its own proper work independently of university requirements on the foundation of elementary school training." That assumes that an elementary school training is the foundation of a national system; it assumes that the "proper work" of a secondary school is independent of "university requirements."

We should like to see the Union boldly adopt the policy of secondary education for all. It would at once link up with indissoluble bonds the schools of the people with the training colleges and the universities. It would substitute for the harmful policy of the educational ladder a system which

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We should like to see the Union boldly adopt the policy of secondary education for all. It would at once link up with indissoluble bonds the schools of the people with the training colleges and the universities. It would substitute for the harmful policy of the educational ladder a system which would give to the entire community equal chances of progress in an infinite number of directions suited to an infinite number of types of mind and capacity. The ladder makes for class distinctions; secondary education for all means a truly educated democracy. That Sir James Yoxall himself sympathizes with this ideal is clear enough; for at the British Association meeting at Birmingham on September 12, 1913, he declared that "fifty years hence everybody would be educated up to the secondary school level and the number of university graduates would be increased ten times." But why should England wait fifty years for what she needs and can have to-day? If the National Union of Teachers will take its opportunity, will boldly demand secondary trained teachers for all school standards containing children of eleven years and upwards, will willingly receive for this purpose (in the present scarcity of men teachers) women who possess the necessary qualifications, the revolution will be accomplished. The compulsory school age will be raised to fifteen; cheap child labour will cease, and an outfit for life will be in the grasp of every child. That is an economy which England needs.

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15-1-16

THE WAR AND THE WOMEN.

III.—WOMAN AS PEACEMAKER.

By ISRAEL ZANGWILL.

Happily, other women have appeared, not so content as the Pankhursts "to play the sedulous ape" to man, or to be dominated by his outlook. The women who met at The Hague in an international congress that embraced both English women and German women, had anticipated Romain Rolland's appeal to women to cease to be "men's shadows. "The women who do not fight have no right to goad on the fight," said the distinguished French women who addressed a greeting to the congress. And they laid down "the fundamental principle of feminism" as "the wish to create, while destroying war, a better and juster humanity." Just because they had no political voice in any of the belligerent countries, it was for them now to say what the men who were fighting could not say, and to preserve the spirit of international fraternity. And so this congress of women, from a dozen nations, under the presidency of Jane Addams, protested unanimously against "the madness and horror of war," believing with Queen Elinor in "King John":

> This might have been prevented and made whole
> By very easy arguments of love,
> Which now the manage of two kingdoms must
> With fearful bloody issue arbitrate.

The congress protested too against the assumption that women were protected in the war, and adjured "the Governments of the world" to put an end to it. Nor was their protest to be platonic. Under the inspiration of the practical and elaborately worked out project by Miss Julia Wales, of Wisconsin University, entitled "Continuous Mediation Without Armistice," it was resolved to try to create a conference of neutral nations for this purpose, also "to invite suggestions for settlement from each of the belligerent nations," and in any case to submit simultaneously to all of them "reasonable proposals as a basis of peace.' Women would, in fact, try to mediate between their males, as one tries to disentangle dogs. Nay, more, the women have actually gone out from this congress—like Queen's Messengers—and have been received by kings, premiers and presidents. The scheme of "continuous mediation" has been adopted likewise by the Quakers, and is said to be regarded by some Governments as "the sanest plan yet suggested." For climax, the congress resolved that an international meeting of women shall be held in the same town and at the same time as the Congress of Powers that is to frame the terms of the peace settlement after the war, for the purpose of presenting practical proposals to this conference. Women will be "men's shadows," but in what a novel sense! Side by side with the portentous and pontifical male congress which has always hitherto done the carving of the nations, and never failed to make a hash of it, will sit—like sober peahens beside their peacocks—a body of women interpreting national dignity and sovereignty and all the grandiose vocabulary of the male in terms of human life.

The Peahen's Point of View.

"We women judge war differently from men," said Dr. Aletta Jacobs, the Dutch initiatress of the Peace Congress. "Men consider in the first place the economic results, the extension of power and so forth. But what is material loss to us women in comparison to the number of fathers, husbands, brothers and sons who march out to war never to return? We women consider above all the damage to the race resulting from war and the grief and the pain and the misery it entails." That woman should thus revise what Thackeray called "the devil's code of honour" is not surprising, for she has actually borne in pain and reared in sick anxiety the body it is proposed to mutilate. "Unruly" as Shakespeare's Duchess of York, she cries to her lord:

> Hadst thou groaned for him
> As I have done, thoud'st be more pitiful.

I do not forget the Spartan mother who bade her son return with his shield or on it. But that mother had had no chance of developing an outlook of her own. Sparta was not so much a State as a barrack; every mother's son, unless he had been killed off as too sickly for a soldier, was taken from her at the age of seven to be stupefied by drill. She could only please her master by exaggerated echoes of his "Laconic" wisdom. To-day even in the Sparta of Prussia women have courted martyrdom by their protests against the war. And the wisdom of even the male peace-maker is no longer to go unquestioned, for as we have seen woman has resolved to shadow the Peace Congress and send it suggestions. There is a certain high comedy in the situation because everything will probably have been cut-and-dried beforehand by secret treaty, as it was at the Congress of Berlin. But what a

thrown into the world's eyes by politicians and poets. She will see Rozinante, not as the war-horse clothed in thunder, but as the lean starveling hack of reality, and Dulcinea, in whose honour the battle is joined, as the frowsy hoyden she is. There are indeed a few men who can see through the dust almost as clearly as women. "Only the other day," complains the "Times" of July 17, "a member of Parliament was talking about the money that would be wanted for housing after the war, and evidence is always cropping up to show that social reform still fills the minds of politicians and officials as the real business before them. The war is only an episode in their lives." Degenerate Britons! How—as Roosevelt witheringly puts it—shall milk-and-water match blood-and-iron? Unfortunately, Miss Margaret Scott tells us that without a quart of milk a day a sturdy soldier cannot be reared; and it would even seem as if "social reform" is as necessary to safeguard the population as trenches and field-guns.

One of the few genuine "war-profits" has been the attention drawn to the cradle as the real "cradle of liberty." A meeting at the Guildhall, presided over by the Lord Mayor, for the reduction of the wastage of child-life, took on for the first time the true guise of a "great patriotic meeting." The war, though war-wages and allowances have nourished the mothers as never before, has also taken many from the nursery, or exposed them—in the first rapture of handling money without even the necessity of feeding their lords—to the temptation of drink: they have taken man's place in the tap-room, as everywhere else. Hence even politicians have begun to see the need of looking after our first future line of defence—our infantry.

After the War.

Historians tell us that the Crusades, designed to win the tomb of Christ, promoted commercial intercourse between East and West. Germany, setting out to assert the male ideal, has given an immense jog to the feminine. But the price would have staggered the optimism of Pangloss. Ho-ti, whose house must be burnt down before he could taste crackling, roasted his pig infinitely cheaper. The loss of legions of young men will increase the number of spinsters, who will clamour with increasing outspokenness for a revised sex ethic. The entry of women into so many occupations will produce female blacklegs and gravely agitate the trade unions, already torn between the alternative of admitting women, with "equal pay for equal work," or seeing themselves undercut by cheaper but not always less efficient—and sometimes even more efficient—female labour.

The servant problem will be aggravated; the girls who have tasted the higher wages and urban freedom of the munition factories will not lightly return to domestic service, especially in the country house.

There will be friction all along the line at those points which women have not yet stormed—and these embrace in England the whole of the legal profession, the higher walks of the Civil Service and even of medicine, not to mention Parliament and Government. The end of the war will bring not peace but sex strife added to the inevitable economic discontents. For the social landscape cannot be transformed for women without changing man's situation too. When the valleys are exalted, the hills are apt to subside. By an odd coincidence the female chapter of the "Times'" "History of the War" winds up with a picture of "A Woman Making a Doll's House." That was, it appears, and not only from Ibsen, an exclusively male occupation. What sinister symbolism lurks in this climax? Is the man to be henceforward the pampered puppet?

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Woman as Sancho Panza.

Thus there is solid ground for confidence that the enfranchisement of women will not end in the addition of ten million pseudo-males to the electorate. What Mr. Roosevelt—in his gentle voice—calls the shrieking sisterhood, will not merely echo the bawling brotherhood. Much more likely is it that the pseudo-chivalry of the male with all its glittering mediæval lumber, will be swept away by female common sense as remorselessly as his military plumes and laces have been shorn away by the shears of necessity. Woman will play the Sancho Panza to the demented Don Quixote, with his babble of "battles, enchantments, adventures, extravagances, combats and challenges," and where he saw two mighty armies with pomp and pageantry of "arms, colours, devices and mottoes" she will see only the two flocks of sheep that were really there, obscured by the cloud o' dust the dumb herds driven to slaughter and lost in the dust

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THE WOMEN ARE SPLENDID.

What the heroic women of the North and South [United States] did during that great conflict [the American Civil War] the women of Great Britain are doing to-day. They are showing the same high and courageous spirit, the same subordination of their personal griefs to the national cause, the same cheerful relinquishment of luxuries. It is a United Britain that confronts the enemy in France. It is a united womanhood, united in spirit, in labour, in faith, and high moral courage, that looks east across the Channel to that land beyond the horizon "somewhere in France" where the Empire is fighting for life.—Extract from "An American Woman at the Front," by Mary Roberts Rinehart.

Woman's part in the war; not the tender nursing part—that was expected by all; but the great share she is taking in what was once man's work is one of the great surprises.

There is just a touch of wounded vanity about the thousands of men who have to admit to-day that, unknown to themselves, they have been performing tasks which are now proved to have been women's work. Across the Channel, in France, women have always successfully managed large businesses. There is a large number of cases in point: Mme. Pommery, whose champagne sparkles around the world; Mme. Duval, who organised the popular restaurants that were the forerunners of so many in London; Mme. Paquin, who succeeded her husband in the great modiste business; Mme. Curie, who discovered radium. Women play a prominent part in French politics, French business, French science, French agriculture, and in French affairs generally. But this war is changing the lives of British women.

Throughout the English-speaking world we have always prided ourselves on sheltering our womenkind. We have not, for example, cared to see them working in the fields and at the heavier forms of manual labour. There has been a great deal of self-deception about it, because, after all, women have performed heavy tasks in factories for a century or more. And we must not forget our old friends the chainmakers of Cradley Heath.

Again, from the days of Florence Nightingale the noble work of nursing our sick and carrying on the service of our hospitals has been to an increasing extent in the hands of women. In no field have they displayed a higher competence, a more sublime devotion; and few indeed are they who have not at some time or other in their lives incurred a tremendous debt to the British hospital nurse. Again, here and there before the war, gifted women, such as Elizabeth Fry and Octavia Hill, showed the way in social reform among us, and lately women have shone in journalism and in municipal work.

Yet despite these very striking exceptions the war has already proved that woman has not hitherto been given her opportunity in most parts of the Empire. For some years her cause was obscured by the hysteria of the Suffragettes. To-day it begins to look as though the votes-for-women demonstrations were but manifestations of the tremendous pent-up energy of more than half the nation.

Women have taken to every kind of war work with a rapidity and adaptability that have certainly not been shown by all the ruling sex. It has been openly admitted that in many munition factories women, in their eagerness to defeat the enemy, are producing a greater output of energy each day than men working in the same shops.

Women have successfully initiated themselves into new kinds of war work which had hitherto been regarded as coming only within man's sphere. Sometimes, however, woman, in the excess of her zeal, is doing work she ought not to be permitted to do in the interest of the race and the nation. Delicately bred women should not be allowed to push tradesmen's heavy tricycles or undertake the duties of grooms and ostlers. But there are still wide fields of opportunity for them in most of the indoor and many of the outdoor occupations.

These vocations will remain open in those dim and distant days, known as "After the war," when no self-respecting male will again be seen matching ribbons behind counters, typewriting, standing behind aldermanic chairs, or playing the piano at kinema theatres. The men who have been bomb-throwing will have no appetite for the hundred-and-one gentle and essentially feminine pursuits by which they have hitherto earned their living.

Every woman who is releasing a man from his work is helping in the war. And—to do them justice—women, with their characteristic intuition, saw that fact instantly. Every woman so engaged is showing the world the real capacity of her sex for an infinite number of new kinds of labour, and is also helping the country to progress towards a much-desired goal: the more equal distribution of money among the people.

Before the war, in dreary, manless suburbs and provincial towns, thousands of nice girls, whose families thought it beneath their dignity that they should work, preferred the boresome existence of keeping up appearances on small dress allowances to an active participation in daily life. Since the war these young women have entered into the battle of industrial work with joyousness and, though the absence of the best of the land in the war zone is unhappily delaying the marriage to which every patriotic woman looks forward, they have the great satisfaction of knowing that, whether they be women doctors, women dentists, women clerks, women ticket collectors, or engaged in any other profession, they are helping the great cause of Freedom.

It is largely due to woman's hatred of injustice that Sir John Simon's "slackers" and "shirkers" have been put to rout. Women's quick brains are not easily fooled by the quibbles of lawyer politicians. With the exception of a few of the members of professedly pro-pacifist families, with whom the war is a mere political incident, women have rallied unanimously to the cause of Compulsion.

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Their influence on recruiting has been immense. When the forthcoming and long-overdue Economy Campaign begins they will be found the most effective workers in the task of solving the Money Question, which is every whit as important as the Soldier Question. For, though women may not have man's capacity of earning, they are far better savers. We look with confidence to them to help to reduce the inordinately swollen war bill of five million pounds a day.

WOMEN IN FACTORIES.

FROM LORD SYDENHAM.

To the Editor of *The Daily Mail.*

Sir,—At a time when so many appeals are made to the public for assistance in work—most of which is excellent and all of which is good—I am reluctant to add to the number. There is, however, one great need which is not sufficiently realised.

The steady influx of women into factories of war material throughout the United Kingdom, and not into factories alone, but into other spheres of labour, is a most remarkable feature in our national life, creating new conditions and new demands.

To these brave women, whose courage and endurance are powerfully helping us in the present crisis, we owe more than expressions of gratitude.

I believe that all that is possible is being done to provide for the comfort of our troops in the field: but the unfulfilled needs of the millions of women who are toiling under difficult and often trying circumstances are growing daily more urgent. The Y.W.C.A. are earnestly struggling with a task which at times seems overwhelming, and the National Committee painfully realise that their work is inadequate.

From all parts of England we are receiving appeals for opening up temperance canteens, where substantial hot meals as well as light refreshments are served, rest rooms, and hostels, which are necessary for the comfort and the guardianship of the working girls and women, the majority of whom are from 15 to 25 years of age. If the need of men munition workers' huts where rest is possible and food provided is great, as it certainly is, there can be no doubt that the needs of our girls is greater.

The Y.W.C.A. is about to make an appeal for £25,000 to enable them to meet these needs in the various industrial centres, from which pressing letters have been received.

Her Majesty the Queen has already sent a message of sympathy and has given a generous donation; the Duchess of Sutherland is the president of the appeal.

The nation is beginning to realise the great extent to which the industries of our country depend, in this time of grave emergency, on the patriotic work of women. I plead for funds to enable us to meet the pressing needs of these women, who are contributing their full share towards the triumph of our national cause.

SYDENHAM, Treasurer,
Young Women's Christian Association.
26, George-street, Hanover-square, W.

Daily Mail
28-1-16.

WOMEN IN KHAKI.

WAR WORKERS' MARCH.

Women war workers assembled in London yesterday on the Embankment to march to a meeting at the Queen's Hall.

Lookers-on felt sorry for the Sphinx that she was seated too far away on the Embankment to see war-time woman of the twentieth century. At last she might have been moved to some emotion. A few rifles and a Maxim or two, and the procession might have passed for a demonstration of Amazons

"Form fours!" "Halt!" "Eyes right!" shouted a woman officer in a fine parade-ground voice. Junior officers, complete in khaki skirts, puttees, slouch hats, Sam Browne belts, and with rattan canes, strode along the ranks and gave orders. Stiff and stern stood the ranks of the Green Cross, first-aid detachments, nurses, women police, women signallers, women's volunteer reserve, war hospital supply units, women gardeners, and representatives of women who have taken up men's work in war time. Women munition workers were to have marched too, but they sent a message that they were too tired, having worked all night.

Just before the procession started an ununiformed woman did an heroic thing. She passed along the pavement leisurely, in front of the stern ranks, with a big fat Pekingese under her arm. There were a few youths with gently open mouths and pendulous cigarettes. One of them tried to be amused at the women war workers. A little woman in black in the crowd rapped out pertinent remarks that sent him meditating away.

PICTURESQUE ARRAY.

Then the bands struck up—one of them of the ever-ready Boy Scouts. The procession was half an hour late—a triumphant touch of femininity. Khaki uniforms, grey uniforms, blue uniforms, snow-white nursing uniforms, brightened the dull streets.

There were martial-looking grey motor-cars, driven by martial-looking women. There were a horse van with its woman driver, a motor-van with its woman driver, and a group of women workers in picturesque blue overalls. The little Boy Scouts looked almost girlish in all the stern array.

Then the crowds gave the women war workers the cheer they so much deserve.

Illustrated Sunday Herald 28-6-16

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65

WOMEN AFTER THE WAR

Lady Randolph Churchill's Optimistic Views.

PROVING THEIR VALUE.

The *New York Times* publishes an interview with Lady Randolph Churchill on women's part in the war, in which Lady Randolph claims that with very few exceptions the women of the Allied countries have thrown themselves into it almost as earnestly as have the men.

LADY RANDOLPH CHURCHILL.

As an example of what women can do, she points out that in Governmental activities of other than a clerical kind women are making superb records. One woman, because of sheer ability, has been given general charge of all the motor-cars connected with the great arsenal at Woolwich. "If these things are not answers to the men who argued in the House of Commons that women are not fit for serious productive work, then what could be?" she asks.

Will Get The Vote.

It is her opinion that after the war women will be given the vote without much opposition, and dozens of men who in the past opposed agree with her.

As a matter of fact, she goes on, women have proved themselves to be so competent that out of this very competence a problem has arisen. Many men, when released from military service, will find the pre-war "jobs" very ably filled by women.

One detail of this admission of women's fitness for men's positions has been the fact that they have given greater satisfaction than men, because they do not drink.

Men Will Be Ousted.

The returning man, therefore, will be puzzled by his status. He will have to be very good indeed if he displaces the woman in his former work, and will have to be a sober man. It will raise the standard of British labour splendidly, and put many men out of the towns upon the land, is Lady Randolph's conclusion on this point.

But No Sex Rivalry.

As to sex rivalry, "There are those who cynically look forward to a sex war as a natural result of all these influences, but I am not so pessimistic. I believe that matters will readjust themselves upon a new and better basis," is her view.

Portsmouth Times 5/2/16

The Queen 1.7.16 656 65

Portsmouth Women's War Work.

Their Many Activities.

"Portsmouth and the War: Activities of Women Workers" is the title of an interesting and beautifully illustrated article from the pen of Ethel C. Hargrove, F.R.G.S., in the current number of "The Ladies' Field." Describing first the activities of Miss Agnes Weston, the writer recalls the fact that she has worked among the sailors since 1871. "In 1915 she and her helpers found their labours more arduous than ever before owing to the thousands of men who pass through Portsmouth on their way to the various fronts. At the Royal Sailors' Rest the halls have been converted into club rooms . . . and moving pictures and a cinema show form a special feature in the entertainments." Prisoners of war receive many parcels, and sailors' wives are not forgotten, for they meet weekly at The Rest, which, now the size of a huge barracks, does not lose its characteristic of being a home away from home.

The Soldiers' Institute, High-street, the writer says, is now a branch of the Young Men's Christian Association, and at the outset of the war it was generously thrown open to any branch of the Service. It has since been the billeting centre of local battalions, besides being much used for lectures and working parties. Soldiers staying a day or two in Portsmouth make it their headquarters, and its representatives visit military hospitals and outlying barracks and forts with supplies of writing paper and literature. Miss Robinson, now considerably over 80 years of age, now lives in the New Forest; nevertheless, she recently published a book dealing with her past work for the soldiers

It is interesting to recall that the Portsmouth Dockyard Munition Workers' Canteen was started last May by "Mrs. Edwards, with Lady Lawrence as president, Lady Meux and Mrs. Waymouth (wife of the Admiral) vice-presidents, and a local committee (hon. treasurer Miss Breton; hon. secretary, Miss Reader-Lack). It is worked on the same lines as the Woolwich Arsenal Canteen by nearly ninety ladies, twelve being on for each shift. Carts are wheeled to two different places in the Dockyard twice a day, for twelve o'clock lunch and five o'clock tea. About a thousand men are fed daily, and no food is allowed to exceed 2d. a plate. The ladies wear navy blue overalls, and meet every morning at eleven o'clock, working from the base kitchen in the Dockyard. Mrs. Arnold-Forster pursues her special role at the Reading Room of the Almshouses, Highbury-street (kindly lent by the Vicar of Portsmouth). She collects woollen comforts and clothing for many regiments, and in response to many urgent private appeals from the front has despatched over 100,000 sandbags." Mrs. Massey and Miss Hellard are mentioned among the large band of assistants.

Mrs. Wyllie, Tower House, Point, we are told, interests herself chiefly in hospitals in France. During the past year she has crossed the Channel eight times, taking with her 25½ tons of clothing and drugs for the soldiers. Mrs. Wyllie is now at home after taking 10½ tons of comforts to a temporary hospital at Foix. Mr. Wyllie, recently home from a cruise with the Grand Fleet, which he hopes to rejoin shortly, is very hard at work on a picture of a thrilling incident experienced by Captain Tennent of the Royal Flying Corps, and his own son over Messines. His energy is as unbounded as his wife's. He is Cyclist Commander of the Portsmouth Training Corps and Assistant Commissioner of the 1st Portsmouth Sea Scouts. He lectures at intervals on "Light and Shade from a Height" to young observers of the Royal Flying Corps, and has been flying to assure himself of the correctness of his wonderful air pictures.

The writer informs us that there are "thirty five post women employed in all parts of Portsmouth, undertaking two or three deliveries daily (and on duty at 6 a.m.). A certain share of Sunday and indoor work is done by them, and twelve do ordinary clerk's work at the General and Pension Post Offices. More will shortly be required for sorting to release men for service. The post women are free after 8 p.m.; they wear badges and mackintosh skirts and capes with hoods, which can be turned up over their heads. The General Manager of the Portsmouth Corporation Tramways has received 720 applications from ladies for positions of conductor, out of which number 104 have been taken on; 84 of these are at present in regular service, 14 have left for various reasons, and six are still learning. The numbers will be augmented as occasion arises through men joining up, and the applicants are selected from those who are single, out of employment, and widows. They give every satisfaction, and like the work very much.

"Mrs. Slade-Baker and her helpers, Mrs. Ford and Miss Davies, have been indefatigable since the commencement of the war. They began by collecting comforts in a small way, Mrs. Slade-Baker's drawing room serving as store room. Her appeals met with so much support that she has now a depot at the Soldiers' Institute, where she receives anything from a bed to a thermometer.

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LOW SALARIES AND HIGH PRICES.

By MRS MARGARET HEITLAND.

WE ARE ALL RATHER INCONSISTENT in the way we view prices. The war has carried our inconsistency further and made it more apparent. At moments when we hear of high prices we are tense and irritable. Another halfpenny a pound for bacon throws us into darkest gloom, a halfpenny off the pound makes us joyful for a whole day. There comes a great sale for a war charity. The object is excellent, but we have not the least idea about the thrifty administration of the charitable society's expenditure. We hope that the organisers of the undertaking are as careful about halfpence as we are in our domestic housekeeping. But we do not know. The idea appeals to us; the details being unknown we cannot criticise them. So we give to the sale something that we valued or we buy at it something we did not want. And we return home obliged to be more careful than ever about such things as food and wages and tips.

We are not quite irrational when we are lavish on isolated occasions but niggardly about daily expenditure. For the spasmodic outbursts of spending may be controlled at our pleasure. But start a daily practice, and you will be compelled by many persons (notably by your servants) to continue it. I am always trying to find a reason for my own and other people's conduct. But the reason why a man does not higgle about a few pounds when he buys a car and does higgle when he engages a clerk is not a reason that is immediately clear. It reveals itself gradually as being the fear that in the case of the clerk a precedent will be set which will govern the terms made with all future clerks. The purchase of the car, on the other hand, is a single transaction and resembles a capital investment. This consideration, also comes into the matter, and I think it is an important one. When a man buys a car he pays for the labour as well as the materials which have been needed for its production. But he does not pay out the wages himself. They may be high, they may be low. He has no responsibility for over or under-payment. Therefore the purchaser of some expensive thing reflects with pride on the costly labour which exerted itself on the making of the article he has acquired. Unfortunately he rarely feels a similar satisfaction in paying very high wages or salaries himself. Doubts haunt him that he has allowed himself to be "done," and he questions whether he might not have made a better bargain—better, of course, for himself.

If I seem to have followed a rather long course of ideas, I have perhaps suggested some reasons for the opposition which salaried women encounter when they try to get the rates of their payment raised. Women who are doing professional or clerical work for small remuneration, naturally perceive that they are not to-day obtaining the real equivalent of the same payment two years ago. Their landlady makes them pay more for their lodgings; their tradesmen demand more for food; the bills for fuel are much heavier. Yet to themselves no more money is offered; and quite possibly a rise is refused when asked for.

Many women workers, indeed, are not only kept at pre-war rates of payment, but are half expected to give up fairly remunerative work and to take some less well-paid employment in order to remedy the shortage of hands in certain industries. It used to be explained that the inferior payment given to women was the direct result of some unalterable law of supply and demand. Women's labour was too plentiful and must take what it could get. But now when no labour is plentiful, women are expected deliberately to cheapen their terms. From the highest motives of patriotism many of them do so—which seems to indicate that the unalterable law of supply and demand can be modified on occasion. Whenever they are making this sacrifice directly to the nation as a whole, their position approximates that of the soldier, the sailor, or the airman; and they are giving what is beyond price. But this applies chiefly to actual war employments of the non-productive or non-profit-making kinds. When profit-making comes in, as it does in most permanent industries and even in war industries when they are conducted by private firms and not by the Government itself, the employment in question is not comparable with the work of the men in the Services. Women, therefore, have a good claim to ask for a rise in payment which shall correspond partly not wholly (because we must all share the sufferings of our country) with the rise in the cost of living.

The present state of things is peculiarly hard in the case of non-resident workers. Women who have to provide their own board and lodging, when they are not getting higher wages than they did in peace time, are really getting much lower pay. To say that out of every ten shillings they are practically losing three, is, I suppose, no over-statement of present values. A woman, therefore, who received £2 a week before the war ought now to be paid £2. 12s. if she is to find herself in the same position as formerly. Even if some sacrifice is entailed upon her she might well claim from £2. 8s. to £2. 10s.

We are all, however, under the influence of fixed ideas with regard to salaries. The prices of what are called "commodities" are incessantly moving, though often only by pence and halfpence, and to these oscillations we are thoroughly accustomed. The "round sum" affects salaries and stipends, and affects them to their detriment

We think of a certain type of person in a certain class of occupation who is worth (or said to be worth) 25s. a week; of another worth 40s.; another at £100 a year, £300 a year, £500 a year, or whatever the figure may be. We [illegible] these persons with their salary labels upon them. We can scarcely imagine the labels changing. We are accustomed to intermediate wriggling amounts, such as 38s. 6d. as the war equivalent of [illegible] 40s. [illegible] of earlier days. Yet so many fixed ideas and established habits have been destroyed by the war that it does not appear to be impossible that the [illegible]

Lawrence as president, Lady Meux and Mrs. Waymouth (wife of the Admiral) vice-presidents, and a local committee (hon. treasurer Miss Breton; hon. secretary, Miss Reader-Lack). It is worked on the same lines as the Woolwich Arsenal Canteen by nearly ninety ladies, twelve being on for each shift. Carts are wheeled to two different places in the Dockyard twice a day, for twelve o'clock lunch and five o'clock tea. About a thousand men are fed daily, and no food is allowed to exceed 2d. a plate. The ladies wear navy blue overalls, and meet every morning at eleven o'clock, working from the base kitchen in the Dockyard. Mrs. Arnold-Forster pursues her special role at the Reading Room of the Almshouses, Highbury-street (kindly lent by the Vicar of Portsmouth). She collects woollen comforts and clothing for many regiments, and in response to many urgent private appeals from the front has despatched over 100,000 sandbags." Mrs. Massey and Miss Hellard are mentioned among the large band of assistants.

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"Space fails to detail at length," adds the writer, "the efforts made by the Hon. Mrs. Lowry, wife of the Vicar of St. Bartholomew's, Southsea. Her weekly gatherings for wives and mothers of soldiers and sailors have proved a godsend to many, and the summer garden parties were much appreciated. Like work has been done by Miss Blewett and friends for sailors' relations living at Milford. Music and addresses are given, while the women knit socks, etc., for soldiers and sailors. Mrs. Bradford, wife of Admiral Bradford, inaugurated this work last year. The women are visited frequently and kept in touch with by the ladies who help them with their pensions, separation orders, or any other difficulties. All classes are drawn together, and the old adage applies, 'One touch of nature makes the whole world kin.'"

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Eastern Evening News
Friday. Feb 26 - 1916.

Quite the most picturesque and interesting item in yesterday's war news was that which recorded the disembarkation at Havre of a corps of a thousand English suffragettes to take over service as signallers, telephonists, telegraphists, and automobile drivers. The corps is a carefully selected one of highly skilled and competent women for the duties they have undertaken; and their arrival means the release from these duties of an equal number of fighting men for fighting service. A good many hard things have been said about militancy as it used to find expression; but this new expression of the militant spirit in the national cause is splendid. The women, by all accounts, had a magnificent reception from the British and French soldiers and the general populace on landing. Not only at the front, but in this country, there are a great many necessary services in which women could very efficiently take the place of men who are kept out of the fighting line by being tied to these services. We still go on recruiting for the Army on the entirely false assumption that the organisation of an army is the organisation of a fighting force only. As a matter of fact, there are all sorts of necessary services which are just as much part of the complete organisation of an army as is the actual fighting service; and there is no reason at all why enlistment on army lines for all these necessary services should not be carried on in such a way as to give the full status of national service to those engaged in such services. We have begun dimly to recognise that by giving service badges to the workers in arsenals and in munition factories. If ever we adopt the principle in its entirety of co-ordinated organisation of all necessary war time services as branches of the national Army, there will be room for many women's battalions in such an organisation.

Apart from this special work at the front for which the suffragettes have volunteered, the work of women since the outbreak of war has been such as should earn the grateful thanks of the nation. In the hospitals in particular the nursing staffs have been wonderful; and what our sick and wounded owe to their skill and gentleness no words can express. And in many other ways, the war time services given by women have helped magnificently. Here in Norwich, we owe the organisation of that most admirable training of women in the new toy-making industry to our militant suffragettes; and one might quote from all over the country similar services. Nothing could more wonderfully illustrate the way in which the old rancours and controversies which occupied us a year ago have been wiped out in this time of national unity in face of a great peril; and when we emerge from this war it will be into a new atmosphere in which the memory of our unity and of the service given in the day of national trouble will dissolve a good many of the old antagonisms.

Nation
26/2/16.

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Morning Post 8.6.16.

WOMEN AND THE WAR.

When the "Daily Mail" suggests that out of the "twenty-two" much-tried gentlemen who control our destinies, eleven should be replaced by "practical ladies," we may well take it that the hour of woman suffrage is at hand. That the way to it should lead through a war in which women can take no combative part, and should be pointed by the most energetic of war-advocates, is not quite such a paradox as it looks. A modern war is no affair of selected armies of males. It is the embattlement of national forces, in the field and behind the field. The direction of these activities falls naturally to the ablest and best-equipped members of the warring communities. The war could not have been carried on for a twelvemonth without the co-operation of women.

But the foundations for this work of energy and skill were laid not in war but in peace. Anyone who has taken part in our public life during the last twenty years knows the kind of contribution that women have made to it, and foresaw its obvious fruit. All the modern British parties—Liberal, Conservative, Socialist, Labor—have been largely officered and administered by women. Some of the best detailed work in local government and in factory inspection stands to their credit. They have not entered a single profession in which they have not succeeded. If we are to fix their special contribution to politics and social work, we should say that they brought to the task more industry than men, more love of detail, a more intimate and affectionate view of life, and that their power to grasp its wider principles and forms of action will probably expand in proportion as it secures larger fields for exercising it. The same qualities have appeared in the workshops; raising new standards of industry, adaptability, and cleanliness. During the last few months workshops have been built or remodelled with a special view to the wants of the women workers. The ground has been captured, till probably every observer of life but the editor of the "Spectator" is aware of the change.

For our part, we never saw any reason for restricting the entry of women into public life to the polling-booths. You cannot make electors of women and refuse their right to election; or open the door of the School Committee and shut out that which leads to the House of Commons and to the Grand Committee of Parliament which we call the Cabinet. The country might not choose to put a woman at the head of the Navy or the Army; but we do not believe it would hesitate to entrust her with the Local Government Board or the Education Department. All this is a matter of time and evolution; but if the war and its consequences are rightly understood, the time is rapidly approaching when the State will be based on the co-operation of the whole community. Where, indeed, is the anti-suffrage case? It is in ruins. The physical force argument has broken down in the hour when it seemed to be carrying all before it. The idea of women as essentially non-workers, even as parasites on the State, is destroyed. The entry of women into the workshops has revolutionized trade unionism and made reconstruction inevitable. The man's standard of work has been replaced by the man-and-woman standard, a change at once perilous and promising. All is open to revision; the women will have instantly to choose the part they will play, for they will be in a position for terms both from the employers and from their workpeople. The activities of women will be equally vital to the healing processes that will be set up for the rebuilding of the shattered health of great masses of the men and the re-invigorating of the educational

WOMEN'S WAR ORGANISATIONS.

TO THE EDITOR OF THE MORNING POST.

Sir,—I shall be grateful if you will be so kind as to permit me to make known to the women of the United Kingdom that a movement has been inaugurated with the object of co-ordinating and giving expression to their opinion on matters of grave importance relating to the process of this terrible war. A meeting of representatives of Women's Organisations was held on the 5th instant, when it was unanimously decided that vigorous organised effort, in which women of all classes and of all schools of thought could participate, should be undertaken in presenting their views upon certain phases of war policy to his Majesty's Ministers and to the people of the Empire. The programme of activity to which it was decided women should energetically devote themselves with as little delay as possible is as follows:

(1) That the crime against humanity and International Law which has been perpetrated by the German military authorities in the treatment of British prisoners of war should be brought home in all its terrible significance to our people, and should from the women's point of view be communicated to all Women's Organisations in neutral countries.

(2) That the influence of the women of Great Britain should be brought to bear with all the force possible upon the members of both Houses of Parliament to insist on the full and unqualified use of British Sea Power in tightening the blockade of Germany and thus shortening the war.

(3) That Women's Organisations and women generally should give serious thought to the grave economic problems which are bound to arise at the close of the war, and with the object of safeguarding the interests of British industries and the wage-earning power of our population should impress upon his Majesty's Ministers the necessity of the exclusion of all enemy influence in our economic life.

In order to give effect to this programme (which it is felt will appeal to every woman in the Empire), a conference of representative delegates from women's societies of all kinds, which will be addressed by a prominent Imperial statesman, is being arranged at an early date. Following the conference, public meetings will be held in London and in the larger provincial towns with the object of emphasising the importance of these questions as they appeal to women. The Committee will be glad to receive the support of women everywhere, and all communications addressed to the Hon. Secretaries, at 8, Beaufort-gardens, S.W., will be welcomed, and every practical suggestion carefully considered.—Yours, &c.,

OLIVE BURNHAM,
Chairman of Provisional Committee.

37, Grosvenor-square, June 7.

of the best detailed work in local government and in factory inspection stands to their credit. They have not entered a single profession in which they have not succeeded. If we are to fix their special contribution to politics and social work, we should say that they brought to the task more industry than men, more love of detail, a more intimate and affectionate view of life, and that their power to grasp its wider principles and forms of action will probably expand in proportion as it secures larger fields for exercising it. The same qualities have appeared in the workshops; raising new standards of industry, adaptability, and cleanliness. During the last few months workshops have been built or remodelled with a special view to the wants of the women workers. The ground has been captured, till probably every observer of life but the editor of the "Spectator" is aware of the change.

For our part, we never saw any reason for restricting the entry of women into public life to the polling-booths. You cannot make electors of women and refuse their right to election; or open the door of the School Committee and shut out that which leads to the House of Commons and to the Grand Committee of Parliament which we call the Cabinet. The country might not choose to put a woman at the head of the Navy or the Army; but we do not believe it would hesitate to entrust her with the Local Government Board or the Education Department. All this is a matter of time and evolution; but if the war and its consequences are rightly understood, the time is rapidly approaching when the State will be based on the co-operation of the whole community. Where, indeed, is the anti-suffrage case? It is in ruins. The physical force argument has broken down in the hour when it seemed to be carrying all before it. The idea of women as essentially non-workers, even as parasites on the State, is destroyed. The entry of women into the workshops has revolutionized trade unionism and made reconstruction inevitable. The man's standard of work has been replaced by the man-and-woman standard, a change at once perilous and promising. All is open to revision; the women will have instantly to choose the part they will play, for they will be in a position for terms both from the employers and from their workpeople. The activities of women will be equally vital to the healing processes that will be set up for the rebuilding of the shattered health of great masses of the men and the re-invigorating of the educational forces on which the very life of England depends. But the greatest reaction of all will be against war itself. There, indeed, the coming of women into politics will be a symbol of the higher forms of life which will arise out of the coarseness and futility of physical conflict. Nothing will content the shaken world till it can build up a strong fortification of law and feeling against the arch-enemy that laid low its predecessor. Into this society the statesmanship of women will come with clean hands and fresh minds. Their grievance against war will be great, the instinctive abhorrence which the woman-soul must feel for its waste and enfeeblement ought to be the strongest current in the after-war State, and their resolve to do away with it will bring to the exhausted or despairing mind of man the moral reinforcement it will need.

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OLIVE BURNHAM,
Chairman of Provisional Committee.

37, Grosvenor-square, June 7.

The Times
21-6-16.

WOMEN AT WORK.

SOME MINOR WAR INDUSTRIES.

(FROM A CORRESPONDENT.)

Within a mile radius in the East-end of London, in unpretentious buildings with no soaring chimneys or roaring engines, I have lately watched girls and women in hundreds turning out articles of war in thousands.

Here is a courtyard lined with bales of flannelette, and on the far side the two-storeyed building is full of girls making gas helmets. There are 150 girls, and each makes 100 helmets a week. They sit at machines, guiding the material under needles that go on clicking, clicking at a furious rate, impelled by invisible electric power. It seemed odd that these bell-shaped pieces of flannelette could be helmets of any kind; but from something which a foreman showed me I could guess their efficacy against one particular form of German brutality. And each helmet takes only four minutes to make.

In the lower room I saw 70 thicknesses of flannelette, which, being first marked through perforated paper in wavy lines, were turned by a single application of an electric cutter into 280 helmets. Upstairs the seaming process was equally quick. Machines in row upon row keep whirring for 9½ hours a day, and no wonder that girls of 15 are earning 23s. a week and older girls as much as £3.

STATIONERY TAGS.

My next visit was to a queer little industry. From vast masses of flannelette I passed to bits of green string and snippets of tin. This is where the Government's stationery tags are made. Fifty little girls were punching round tags and flat tags. Tin, cut by a lathe to uniform sizes, falls into a groove in the machine, and the girls clamp tin and string together by jerking forward an iron pulley, once for each end of a tag. The machines work so quickly that a child can curve 15,000 tags a day.

Elsewhere what was once a shop is now a factory for the machining of khaki-coloured bandoliers. Here 80 girls were turning out 60,000 bandoliers a week, and some of them are earning as much as 10s. a day. Each strand is outlined with five pouches for cartridges, and machinists were busy sewing these up.

So far I had seen what is commonly considered "light" work, suitable for women and girls. My fourth visit showed what women can achieve in replacing men at heavy manual labour. The scene was a factory where shirts are made for Serbians and for British soldiers. Owing to the war, women are doing all the work here. They act as overseers, as packers, as haulers, as dispatchers, and as chauffeuses. Here were canvas-covered packages measuring some 3ft. by 4ft.; and I learned that three women can stitch these "parcels" at the rate of 100 an hour. But the stitching is by no means all. When the packages are ready, women hoist them into a car, and a woman drives them off to the War Office.

A less cheering sight met me at yet another factory. Here were soldiers' kit-bags in hundreds lying piled in a corner of the building. Why were they lying there, useless? Because the contract for the cords had been placed in Ireland, and rebellion in Ireland meant (among many other things) that these cords were delayed in delivery. The episode set me thinking on the intimate connexion of war and industry, and on the many questions of to-day and to-morrow with which the things I had seen were closely linked.

Belfast Letter
20-3-16.

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I went to a meeting in connection with women war workers on Wednesday. It was held in the ballroom of Viscountess Hambleden's house in Grosvenor Place. She is a daughter of the late Earl of Arran, and a sister of the Marchioness of Salisbury and of the Countess of Airlie. Miss Mary M'Arthur was to have spoken, but was prevented by an important engagement. Among those present were Lady Cowdray, in the chair; the Countess of Crawford, whose husband is serving in France as Corporal Crawford, R.A.M.C.; the Countess of Albemarle, whose husband and sons are serving; Lady Wantage, whose late husband founded the British Red Cross Society, or was at least the principal instigator of its being founded; Lady Llangattock, whose fine son, the late Honourable Charles Rolls, was a pioneer of aviation, and lost his life at his task; the Dowager Countess of Clanwilliam, whose husband was a distinguished sailor, who went to his grave with a bit of lead of an enemy of Britain in his arm, and whose sons and sons-in-law are fighting; Lady Winifred Renshaw, whose brother, the Earl of Leitrim, and whose husband are helping, were all present and were deeply interested to hear about the munition workers. They now receive, while learning their job, £1 a week. When they can do it, they are paid by the piece at the same rates as men. Also, 15s a week has been secured for them for waiting wage; that is, when they have to spend hours at a factory and cannot work because the material is not to hand, or for other causes. These terms have been obtained for them by vigilant women committees, who now desire to reduce the twelve hour shifts at night for women, to secure for them one day's rest in seven, and to provide canteens for all factories, and means of transport to and from their work. Some times the factories are in the middle of fields, and the workers have to trudge perhaps a mile, often two, to reach them. This adds very greatly to the fatigue. There is no doubt that these things will be accomplished because my sex is proving itself excellent at organisation, vigilance, and accomplishment.

Oxford Times
29-8-14.

EMERGENCY AND EFFICIENCY.

THE WOMEN WORKERS.

The word "Emergency" aptly describes the various committees and corps which a pressing necessity has called into being. It is Emergency—special service to meet a dire event—which discovers the Efficient, and acts as a touchstone of character, proving the worth of women who have reached such a much higher level of efficiency in the years which have elapsed since the Boer War. Mistakes were then made which no one wants repeated: work was wasted for want of organisation, and women feel that this shall not be said of their work for the "War of the scrap of paper," as Mr. Ballard, of Woodstock, has called it. To-day, England is full of capable women, any one of whom could manage and control committees or sub-committees in almost any department of life, and it is just this general efficiency which may prove a stumbling-block in the way of organisers who, all over England, are working hard to put method into zealous endeavours. Organisation is another of the gifts given to many women, who need but the opportunity to show their understanding of the value of a structural whole. Need for action was once supposed to be man's prerogative, but to-day, women, who have always felt it as much as men, but with less opportunity for expressing it, have many more ways open to them than of yore. Think of the space that divides the English girl of last week who cut her hair short, disguised herself as a French aviator, and flew off blissfully to help where she might, and the gentle Georgian ladies who sat at home and sewed, with tears dropping on to the work because no other way was open to them. Feeling must be translated into action as soon as possible, and that is why the very day which saw war declared, saw, too, instant action on the part of many women in the way that for the moment was easiest—at once to make things for soldiers who would be going to the front. Then followed working parties, committees, and sub-committees, and last of all has come the wide organisation which is to draw all together under one head. It should be possible to unite all the making of garments needed for the sick and wounded, all those for men at the front and for families in distress, under one central control. It is at this very point that the emergency of the hour will act as a touchstone of character. To sink a strong individuality for the sake of efficient general organisation, to give up preferences to keep rigidly to the supplying of the wants of others as conveyed to us by the control rather than to supply what we ourselves think is needed, to be good fielders in far away corners of the field—these are things which college-trained women do as a matter of course, but which are not so easy to those who have not learned to co-operate when young. This loyal acceptance of a lead is what is asked of women to-day if work is to be rightly organised, and there is to be neither over-lapping nor waste. Quite so it sounds, very many women to-day can do everything well but new, and it is a fact that much needlework has had to be unpicked and put right by good needlewomen ere it could be of service. This latest organisation really an extension of Queen Mary's Needle

it could be of service. This latest organisation —really an extension of Queen Mary's Needlework Guild—covers all these difficulties, first by providing garments already cut out, each supplemented with clear directions as to how to proceed, and next by a gentle, but firm test of workmanship. The tiny sampler, so unassuming that it looks like a torn fragment of shirt, will prove a veritable terror to the inefficient worker. Handling it, one sees that all the stitches which a well made shirt requires are gathered here for the undoing of the careless. A tiny seam run and felled, a little bunch of beautifully even gathers, a strong and level buttonhole, two inches of herring-bone stitching, and a button well and firmly fixed—these are the tests to be passed for the future by fresh workers in the cause.

This Oxford Branch of Queen Mary's Needlework Guild has been formed at the request of the Citizens' Emergency Committee, but it has not at present become part of the County Organisation. If every private working party would sink its private leadership and register itself on the Guild roll, in how short a time would this organisation become effective. Everyone who can sew enrolled, everyone buying their materials at the central depot all pulling together, is it too much to wish that this should be the aim of every woman in Oxford at the moment? Single voluntary workers are free to go and buy materials and return the finished garment to the central office. There could be no overlapping if everybody registered at the Town Hall in this way, and no waste of time. The branch has obtained particulars as to what is wanted from the Third General Hospital and from various centres in London, so that it is in touch with the varying needs. One week things for the front may be urgently called for, another week garments for refugees or destitute, and so on. People can always hear at the centre what is most needed. Here again comes the call to unselfishness. So many women who have relatives at the front may want to work only for men at the front, but emergency calls them to do other work if it is more needed at the moment. It is a great relief to know that there is an organisation through which one may hear from month to month or week to week the immediate needs, a method which will save endless confusion and some waste.

It is a busy scene in the Assembly Room at the Town Hall, where the depot for work has been opened. In her heart of hearts every woman loves "keeping shop"—all little girls love playing at it—and behind the long counter where the cut out articles are spread voluntary saleswomen help you to decide and to buy wisely; they also answer the endless questions addressed to them with unfailing courtesy, and point out the difficulties or the simplicities of the patterns. Pinned on the blackboard is the following list of prices (the things are cut out ready to sew):—

	s.	d.
Men's flannel shirts	4	0
Men's flannelette night-shirts	2	3
Flannel bed-jacket	4	0
"Helpless" shirts	3	8
Hot Water Bottle Cover		3

I do not know it is was because the last item on the list was the easiest to make or the cheapest to buy, but certain it is that within two hours of the opening of the depot on Tuesday every cover had been carried off and orders left for more. The cover is just a great bag, into which a man might really comfortably thrust his feet supposing he had not a hot water bottle. Then there are wools and needles sold for knitting, with clear directions how to use them. I need hardly say that nothing is gained on the transactions. The material is bought at cost price, it is cut out free of charge by expert cutters, and the whole of the organising staff give their services. The Emergency Committee reserves the right, if it becomes necesary, to give employment to relieve distress, to put the needlework in the hands of paid workers instead of voluntary workers.

I have been sent a notice of another organisation, to be called the "Women's Emergency Corps," which held its first public meeting this week in London, with the Duchess of Marlborough in the chair. The central idea of this new organisation is especially to find employment for the middle class worker, and work for the voluntary helper. Its objects, five in number, are, it seems to me, in many cases covered by existing societies.

(1.) The organisation of women's voluntary service to meet the national crisis.

(2.) The formation of a central register of efficient workers, classified into groups.

(3.) The co-operation of existing women's societies.

(4.) To safeguard the paid labour market by controlling volunteer energies; to provide a clearing house for the mass of service offered by women and to utilise it to the best advantage.

(5.) To inaugurate branches in different districts to work under the central organisation.

The Emergency Corps especially invite offers from women who are efficient in medicine, sick-nursing, and dispensing: in creche work, care of mothers, and feeding school children; in cooking, catering and commissariat; in languages; social relief work; riding, driving and care of a horse; driving a motor-car or cycle, and understanding running repairs; in cycling for distribution purposes. This is a comprehensive list, and testifies once more, if testimony were wanted, to the many ways in which efficient women may now energise their sympathies.

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The Star

LONDON, WEDNESDAY, MARCH 22, 1916.

WOMEN FROM CANADA.

Big Party Lands at Liverpool To-day.

(From Our Own Correspondent.)

LIVERPOOL, Wednesday.

There were pathetic scenes on the landing stage, when a large party of Canadian women and children, whose husbands and fathers are in the fighting line, landed. They have crossed the Atlantic to be near should their loved ones be wounded.

Not all the women, however, were in this relatively happy position, for not a few were war widows, who, unable to make a living in Canada, have come to England in the hope they may find employment in munition works or in some of the many other markets for labour opened up to women.

Glasgow Evening Times
3.4.16.

WOMEN AND THE WAR.

BY MADAME BUTTERFLY.

President G.U.W.W.

As President of the Glasgow Union of Women Workers, Miss Marion Blackie occupied the chair at the annual meeting of the Union in the Y.W.C.A. Hall, Bath Street, the other day. Miss Blackie's interests in the social work of the city art manifold and it may be remembered that she was instrumental, early in the war, in having the Women's Consultative Bureau established in Glasgow. Innumerable are the excellent schemes conducted under the auspices of—and initiated by—the G.U.W.W. Miss Blackie is also president of the Women's Friendly Society of Scotland.

May Twentieth—and Don't Forget It.

Miss Moir, secretary of the Ladies Auxiliary of the Y.M.C.A., is one of the prime movers in the scheme for an All-Over-Scotland Flag Day on May 20th when it is hoped by this popular means to raise a goodly sum for the splendid work carried on by the Y.M.C.A. in the way of providing for soldiers the Recreation Huts which are so great a boon to our fighting men. Already over 300 towns have definitely arranged to take part in the Flag Day and Miss Moir will be glad to give any information to any ladies willing to assist in any part of the country. Experience has proved what a great deal of money can be raised not only in large towns but even in the smallest villages and country districts, by means of Flag Days: and surely this one should prove especially popular.

Ladies and the Y.M.C.A. Huts.

Speaking to the members of the Glasgow Union of Women Workers last week, Miss Moir gave some exceedingly interesting details of the work done among the soldiers by the Ladies' Auxiliary of the Y.M.C.A., and in the course of her remarks she caused much amusement by giving away the recipe for the "Y.M.C.A. Pudding"—a delicacy much appreciated by the Tommies. Bread-and-butter pudding, it seems, was not a favourite with the men who patronised the canteens; and so somebody (she must, I imagine, have had boys to cater for at home!) hit on the plan of making a simple bread-and-butter pudding and adding a few currants and some sauce and calling it "Y.M.C.A. Pudding." And now it is first favourite with lots of the fighting men! And yet we are asked, "What's in a name?" A good deal apparently.

Penny Cookery Demonstrations.

The success of the cooking demonstrations already given under the auspices of the Glasgow Patriotic Food League has made the promoters decide to hold various other demonstrations in different parts of the city. The series which is at present going on has been arranged with a view of suiting the working women in various districts. There are five centres—Maryhill Burgh Hall, Greenhead Hall, Bridgeton, Govan Masonic Hall, Tollcross (Fullerton Hall), and the Ross Memorial Hall, Cowcaddens. The lectures are given two days a week in each hall, and for the modest sum of one penny women have the privilege not merely of attending the demonstration but also of enjoying a cup of tea when it is over. On the invitations are printed the tempting words—"Come and see how to make one shilling do the work of two." That is what most of us would be only too pleased to learn in these days.

24.6.16.

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WOMEN IN A HURRY.

By ONE OF THEM.

Women have always been in a hurry. Eve was in a hurry to eat the apple; if she had waited long enough Adam would not have been able to resist it.

As soon as women see anything they want they are in a hurry to get it. That is why women have not achieved so much as men. They have been too much in a hurry.

Women are the hustlers of creation. They have been

In a hurry to get married.
In a hurry to get divorced.
In a hurry for their husbands to get rich.
In a hurry to be better off than their neighbours.
In a hurry to marry off their daughters.
In a hurry to be like men.

The only thing they have not been in a hurry about is getting their sons married.

The way they walk tells you what they are. They have never considered the pace which they can comfortably keep up. They begin in a hurry and gradually slow down. Like the hare and the tortoise, man and woman run the race of life Women will never win so long as they continue in a hurry. That fact is pathetically patent just now. Women are too much in a hurry to notice the chances they are missing. With feverish haste they got to work for the country at the beginning of the war. How many women have broken down since? With feverish haste they took the first job that offered—however unsuited they were to it. They could not bear to let people think for a moment that they were not doing their bit. Thus ladies in comfortable circumstances went miles to do the scrubbing working women were praying for.

They hurried across the Channel in such numbers to give their aid that the commandant at Boulogne issued the order, "Clear the women out!"

They were in a hurry to get into uniform even though khaki was scarce and the war was delayed on their account. They were in such a hurry to be like men that a section of them have earned the title "It."

Likewise, they were in a hurry to get sugar, even to fetching it in perambulators and taxi-cabs.

* * * * *

All that did not matter greatly. It is now, when their hurrying threatens to land them at the bottom of the hill, that another woman who has hurried all her life would call a halt. Women are passing by the chances of their lives.

Why have women always, or nearly always, come short of the glory of man? Because they have not been trained for their work. They married in ignorance, brought up children without experience, set their boys loose in a den of lions, and allowed their girls to go out into the world unprepared for life. The spectacle of the middle-aged woman to-day who is hopelessly unemployable is one of the most pitiful of the war. She is the product of her mother in a hurry. And the younger women are following in the same reckless haste. Experienced hands are stretched out on all sides to hold them back. "Wait and train," wise voices say.

The women who have been in business for years would save their sisters from a false start. They hurried in themselves. They hurried all the time. They were in a hurry to give of their energy; they kept nothing back; they gave of their reserves. The marvellous output of the woman worker to-day is a subject of wonder. It is nothing new; she has always done it. She has always lived at concert pitch and then cracked suddenly. Men save themselves in the spirit of "he who fights and runs away will live to fight another day." Just now woman's hurry helps the country, and it is well. But it is only wanted in certain departments.

And it is the wrong women who are hurrying. Let the leisured women hustle; it will do them good. It is their great chance of healthy, honest work. But all the women hurrying will surely end in disaster. Ask the women's leaders what they most dread to-day, and they will tell you, "After the war"—the day of reckoning for all the haste of the hurrying women. The cataclysm of women's unemployment could be prevented if the women who must earn a living after the war would prepare themselves now to do so. But they are in too much of a hurry. Societies of every description are holding out opportunities of training. Schools are even waiting for their fees till money is earned. Doors are open on every side, but they pass them by, all hurrying down the blind alleys.

Girls in a hurry, think who will be wanted after the war! It will not be the women conductors—all honour to them! It will not be the women engine drivers, who [illegible]

themselves now to do so. But women are in too much of a hurry. Societies of every description are holding out opportunities of training. Schools are even waiting for their fees till money is earned. Doors are open on every side, but they pass them by, all hurrying down the blind alleys.

Girls in a hurry, think who will be wanted after the war! It will not be the women omnibus conductors—all honour to them! It will not be the women engine cleaners, coke heavers, ticket inspectors, street cleaners, dock labourers, and the rest. The women workers who may look for a future are:

Welfare workers.	Doctors.
Dental mechanics.	Chemists.
Carpenters.	Shop assistants.
Police women.	Fruit-growers.
Business women.	Domestic science teachers.
School attendance officers.	

Welfare work has developed like a flower in the sun during the war. It will remain. Girls' club leaders and factory welfare workers will all be wanted. Women have proved their worth in police work. The Women's Service Bureau had lately 128 vacancies for dental mechanics, but only seven trained women to fill them. The woman carpenter has been wanted ever since the first home was built. So convinced of the opportunities for girls in business is one school headmistress that she sent for the fathers of her girls who are in business and suggested that they should teach their daughters. The woman doctor is for ever established, especially in municipal work. The higher the branches the chemist climbs the more sought after will she be. The male shop assistants are not expected to come back. Once having done without fruit imports, we can go on doing without them if the women will; and with the sweep back to domesticity the domestic science teacher will have her hands full.

* * * * *

It is only a little list, but—and however irritating this is to the beginner, it is true—there is "always room at the top" of any industry. Let the women become thoroughly skilled in the work they fancy, and then there will be no after-war fear for them.

But—women are in too much of a hurry. They do not pause to consider that:

> The heights by great men won and kept
> Were not attained by sudden flight,
> But they while their companions slept
> Were toiling upward in the night.

The women toil—oh, yes! but it is in a blind alley.

On Lamp Day £7,000 was gathered by the Women's Service for training women; several societies are making grants or loans for training or maintenance to suitable candidates; county councils are giving short commercial courses; training is being given free on the land, and the Board of Trade Employment Department points to training given by firms and technical schools in various parts of the country in wool spinning and weaving, hosiery, lacemaking, bootmaking, aeroplane work, welding and engineering, tracing, fancy leather work, optical trades, breadmaking and confectionery, grocery, and toymaking; as switchboard attendants at electric power stations, as chemists and poultry farmers.

The women—be they young and strong and willing to look around—can take their choice, and without paying their money in most cases, but—they are in too much of a hurry. A short training with the experience which any woman can get to-day is equal to a long peace course.

But only when they have arrived at the ends of their blind alleys will the women

Daily Telegraph.
4-11-16.

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War Work by Grimsby

WOMEN.

Mayoress's Representative Sub-Committee.

AN INTERESTING REPORT.

Miss Morris, the hon. sec. of the Mayoress's Representative Sub-Committee, reports:—

During the last three months this committee has continued to carry on the various schemes inaugurated last year. The Home Help scheme continues to provide work for women who otherwise would have to have assistance from the Relief Fund. Six home helps have been employed during this period, two of whom have been in our service since the organisation started its work, the others have been employed by us through the Labour Exchange.

Our helps have worked in 14 homes. In 12 cases the mother was ill. One case has been an old man bed-ridden and living alone, another child was dying and the mother had been removed to the County Asylum. One mother died of consumption and Bright's disease.

The homes in which our helps were employed were, with two exceptions, very poor, and in one case only the mother has been able to pay for the help, the full wages being paid.

Mrs. Eason last year, as Mayoress, was instrumental in arranging for the knitting which the fishermen's widows and wives of fishermen interned are still doing.

Miss Newnham, of the Fishermen's Institute, Riby-square, informs me that for the three months of this year the women have made 197 pairs of sea boot stockings, 162 pairs of socks and 26 jerseys. Last year they made 477 pairs of sea boot stockings, 35 pairs of socks and 26 jerseys, making a total for the 15 months' work of 674 sea boot stockings, 347 pairs of socks and 26 jerseys. Also the women have knitted 100 pairs of sea boot stockings part of a private order, for the Admiralty. Mrs. Smith and Mrs. H. L. Taylor have kindly undertaken the charge of issuing, receiving and paying for the work, thus relieving Miss Newnham of much of the detail, for which help she is deeply grateful as her time is so fully occupied just now.

The wages paid have been considerably over £100, and have proved a great boon to the women. All this expense is provided for by the Minesweepers' Fund.

The attendance at the Mothers' and Babies' Welcome has varied greatly during the last three months, chiefly owing to the extremely cold and wet weather. Dr. Simpson has been unable to allow Nurse Chase to continue her work at the Welcomes owing to the epidemic of measles and the extra demands on her time due to the stress of work and shortage of nurses. Her work has been undertaken by the ladies of the committee.

In the clothes department there has been nothing like the demand there was last year for clothes. The mothers seem much better able to supply the greater part of the children's garments, and only require them supplementing occasionally. The mothers themselves repeatedly ask for dress skirts and underclothing old or new. Any person having any of these garments to spare if they would kindly send a postcard to Mrs. Howe, Lyndale, Abbey Park-road, who undertakes the management of this department, she would be pleased to send round for such parcels.

During the last three months Mrs. Howe has supplied 39 women and 223 garments, whilst during the months of January, February and March of 1915 145 women were supplied with 525 garments, thus showing a considerable decrease this year.

The dinners, which some of the mothers still require, are provided, as before, at the Eagle Restaurant and the cafe at the Liberal Club. The number have considerably decreased, twenty-three women only having dinners at present.

The Patrol Committee have found it necessary to bring their work to a close for the present, owing to the scarcity of workers and the darkness of the streets, which makes the work almost impossible.

The Girls' Club, Albert-street, and the Central Market Girls' Club are still in a flourishing condition, the other clubs having fallen through, owing to the lack of girls.

Although many of the girls have left Grimsby to find work in other towns the attendance at the clubs continues satisfactory. The average attendance being about forty and thirty respectively.

Social work forms a great feature of both clubs, but the forms of instruction such as cooking, sewing, and addresses on character and conduct are introduced monthly.

Every first Tuesday a social is held to which the girls are allowed to bring their soldier and sailor friends. Refreshments have been served and collections taken. The girls with the help of the men providing the entertainment which have been greatly enjoyed.

Mrs. Jack Barker and her lady helpers are now busy teaching all the clubs the war masque, "The Nation's Honour," written for the League of Honour—to be given on May 4th.

It is hoped during the Summer to take or have lent a cottage in the country to which girls can go for a week at a time. By this means it is hoped the girls will not only gain in health but will have imparted to them practical demonstrations in hygiene and domestic economy which they also badly need.

Owing to lack of finance at the Central Market Girls' Club (the girls only pay 1d. per week), three of the old members have undertaken and carried out the cleaning of rooms, fire lighting, etc.

Under the Presidency of the Mayoress, the first of our street collections took place on March 4th, "Snowdrop Day." This collection was on behalf of two old established charities, the Invalid and Soup Kitchen, and the Home of Help for Girls. Needless to say, the Mayoress and her committee were delighted with the generous response of the Grimsby public, the sum of no less than £247 being taken, thereby raising these charities out of debt and leaving a surplus to continue their good works.

The Grimsby War Hospital Supply Depot still continues in its most useful and necessary work in supplying the Red Cross Hospitals abroad with requisites for the wounded soldiers. The articles sent consist of sheets, operation gowns, pyjamas, slippers, bandages, swabs, arm splints, fracture pillows, waistcoats, socks, handkerchiefs, and pneumonia jackets. Letters of thanks have been received from the M. Ranowe, President of the French Red Cross, the L. Lazard, secretary of the Belgium Red Cross, and three of our town's doctors, viz., Drs. Pratt, Duncan and Glenny.

Owing to the subscriptions not being sufficient to supply the necessary materials required, an American tea was held in the Town Hall, on February 5th, under the presidency of Lady Bennett, the financial success resulting in £96 after all expenses were paid. Other affairs of smaller attractions have been organised by various workers, such as the matinee held at the Palace, arranged by Miss Ida Johnson and Miss Pettitt, in aid of the Hospital and the Depot, and various ward whist drives all help to keep the workers supplied with material thereby showing the workers which average thirty-three per day, that although every woman cannot spare the time to come and work, yet she is willing to do her little bit in other ways. Already fifteen of our workers have qualified for the War Office Voluntary Workers' Badge—and we hope many more will do so shortly.

During January, February and March 5,696 articles were made and despatched from the Depot. The number of articles despatched since the opening of the Depot is about 11,000.

The committee have been investigating the question of wages earned by women and girls in the town. The average wage of girls employed in shops is deplorable, and it is to be hoped that the competition for female labour will have the effect of raising the standard of wages paid to girls in shops. At present it is impossible for a girl to support herself on the few shillings she receives after she has learnt her trade and spent two or three years in the business she is pursuing.

Munition work is better paid, and accurate information was gained from the Munition and Light Castings Company, Limited, Granville-street, as to the payment of its female employees. The manager had submitted the pay sheet for inspection to this committee, and it was found that the average wage per week was 14s. 10. The girls began at 9s. a week, but as soon as they had learnt their work they were able to earn from 15s. to £1 2s. a week, according to their efficiency. They work in shifts of eight hours each with an interval in the middle of about twenty minutes for refreshment.

Domestic service, with all its supposed and real drawbacks, is as well paid as any untrained female labour, and is as favourable to the health of girls as many of the newer vocations.

There is no real demand in this neighbourhood for women on the land, though they are doing very well in some of the home counties.

There still exists a need for further substitution of women for men in some industries, and a local Advisory Committee is being formed to deal with the question of women's war employment.

EDITH MORRIS, hon. secretary.

Evening News 20.4.16.

WAR EASTER.

Women Workers Content To Carry On.

The Easter rush to the seaside began early to-day, and the holiday traffic produced typical war-time scenes at most stations—male passengers shouldering their own trunks and women carrying bags and suit cases in the absence of an adequate supply of porters.

The London Brighton and South Coast Railway report that traffic exceeds that of the past two years. Eastbourne, Brighton, and Hastings trips are exceedingly popular, and hotels and boarding-houses will be very full over the week-end.

Margate, Ramsgate, Broadstairs, and Southend are also attracting many visitors, the mayoral appeals having proved effective.

Thames boatmen are anxious about the weather. And the recent rains have kept the stream high. A special service of motor char-a-bancs has been arranged at Maidenhead, running from Cookham to Reading and onwards.

Many women are having their first Easter at war work, but they don't complain about it. Here is what some of them told *The Evening News*:—

TICKET COLLECTOR: "I don't mind working. We ought not to have holidays while the men are in the trenches. *They* don't get Easter Monday."

'BUS CONDUCTOR: "This work is one long holiday. I'd just as soon be on as off, and it's nicer when all the people are out."

Milk-girls will be up early delivering as usual, and the postwoman has one round to go. The latter is, however, paid a special rate for Good Friday, and for every hour worked on Easter Monday she has 1½ hours holiday given on another day.

Nottingham Evening Post 22.4.16.

OUR LETTER BAG.

WOMEN AND THE WAR.

Sir,—It is with amusement, tinged perhaps with sadness, that one notices the new recruiting advertisement traversing the Exchange. "Will not our women help us?" Yes, they will, and have done since August 4th. They have not waited until the ninth month of war, when recruiting committees and Board of Trade alike suddenly deign to attach considerable importance to their words and deeds, but by sacrifices of love and work and money they have been doing what they can for many a day.—I am, sir, &c.,

PORTIA.

Railway & Leith 15-4-15.

'AY CLERK April 15th, 1915

THE EMPLOYMENT OF WOMEN

The other day I was reading an article by a writer who lamented the wholesale entrance of women into industry chiefly on the ground that this tended to lower rates of wages, and to keep men out of employment. One has to admit regretfully that the objection has truth behind it, but surely the argument is not against the employment of women, but only against the *exploitation* of women. If a woman needs work, it is as bad for her to be unemployed as it is for a man.

Now, whether we hold with the advancement of women or not, there is the fact to be faced that we already have seven millions of women in the British Isles engaged in paid occupations. How could such an army of workers be dispossessed of the position they hold in the life of the nation? Many of them—the majority—work because they must live.

But, we do find that there are many educated girls whose parents can manage to pay for a few years' serious training for them, but cannot afford to keep them at home. These girls find a veritable salvation in outside employment. It is evident then that women have definitely "Gone out into the world." The next step is that they must make up their minds to do it in greater numbers than ever. For an obvious reason. This war has robbed and will rob our country of thousands of young men who would have married, and been the main support of as many young women. Others might have kept a home going for their sisters perhaps. (We will omit the widows for the present because some sort of provision is made for them).

So that from now onwards there will of necessity be a greater influx of women into the labour market, where their position is by no means an enviable one [illegible]

The Globe April 14-1916.

656, 656/8

"WOMEN SHIRKERS."

Sir,—Under this heading you published on Friday last a quotation from Mr. H. E. Morgan's "Great Deeds of the Great War," which, in my opinion, would give to the world a wrong impression of Englishwomen. Among all those I have met, and among my numerous acquaintances, I have not yet found one of the type portrayed as the majority by Mr. Morgan. It is nonsense to state that the majority of our women are still frivolous, indifferent, and apparently unaware that there is any war at all! The frivolity he writes of is simply pluck, presenting a cheerful aspect to the world—a splendid national characteristic.

There may be some slackers, but the majority are very wide awake, and doing real good work. Take two examples only: there are numbers giving up their time and linguistic talents to work at Aldwych for the Refugees' Committee, a most excellent and well-organised institution; there are also whole communities doing very earnest work among the wives of soldiers and sailors, organising clubs for men, providing entertainments for them, &c., which is by no means "playing at helping," I can assure you. Again, there is much work being done quietly in the background by many women, of which no one will ever hear.

It is worth consideration, with reference to Mr. H. E. Morgan's comparisons between French and English women, that in France every fighting man is called out, which makes it essential for women to replace them. Should the same conditions arise in England our women will prove themselves ready, but at present there are plenty of men, who, through being over age, or physically unfit for service, are filling the posts vacated by those who have enlisted.

Mr. Morgan's remarks are probably written with the best of intentions, but permit me to suggest that they are a little unjust.—Yours faithfully,

CICELY WEDGWOOD.

Regent's Park, N.W.

The Daily Sketch 14-4-15.

WOMEN WHO WANT TO HELP THE NATION.

Why Should They Not Serve On Juries?

A CHANCE TO RELIEVE THE MEN.

Why should not juries be composed of women? This question is being asked in these days, when fewer men are available for this branch of public service.

You say women have too many trials already? But they are fond of judging men—and their neighbours.

We were often asked, in the far-off days of suffragist controversy, to picture a Mrs. Speaker and a Mrs. Lord Chancellor. But the latest proposal to have women on juries is really seriously meant, and is not meeting with ridicule.

Women are taking a keener interest in daily events. Since the war broke out thousands of women who never read newspapers before have become keen students, not only of the events of the war, but of the happenings in our own home life.

When a woman is really pleased she does not conceal her satisfaction. For instance, a great many women have written to the *Illustrated Sunday Herald* to say how delighted they are with the paper. They like the *Herald* because it is the paper that deals with subjects in which women as well as men are interested, because it gives the best gossip, the completest news service and the finest pictures.

Many women have written to say that they have insisted that their husbands must get the *Sunday Herald* every week. It comes on the day when they get a little time to themselves, and it gives them just the reading they want.

The *Sunday Herald* has been tried by a jury of men and women, and the verdict is: "We must have the *Sunday Herald* every Sunday."

33,000 WOMEN VOLUNTEERS.

6,000 Ready To Help In The Armament Factories.

Up to the end of March 33,000 women had registered themselves for war service. Mr. Runciman held a deputation of women at the Board of Trade last night.

Of these, there have volunteered:—

6,000 to work in armament factories.
1,000 in clothing factories.
1,000 in dairy work.
[illegible]

a 22.4.15. Morning Post

OUR LETTER BAG.

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Railway & Leith
5-4-15.

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The other day I was reading an article by a writer who lamented the wholesale entrance of women into industry chiefly on the ground that this tended to lower rates of wages, and to keep men out of employment. One has to admit regretfully that the objection has truth behind it, but surely the argument is not against the employment of women, but only against the *exploitation* of women. If a woman needs work, it is as bad for her to be unemployed as it is for a man.

Now, whether we hold with the advancement of women or not, there is the fact to be faced that we already have seven millions of women in the British Isles engaged in paid occupations. How could such an army of workers be dispossessed of the position they hold in the life of the nation? Many of them—the majority—work because they must live.

But, we do find that there are many educated girls whose parents can manage to pay for a few years' serious training for them, but cannot afford to keep them at home. These girls find a veritable salvation in outside employment. It is evident then that women have definitely "Gone out into the world." The next step is that they must make up their minds to do it in greater numbers than ever. For an obvious reason. This war has robbed and will rob our country of thousands of young men who would have married, and been the main support of as many young women. Others might have kept a home going for their sisters perhaps. (We will omit the widows for the present because some sort of provision is made for them).

So that from now onwards there will of necessity be a greater influx of women into the labour market, where their position is by no means an enviable one now. The average wage of the manual woman worker is 10/10½d. per week, which barely suffices for necessities. And in all occupations the tendency is for women to have the lower paid and mechanical work, while men fill the responsible, better paid posts.

Add to this the fact that there is already much unemployment among women owing to the War, and you will easily see that a crisis is at hand which needs prompt and energetic handling. It is no use to expect the men who are supposed to administer the State—or other men either—to do much for us. They will wait till the disaster is upon us before they stir. What we need is an awakening amongst women to the seriousness of the situation. We want to persuade them that they have a real importance for the nation, whether it is their lot to be wives and mothers or not. That joy may be found in work, provided we work with a definite aim and with the prospect of so much recompense as will afford us opportunities of living a fairly full and interesting life.

It is the old, old story of co-operation and united effort and purpose. But we seem to take so long to learn the lesson, and it is speedy action which is needed. How if the Government were to appoint a commission of able and experienced women (we have a number of them) to undertake the organisation and direction of women's work, and give it powers to establish centres of training, make grants of money where needed, supervise conditions of work, and regulate wages? Dare we hope for so much?

MELISSA.

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The Daily Sketch
14-4-15.

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Of these, there have volunteered:—

6,000 to work in armament factories.
4,000 in clothing factories.
1,700 in dairy work.
500 as gardeners.
2,000 for other agricultural work.
1,100 as shop assistants.
500 as leather workers.
5,000 as clerical or commercial assistants.

Mr. Runciman added that in the Board of Trade offices 600 women were now employed.

Yorkshire Post
11-11-16.

The Queen, who takes a keen interest in the position of the woman war worker, is Patroness of the National Council of Women, of Great Britain and Ireland. This body, which is a representative organisation of leading women, has summoned a remarkable conference to take place in London to-morrow to discuss questions arising out of new employments for women, the effect of the new work on the health and morals of the workers, the wages now earned, and the future wage-earning capacity and the future home life of the nation. In order that the discussion of these matters may be as frank as possible, the proceedings, which are under the chairmanship of Mrs. Creighton, will be strictly private. All the speakers will have practical first-hand knowledge of the matters under review. Miss Deane, who is the senior agricultural organiser of the Board of Trade, will deal with women on the land; the Hon. Gabrielle Borthwick, who has her own automobile workshop, with women as omnibus and tram conductors and taxi cab drivers; Miss Constance Smith, one of H.M. Factory Inspectors, with women clerks who are replacing men; Mrs. Parker, Lord Kitchener's sister, with railway women: Miss Sanday, organising officer for women's work at the London Labour Exchanges, will discuss openings for women as cooks and clerks in the military hospitals. Miss Lowndes, of the Women's Service Department of the London Suffrage Society, is to speak on what women are doing in skilled mechanical work. Many other new openings will be dealt with, the intention being to make the discussion as comprehensive as may be.

Daily Mail - 29.5.16

A PROBLEM.

NO WOMEN FOR WOMEN'S WORK.

"They don't seem satisfied unless they're making something that explodes."

So said an employer who finds it difficult to get women workers. He is doing Government work, but it does not "explode."

Munitions have caught woman's imagination, and she would work till she dropped at them—if she were allowed.

As a matter of fact, she would be content with any *man's* work; what she scorns is woman's work in war-time. She feels that there is nothing "patriotic" in doing what she has always done. Taking a man's place in a man's trade she knows that she is definitely helping on the war.

There is consequently a very serious shortage of women's labour in a large number of women's trades, chiefly in textiles and clothing.

The Board of Trade Employment Department is not concerned about the scarcity of domestic servants, laundresses, or even waitresses. An official tells unmoved of a class of forty one-time servant girls who now number but one maid among them. These are luxury trades and we can do without them, we are told, till the war is over.

In the meantime the country's industries must be kept going—by women. If not, our export trade will suffer and debt will be the result. In 1914 £103,000,000 came into the country for cotton sent out; £31,250,000 for wool, and £14,500,000 for clothing. What happens when we cannot even make for ourselves has been already seen. At the beginning of the war, when the boot trade was fully occupied with Government work, the leather for all the civilian boots had to come from America. Yet in most districts there is a long waiting list of women for munition work, while in one at least women refused other work because they were waiting for a shell factory to open. In one town it was even suggested that the Labour Exchange was exceeding its duty in urging women to remain at their own trades.

Daily Mail 29.5.16

65

There has already been a loss to the country through skilled women in numbers leaving the job they can do better than anyone else to learn how to make munitions. There are plenty of women in the country who have never done anything at all who can learn the men's work. It is a mistake to think that most of the women of England are now employed. According to a Board of Trade official, the number of new women working makes the total of women's labour only the same as if the women who normally marry and leave had not left and the usual number of young girls had come into the trade.

Women's labour is being worked uneconomically because of women's "patriotism." The Lancashire farmers say that they cannot get workers for the land because they are going to the mills; the mill-owners complain that the women are leaving them for munition works. The country's work is more or less in the hands of learners because women will not "stick to their jobs." The following are the trades for which women workers cannot be found and those in which there is little difficulty:—

Women's Work Which Women Will Not Do.	Men's Work Which Women Will Do.
Jute.	Distilling.
Cotton.	Saw-milling.
Silk.	Chemicals for Textiles
Wool.	Grain Milling.
Cardboard Boxes.	Heavy Chemicals.
Linen.	Soap, Colours.
Hosiery.	Brewing.
Stationery.	Wood Boxes.
Hemp and Other Textiles.	Gas Works.
Dressmaking.	Furniture.
Hat, Cap, Gloves.	Sugar Refining.
Other Dress.	Dairy Produce and Other Food.
Lace.	Aerated Water.
Shirtmaking.	Publication of Newspapers.
Brushmaking.	
Laundries.	

The other day in the intense heat the omnibus conductress complained that the girls could not get their summer uniforms because of the labour difficulty. The women who scorn the clothing trade did not think of that piece of war work they were missing. Cotton is used for aeroplane sails, hemp for rope, and 70 per cent. of the brushes made are taken by the Army. But, unfortunately for the country, none of these things "explodes."

Of course the matter has only to be brought home to the women for this wastage of skill to cease. Women are only too eager to serve the country anywhere and anyhow.

* * * * *

The immediate trouble is being met by the Board of Trade in two ways. In order to get unskilled workers for the textile and clothing trades a recruiting campaign has been instituted in other districts. The local advisory committee for women's war employment arranges the transfer and finds the lodgings for the girls. Posters asking for accommodation are now up in the districts where workers are wanted, and the committee visits the homes offered in every case. It has already been arranged for 1,000 women learners to come to Huddersfield and the Colne Valley to work for the woollen manufacturers. They have been recruited from such districts as Grimsby.

Where skilled workers are absolutely necessary to the carrying on of an industry a canvass is being undertaken of married women who formerly worked in the mills. This is happening in several Lancashire towns. The hope of getting a number of workers in this way is good, for it is estimated that in July 1914 for all industrial occupations combined there were 1,246,000 women between the ages of 20 and 45 with previous experience of some particular trade who were not then employed in it. The shifts, where possible, are being arranged to meet the convenience of married women.

All a woman has to ask herself to-day is, "Am I doing useful work?" If she can answer "Yes!"—whether it "explodes" or not—it is patriotic.

PEGGY SCOTT.

East Anglian Daily Times 17-4-16. Daily Mail 22-4-16. 65

65/8

WOMEN IN INDUSTRY.

When the Greek historian went to Egypt he was astonished to find that men and women had reversed roles and that each was doing all manner of things which were considered impossible in Greece. What would be his astonishment if he could witness woman's activity at this moment, for the war has upset many preconceived notions about women, much as Egypt upset Herodotus? A score of months ago wildest scorn would have fallen to anyone who suggested that women would soon be busy in the myriad branches of industry where now she is a welcome and accepted fact; and that, given the chance, she would grasp it and, as our American cousins say, "make good." When the history of the war comes to be written, written with that authority which Time alone gives, not the least interesting chapter will be that telling how the women, irrespective of class, of England, offered their services and by their adaptability and capacity upset many cherished beliefs, leaving a lasting impression on the public mind. So much so that everyone is beginning to ask what will be the permanent effect of these new developments and whether it is likely that the industrial position and social status of women will ever again return to their pre-war condition. Discussing the subjects of the industrial employment of women in the current "Round Table," a writer says that probably there is no problem in the whole realm of public discussion on which there is greater need for clear and dispassionate thinking, and to this few will take exception. The outstanding point of the whole question is that of wages. "Ought women to be paid the same as men for the same work, and approximately the same for approximately similar work, like the Lancashire weavers? Or ought they to be paid a living wage at only half a man's rate for similar work, like the senior Lady Inspector of Factories? Or ought they to be paid less than a living wage, like the women workers in sweated industries and the women typists in Government offices?"

Unhesitatingly we say, as we have said since first the question came before us, she must receive equal pay for equal work. Unfortunately, women who look to their wages for the wherewithal to live have as a competitor the "pocket-money wage-earner," that is, a class who, living at home, work merely to get more money to spend on dress or pleasure. This class of wage-earner is the greatest evil with which the regular woman wage-earner has to contend, encouraging certain employers of women to become parasitic upon the good wages of the fathers of its girl employes, just as in the case of "crack" regiments the State itself has become parasitic upon the private incomes of the British aristocracy and gentry.

In receiving a deputation anent the same vexed question, Mr. Samuel (then Postmaster-General) took exception to "equal pay for equal work," which he described as a phrase in itself very plausible but one that he had always regarded as quite unsound. "The right phrase, I think," he told the deputation, "in this connection is 'Equal standard of comfort for people doing equal work.' If you pay a single woman the same wage as you pay a family man, you are giving her a much higher standard of comfort than you are giving him." Mr. Samuel claimed to have "thought very often on this subject," but he did not seem to have realised that this principle of graduating pay according to domestic circumstances must inevitably cause hardship to girls who receive no support from home and, if applied to men, would result in putting a premium on the employment of bachelors and so penalising marriage. Without question women have a lower standard of comfort than men, but this is often by the force of circumstances rather than by chance. "Might not women do more work and better if they learnt to eat more?" remarked Mr. Sidney Webb many years ago in a paper on "Women's wages."

And we, in spite of what Mr. Samuel and others may think, we cling to our belief in "equal pay for equal work." If by this some women may get "paying rich," better that

SINGLE WOMEN FIRST.

WORTHY OF THEIR PLACE.

By EDITH HENRIETTA FOWLER (the Hon. Mrs. Robert Hamilton).

Surely everything that there is to say has been already said on the subject of single men first? That is true, but have we said, or thought, anything about what that means when applied to the women of the nation, and of whom it is equally true?

Single women first. First in what? Their married sisters have always rustled out of the room in advance of them, taking due precedence, and, at the bottom of their feminine hearts, have always slightly and quite kindly despised those who have not been called to the holy state of matrimony. But the great war, which has turned everything upside down, which has changed our values, torn up our conventions, and scrapped our traditions, has also issued the astounding assertion—single women first.

We are getting accustomed to these convulsions of opinion; we know now that the young people, whom a little while ago we condescendingly patted on the head and advised to wait until they were older and wiser, are to-day the most important people in the Empire by reason of that youth; and that if England had the choice between a whole House of Commons full of respected and respectable members of Parliament and a battalion of fighting lads, she would choose the latter.

We have learned that the markets for scholarships and talents and art are closed, and that those boys of ours who were to do great things with their school and university scholarships, their examinations and degrees, have been called to do the greatest thing of all with their youth and health and high-heartedness, and have stood—or fallen—on the merits of their young manhood alone. We have also seen the levelling of those class distinctions which used to be so sharp, so subtle, and so silly; and pride of race or family has been melted in the worthier pride of country and of Empire. We have been taught to give according to another standard than that of the charity subscription list or the weekly alms bag—the standard of how much is possible, not of how little is passable. So the great kaleidoscope is turning, and we look and wonder less, each time the colours change.

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"Single women first." They have played second fiddle for so long, but the tune, with other things, has changed. The "call" to womanhood which has sounded down the centuries from the beginning of time was to wifehood and motherhood, and those to whom it did not come felt slighted and unwanted and sore. And then a new movement began to throb in the world of womanhood, and new powers were developed and new pathways trodden, but whither no one clearly saw. The women were ready, but there seemed no opportunity; then they grew tired of waiting and began to snatch.

Now snatching is neither an effective nor a becoming action, and it often gets hold of the wrong things. There was no need to snatch. The great opportunity was at hand, for which the preparation had been all unknowingly made, and when war was declared, who had time to think, much less trouble, about the vote? And to-day—this long to-day which dawned on August 4, 1914, and seems still far from evening time when it shall be light—the call is not to the wives and mothers: it is to the single women first.

They can hardly realise that they are now the important women at this supreme moment of the nation's need. They have listened so long to silence that they cannot catch the cadence of the call and understand that the music of being wanted is wholly for them. In their humility, created by disappointment quietly borne, dulness uncomplainingly lived through, self-denial simply practised, they think that all they can surely do is just to help. No! the single women are the pioneers, the makers, and the doers of that wonderful work without which England's sufferings would indeed be unto death; and it is the married who can only come in limited numbers and give a bit of help. How good it is for this great and noble army of single women, who have all to give and are giving all so ungrudgingly, to know that at last the call has come to them! And how good, too, for the married ones to have to stand on one side and do their quiet, unexciting work at home, in the same spirit of humdrum humility and patience which has been already perfected in their single sisters!

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It is wonderful to see the streams of girls of all classes answering to the call—almost as wonderful as to see the boys facing death with a smile. Again the qualifications for service are all changed. If the women are single, unbound by pressing ties, then it does not matter how unskilled they are, for training is ready

stanning point of the whole question is that of wages. "Ought women to be paid the same as men for the same work, and approximately the same for approximately similar work, like the Lancashire weavers? Or ought they to be paid a living wage at only half a man's rate for similar work, like the senior Lady Inspector of Factories? Or ought they to be paid less than a living wage, like the women workers in sweated industries and the women typists in Government offices?"

Unhesitatingly we say, as we have said since first the question came before us, she must receive equal pay for equal work. Unfortunately, women who look to their wages for the wherewithal to live have as a competitor the "pocket-money wage-earner," that is, a class who, living at home, work merely to get more money to spend on dress or pleasure. This class of wage-earner is the greatest evil with which the regular woman wage-earner has to contend, encouraging certain employers of women to become parasitic upon the good wages of the fathers of its girl employes, just as in the case of "crack" regiments the State itself has become parasitic upon the private incomes of the British aristocracy and gentry.

In receiving a deputation anent the same vexed question, Mr. Samuel (then Postmaster-General) took exception to "equal pay for equal work," which he described as a phrase in itself very plausible but one that he had always regarded as quite unsound. "The right phrase, I think," he told the deputation, "in this connection is 'Equal standard of comfort for people doing equal work.' If you pay a single woman the same wage as you pay a family man, you are giving her a much higher standard of comfort than you are giving him." Mr. Samuel claimed to have "thought very often on this subject," but he did not seem to have realised that this principle of graduating pay according to domestic circumstances must inevitably cause hardship to girls who receive no support from home and, if applied to men, would result in putting a premium on the employment of bachelors and so penalising marriage. Without question women have a lower standard of comfort than men, but this is often by the force of circumstances rather than by chance. "Might not women do more work and better if they learnt to eat more?" remarked Mr. Sidney Webb many years ago in a paper on "Women's wages."

And so, in spite of what Mr. Samuel and others may think, we cling to our belief in "equal pay for equal work." If by this some women may get "passing rich," better that such should happen than to avoid it a thousand others get hardly sufficient to exist much more to live. The Bible affords authority for claiming that the labourer is worthy of his hire, and we cannot remember that any rider is inserted differentiating between the sex of the labourer.

their examinations and degrees, have been called to do the greatest thing of all with their youth and health and high-heartedness, and have stood —or fallen—on the merits of their young manhood alone. We have also seen the levelling of those class distinctions which used to be so sharp, so subtle, and so silly; and pride of race or family has been melted in the worthier pride of country and of Empire. We have been taught to give according to another standard than that of the charity subscription list or the weekly alms bag—the standard of how much is possible, not of how little is passable. So the great kaleidoscope is turning, and we look and wonder less, each time the colours change.

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She can enter into the dignity of making things—that drawing near of man to his Creator, and in His likeness and image sharing the work of creation, wherein the highest glory of labour lies. She can enter into the divinely touched ministry of serving, and instead of being restricted to the narrow confines of her own dwelling, where effort is dimmed with the tarnish of selfishness, can help to make and hold up the domestic life of a nation whose strength is born in the beauty of home. She can fulfil the ideal of woman's destiny in a sick and suffering world, by comforting the dying and succouring the wounded and healing the sick. And no history of the war will ever record all that the nurses and sisters have done for our soldiers—except the one which shall be written in Heaven.

So let us honour the single women as worthy of the first place. By and by, when the khaki is worn out, and the fields of France smile again in harvest sunshine; when the sailor lads can ride the sea in safety, and little children sleep unthreatened by murder from the air—then the world will want her good wives and mothers more than ever, and they must be ready for that time. But in the meanwhile let us married ones gladly and graciously take a back seat, rejoicing with our sisters that their chance has come at last, and in the world's bitter need who shall say that theirs is not as great a chance as ours?

English Woman
4/16.
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A WILL AND NO WAY.

WHEN women first offered their services to the country upon the outbreak of the War, the reply they received, from Cabinet Ministers downwards, was that they would first have to set to work to remove a good deal of prejudice against their being employed in what was generally termed War work.

These words were not exactly encouraging or calculated to deepen enthusiasm, but it was a statement of undoubted fact. The task which presented itself was no new one for women. The question for them was how could this prejudice, in so far as it was reasonable, be removed? Obviously the first thing to do was to prove that women were capable of doing the work, but as the doors of opportunity for demonstrating their ability were in so many places closed to them they found themselves in a vicious circle.

Experienced women ventured to point out to the authorities the need that existed for preparing women for the duties which they foresaw would devolve on them by the withdrawal of large numbers of men from civil occupations and recommended that adequate provision should be made for training women in trades and occupations largely or wholly carried on by men. The suggestion was set aside and nothing was done. True, a grant was made by the Government towards the expenses of a procession of women designed to demonstrate their willingness to do munition work. As an advertisement this procession was effective, particularly at a time when munitions were urgently required, yet one cannot but regret that the Government did not employ money to greater and more solid advantage to the country by establishing training centres for women during the early months of the War.

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A WILL AND NO WAY

As the pressure of necessity began to make itself felt a call was made in March, 1915, to women to register themselves voluntarily for War service. Before this date, as early as September, 1914, several women's organizations had already opened registers.

There was a prompt response; the women came forward in large numbers to fill the registration papers provided by the Government. The tabulation of these returns, however, was most imperfect, but apparently out of the 78,946 names enrolled only 1,816 were called upon to serve.

What ought to have been a successful and well-planned movement in the direction of employing women turned out a disappointing failure, chiefly through lack of organization and a complete inability on the part of the authorities to realise the gravity of the impending changes in the industrial world.

After the lapse of some months women were once more called upon to register, this time under a penalty it they refused to do so.

The Registration Act seemed to give promise of more energetic and practical steps being taken to ensure women's services. It was hoped, to quote the words of a writer in the THE ENGLISHWOMAN, 'that the compilation of tabular statements would not be the end-all of Registration.'* Unfortunately those who were profoundly sceptical of any good resulting from the Registration Act, and regarded it as 'a hollow form' and nothing more, were quite justified in their conclusions.†

After further loss of precious time, which ought to

* 'The Registration Act and Women,' by W. E. Dowding, THE ENGLISHWOMAN, September, 1915.

† The statement circulated by Mr. Runciman, on March 18th, furnishes additional confirmation of the belief that the women's register has not been used, even if it was intended to be of use.

'Use has been made of the National Register in order to send an invitation to enrol as War Munitions Volunteers to all workmen registered in all skilled occupations specially needed for munitions works . . . The supply of women willing to undertake munitions work has hitherto been equal to the demand, and it has not so far proved necessary to utilise the National Register in this connection.'

have been employed in organizing women, there were signs that prejudice was yielding before the increasing pressure of necessity, and here and there women were able to establish their claim to do useful work. The effect of their work on the public mind was one of amazement. Employers were surprised that women could translate the spirit of zeal and patriotism which animated them into valuable work for the maintenance of the efficiency of our troops in the field. The columns of the Press resounded with praise—the work women could do was proclaimed as a great discovery. The general verdict was, 'The women are splendid.'

At the present time, though the achievements of women are generally acknowledged, there is a tendency to complain that they are not doing enough, and we are asked to believe that their 'voluntary effort is no longer adequate'; moreover, that there is 'a sort of conscientious objection' while in some quarters the cry of 'compulsion for women' has been raised. If past evidence is not sufficient to prove that these complaints are unfounded, what indications, it may be asked, are there now of any 'sort of' objection on the part of women to do their share in the nation's work?

A well-known authority on women's industrial questions (Miss Mary Macarthur) writing in the *Daily Chronicle* last month, said there was no scarcity of women to do work of national necessity, except in certain skilled trades. 'As a matter of fact,' she informed her readers, 'there are more women on the live registers of the Labour Exchanges than there were at the same period last year,' also 'that quite a number of competent women have the greatest difficulty in finding suitable employment.'

The Head Mistresses' Association report that their register of clerical workers shows no great demand for women clerks, and they are calling attention by circulars to banks, insurance offices and railways that suitable women are in need of employment. The Women's Service Bureau reports that the number of applicants

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for work has doubled since last Christmas and is steadily increasing.

Lord Lansdowne called attention to the fact that there were 1,600,000 women returned as experienced in industry, and the question naturally arises: If these women are needed, why are they unemployed?

Women have never been inclined to over-estimate the value of their work, neither do they pretend that they can in every case be a complete substitute for men; but it may with justice be claimed for them that wherever opportunity was afforded they have, on the whole, accomplished their tasks successfully. They have acted on the advice given them, and have sought to remove prejudices: the prejudice of the employer, who had what he euphemistically described as 'a feeling against taking on women in his works'; the prejudice of the foreman, who objects to women because he cannot swear at them as he can at the men; the prejudice of the workman, against women taking on what he considers is 'no woman's job.' Instances of these unreasonable prejudices have been shown by one Agricultural Labourers' Union, which passed a resolution against the employment of women on the land, and by the dockers of Liverpool, who declined to work with women, although they were given the same work and the same wages as the men. We must not, however, fail to note there are numerous cases where employers and workmen have given a cordial, and even enthusiastic, welcome to the new workers, and treated them with every consideration.

The Government are now face to face with the same problem, which women were asked, perhaps rather lightheartedly, to solve, and its solution becomes increasingly urgent if reports are true of plant lying idle and industries flagging.

Whatever may be the outcome of the Government's deliberations with regard to the number of men required for the Army, it is clear that every week will bring greater claims on the activity and ingenuity of women, and even at this late hour it cannot be superfluous to

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urge that extended facilities should be improvised as rapidly as possible for the training of women.

Prejudice, as we have seen, yields to necessity alone, and, though it is to be feared that some time may elapse before it is driven from its final entrenchments with regard to women's labour, there can be no doubt that the overthrow of this giant obstacle to progress will be one of the greatest triumphs we may look to achieve.

EDITH PALLISER.

A CHILD'S WORLD

(1) THE PRIMROSE.

AS I was walking one windy day,
I found a primrose gay,
In the woods it was growing
And the wind it was blowing,
In among the high trees darted
Little sparrows so light-hearted.
The primrose looked at me
Till I wished I was she,
Little primrose sweet.

She is prettier than those gaudy flowers
That grow in sunny garden bowers;
Nobody cares for you,
But I love you.
You are very very wild,
And I am a child
That loves all flowers
That grow in wind and showers,
Little primrose sweet.

The Common Cause
2nd 6 1916

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Liverpool Post
29-6-16

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Women's Interests at Sheffield.

Sheffield, of all places, with its vast munition works, certainly needs a Women's Interests Committee. Thousands of women in this area, as elsewhere, are flocking into the works, and everywhere replacing men in shops, banks, offices, and trams. Their interests are, moreover, especially difficult to protect, for there is no tradition, or practically none, of skilled women's work here, and the general level of women's wages is extremely low—lower, indeed, according to the Medical Officer of Health than in almost any town of this size and importance. Before the war, many girls were working for 5s. and 6s. a week; and the above tradition of the town seems to make it difficult for industrial women to be paid a good wage.

Some few years ago, however, a Women's Organisation Committee had been formed, and had done unobtrusive but invaluable work by rousing the girls in the silver and cutlery and other trades to some sense of their conditions, and by organising them into unions. It had, moreover, a special campaign during the summer of 1915 among the munition workers. Consequently, when the Sheffield Branch of the N.U.W.S.S. came to consider the question of what it could do to help Women's Interests, they decided that the Organisation Committee, already in the field, and in touch with labour conditions, could do far better work than any other body. An arrangement was made by which the National Union should be represented on the Organisation Committee, for which the N.U. organiser should still work. This has only been in going order for a few months, but already good work is being done. A Women's Interests Section of the Organising Committee (henceforth to be known as the Women's Organising and Interests Committee) has been formed, and on it are represented a number of organisations which are in touch with industrial conditions or women's interests—for instance, the Health Society, the University Fabian Society, the Freedom League, and others. A strong nucleus was formed from the Organisation Committee, the officials of which are, of course, ex-officio members of the Interests Section, while the President is the President of the N.U. Branch (one of the members representing the N.U. on the Organising Committee), and the Secretary is an N.U. organiser.

A most successful Conference was held early in May under the Committee's auspices. The first resolution :—

> "No woman shall work in any trade at less than the recognised Trade Union and district rate of wages, when employed on work hitherto done by men. Where a recognised Trade Union or district rate does not exist the wages should not be less than £1 for a week of 48 hours,"

was proposed by Mrs. Annot Robinson, and seconded by Mrs. Barton. There was a very full and eager discussion.

It was clear that the men unionists were alive to the dangers of women's low wages, not only to themselves, but to the race, and were ready to help the women to better conditions. Some of those familiar with Sheffield felt that the general attitude of the men to the women—and, indeed, of the women to the men—was far more friendly and comrade-like than it had been in the past, and that the absence of sex-antagonism and the healthy relationships of fellow-workers was most marked. The resolution was carried with one dissentient, who, as a pacifist, wanted to register a formal protest against the employment of women in munitions.

The second resolution, which dealt with the industrial dislocation after the war and the need for some provision for unemployment benefit for women during that period, was less well discussed. There was obviously a strong dislike of its terms among the Socialists, and though the women on the whole were in favour of it, the men were many of them against, and it was lost. The subject will, however, form admirable matter for another conference, and it was quite obvious from the discussion that the average man has not yet realised its urgency, and, indeed, that many of them have not got beyond—"We must have the women in during the war, but as soon as it is over, we'll turn them out!"

It would be difficult to overrate the educational experience of such a meeting. The platform speakers were all women (as it happened they were also all members of the National Union of Women's Suffrage Societies), and this in itself is unusual in Sheffield. The Conference was widely representative. There were present fourteen delegates from seven Trades and Labour Councils (Sheffield and surrounding districts), 100 delegates from fifty-four Trade Unions, two Independent Labour Party delegates, eleven from six Suffrage Societies, eleven from seven women's Adult Schools, seventeen from nine Co-operative Women's Guilds, and many others—nearly 200 in all. Nothing but good can come from the friendly meeting of so many men and women to discuss problems of urgent importance to them both, and everyone felt that the Conference was an auspicious opening for the Interests Section of the Organising and Interests Committee.

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high rate of wages and by the feeling that they were thus taking an active share in the war. But they have now entered many other trades, in which with remarkable adaptability they have taken up work hitherto performed by men. Miss Anderson, the principal lady inspector, enlarges on this point. There is in progress, she says, a breaking up of old superstitions as regards division of labour, and many a bubble has been pricked as to what constitutes skilled work. In the meantime, expansion of women's employment has led to a new appreciation of the closely intertwined relationship between industrial output as to quality and quantity, and the well-being of the industrial worker. Why, she asks, has the manufacture of munitions of war on a terrible scale led at last to systematic introduction of hygenic methods that factory inspectors have advocated for many years, such as supervision of women by women in factories provision of means of personal cleanliness, proper meal and rest rooms, and qualified nurses. Probably it is in part due to a recognition that wages alone cannot adequately reward those who served the State in time of need, but it also points to an awakening to the dependence of efficient output on the welfare of the human agent. This important effect of war on factory environment is, in the opinion of Sir Arthur Whitelegge, likely to be felt and to spread long after the war has ended, and to lead to a permanent improvement in factory life.

The Common Cause
2nd 6 1916

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Liverpool Post
29-6-16

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Women's I—

cewith the ground for matfress. At last, on September 18th, wo we were relieved by an English regiment, and we went towards and rras, where we arrived after a trying march of several days tra n the rain, and took part in the great offensive of September pro 5th. After a day's rest we went to relieve the units in the first wor ne, where we had mud up to our knees and shells bursting [illegible] and the general level of women's wages is extremely low—lower, indeed, according to the Medical Officer of Health than in almost any town of this size and importance. Before the war, many girls were working for 5s. and 6s. a week; and the above tradition of the town seems to make it difficult for industrial women to be paid a good wage.

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The report of the Chief Inspector of Factories, issued to-night, deals among other things with the extent to which the shortage of male labour has been made good by he introduction of women. At first women found employment chiefly in munition works, being attracted by the high rate of wages and by the feeling that they were thus taking an active share in the war. But they have now entered many other trades, in which with remarkable adaptability they have taken up work hitherto performed by men. Miss Anderson, the principal lady inspector, enlarges on this point. There is in progress, she says, a breaking up of old superstitions as regards division of labour, and many a bubble has been pricked as to what constitutes skilled work. In the meantime, expansion of women's employment has led to a new appreciation of the closely intertwined relationship between industrial output as to quality and quantity, and the well-being of the industrial worker. Why, she asks, has the manufacture of munitions of war on a terrible scale led at last to systematic introduction of hygenic methods that factory inspectors have advocated for many years, such as supervision of women by women in factories provision of means of personal cleanliness, proper meal and rest rooms, and qualified nurses. Probably it is in part due to a recognition that wages alone cannot adequately reward those who served the State in time of need, but it also points to an awakening to the dependence of efficient output on the welfare of the human agent. This important eect of war on factory environment is, in the opinion of Sir Arthur Whitelegge, likely to be felt and to spread long after the war has ended, and to lead to a permanent improvement in factory life.

22.6.18.
Herald.

Women's War Abroad.

Margaret Bondfield.

BY refusing to grant passports to Margaret Bondfield to allow her to proceed to America as the accredited representative of British Labour, the Government has not only insulted one of the most capable women in the movement, but has also grossly insulted organised Labour. The statement that passports were withheld because of the dangers attending a voyage to America is beside the point. Our comrade was willing to face the risk, and no one else had the least right to interfere. The Government itself has given its whole case away by allowing Mrs. Pankhurst [illegible] to travel. We do not object to this lady or anyone else visiting America, but we do think that if Labour is to retain any shred of self-respect [illegible] that its own delegates shall be given the same facilities as are granted to those who oppose its policy. American Labour is entitled to know at first hand what British Labour stands for, and neither the Foreign Office, Admiralty, or Mr. Havelock Wilson should be allowed to prevent this. British Labour must choose, and choose now, whether it will tamely submit to the dictation of a single Union or Government dictation. In this connection, let us say, we want freedom of travel for all, and therefore regret that the Swedish Government has seen fit to expel Captain Tupper from Sweden. If this sort of thing goes on nothing but ill-will must prevail everywhere. International Labour must come together and re-establish cordial relationships. Governments and vested interests alone can gain by these terrible divisions.

LABOUR'S RIGHT TO PASSPORTS.

Bakers' Protest Against Action of Government.

Daily News.
13.8.18

Why was a passport refused to Miss Margaret Bondfield and granted to Mrs. Pankhurst, "who had no claim to represent organised Labour"? This question was [illegible] at the Bakers' Conference yesterday.

Mr. [illegible] moved that the conference protest against the refusal of the Government to grant passports to various Labour leaders to proceed to Switzerland, [illegible] as a calculated insult to organised Labour, and calling for the withdrawal of the embargo.

Referring to Miss Bondfield and Mrs. Pankhurst, "Everybody knows," he said, "what Mrs. Pankhurst is saying in the supposed interests of Labour."

Mr. [illegible] (Manchester): What do they [illegible] go to Switzerland for? [illegible] German [illegible]

[illegible] world safe for [illegible] Bondfield, "we must [illegible] following [illegible] to meet [illegible] organised Labour.

The President declared that democracy claimed a right to send their men to meet fellow representatives of Labour. "Pass this resolution," he said, "and show what you think of this wretched Government that does not know how to rule and doesn't know how to make peace." The resolution was carried with four dissentients.

Sunday Chronicle
25-6-16

"I DO not know when the war will end, but it will end suddenly." So said Lord Derby the other afternoon, and so think a great many people.

That a sudden end will surprise few people is evident, I think, from a pathetic if comic event of a week ago. Some of the most populous streets in a great city were gay with flags and vibrant with joyous song. A newspaper had announced on its placard "Surrender of Germans and Austrians," meaning thereby no more than the Russian capture of a few thousand of the enemy. But the people of this particular district, being sweet innocents, immediately jumped to the conclusion that the Kaiser had kow-towed to Fate, and the Austrian Emperor had thrown up the sponge. So they sang and danced throughout the night while the war went on all over Central Europe. The news justified the bill, but alas, the bill did not justify the peace rejoicings.

But some morning we may suddenly wake up to a world freed from barbed wire entanglements, a world in which the boom of guns will be silent and the flashing bayonet sheathed. Then there will be rejoicings, sincere and tragic to behold, and, unless we are very careful, *there will be chaos.*

War's Great Changes.

It is said, and truly, that we were not prepared for war on such a gigantic scale as this. But we were prepared for war of some sort.

We had sufficient men to help to stem the German rush through Belgium. We had sufficient ships and money to keep inviolate our shores. So, suddenly though the war came, it did not catch us napping, or if we were indeed asleep we were at least secure in our slumbers.

We were, I assert, better prepared for war than we are prepared for peace if it came between dusk to-day and to-morrow's dawn.

July, 1916, cannot be turned into July, 1914, by a stroke of a diplomatic pen. The clock can be put forward an hour, but it cannot be put back two years.

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Trade union rules, the place of woman, the status of doctors, the freedom of labour, the freedom of capital, the size of newspapers, the remuneration of boys and girls, the value of sanitation, the hours of licensed premises, and many another thing have been changed by the war as surely as the configuration of Hill 60 has been changed.

These changes have been made, we must bear in mind, not in response to a normal stimulus. They have been forced upon us by an abnormal need. And the moment the abnormal need is satisfied, as it will be the moment peace is declared, or fighting ends, the ship of State will be very much as a large steamer would be if suddenly the seas ran dry.

The Unemployed Armies.

Now a sudden peace, uncomfortable though some of its manifestations will be unless we prepare to meet its emergencies as carefully as the Navy was prepared for The Day, will come as a huge relief. We shall feel secure. No more of our kith and kin will be called upon to suffer the agony of war. But both those who have fought and those who have stayed at home will suffer inconvenience and hardship.

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productive efficiency, the least possible social suffering, and with the greatest possible chance of re-developing industry not only up to its 1914 standard, but high[illegible] still.

Heroic Measures Wanted.

It will be a time for the operation of heroic measures just as to-day is a time for heroic men. It will be a time of test, too, for it will show how much of the unity and drawing together of class and class is real and how much sham.

Now to my mind, one aspect of the problem is fairly easy of solution, assuming goodwill on the part of all. The workers during the last twenty months as a class have worked inordinately long hours. The employers as a class have made inordinate profits. It is not good for the nation nor for the industries that workers should work excessive hours. Nor is it good for the nation that capital should make excessive profits unless it is prepared to use them wisely and not squander them in "riotous living."

If, as soon as peace is declared, the Government, either by Act of Parliament or Order in Council, announced a maximum working day much good would follow.

Take the coal miners for instances. Roughly, a third of the miners of the country are in the army. When the war ends those who are alive and fit will want through their bread and butter needs to return to the mines. The simple method will be to reduce the working hours so that the returning labour can be absorbed. The miners have already an eight-hour day. Their hours could be still further reduced without loss to the community, assuming that sufficient new men were employed coal getting to make up for the shorter hours of labour.

Problems of Women's Labour.

The legal hours of labour would perhaps vary from industry to industry, care being taken that the hours should not be so short that capital would be deprived of a *fair* return or labour of a living wage. This, it seems to me, can in reason be asked of British capital if it is to be protected against Germanic competition in the home market and in the markets of the Allies.

I do not suggest this fixing of minima hours as anything more than a peace emergency measure.

Similarly, I suggest that in the engineering industry all married women whose husbands are working should be replaced by the engineers who return from the war. It is pretty conclusively proven now that woman has a place in industry; but she has no right in industry at the expense of the men who have been fighting for, among other things, her security from outrage and dishonour.

One thing is sure: there will be great discontent if craftsmen and artisans who have served their time to a trade and have given it up to serve their country come back and find that in the meanwhile they have been permanently sacked for the sake of cheaper women labour.

I see no insurmountable difficulty in the way of Parliament during the next few weeks making it obligatory on employers to restore to their positions men who left them for the Army. All employers may not like it, but why should not Parliament compel the worst to do what the best have done voluntarily? That they should do so is one of the lessons of conscription.

No Ructions at Home.

The limitation of the hours of labour, the elimination of married women labour, and the restoration of craftsmen to their occupations will go far to find places for returning troops and enable them to keep their homes together in peace as they were kept together in war.

They are not perfect measures I admit, but that consideration of them should

Moreover, the Government should not immediately relax such control of capital as it has obtained during the last two years. It should in the coming period of transition from construction for destruction's sake to construction for its own sake, keep a firm hand on capital and not allow it to be squandered in wild-cat schemes or unnecessary industries either at home or abroad.

I am perfectly aware that the invest-

"I do not know when the war will end, but it will end suddenly." So said Lord Derby the other afternoon, and so think a great many people.

That a sudden end will surprise few people is evident, I think, from a pathetic if comic event of a week ago. Some of the most populous streets in a great city were gay with flags and vibrant with joyous song. A newspaper had announced on its placard "Surrender of Germans and Austrians," meaning thereby no more than the Russian capture of a few thousand of the enemy. But the people of this particular district, being sweet innocents, immediately jumped to the conclusion that the Kaiser had kow-towed to Fate, and the Austrian Emperor had thrown up the sponge. So they sang and danced throughout the night while the war went on all over Central Europe. The news justified the bill, but alas, the bill did not justify the peace rejoicings.

But some morning we may suddenly wake up to a world freed from barbed wire entanglements, a world in which the boom of guns will be silent and the flashing bayonet sheathed. Then there will be rejoicings, sincere and tragic to behold, and, unless we are very careful, *there will be chaos.*

War's Great Changes.

It is said, and truly, that we were not prepared for war on such a gigantic scale as this. But we were prepared for war of some sort.

We had sufficient men to help to stem the German rush through Belgium. We had sufficient ships and money to keep inviolate our shores. So, suddenly though the war came, it did not catch us napping, or if we were indeed asleep we were at least secure in our slumbers.

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There are, of course, schemes afoot for dealing with the problems. The Salvation Army will emigrate a few widows and children, the Government is considering the question of settling soldiers as small holders on the land. But these will be mere drops of oil on the ocean of distress and destitution. Alone they will not prevent the country being plunged from its greatest height of apparent prosperity to the Nadir of "nothing doing."

Organisation on the part of capital and labour, preferably acting together, is what is wanted—*and wanted now*. The sacrifices that the fighters have made for the country during the war must be matched (so far as the lesser opportunity permits) by the sacrifices non-combatants make during the darkest days of peace.

The problem will be to put back into industry the men who left it for war, with the least possible loss of national and productive efficiency, the least possible social suffering, and with the greatest possible chance of re-developing industry not only up to its 1914 standard, but higher still.

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I am perfectly aware that the investment of British capital abroad means in the main the export of British commodities to foreign countries which are paid for by imports.

But many of those imports are things we can well do without. Moreover, some of the capital invested abroad goes in wages to foreign labour. We shall want work and wages for British labour, and to obtain the maximum amount of both capital may have to make up its mind to submit to a discipline as severe as that which labour now endures. The day of *laissez-faire* has gone by. If it has not done so, then peace abroad will mean ructions at home.

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Illustrated War News.
Aug. 2, 1916.

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Women fruit-farmers in Hertfordshire.

PLEASANT; PROFITABLE; PATRIOTIC: ON A FRUIT-FARM AT LETCHMORE HEATH, NEAR ST. ALBANS.

A large land-owner in Hertfordshire, Mr. Phillimore, has converted many acres of his property into a typical fruit-farm, and, what is specially typical of these war-days, only girls are employed on the land. They live a thoroughly healthy and pleasant life in tne open air; do their work well; and have their meals in huts. Our first photograph shows some of them planting acres of ground with fruit-trees, and looking healthy and happy in their new work and unconventional dress. No. 2 shows one of the girls putting on her puttees for a comrade; and in No. 3 we see some girls bringing in material for cuttings to be made in their huts. The experiment has been made with girls largely drawn from East London, and has proved very satisfactory.—[*Photos. by Photopress.*]

which it will be seen that there is no place for the dilettante worker in the ranks of the land army.

. . . . .

As a witty cartoonist recently pointed out, "Marian, Marian, utilitarian," is the exact antithesis of "Mary, Mary, quite contrary," of other days, whom she has entirely or almost entirely superseded. She is an outcome of the war, though her services are not necessarily restricted to its duration; and, as befits the stern necessity that called her into being, she is animated with a severely business-like spirit. You see her on the land in her "war" dress of breeches and gaiters, which, strangely enough, becomes her just as well as the more conventional skirt of peace time. She deals with soils and turnips and cattle-food mixtures with the same skill that she used to lavish on wood-carving or golf, and her work, like that of her munition-making sister, is of infinite value to the country. Her job is not in any sense a "soft" one. To get up at four and work steadily at hoeing, picking, pitching, planting, and packing, or any other farm-work for ten hours a day and sleep on a straw mattress in a barn at the end of it, is no light feat for women accustomed to the ordinary comforts of well-run homes—for the land army is by no means recruited solely from the industrial classes. College graduates, women of leisure, daughters of professional men, women who have given up lucrative employment at their country's call, are amongst those who have thrown aside the frock of peace for the brown drabbet overalls of war. Some of them have volunteered for the holiday season, others until the declaration of peace; to not a few the work offers a prospect of a comfortable livelihood derived from new potatoes and cabbages and cucumbers all in a row, long after the need for munitions has ceased to exist.

A NEW USE FOR A GOLF CLUB HOUSE: QUEEN MARY'S NEEDLEWORKERS, AT WOLDINGHAM.

Members of that most excellent society, "Queen Mary's Needlework Guild," have done invaluable work for the wounded, and our photograph shows a number of them busily engaged in the Golf Club House at Woldingham making swabs, bandages, dressings, and garments for our wounded in the various war hospitals.—[*Photo. by Underwood and Underwood.*]

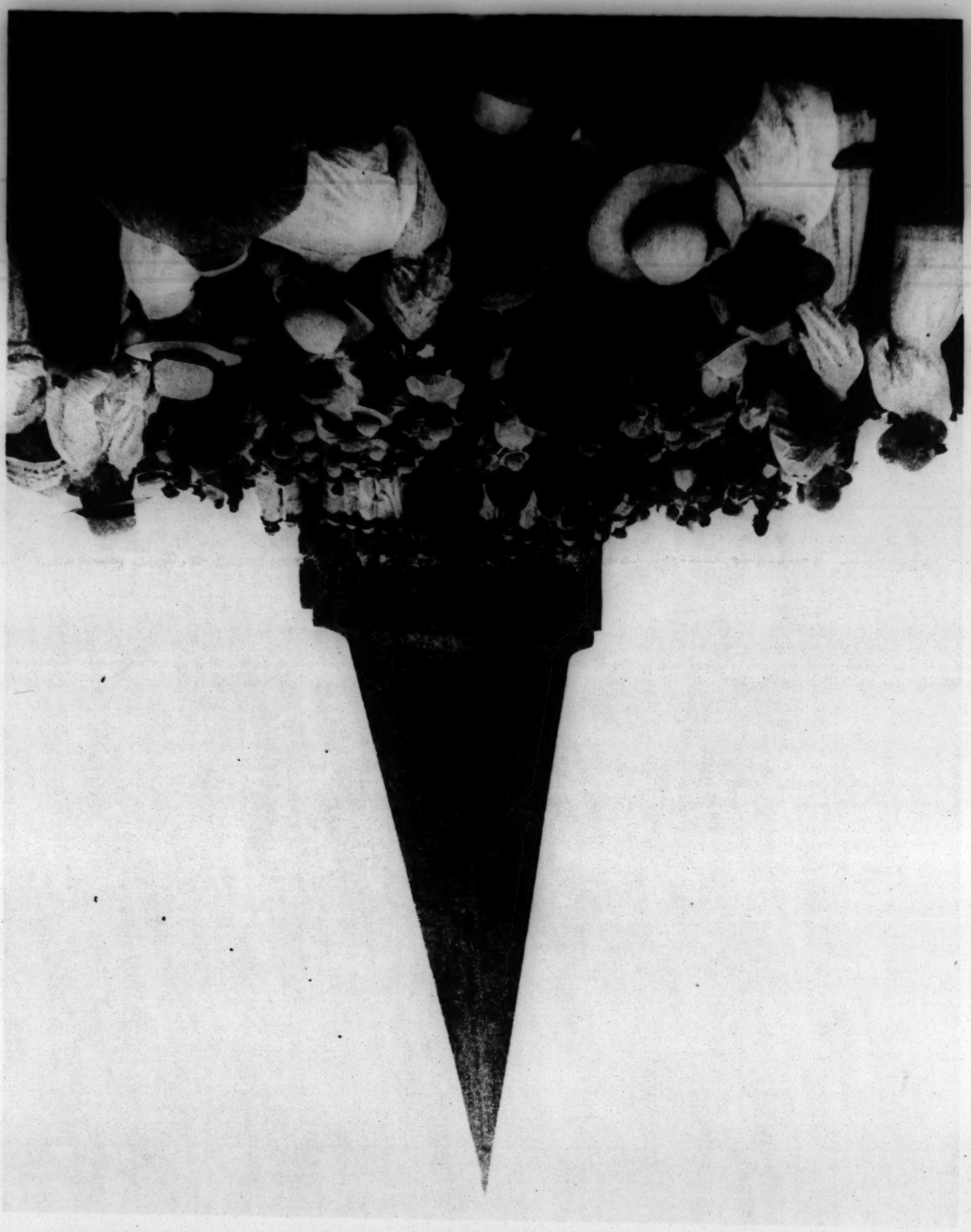
. . .

Experts are always telling us that England must grow more food, and "Marian" is now held in such esteem in official circles that the Board of Agriculture has been emphasising the need for her permanent presence in the ranks of the land-worker. A good deal of the valuable work she has already done would have been impossible had it not been for the initiative and energy of the National Political Reform League, who organised the National Land Council as soon as it became apparent that there would be a call for women's services in this direction. Patriotic landowners made a generous response to the request that they should admit women to work on their farms in order that later on they might be fit to replace Hodge at the harrow.

CLAUDINE CLEVE.

"'I'M GOING A-MILKING, SIR,' SHE SAID": DAIRY-FARMING BEING TAUGHT AT AN ESSEX SCHOOL.

Women's work on the land has passed into an accepted fact brought about by the war. The Essex Women's War Agricultural Association, of which Lady Petre, of Thorndon Hall, Brentwood, is president, is doing useful work in this direction. Our picture shows a class of boys and girls assembled for their first lesson in milking a cow, which stands patiently enough with an air of sleepy superciliousness which is not without its amusing side. The work, however, is very practical and useful in the present shortage of labour.—[*Photo. by Alfieri.*]



A PICTURESQUE OLD CUSTOM AT ST. IVES: THE "OLD HUNDREDTH" AT THE JOHN KNILL OBELISK.

More than a hundred years ago one John Knill, a prominent citizen of St. Ives, left a sum of money to perpetuate his memory by the erection of an obelisk and the distribution of sums of money every five years. The ceremony was carried out again last week, children and aged widows dancing round the memorial and singing, to the playing of a fiddler. Various sums of £5 and £10 were distributed, and the "Old Hundredth" was sung, as shown in our photograph. It is interesting to notice that the coat of arms on the obelisk bears a lion rampant, as does the coat of arms of the Sir John Knill of to-day, who was Lord Mayor of London in 1901-2; but the Lord Mayor's coat of arms has also the fasces, token of authority. [Photo. by C.N.]

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WOMEN AND THE WAR.

THOUGH women have been working on the land ever since Eve first learnt what was really meant by "division of labour," it took a European war and a whole lot of "high-explosive" speeches about scarcity of food and the necessity of preserving our export trade in edible commodities, before the British farmer could be brought to realise that the employment of female labour on his farm would not immediately set him on the path that leads to ruin. But then farmers are a conservative class; a class, moreover, who have brought grumbling to the level of a fine art; so that perhaps it is not to be wondered at that when the cry of women for the land was first raised they were amongst its most bitter opponents. Even now, though a great many of them are quite ready to enlist the services of women, there are not a few who hint darkly at reduced turnip supplies or an inferior crop of mangel-wurzels as though it were directly due to their presence; and it only needs a little encouragement for them to attribute the poor plum prospect to the same cause.

. . . .

The late President of the Board of Agriculture said some time ago that turnips were as important as shells. The country, however, was rather slow to realise that women could be as useful in helping to grow the one as they had proved themselves capable of making the other. The popular notion of women in relation to work on the land prevalent before August 1914 seems to have been limited to a dairymaid in the flowered print and sun-bonnet of a bygone time, or a girl weeding an immaculate garden path. Of course, there were women farmers and nursery gardeners before the war, as well as those who kept poultry and bred stock. But they were exceptions, and if the truth were told, regarded as rather eccentric specimens of their sex. The woman farm-labourer, versed in the rudiments of general farm-work, was practically unknown.

THE DAY OF THE WOMAN DOCTOR: AN M.D. IN HER UNIFORM.

Not so long ago the woman doctor was, as it were, fighting for recognition, but the war has brought the value, and need, of her services equally to the front. Forty qualified ladies have been chosen for regular service in Army hospitals. It is the first time women have been thus requisitioned. The uniform chosen for them is practical but not unfeminine—except in the very desirable detail that it is well supplied with pockets!—[*Photo. by Photopress.*]

. . . .

But many prejudices have been laid aside during the last twenty months or so, and there has now sprung up in the country a corps of land Amazons armed with hoe and rake, and scythe and pruning-knife, ready to go where duty and the farmer calls, and their usefulness is not by any means limited to waging war on dock and nettle, "or doing a little weeding," or keeping flower-beds tidy. The land army is out for "business" in the strictest sense of the word, and there are few branches of farming or horticulture, ploughing not excepted, in which it is not ready to lend a hand. Some of its members are employed in the care of live stock, others have shown that the manipulation of the plough and the harrow are not beyond the capacity of an intelligent, though female, human being. Market-gardening has claimed others: the number of lady expert pea and bean pickers, fruit-grafters, and vegetable-packers is growing more numerous every day. Others, again, devote their energies to rearing poultry, or the money-making goat, or occupy themselves in the multifarious duties connected with dairy-farming; from all of

[Continued overleaf.

WOMEN CHEMISTS: TWO CLEVER WORKERS IN THEIR LABORATORY.

These ladies, Miss E. J. Smith (right) and Miss Markham (left), are seen conducting the final tests in the manufacture of a certain disinfectant. They control large works and hope to obtain a Board of Trade certificate to use a certain process in the production of a disinfectant used in the trenches. Miss Smith is a B.Sc. in engineering, of Edinburgh University, and Miss Markham took Honours in Chemistry at Oxford.—[*Photo. by L.N.A.*]

656/195

Manchester Weekly Times
8-12-16.

THE NEW BURDENS OF EVE.

WOMAN'S PLACE IN THE WORLD OF WORK.

By A MERE MAN.

Recently a friend of mine endeavoured to crystallise the changes which war has brought into the world of women by saying that Mars had found the women engaged upon destruction, and had set them to labour at production as a cure for idleness and discontent. Of course, he had in mind the Suffragist furies of pre-war days, and, being obsessed by their indiscretions, his summing up of the situation was naturally biassed and unfair.

But when it is recognised that some hundreds of thousands of women who never did men's work before are now replacing the sterner sex in various occupations, it will be understood that we are passing through an economic revolution which will have effect not merely for "the duration of the war." The circumstances now in operation will not end immediately with the conclusion of peace. The demand for workers—producers, that is to say—will be greater in the years after the war than perhaps ever before in our history. We shall be saddled by a stupendous burden of debt which can only be wiped out by the creation of new wealth—that is to say, production; and our producers will be sadly reduced by death, incapacity through wounds, and emigration, which will certainly proceed upon a vast scale after the war is over.

In the new conditions that will obtain after that happy day when the sword is laid aside, we shall be unable to keep in idleness anyone who can be employed upon useful work, so many—perhaps most—of the women who have recently come into the labour market will be able to keep their new occupations, or, if they so wish it, resign them in favour of others of their sex.

The more obvious employment for women such as clerical and shop appointments have already been widely discussed; but the variety of occupations open has recently been disclosed by Miss Robinson, the secretary of the Women's Service Bureau, in an interview with a London journalist.

MANY OPENINGS AVAILABLE.

"Women," said Miss Robinson, "have become bakers and confectioners, boot and shoe makers, workers on care committees, buyers and travellers, grocers, dental mechanics, munition supervisors, farmers, bankers, and have entered a hundred other different employments. As care committee workers well-educated women get from £2 to £4 a week. On the land, though the training does not take long—about three months,—the pay is small. For dairy work it is from fifteen to twenty-five shillings a week.

"Dental mechanics," Miss Robinson said, "is very suitable work for women, and the trade is in a position in which it is badly in need of workers. The training lasts from one to two years, and costs from £50 to £100. The opening that is presented is very suitable for a woman who wants to keep herself, because she can earn afterwards from £1 to £5 a week."

In the industrial types of employment for women, Miss Robinson mentioned the grocery, in which after six weeks' training a girl can earn from 18s. to 25s.

"Motor driving," she said, "is a very much over-vaunted opening, because, although the training takes only four weeks, it is not easy to find anyone to employ a woman without more experience. Some women are training as motor mechanics. They have to have aptitude and experience for the work, as well as training.

"Many young women are learning acetylene welding for aircraft. They have to join together two pieces of metal so that they shall never come apart.

"Good men welders are so scarce that they are worth their weight in gold. For this work we want girls from eighteen to twenty-five, who have had a secondary-school education. As soon as they are qualified they start with a pay of 8d. an hour, and rise to 1s. 3d., working eight or twelve hours a day.

THE WOMAN OF FORTY.

"There will be openings in optical work very shortly, and, we hope, in all branches of scientific-instrument making, which was almost entirely in the hands of Germany. The watch and clock making industry will also, it is hoped, come into this country and afford other openings for women shortly.

"The sad part is the enormous number of women of forty and upwards who want work. Practically all young girls have a good future before them, and if only they can be induced to undertake some form of training their [illegible]

turned adrift, but we are trying to make every woman who wants to earn her living look ahead and take up work which is permanent. And the women who have gone into the labour market to earn a living will stay there, whatever anyone says."

In many occupations where women were employed before the war their services are being used more freely, the case of the Local Government offices being a notable instance. Many women are now being retained as Rate Collectors, Relieving Officers, and even as Medical Officers of Health. The employment of women as business secretaries is also being widely extended, and even so conservative and anti-feminist a body as the Barristers' Benevolent Association have followed this example.

BETTER SALARIES.

Women are starting at much better salaries, partly because they are taking on more responsible duties, but, to a great extent, on account of the better equipment they bring to their tasks. A woman who takes up the career of secretarial work commences with 30s. per week, at least, non-resident; more frequently her rate of payment is £2 2s. On the other hand, foreign correspondents can command £3, in many instances £3 10s. is quoted, and quite recently a woman was appointed to a good position at £6 a week. It is impossible to lay down any hard-and-fast rules, because so much depends on the individual, and upon the responsibilities she is fitted to undertake.

Banks were amongst the first to employ women in clerical work, and openings are increasing in the direction of organising and secretarial duties. Members of Parliament have always looked with favour upon women in this capacity, and they are now employed in Government offices, by solicitors, and by City men. One of the recent openings was in Lloyd's insurance office. At one time it was difficult for a woman even to enter the doors of that organisation; now fifty women are employed in various departments.

A question naturally arises as to the special talents that qualify a woman for such well-paid positions. They are for the educated women, many of them having had a university training. A degree, however, is not always a proof of capacity for the particular requirements of the employer who demands efficiency. Capacity for organising is rare, and when it is cultivated it never fails to command consideration in this special direction. Shorthand is essential, but the power of jotting down notes at high pressure cannot be looked upon as much more than a side issue. The woman who holds a good post must possess initiative, and experts declare that this is not so easily found as might be supposed. Accuracy, a good memory, the appearance and conduct of a well-bred woman, always are taken into account.

THE VALUE OF LANGUAGES.

Languages are recognised, French being, of course, one of the most important; Spanish is frequently required, and there is a coming demand for Russian. It is a fallacy to suppose that German can be neglected or ruled out of court. Those who look ahead are learning German or extending the knowledge they already possess. According to an expert, the period following the war will bring with it the need of women who can read German easily, for much will have to be done in the way of correspondence.

The employment of women in agriculture is a question which is engaging much earnest attention at present, and it must certainly be confessed that preparing the gentler sex to take the place of Hodge and Giles does not appear possible as a makeshift expedient. No doubt there is a great deal of useful work upon the farm which could be performed by women, but they cannot expect to oust man from his primary occupation. On the other hand, however, they might do much in developing fruit and poultry farming.

One result which we may hope for from the increasing employment of women is an improvement in the conditions of industrial life. In France we hear of the most remarkable developments in the factories. On this subject a correspondent of a London evening journal writes:

"Every new factory opened offers some improved features, but we shall shortly, in all probability, see the French arrangements under this heading equal to the best in factories—in Germany. Without going into details of the technical machinery demanded to guard against accidents and against the dangers of disease from breathing in dust, etc., a list of which has been submitted to the Ministry of Public Works for examination and

demand for workers—producers, that is to say—will be greater in the years after the war than perhaps ever before in our history. We shall be saddled by a stupendous burden of debt which can only be wiped out by the creation of new wealth—that is to say, production; and our producers will be sadly reduced by death, incapacity through wounds, and emigration, which will certainly proceed upon a vast scale after the war is over.

In the new conditions that will obtain after that happy day when the sword is laid aside, we shall be unable to keep in idleness anyone who can be employed upon useful work, so many—perhaps most—of the women who have recently come into the labour market will be able to keep their new occupations, or, if they so wish it, resign them in favour of others of their sex.

The more obvious employment for women such as clerical and shop appointments have already been widely discussed; but the variety of occupations open has recently been disclosed by Miss Robinson, the secretary of the Women's Service Bureau, in an interview with a London journalist.

MANY OPENINGS AVAILABLE.

"Women," said Miss Robinson, "have become bakers and confectioners, boot and shoe makers, workers on care committees, buyers and travellers, grocers, dental mechanics, munition supervisors, farmers, bankers, and have entered a hundred other different employments. As care committee workers well-educated women get from £2 to £4 a week. On the land, though the training does not take long—about three months,—the pay is small. For dairy work it is from fifteen to twenty-five shillings a week.

"Dental mechanics," Miss Robinson said, "is very suitable work for women, and the trade is in a position in which it is badly in need of workers. The training lasts from one to two years, and costs from £50 to £100. The opening that is presented is very suitable for a woman who wants to keep herself, because she can earn afterwards from £1 to £5 a week."

In the industrial types of employment for women, Miss Robinson mentioned the grocery, in which after six weeks' training a girl can earn from 18s. to 25s.

"Motor driving," she said, "is a very much over-vaunted opening, because, although the training takes only four weeks, it is not easy to find anyone to employ a woman without more experience. Some women are training as motor mechanics. They have to have aptitude and experience for the work, as well as training.

"Many young women are learning acetylene welding for aircraft. They have to join together two pieces of metal so that they shall never come apart.

"Good men welders are so scarce that they are worth their weight in gold. For this work we want girls from eighteen to twenty-five, who have had a secondary-school education. As soon as they are qualified they start with a pay of 8d. an hour, and rise to 1s. 3d., working eight or twelve hours a day.

THE WOMAN OF FORTY.

"There will be openings in optical work very shortly, and, we hope, in all branches of scientific-instrument making, which was almost entirely in the hands of Germany. The watch and clock making industry will also, it is hoped, come into this country and afford other openings for women shortly.

"The sad part is the enormous number of women of forty and upwards who want work. Practically all young girls have a good future before them, and if only they can be induced to undertake some form of training their future is assured."

But the race is not always to the young. The tendency of the times is to encourage and appreciate the efforts of the older and more experienced woman. At a conference held recently at Sunderland House the question of finding employment for elderly women, both trained and untrained, was discussed. Women from thirty-six to forty years of age, and even over forty, have had opportunities of training for clerical work in banks.

As to the problem that must arise after the war, Miss Robinson considers that if a woman is suitably placed this problem will solve itself to a great extent. "Of course," she said, "if they are doing purely war work, they will be responsible duties, but, to a great extent, on account of the better equipment they bring to their tasks. A woman who takes up the career of secretarial work commences with 30s. per week, at least, non-resident; more frequently her rate of payment is £2 2s. On the other hand, foreign correspondents can command £3, in many instances £3 10s. is quoted, and quite recently a woman was appointed to a good position at £6 a week. It is impossible to lay down any hard-and-fast rules, because so much depends on the individual, and upon the responsibilities she is fitted to undertake.

Banks were amongst the first to employ women in clerical work, and openings are increasing in the direction of organising and secretarial duties. Members of Parliament have always looked with favour upon women in this capacity, and they are now employed in Government offices, by solicitors, and by City men. One of the recent openings was in Lloyd's insurance office. At one time it was difficult for a woman even to enter the doors of that organisation; now fifty women are employed in various departments.

A question naturally arises as to the special talents that qualify a woman for such well-paid positions. They are for the educated women, many of them having had a university training. A degree, however, is not always a proof of capacity for the particular requirements of the employer who demands efficiency. Capacity for organising is rare, and when it is cultivated it never fails to command consideration in this special direction. Shorthand is essential, but the power of jotting down notes at high pressure cannot be looked upon as much more than a side issue. The woman who holds a good post must possess initiative, and experts declare that this is not so easily found as might be supposed. Accuracy, a good memory, the appearance and conduct of a well-bred woman, always are taken into account.

THE VALUE OF LANGUAGES.

Languages are recognised, French being, of course, one of the most important; Spanish is frequently required, and there is a coming demand for Russian. It is a fallacy to suppose that German can be neglected or ruled out of court. Those who look ahead are learning German or extending the knowledge they already possess. According to an expert, the period following the war will bring with it the need of women who can read German easily, for much will have to be done in the way of correspondence.

The employment of women in agriculture is a question which is engaging much earnest attention at present, and it must certainly be confessed that preparing the gentler sex to take the place of Hodge and Giles does not appear possible as a makeshift expedient. No doubt there is a great deal of useful work upon the farm which could be performed by women, but they cannot expect to oust man from his primary occupation. On the other hand, however, they might do much in developing fruit and poultry farming.

One result which we may hope for from the increasing employment of women is an improvement in the conditions of industrial life. In France we hear of the most remarkable developments in the factories. On this subject a correspondent of a London evening journal writes:

"Every new factory opened offers some improved features, but we shall shortly, in all probability, see the French arrangements under this heading equal to the best in factories—in Germany. Without going into details of the technical machinery demanded to guard against accidents and against the dangers of disease from breathing in dust, etc.—a list of which has been submitted to the Ministry of Public Works for examination and acceptance—a sanitary novelty is the washstands with abundance of running water, and well-organised bathrooms which are to be supplied in every factory where certain toxic products are handled, and their free and lavish use will be made compulsory."

Two other clauses in the new code of rules that is under discussion and consideration now are equally interesting. One is that women shall be paid at the same rate as men when doing men's work. The second demands for every industrial centre the establishment of public nurseries, where mothers can leave their young children as they go to work, and know they will be properly looked after through the long day.

Sunday Chronicle. Yorkshire Herald.

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THE DIRT WORK.

Women's New Tasks in the Future.

By A SPINSTER.

A GREAT deal of weary nonsense has been talked and written recently about the suitability, or unsuitability, of certain forms of manual labour for the supposed fragile female form.

The sight of a muscular spinster of thirty-nine selling tram tickets or inspecting the gas meter arouses the most chivalrous concern for the future generation in the breasts of many worthy persons, who remain quite unmoved by the more familiar spectacle of their own obviously pregnant charwoman scrubbing the stairs or carrying up the coals.

It is always novelty that startles us; through all the ages women have done their fair share of the hard and dirty work of the world, and generally they have done it gratuitously, or for a most miserable wage; it is only when they step forward to fill the comparatively well-paid posts left vacant by our men in khaki that we feel ourselves in the presence of a really disturbing phenomenon.

Assuredly, if hard physical toil on the part of the mother were one half as fatal to the child as we are now invited to believe it is, the human race would have petered out a long time ago. Kitchener's army is made up of the sons of women habitually accustomed to daily labour which would leave our chivalrous journalists limp a... exhausted at the end of the first half hour.

Even the simplest forms of housework entail a degree of bodily exertion which the average business man does not encounter in his office; perhaps this is one reason why women are, upon the whole, so well able to tackle more formidable tasks when the need arises.

All the existing statistics upon the subject of infantile mortality and its relation to women's work are singularly incomplete, and must be so until they also make allowance for the varying incidence of venereal disease in different classes of the community and in different localities.

It would seem, however, that when both parents are healthy the mother may, if she likes, be a tight-rope dancer or a motor mechanic, and her babies will still have a better chance than they would if she led a life of complete leisure and married a man whose physical soundness was under suspicion.

It is in that direction, and not in the direction of the munition factory or the engineering shop, that the greatest peril for the younger generation lies. Moreover, in these times of high prices, the children are likely to get more good from the money their mother brings into the home than they will get harm from her daily absence at work.

For all that, we may welcome this new theoretical anxiety for the working woman's welfare as a hopeful sign of the times, and may look forward to the day when theory is at last converted into practice.

For in practice chivalry is apt to wear rather thin when an employer is confronted with a mass of unorganised, ignorant, and docile female labour. Quite apart from any question of her sex or her capacity for child-bearing, it is not good for a woman—it would not be good for a man—to work excessively long hours in an ill-ventilated building for a wage which only allows her to support herself upon a diet of bread and tea.

Yet such real practical proposals for the good of the race as an increase in the number of female factory inspectors meet with scant attention. It does not matter much if Lady Vere de Vere is spending her spare time driving a motor lorry instead of playing bridge; it does matter very much indeed if little Jenny Jones is being bundled out of school at the age of thirteen to add five shillings a week to the family income by carrying heavy grocer's baskets or toiling in the cotton mill.

If an underpaid, underfed, anæmic general servant trebles her wages by becoming a window cleaner or a railway porter, it is a distinct gain to the nation; her work will be no harder, and her physique will improve. But we are used to the sight of the general servant, and all the tragedy she stands for; we are not used to the sight of the female window cleaner or porter, so at once a little squeak of protest goes up on behalf of the general servant's extremely problematical offspring.

Given anything like fair conditions, and the more exercise and occupation a woman gets the healthier she will be; but there was a great deal of bitter truth in a cartoon published some time ago by a well-known suffrage paper, wherein a man was depicted sitting complacently at a three-course dinner, and observing, with a jerk of his fork towards his female competitor lunching modestly on a bun and milk: "Say she's able to do my work, do you? Ridiculous!"

WOMEN AND THE WAR.

December 16.

Sir,—In your issue of November 28, W. M. Cheshire, taking as his text a phrase used in a recent letter in your columns on Women's Suffrage, asks the following question:—"As practical people we ask, can it be a blessing or a benefit to the State that women, whose domestic and maternal duties and responsibilities are so all-important and all-engrossing, are to be distracted by politics and party warfare?" In our Scotch fashion of reply, we might ask another question—"Is it a blessing and benefit to the State that men, whose professional, commercial, and industrial affairs are so all-important and all-engrossing, are to be distracted by politics and party warfare?" For it must not be forgotten that an argument analogous to that suggested by W. M. Cheshire was put forward solemnly at one time as a valid reason for attempting to deny Parliamentary privileges to the male citizens of great rising industrial towns. Is W. M. Cheshire prepared to believe that such enfranchisement has been a curse and a disadvantage? In any case the engrossing nature of women's special duties in the past has not prevented them from forming millions of the workers of the country—about 3½ millions in industry before the war, 4 millions since the war—all bringing their contribution to the State, all liable to the pains and penalties of workers without their privileges, and subject to legislation over which they, unlike their fellow-workers, have no control. And to the millions of women in industry must be added the army of women "engrossed" in their homes, subject to legislation on the most intimate domestic matters, but unable, owing to their political disabilities, to voice their opinion on the affairs belonging to their own particular sphere.

But W. M. Cheshire, even if he were convinced as "a practical person" that it would be for the good of the community that men and women should together contribute their service to the State, and should together make the laws by which all alike are governed, finds elsewhere an argument that sweeps such a conviction away. He takes his stand on "the bottom rock fact that the women of Great Britain outnumber the men by about 1,500,000, which makes the whole claim absurd as far as practical politics are concerned." Obviously he is haunted with the fear that, should adult suffrage become law, and should the number of qualified adult women be found to exceed the number of qualified adult men (quite hypothetical conditions), the women would certainly combine to out-vote the men. It may be a comfort to such as W. M. Cheshire to know that there are as many varied opinions amongst women as amongst men, and as men have never shown themselves unanimous on any one point, similarly, the bogey of womankind unanimous on any political matter may safely be dismissed as theory reduced ad absurdum, and a piece of "practical" nonsense.—I am, etc.,

O. P. Q.

Yorkshire Observer.

5/12/16

WOMEN AND THE FUTURE.

ADDRESS BY MISS MAUDE ROYDEN IN BRADFORD.

Mrs. Percy Lund (president) presided yesterday at a meeting of members of the Bradford branch of the Yorkshire Women's Guild of Christian Service, held at the Greenfield Congregational Church, Manningham. In an address on "Women and Problems of the Future," Miss Maude Royden (London) remarked that her sex had never been thought so much of as after two and a-half years' war, and everyone had been amazed at the extent of women's power and the extent to which the country was indebted to women. Generally speaking, the men had shown very little opposition to their entrance into highly skilled and laborious work, the only point contested being when women proposed to share the pulpit. (Laughter.) The problems which women had to face, and the country had to face, upon the conclusion of the present European struggle had been enormously changed by the fact that the nation was dependent upon them, and gave them opportunities of service such as they had never dreamt of getting before. It seemed to her that now, while the war was still continuing, it was the duty of women to consider how far they were going along that path when the terms of peace had been signed, and what exactly was to be their contribution to the country and the civilisation of the future. The very fact that they had gone into the professions and industries in such large numbers was going to make its own difficulties, and she was anxious that they should give a considerable amount of time not to deciding where they could serve their country, but on what lines they could give their service best.

CONDITION OF HOMES.

Women were not exactly like men, and if they came to the civilisation of the future only doing the things men had done and thinking along the lines men thought along, they might bring something to the solution of the problem, but in her opinion not one-half what they might bring if they realised that their gift to civilisation ought to be different, something that added to the richness and the variety of civilisation, and not merely a repetition of what the men had previously accomplished. Women must work out the ideas on which they were going forward. Nine-tenths of the lives of men and women were in common as human beings, but there was one part which was different, and if women ignored it they did not bring the value of that difference to the wealth and variety of civilisation; something would be lacking which men could not give, but which women could supply.

...possible to bring children up not only healthy in body, but virtuous and beautiful in mind.

Sometimes when she heard girls denounced for their loose behaviour in war time she thought to herself a child should be brought up with such sense of the sacredness of its own body that that kind of loose, degrading levity was rendered impossible; but if one's eyes were turned to the homes in which some of those girls were brought up one realised that fineness of feeling, delicacy, and modesty which was a great asset ... self-respect had been made practically impossible to them through the very conditions under which they had been reared.

counter in his office; perhaps this is one reason why women are, upon the whole, so well able to tackle more formidable tasks when the need arises.

All the existing statistics upon the subject of infantile mortality and its relation to women's work are singularly incomplete, and must be so until they also make allowance for the varying incidence of venereal disease in different classes of the community and in different localities.

It would seem, however, that when both parents are healthy the mother may, if she likes, be a tight-rope dancer or a motor mechanic, and her babies will still have a better chance than they would if she led a life of complete leisure and married a man whose physical soundness was under suspicion.

It is in that direction, and not in the direction of the munition factory or the engineering shop, that the greatest peril for the younger generation lies. Moreover, in these times of high prices, the children are likely to get more good from the money their mother brings into the home than they will get harm from her daily absence at work.

For all that, we may welcome this new theoretical anxiety for the working woman's welfare as a hopeful sign of the times, and may look forward to the day when theory is at last converted into practice.

For in practice chivalry is apt to wear rather thin when an employer is confronted with a mass of unorganised, ignorant, and docile female labour. Quite apart from any question of her sex or her capacity for child-bearing, it is not good for a woman—it would not be good for a man—to work excessively long hours in an ill-ventilated building for a wage which only allows her to support herself upon a diet of bread and tea.

Yet such real practical proposals for the good of the race as an increase in the number of female factory inspectors meet with scant attention. It does not matter much if Lady Vere de Vere is spending her spare time driving a motor lorry instead of playing bridge; it does matter very much indeed if little Jenny Jones is being bundled out of school at the age of thirteen to add five shillings a week to the family income by carrying heavy grocer's baskets or toiling in the cotton mill.

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Given anything like fair conditions, and the more exercise and occupation a woman gets the healthier she will be; but there was a great deal of bitter truth in a cartoon published some time ago by a well-known suffrage paper, wherein a man was depicted sitting complacently at a three-course dinner, and observing, with a jerk of his fork towards his female competitor lunching modestly on a bun and milk: "Say she's able to do my work, do you? Ridiculous!"

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O. P. Q.

Yorkshire Observer.
5/12/16

WOMEN AND [illegible]

ADDRESS BY MIS[illegible] BR[illegible]

were soon at work on the seat of the [illegible] being drawn from the mill dam. A [illegible] was also despatched to the Central Station, and the fire engine and escape Chief Officer Scott and Superintendent afterwards arrived on the scene.

By that time, however, the flames h[illegible] good hold of the building, and the ef[illegible] brigade were directed towards confining the one building. This contained the shop, the yarn drying room, the willey ments, and the storage room in the u[illegible] Fortunately they were successful in th[illegible]

Mrs. Percy Lund [illegible] at a meeting of men [illegible] of the Yorkshire Women's Unions [illegible] vice, held at the Greenfield Congregational Church, Manningham. In an address on "Women and Problems of the Future," Miss Maude Royden (London) remarked that her sex had never been thought so much of as after two and a-half years' war, and everyone had been amazed at the extent of women's power and the extent to which the country was indebted to women. Generally speaking, the men had shown very little opposition to their entrance into highly skilled and laborious work, the only point contested being when women proposed to share the pulpit. (Laughter.) The problems which women had to face, and the country had to face, upon the conclusion of the present European struggle had been enormously changed by the fact that the nation was dependent upon them, and gave them opportunities of service such as they had never dreamt of getting before. It seemed to her that now, while the war was still continuing, it was the duty of women to consider how far they were going along that path when the terms of peace had been signed, and what exactly was to be their contribution to the country and the civilisation of the future. The very fact that they had gone into the professions and industries in such large numbers was going to make its own difficulties, and she was anxious that they should give a considerable amount of time not to deciding where they could serve their country, but on what lines they could give their service best.

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She herself had lately been carrying on a good deal of her own housework, and how any working woman could get through the home duties and be present in that church on Sunday remained to her an impenetrable mystery. She could not help feeling that it was not only their stupidity, but partly the stupidity of the architecture of the houses, and the implements devised to do the work. Possibly it was a fact that some homes were being neglected because the Government had determined that the women should go into munition factories where their labour was required. Women did not like to see that neglect, but they also did not like to give up their independence.

A DEMAND BY MOTHERS.

How, therefore, could they face the problem? They would have to be trusted that they did not want to neglect their homes, and the additional fact must be taken into account that it was a perfectly natural wish to have in some degree an economic interest. The speaker referred to the declining birth-rate, stating that it was a question upon which after the war they would have to be consulted. The supreme duty of a woman was the conservation of human life, and she was convinced the average normal woman desired to have children, and that to deny herself motherhood was a very great loss, but if the country wanted children, and it was within the power of women to give or withhold them, let the mothers demand those conditions under which it

Woman the Professions and war.

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THE war, while opening up many avenues of industry for woman, has not as yet earned for her admittance into those professions sedulously preserved for masculine endeavour. Women doctors are no new feature of the faculty; but the increase in their numbers during the last eighteen months has not been very notable, though the records show that a certain proportion of those who had already retired from practice have re-entered the field. Neither—and this is, of course, a more notable point—has the number of female medical students entering the hospitals attained a higher proportion. Women have, of course, flocked to the nursing profession in battalions, and it is a fact worth noting that the standard of efficiency at the hospitals, both military and civil, has in no sense depreciated. Nursing, however, has always belonged to women, and proves nothing. The legal professions still remain closed to feminine enterprise, and this despite the fact that since the war a number of the more intelligent women have taken positions as solicitors' clerks, and in certain cases have represented their chiefs in the county courts and police-courts of London. Though women are at a premium in other departments, the iron law of custom forbids them entry to the trade union of solicitors or barristers, and the shortage of men in both professions has not eased the restrictions.

II.

Women were long ago admitted to the ranks of journalism, but it is a curious and significant thing that the demand for feminine sub-editors and reporters on the daily and weekly Press has not made itself felt. The number of technically trained women able to accept positions on the staff of a paper is not large, but had there been any demand for them it would not have been difficult for those earning their living by contributing articles and sketches to a variety of periodicals and papers to have become efficiently equipped to take the places of those journalists called to the front. Generally speaking, however, the Press as a whole does not take kindly to the idea of a woman-reporter, and a woman news-editor—in England, at all events—is unknown. The reduction in the size of papers and the consequent attempt on the part of newspaper proprietors to run their business with a depleted staff may account in part for the lack of demand for women-journalists. Even making allowance for this, however, there remains the fact that in the profession of journalism woman has made no strides since the war, that the bulk of positions on the staffs of daily or weekly papers are still occupied by men, and that those posts which can be filled by inexperienced individuals are bestowed on young men medically unfit for Army service. Though this is the case in the editorial department, the reverse holds good on the printing and business sides. Women have been employed for some time as monotype operators, but since the war there has been a growing demand for their services. On the distributive side of the Press also women have been employed, and have taken the place not only of clerks but of packers, fulfilling their duties with admirable efficiency.

III.

One of the few professions which have drawn an increasing number of recruits from women since the war is that of Accountancy, though even in this branch of business activity it is only the less important positions which women in any large number have been called on to fill. As bank clerks, stockbrokers' clerks, they have been engaged in hundreds, but though, as I have said, there is a growing demand for women-accountants, it has not yet become appreciable. As with accountants, so with architects and draughtsmen. It takes some years to become a qualified architect, and as a profession, for some strange reason, the building of houses has never appealed to women. Therefore it may be said that as yet there is no opportunity of proving whether or no this particular profession has called forth female recruits. What, however, can be ascertained is that there is little or no demand for woman draughtsmen, and that the number of women designers has hardly, if at all, increased. It would seem as if the demand for women's labour did not extend to the professions, and that, in the absence of a marked demand, the professions still refuse to admit women into their ranks.

IV.

The fact that the professions have not invited feminine co-operation since the campaign restricted the supply of men, seems to me significant of the attitude of society generally towards female labour. Of manual work there has always been a sufficiency for women, who, unfortunately, have worked for wages which pulled down the market rates; and, in commerce as in industry, employers have utilised cheap labour to an astonishing extent. But of the more highly paid positions few indeed were open to women, and what held good in pre-war days holds good now that we are in the throes of the struggle. In all those occupations which do not call for a prolonged and technical training, and do not offer large rewards, the demand for women has been unprecedented; but—and this is the whole point of my argument—the very nature of the demand implies a temporary condition which, once the war is over, will cease to hold good. An effort will undoubtedly be made by the capitalists to retain the services of the woman drawing lower wages than the man whom she replaced, and in certain instances, unhappily, the capitalists will be successful. In the majority of cases, however, things will adjust themselves. The men will return to the offices, workshops and factories, and the women will go back to the place from whence they came. And the war will neither have improved nor have depreciated the economic position of woman. She will have given her services when, at a time of national peril, there was need of her. The war over, she will no longer be required. The workers will gradually drift back into domestic service and the factories where they have long been established, and the middle-class woman will find herself in the same position at the end of hostilities as at the beginning—she will be debarred from most of the professions and until she organises will be compelled to work for lower rates than man.

MARGARET HAMILTON.

The Manchester Guardian, Sept. 21st. 1914.

The Daily News & Leader, October 20th. 1914.

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Refugees and the Servant Problem.

The one thing that mars the welcome London is giving to the Belgian refugees is the belief cherished by many housewives that this migration is going to solve the domestic servant problem and supply them with cheap labour. They besiege all the known shelters and depots with requests for Belgian girls, sometimes saying quite frankly that of course they would not expect to pay as much as for an English maid, or come in the guise of charity to offer board and lodging in return for services, lamenting that this is all the help they can give. Probably few of these mistresses realise that most of the girls are of the peasant class, that they speak only Flemish, and that it would be extremely difficult to direct them in the ways of a strange household. The Committee members nowadays are distracted between a desire to weigh the advantages of the homes offered, to protect the English servant—for there are stories of English girls being dismissed to make way for Belgians,—and to place their refugees comfortably. Many, of course, are now in situations, and they have been glad to put the whole matter into the hands of the Young Women's Christian Association. As an offset to these self-interested offers it may be said that Londoners have also an overwhelming desire to befriend Belgian babies. They picture the shelters filled with motherless infants, and requests pour in by the dozen for "a Belgian baby," age, sex, and appearance specifically stated, "to be sent to above address by return." "They seem to think we keep an unlimited supply of all sorts and sizes," said one secretary, "and are deeply hurt when we have to say there is no baby to send."

BELGIAN RELIEF PROBLEM.

Suggested Work for the Refugees.

USEFUL EXPERIMENT AT HAMMERSMITH.

In previous articles I have appealed for a comprehensive and statesmanlike scheme, financed by the Government, whereby work may be quickly organised for the Belgian refugees.

A most interesting experiment, based on private enterprise, is now proceeding at Hammersmith. The Hampshire House Trust, which for years past has run a working men's club and other social organisations, has under its charge 36 refugees from Liége, Ghent, Malines, Aerschot, and Antwerp. A house, now called Raison Belge, at 9, Upper Mall, Hammersmith, is the headquarters of the colony.

CABINET-MAKING.

It was discovered that among the guests was M. Goossens, of Liége, a cabinet-maker of high skill. He has been brought into touch with Mr. Charles Spooner, F.R.I.B.A., and Mr. Fred Rowntree, who follows the same profession of architect, and is acting as treasurer of the Refugee Housing and Workshops' Committee. Mr. Rowntree's address is 11, Hammersmith-terrace, and he will be happy to furnish full information to anyone who desires to assist in financing the scheme or to start similar schemes elsewhere.

The idea is that a small workshop should be instituted (indeed, it is already "in being"), where M. Goossens shall be a master craftsman, who will train on apprenticeship lines, cabinet makers of the best type.

It is hoped that British and Belgians will work side by side. For the former British orders will be welcome, it being distinctly understood that the furniture is hand, not machine work, and designed on the principles of simplicity and honesty which were taught by Morris and Ruskin. If and when the Belgians return to their own country it is hoped that the model workshop, limited in number of employees, but, of course, on a type for others to be started elsewhere, will continue to be a permanent asset in Hammersmith.

M. Goossens' first task was to make carpenters' benches. They are fine pieces of carpentering, on the Belgian model. He has been comparing British and Belgian tools, and favours some of one country, some of the other. A composite outfit will probably be adopted. This able craftsman has made for his wife an embroidery frame, on which already some beautiful work is approaching completion. Here, again, British and Belgian girls are to be associated in the training to be provided.

TRADE UNION WAGES.

Clothes are being adapted for winter use, and the Belgian women so employed are being paid at trade union rates of wages—the rule throughout the whole scheme. It is hoped that a boot workshop on similar lines may be set going.

In many small towns, like, for instance, Kendal in Westmorland, groups of Belgians are being received as guests. For such communities the experiment at Hammersmith is well worth a careful study. Of course, it only deals with a limited number of refugees. But it represents personal and individual work of the highest educative and moral value. It forestalls any possible weariness in the duties of hospitality, for here is no stagnant kindness, but a living and enthusiastic little movement.

One imagines that the finance of the effort will have to be organised on rather more definite lines than could be arranged during the stress of the last few weeks. But this is a matter in which the public may fully rely on the good sense and strict business methods of the Hampshire House Trust.

P. W. W.

Christian Commonwealth.
October 28th. 1914.

The World of Labour.

(*By Our Own Correspondent.*)

The Belgian Refugees.

From the Labour point of view the problem of providing for the Belgians who have found refuge in this country raises serious difficulties. There are probably no fewer than 150,000 people, of all ages and grades, among us, and it is very likely that the number will be enormously increased presently. In Holland there are between a million and a million and a half persons suddenly thrown upon the charity of the neutral people; and it is difficult to resist the argument that the care of these distressed fugitives from the German terror is our responsibility as much as it is our duty to look after those who have crossed to England. Yet the problem of caring for them is a delicate and difficult one. Mr. Herbert Samuel has taken it in hand and has appointed a committee to deal with the case of those who are able to support themselves. It is clearly of the utmost importance that organised Labour should be adequately represented on a committee of this kind, since it is necessary to reconcile the claims of the Belgian refugees with those of our own people thrown out of work by the war. The difficulty is that if Belgians are given work there is less work for British men and women. The trade unions cannot possibly agree, in justice to their own members, to the refugees having the preference for any jobs that are going. Although unemployment is decreasing among men, it is on the increase among women; and no small proportion of the refugees belong to the latter sex. It is a question that affects women as well as men, and it is to be hoped that the Refugees Committee will include a strong representation of women's Labour organisations. The Government might have had in mind when appointing this committee the composition of the Trades Boards committees, which consist of an equal number of employers and employed and a few official representatives.

Relief Work and Wages.

I hear some criticism of the wage rate fixed by the Central Committee on Women's Employment for the workers employed in the various relief work-rooms which have been opened. The rate was fixed at 3d. an hour, for forty hours, or 10s. a week. The critics inside the Labour movement contend that the rate should be more like 5d. an hour, or £1 a week. This is all very well, but those who want the higher rate can scarcely have realised what a relief work-room is: it is the last resort of the unemployed woman. The good type of worker never likes it, though its hours may be short, its pay very little less than what she is accustomed to, the work easy, and the supervision comfortable. She does not like it because she feels that the work is being made for her. The slacker, on the other hand, will settle down in the relief work-room and be very hard to move. But the whole point of a relief work-room is that it shall provide temporary employment until a woman can find a permanent place in industry. While she is temporarily employed it is important that she should not be set to work making things which will compete with the product of other workers in normal employment. If she does, the relief work-room is simply helping to cause unemployment elsewhere; yet it is also important that the worker shall be given work which will increase her skill and improve her chances of getting work when industry again becomes normal.

Threepence an Hour.

For the great mass of unskilled women workers the only wage rate ever fixed is that fixed under the Trades Board Act, and there the rate is 3d. an hour. This standard was fixed for the purpose of raising the trade from the category of sweated industries. It is not meant as a standard of what women workers ought to get in the way of wages in ordinary employment; it is meant as a minimum rate. Those who object to that standard as too low ought to agitate in peace as well as war time for a higher one. If it is too low for relief work-rooms, it is obviously much too low for ordinary work-rooms. But it is manifestly impossible to make the wage rate in relief work-rooms higher than in ordinary employment without causing difficulties among the workers in ordinary trade; they will all want to be employed in relief work-rooms if wages there are higher than they can get elsewhere. It would also cause difficulty among employers, who are none too ready even to accept 3d. an hour as a minimum rate for their women workers. I am told that in some districts there have actually been protests against this rate for relief work-rooms on the ground that it is higher than the women are getting in normal times in the ordinary way, and the organisers of the work-rooms have asked to be allowed to reduce the number of hours worked in order to make the earnings of the women in the relief work-rooms approximate more nearly to the scale obtaining outside.

Cotton Factory Times, October 30th. 1914.

BELGIAN PROBLEMS.

COMMITTEE TO CONSIDER THEIR EMPLOYMENT.

MINERS AND THE UNIONS.

Mr. Herbert Samuel, President of the Local Government Board, has appointed a Departmental Committee to consider and report on questions arising from the reception of Belgian refugees in this country, and particularly what action can properly be taken with a view to finding occupation for the refugees which would not compete with the employment of available British labour.

The committee will consist of Sir Ernest Hatch (chairman), the Right Rev. Monsignor Bidwell, Mr. C. W. Bowerman, M.P., Sir F. Cawley, M.P., Sir T. H. Elliott, Mr. H. Goeling, Mr. A. Henderson, M.P., Miss Susan Lawrence, Mrs. H. Lyttelton, Mr. R. S. Meiklejohn. Mr. H. Pike Pease, M.P., the Earl of Plymouth, Mr. C. F. Roy, Mr. Smillie, Mr. J. Dundas White, M.P., and Mr. Basil Williams.

Mr. H. A. Leggett, of the Local Government Board, will be secretary to the committee, and all communications should be addressed to him at the Local Government Board, Whitehall, London, S.W., where the offices of the committee of representative Belgians in this country nominated by the Belgian Government will be available for consultation by Sir Ernest Hatch's committee.

Mr. J. H. Whitehouse, M.P., and Sir John N. Barran, M.P., have been appointed by the President of the Local Government Board as Commissioners to inspect institutions and other places outside London where Belgian refugees are received.

Appeal to Miners.

The annual conference of the Miners' Federation of Great Britain has been postponed on account of the war, but it was considered advisable to hold an interim conference. Before the conference, which was held at the Westminster Palace Hotel, London, a meeting of the retiring Executive was held on Tuesday morning, and was well attended.

Mr. T. Smillie (president) occupied the chair, and at the close of the meeting made the following statement to the press:—

"A deputation of Belgian trade union officials was introduced by Mr. Tom Shaw, international secretary of the Textile Workers, in order to make an appeal to the miners on behalf of the organised workers of Belgium, who have been placed in entire poverty as a result of the war. After statements by two of the Belgian delegates, the Executive decided to give the question their consideration with the view to a grant being made to the Belgian Trade Union Relief Fund, which has been inaugurated by Mr. Bowerman, M.P., secretary to the Parliamentary Trade Union Congress.

"A long discussion took place on the question of the separation allowance which is being paid to the wives and dependents of men in the army and navy, and strong condemnation was expressed of the inadequacy of the amount presently being paid; and also of the inadequacy of the amount which is being paid to persons in distress through unemployment arising out of the war.

"The Executive agreed to take full reports at the afternoon conference as to the arrangements which have been made in the various districts for the payment of relief in industrial distress caused by the war, and also the sums which are being paid to the dependents of men at the front, with the view to drafting a comprehensive resolution expressing the views of the Miners' Federation on this matter."

Variety in Administration.

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The conference received reports of the amounts received by those of the civil population affected by the war, and the composition of the administrative bodies entrusted with the distribution of the funds. The reports revealed a great variety in the composition of the administrative bodies, and a still greater variety in the amounts received by those in need. It was also shown that in some parts of the Federation area the workers at work are having deducted from their earnings (by agreement with their employers) varying sums, some of which is devoted to national and some to local purposes, the latter being augmented by moneys received from other sources.

Several mines in the Federation area have been closed, but those that are working are working satisfactorily.

Relief Recommendations.

At Wednesday's meeting, after a general discussion, resolutions were unanimously carried as follow:—

"That all war relief funds be merged together and taken over by the Government, to be administered by the Government, and that there be a general or uniform scale of relief, modifications or exceptions to be made to suit exceptional districts, the national revenue to be made responsible for raising the necessary funds."

"That we accept the resolution of the War Emergency Workers' National Committee, and demand that the following should be the minimum scale of relief:—

One adult, 12s. 6d.; two adults, 17s. 6d.
One adult and one child, 15s. 6d.
Two adults and one child, 20s.
Two adults and two children, 22s. 6d.
2s. 6d. to be paid for each child.
3s. 6d. to be adopted in London boroughs.

"That the Government be called upon to find employment for all persons thrown out of work

Bristol Times, Oct. 31st. 1914.

ARTISTIC HANDICRAFT.

BELGIUM AND THE ART OF LACEMAKING.

Lace, which dates from the earliest period of civilisation, is associated with all that is picturesque and romantic in history, and the lacemakers have a share in the charm surrounding this very artistic handicraft. Though Homer refers to lace, it was not the kind which we wear to-day (writes I. G. McAllister in The Lady). Ancient specimens which have come to light show that it was made of gold thread, silk, and other materials, and that it more closely resembled netting and embroidery than anything else. Roughly speaking, bobbin lace, made from flax thread similar to what we use, was first invented and worn in Flanders in the early sixteenth century.

Flanders and Northern Italy have been the homes of the lacemakers since mediæval times, and it is interesting to note that the two countries which developed the art of painting also brought the artistic craft of lacemaking to perfection. Whilst Italy produced needlepoint lace, Flanders had the entire honour of introducing the bobbin lace, which for the last five hundred years has been a flourishing industry in many of its towns.

Old Flanders point is the original lace of the country, and it is very beautiful. Many other kinds are copied and adapted from other countries, for Belgium is not only particularly clever at copying specimens, but can produce them cheaper than other countries. For many years point d'Angleterre has been made in Belgium for England and France. Three cities which have been constantly before us of late contributed different kinds of lace. Once beautiful Louvain, now ruined, made black lace, and so did historic Antwerp, whilst Brussels is famous for guipure de Binche.

Brussels lace, point à l'aiguille, and point de Gaze are all fine lace, or needlepoint, a term which means fine lace, and has no reference to the point of a needle. The thread used for these kinds is exquisitely fine. The flax is grown in Brabant, Nicholas, Tournai, and Courtrai. The steeping is done in the River Lys, near Courtrai, the water of which gives better results than other kinds.

A DANGEROUS PRACTICE.

Brussels lace discolours very quickly, so the workers place the flowers in white lead powder, and beat them with their hands to whiten them. This often causes lead-poisoning, and is therefore an extremely dangerous practice, to say nothing of the fact that the lead powder turns the lace black if exposed to sea air or hot rooms. The spinner works against a dark background, to show the thread as it is drawn from the distaff, and the light is so arranged that a single ray only is thrown on the work, which illumines it. The experienced spinner, however, relies more on the feel of the thread as it passes through her fingers, as it is fine enough almost to escape the sight. The thread-spinner naturally receives very high wages, since one pound of lace (in weight) represents £700.

Needlepoint lace differs from bobbin lace in the making. The pattern is first traced upon parchment, and then fastened to a piece of linen. The skeleton of the pattern is next worked in leading lines of thread, and fastened to the parchment by stitches. The rest is filled in with buttonhole stitching, and between are inserted "ties," or "links," and fillings of elaborate stitches. A sharp instrument passed between the parchment and linen releases the lace from its foundations. The finest made of this kind is "rose" or "gros point de Venise."

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Each city has a special distinguishing mark to show where the lace was made. Ghent has a square, the meshed bobbins being twisted two and a half times; Bruges a circle, the bobbins twisted three times; Ypres four times, and Courtrai three and a half.

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Morning Advertiser, Nov. 3rd. 1914.

EMPLOYERS & BELGIAN REFUGEES.

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The conference recommended that Mr. Herbert Smith (Yorkshire) and Mr. W. Brace, M.P. (Wales) be appointed to the War Emergency Workers' National Committee.

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Edinburgh Evg. Despatch.
Nov. 12th. 1914.

EMPLOYMENT FOR BELGIAN REFUGEE WOMEN.

A NEW EDINBURGH SCHEME.

In order to find employment for Belgian refugee women a scheme has been set on foot by a prominent militant suffragette in Edinburgh whereby Belgian women who have been accustomed to cooking will be asked to give a series of cooking lessons according to the methods of their own country. Under the scheme, which is on the snowball system, a certain number of ladies in each district of the city will form a class, each paying 3d. a a fee, and taking it in turn to lend their kitchens for the purposes of the lessons. In no case will the class consist of less than twelve, and a lesson lasting an hour will be given in two kitchens each day. Where an interpreter is required, the class will have to be larger or the fee raised to 4d. Each lady undertakes to provide at least twelve pupils an dto give the use of her kitchen.

It is pointed out that the scheme does not invalve any great expenditure of time, energy, or money on the part of any individual, and at the same time is not a charity.

Islington Gazette,
December 10th. 1914.

Tinkle-tinkle — Alderman Bridgland reports that his family of Belgian refugees at Tollington-park College is growing apace. He hopes within a few days to be accommodating one hundred persons in the hostel. In order, however, to make the place comfortable, floorcloth is needed for some of the newly-appointed bedrooms. My experience is that in most old houses many tin tacks are left in the flooring. Mr. Blok, the treasurer of the home, has evidently had the same experience, and in a letter to me he pictures one of the Belgian guests jumping suddenly from bed and alighting upon one of these tacks in the dead of night. Well, my friends, we do not want to hear the cries of the wounded in Flemish in Tollington-park. Therefore, if you will send along any little pieces of oilcloth that you can spare we shall be obliged. You may send direct to the home in Tollington-park, or, if you drop a note to Mr. A. F. Hersant, 22, Tollington-place, he will send for your gift. Magnificent Islington! In Islington we are housing and maintaining between 200 and 300 Belgians; we have sent over £3,000 to the Prince of Wales' Fund; over £200 to Queen Mary's Work for Women Fund; we are providing in the workrooms at Canonbury-park for between 200 and 300 women. What do you think of your borough, Mr. Mayor?

657/4 657.

Huddersfield Examiner, Nov. 26. 1914.

REPATRIATION OF BELGIANS.

—:o:—

ADDRESS BY MRS. F. D. ACLAND.

REPATRIATION TO BEGIN AT AN EARLY DATE.

Mrs. Francis D. Acland, wife of the Under Secretary for Foreign Affairs, was the principal speaker at the twenty-sixth annual meeting of the Huddersfield Women's Liberal Association, which was held at the Temperance Hall on Wednesday evening. Her subject was "Belgium and its Repatriation." There was a capital attendance, over which Mrs. Glaisyer, the retiring president of the association, presided. Among those present were Lady Raynor, Mrs. Donkersley (the president-elect), Mrs. C. F. Sykes, Mrs. A. L. Sykes, Mrs. Laycock, Mrs. Studdard (hon. secretary), Miss Johnston (treasurer), Miss Marion Johnston, Mr. J. E. Willans, and Mr. A. J. Brook.

Mrs. STUDDARD announced that letters regretting their inability to be present had been received from Mrs. F. K. Sykes, Mr. Arthur Sherwell, M.P. (who could not leave Parliament), and Sir William Raynor. The letter from Sir William Raynor on the subject of local recruiting appears in another column.

A NON-PARTY MEETING.

Mrs. GLAISYER said they had never held their annual meeting in circumstances in the least like those which surrounded them that night. As somebody had said, the old order was being broken up, and a new one was being born. This terrible war had cut across their lives, and both this nation and the different countries of the world would never be the same afterwards as they were before the war. One consequence of the changes which the war had brought about, and one which she thought was not at all an unmixed evil, was that party distinctions were stopped for the present. That association, as well as other political associations in the town, had pledged themselves not to bring forward party propaganda while the war lasted, and they had loyally kept that promise. They were going on with educational meetings in the wards, but those meetings were not of a political character. Many of the women organised work for the benefit of the different relief funds, and any teas or entertainments that were promoted were for the Belgians or the wounded soldiers fund, or objects of that kind. At that annual meeting they were marking their sense of the changed conditions by not having the annual report read, and making the meeting entirely on non-party lines.

MORE HOUSES THAN BELGIANS TO FILL THEM.

Referring to the subject of Mrs. Acland's address, Mrs. Glaisyer said that we in Huddersfield almost found it difficult to realise the terrible times we were living in. We were not reminded of those times by darkened streets, as the people were in London and on the East Coast. Our mills were working full time and overtime, and we seemed altogether so much more prosperous than people in many parts of the country. That, she thought, ought to make us feel more than ever bound in honour to help those people who were not so favoured as ourselves. Surely that ought to make us eager to do everything we could for those who were suffering by the war, and no one appealed to our sympathies more than the brave Belgian nation. (Applause.) There were over 300 Belgians in Huddersfield already, and she hoped we were going to have more. Just at present there were more houses for the Belgians than there were Belgians to fill them. (Applause.) That association thought some time ago that they might raise enough money to take a small house, furnish it, and at any rate provide part of the cost of the support of a Belgian family. So far £25 had been promised, and they had also received promises of furniture and money and gifts to be contributed weekly. So far they had not done anything towards taking a house, because of the uncertainty as to whether people would come to fill it. She thought that before very long we should have to take in more Belgian refugees, so that many more promises were needed, and these should be given to Miss Marion Johnston, of West Parade. They should all look forward to the time when the Belgians would be able to return to their own country, and help to build up a prosperous and happy country again. This, she said, in conclusion, was Mrs. Acland's first visit to Huddersfield, and they welcomed her most warmly. (Applause.)

WOMEN'S WORK IN TIME OF WAR.

Mrs. ACLAND, who was cordially received, spoke of the pleasure it gave her to address Yorkshire audiences, and said that when first received an invitation to address t meeting she was to speak on the subject of women's suffrage, about which she knew that they were very keen, and she was very keen, too. Although they were not talking about that subject now, they were thinking about it, and realising, as she thought the whole nation was realising, what a tremendous amount of work there was for women to do in the time of war. In the old days it was said that the men went out to fight and the women went their own [illegible]

would compensate them for any damage. Belgium pluckily resolved to stand up for honour, to abide by her plighted word, and they knew the terrible things that had fallen upon her in consequence.

WHAT WE OWE TO BELGIUM.

She wondered if we realised how much we owed to the Belgians for what they had done. She (Mrs. Acland) was not a military expert, but those who were were convinced that if the Belgians had not delayed the Germans for a fortnight or three weeks it would have been next to impossible for us to land our forces in France at all, France would have been humbled to her knees, and soon all the great coast line opposite the cliffs of Dover would have been in the hands of the Germans. But we still slept securely in our beds, and though we heard rumours of German raids, she did not think that at present they could do very much damage to us. The Germans, however, would have been very much nearer to us if they had been allowed to march unmolested through Belgium. The German plan was to force France to surrender, to make terms which would include the surrender of the French Fleet to Germany, and with her own and that fleet overcome the British Fleet. Belgium had saved us from that, and had shown that material success and prosperity were not the things that mattered most to her. And even after Liege and many other towns had fallen the Belgians would not own that they were beaten, and they were still fighting magnificently. (Applause.)

TIME FOR RETURN WILL COME SUDDENLY.

The first thought in the heart of the Belgians, next to that of gratitude, was how on earth they were ever going to start again when they returned. And whatever we were doing for them now, it was our business also to begin planning as to how we could help them to get back home. The wife of one of the Belgian Cabinet Ministers, Madame Emile Vandervelde, had started a fund for the repatriation of the Belgian people. She (Mrs. Acland) had been very much encouraged in talking to people about the fund to find how they liked the idea. This was especially the case among the farmers of this country. Each set of people here should, she thought, try to raise money for the repatriation of the corresponding set in Belgium—the townspeople for the townspeople, and so on. Some people said these were early days to think about the Belgians going home. She did not think it was, because we did not know how soon that time would come. Whenever it did come it would probably come suddenly. It did not do to despise the German people or their Army. She believed that the Germans were just as much inspired by patriotic feeling as we were, and that after the war we should be better friends of the Germans than we were now. The Germans had a lot to learn from us, and we had a lot to learn from them in all sorts of ways. At the same time, she thought we had now got the Germans "on toast." The whole idea of the German plan was that it must succeed quickly. It had not done so, and we were still driving them back. (Applause.) She explained that weekly contributions were being made to the repatriation fund, and while it was certain that we should demand a big indemnity from Germany, it was uncertain when it would be paid. Thus it was no use waiting for the Germans; besides, we in this country were not going to allow them to have all the honour of making good the awful devastation they had wrought. The Americans were doing magnificent things for the relief of the Belgians, and were actually saving from real starvation those who were left under German rule in Belgium itself. The callous way in which the Germans were allowing the population of Belgium to starve was simply horrible. Whatever sacrifices we made we should never be in anything like the position of the Belgian people, and it should be a great pleasure to us to help the little country that had done so much for us. (Applause.)

A collection was made for the repatriation fund, and this realised £4 14s. 4d., and in addition £1 was promised.

Lady Raynor, Mrs. C. F. Sykes, Mrs. T. Shires, and Mr. J. E. Willans took part in a short discussion, and the last-named stated that a deputation from the Belgian headquarters in London would visit Huddersfield shortly in order to make arrangements for the employment of the male refugees, and also for the return to the fighting forces of a number of the young fellows.

Mrs. Donkersley moved a vote of thanks to Mrs. Acland and to the ladies who had served tea before the meeting. She returned thanks for the honour which had been done her and the Almondbury Ward in her election as president of the association.

Mrs. W. E. Haigh seconded the resolution, which was passed, and Mrs. Acland replied.

The meeting closed with the singing of the first verse of the National Anthem.

Mr. Blox, the treasurer of the home, has evidently had the same experience, and in a letter to me he pictures one of the Belgian guests jumping suddenly from bed and alighting upon one of these tacks in the dead of night. Well, my friends, we do not want to hear the cries of the wounded in Flemish in Tollington-park. Therefore, if you will send along any little pieces of oilcloth that you can spare we shall be obliged. You may send direct to the home in Tollington-park, or, if you drop a note to Mr. A. F. Hersant, 22, Tollington-place, he will send for your gift. Magnificent Islington! In Islington we are housing and maintaining between 200 and 300 Belgians; we have sent over £3,000 to the Prince of Wales' Fund; over £200 to Queen Mary's Work for Women Fund; we are providing in the workrooms at Canonbury-park for between 200 and 300 women. What do you think of your borough, Mr. Mayor?

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BELGIUM'S CHOICE.

After remarking upon the fact that the Belgians were much the same sort of people as ourselves, Mrs. Acland said that up to the present there was no exact plan of getting them back to Belgium, though a fund for repatriation had been started, and she would explain how it arose. First of all, however, she wished to tell her hearers what the Belgians had done for civilisation, and what a wonderful choice it was that they made. Belgium was not in the position of any other small country. It was not only a neutral country, but a neutralised country. It was under a pledge not to take any side in any quarrel between England, France, and Germany, and those countries undertook that if any quarrel arose between them they would not one of them let a single soldier set foot in Belgium. Belgium, therefore, was a perfect little oasis where peace was certain, and they had only a very small army. At the outbreak of war the Germans made the Belgian Government what they called an "honourable proposal." That proposal was that Belgium should adopt an attitude of "friendly neutrality." There was no such thing as "friendly neutrality." It was like talking about two-sided one-sidedness or any other contradiction in terms. The proposal of Germany was that Belgium should allow German troops to pass through Belgium, facilitate their passage in any way they could, and if they would do that Germany would not annex any territory and

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Mrs. W. E. Haigh seconded the resolution, which was passed, and Mrs. Acland replied.

The meeting closed with the singing of the first verse of the National Anthem.

The Richmond Herald, December 19th 1914. 657

THE PATRIOTIC ASSOCIATION.

REPORTS OF COMMITTEES.

THE BARNES BELGIAN REFUGEES.

A meeting of the Barnes and Mortlake Patriotic Association was held at the Council House on Wednesday evening. Coun. S. W. Lambert, J.P., presided, and there were also present Miss Attwell, Mrs. Niemeyer, and Miss Wigan, the Revs. Horace Monroe, E. Harrison, and E. B. Larkin, Mr. A. C. Forster Boulton, J.P., Mr. J. Kelsall, J.P., Mr. G. A. Seaward, Couns. Firmston, Hampton, Jones, Medus, and Powell, Messrs. J. E. Anderson, Couchman, Hensman, Lowe, Rollston, and Spark, with the general secretary (Mr. W. T. Goodale), the assistant hon. secretary (Coun. Revis), and the hon. auditor (Mr. Stuckey Clarke).

The report of the Mortlake Red Cross Committee stated that the members of the St. Mary's Guild had supplied 200 garments during the past four months, and that the Edgar Hall Working Party had made a total of 383 garments, while during the past month 1,181 garments had been received by the committee and forwarded to various quarters. The depots would be closed from December 21st to January 4th.

The report of the Barnes Red Cross Committee stated that 1,913 garments had been received since the depot opened, and that £10 4s. 6d. had been received from an entertainment given by Miss Pauline Gilmer.

The report of the Medical Aid Sub-Committee stated that enquiry had been made of them whether they could accommodate 30 convalescent soldiers from Woolwich, but that on offering accommodation in several houses, the authorities considered such accommodation unsuitable. It therefore appeared to the committee that the only plan was to acquire a house or hall for the purpose. The offer of Mr. Batten's house would have been accepted, but it was still occupied by Belgian refugees.

Coun. Hampton submitted the report of the Unemployment Committee, which showed that up to December 10th, 231 men and 55 women had registered, and that of those eight had joined the Army; employment had been found for 122 men and 24 women, leaving 101 men and 31 women on the register. A register for Belgian Refugees had been opened for those who could do work that would not interfere with our own people, but up to the present no names had been registered. The committee had considered a number of cases of persons requiring relief, and found that there were 16 cases due to the war, 10 of which had been relieved. They had expended £15 1s. 4d., and had a balance of £4 18s. 8d. They asked for a further grant of £15.

Mr. Kelsall submitted the report of the Navy and Army Families' Committee, which showed that the total registered were 362, of which 247 were beyond the scope of the Association; 105 were receiving weekly allowances; and 10 were being investigated. The total amount received from the Association was £320, of which £314 18s. 8d. had been expended, leaving a balance of £5 1s. 4d. The amount advanced on loan was £81 18s. 1d., of which £23 10s. had been refunded. The committee required another grant of £100 to meet the expenses for the next four weeks. Regret was expressed that Mrs. Cunningham and Mrs. Edlmann had resigned, whose services had been very much appreciated. The committee, finding that the children of those serving in the Forces would be provided with Christmas gifts, recommended that the wives have an entertainment provided for them.—The Chairman thought a payment of that sort would not be within the scope of their funds. He very much sympathised with the recommendation, but would like to hear the views of the members of the Association. He explained that they had advertised for funds for specific purposes, and reminded them that they had approached the Central Committee of the National Fund with regard to the Belgian Refugees, and were told that the funds could not be used for that purpose.—Mr. Kelsall explained that since the meeting of the committee several members who had supported the recommendation had told him that on further consideration they had come to the conclusion that they had acted prematurely. No one had expressed a desire that the recommendation should be pressed.

The General Secretary reported that with reference to the American ship, an application had been made to him as to the number of children in the district whose fathers were serving at the front; as far as he could ascertain there were about 450 altogether.

Coun. Medus raised the question whether grants could not be made to wives and parents for paying fares to visit husband and sons who had returned wounded from the front.—Mr. Kelsall said the committee had never considered the question, but he understood that Government made an allowance for that purpose where feasible.—Coun. Medus and Miss Attwell mentioned cases which had come under their notice where that had not been done.—In answer to Mr. Seaward, Coun. Medus said the cases he referred to happened about five weeks ago.—Mr. Seaward said he believed an alteration had been made since then, as recently they had had two cases at the Brewery where the Government gave passes for the parents to visit their sons.

The Rev. Horace Monroe asked if it was true that orders had been given to the police for them to make rather unnecessary enquiries about wives of men who had fallen at the front.—Mr. Kelsall was pleased to have the opportunity of making an explanation on that point. They were told in the Press that the women were treated as if they were criminals. He could not say what was done in other parts of England, but with regard to this district and the County of Surrey there was absolutely no foundation for such a statement. Some instructions had been given to the police that was only advanced to the Red Cross Committee, and that whatever the committee collected was paid into the Association.—Mr. Spark thought that a little more might be spent by the Unemployment Committee instead of giving doles of 10s. and 15s. a week. He contended that it was no good giving only sufficient to relieve half the distress.—The Chairman said the Association could not dictate to the committee, and, speaking for himself, said he thought they were doing excellent work. They quite appreciated the position, and however desirable it might be to give a man £1 or 30s. a week, they had to consider what grants the Finance Committee would allow them.—Coun. Hampton said the relief given was in the form of grants in aid, and not to relieve the whole of the distress.—The Chairman thought it would be absurd to give a man losing his situation the full amount of his wages.

In answer to Mr. Kelsall, the Secretary stated that the receipts totalled £2,076 11s.; and that the grants already made amounted to £521, so that after deducting the grants that night there would be about £1,400 in hand.

Mr. Rollston submitted the report of the Recruiting Committee, which stated that a letter had been received from Mr. Richard Burbidge, offering the use of the rifle range in Lonsdale-road at times when it was not required by members of the Harrodians' A.A.A., and on the suggestion of the chairman it was agreed that a letter be written to Mr. Burbidge thanking him for his office.—The Chairman, alluding to the number of men recruited in the district, said there was no means of forming an accurate estimate, as many enlisted in the London area. He estimated that since the recruiting concert about fifty recruits had been enlisted as a result of that effort.

THE BELGIANS IN BARNES.

The next item on the agenda was a motion by the Rev. E. B. Larkin as follows:—"That this Association withdraws its recognition from the Barnes Refugee Committee until such time as the said committee shows full regard for the religious belief of the Belgians in its care." He said he was sorry to bring the matter before them, and explained how the Association had given their sanction to the committee. He considered from what had occurred subsequently it was necessary for him, in self-defence, to make his position clear by putting forward a protest against what had been done by the Association. All he wished was that his name should be withdrawn as one who gave his approval to the committee, and that it should no longer appear on the minutes as giving approval. If that could be done without discussion he was willing that it should be done, so long as he appeared as a protestor against the approval of the Association of the committee.—The Chairman gathered that he would withdraw his resolution, having made a statement that he wished to dissociate himself with the recognition of the Refugee Committee. — Father Larkin could not see his way to consent to the withdrawal of the resolution, as the withdrawal would then appear on the minutes.—The Chairman said that the resolution would fall to the ground if there was no seconder, and after further discussion Coun. Powell formally seconded the motion for the purpose of discussion.—Mr. Goodale said as the general secretary of the Association he moved that they proceed to the next business. It was a religious subject, which he considered ought not to be introduced. The matter had ben dealt with in the Press, and Father Larkin had replied to letters. Therefore he maintained it was not necessary that the Association should make it a subject of debate.—Mr. Anderson thought that the statement made by Father Larkin that he wished his name withdrawn as giving consent to the committee would be sufficient.—Father Larkin said after the statement made by Mr. Goodale, he felt bound to go on with the motion. What had appeared in the newspapers had nothing to do with the motion.—The Chairman thought that he wished it placed on record that he dissociated himself with the Refugee Committee.—Father Larkin contended that would put his position in a false light, and in course of the discussion that followed the question was raised as to the recognition given by the Association.—The Rev. Horace Monroe pointed out that at the request of the Association he had formed the Belgian Refugee Committee for Mortlake, and thought there could be no doubt that the Association had fathered the Belgian Refugees' Committees. He moved as an amendment: "That this Association deeply regrets that any question suggesting want of regard for the religious belief of the Belgian guests at Barnes should have arisen. The Association cordially invites the clergy of the Roman Catholic Church to minister at all times to Belgian members of the Roman Catholic Church at present enjoying their hospitality."—Coun. Medus seconded, and after some discussion the amendment was put, and carried with one dissentient, and became the substantive motion.—Mr. Forster Boulton then moved a further amendment, "That this Association declines to accept the suggestion that the Barnes Belgian Refugees' Committee failed to show due regard for the religious belief of the Belgians in its care." In the first place, he thought that the original motion should never have gone down on the agenda, as it suggested that the members of the committee had acted improperly, and he hoped the amendment would be adopted, to show that the suggestions were entirely unfounded.—Father Larkin said he had had no opportunity of discussing the resolution.—The Chairman explained that the amendment became the substantive motion.—Mr. Seaward appealed to Mr. Forster Boulton to withdraw his amendment.—Father Larkin said he was willing to drop the subject, but Mr. Forster Boulton said he could not withdraw.—Coun. Powell seconded the amendment, and Mr. Forster Boulton, in speaking to it, said he regarded the accusation against the committee as very serious. The suggestion was that the committee had prevented the Belgians from the exercise of freewill in making their children to whatever school they pleased.—Father Larkin said that suggestion had not been knew for a fact that the parents sent their children to the Lonsdale-road School of their own free will.—On the amendment being put, it was lost by four votes to seven, and on the substantive motion being put, it was carried.

Coun. Jones reported that a small committee of ladies at East Sheen were conducting a coffee stall for the troops training in Richmond Park, and he questioned whether the Association would wish it to be run under their auspices. He gave particulars as to the cost, etc., and how it was appreciated by the men.—The Chairman doubted if the Association would do so much as the committee had done, and it was decided to leave it to them to carry on.

A letter was read from Mr. Frank Pike, the hon. secretary of the Barnes and Mortlake Philanthropic Society, pointing out that the society had now no official representative on the Association.—Mr. Hensman said he was no longer secretary of the society, and he had suggested that he should resign his seat on the Association.—The Chairman thought he should retain his seat on the Association, and suggested that a representative of the society should be appointed to the Unemployment Committee.—Coun. Hampton said he should be very glad if two delegates of the society were appointed to fill vacancies on the Unemployment Committee and the Sailors' and Soldiers' Families' Committee as soon as they occurred.

It was agreed that the accounts up to 31st December should be audited and a balance sheet published.

SIXTEENTH LIST OF SUBSCRIBERS.

		£	s.	d.
Amount previously reported		£2074	5	8¾
Less Mortlake Parish Church (entered twice)		1	3	10
		£2073	1	10¾
Miss C. G. Leycester Penrhyn (Oct., per L.S.W. Bank)		0	10	0
Miss C. V. Leycester Penrhyn (Oct., per L.S.W. Bank)		2	0	0
Mr. W. H. Moonan (Oct., per L.S.W. Bank)		1	0	0
Mr. Marshall	(w)	0	2	6
Mrs. Ramsden (1st instalment, sale of Nelson postcards)		1	0	0
Mr. F. W. Perkins	(m)	1	0	0
Mrs. Clarkson	(m)	0	2	0
Mr. J. D. Batten	(m)	1	0	0
Mr. T. B. Robinson	(m)	1	0	0
Mr. Millman's Staff, per Mr. Foad		0	12	3
Mr. H. E. Bailey and Staff	(w)	0	3	6
Mr. J. Kelsall, J.P. (5th contribution)		5	0	0
Mr. E. Ludlam	(m)	0	10	0
Mr. J. W. Morrison	(w)	0	1	0
Mrs. Woodthorpe Brandon (2nd contribution)		0	10	6
Mr. J. F. Geeson	(m)	0	10	0
Mr. J. P. Wilson	(m)	0	2	6
Mr. J. Cummins	(m)	0	2	0
Mr. C. E. Williams	(m)	5	0	0
Miss E. Wigan, Division S		1	0	6
Staff of the Urban District Council of Barnes	(w)	8	11	0
Mr. F. Kitley, Division L		0	7	9½
Mr. W. Rolfe (4th donation)		10	0	0
Mr. A. Minis	(m)	0	10	0
Total		£2113	17	5¼

Birmingham Post, Dec. 21st. 1914.

REFUGEES AS MILL-GIRLS.

There is a shortage of hands in the woollen mills of South Lancashire and Belgian refugees are availing themselves of the opportunity to qualify for this employment. Large numbers of female refugees have already been taken into mills, and their more extensive employment is certain. Other Belgian refugees are teaching Lancashire girls their finer art of lace-making, while Belgian miners are entering coalpits to replace colliers who have become soldiers.

6575

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Coun. Hampton submitted the report of the Unemployment Committee, which showed that up to December 10th. 231 men and 55 women had registered, and that of those eight had joined the Army; employment had been found for 122 men and 24 women, leaving 101 men and 31 women on the register. A register for Belgian Refugees had been opened for those who could do work that would not interfere with our own people, but up to the present no names had been registered. The committee had considered a number of cases of persons requiring relief, and found that there were 16 cases due to the war, 10 of which had been relieved. They had expended £15 1s. 4d., and had a balance of £4 18s. 8d. They asked for a further grant of £15.

Mr. Kelsall submitted the report of the Navy and Army Families' Committee, which showed that the total registered were 362, of which 247 were beyond the scope of the Association; 105 were receiving weekly allowances; and 10 were being investigated. The total amount received from the Association was £320, of which £314 18s. 8d. had been expended, leaving a balance of £5 1s. 4d. The amount advanced on loan was £81 18s. 1d., of which £23 10s. had been refunded. The committee required another grant of £100 to meet the expenses for the next four weeks. Regret was expressed that Mrs. Cunningham and Mrs. Edlmann had resigned, whose services had been very much appreciated. The committee, finding that the children of those serving in the Forces would be provided with Christmas gifts, recommended that the wives have an entertainment provided for them.—The Chairman thought a payment of that sort would not be within the scope of their funds. He very much sympathised with the recommendation, but would like to hear the views of the members of the Association. He explained that they had advertised for funds for specific purposes, and reminded them that they had approached the Central Committee of the National Fund with regard to the Belgian Refugees, and were told that the funds could not be used for that purpose.—Mr. Kelsall explained that since the meeting of the committee several members who had supported the recommendation had told him that on further consideration they had come to the conclusion that they had acted prematurely. No one had expressed a desire that the recommendation should be pressed.

The General Secretary reported that with reference to the American ship, an application had been made to him as to the number of children in the district whose fathers were serving at the front; as far as he could ascertain there were about 450 altogether.

Coun. Medus raised the question whether grants could not be made to wives and parents for paying fares to visit husband and sons who had returned wounded from the front.—Mr. Kelsall said the committee had never considered the question, but he understood that Government made an allowance for that purpose where feasible.—Coun. Medus and Miss Attwell mentioned cases which had come under their notice where that had not been done.—In answer to Mr. Seaward, Coun. Medus said the cases he referred to happened about five weeks ago.—Mr. Seaward said he believed an alteration had been made since then, as recently they had had two cases at the Brewery where the Government gave passes for the parents to visit their sons.

The Rev. Horace Monroe asked if it was true that orders had been given to the police for them to make rather unnecessary enquiries about wives of men who had fallen at the front.—Mr. Kelsall was pleased to have the opportunity of making an explanation on that point. They were told in the Press that the women were treated as if they were criminals. He could not say what was done in other parts of England, but with regard to that district and the County of Surrey there was absolutely no foundation for such a statement. Some instructions had been given to the police that if unfortunately a woman came into their hands through some offence, such as being found drunk in the street, she should be discharged by the officer after giving her a few words of advice. There was no supervision exercised by the police, and that was the only instruction.—The Chairman: There is no foundation in the statement that the Sailors and Soldiers Families' Committee supply the names of the wives to the police?—Mr. Kelsall: No.

The Rev. Horace Monroe mentioned that a cafe for sailors' and soldiers' wives had been opened in Sheen-lane from 7 to 10 each evening, and asked that Mr. Kelsall, through his committee, might make it known.—By Miss Attwell: Wives resident in Barnes would be made welcome if there was room for them. He explained that Mrs. James Wigan had kindly lent the house, and that the Hon. Mrs. Hood was bearing the expenses of running the cafe.—The question of the payment of the allowances was discussed, and it was agreed that they should only be made on the written authority of those entitled to receive them.

The report of the Work for Women Committee stated that 500 garments had been made, and that the women much appreciated the work. A sale was held at the Council House on December 11th, and that it had been decided to hold another one there on Monday next, the 21st.

The Finance Committee recommended that grants amounting to £159 15s. be made, and Mr. Seaward reported that the receipts from the collections in the elementary schools amounted to £33. (Applause.) He regarded that as a wonderful collection.—Mr. Spark objected to money being spent on the Red Cross work.—The Chairman explained that the money as the said committee shows full regard for the religious belief of the Belgians in its care." He said he was sorry to bring the matter before them, and explained how the Association had given their sanction to the committee. He considered from what had occurred subsequently it was necessary for him, in self-defence, to make his position clear by putting forward a protest against what had been done by the Association. All he wished was that his name should be withdrawn as one who gave his approval to the committee, and that it should no longer appear on the minutes as giving approval. If that could be done without discussion he was willing that it should be done, so long as he appeared as a protestor against the approval of the Association of the committee.—The Chairman gathered that he would withdraw his resolution, having made a statement that he wished to dissociate himself with the recognition of the Refugee Committee. — Father Larkin could not see his way to consent to the withdrawal of the resolution, as the withdrawal would then appear on the minutes.—The Chairman said that the resolution would fall to the ground if there was no seconder, and after further discussion Coun. Powell formally second[ed] the motion for the purpose of discussion.—Coun. Goodale said as the general secretary of the Association he moved that they proceed to the next business. It was a religious subject, which he considered ought not to be introduced. The matter had ben dealt with in the Press, and Father Larkin had replied to letters. Therefore he maintained it was not necessary that the Association should make it a subject of debate.—Mr. Anderson thought that the statement made by Father Larkin that he wished his name withdrawn as giving consent to the committee would be sufficient.—Father Larkin said after the statement made by Mr. Goodale, he felt bound to go on with the motion. What had appeared in the newspapers had nothing to do with the motion.—The Chairman thought that he wished it placed on record that he dissociated himself with the Refugee Committee.—Father Larkin contended that would put his position in a false light, and in course of the discussion that followed the question was raised as to the recognition given by the Association. —The Rev. Horace Monroe pointed out that at the request of the Association he had formed the Belgian Refugee Committee for Mortlake, and thought there could be no doubt that the Association had fathered the Belgian Refugees' Committees. He moved as an amendment: "That this Association deeply regrets that any question suggesting want of regard for the religious belief of the Belgian guests at Barnes should have arisen. The Association cordially invites the clergy of the Roman Catholic Church to minister at all times to Belgian members of the Roman Catholic Church at present enjoying their hospitality."—Coun. Medus seconded, and after some discussion the amendment was put, and carried with one dissentient, and became the substantive motion.—Mr. Forster Boulton then moved a further amendment, "That this Association declines to accept the suggestion that the Barnes Belgian Refugees' Committee failed to show due regard for the religious belief of the Belgians in its care." In the first place, he thought that the original motion should never have gone down on the agenda, as it suggested that the members of the committee had acted improperly, and he hoped the amendment would be adopted, to show that the suggestions were entirely unfounded.—Father Larkin said he had had no opportunity of discussing the resolution.—The Chairman explained that the amendment became the substantive motion.—Mr. Seaward appealed to Mr. Forster Boulton to withdraw his amendment.—Father Larkin said he was willing to drop the subject, but Mr. Forster Boulton said he could not withdraw.—Coun. Powell seconded the amendment, and Mr. Forster Boulton, in speaking to it, said he regarded the accusation against the committee as very serious. The suggestion was that the committee had prevented the Blgians from the exercise of freewill in sending their children to whatever school they pleased.—Father Larkin said that suggestion had not been made that evening, and the Chairman said it had not been made in that room.—Mr. Forster Boulton said that was his difficulty, but contended that he was entitled to bring it forward to negative the resolution. Proceeding, he said if the accusion was true they were abusing thier position, as hosts, in putting pressure upon these people not to send their children to a Roman Catholic school. — Father Larkin repeated that that accusation had not been made that evening, and that he had no intention of bringing it forward.—The Chairman remarked that the matter had been fully dealt with in the public Press, and had been answered, and the public could form their own opinion.—Mr. Forster Boulton then referred to the facts stated in the correspondence, and contended that the Belgians were given absolute freedom in regard to where they should send their children to school, and that the suggestions which had been made were ill-founded.—Father Larkin, in reply, said he had no choice but to answer the arguments brought forward, which he considered were quite beside the mark. He repeated statements made in his letters, and said that explanation had been given to him why children had been sent to a non-Roman Catholic school. He contended that the committee had entirely ignored those who had charge of the Roman Catholic Church in the district, in spite of the fact that the Local Government Board had laid down that refugees were to be sent to districts with the approval of the Roman Catholic Bishop. Explanations might be given of the action of the committee with regard to the refugees at 18, High-street, but he had not been given any, and he could not allow his name to be associated with their action.—Coun. Powell having spoken, Mr. Rolston said he

L.S.W. Bank)		1	0 0
Mr. Marshall	(w)	0	2 6
Mrs. Ramsden (1st instalment, sale of Nelson postcards)		1	0 0
Mr. F. W. Perkins	(m)	1	0 0
Mrs. Clarkson	(m)	0	2 0
Mr. J. D. Batten	(m)	1	0 0
Mr. T. B. Robinson	(m)	1	0 0
Mr. Millman's Staff, per Mr. Foad		0	12 3
Mr. H. E. Bailey and Staff	(w)	0	3 6
Mr. J. Kelsall, J.P. (5th contribution)		5	0 0
Mr. E. Ludlam	(m)	0	10 0
Mr. J. W. Morrison	(w)	0	1 0
Mrs. Woodthorpe Brandon (2nd contribution)		0	10 6
Mr. J. F. Geeson	(m)	0	10 0
Mr. J. P. Wilson	(m)	0	2 6
Mr. J. Cummins	(m)	0	2 0
Mr. C. E. Williams	(m)	5	0 0
Miss E. Wigan, Division S		1	0 6
Staff of the Urban District Council of Barnes	(w)	8	11 0
Mr. F. Kitley, Division L		0	7 9½
Mr. W. Rolfe (4th donation)		10	0 0
Mr. A. Minis	(m)	0	10 0
Total		£2113	17 5½

Birmingham Post,
Dec. 21st. 1914.

REFUGEES AS MILL-GIRLS.

There is a shortage of hands in the woollen mills of South Lancashire and Belgian refugees are availing themselves of the opportunity to qualify for this employment. Large numbers of female refugees have already been taken into mills, and their more extensive employment is certain. Other Belgian refugees are teaching Lancashire girls their finer art of lace-making, while Belgian miners are entering coalpits to replace colliers who have become soldiers.

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Manchester Guardian,
December 23rd. 1914.

Employment for Belgians.

Those who are caring for the welfare of our Belgian guests are now concentrating attention on the important problem of finding employment for them in such ways as will avoid the objection of introducing unfair competition with our own workers. Everyone who has been brought into contact with the refugees knows that what they find hardest to bear is the change from lives of activity to enforced idleness. No amount of kindness compensates for that unhappiness. One hears of many schemes aiming at employing Belgians on the kind of work to which they are accustomed. For instance, in connection with the scheme for the rebuilding of the Belgian towns, and the preparations for rearranging the districts on town-planning lines, it is hoped to find work for some of the Belgian architects, surveyors, and so on. The committee which has to do with the employment of Belgians has been approached in the matter. It is intended to invite the fullest co-operation of the Belgian experts, as, of course, Belgium must be rebuilt in accordance with Belgian and not English ideas. From Cambridge there is news of a scheme, worked partly from the School of Agriculture, for employing Belgian gardeners and agriculturists to teach English small holders their methods of intensive horticulture and agriculture, and possibly the Belgian method of chicken-rearing. There may be room here for the employment of Belgian women.

The Hampshire House Scheme.

Then there is the interesting experiment carried on at Hampshire House, Hammersmith, where various kinds of workers are employed in an industrial colony. Two workrooms for Belgian women have been opened, each under a Belgian forewoman. In one, fine embroidery, of a kind which is not produced here, is made; in the other the women are making outfits for the Belgians themselves, in preparation for their return home. Garments are being turned out, and the women are being paid for the work. The workers are fed and lodged in a house in the Mall, where they do their own work and cooking. The men of the families are making Belgian furniture and tool chests to take back with them after the war. The tool chests are beautiful work, and now the men are making embroidery frames for the women's workrooms and other useful things. All the workmen are Belgians. Another development is the opening of special Labour Exchanges for Belgian workmen at Earl's Court and the Alexandra Palace, with the object of controlling the employment of these men and making sure that they are not employed under sweating conditions. Employers who get men from the Exchanges must give an undertaking that they will pay proper wages. Belgian labour will only be utilised where British labour is not available, and Belgians of military age will not be accepted.

Islington Gazette,
Dec. 28th. 1914.

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FINSBURY BELGIAN FUND.

The Mayoress of Finsbury has received the following donations to the Belgian Refugees' Fund:—Mr. J. Tickner, 404, St. John-street, 10s.; Messrs. K. Ettlinger and Co., Finsbury-court, E.C., £10; Mr. A. G. Melton, Finsbury and City of London Savings Bank, Sekforde-street, £1 1s.; Mr. E. M. Csako, 15, Claremont-square, £1 1s.; the Agricultural Hall Candy Co., 356, City-road, £1 1s.; Mr. G. Thorngate, 8, Tysoe-street, 10s. 6d.; Messrs. S. Clarke and Co., Bowling Green-lane, £1 1s.; Messrs. Geo. Eade and Sons, 232, Goswell-road, £10; Messrs. F. Barker and Son, Ltd., 12, Clerkenwell-road, 10s. 6d.; Mrs. A. Wilson, 26, Great Sutton-street, 2s.; Messrs. W. H. Smith and Sons, St. John's-square, £10; Mr. N. Mermillon, 44, Moor-lane, £1 1s.; Mr. K. Morris, 30, Exmouth-street, 10s. 6d.; Mr. Thos. Wright, 319, St. John-street, £1 1s.; Mr. H. Koonz, 4, Northampton-square, 10s. 6d.; Mr. A. J. Blake, 106, St. John-street, £5 5s.

Totals to date.—Prince of Wales' Fund, £1,459 7s. 6d.; Local Relief Fund, £243 5s. 2d.; Queen's Work for Women Fund, £85 8s. 6d.; Belgian Refugees' Fund, £217 0s. 9d.; total, £2,005 1s. 11d.

Manchester Guardian, December 29th. 1916. 657/7 657.

BELGIAN REFUGEES.

THE PROBLEM OF FINDING THEM WORK.

DEPARTMENTAL COMMITTEE'S RECOMMENDATIONS.

The first report of the Departmental Committee appointed by the President of the Local Government Board to consider and report on questions arising in connection with the reception and employment of the Belgian refugees in this country has been issued as a Blue-book. The Committee were appointed on October 27, and consisted of Sir Ernest Hatch (chairman), Mgr. Bidwell, D.D., Mr. C. W. Bowerman, M.P., Sir F. Cawley, M.P., Sir T. H. Elliott, Mr. Harry Gosling, Mr. Arthur Henderson, M.P., Miss Susan Lawrence, Mrs. A. Lyttelton, Mr. R. S. Meiklejohn, Mr. H. Pike Pease, M.P., Lord Plymouth, Mr. C. F. Rey, Mr. R. Smillie, Mr. J. Dundas White, M.P., and Mr. Basil Williams.

The particular question the Committee were instructed to consider was what action could properly be taken with a view to finding occupation for the refugees which would not compete with the employment of available British labour.

From first to last (say the Committee) it has been calculated that about a million refugees—nearly a sixth of the total population—have abandoned Belgian soil; of these Holland received the largest share, some 500,000 or more; a large number, especially from the Ardennes and the southern provinces, fled to France. In England about 110,000 arrived, and arrangements are being made to bring over yet more from Holland to relieve the excessive pressure prevailing there. It is characteristic of our national ways that the duty of attending to the refugees should have been undertaken by voluntary organisations. But, however willing private individuals might be to undertake the national duty of relieving the distress of our Allies, it soon became evident that the task was assuming such gigantic proportions that no voluntary organisation could be expected to cope with it. On September 9, in reply to a question in the House of Commons, Mr. Herbert Samuel offered to the refugees, on behalf of the Government, the hospitality of the British nation.

In one week alone, after the fall of Ostend, 26,000 Belgians were landed at Folkestone. Between September 20 and October 24 35,000, all destitute, were met at the pier, fed, and despatched to London. The arrangements for feeding and housing the refugees in London were delegated by the Local Government Board, under the general supervision of their inspectors, to the Metropolitan Asylums Board. Some conception of the work done will appear from the fact that from September 10 to November 28 45,532 refugees passed through the Government hostels.

The only refugees for whom neither the Government nor the War Refugees Committee were responsible were 6,000 Russian and Polish Jews, who came chiefly from Antwerp. The care of these fugitives was undertaken entirely by their co-religionists, who have found hospitality for a large number in Jewish homes, and are supporting the rest either in Poland Street Workhouse, which has been lent by the Government for the purpose, the Manchester Hotel, or in the Leman Street Shelter.

Offers of Hospitality.

The anxiety of all classes in the United Kingdom to render assistance may be gauged by the fact that offers of hospitality were received for over 100,000 refugees. The larger centres where refugees have been received, while finding hospitality for a certain number in their own area, have also acted to some extent as clearing-houses for adjoining districts. Under this arrangement Glasgow has received 3,092, Sheffield 1,500, Leeds 1,200, Birmingham 2,099, Manchester 1,441, Bradford 400, Exeter 2,000, and other places considerable numbers.

The comparative success of the work is no doubt largely due (the Committee point out) to the character of our guests, of whose conduct there have been hardly any complaints worth mentioning, and who have shown themselves not only brave and patient, but accommodating in circumstances of desolation so grave as to disturb the equanimity of the most tolerant people. But our own people may take credit for the spirit in which a great undertaking has been carried through. Poor and rich alike have vied in showing practical sympathy with our Allies. Trade unions have subscribed to the wants of their fellow-labourers; families, with barely room for themselves, have pinched and squeezed to enable them to give hospitality to the poor Belgians. Instances of this spirit might be multiplied indefinitely.

Safeguarding British Labour.

After pointing out that it was the express desire of the Belgian Government that no employment should be given to any unmarried men between the ages of 18 and 30 (these being required for military service), the Committee say that the two main principles they followed in deciding the conditions on which work for the refugees might properly be found in the ordinary labour market were:

1. That no Belgian labour should be employed until every reasonable effort had been made to find British labour through the agency of the labour exchanges.

2. That no Belgian labour should be employed at rates of wages lower or on conditions less favourable than those generally observed in the district.

Referring to the attitude of the British working classes to the Belgians, the Committee say:—British working men and women might not unnaturally have regarded the influx of foreign refugees with some apprehension, but happily this has not been the case; the sacrifices which the Belgians have made and their terrible suffering have everywhere assured them the friendliest reception, and on all sides their fellow British workmen have been eager to offer them welcome and hospitality.

In a summary of the evidence and information they collected with regard to openings in agriculture, the Committee observe:—In general agriculture there can be no doubt that there is at the present time a shortage of labour, available for Belgians, and that in the early months of the coming year this shortage will increase to a marked extent. In special branches the expenditure of considerable capital would be required, and the number of refugees who could be employed would be comparatively small. The Committee are of opinion that such schemes as sugar beet cultivation, State afforestation, and the reclamation of waste lands are open to objection, and they are consequently not prepared to recommend their adoption.

Up to December 21 607 Belgians, of whom five were women, had been placed in employment through the labour exchanges.

Three Classes of Refugees.

In their conclusions the Committee say the refugees are roughly divisible into three main groups:—

(1) Workers qualified to fill vacancies in industries in which a shortage of British labour exists, such as armament workers, glass blowers, woollen workers, miners, motor mechanics, and agricultural labourers.

(2) Workers qualified for and in need of employment for whom no opportunities in British industries exist, such as tailors, ironmongers, jewellers, milliners, dressmakers, printers, bookbinders, fancy goods makers, and cabinet makers.

(3) Other special classes, mainly of a professional character, such as Government officials, employers, clerks, musicians, teachers, authors, and lawyers.

In respect of the workers in the first group qualified for existing vacancies, a definite shortage of labour, though in some cases only temporary, has been indicated, and it has been established that there are also opportunities for Belgian labour in agriculture, which will increase to a marked extent in the early months of the coming year.

With regard to the workers in the second group, special measures will have to be devised if work is to be provided.

For the third group practically no chance of employment exists.

The Committee submit the following (among other) recommendations in respect of the first two of these three main groups:—

FIRST GROUP.

It is a matter for regret, both in the interests of British labour and of the refugees themselves, that, up to the present time, so few have found employment through the agency of the Labour Exchanges Department, and that considerable numbers have obtained work without the safeguards thereby afforded. The Committee fear that in some instances refugees have been employed on unsatisfactory terms and conditions, and it has been suggested that, with a view to preventing occurrences of this kind, which are greatly to be deplored, measures should be taken to make the employment of Belgians through the agency of the Labour Exchanges compulsory. The Committee are making further investigations into this important matter so as to enable them, if necessary, to make definite recommendations with regard to it.

In the meantime, however, the Committee suggest that the interests both of British and Belgian labour might be protected to an appreciable extent if the following recommendations are adopted:—

(1) That lists of approved vacancies should be sent by the Labour Exchanges Department to the French and Belgian newspapers in circulation in this country, with an intimation that applicants for work should apply to the Labour Exchanges.

(2) That in all Government contracts it should be made a condition of the contract that Belgian labour should only be employed through the agency of the Labour Exchanges.

(3) That the railway companies should not engage Belgians except through the agency of the Labour Exchanges, and that the Board of Trade should be requested to communicate with the railway companies to this effect.

(4) That the Home Office should give instructions to their divisional inspectors of mines to notify to employers that Belgians are not to be employed except through the agency of the Labour Exchanges.

(5) That leaflets should be printed containing the substance of the press notices issued on November 10 by the Board of Trade and Local Government Board with regard to the employment of Belgians through the Labour Exchanges, and should be distributed to all local refugee committees for the guidance of, and communication to, persons offering hospitality to the refugees.

(6) That Government inspectors who are closely in touch with employers of labour should impress upon them the fact that the employment of Belgian refugees, at rates of wages and under conditions other than those prevailing for British labour, is contrary to the regulations laid down by this Committee and approved by the Government.

SECOND GROUP.

The conclusion at which the Committee have arrived is that these refugees should be employed in making clothes, furniture, and other articles for household use, which should be placed at the disposal of the Belgian Government in order to meet the needs of the Belgian people at the close of the war on their return to their own country. The Committee make the following recommendations:—

(1) That a central authority should be constituted to advise and assist local refugee committees in organising schemes for the establishment of workshops for the refugees, and to exercise a general supervision.

Irish Times Jan 1-15

OUR BELGIAN REFUGEES.

NEW INDUSTRIAL PROSPECTS.

GLASS-MAKING IN IRELAND.

If experiments now being carried on by two Belgian scientists in this country bear fruitful results, glass-making may be added to the list of Irish industries. Enormous quantities of the cheaper glass articles, such as lamp chimneys and tumblers, were sent before the war to this country from Austria and Germany, who captured a large part of the glass trade of the Midlands of England. Investigations are now being made into the quality and quantities of material for glass-making available in Ireland, and the hope is entertained that Government assistance will be given towards the establishment of a glass-making industry if experiments warrant further progress.

Among the Belgians now in Ireland is the manager of a large embroidery-making industry, upon which practically the whole population of Lierre was dependent. Something like a thousand girls were employed, before Lierre was demolished by the Germans, in this industry, which consists in the making of all kinds of beads and other trimming and artistic ornaments for ladies' headwear and gowns and theatrical costumes. They earned a good salary at this work, and it is hoped that, with the advice of the manager referred to, and instruction given by Belgian girls, it may be possible to establish it as an industry in this country.

The need of providing occupations for Belgians over here is keenly felt. The refugees themselves are ready to work, and, needless to say, idleness is not good for anyone's *moral*. On the other hand, the Committee who hold the fates of these Belgians in their keeping have to guard against putting them into situations from which they would merely displace local labour, or allowing them to get into the hands of those who would seek to take advantage of the situation of the refugees and obtain their services too cheaply. Nearly a thousand Belgians are now scattered over Ireland. There has been no difficulty in placing agricultural workers, for whom there is a keen demand. In fact, the chief call is for persons who are experienced in work upon the land. Matters, however, are very different in other cases—in those of diamond cutters from Antwerp, for instance, and those of the very numerous shopkeepers. Another difficult class to deal with are fisher folk, of whom large numbers have recently been sent to Ireland. These people express their readiness to turn their hands to anything. They have suffered pitiful experiences in their wanderings from point to point along the coast near to the battlefields, and they arrived in Ireland in a dreadful state. They have been placed in workhouses till they can be provided with proper clothing and "sorted."

Ireland has benefited in the past from instruction gained from refugees, notably from the weavers who settled in Spitalfields and introduced poplin-making; while the huge linen industry owes something to refugees. It may yet be the case that the Belgians will play a similar part in the industrial history of this country.

657/8

The Times Jan 8/1915. 657

WORK FOR BELGIAN REFUGEES.

THE NEW COMMISSION.

GOVERNMENT REQUEST FOR FURTHER HOSPITALITY.

Mr. Herbert Samuel, President of the Local Government Board, has appointed the following to be Commissioners to put into execution the recommendations for providing occupation for Belgian refugees, contained in the recently issued report of the Departmental Committee, which has been considering the subject:—

Sir Ernest Hatch, Bt. (Chairman).
Chairman of the Departmental Committee.
Sir T. H. Elliott, K.C.B.
Formerly Secretary of the Board of Agriculture and Fisheries.
His Excellency Baron C. Goffinet.
Envoy Extraordinary and Minister Plenipotentiary of the King of the Belgians, at present on a Government mission in London.
Rt. Hon. Arthur Henderson, M.P.
Chairman of the Parliamentary Labour Party.
Miss Susan Lawrence.
A member of the L.C.C.
Monsieur Charles Lejeune.
President of the International Maritime Committee of Antwerp.
Rt. Hon. the Earl of Lytton.
Rt. Hon. Sir T. Vezey Strong, K.C.V.O.
A former Lord Mayor of London,

with Mr. H. A. Leggett, of the Local Government Board, as secretary.

MR. SAMUEL'S APPEAL.

TO THE EDITOR OF THE TIMES.

Sir,—The sympathy of the British people for the Belgians has shown itself, among other ways, by the widespread offer of hospitality to the refugees. Committees in many of the towns and counties, and individuals throughout the country, have gladly given shelter and maintenance to some scores of thousands of those who have been obliged to abandon homes laid desolate by the German invaders. But the small country of Holland is generously giving refuge to twice as many Belgians as the United Kingdom. The strain upon her resources is not inconsiderable; the difficulty of providing accommodation has been very great. Public opinion here has favoured the transport of refugees from Holland to the better conditions that can be offered in this country, and from four to five thousand a week are now being brought to these shores. Many of these belong to trades in which workmen are in demand, and can be found employment here on terms not open to objection from the point of view of British labour. But many others, belonging to all classes, cannot for the time be self-supporting; and, in addition, there is a growing number of persons already here who, having exhausted the resources which hitherto maintained them, are compelled to look to others for assistance.

I am informed by the War Refugees Committee that almost all the offers of hospitality which have been made to them have now been used. There are already over 4,000 refugees in the Local Government Board's temporary hostels in London, for whom more permanent accommodation is not at present available. Yet there are many localities, not in areas prohibited for the residence of aliens, which may be willing to bear a larger share of the nation's duty to Belgium. The Local Government Board, after consultation with the War Refugees Committee, has undertaken to receive in future offers of hospitality. Such offers should be addressed to the Secretary of the Board at Whitehall; but individuals will best assist the efficiency of the administration if they would transmit their invitations, where possible, through the nearest local Belgian Refugee Committee.

In view of all that these refugees have suffered and of all that Belgium has done for the cause of the Allies, I trust that it is only necessary for the present urgent need to be made known to the country in order to evoke a response adequate to meet the situation.

I am, Sir, yours faithfully,
HERBERT SAMUEL.
Local Government Board, Whitehall, S.W.,
Jan. 7.

THE SCHEME OUTLINED.

REPATRIATION TO BE KEPT IN VIEW.

It will be remembered that in the Report of the Committee (which was fully summarized in *The Times* of December 28) the refugees were described as divided into three main groups, viz:—

1. Those who are qualified to fill vacancies in industries in which a shortage of British labour exists, such as:—Armament makers, glass-blowers, miners, woollen workers, agricultural labourers, and motor mechanics.

2. Those who are qualified for, and in need of employment, but for whom no opportunities in British industries exist, such as:—Tailors, milliners, dressmakers, jewellers, printers, bookbinders, ironmongers, fancy goods makers, carpenters, and cabinet makers.

3. Other special classes mainly of a professional character, such as:—Government officials, employers, clerks, musicians, teachers, authors, and lawyers.

The majority of the refugees in the first of these groups have already found, or will, no doubt, soon find, employment. For those in the third group it is not anticipated that openings can be found to any great extent.

In the case of the refugees comprised in the second group, it must be borne in mind that the Belgian Government desire that the refugees should be sent back to their country as soon as they can return with safety, and, inasmuch as their residence in the United Kingdom will only be temporary, it is essential that any occupation provided for them should also be of a temporary character. The Committee came to the conclusion that useful occupation for this class of worker among the refugees, which would not conflict with British labour, could best be found in making clothes, boots, furniture, and other articles for household use for the sole use of the Belgians themselves.

The Local Refugee Committees in the large industrial centres will be asked, in conjunction with the local authorities, to form employment committees constituted somewhat on the lines of the Old-Age Pension Committees and including in every case representatives of all engaged in the various trades concerned, whether employers, workmen, workwomen, or the refugees themselves. The employment committees will require clerical and other assistance, and it is suggested that the local authorities may be willing to allow some of the members of their staffs to help the employment committees to carry out their work.

The employment committees will be asked to act in conjunction with the local authorities, and, where necessary, to undertake the establishment of workshops, the provision of the necessary machinery, which in many cases will probably be lent to them, and the management and supervision of the work.

Under a scheme of this kind the employment committees would endeavour to collect in one town enough tailors or bootmakers to set up a workshop where clothes or boots can be made; in another town enough cabinetmakers and carpenters for the manufacture of furniture; and, again, bodies of other artisans skilled in the production of other articles for household use.

Workshops of the kind contemplated in the report of the Committee have already been established or are in process of formation in the City of Leeds, in the Borough of Hyde, and in other places. In Hyde a cabinet-making factory has been started on a small scale. The furniture made is being stored for the use of the refugees on their return to Belgium.

NEED OF EMPTY BUILDINGS.

It is believed that there will be no difficulty in securing empty buildings, which can be adapted as workshops, but it is probable that there will not, on all occasions, be sufficient refugees belonging to a particular trade or trades in any one centre, and that a certain amount of redistribution or "reshuffling" will be necessary, but any such redistribution need not seriously disturb the present arrangements for the accommodation of the refugees.

The principal features of the scheme may be summed up as follows:—

1. The various clothes, furniture, and other articles which it is proposed to make are solely for the use of Belgians, and will, therefore, in no way conflict with the interests of British labour.

2. The occupation provided is of a temporary character, and may be terminated at any moment.

3. The work involved does not amount to industrial employment for regular wages, but, while providing a certain remuneration for the labour entailed, is in the nature of [illegible]

of the Midlands of England. Investigations are now being made into the quality and quantities of material for glass-making available in Ireland, and the hope is entertained that Government assistance will be given towards the establishment of a glass-making industry if experiments warrant further progress.

Among the Belgians now in Ireland is the manager of a large embroidery-making industry, upon which practically the whole population of Lierre was dependent. Something like a thousand girls were employed, before Lierre was demolished by the Germans, in this industry, which consists in the making of all kinds of beads and other trimming and artistic ornaments for ladies' headwear and gowns and theatrical costumes. They earned a good salary at this work, and it is hoped that, with the advice of the manager referred to, and instruction given by Belgian girls, it may be possible to establish it as an industry in this country.

The need of providing occupations for Belgians over here is keenly felt. The refugees themselves are ready to work, and, needless to say, idleness is not good for anyone's *moral*. On the other hand, the Committee who hold the fates of these Belgians in their keeping have to guard against putting them into situations from which they would merely displace local labour, or allowing them to get into the hands of those who would seek to take advantage of the situation of the refugees and obtain their services too cheaply. Nearly a thousand Belgians are now scattered over Ireland. There has been no difficulty in placing agricultural workers, for whom there is a keen demand. In fact, the chief call is for persons who are experienced in work upon the land. Matters, however, are very different in other cases—in those of diamond cutters from Antwerp, for instance, and those of the very numerous shopkeepers. Another difficult class to deal with are fisher folk, of whom large numbers have recently been sent to Ireland. These people express their readiness to turn their hands to anything. They have suffered pitiful experiences in their wanderings from point to point along the coast near to the battlefields, and they arrived in Ireland in a dreadful state. They have been placed in workhouses till they can be provided with proper clothing and "sorted."

Ireland has benefited in the past from instruction gained from refugees, notably from the weavers who settled in Spitalfields and introduced poplin-making; while the huge linen industry owes something to refugees. It may yet be the case that the Belgians will play a similar part in the industrial history of this country.

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FURTHER HOSPITALITY.

Mr. Herbert Samuel, President of the Local Government Board, has appointed the following to be Commissioners to put into execution the recommendations for providing occupation for Belgian refugees, contained in the recently issued report of the Departmental Committee, which has been considering the subject:—

Sir Ernest Hatch, Bt. (Chairman).
Chairman of the Departmental Committee.
Sir T. H. Elliott, K.C.B.
Formerly Secretary of the Board of Agriculture and Fisheries.
His Excellency Baron C. Goffinet.
Envoy Extraordinary and Minister Plenipotentiary of the King of the Belgians, at present on a Government mission in London.
Rt. Hon. Arthur Henderson, M.P.
Chairman of the Parliamentary Labour Party.
Miss Susan Lawrence.
A member of the L.C.C.
Monsieur Charles Lejeune.
President of the International Maritime Committee of Antwerp.
Rt. Hon. the Earl of Lytton.
Rt. Hon. Sir T. Vezey Strong, K.C.V.O.
A former Lord Mayor of London,

with Mr. H. A. Leggett, of the Local Government Board, as secretary.

MR. SAMUEL'S APPEAL.

TO THE EDITOR OF THE TIMES.

Sir,—The sympathy of the British people for the Belgians has shown itself, among other ways, by the widespread offer of hospitality to the refugees. Committees in many of the towns and counties, and individuals throughout the country, have gladly given shelter and maintenance to some scores of thousands of those who have been obliged to abandon homes laid desolate by the German invaders. But the small country of Holland is generously giving refuge to twice as many Belgians as the United Kingdom. The strain upon her resources is not inconsiderable; the difficulty of providing accommodation has been very great. Public opinion here has favoured the transport of refugees from Holland to the better conditions that can be offered in this country, and from four to five thousand a week are now being brought to these shores. Many of these belong to trades in which workmen are in demand, and can be found employment here on terms not open to objection from the point of view of British labour. But many others, belonging to all classes, cannot for the time be self-supporting; and, in addition, there is a growing number of persons already here who, having exhausted the resources which hitherto maintained them, are compelled to look to others for assistance.

I am informed by the War Refugees Committee that almost all the offers of hospitality which have been made to them have now been used. There are already over 4,000 refugees in the Local Government Board's temporary hostels in London, for whom more permanent accommodation is not at present available. Yet there are many localities, not in areas prohibited for the residence of aliens, which may be willing to bear a larger share of the nation's duty to Belgium. The Local Government Board, after consultation with the War Refugees Committee, has undertaken to receive in future offers of hospitality. Such offers

THE SCHEME OUTLINED.

REPATRIATION TO BE KEPT IN VIEW.

It will be remembered that in the Report of the Committee (which was fully summarized in *The Times* of December 28) the refugees were described as divided into three main groups, viz :—

1. Those who are qualified to fill vacancies in industries in which a shortage of British labour exists, such as:—Armament makers, glass-blowers, miners, woollen workers, agricultural labourers, and motor mechanics.

2. Those who are qualified for, and in need of employment, but for whom no opportunities in British industries exist, such as:—Tailors, milliners, dressmakers, jewellers, printers, bookbinders, ironmongers, fancy goods makers, carpenters, and cabinet makers.

3. Other special classes mainly of a professional character, such as:—Government officials, employers, clerks, musicians, teachers, authors, and lawyers.

The majority of the refugees in the first of these groups have already found, or will, no doubt, soon find, employment. For those in the third group it is not anticipated that openings can be found to any great extent.

In the case of the refugees comprised in the second group, it must be borne in mind that the Belgian Government desire that the refugees should be sent back to their country as soon as they can return with safety, and, inasmuch as their residence in the United Kingdom will only be temporary, it is essential that any occupation provided for them should also be of a temporary character. The Committee came to the conclusion that useful occupation for this class of worker among the refugees, which would not conflict with British labour, could best be found in making clothes, boots, furniture, and other articles for household use for the sole use of the Belgians themselves.

The Local Refugee Committees in the large industrial centres will be asked, in conjunction with the local authorities, to form employment committees constituted somewhat on the lines of the Old-Age Pension Committees and including in every case representatives of all engaged in the various trades concerned, whether employers, workmen, workwomen, or the refugees themselves. The employment committees will require clerical and other assistance, and it is suggested that the local authorities may be willing to allow some of the members of their staffs to help the employment committees to carry out their work.

The employment committees will be asked to act in conjunction with the local authorities, and, where necessary, to undertake the establishment of workshops, the provision of the necessary machinery, which in many cases will probably be lent to them, and the management and supervision of the work.

Under a scheme of this kind the employment committees would endeavour to collect in one town enough tailors or bootmakers to set up a workshop where clothes or boots can be made; in another town enough cabinetmakers and carpenters for the manufacture of furniture; and, again, bodies of other artisans skilled in the production of other articles for household use.

Workshops of the kind contemplated in the report of the Committee have already been established or are in process of formation in the City of Leeds, in the Borough of Hyde, and in other places. In Hyde a cabinet-making factory has been started on a small scale. The furniture made is being stored for the use of the refugees on their return to Belgium.

NEED OF EMPTY BUILDINGS.

It is believed that there will be no difficulty in securing empty buildings, which can be adapted as workshops, but it is probable that there will not, on all occasions, be sufficient refugees belonging to a particular trade or trades in any one centre, and that a certain amount of redistribution or "reshuffling" will be necessary, but any such redistribution need not seriously disturb the present arrangements for the accommodation of the refugees.

The principal features of the scheme may be summed up as follows:—

1. The various clothes, furniture, and other articles which it is proposed to make are solely for the use of Belgians, and will, therefore, in no way conflict with the interests of British labour.

2. The occupation provided is of a temporary character, and may be terminated at any moment.

3. The work involved does not amount to industrial employment for regular wages, but, while providing a certain remuneration for the labour entailed, is intended solely to find occupation of a useful kind for the refugees while still in receipt of private hospitality.

4. The local interest which has been taken in the welfare of the refugees and the sympathy and help which has been extended to them will continue as before.

All inquiries should be addressed to Mr. H. A. Leggett, the Secretary of the Commission, at Winchester House, St. James's-square, S.W., and should be marked "Inquiry" in the corner of the envelope.

The Queen Jan 9/15. 657.

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BELGIANS AS BREADWINNERS.

THE AFFAIRS OF THE BELGIANS in this country continue, of necessity, to occupy a great deal of attention. There are said to be at least 1400 committees who are helping them, and who, in so doing, are disposing of considerable funds voluntarily given. The Government, through the Local Government Board, is actively at work with all that concerns the immediate reception of refugees at the port of arrival and in London; but it still relies to a considerable extent on the labours of the voluntary War Refugees Committee, without whom, in the first weeks of the Belgian rush for this country, the confusion and trouble would have been overwhelming. "It is characteristic of our national ways," as the Blue Book before us says, "that the duty of attending to the refugees should have been undertaken by voluntary organisations." And it is perhaps equally characteristic that our nation should have looked specially to its women on this occasion to help it out of its difficulties.

It did not so look in vain. The homelessness, the suffering, the tragedy which were expressed in the arrival of the overcrowded boatloads of foreigners appealed instantly to women, and roused them to make every sacrifice of comfort in order to shelter and cheer these strangers.

The Government was taken unawares by the rush of war-driven people; and many of its leading officials now regret that they had not taken measures in time to classify the refugees more thoroughly according to their trades and employments. The Government Belgian Refugees Committee, constituted at the end of October, in the report which it has recently issued, dwells on the need of some kind of "re-shuffling" of the immigrants so as to bring them into touch with their appropriate employers and fields of work.

This report forms a most interesting book, and we recommend officials of Belgian committees to make a point of reading it with care. These committees should at once realise that some of the largest of them, and especially those which are working in big industrial centres, are recommended "to form, in conjunction with the local authorities, employment committees, somewhat on the lines of the Old Age Pensions committees, who should be thoroughly representative in character, and should include, in all cases, employers, representatives of organised labour, and women workers."

This recommendation, it will be noted, is not intended to be utilised by all the committees; and the smaller organisations are advised to act in co-operation with those in the larger centres of work and population.

The Government Committee in this report gives a careful examination of the principal employments in which Belgians are wanted, and of those for which they are suited. The two classes of employments, however (as so often happens) do not tally. Belgian workers could be employed as armament workers, glass blowers, woollen workers, miners, motor mechanics, and agricultural labourers. Probably some Belgians have been found suited for work in each of these categories, especially the last—for many Flemish speaking Belgians and some Walloons are now working on the land. Yet, unluckily, the very occupations for which Belgians are not needed are those in which a great number would like to be enrolled. Thus, the committee is obliged to remind us that there are no opportunities in British industries for tailors, ironmongers, jewellers, milliners, dressmakers, printers, bookbinders, fancy goods makers, and cabinet makers. These happen to be some of the avocations which numerous town-dwelling Belgians follow with great success. Some of them are particularly clever tailors, and the women have much aptitude as dressmakers and milliners. Others are good hairdressers. Flemish woodcarving, too, is renowned. But the Belgians suffer with the home population in finding that there is little present demand for these kinds of work.

To the lace-making handicraft a fillip has been given by some of the leaders in the London dress trades; and the committee states that an official committee of Belgians is about to establish a co-operative society of lace-makers under this latter committee's direct control. For this purpose they ask that all Belgian lace-makers should send their names and addresses to the Belgian Consul-General. This project appears to us to be a hopeful one, as the finest Belgian lace ranks with works of art, and its production ought to be so carefully protected as to keep up the price of the finished article and the scale of payment of the workers.

Some of the most promising chances for the employment of Belgians are in connection with rural industries of various kinds. Afforestation might employ many, and is certainly greatly wanted; and a representative of the Board of Agriculture and Office of Woods indicated to the committee that suitable districts for such work could be found at Capel Curig and Trelleck, in Wales. For this undertaking the Development Fund is available, and the workers would be paid from 14s. to 20s. a week. Opportunities for similar work at wages of from 20s. to 24s. a week have been found in Scotland. Some women, it was said, could also be employed in carrying trees and planting them after the ground had been dug up by men. War conditions and the restricted importation of wood have made the need for tree planting still more urgent. Here, then, we have an opening for employment, profitable both to the nation and its guests. A sugar beet factory in Norfolk likewise has vacancies which some Belgian men might fill.

Since our guests arrived, there has been renewed talk concerning the merits of "intensive" cultivation; and, to look into this matter, a separate committee has been formed. The inclusion of Sir Horace Plunkett, Mr Christopher Turnor, and Mr Nugent Harris upon this board inspires confidence, and we are glad to see that many women are serving, namely, Viscountess St. Cyres, the Hon. Mrs Norman Grosvenor, Lady Lugard, Mary Countess of Lovelace, Mrs Francis Acland, Lady St. Helier, and Mlle. Rossignon, who has been sent over by the Queen of the Belgians to study the agricultural side of the Belgian employment problem. This committee is considering whether co-operative settlements can be established, whether demonstration plots can be organised in connection with agricultural colleges and societies, and whether nurseries can be formed from the stock of which the roads and woodlands of Belgium may be replanted.

The idea of so utilising the labours of Belgians while they are obliged to stay here that they may be able, on leaving, to take back additions to their national plant and stock-in-trade, is one which is very much in the mind of the public. Another notion which is greatly favoured is that of the self sufficing colony, the members of which should make what each of them requires. Both notions (and especially the second), appear to us to be somewhat visionary and awkward in the working; but their attraction is evidently due to their avoidance of the British labour question. It is thought that if people are all working for themselves and each other, they are not annoying a wage-earner by competing with him for his job. But it has also to be remembered that their custom is withdrawn from his wares. Leeds, however, has been attracted by the notion and has started a Belgian workship in which the workers are to make clothes, boots, and furniture "for their own use in this country or for their return to Belgium." We are further told that "In no case would any of the products of their labour be sold." If this project can be so carried out as to give the workers what they want, there is nothing to be done but to spread a knowledge of the scheme. Till then, however, we view it with considerable dubiety, because of its crippling effect on the exchange of services. In the Hampshire House Trust colony the inhabitants are making tool-chests for themselves, clothes, and embroidery. The men are receiving 12s. 6d. a week, the women 3d. per hour, but one embroidress gets 15s. a week. As food, clothing, housing, and medical attendance are provided, the refugees can doubtless save some of the money earned. It appears to us that the Hampshire House scheme must be costly to its committee, because in effect the hosts are making themselves also the employers of the Belgians, and are paying them to do work, such as tool-chest making and embroidery, which does not lessen the expense of their maintenance. So far as the Belgians do their own cooking and housework and make their own garments, they are, of course, contributing valuably towards the cost of their board and lodging; but we cannot convince ourselves of the soundness of projects by which Belgians are to make bulky furniture to carry back some day to their homes or to work at embroidery for a future Belgian market which possibly may not require it.

The problem of Belgian breadwinning is in some aspects fairly simple. Where the foreign employees are wanted, all that the Belgian hospitality committees have to do is to see that, if possible, employer and employee shall meet through the labour exchanges, and that in any case the remuneration is not less than that current for British workpeople. The problem is also fairly easy when it is solved, not in a hurry or in an ambitious, theoretical spirit, but bit by bit and little by little. One man finds a place here and one there, especially when the Belgian himself is energetic and determined to obtain suitable employment. The Government Belgian Refugees Committee has shrunk back dismayed before the difficulties of suggesting work for persons of the professional classes, though here again, when it has worked at the task piecemeal and considered what might be done for doctors, teachers, and others, it has not found the difficulties so unsuperable.

The number of women for whom employment ought to be provided is comparatively small, because the majority of women are already doing their full share of work by ministering to their own families. If they dispense with domestic attendance and do all the cooking, housework, and some of the dressmaking and laundry work for their households, they are certainly fully occupied. They are, moreover, appreciably lessening the cost of their families to the committees who are in charge of them. Some of them, too, are admirably employed in making comforts for Belgian soldiers at the front on the lines of Mrs James Ward's scheme. There remains, however, a proportion of Belgian women who have lived in the manner of upper middle-class people, making considerable demands on the ministrations of others, but doing little of immediate utility themselves. These are somewhat difficult to deal with, and can only be regarded as dependent guests on private hospitality so long as such hospitality lasts. Middle-aged and middle-class men, encumbered with families, and accustomed to highly specialised commercial employments in their native cities are in similar case.

It must be freely recognised that the Belgians are, with the inevitable exceptions, most modest in their demands. They recognise that their hosts have their own war troubles in the shape of diminished incomes and enhanced cost of living; and they themselves make little suffice.

That some of the refugees should gradually render themselves self-supporting is manifest. Private hospitality funds are not of indefinite elastricity, and the resources of some of the smaller committees must be running low. It is not altogether easy to devise a scheme for settling the money-earning matter; but we think the plan adopted for the Belgian Settlement in the Kendal district has a good deal to commend it. This committee starts by paying one shilling weekly to every Belgian man who is not earning money for himself. A man who is earning 8s. a week pays this sum to the committee, who returns him a shilling for pocket money. A man earning between 9s. and 15s. a week, pays the committee 8s. and keeps the balance. If he earns from 15s. to 18s., he retains 8s. and pays the balance to the committee. Women and girls receive 1s. a week likewise. They hand over to the committee all earnings up to 8s. a week; if they earn more they retain the balance beyond this sum. The Kendal committee expects the men and women who earn the higher wages to pay, if possible, for the repairing of their clothes and boots.

This scheme may serve as a suggestion to other committees who will see that it has the advantage of enabling the Belgians to know how much money they ought to earn in order to acquire the right to spend a certain amount as they please. Much as we may condole with the refugees over the terrible sufferings of their exodus from their own country, many of us will feel even more sympathy for them in being compelled to pass weeks and months in inglorious exile.

The Economist,
January 9th. 1915.

had stepped in during the debate on the Defence of the Realm Act to prevent words from being used which might utterly muzzle freedom of discussion. Eventually the new "crimes" were confined to "reports," but in the Regulations issued under the Act we notice a very sinister change of wording. Besides the crime of "spreading reports" individuals may be court-martialled for "making statements." We should like to know who is responsible for this improvement, and whether there is any means of quashing such regulations on the ground that they are *ultra vires*. It is evident, as we have said before, that the Act constitutes a gross infringement of the Magna Charta; but we hope that, just as the floods of the last week have only submerged Runnymede and Magna Charta island for a few days, so the rights and liberties then acquired, and from time to time enlarged, will be very speedily restored by Parliament. A Government which has deliberately gone to war for the liberation of nationalities to whom the Magna Charta is the climax of aspiration cannot afford to go on record as having passed an Act abolishing trial by jury and destroying the freedom of the Press. Lord Crewe's answer to Lord Loreburn on Thursday indicates, we trust, that a very discreditable paragraph in the chapter of war legislation will soon be blotted out.

EMPLOYMENT FOR REFUGEES.

On September 9th, in reply to a question in the House of Commons, the President of the Local Government Board offered to the Belgian refugees the hospitality of the British nation. Up to then the thousands of dispossessed and destitute persons who swarmed over from Belgium had been provided with shelter, food, and clothing through the efforts of voluntary committees, supported by the spontaneous generosity of the public, hard hit though most of them are by the war and the doubled income-tax; and, thanks mainly to their energy and to the goodwill of all classes of the community down to the very poorest, homes of one kind or another had, by December, been provided for some 110,000 refugees. The influx has begun again, for the pressure on Holland, where five or six times this number are being maintained, is growing unbearable; and Belgians are again arriving in England at the rate of from 4,000 to 5,000 a week, as Mr H. Samuel states in a letter of the 7th, in which he appeals for further hospitality. The problem is not merely one of hospitality, however. Idleness was unknown in Belgium. Every visitor to that once prosperous little country will admit the truth of this. Yet the five or six hundred thousand Belgians in Holland and the 110,000 in this country have been condemned to an idleness which is not the lightest part of the discomforts of an industrious people.

In view of this, a Departmental Committee was appointed at the end of October by the President of the Local Government Board to go into the question of providing employment for Belgians. Its first report (Cd. 7750) deserves careful study, for the question bristles with difficulties. The Belgian Government called all single men between 18 and 30 to return to arms, and asked that no employment should be offered them; a reasonable stipulation, even were the age limit considerably higher. As regards the others, the admirable "Handbook of Suggestions and Advice" issued in December to the Belgian refugees in the United Kingdom by the Official Committee of the Belgians impresses on them that it is a point of honour not to be idle, but to be good workers. But "there must be no competition between Belgian and British labour." "The Belgian workman must not undersell"; and he must "obtain work through the official bodies organised for that purpose." This sums up the main conclusion of the Departmental Report, which is, of course, that the supply and demand for Belgian labour must pass through the Labour Ex-

P.T.O.

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Yorkshire Evg. Post,
Jan: 11th. 1915.

BELGIANS IN YORKSHIRE MILL.

COMPARISON OF CONDITIONS.

TIME ALLOWED FOR A WARM BATH IN BELGIUM.

A "Yorkshire Evening Post" representative has had a chat with a couple of woollen spinners named Levision and Armand Gouvy, who, coming to England as refugees under the ægis of the International Federation of Trade Unions, were housed at Colne for a fortnight before coming to their present quarters at Birstall.

One was a foreman at L'Ile Adam mill in Verviers, and the brother a spinner under him; one was president of the Co-operative Society in the Belgian town, and the other a member of the Committee.

When the Gouvys first visited College Mills, Holmfirth, they were pleased to have an opportunity of comparing work with their "home" conditions. They soon said they could improve on the Heavy Woollen District practice of piecing broken ends in a mulegate. Instead of leaning over the carriage to mend the broken thread, they pieced it on the spindle, with a neatness and celerity that quite tickled the Birstall employees.

"The Evening Post" correspondent questioned the Gouvys about wages, hours, and conditions of labour. An official of the local Textile Workers' Union said the average wage of good spinners in the Heavy Woollen District was about 30s.; say 36 francs. The Belgians said their spinners' wages were about 40 francs.

As against the normal hours in Yorkshire, viz., 6 to 5.30 p.m., with 1½ hours for meals, and 6 to 12 on Saturdays, with a half-hour interval (total hours, 55½), the Belgians start at 8 o'clock on Monday mornings; they work till 6 p.m. daily, Saturday's included, but they have 1½ hours for dinner. Altogether, there is not much difference in the total working hours.

The Saturday half-holiday appeals to the refugees. "Oh, yes," they replied to a question, "we would rather start at 6 on Mondays, and have only one hour at mid-day, if we could have Saturday afternoon at liberty."

Amongst the advantages provided for them are: Ten minutes' grace every dinner-time, for a wash and change of clothes; a large dining-hall, with food at reasonable prices, for those staying in to meals; and 25 minutes granted out of the employers' time, once a week, for the workpeople to have a warm bath.

The reference to change of clothes had more in it than appeared on the surface. The brothers Gouvy were intensely amused to find that local spinners wore a smock at work, whereas in Belgium (as in Lancashire cotton mills) the men doff their out-of-doors attire and wear a set of "working clothes." As compared with Belgian and Yorkshire wages, they opened their eyes on learning that Lancashire cotton spinners could earn £3 a week in modern mills.

changes. Only so can the guiding principles laid down by the Committee be observed :—

That no Belgian labour should be employed until every reasonable effort had been made to find British labour through the agency of the Labour Exchanges.

That no Belgian labour should be employed at rates of wages lower or on conditions less favourable than those generally observed in the district.

The control of employment for refugees has hitherto been rendered extremely difficult because the first arrivals were not registered; those who were destitute were dealt with by voluntary organisations; the others arranged, in the first instance, for themselves. After the fall of Antwerp the fear that German spies might arrive in the guise of refugees caused the issue of orders prohibiting the future reception of Belgians in certain scheduled areas, though those already domiciled were not removed; not till November 18th was the registration of refugees made compulsory. As a result, the most various principles have actually guided local committees in the efforts made to find work; and in some cases the results have been unsatisfactory. Through the Labour Exchanges only 607 Belgians, of whom 5 were women, had been supplied with work; but the opinion of the officials is that a considerable amount of employment is available of a kind free from objections. Mr C. F. Rey, the general manager, stated that "some 15,000 Belgians might, if qualified, be properly absorbed into British industries, particularly in the armament, glass, and woollen trades." Moreover,

In general agriculture there can be no doubt that there is at the present time a shortage of labour, available for Belgians, and that in the early months of the coming year this shortage will increase to a marked extent.

In special branches the expenditure of considerable capital would be required, and the number of refugees who could be employed would be comparatively small. The Committee are of opinion that such schemes as sugar beet cultivation, State afforestation, and the reclamation of waste lands are open to objection, and they are consequently not prepared to recommend their adoption.

On the other hand, although unemployment does not exist to any marked extent in Great Britain as a whole, ordinary trade in many branches has suffered. There is no work to spare in the tailoring, ironmongery, jewellery, printing, bookbinding, furniture, leather, fancy goods, or cotton industries; and no work for women, among whom "the trade depression caused by the war is still greater, and the longer the war continues the more acute it is likely to become." Nor can any hopes of employment be held out to the professional class. Moreover, in general it is true that when hostilities cease unemployment may arise here in an acute form. It is therefore natural that the trade unions, who have raised no objection to the employment of Belgians, provided the trade union regulations are observed in their wages and conditions of employment, should lay stress on the question of replacement, and insist that "in the event of any slackening of trade Belgian employees should make way for British workmen."

The Committee's recommendations do not take us very far, but probably as far as it is safe to go, and we welcome the appointment announced on Friday of a body of Commissioners to put them into operation. Something may be done, they suggest, by Refugee committees in the way of setting up workshops for the manufacture, by Belgians, of goods for future homes, on the plan tried in Leeds; but with the questions of the provision of raw materials, rates of payment, &c., they cannot be said to have grappled at all adequately. That employment on any large or permanent scale should be provided for Belgians is not, indeed, desirable from their point of view, any more than from ours. After all, the refugees must fix their hopes on their country, which, in the eloquent and touching words of the official Handbook, "has never lived so truly as since she has been invaded." It would be a mistake to proceed as if this war might last for ever; for that is an economic as well as a psychological impossibility.

Cotton Factory Times, January 15th. 1915.

OPENINGS FOR BELGIAN COTTON WORKERS.

Inquiries are at present being made as to whether employment can be found for Belgian refugees in the cotton mills of Lancashire. Wherever it is reasonably possible we do not suppose there will be the least objection to finding work for these unfortunate people who for the moment are obliged to be our guests. It is, indeed, only just that they should be given the opportunity of supporting themselves during the time they remain here. Nevertheless, there are points about the subject that it would be well to consider carefully before any definite steps are taken. We do not know to what extent cotton operatives from Belgium have made their way into Lancashire, but whether the number be large or small, the same general principles would have to be considered in dealing with the problem. In the first place, it should be obligatory upon any employer taking such operatives into his mill to pay them the standard trade union wages. There would probably be no difficulty about this. But there is another point about which it is possible some difficulty might arise unless some definite understanding at the outset were arrived at.

It is not enough that such operatives should be paid the trade union rate of wages, but they should also be trade union members. We have heard it stated in certain quarters that a very large percentage of the workers in various trades who have left Belgian territory are non-unionists, whilst most of the trade unionists have remained in their own land. Up to the present we have no definite proof of this, and we incline to the belief that the statement is exaggerated. Circumstances altogether apart from trade unionism have drawn the dividing line between those who have remained at home and those who have been obliged to flee. It is possible that there are non-unionists amongst our visitors. It is, indeed, highly probable that the percentage of such workers will be rather large, seeing that trade organisations have not made the same progress in Belgium as they have done in Lancashire cotton spinning centres. But whether the Belgian workers were trade unionists in their native land or not, they should certainly be required to pay to the trade union here if they are put to work side by side with our own cotton operatives. There is also the question of military age to consider in the case of males. The Allied Governments are doubtless doing their best to regulate this matter, and trying to ensure that the vacancies caused by the enlistment of our young men are not filled by Belgians who should be available for service in their own army.

The whole subject is one of considerable importance to both the employers and operatives in the cotton industry. It appears to be advisable that there should be a consultation on the matter between representatives of the whole of the textile trade unions and the two great employers' associations for the purpose of considering to what extent work can be provided and under what conditions the Belgian operatives should be employed. Any scheme for introducing these operatives into the mills will necessarily require the co-operation of employers and their workpeople if it is to meet with success and work without friction. The County Refugees' Committee would be well advised to take steps for getting the employers' and operatives' representatives to deal with the matter as early as possible.

B5 7/11 657.

The Daily Graphic, Dec: 16th 1914.

WORKROOMS FOR BELGIAN REFUGEES:

An interesting experiment which it is hoped may solve the problem presented by the thousands of workless Belgian refugees at present in this country is being conducted at Hammersmith. Two workrooms for women and one for men have been opened by the Hampshire House Refugee Housing and Workshops Committee, and refugees are employed upon work which does not affect the British labour market. Some of the women make a fine embroidery which is not produced in England, and others are replacing their lost wardrobes. the men make Belgian furniture. The refugees have a kitchen of their own. 1. The women at work. 2. In the cabinet-makers' shop. ("Daily Graphic" photographs.)

Textile Mercury, January 23rd. 1915.

The possibility of employment for Belgian refugees in Lancashire cotton mills is engaging the attention of trade-union officials. Mr. Luke Bates, secretary of Blackburn Weavers' Association, holds the strong opinion that before any Belgians are employed they should become members of a trade union; also that they ought not to compete with British labour until all our own people have found work. And if Belgians find the conditions of labour better here than in their own country they may remain after the war is over. There is, however, no shortage of labour for the cotton mills, and Mr. Bates does not think the question need be discussed at present; it would be more appropriate for discussion among woollen workers. The difficulty in the cotton trade is to find work for its own people.

The Textile Mercury, January 23rd. 1915.

The Shortage of Lancashire Piecers: Question of Employing Belgians

The difficulty of securing a full complément of piecers for the cotton industry has been increasing for several years. We have dealt with this threatening shortage from time to time, and discussed the causes underlying it. In some districts there have been attempts of late years to fulfil the demand for piecers by resorting to the old practice of employing girls—a policy that no doubt would have been carried to a greater extent than has been the case had the development of ring-spinning not absorbed a very large amount of female labour. The position at present with regard to the dearth of piecers is more acute than ever, although it has not been felt so acutely as it would have been if the trade had been in a normal condition. When the demand for cotton goods is once more sufficient to provide employment for all mills in Lancashire the shortage of piecers will be a serious matter indeed.

No figures are available to shew how many piecers and spinners have enlisted in the Army since the outbreak of the war; but there is reason to believe that a fair number of piecers have transferred their services to the military authorities, and this has intensified a problem which is becoming more and more pressing in ordinary times. So far as Oldham is concerned, figures of enlistments have been issued by the Oldham and District Operative Spinners' Association, which has a membership of 18,982, including spinners and piecers. The returns for the district shew that 429 spinners and 714 piecers have enlisted or been called up in the reserves. But this can be only an indication of the numbers of piecers who have gone to the Colours, because there will be a large number outside the membership of the Association. Nevertheless, there is a grave lack of piecers now in all parts of Lancashire; as the war continues this will be increased, no doubt, by the withdrawal of further batches of youths and young men from the mills to the barracks. How are we going to replace them when the war is over and the industry returns to a state of prosperity?

It has been suggested more than once of late that cotton workers among Belgian refugees should be employed in Lancashire mills. We believe that an organised effort is likely to be made to find out Belgian young men and women who are familiar with cotton mill work, and gradually provide employment for them, so long as this can be done without directly displacing British operatives. In its latest report the Oldham Trades and Labour Council makes reference to the large number of Belgian workers who have been driven to seek refuge in this country. "These workers," continues the report, "are welcome, and we desire to assist them all we can; but if employers seek to take advantage of their presence by employing them at less than standard rates of wages, then organised labour must protect itself and them." In all probability the necessity of this protection would not arise in connection with the cotton industry, as its strict organisation does not permit of anyone being employed at less than the standard rates.

Belgian Refugees as Cotton Operatives: Wages

It is doubtful whether there are many males among the Belgian refugees who have a practical acquaintance with "mule" cotton spinning. The total number of cotton spinning spindles in Belgium does not exceed 1,500,000, and about 1,000,000 of these are ring spindles, worked, no doubt, entirely by females; in any case, the ordinary cotton piecer has nothing to do with ring-frames. If we estimate the number of piecers in Belgium at two per 1,000 spindles, we should get only about 1,000 piecers in the whole of the country. In all probability a fair proportion of these will have been called into military service; and many will be still in Belgium, and others scattered about Holland, Great Britain, and France. Hence we cannot depend upon replacing much of the shortage of Lancashire piecers by the employment of Belgian piecers, or the employment of Belgian mule spinners as piecers; but, at the same time, it would not be an impossible task to organise other Belgian males with the object of adapting them to the labour of the cotton spinning-room.

The wages of cotton workers of Lancashire would be considered handsome by the textile workers of Belgium. Recent figures issued by our own Board of Trade indicate that those in the Belgian cotton trade, at any rate, are on no higher economic level than Lancashire operatives were a generation ago. A few years ago the earnings of 1,364 selected men over the age of 16 years in connection with cotton-spinning machinery were as follow:—68 earned less than 1s. 2d. a day; 183 from 1s. 2d. to 1s. 7d.; 234 from 1s. 7d. to 2s.; 382 from 2s. to 2s. 5d.; 184 from 2s. 5d. to 2s. 10d.; 87 from 2s. 10d. to 3s. 2d.; 226 over 3s. 2d. The hours per day were 11 and 11½, including Saturday. There have been slight increases since then, and the hours are now 11 per day, or 66 per week. Out of examples taken from 2,926 weavers the greatest number (638) did not earn above 2s. 5d. per day; 610 received from 1s. 7d. to 2s.; 548 from 2s. 5d. to 2s. 10d.; 326 from 2s. 10d. to 3s. 2d.; and 311 over 3s. 2d. per day. Among 2,697 females employed in cotton spinning (that is, females over 16 years of age) the greatest number (917) received only from 1s. 2d. to 1s. 7d. per day; and 752 from 1s. 7d. to 2s.; other figures were:—12 under 10d. per day; 472 under 1s. 2d.; 367 under 2s. 5d. Female weavers' wages were on a similar scale.

In the woollen and worsted manufacturing trades the greatest number of females earned less than 2s. per day; in linen manufacture, also in silk, the greatest number received less than 1s. 7d. per day. Among males (over 16 years of age) in woollen and worsted manufacture the wages varied from less than 1s. 2d. to over 3s. 2d. a day, the greatest number (2,164 out of 9,025) earning over the higher figure; in silk manufacture wages varied from 1s. 2d. to 3s. 2d. per day, the greatest number earning less than 2s. a day; this is the case in respect to linen factories and the manufacture of other fibrous materials. A later return, issued in 1909, gives the number of men who were provided with employment in textile trades through the Public Labour Registries. Of the total number (of men) 19 per cent were engaged at less than 2d. per hour, 43 per cent. from 2d. to 3d. per hour, and 38 per cent. from 3d. to 4d. per hour. Hence, if Belgian textile workers could be utilised to help to make up the existing shortage in the Lancashire cotton industry, the prospect of earning much higher wages than they have been accustomed to would be to them an encouraging factor.

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The Yorkshire Evening Post.
10/2/15

INDUSTRY OF BELGIAN REFUGEES.

AVENUES OF EMPLOYMENT.

MAKING BOXES FOR SHRAPNEL AND MARKET GARDENING.

Sir Ernest Hatch, the chairman of the Government Departmental Committee which has to do with the employment of Belgian refugees in England, is announced to pay a visit to Leeds to-morrow. He will find that although the Employment Committee suffered a serious set-back when the War Office took over the premises at King's Mill, Swinegate, where it was intended to find useful work for the Belgians, much has since been done in other directions.

There are in Leeds at the present time no fewer than 1,584 Belgian refugees, and the committee responsible for their maintenance are now asked to take another hundred. It would be extremely undesirable that those who are able to work should remain dependent on private hospitality.

Leeds has only partially solved the problem of finding work for them. The scheme for the employment of some hundreds of the Belgians was shattered when the King's Mill was commandeered as an army clothing depot. Since then, however, a portion of the mill has been relinquished by the War Office, and installed there are three or four Belgians in a boot-repairing shop, while half-a-dozen others are engaged in carpentry.

That is the beginning of an officially recognised employment scheme which, it is hoped, may grow as opportunities for extension arise. The men employed are being maintained in the homes found for them by the Lord Mayor's Committee, and are also paid a shilling a day, which addition to their maintenance is apparently keenly appreciated by the Belgians themselves. The great majority prefer that they should be in a position to earn the means to enable them to start afresh in Belgium, when the day of their repatriation arrives.

The Employment Committee are making preparations to put about fifty Belgian market gardeners on the land at Killingbeck where they will demonstrate their own system of intensive culture. In another branch of work about a dozen Belgians are employed by a Leeds firm of cabinetmakers upon the making of boxes to carry shrapnel, while many others are employed at the aeroplane works. Nothing has been heard of any of the Belgian lacemakers being engaged at their own trade, but a number of Belgian women are making rugs at the Priestley Hall.

THE RATE OF WAGES.

As a matter of some importance in its effect upon the labour question, the Employment Committee have seen to it that where Belgian labour is employed by private firms, the full Trade Union rate of wages shall be paid. Those rates have been found in some instances to be appreciably greater than the rates at which the Belgians were paid in their own country, which fact may give rise to some uneasiness. The Belgian Government are, of course, anxious that the Belgian refugees shall not become so attached to the soil of England as to be reluctant to leave when the time of repatriation arrives.

For the present the influx continues. There is at the moment a surplus of 7,500 refugees in London above the number that can be satisfactorily housed. These must be distributed in different parts of the country, and Leeds is asked to take at least another hundred. To that end, the Lord Mayor's Committee are, it is understood, about to furnish a number of unfurnished houses, which have been offered free from rent.

Already the committee are maintaining fifty-eight families, at a cost of from £70 to £80 a week. The refugees in Leeds occupy in all 264 houses, and in the great majority of cases the cost of a family's maintenance is borne by private hosts. Those who are not maintained privately receive relief from the committee at the rate of 5s. per week for a man, 4s. for a woman, 3s. for an adult child, and 2s. for each younger child.

Liverpool Post
17/9/15

REFUGEES AND EMPLOYMENT.

HOW BELGIANS HAVE FARED IN LIVERPOOL.

MANY SOCIAL TRAGEDIES.

Over one hundred and six male Belgian refugees have found employment in the area allocated to the Liverpool Refugee Reception Committee. This area, whose boundaries are so wide as to embrace such places as Windermere, the townships and villages of North Wales and even so far afield as Welshpool, has been most assiduously reaped for vacant situations. There are few of the male refugees who can now be said to be wholly dependent upon charity for support.

So far as is officially known there are at the present time about 1,000 refugees in Liverpool, but of these only 156 are men. To these figures, however, must be added a small number representing those refugees who have come to Liverpool and, having private means, or already holding positions in companies having offices in this country, or having friends upon whom they could rely for support, are not included in the official figures. Still, of the thousand and odd whose cases have been dealt with by the Liverpool Hospitality Committee, the major portion of the male members who can work are now employed. Six of them are incapacitated, however, by old age, and thirty are of the clerk class, and the most difficult to place in positions. The positions of the rest are most varied, many of them in character entirely divorced from those held by the men when in their own country.

Social Changes.

A recital of just a small number of these cases reveals the tragedy of this war. One refugee before he was obliged to flee his country was a harbour master at one of the Belgian ports enjoying a salary that amounted to considerably over a thousand pounds, a steam launch always at his disposal, a man prominent in the civic and social life of the port. He is now a night watchman on board a liner. Another—before the war the head of a large manufacturing house—is now obliged to accept a position of workman in a firm at a wage of 25s a week. An expert Belgian horticulturist is working as a labouring gardener.

Some of the women refugees also have found employment, but, unhappily, the report of several people who have assisted in helping to find them employment is that they do not show any very great inclination to seek positions. But this cannot be said to apply to the men. They are most anxious to obtain work, and according to the testimony of employers very good workmen they make, quick in accommodating themselves to new conditions of labour, intelligent and eager to learn. Dock labourers, labourers in rubber works, soap works, smiths, bakers; in fact, they are following all manner of callings. But the majority of them have found work as labourers. The lads have also secured situations as van lads and errand lads. It is the clerk class that the greatest difficulty is experienced with, for the world of clerkships is already overflooded with applicants for vacant situations, and the clerk is perhaps the least adaptable of all.

Despicable Employers.

Generally the wage which the refugee is receiving is equal to that paid to the men of this country for similar work, but a disposition has been discovered on the part of some employers to take advantage of the refugees' helpless condition and to exploit them. Cases are known where refugees have been engaged to do all manner of work, in fact, to practically carry on the work of a whole department, for the mere pittance of a few shillings a week. In one or two instances the victims are known to be women refugees, although chiefly it has been in the case of youths, where they have been given a man's work to do and only paid the wage of an errand boy. Such cases, however, are few.

It should not be thought these male refugees are shirking their military obligations. Six of them have already returned to the front, and "in the case of the rest," said a member of the Refugee Reception Committee,

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It should not be thought these male refugees are shirking their military obligations. Six of them have already returned to the front, and "in the case of the rest," said a member of the Refugee Reception Committee, "they are either debarred by age, physical incapacity, by pressing family obligations, or other genuine personal reasons." Another point perhaps well to bring forward is that the employment found for these refugees should not be considered permanent and as displacing Englishmen, but simply for the period of the war, after which they will be sent back to their own country.

State of Employment.

The ease with which positions have been found for the refugees is a good indication of the state of employment. "Only yesterday," said a member of the Refugee Committee, "an application came from a certain soap works for thirty labourers."

In addition to the work which has been found for the refugees, a club has been formed in Oxford-street, where the refugees may congregate for social communion, and where tea is served to them each afternoon. Here they may converse together, and read from such Continental papers as can be obtained—for not all of them speak English—of the doings in their own country.

The hon. secretary of this club (Mr. A. D. Galatti) spoke of one difficulty which faced the refugees when they found employment. They were without proper working clothes. The majority of them having fled from their country in a completely destitute state, had only one suit of clothing, so that it had to do for all occasions. It was their best suit as well as their every-day suit, and to begin work in it was to threaten at once its respectability. So "Any old clothes" is now the crying want of the Belgian refugees.

Manchester Guardian
B.B.S.

657/15 657

BELGIAN REFUGEES.

PROBLEMS OF WORK AND WAGES.

VISIT OF SIR ERNEST HATCH.

Sir Ernest Hatch, the chairman of the Government Commission for providing occupation for the Belgian refugees, accompanied by Mr. Hugh Fortescue and Mr. H. A. Leggitt (the secretary of the Commission), paid a visit to Manchester yesterday, and had a conference with representatives of the Belgian Refugees Committee. Sir Ernest Hatch made a speech setting out the objects to be aimed at and dangers to be avoided, and giving instances of the establishment of Belgian workshops on lines which promise success.

After considerable discussion the conference agreed that it was desirable to constitute a new Belgians Relief Committee which should be composed largely of members of the Corporation and have the Lord Mayor for its chairman and which should co-opt some members of the existing Belgian Relief Committee along with other suitable persons in and around Manchester, including representatives of organised labour and women workers. The duties of this Committee would include not only the arrangement of hospitality for refugees—a work which the existing Committee has done exceedingly well,—but also the provision of employment either in existing workshops or in workshops to be specially established.

It is understood that the Belgian Refugees Committee will take this suggestion into immediate consideration and make a communication at an early date to the Lord Mayor. If the suggestion is carried out the existing organisation and its funds will be handed over to the new Committee.

We publish the speech made to the conference by Sir Ernest Hatch and also a report upon a visit paid by Sir Ernest to a workshop at Hyde yesterday afternoon.

The Need for Employment.

The Lord Mayor presided over the conference, and, besides the members of the Commission, those present included the Town Clerk, Mr. Councillor Melland (the chairman of the Belgians' Relief Committee), Mr. C. P. Scott, Mr. L. A. Gallé (the Belgian Consul), Mr. E. Crosfield Pearson and Mr. Poynting (the hon. secretaries of the Committee), Mr. Matthewson Watson and Mr. Bythell (the hon. treasurers), and Mr. J. A. Shepheard.

Sir Ernest Hatch, in his speech, said: The hospitality offered by Manchester and its outlying districts has been truly magnificent, and whether in its sympathy or generosity, the welcome which you have given to the refugees is worthy of your high traditions. It is impossible to mention the names of all who have taken part in this splendid work, but I must refer to the devoted labours of Councillor Melland (chairman of the Refugee Committee), Mr. Shepheard, Mr. Pearson and Mr. Poynting (the hon. secretaries to the Committee), Councillor Watson and Mr. Bythell (the hon. treasurers), and M. Gallé (the Belgian Consul).

There are at the present moment in Manchester and the districts around more than 2,000 Belgian refugees, who will probably remain here for many months, possibly for a year, or even longer. These refugees were invited here by the British Government on behalf of the United Kingdom, and they have been assured by the Prime Minister that they could count to the end on our whole-hearted and unfailing support—to the end, that is, not only of the war, but until the time comes when the conditions in Belgium will admit of their repatriation. The pledge has been and is being fulfilled by the whole country.

The King of the Belgians foresaw the danger of deterioration likely to arise from enforced idleness. He was also anxious that his subjects should neither be pauperised nor become a burden on a friendly nation, and expressed the earnest hope that they would be provided with employment.

No Competition with British Labour.

It is, of course, essential that no steps should be taken which could lead to friction between the workpeople of the two countries. It has, therefore, been agreed by the British and Belgian Governments that no Belgian shall be employed in any trade or industry in which British labour is available. Evidence has been taken from various trade unions, and it has been shown that in a considerable number of trades and industries no openings for Belgian workers exist, as, for example, in the cotton industry and the furnishing trade. In other trades, such as building and boot-making, although work was brisk in some sections there was no shortage of British labour in others. Among women workers the depression caused by the war is greater than among men, and the lack of employment for British women is severely felt.

I have mentioned these few instances to prove that care must be taken to ensure that no refugee shall obtain employment to the detriment of British workpeople. In addition, it is essential that, in the employment of Belgians, proper conditions of labour, including the payment of recognised rates of wages, should be observed, and it was for these reasons that it was decided that Belgian labour should be engaged through the medium of the Labour Exchanges. Practically the only industries in which the refugees can be employed to any appreciable extent are agriculture and those which provide munitions of war, woollen materials, and boots for the army; the glass blowing trade, motor works, and surface work at mines. In comparison, therefore, with the total number of refugees there is very limited scope in British industries for supplying them with work.

The Commission's Suggestion.

For the vast majority of refugees some other form of occupation must be devised. It is therefore proposed that workshops shall be established for the making of clothes, furniture and light ironmongery, solely for the use of Belgians, more especially on their return to their own country. The advantages of this scheme are twofold. The goods made will not be for sale in this country, and will not therefore compete with the produce of British labour, and also the refugees will be provided with suitable occupations and will eventually become possessed of the goods that are made.

In distributing the refugees to various centres it was impossible to exercise any discrimination. For some suitable employment may have already been found, but for providing occupation for the remainder, the workshop scheme affords the only possible solution. The Commissioners, therefore, suggest that immediate steps be taken to form an employment committee under the chairmanship of the Lord Mayor, in conjunction with the Corporation of Manchester, which shall be thoroughly representative in character and include, in addition to members of your Local Committee, experts in the particular trades concerned, women workers, and representatives of the refugees themselves.

The Belgian Government will provide the necessary tools and materials, but it will rest with the Employment Committee to obtain the workshops. It will be necessary, as an inducement to the refugees to work, to give them some pecuniary remuneration which, together with the hospitality they receive, will represent the amount of wages payable for similar work in Belgium. The establishment of these workshops may present certain difficulties, but none that cannot be surmounted, and the Commissioners will give all the assistance in their power to this end.

Manchester's Objection.

I understand that a conference here decided that the workshop scheme was not practicable in Manchester. The ideal solution for the problem of providing employment for our Belgian guests is that they should find regular paid employment in British industries when such employment will not conflict with British labour. But there is a large residue who cannot find such employment now, and we must also look ahead and make provision for the time when the present trade activity slackens and when many Belgians now in work will be displaced. For this the only solution is the establishment of workshops where Belgians, men and women, can be occupied.

An Example in Bradford.

I should like to give you an instance of a workshop of this kind which is already in being. I have just visited Bradford, and have been immensely impressed by the arrangements made by the Local Committee there in conjunction with the Corporation. Bradford has about 600 refugees, of whom 213 are employable women and 141 employable men. There are not very many openings in Bradford for absorbing the refugees in British industries, and the Employment Committee has therefore devised special means for providing useful occupation for the men and the women.

This admirable scheme is divided into two main branches, which are complementary to each other. The first branch consists of training men and women in different kinds of work, and for this purpose four training classes have been formed:—

1. Woodwork, for household furniture and domestic requisites.
2. Dressmaking, for the making and renovation of garments.
3. Millinery, for the making and renovation of hats.
4. Boot repairing.

These classes are held two or three afternoons a week, and the teachers are partly British, partly Belgian. They are provided and paid by the Bradford Education Committee, and are recognised by the Board of Education. The Education Committee also provide the necessary equipment, and the raw material is given by the Refugees' Committee. Every refugee who attends the classes receives 1s. a week pocket money. There are six Belgian teachers, who are paid at British rates of pay. The total number of refugees who attend these classes is 100, and in addition a large number attend language classes which are also held in the Institute.

Trades and Rate of Pay.

The second branch of work consists of workshops in the same Institute to which any refugee may come and work at furniture or dress-making, boot-repairing, millinery, or dressmaking. The training classes are the first stage, and the workshops the second. It is, of course, entirely optional for the refugees whether they choose merely to attend the training classes or to follow up the training by passing into the workshops to make goods and articles of practical utility. The workshops are open all day, and the refugees are paid in proportion to the work done, the value being computed by the instructor on the basis of the time which it would have occupied a skilled workman earning the Bradford standard rate of pay. From the amount so earned a sum not exceeding 50 per cent of the value of the work done is deducted for maintenance, 15 per cent is given to the refugee as pocket money—this amount in no case being less than one shilling a week,—while the remainder is banked for the refugee to form a nest egg for his return to Belgium.

I visited the Institute and saw the training classes and the workshops in full swing. There were 14 men engaged in repairing boots and shoes for their fellow-refugees; and I want to draw your special attention to the fact that, although they had received this training in the boot-repairing class, none of them had done work of this kind before, some of them, when in Belgium, being dock labourers. Thirty men and two women were engaged in wood work of various kinds and in toy making, some having been cabinet makers in Belgium, while others, and among them was a schoolmaster and a lawyer, had no previous knowledge whatever of the work. There were forty women and girls busy in making and repairing dresses, clothes, and hats. All were happy and contented and engaged on useful work, and work which does not conflict or compete in any way with British labour. I cannot but think that in this combination of educational opportunity and industrial activity Bradford has solved the problem before us on the right lines.

The Professional Classes.

There remain the refugees of the professional classes. For these very few chances of employment are likely to be found, but there are many societies and associations which, although unable to afford opportunities of actual work, may in many ways be able to relieve the monotony of the refugees' existence. If any such societies exist within your area you may be able to bring them into touch with this class of refugee.

Hyde's Useful Experiment.

The Mayor of Hyde (Mr. Ernest Hatch) visited

diate consideration and make a communication at an early date to the Lord Mayor. If the suggestion is carried out the existing organisation and its funds will be handed over to the new Committee.

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The Lord Mayor presided over the conference, and, besides the members of the Commission, those present included the Town Clerk, Mr. Councillor Melland (the chairman of the Belgians' Relief Committee), Mr. C. P. Scott, Mr. L. A. Gallé (the Belgian Consul), Mr. E. Crosfield Pearson and Mr. Poynting (the hon. secretaries of the Committee), Mr. Matthewson Watson and Mr. Bythell (the hon. treasurers), and Mr. J. A. Shepheard.

Sir Ernest Hatch, in his speech, said: The hospitality offered by Manchester and its outlying districts has been truly magnificent, and whether in its sympathy or generosity, the welcome which you have given to the refugees is worthy of your high traditions. It is impossible to mention the names of all who have taken part in this splendid work, but I must refer to the devoted labours of Councillor Melland (chairman of the Refugee Committee), Mr. Shepheard, Mr. Pearson and Mr. Poynting (the hon. secretaries to the Committee), Councillor Watson and Mr. Bythell (the hon. treasurers), and M. Gallé (the Belgian Consul).

There are at the present moment in Manchester and the districts around more than 2,000 Belgian refugees, who will probably remain here many months, possibly for a year, or even longer. These refugees were invited here by the British Government on behalf of the United Kingdom, and they have been assured by the Prime Minister that they could count to the end on our whole-hearted and unfailing support—to the end, that is, not only of the war but until the time comes when the conditions in Belgium will admit of their repatriation. The pledge has been and is being fulfilled by the whole country.

The Commission's Suggestion.

For the vast majority of refugees some form of occupation must be devised. It is therefore proposed that workshops shall be established for the making of clothes, furniture and light ironmongery, solely for the use of Belgians, more especially on their return to their own country. The advantages of this scheme are twofold. The goods made will not be for sale in this country, and will not therefore compete with the produce of British labour, and also the refugees will be provided with suitable occupations and will eventually become possessed of the goods that are made.

In distributing the refugees to various centres it was impossible to exercise any discrimination. For some suitable employment may have already been found, but for providing occupation for the remainder, the workshop scheme affords the only possible solution. The Commissioners, therefore, suggest that immediate steps be taken to form an employment committee under the chairmanship of the Lord Mayor, in conjunction with the Corporation of Manchester, which shall be thoroughly representative in character and include, in addition to members of your Local Committee, experts in the particular trades concerned, women workers, and representatives of the refugees themselves.

The Belgian Government will provide the necessary tools and materials, but it will rest with the Employment Committee to obtain the workshops. It will be necessary, as an inducement to the refugees to work, to give them some pecuniary remuneration which, together with the hospitality they receive, will represent the amount of wages payable for similar work in Belgium. The establishment of these workshops may present certain difficulties, but none that cannot be surmounted, and the Commissioners will give all the assistance in their power to this end.

Manchester's Objection.

I understand that a conference here decided that the workshop scheme was not practicable in Manchester. The ideal solution for the problem of providing employment for our Belgian guests is that they should find regular paid employment in British industries when such employment will not conflict with British labour. But there is a large residue who cannot find such employment now, and we must also look ahead and make provision for the time when the present trade activity slackens.

...er of refugees who attend these classes is ...nd in addition a large number attend ...age classes which are also held in the ...ute.

Trades and Rate of Pay.

...second branch of work consists of work... in the same Institute to which any ...e may come and work at furniture or ...aking, boot-repairing, millinery, or dress...g. The training classes are the first ... and the workshops the second. It is, of ...se, entirely optional for the refugees ...ther they choose merely to attend the ...ing classes or to follow up the training by ...ssing into the workshops to make goods and articles of practical utility. The workshops are open all day, and the refugees are paid in ...portion to the work done, the value being ...puted by the instructor on the basis of the time which it would have occupied a skilled workman earning the Bradford standard rate of pay. From the amount so earned a sum not exceeding 50 per cent of the value of the work done is deducted for maintenance, 15 per cent is given to the refugee as pocket money—this amount in no case being less than one shilling a week,—while the remainder is banked for the refugee to form a nest egg for his return to Belgium.

I visited the Institute and saw the training classes and the workshops in full swing. There were 14 men engaged in repairing boots and shoes for their fellow-refugees; and I want to draw your special attention to the fact that, until they had received this training in the boot-repairing class, none of them had done work of this kind before, some of them, when in Belgium, being dock labourers. Thirty men and two women were engaged in wood work of various kinds and in toy making, some having been cabinet makers in Belgium, while others, and among them was a schoolmaster and a lawyer, had no previous knowledge whatever of the work. There were forty women and girls busy in making and repairing dresses, clothes, and hats. All were happy and contented and engaged on useful work, and work which does not conflict or compete in any way with British labour. I cannot but think that in this combination of educational opportunity and industrial activity Bradford has solved the problem before us on the right lines.

The Professional Classes.

There remain the refugees of the professional classes. For these very few chances of employment are likely to be found, but there are many societies and associations which, although unable to afford opportunities of actual work, may in many ways be able to relieve the monotony of the refugees' existence. If any such societies exist within your area you may be able to bring them into touch with this class of refugee.

Hyde's Useful Experiment.

In the afternoon Sir Ernest Hatch visited Hyde to see the Belgian refugees employed in the workshops, which have been established by the Mayor of Hyde and his partners, for cabinet-making and wood work of various kinds. The following account of the visit is supplied by the Commission:—

Early in December the Mayor called together a meeting of the refugees in Hyde, and asked them whether they would not like to co-operate in the making of cabinets, tables, and chairs, which would become their own property at the end of the war. A large number of refugees were anxious to take advantage of this opportunity, and twenty men at once began work in two large rooms, which were lent for the purpose by Messrs. J. and J. Ashton. The circular saws, drills, &c., were all lent, and the tools were given by the Mayor of Hyde and his partners, who also provide the necessary motive power. The timber is supplied from a central fund subscribed locally.

It was peculiarly interesting to observe that, although some of the men at work were carpenters by profession, others represented a number of different vocations, among them being a stoker, a fitter, a compositor, a bicycle repairer, a copper engraver, a dock hand, a turner, and a commercial traveller. All were busily and happily engaged, and some admirable examples of the work which has been done were already stored, among them a perfectly finished chiffonnier, which is being presented by the refugees as a Christmas present to the Mayor's daughter.

The men work from nine till six, under the supervision of a consulting engineer from Hyde. A careful record is kept of the work done, and the goods made will ultimately be distributed to the workers according to the number of hours they have worked. One of the men is a skilled wood carver and turner, but it should be noted that the turner was in his own country a stoker by profession, and before his arrival here he had only an elementary knowledge of turning work. The picture presented in this small hive of industry was singularly attractive. The refugees, instead of eating out their hearts in idleness, were happily engaged in useful occupation, and the scheme devised by the Mayor and his partners shows that, however miscellaneous may be the vocations represented by a group of refugees, opportunities can be made for providing them with occupation which is useful to them as well as being a genuine pleasure. As one of the refugees himself said to Sir Ernest Hatch, "This is making a race of carpenters for Belgium." The greatest credit is due to the Mayor of Hyde for having initiated this admirable work.

The Sheffield Telegraph,
Sept. 24th 1914.

YORKSHIRE WEAVERS AT HIGH PRESSURE.

Trade in Batley at present is brisk, orders are plentiful, and employment is assured for some time to come. Womenfolk especially are in rare glee. "Ah'm bahn to addle sum brass," one weaver said to a friend as they hurried back to their work one morning after an unusually short breakfast interval. Now that the holiday season is over, the Batley women operatives are prepared to give their undivided attention to their looms, and "to addle sum brass."

In several mills the employees have been told that, if they care to start before 6 a.m.—fancy starting before 6 o'clock!—they may do so, and, if they care to take their meals whilst their looms or machines are running, they may do so, and if they wish to work overtime they may do so. Soldiers want cloth and blankets and the sooner they get them the better. No time is being lost. As the manufacturers of Batley and district turn out the goods there are men in khaki with motor lorries ready to "load up" and take the stuff by road.

Heavy cloth which has been cut up into blanket lengths is being taken with all possible speed on military motors to certain points on the coast, and shipped from there to France. Within three days of the blankets leaving the factories many of them will be in the trenches. There is no need to impress upon the textile workers of the Heavy Woollen district the necessity of "quick deliveries." The news that our soldiers —many of them Batley and Dewsbury factory lads—are fighting in water waist deep has touched the heart of every mill-worker, and cloth and blankets are being made at a speed that establishes new records.

The Yorkshire Post,
Sept 24th 1914.

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LEEDS CLOTHING OPERATIVES' GRIEVANCES.

A mass meeting of the members of the Leeds Branch of the Amalgamated Union of Clothiers' Operatives was held at the Trades Hall last night, to discuss certain grievances which have arisen in connection with Government contract work which has come to Leeds. The difficulty arises out of the payment made to operatives by manufacturers who are engaged upon Government work, and at last night's meeting it was decided to adhere to the conditions laid down by the agreement which was arrived at some 18 months ago by employers and employees in the Leeds clothing trade. This agreement provides for a minimum piece rate of 4d. per hour for females over 18 years of age, 8½d. for cutters, and 8½d. for pressers. The local secretary, Mr. H. E. Withey, was instructed to write to the Leeds Wholesale Clothiers' Association, acquainting them of the decision of the meeting. It is stated that in one or two cases reduced wages are being paid, and these, it is understood, will be referred to the Conciliation Committee set up under the agreement.

The Yorkshire Post,
Sept. 29th 1914.

BUSY MILLS IN THE COLNE VALLEY.

At a meeting of the Colne Valley Education Committee at Slaithwaite last night, the Clerk (Mr. E. T. Woodhead), reported that 309 meals had been served last week to 69 school children, which was a considerable decrease from previous weeks. Mrs. Josiah Lockwood asked who were carrying out the by-laws regarding children trading in the streets and working overtime in the mills. She hoped the attendance officers were alive to the by-laws, because the children should be protected as much as possible. They might be overworked. It was also stated that evening school pupils were working overtime on Government orders, and the Chairman (Mr. John Whiteley) said the Factory Inspectors would no doubt be very quiescent at present. It was stated that some of the mills in the Valley were working all day on Saturday, and others on Sunday. The point raised by Mrs. Lockwood will be considered by the sectional committees.

Daily Call,
October 16th 1914.

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CLOTHING THE NEW ARMY.

Thousands of women are now busily engaged making Service uniforms for the 500,000 recruits. [Clarke and Hyde.

Birmingham Post,
Oct. 10th. 1914.

Walsall Trade Boom.

WALSALL, Friday.—Walsall is just now in the thick of a trade boom which may fairly be said to have reached an unprecedented pitch. Practically every trade is engaged at high pressure on Government work. The workpeople have every reason to be satisfied with the present position. It is true they are working long hours—most factories start at 6 or 7 a.m. and do not stop until 9 p.m.—but they are able to earn big wages. Riding saddle makers known in the trade as brown saddlers can earn anything up to £10 a week on military work, whilst harness makers and bridle cutters can make their £3 or £4, and even women can reckon on as much as 35s. a week as stitchers. Manufacturers complain they are unable to execute colonial and other orders at the enhanced rates, and in some instances acceptances have had to be cancelled. The opinion is expressed that this will mean a diversion of the trade elsewhere—probably to the United States—and that its recovery later will be difficult. The fancy leather goods trade was adversely affected by the war at the start, but has recently improved greatly, and now a very fair volume of business is being done. The hardware manufacturers who supply the metal parts for the military equipment are extremely busy. In spite of the many thousands of workpeople engaged in the various industries complaint is made that the supply of labour is totally inadequate, particularly in the leather trade in many branches, and manufacturers have had to refuse large orders.

Yorkshire Observer,
October 21st 1914.

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THE BUSY TIME IN THE HEAVY WOOLLEN DISTRICT.

WEAVERS AND THEIR WAGES.

At the annual meeting of the Dewsbury, Batley and District Trades and Labour Council last night at Dewsbury, the secretary (Mr. Ben Turner), who is the Labour Mayor of Batley, submitted a report in which he stated that the textile trades of the Heavy Woollen District were quiet from October, 1913, until the end of August last, when Government orders came thick and fast.

Old stocks of cloth, blankets, rags, shoddy, &c., had been sold at very good prices, and out of the rush big sums of money had been made by many of the employers. It was true the workpeople had plenty of overtime, both male and female, as the law was flagrantly broken in September and only brought into emergency line in October, after many suggestions for attention from those concerned. Some thousands of women and young persons had worked fourteen hours a day, which meant their being away from their homes over that time, and sometimes the women had landed home ready to drop, so exhausting had been the time spent at the mill, while in very many cases the earnings had been woefully poor. Some firms had paid women overtime rates, some had not. It was not a proper thing to have women and young persons working so long, as it destroyed the physique of prospective motherhood, and in the long run was not worth the trouble from a business point of view. There had been a frenzied spirit abroad with many employers, but they were toning down a bit and the district would become normal in due course. It was to be hoped that those who were now making fabulous sums of money by buying, selling, and dealing in war goods would send the extra profits to the relief funds, so that unluckier districts might benefit. Workpeople should not waste any overtime money they received. All workers on full time should give something each week to the relief funds, and continue to set a good example to the well-to-do, some of whom as yet were lacking in effective support of the local funds. Some employers had made as much extra profit in a week as they had given to the relief funds, and one or two of the very wealthiest had not given a penny to the funds.

The Trades Council and other labour bodies had pressed very hard for the soldiers and sailors to be paid a full journeyman's wage, so that they and theirs might be free from financial hardship while doing State duty. The outcry had been partly successful, and a woman whose husband had a small wage but a large family was financially better off now than previously, but a woman whose husband had a wage of 30s. a week and a small family was worse off than before. The country ought to insist that the wives, mothers, fathers, and dependents of soldiers and sailors should be pensioned if their loved one was killed, and all disabled men who returned from the service, whether wounded by battle or disabled by illness, should be pensioned for services rendered.

If the State would learn the lesson of co-operation there could be a State co-operation applying to all the country. They had dispensed with the railway directors and made a joint committee of managers the controllers of the railways. They had made sugar a State-controlled supply, and they threatened to do so with food. If the State was wise, when peace came it would develop State supplies still further and make public utilities public properties. It had been shown that in an emergency private enterprise failed, and where it did not fail it robbed the public. The workers should learn the full lesson of the day's trials.

Mr. Tom Myers (Dewsbury) complained that weavers in the Heavy Woollen District were working overtime for no more than their ordinary wages, and that owing to the materials used having to be treated with water many of the operatives were wet to the skin. He remarked that weavers in one Batley mill were making eighty yards of cloth for 9s 5d., which seemed to him to be a lot of work for small pay.

Mr. Ben Turner replied that the wetting of materials was a regrettable feature, but it had existed as long as he had known anything about weaving. Our soldiers and sailors had to be clothed, and some sacrifices must be made by all. The real complaint was against profit being made out of the patriotism of the workers without the sacrifice being general. As to the payment for weaving, Mr. Turner said the operatives who received 9s. 5d. for eighty yards were in a gold mine, the general rate being from 6s. to 8s. It was only through lack of organisation that weavers' wages were so low.

After some further discussion the report was unanimously adopted.

A resolution was passed urging the Government to provide from the National Exchequer payment of £1 per week for the widow of every soldier or sailor killed in the war or for the dependent mother, and a similar sum for the dependents of those engaged in fighting and for the men permanently maimed.

The following officers were elected: President, Mr. F. Oates; secretary, Mr. Ben Turner, vice-pro dent, Mr. P. Ward; treasurer, Mr. T. Hoskin; assistant secretary, Mr. H. Wood.

Batley Reporter, October 24th. 1914. 658/3

WAR AND TRADE PROFITS.

OVERTIME FOR WOMEN.

MAYOR OF BATLEY & THE WAR FUNDS.

WEALTHY PEOPLE WHO GIVE NOTHING.

THE WORKERS' LESSON.

The annual meeting of the Dewsbury, Batley and District Trades and Labour Council was held on Tuesday, at Dewsbury, the president (Mr. F. Oates) occupying the chair.

The SECRETARY (Councillor Ben Turner, Mayor of Batley), submitted a lengthy report reviewing the various features of the year's work. He said the only branches of unions known of and not affiliated to the Trades Council were the A.S.E. and Boiler Makers' branches, and it was hoped they would rejoin the Council at an early date. The textile trades of the Heavy Woollen District were quiet from October, 1913, until the end of August last, when Government orders came thick and fast.

Old stocks of cloth, blankets, rags, shoddy, etc., had been sold at very good prices, and out of the rush big sums of money had been made by many of the employers. It was true the workpeople had plenty of overtime, both male and female, as the law was flagrantly broken in September, and only brought into emergency line in October, after many suggestions for attention from those concerned. Some thousands of women and young persons had worked fourteen hours a day, which meant their being away from their homes over that time, and sometimes the women had landed home ready to drop, so exhausting had been the time spent at the mill, while in very many cases the earnings had been woefully poor. Some firms had paid women overtime rates, some had not. It was not a proper thing to have women and young persons working so long, as it destroyed the physique of prospective motherhood, and in the long run was not worth the trouble from a business point of view. There had been a frenzied spirit abroad with many employers, but they were toning down a bit, and the district would become normal in due course. It was to be hoped that those who were now making fabulous sums of money by buying, selling, and dealing in war goods, would send the extra profits to the relief funds, so that unluckier districts might benefit. Workpeople should not waste any overtime money they received. All workers on full time should give something each week to the relief funds, and continue to set a good example to the well-to-do, some of whom as yet were lacking in effective support of the local funds. Some employers had made as much extra profit in a week as they had given to the relief funds, and one or two of the very wealthiest had not given a penny to the funds.

The Trades Council and other labour bodies had pressed very hard for the soldiers and sailors to be paid a full journeyman's wage, so that they and theirs might be free from financial hardship while doing State duty. The outcry had been partly successful, and a woman whose husband had a small wage but a large family was financially better off now than previously, but a woman whose husband had a wage of 30s. a week and a small family was worse off than before. The country ought to insist that the wives, mothers, fathers, and dependents of soldiers and sailors should be pensioned if their loved one was killed, and all disabled men who returned from the service, whether wounded by battle or disabled by illness, should be pensioned for services rendered.

If the State would learn the lesson of co-operation there could be a State co-operation applying to all the country. They had dispensed with the railway directors and made a joint committee of managers the controllers of the railways. They had made sugar a State-controlled supply, and they threatened to do so with food. If the State was wise, when peace came it would develop State supplies still further and make public utilities public properties. It had been shown that in an emergency private enterprise failed, and where it did not fail it robbed the public. The workers should learn the full lesson of the day's trials. Trades organisation had developed considerably during the past twelve months, and every union had increased its membership. Compared with twenty-three years ago the Trades Union membership of the Trades Council was 8,000, as against 1,000.

The PRESIDENT moved the adoption of the report.

Mr. S. JACKS seconded the motion.

Councillor TOM MYERS said he was informed in various parts of the district that weavers in the Heavy Woollen District were working overtime for no more than their ordinary wages, and that owing to the materials used having to be treated with water many of the operatives were wet to the skin. He was told that weavers in one Batley mill were making eighty yards of khaki cloth for 9s. 5d., which seemed to him to be a lot of work for small pay.

The SECRETARY observed that the wetting of materials was a regrettable feature, but it had existed as long as he had known anything about weaving. Our soldiers and sailors had to be clothed, and some sacrifices must be made by all. The real complaint was against profit being made out of the patriotism of the workers without the sacrifice being general. As to the payment for weaving, Councillor Turner said the operatives who received 9s. 5d. for eighty yards were in a gold mine, the general rate being from 6s. to 8s. It was only through lack of organisation that weavers' wages were so low.

Other delegates commented upon the evil of girls of 13 and 14 years of age having to work at nights. Also in some cases, it was said, girls were leaving their homes at 5-15 a.m. and returning at 8-45 p.m.

The SECRETARY replied that very many communications had been made by the Textile Union officials to manufacturers with reference to a great many things that they considered required altering, and some of them had been altered.

The resolution was passed, as also was the balance-sheet, which showed that the Council commenced with a debit balance of £15 2s. 0½d., and ended the year with only 19s. 8½d. due to the treasurer.

The following officers were re-elected:—President, Mr. F. Oates; vice-president, Mr. P. Ward; treasurer, Mr. T. Horkin; secretary, Mr. B. Turner; assistant secretary, Mr. H. Wood; auditor, Mr. J. Richardson; and the following were appointed the Executive Committee:—Messrs. Frank Kirbyson, J. Halstead, T. Myers, J. Senior, W. Moss, G. Saville, H. Schofield, J. Robinson (plumbers), and S. Jacks.

The SECRETARY reported receipt of applications from the Dewsbury branch of the British Socialist Party and the I.L.P. to become affiliated with the Council.

Mr. H. WOOD: I move that the consideration of the matter be suspended for five years.

The SECRETARY said the only way in which they could deal with the matter in the event of anyone desiring to admit those bodies to the Council would be to move that the rules of the Council be altered to admit the bodies named. Such bodies had been received into the Council successfully at Halifax and Huddersfield, but the principle had been fought against in many other towns. If they had an L.R.C., as they used to have, he thought it would be improper to admit the B.S.P. and the I.L.P. to the Trades Council. There was an L.R.C. at Thornhill and one at Batley, but not at Dewsbury. He came with instructions from the Textile Union to say that if the rules of the Council were altered in order to admit the bodies named there must be no person sent to the Trades Council who was not a member of his own trades union.

Mr. WAILES moved that the rules of the Council be altered to admit the affiliation of the branches named, on condition that the delegates sent to the Council were members of their own trades unions.

Mr. J. RICHARDSON seconded the motion, and Councillors MYERS and HALSTEAD supported it.

Mr. T. HORKIN strongly opposed the resolution on the grounds that the Council was a non-political body.

The PRESIDENT supported the resolution, and it was carried by a large majority.

The PRESIDENT moved that the delegates of the Council pledge themselves to support the candidature of Councillor J. Halstead for the Thornhill South Ward of Dewsbury.

Mr. JOHN SYKES said that when he thought how Councillor Halstead had been back-bitten by Liberals and Tories and blacklegs, Inghamites, Peelites, and men who professed to be Christians, he was pained. He believed that Councillor Halstead was a Christian and a saint, and that he was not a Sunday saint and and a Monday devil, but he was a seven-days-a-week saint. (Hear, hear.)

Mr. K. OLDROYD referred to the letter in the "Reporter" last Saturday, signed "A Liberal," and to the statement in the letter that "after the meeting in the Parochial Hall, addressed by Mr. E. T. Ingham, there was written in chalk behind where the colliers sat 'to h—— with the war'." Also in that letter it was stated that Mr. Cleveland, the caretaker, had to rub the writing off. He (Mr. Oldroyd) was told by Mr. Robert Cleveland that that was a direct falsehood. There never had been writing on the wall.

Councillor MYERS said the workers at Thornhill were not alarmed. They were more pleased than otherwise at the prospect of a fight.

The resolution was carried.

Councillor MYERS moved a resolution urging the Government to provide from the National Exchequer £1 a week for every widow or mother of soldiers or sailors who were killed in the war, and £1 a week for every wife of a soldier or sailor engaged in fighting, and for the men permanently injured.

This was carried.

The SECRETARY proposed that a hearty welcome be given to the Belgian refugees to Dewsbury, Batley and Birstall, and hoped that peace might soon be restored so that the refugees might find new homes in their beloved country. He observed that if any attempt were made to employ the refugees too soon or too cheaply it would require the courageous attention of all trades unionists in the district.

The resolution was passed.

The Star, Oct. 26th. 1914. 6058.

TAILORING BOOM.

Big Demand for Labour to Make the Soldiers' Clothes.

"In August our factory was standing idle for a fortnight. To-day we are working there at full pressure.

"We are opening this week a new factory which will employ 400 hands, and as soon as that is running we shall open another."

That was the explanation afforded to a "Star" man to-day of the biggest demand for employees in the tailoring trade which has been made for many years. It is an epitome of what war means in the contract tailoring trade.

Hundreds Respond.

Nearly four hundred hands were required. Yet, for all the demand for workers which the clothing of Kitchener's Army involves, there was a crowd of hundreds of men and women in response to the advertisement at the new factory of the City Woollen Company in New North-road.

Mr. Morris Feather, one of the proprietors of the company, told a "Star" man that the offer of weekly wages and constant employment had attracted very many applicants.

3,500 Coats a Week.

"The Government," he said, "are not binding us down to the keenly competitive prices which prevail at normal times, and so we are able to get away from the piece-work system, and pay a substantial weekly wage and promise constant employment.

"We expect to turn out from here 3,500 khaki greatcoats per week, independent of the work that—by a relaxation of the usual clause in Army Contracts which forbids sub-letting—we shall give out from here to be done outside."

The new factory has been equipped in less than a fortnight.

One hundred tailoresses, 50 tailors and baisters, 50 pressers, and 80 machiners, besides other workers, were engaged to-day.

Cotton Factory Times, Oct. 30th. 1914.

REFUSAL TO WORK DOUBLE SHIFTS.

A letter from the manager of a spinning company not a hundred miles from Wigan has been going the rounds of the papers. The writer of it is evidently of opinion that he should only need to tell his spinners that he has secured a Government order, and they should at once agree to the machinery being worked with absolute disregard to all previous agreements as to working hours. In this case, he states that he had secured an order for yarns for the Army, and the only way in which he could get it out soon enough was to work the machinery in two shifts, day and night. On applying to the Spinners' Association for permission to do this he was met with refusal. He appears to think there is something wrong with their patriotism, and suggests they are also blind to their own interests, as men would have been taken off the funds. In calling the attention of the world in general to what he calls this strange attitude of the operatives, it does not seem to have occurred to him that there might be another side to the question. For instance, why should any firm seek to monopolise so much of the Government work as to require to run a mill night and day? There are other firms in Lancashire who would be only too glad to share such an order. There is not the slightest necessity for anyone in the cotton trade at the present time to work overtime or to work double shifts. Live and let live should be the motto.

Cotton Factory Times, Nov. 6th. 1914.

Asking and Insisting.

DISTINCTION WITHOUT A DIFFERENCE AT SABDEN.

Our Sabden correspondent writes:—Overtime and nightwork continues at one firm here, and although a few of the weavers are being kept in full employment many of them are on the unemployed list owing to waiting for warps. There is much murmuring among the unemployed at the fact that one section of the weavers is being kept in full work while others are being kept idle. It is hard to see how any blame can be attached either to the employers or operatives on this account, as the cotton cloth orders can only be executed on a certain class of looms of more than ordinary widths, and naturally those weavers employed on them previous to the war are now in fortunate rather than favourite positions.

But some of the weavers are beginning to realise that some concessions as regards weaving prices over standard rates ought to be conceded by employers who encourage this overtime and night work. When employers are approached they invariably and politely say that they do not insist nor even endeavour to force their hands to work under these conditions. No, but they ask them to do it, which amounts to the same thing. The weavers say that in many other trades the workers are paid more than union rates, and something over list prices would only be on the same lines.

Cotton Factory Times, Nov. 20th. 1914.

Considerable pressure is being experienced in many of the textile districts of the West Riding of Yorkshire, which are engaged in the manufacture of clothing for the troops. So great is the demand for khaki cloth that the present plant and staffs are unable to cope with it in the ordinary working hours. Not only is the wastage at the front enormous, but the demand for the ever-growing army at home is practically unlimited. Under the circumstances, overtime and double shifts are being worked, and the proposal has been made that workpeople should be transferred from the cotton areas. At the first glance this would appear to be feasible and practicable, as the cotton trade is certainly in a very depressed condition, but there are certain factors which entirely alter the situation. In the first place, the cotton trade has experienced some amount of revival. In the second place, hundreds, if not thousands, of the male operatives have joined the army. Thirdly, comparatively few mills are entirely closed. Further, the kind of work offered is very different from that which most of the operatives of Lancashire are accustomed to, so that there is little hope of any tangible result from the suggested migration of cotton operatives from Lancashire to Yorkshire.

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Evening News, Nov. 19th. 1914.

BEHIND THE SCENES OF THE GREAT WAR.

ALL-NIGHT WORK IN FACTORY TOWNS.

BRITISH TRADE "BOOM."

By far the greater part of the money raised for the purpose of this war—I should say at least four-fifths—will be expended in this country.—Mr. Lloyd George, in his War Budget speech.

The war has brought to most of our great manufacturing towns a period of unexampled prosperity.

Armament and clothing firms are, of course, employing their utmost resources; but besides these there are innumerable other items which go to make up the equipment of our fighting forces on land and sea, the demand for which has swelled the trade "boom."

The Evening News has made inquiries in the chief manufacturing centres with a view to ascertaining the extent of the "boom." Below are mentioned some of the towns affected, and the articles which they are producing:—

SHEFFIELD.	**MANCHESTER.**
Armaments, cutlery and razors for the Army and Navy.	*Armaments, motor chassis, and miscellaneous machinery for war purposes.*
BIRMINGHAM.	**LEICESTER.**
Rifles, ammunition, motor cycles, motor lorries, aeroplane engines, leather goods.	*Army boots, hosiery, optical instruments, shell cases.*
BRISTOL.	**NOTTINGHAM.**
Army clothing and boots.	*Hosiery and underwear for the Services.*

In Sheffield such firms as Vickers, Ltd., Hadfields, John Brown and Co., Cammell, Laird and Co., and Thos. Firth and Sons are working day and night turning out armaments and munitions of war. The demands of the Government are enormous, and all the men are working overtime.

NO UNEMPLOYMENT.

Not only are the armament firms fully employed, but almost without exception the great engineering establishments in the city and district are very busy, many of the being engaged on work required for war purposes.

Cutlery and razor manufacturers are inundated with orders which will take many months to complete. The difficulty is to find sufficient workmen. Such branches of the Sheffield trade as silver and electro-plate have, of course, experienced a slump as far as the artistic wares they manufacture are concerned. Most of the manufacturers, however, have adapted themselves to the changed conditions, and are now making thousands of electro-plate and Britannia metal spoons and forks for the Army and Navy, besides nickel caps for shells. There is practically no unemployment in the city.

Birmingham has rarely been busier than she is at the moment. The B.S.A. Company are working night and day on Service rifles and, in addition, have had orders for motor-cycles. Branches are also working at abnormal pressure, and have an unlimited order for cartridges, shells, and other implements of war.

In the tinplate industry there is a shortage of men, for the various hollow-ware firms are turning out great quantities of mess tins, petrol cans, and similar articles. The Wolseley Company are making aeroplane engines, and all the firms who can turn out heavy motor or other lorries have more work than they can do.

The leather firms have never been so deluged with orders. They cannot cope with them, while the military and naval ornament firms cannot turn out their products fast enough to satisfy their customers.

DEMAND FOR STRING.

Dozens of firms are making shell and cartridge cases who never made them before. The call for barbed wire and even string and brown paper is altogether unprecedented.

Despite the cloud over the cotton trade, which was not primarily due to war and is happily passing, Manchester, too, is enjoying great prosperity.

The largest engineering centre in the country, with 35,000 engineers in and about the city, it has a smaller percentage of unemployed than in normal times. Not only are the great armament works of Messrs. Armstrong, Whitworth's working at high pressure, but a great deal of machinery and other subsidiary work for both military and naval purposes is being given out to outside firms.

Local motor works are busy turning out hundreds of chassis for the British and Allied Governments. In the aniline dyeing industry new plants are being installed to cope with the demand, and experiments are being made with new by-products.

There is growing confidence in the cotton trade, and Indian and China demands have shown healthier signs every day since the destruction of the Emden.

Tyneside armament firms are working day and night shifts, but still have more work than they can get men for.

TOO MANY ORDERS.

Two of Leicester's staple trades, the spinning and hosiery industries, are enjoying such a "boom" in trade as they have never known previously.

Spinning mills and hosiery factories are working overtime, several others continuously day and night, and even then they are unable to keep pace with Government orders, while it is very difficult for ordinary traders to get supplies.

The trade boom is partly the reason why Leicester's recruiting figures are comparatively small, every man in the trade is wanted for hosiery work.

A big firm of optical instrument makers has received orders for several thousand pairs of field glasses, and one or two engineering firms are making shell cases. Boot firms are busy making Army boots.

Nottingham hosiery and underwear manufacturers have large orders from the War Office. Some of the blouse manufacturers are making shirts for soldiers, and are exceptionally busy.

IRELAND'S SHARE.

Clothing and boot industries in Bristol and district are busy with orders from the British and French Governments. One manufacturer has had to take an extra factory. At the docks, which are municipally owned, there is unusual activity, for not only is Avonmouth being used largely for Army purposes, but the import trade has been increased owing to cargoes of sugar and other commodities meant for Continental ports being diverted there. The tobacco and cocoa industries are also working full time.

A steady improvement is reported from the South Wales coalfields.

Ireland is also getting a share of war "boom." In the shipbuilding, boot-making, tailoring, and certain branches of the textile trades, Belfast and the north of Ireland are benefiting considerably by the war. Shipyards are working to their utmost capacity, and several large textile firms have obtained special Board of Trade permits for workgirls to work overtime.

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Yorkshire Observer, November 16th. 1914.

URGENT CALL FOR KHAKI CLOTH.

INCREASED OUTPUT WANTED

LORD KITCHENER PREPARED TO TAKE DRASTIC MEASURES.

The Board of Trade are making inquiries among manufacturers of khaki in the West Riding with regard to the possibility of their being able to increase their output in order to meet more expeditiously the urgent requirements of the War Office. Manufacturers are being asked to answer the following questions:

(1) What kinds of Army cloth can you produce?.

(2) What is your present weekly output, and how far is this for War Office contracts?

(3) To produce this output are all machines working day and night?

(4) If they are not working day and night, what would be the total weekly output obtained by working them day and night, and what additional labour would be required for this purpose? The additional labour should be defined as exactly as possible.

(5) What increase in plant and machinery is possible?

(6) If such increase were made, what would be the estimated total output and the additional labour required?

At least one manufacturer has been given to understand by a Government official that Lord Kitchener is seriously concerned about the supply of Army cloth, and is prepared to go to the length of placing under direct military control any mills capable of producing it in which it is found that the whole of the available machinery is not being used for that purpose. Where shortage of labour is a bar to increased output it has been suggested to manufacturers that they should seek to procure hands from Lancashire, where employment in the cotton trade is slack.

Inquiries made in Bradford show that as far as woollen manufacturers are concerned—and it is to these alone that the Board of Trade's questions have been addressed so far—every possible effort is being made to maximise production, and it is difficult to know what more can be done. The only practicable suggestion that a manufacturer consulted was able to make was more night work, and in a district where night work is not usual a sufficient number of workpeople able and willing to undertake it cannot be found. As to whether operatives for the night turn could be recruited in Lancashire our informant was doubtful. In any case, he pointed out that the importation of any considerable number of workers from other districts was out of the question because of the impossibility of housing them.

VIEWS IN THE HEAVY WOOLLEN DISTRICT.

MILLS WORKING AT HIGH PRESSURE

Inquiries made of several Army cloth manufacturers in the Heavy Woollen District have elicited the information that the Board of Trade's questionaire had not come to hand when the offices at the mills were closed on Saturday. That questions such as those enumerated were being made with respect to War Office requirements, however, would not occasion any surprise. During last week many of the woollen mills in Dewsbury, Batley, and neighbouring towns were visited on behalf of the War Office by Mr. Howard Priestman, a well-known textile expert, who made a careful investigation of the progress which is being made with the contracts which have been placed. Particulars were obtained as to the dates on which orders were given, the number of yards to be produced, the dates on which delivery was due, and the dates on which orders have been or probably will be executed. Some of the leading trade union officials were interviewed also by a Government representative on Friday, and it is evident that the authorities earnestly desire to see the production of winter clothing for the British and allied forces accelerated. At the same time there is no necessity in the case of the Heavy Woollen District for any such drastic action as the commandeering of mills.

It is an indisputable fact that in and around Dewsbury and Batley the mills which have the necessary equipment for the production of Army cloths are being worked, with very few exceptions, at the highest possible pressure, and manufacturers and trade union officials are in complete agreement as to the severity of the strain which is being endured by the operatives and supervisors. The manager of a Batley mill at which large quantities of khaki cloth are being made stated, in the course of an interview, that the dire necessity for warm clothing and the impossibility of meeting it promptly and fully were a constant nightmare to him, his principals, and the workpeople. There is no doubt that this case is typical, and that at the great majority of the factories no effort is being spared to secure the highest possible output. Moreover, as more than once stated in these columns, the contracts were so sub-divided from the start that in addition to work being given to every mill at which Army cloth could be produced there have been numerous instances in which manufacturers have adapted their machinery to the unaccustomed demands of the present moment.

Spinners are working night and day, or for very long hours short of those limits, to keep the looms running. Obviously the production of cloth is regulated by the production of yarns, and it is in the spinning department that manufacturers have experienced their chief difficulties. Large quantities of yarn have been purchased to supplement that which can be spun at the cloth mills, and non-delivery by the spinners at the times specified has been one cause of delay in the delivery of cloth. A few spinners have accepted larger orders than they can complete in the period named in their contracts, but as they are producing up to their full capacity nothing could be gained by the Government taking over the control of their mills. Another obstacle in the way of the production of khaki cloths was that of dyeing by the standard methods, but great relief has been given by the relaxations made by the Director of Army Contracts.

IMPORTING LANCASHIRE WEAVERS.

In reply to questions as to the extent of the production of Army cloth and the possibility of it being increased in the Heavy Woollen, Colne Valley, and Leeds districts, the Mayor of Batley (Mr. Ben Turner), who is the secretary of the General Union of Textile Workers, informed an "Observer" representative yesterday that, generally speaking, the mills are being run up to full pressure. He added, however, that there were some Yorkshire woollen mills which, for some reason or other, were not fully employed. According to Labour Exchange information, he said, a large mill at Leeds had thirty looms idle last week, during which period there were also many looms standing at a co-operative manufactory in his own district, a mill at Huddersfield was running short time, and another in that town was very slack. He expressed the belief that where these conditions existed they were due to lack of suitable machinery more than to shortage of labour, but he thought that after everything was taken into consideration there was a possibility of increased orders for khaki cloth being placed and executed in the districts to which he had referred.

With respect to the suggestion that workpeople should be imported from Lancashire, Mr. Turner said there was no trade unionist objection to that course being taken, but he pointed out that Lancashire weavers would probably require higher wages than were current in the Heavy Woollen District. He went on to say that it was a bad economic arrangement to split up families of workers who were in a comfortable position because of the aggregate earnings of the members of a household. Moreover, there would be great difficulty in finding lodgings for any large number of imported workpeople, while to house families would be impossible until additional dwellings (of which there is a local shortage) were erected.

NIGHT WORK FOR WOMEN.

Dealing with the same question a manufacturer stated that there was not much scarcity of weavers in the Heavy Woollen District. He agreed that there were arguments in favour of importing women to do a reasonable amount of night work. That would relieve the heavy overtime upon which many women were engaged, the present hours of work for weavers being as a general rule from 6 a.m. to 7.30 p.m. He, too, recognised the difficulty of housing or lodging the immigrants. He explained the difference between the wages of Lancashire and Yorkshire weavers by stating that the former could mind from four to six cotton looms, whereas the latter could only look after one woollen loom owing to the bobbins containing so much less yarn and having to be changed more frequently. It was probable, he added, that after paying for board and lodgings and meeting travelling expenses, &c., Lancashire operatives working in the Heavy Woollen District would not have a very substantial amount to send home.

As to the lack of clothing for the troops, he said there was a desire to refrain from criticising any action of the Government when suddenly faced with the great crisis which arose at the beginning of August. Still there was no doubt that in the early stages of the war there was considerable hesitation shown by the authorities in placing orders for Army cloth and blankets. While our own Government were negotiating terms the French Government stepped in and arranged some very large contracts. It was, of course, necessary for the prosecution of the war that the French as well as the British troops should be clothed, and the fact that France acted with such promptitude had to be taken into consideration.

The Bradford Argus, Nov: 18th. 1914.

Women's Working Hours in Mills.

TO THE EDITOR OF THE BRADFORD DAILY ARGUS

SIR,—We are loud in our praises of the young men who are fighting our battles. They are heroes all. But where are the praises of the young women and girls who are working such long hours in some mills? It is a fact that a large number of mills in Bradford have announced (no doubt with Government permission) that until further notice the factory will continue running until 7.45 p.m. or 8 p.m. as the case may be. This means that hundreds of young women and even girls are having to work twelve hours a day at dreary monotonous toil; toil which is hard, and which already taxes their strength to the utmost.

This increase in the working hours is a great mistake. It has been demonstrated that in mills where the eight-hour day has been adopted the output is practically the same as in those where the ten-hour day prevails. The reason is, of course, that when a person has constantly to work too long the work throughout all the day suffers. So, in this case, time will probably show that the output on a twelve-hour day is not ultimately appreciably greater than that of a ten-hour day. Working such hours, the young women are bound to be jaded; they are bound to flag; they cannot possibly do justice to their work.

Some people will say, no doubt, that these young women ought to be glad of plenty of work at this time. They are glad of work, and I sincerely think there are no better and no more willing workers in all the world than the women working in our mills. But there are limits to human endurance, and too much work is as bad as too little.—Yours, etc.,

CITIZEN.

11th November, 1914.

Yorkshire Post, Nov: 28th. 1914.

WOOLLENS IN THE WEST RIDING.

THE woollen factories in all parts of the West Riding are still overwhelmed with Government orders, and it will be several months before the contracts are completed.

The chief difficulty in the way is that of the shortage of labour.

The visit of Sir George Askwith and Mr. Mitchell to various factories of the Riding is understood to have had special reference to the question of overcoming the labour difficulty, and if, by the importation of labour from the Lancashire mills, the Labour Exchanges can be utilised, a double service will be rendered to employers and employed alike.

In some parts of the Riding, Leeds included, machinery has not been fully employed, notwithstanding the plenitude of orders, and yet in some factories, according to the Trade Councils, women have suffered by standing all day from 5.30 in the morning to 8.30 at night, all this owing to the uneven distribution of work.

The Trade Councils are advocating the employment of Belgian refugees or fellow-workers from Lancashire at standard rates of wages, and by the adoption of that course a double purpose would be served.

Morley, Ossett, and the surrounding parts have in the past week been equally busy with Leeds.

Dyers have plenty of work, and raw materials remain dear.

Trade in bulk overseas is very small, work being concentrated on Army contracts.

Yorkshire Post, Dec: 2nd. 1914.

CLOTHING FACTORIES BUSY AT HEBDEN BRIDGE.

Most of the clothing factories of Hebden Bridge are at present working overtime and turning out thousands of suits weekly for the Army and Navy, but still the call comes for more. Some hard things have been said about the slow recruiting in the district, but the plea is made that the services of the clothing makers are needed at home. The recruiting officials know this, and do not press those who are actively employed to join the colours. Several firms are extending their works and machinery, and female labour is being introduced into the town from Burnley, Todmorden, and other places. Still the Government officials are not satisfied with the output, and they have threatened to take control of the factories with a view to stopping ordinary work, unless the output of Army clothing is increased. They suggest that at least two-thirds of the machines should be put entirely on Government work.

Daily Citizen, Nov: 24th. 1914. 658/7

ARMY CONTRACTS MISMANAGED.

UNDUE PROFITS THAT ARE MADE.

"SCAMPED" BUILDING OF CAMP HUTS.

War contracts are being investigated by the Workers' War Emergency Committee with results which are calculated to astonish public opinion.

The question of the huts for men of Kitchener's Army was the subject of the committee's meeting at the House of Commons yesterday, when a very grave report, presented by a well-known Trade Union representative, who attended, and was closely examined as to its accuracy, was unanimously adopted. Mr. Arthur Henderson, M.P., presided over the meeting.

The report, which had previously been before the Government Contracts Sub-committee, is in the following terms:—

"There are approximately 20 camps in the British Isles, and at each camp there are from 250 to 400 huts, each accommodating or sheltering 30 men. The huts are 60ft. by 20ft. by 7ft. 6in. to the eaves. The soldiers' huts are not lined inside, and the flooring is laid on the bare joists, no felt being used. There is a door at each end and three windows on each side. There are no partitions of any kind—simply a great bare building with one stove in the centre.

"The men sleep 4in. off the floor in little box beds. When the flooring dries planty of fresh cold ugh the joints. The sides and ts are simply weather-boarded, to work its way through. The he huts let in both the sunshine

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BETTER HUTS FOR OFFICERS

"With the officers' huts it is very different. They are well lined inside and rooms are partitioned off, with felt under the flooring, and, I understand, linoleum over the flooring. Instead of felt roofing they have corrugated iron, which prevents the rain getting in.

"This work has been so distributed that the House of Commons Fair Wages Clause has been forgotten and the officials of the Amalgamated Society of Carpenters and Joiners have had an enormous amount of labour in investigating cases of sweating. Subletting has been exercised to such an extent that it is difficult to know in many cases who is really doing the work."

Appended to the report is an estimate of the cost of erecting one hut, allowing for the increased price of materials, which works out at £85 10s. The actual cost of labour is estimated at not more than £14, making a gross total of £99 10s. The prices charged to the War Office for complete huts, it is stated, range from £139 to £150.

The committee, which considered this report, is fully representative of Labour, Socialist, and Co-operative organisations. It included the following members: Messrs. H. Gosling and C. W. Bowerman, M.P., representing the Parliamentary Committee of the Trade Union Congress; Messrs. W. C. Anderson and A. Henderson, M.P., of the Labour Party executive; Messrs. Ben Cooper, Ben Tillett, and W. A. Appleton, of the General Federation of Trade Unions; Mr. Robert Smillie, president of the Miners' Federation of Great Britain; Mr. Robert Williams, Transport Workers' Federation; Miss Mary Macarthur, Women's Trade Union League; Mr. Duncan Gilchrist and Mr. Matthew Hall,

Cotton Factory Times, 658. November 27th. 1914.

IS OVERTIME JUSTIFIABLE?

658

WHEN THE ANSWER IS IN THE AFFIRMATIVE,

AND WHEN IT ISN'T.

By RUPERT.

The working of overtime in the textile trades in order to cope with the demands of the military authorities, and the inability of the woollen section to produce fast enough to satisfy them, is a problem that is exercising the minds of those responsible to a very marked degree. The justification of overtime under ordinary conditions is very much disputed by the operatives in most trades, but the necessity of the country at present constitutes a weighty reason for its adoption, at least, so far as the woollen trade is concerned.

As a principle overtime is opposed to the tenets and beliefs of trade unionism, and strong opposition is ordinarily and rightly offered to any attempt to introduce it into trades where it is not customary. It is not at all hard to understand the difficulties which now beset the woollen trade in the extraordinary position created by the war. On the one hand there is the Government pressing for delivery of clothing to meet the needs of our army and the armies of our Allies—a demand which it would be extremely difficult to keep pace with if no other factor complicated the situation; but when, on the other hand, we take into account the activity of the recruiting sergeant, we may form some idea of the position in which the woollen trade now finds itself. Efforts are being made to atract labour from kindred industries which are not so hard pressed for production, but the inducements offered have not been of a sufficiently attractive character to meet with much success.

Overtime working under the circumstances in which the woollen trade now finds itself is a perfectly justifiable proceeding, and we venture to say that no British trade unionist will be disposed to quarrel with it. The average trade unionist realises that the safety of the country is a deciding factor in this case, and the voice of criticism is therefore hushed.

Patriotic Workers.

Notwithstanding the fact that the strain upon the workers is described as being almost unbearable in the trades which are working under pressure, there is no suggestion of steps being taken to reduce the strain in any way which would reduce the efficiency of the army, but every operative is doing his or her best to meet the situation, and incidentally providing a fine example of patriotism which is worthy of emulation all round. The only way in which the strain can be eased is to get more workers, and this is not an easy matter. Overtime in the woollen trade is not unknown at ordinary times, and in this respect it differs considerably from the practice obtaining in the manufacture of cotton, and this fact probably is accountable for its powers of expansion as regards production being more limited than otherwise would have been the case.

The cotton trade on the contrary has been very hard hit by the war, its production generally not being of such a nature as to be in great request for military purposes. Nevertheless, in certain cases, orders have ben received with rather stringent conditions in the way of a time limit for delivery. Some of these firms being wishful to retain the order in their own hands have desired to be allowed to work overtime—a desire with which the operatives have not had much sympathy. The conditions as between the woollen firms and these latter are, of course, totally at variance. In the cotton trade there were scores of firms idle, to which some share of the order could very easily have been diverted, thus sharing out the wages accruing amongst a much larger number of operatives. In the adoption of such an unsympathetic attitude the workers and their organisations were acting not only in the workers' interest, but in the interests of the whole country. Where large numbers of workers are short of employment it is surely to the good of all that overtime should be discouraged, and the work distributed amongst as great a number of operatives as possible.

A Fundamental Principle.

This principle is one of the fundamentals of trade unionism, and I venture to say that it will command the respect of all clear headed thinkers. The very fact that in the woollen trade overtime is being worked to an unheard of extent proves that in a national emergency trades unionists are prepared to forswear their principles for the time being, and work loyally and wholeheartedly with

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CAPTAIN FRANK

Yorkshire Post, Dec. 2nd. 1914.

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HURRIED WORK

"At many of the camps the water lies on the ground for days before it soaks through the soil and drains itself dry. When the hut contracts were given out it was understood that they would be properly constructed, and were estimated for accordingly, the prices ranging from £139 to £150, some over this latter figure.

"In order that the troops should be housed quickly, some contractors decided to dispense with the usual construction put into such work, and instead of any morticing or tenoning, or housing in of rails, struts, and braces, they simply square-cut and 'cheek' or 'tosh'-nailed all framing. This scamping and rushing of work is general. Although the amount of necessary workmanship has been cut down to a very great extent, the prices for the work remain at the figure quoted for genuine craftsmanship, the difference in cost going into the pockets of these contractors.

"A firm of contractors rushed up huts at a total cost for labour of £10 to £12 per hut; the figures are taken from the cost clerk's book and were given by three of their foremen, who also kept a record of the cost of erecting each hut. These men are prepared to give evidence if called upon.

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The cotton trade on the contrary has been very hard hit by the war, its production generally not being of such a nature as to be in great request for military purposes. Nevertheless, in certain cases, orders have ben received with rather stringent conditions in the way of a time limit for delivery. Some of these firms being wishful to retain the order in their own hands have desired to be allowed to work overtime—a desire with which the operatives have not had much sympathy. The conditions as between the woollen firms and these latter are, of course, totally at variance. In the cotton trade there were scores of firms idle, to which some share of the order could very easily have been diverted, thus sharing out the wages accruing amongst a much larger number of operatives. In the adoption of such an unsympathetic attitude the workers and their organisations were acting not only in the workers' interest, but in the interests of the whole country. Where large numbers of workers are short of employment it is surely to the good of all that overtime should be discouraged, and the work distributed amongst as great a number of operatives as possible.

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One of the most remarkable things about this was is the manner in which matters which previously would have been opposed with all our strength and vigour are now being accepted for the time being as constituting the duty of all lovers of their country, albeit things may be utterly opposite to the spirit and practice of organisations and individuals in peace time.

With such a spirit ahead the authorities may look forward with confidence to their requirements being met if it is humanly possible for workers by loyal co-operation to meet them. With this in view it would be well if the operatives were taken into the confidence of the authorities a little more when they are required to diverge from the settled policy of ordinary times, for all employers are not angels, any more than any other class, and it might be that some of the less scrupulous would not hesitate to take advantage of and quote as precedents actions which were solely due to the extraordinary circumstances in which we are now placed.

Votes for Women
3.12.14

658.

6581/8

OVERWORKED GIRLS

A paltry fine of £5, or in default thirteen days, was imposed last week in the case of a glass factory owner, summoned at West Ham Police Court by the Home Office for five infractions of the Factories and Workshops Act. It was stated by the Home Office inspector that the defendants had employed girls of between fourteen and fifteen years of age *on some occasions as long as sixteen hours continuously and during the night.*

For the defence it was urged that the firm was engaged on Government work, and it was thought the infractions of the Act might have been overlooked there *as was done in other factories.* (See report in *Morning Advertiser* of November 25.)

Cotton Factory Times,
Dec. 4th. 1914.

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OVERTIME FOR GOVERNMENT ORDERS.

Overtime working in the cotton trade has been strenuously resisted by the operatives ever since the trade unions put them in the position of being able to have some voice in the fixing of their terms of employment. A few months ago we should have said that the ancient custom was as dead as the dodo, and later on we hope again to be able to speak with the same amount of assurance. Present times, however, are very exceptional times, and though the trade is in such an unsatisfactory state generally there are to be found a number of mills where it has become necessary to run the machinery more than the usual hours prescribed in the Factory Acts for women and cihldren, in order to turn out a sufficient quantity of material per week. The circumstances under which trade union operatives have been allowed by their various associations to work overtime are, as is well known, those in which firms are engaged in the production of materials necessary for the clothing and equipment of the vast numbers of soldiers that it has been necessary to mobilise so suddenly owing to this country being involved in a gigantic war.

Technically speaking, there was, of course, nothing to prevent adult males from working overtime, since the Factory Acts deal only with the hours that may be worked by women and young persons, but the strength of the cotton trade unions has always made it possible for the adult males to take for themselves what the law has given to women and children. Hence the hours prescribed for protected operatives have become recognised as the regular hours for the trade, and it is only by an alteration of the working time of women and children that these hours can be changed. The Government has, however, the power to suspend the regulations as to the working hours of women and young persons whenever in the interests of the Crown it may become necessary to do so, and to issue orders as to the number of extra hours that such operatives may be employed. This is what is happening at the present time. A number of firms have undertaken the production of the materials required by the Government, and orders have been issued that permit these firms to work overtime within certain prescribed limits; and in many cases the operatives have fallen in with the arrangements made, not because they believe in overtime, but rather from patriotic motives. There is at present some question as to whether some of the overtime that is being done might not have been avoided by a wider distribution of the Government orders. The question is a reasonable one to put, for if it can be shown that there are looms or spindles stopped that coul dproduce the class of work required, there ought to be no overtime until every available loom and spindle has been put on.

Some controversy has arisen on this point out of the attitude taken up by the Operative Spinners' Amalgamation. Up to the present this association has consistently declined to allow any of its members to work overtime, and contended sufficient spindles were available to do all the Government work that was required. In the spinning this has been proved to be correct, and the issue is now narrowed down to the question of doubling or twining. A number of firms are desirous of working overtime in the making of coarse two-fold yarns for Government requirements. The operative twiners, who are members of the Amalgamation, state that there are employers who have spindles standing idle either whole or part time that might be put on the work. On the other hand, it is contended by those responsible for the placing of the orders that their attempts to find additional spindle-

The Draper, December 5th. 1914.

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658/9

Overtime in the Fancy Leather Trade.

At a meeting of the Birmingham Chamber of Commerce, it was reported that complaint had been made to the Chamber that manufacturers of fancy leather goods who had set apart a portion of their factories solely for War Office work were at the instance of the War Office, working overtime for that purpose, but that on making application for permits to do so in connection with their Christmas trade in ladies' bags and other similar fancy leather and skin articles, such permits were refused. The secretary, therefore, with the approval of the committee, communicated with the Home Office on the subject, and also had an interview with the Deputy Chief Inspector of Factories, with the result that a concession has been made under the provision of the Factory and Workshop Act, 1901, whereby two hours' overtime on three days per week will be permitted to such manufacturers until Christmas.

Yorkshire Observer,
December 7th. 1914.

OVERTIME IN WEST RIDING FACTORIES.

VIEWS OF KEIGHLEY TRADERS.

At a meeting of the Council of the Keighley Chamber of Commerce last night the question of trading with the enemy was discussed. Mr. H. S. Clough (president), who was in the chair, read a letter from the British Engineers' Association requesting the support of the chamber for their suggested scheme of placing financial supervisors over limited companies a certain percentage of whose capital is held by alien enemies.

Mr. Crabtree asked who were alien enemies. Could he, for instance, deal with a German firm established in Bradford?

Mr. Clough said that for the purpose of trading the fact that a man was a German did not make him an enemy. It was a question of where the firm was domiciled.

Mr. Shem Paget said that if Mr. Crabtree supplied goods to a firm with a German name he was not responsible for what that firm did with the goods.

Mr. Clough said of course the responsibility rested with the latter firm. If they traded with the enemy they would be strictly dealt with.

It was decided to support the suggested scheme of the association.

A communication from the Board of Trade was read asking for the co-operation of the chamber in carrying out the conditions upon which a relaxation of the wool embargo is promised. It was decided to offer assistance as requested to arrange for the issue of the necessary certificates for local firms, and to render help in the export of such wool as the Board of Trade allow.

A resolution passed by the Birmingham Chamber of Commerce asking that the Government should compensate merchants for loss sustained by the confiscation by the enemy of goods shipped before the outbreak of war was read. The Chamber invited the support of the Keighley Chamber for their resolution.

Mr. Clough remarked that the Birmingham merchants themselves admitted the difficulty of carrying out their proposals, and he suggested that the resolution should lie on the table.

This course was adopted.

Mr. H. S. Clough, Mr. W. W. Vint, Mr. Alex Keighley, and Mr. Ferdinand Binns were appointed as representatives of the Chamber to attend the conference to be held in Leeds to-day between His Majesty's Inspectors of Factories and spinners and manufacturers of the West Riding to consider matters in relation to the renewal of the Emergency Overtime Order, which expired on November 30. It was mentioned that a feeling existed in some quarters that the Order—which only applied to employees of 16 years and over—should be extended to include within its scope children of 14 years, so that spinners may expedite pressing work.

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clothing and equipment of the vast numbers of soldiers that it has been necessary to mobilise so suddenly owing to this country being involved in a gigantic war.

Technically speaking, there was, of course, nothing to prevent adult males from working overtime, since the Factory Acts deal only with the hours that may be worked by women and young persons, but the strength of the cotton trade unions has always made it possible for the adult males to take for themselves what the law has given to women and children. Hence the hours prescribed for protected operatives have become recognised as the regular hours for the trade, and it is only by an alteration of the working time of women and children that these hours can be changed. The Government has, however, the power to suspend the regulations as to the working hours of women and young persons whenever in the interests of the Crown it may become necessary to do so, and to issue orders as to the number of extra hours that such operatives may be employed. This is what is happening at the present time. A number of firms have undertaken the production of the materials required by the Government, and orders have been issued that permit these firms to work overtime within certain prescribed limits; and in many cases the operatives have fallen in with the arrangements made, not because they believe in overtime, but rather from patriotic motives. There is at present some question as to whether some of the overtime that is being done might not have been avoided by a wider distribution of the Government orders. The question is a reasonable one to put, for if it can be shown that there are looms or spindles stopped that coul dproduce the class of work required, there ought to be no overtime until every available loom and spindle has been put on.

Some controversy has arisen on this point out of the attitude taken up by the Operative Spinners' Amalgamation. Up to the present this association has consistently declined to allow any of its members to work overtime, and contended sufficient spindles were available to do all the Government work that was required. In the spinning this has been proved to be correct, and the issue is now narrowed down to the question of doubling or twining. A number of firms are desirous of working overtime in the making of coarse two-fold yarns for Government requirements. The operative twiners, who are members of the Amalgamation, state that there are employers who have spindles standing idle either whole or part time that might be put on the work. On the other hand, it is contended by those responsible for the placing of the orders that their attempts to find additional spindles to undertake the work have been fruitless. We have no doubt the operative twiners are quite as patriotic as any other class of textile operative. In fact, the patriotism that declines to work overtime whilst other operatives and other machinery of a similar kind are alike idle is a kind of patriotism that we rather like. Can it be that there are twining employers who are refusing Government orders, and letting their machinery stand idle before they will go to the expense of carrying out slight alterations that may in some cases be necessary? If this is what is standing in the way, it seems as if it ought to be possible to use some pressure in that direction. Overtime working should be the very last resource, even in times like these.

the German Engineers' Association requesting the support of the chamber for their suggested scheme of placing financial supervisors over limited companies a certain percentage of whose capital is held by alien enemies.

Mr. Crabtree asked who were alien enemies. Could he, for instance, deal with a German firm established in Bradford?

Mr. Clough said that for the purpose of trading the fact that a man was a German did not make him an enemy. It was a question of where the firm was domiciled.

Mr. Shem Paget said that if Mr. Crabtree supplied goods to a firm with a German name he was not responsible for what that firm did with the goods.

Mr. Clough said of course the responsibility rested with the latter firm. If they traded with the enemy they would be strictly dealt with.

It was decided to support the suggested scheme of the association.

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December 16th 1916

STRESS OF OVERTIME IN THE MILLS.

DISCUSSION AT DEWSBURY.

At a meeting of the Heavy Woollen District Trades and Labour Council held at Dewsbury last night under the presidency of Mr. F. Oates, a letter was read with respect to the "cursed overtime business" in the textile indutries, but the name of the writer was not disclosed. In the letter it was stated that for the last three months operatives had been working from 5 o'clock in the morning until as late as 10 o'clock at night, and that fathers could only see their bairns on Sundays. Reference was also made to the miserable pale faces of the women workers, and it was alleged that the operatives were like whipped animals, deprived of every spark of life. Manufacturers, the writer contended, were out for big profits at the expense of human life.

A letter was received from the clerk to the Dewsbury Board of Guardians (Mr. C. P. Pickersgill) with reference to a request that the Board should meet a deputation from the Council respecting payment of the standard rate of wages to the labour master. Mr. Pickersgill said the Board had already received a deputation from the Amalgamated Society of Joiners and Carpenters, and that no good could be achieved by further consideration of the subject.

Mr. S. Jacks moved a resolution regretting the action of the Board of Guardians in putting a slight on organised labour, and asking that a deputation should be received. Thanks were also added to Mr. Deasy and Mr. Richardson, members of the Board, for the stand they had made on behalf of trade union principles.

Mr. Percy Ward, who seconded the motion, said the labour master would be in receipt of an additional ten shillings per week if he was paid the standard rate of wages for a joiner.

The resolution was unanimously adopted.

Mr. J. Halstead, a member of the Dewsbury Town Council, moved:—

That this Council regrets the Order issued by the Home Office instructing policemen to supervise the conduct of soldiers' wives, and considers it an insult to the soldiers whose wives are as well conducted and as clean in their habits and manners as any Home Office officials or army officers; and the Council pleads that the Order may be withdrawn at once.

He said there had been a storm of protest throughout the country against an obnoxious and unnecessary order. Even if the supposed evil was rampant no good could be accomplished by police supervision, for evil-living women would dodge the constabulary. A hateful task was being imposed on the police who had sufficient dirty work to perform already. Idle ladies could be better employed than by prying into the affairs of soldiers' wives, many of whom would refuse to accept a few shillings per week rather than be subjected to an inquisition. The speaker concluded by admitting that there was little cause for complaint in Dewsbury.

Mr. J. Richardson (Batley) seconded the resolution.

Mr. Jacks, who supported it, described the Order as detestable, and an insult to womanhood. He remarked that the Order would, he supposed, only apply to the cottage and not to the mansion, and that it was resented by the whole country.

The resolution was unanimously adopted.

Mr. Godfrey Saville (Birstall) proposed that the attention of the Home Office should be drawn to the excessive amount of overtime which was being worked, and that employers should be asked to put more looms on Government work, postponing ordinary trade until the soldiers and sailors had been clad. He stated that workpeople were being broken down in health, and that a tremendous number of accidents were occurring in the mills. It was a scandalous sight that women and children should be turning out of the mills as late as 8 o'clock at night. The earnings of the workers, too, were far from satisfactory, and the attention of the Home Office should be called to the conditions which obtained.

Mr. F. Blackburn seconded the proposition.

Mr. Frank Kirbyson protested against boys and girls from 14 to 16 years of age working all night in the mills. He said that at 7 o'clock in the morning he had seen little girls protecting little boys from the rain with the shelter of their shawls. Many of those young children were hardly strong enough to carry their food cans and bread to the mills, and it was often 8 o'clock or 8.30 before they reached their homes after a night's work.

The resolution was carried, and it was also decided to bring the matter to the notice of the masters' association.

Dec 19th. 1916.

BETHNAL GREEN WAR CONTRACTS.

Action by the Home Office.

The Bethnal Green Borough Council recently drew the attention of the Home Office to the piece rates which were being paid in certain instances to home workers in Bethnal Green for Government work. As a result of a subsequent interview between officials of the Council and the Home Office, a representative of the Home Office undertook to inquire into the cases which at the time had been reported to the Council. The Council have now been given to understand that in some cases direct action will be taken for infringements of the provisions of the Trade Boards Act and that in other cases action is contemplated under the Factory and Workshop Acts and other statutes. The Home Office has since asked for information of other cases which might be discovered; and a further list, dealing exclusively with Government work, has been prepared by the Public Health Department and forwarded to the Home Office.

Manchester Dispatch,
Dec. 21st. 1916.

NEW LEEDS FACTORIES.

Army Contracts Said to Cause Overwork.

So overwhelming and continued is the demand in the West Riding for army clothing that during the week-end was announced the pending opening of two new clothing factories at Leeds, which is now the central clothing depot for England and Scotland, as arranged by the Board of Trade.

Nearly every loom is at work on khaki and blue serge, and in the heavy woollen district workers are appealing to the Home Office, through the Labour Council, for shorter hours. They contend that to work from 5 am. to 10 p.m. is inimical to health.

The new factories are owned by R. B. Brown and Sons, of Leeds and Hebden Bridge (who have large army contracts on hand), and by Lyon Bros., one being in Dewsbury-road, and the other a four-storey building in Templar-street.

The efforts of the Russian Government to place orders for three million yards of army cloths in the Huddersfield district have not succeeded. Whether such large orders could be accepted at Leeds is very doubtful.

There is an agitation to close all mills from Thursday to Monday next.

Textile Mercury,
December 19th. 1916.

Army Contracts: Over-Time, Darning

Last week Government officials representing the Director of Army Clothing Contracts had a conference at Galashiels with a number of local manufacturers, with a view to increasing the output of Army cloths at present on order. One of the subjects of discussion was the effect of over-time as a factor of expedition; and from the evidence it appears that over-time is not so productive as the ordinary hours of labour. There is no extra rate of pay for over-time in the tweed trade; but it stands to reason that two hours extra on a ten-hour day does not increase the production by 20 per cent., and a third hour added falls still farther short in efficiency of its proportionate 10 per cent. The great shortage of trained labour causes severe tests to be put on human endurance. Instances are frequent of millmen and scourers working to 9 p.m. four nights per week, all Friday night, and cleaning flues, etc., on the Saturday afternoons.

Government work unfortunately does not provide uniform work for all the operatives in a mill. It seems a curious anomaly that when every loom is fully engaged the darners are working at a reduced "statement" for less than 15 hours a week. As a result, while women weavers are making 25s. a week, darners' wages run from 3s. to 5s. per week. When it is remembered that a fancy woollen mill employs as many women and girls in the darning flat as there are looms in the mill, the problem of unemployment and badly remunerated work becomes serious. There are over 2,500 burlers, darners, knotters, etc., in the Scotch tweed trade so affected. Very little darning is done on the Army cloths, as the heavy milling covers up most of the defects.

Daily Mail, December 21st. 1916.

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BUSY DAYS IN BIRMINGHAM.

EVERYBODY WORKING HARD FOR THE ARMY.

CHEERFUL BUSINESS PROPHECIES.

By F. A. McKENZIE.

BIRMINGHAM.

Birmingham is experiencing a famine—a famine of workers.

Government orders for supplies for the Army and Navy have come in such quantities that it is impossible to keep pace with them. Manufacturers by the hundred have transformed their plant to serve the nation. One famous penmaker has abandoned for the moment the making of steel pens to produce 12,000,000 magazine cartridge clips. Button-makers are hurrying the completion of 72,000,000 brass Army buttons. The brassfounders have turned from the making of ornamental brass for furniture to the production of brass tubes for shrapnel. One leather house is reported to have made a fortune by its great purchase of hides on the day the war broke out, and every leather manufacturer is striving early and late to supply a part of the belts and pouches and straps demanded. Rifles are being made by the half-million; small-arm ammunition in such quantities that figures fail; while bedstead manufacturers are busy on hospital beds for the Army. The tinsmiths are making soldiers' canteens. The aluminium workers are vainly trying to manufacture enough water-bottles. Practically every house outside the jewellery trade is working on Government orders at the highest possible pressure.

BADGES FOR THE NEW ARMY.

The Government recently asked for bids for the production of badges for the new Army. An expert calculated that in order to produce the badges required in the manner stated by the War Office every firm that could touch this class of work would have to devote itself exclusively to it for the next sixteen months.

Some establishments are working three shifts a day seven days a week, their machines never resting from midnight until midnight. Others are content with a twenty-hour day, double shifts. Others, finding it impossible to obtain more labour, start early and finish late.

The real difficulty is labour. "At the outset we lost a number of our best men who joined the Army," said one manufacturer to me. "We filled up their places as well as we could. When every available man was used we called in women and girls. To-day old men and lads are doing able-bodied men's work and receiving the same rates of pay as able-bodied men. Girls and women have taken over what was formerly men's work on a very large scale. We are now beginning to use the one-armed man and the one-eyed man. Labour we must have."

OLD TRADES REVIVING.

Old trades are being revived. Birmingham sword-making, once an important affair, almost disappeared under the stress of cheap German competition. Many of the workers were disbanded, some of them went to the workhouse, some to the grave, and one or two went mad, victims of industrial strain. To-day the employers, with renewed demand, are seeking out the old hands wherever they are to be found and bringing them back again. "In past years," said a large manufacturer and well-known public worker, "I have had to sit on relief committees voting sums to help skilled workers, unable to obtain employment, to go to Canada. To-day, if it were not that it did not seem a fair thing to do, we would advertise in the Canadian papers for our workers to come back to us, and pay them to come back. We need them all."

Wages have gone up, and have gone up much higher than the recognised rates seem to show. The wage of the labourer, for example, has risen from 23s. to 26s. or 27s. a week. The rate of pay for certain classes of fitters was formally raised a few days ago from 38s. to 40s. But the employer who tried to obtain men at 40s. would to-day go away empty-handed. One man gave me his experience. "I engaged a fitter last Saturday at 45s. He was to turn up on Monday. He did not come, but there arrived a note from him saying that he had gone somewhere else where he was offered 47s."

Not only is local employer bidding against employer for skilled men but other towns have come in. Newcastle and Greenock, Wolverhampton and Coventry are all holding out tempting offers to Birmingham mechanics. One need only look down the list of advertisements in the local papers. The offer of a bonus on output is common. Here is a firm of tinsmiths offering £3-£4 a week. A Wolverhampton house offers mechanics 1s. an hour and "quarter time and bonus paid to all first-class skilled workmen; night and day shifts; quarter time extra paid for night work; twelve months' work guaranteed to all good men." Still another house takes a big space to advertise its demand for three hundred men.

HASTE IN THE AIR.

There is haste in the air. "We cannot produce our machines fast enough," said one manufacturer of stamping machinery to me. "Everyone wants presses and everyone wants them at once." "My hair is being turned grey with the rush," said a machinery designer. "The manufacturers almost live on my doorstep worrying me for deliveries. 'You do not understand,' they say, 'the seriousness of our position. We simply *must* have them.' It is no use my telling them that I and every one of my men are working to the last ounce of our strength to supply them." "I've had an order offered to me," said a third manufacturer, "that will pay me to put down £5,000 worth of new machinery. When the order is completed I shall be able to scrap the plant if necessary, which will have been paid for and a 20 per cent. profit earned."

Few cities have felt German competition more keenly than here. Trade after trade, once considered by Birmingham its own, was taken from it. Take, for example, the manufacture of buttons. Forty years ago Birmingham made 80 per cent. of the buttons of the world. Before the war she made not more than 15 per cent., the remainder coming from Germany and Austria. To-day Birmingham sees many industries lost in recent years coming back again. In the immediate future the world must have its buttons from Birmingham, for Germany and Austria will not be able to supply them. If people decide to abandon buttons for hooks and eyes, then they must go for their hooks and eyes to Birmingham also. So soon as there comes a pause from the rush of Government orders Birmingham has a fresh overwhelming trade awaiting it. South America and Australia, the Far East and the Far West are raising a daily louder cry for Birmingham goods. Their Continental stocks are becoming exhausted.

COMMERCIAL OPTIMISM.

I find in all quarters here the greatest optimism about our commercial future. "We are going to have such a time as a manufacturing nation as we never had before." I find equally a realisation of the fact that if we are to capture the trade now waiting for us something must be done promptly to train a fresh generation of skilled workers.

No wonder that there are signs of a new era of factory building setting in. The "B.S.A.," one of the most famous Birmingham houses, is to-day erecting an enormous extension of its premises. Work is maintained on the building day and night, and it is said that the premises will take six months to complete. Many manufacturers are at the present time considering plans for rebuilding.

Then there are fresh fields awaiting conquest. Birmingham, for example, has only nibbled so far at the aluminium trade, and enormous possibilities are presented here.

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Yorkshire Evg. Posty,
January 4th. 1915.

TROUBLE IN LEEDS CLOTHING TRADE.

WORKERS DEMAND A FLAT RATE.

NOT A MACHINIST IN THE CITY OUT OF WORK.

It is doubtful if in Leeds a single clothing machinist is out of work. If there is, one may assume it is her own fault, for there is scarcely a firm engaged on Government khaki work that would not "jump at" a few extra hands.

Mr. H. E. Withey, the secretary of the Leeds branch of the Clothing Operatives' Union, confirmed this view when spoken to on the point to-day. "The shortage is a very real one," he said, "and if only the hands were available I would get them anything up to 6d. and 7d. an hour.

"At the same time," he added, "there is great dissatisfaction in the Leeds wholesale clothing trade over these contracts; in fact, I don't think there is a shop in the city from which I have not had complaints. The discontent has reached an acute stage, and to-morrow night we are to hold a meeting to consider what can be done. What we want is a flat rate.

"The employers have got a flat rate as between themselves and the Government, and we command we have just as much right to a flat rate as they have. At present the anomalies are extraordinary. One firm will be paying 4d. an hour, while for exactly the same class of work another not many yards away will be paying 6d. We hope, as a result of to-morrow's meeting, to do something in the direction of bringing all firms into line."

It appears that while there is this big call for machinists there is not much demand for male labour. Khaki requires very little tailoring, nearly all the work being done by machine, consequently male tailors are not likely to be in great demand until the "special" trade is revived. Neither does khaki require much pressing. Hence, male pressers are likewise not in very urgent demand.

Several of the larger firms engaged on khaki, by the way, have found it necessary either to extend their factories or take over new premises. One or two of these new factories are on the verge of completion, and within the next week or two several hundred additional machines will be running on khaki.

Great as is the pressure of Government work in Leeds, however, it is not being felt to quite the same extent as in Sheffield. There every available inch of floor space is occupied by machines on Government work, and at one of the largest firms in the city it has even been found necessary to instal lathes for turning shells in the spacious back yard. No firm with a lathe need be without work, and those with lathes big enough for the purpose can have a gun to turn for the mere asking. Indeed, some of the Sheffield armament firms being unable to turn the guns after forging them, are sending them to distant towns to be turned up. This done the guns are returned to Sheffield for completion.

Although the Leeds boot manufacturers are just as busy on army contracts as the wholesale clothiers, there is not the same shortage of hands in the boot industry. Mr. John Buckle, the secretary of the local branch of the Operatives' Union, said that at first the production of army boots was something of a novelty to many local manufacturers, but they had now got into their stride, and had so organised their production that they could turn out far more boots than at the beginning of the war.

"I do not say," he added, "that we could not find work for a few more men, but at the same time there is no unusual demand for them, as there is for machinists in the clothing trade."

Yorkshire Observer,
January 7th. 1915.

UNREST AMONG LEEDS CLOTHING TRADE OPERATIVES.

A mass meeting of the whole of the clothing operatives in Leeds is to be held arising out of the dissatisfaction among the workers engaged on Government work in the city, with the object of demanding a flat rate based on the total cost of labour in order that all employers shall be obliged to pay wages on the same scale. According to the operatives, wages in Leeds vary in the factories by 40 and 50 per cent., though the employers are working on a flat rate laid down by the War Office.

The Clarion, January 8th. 1915.

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PATRIOTISM AND PROFIT.

Fraudulent Contractors and Murdered Soldiers.

By R. B. SUTHERS.

ONE wet day last week I was walking in a quiet lane in the county of Blankshire, when I suddenly came upon what appeared to be the nucleus of a new village which had somehow been blown from its foundations in the backlands of Canada and deposited all of a heap on a muddy slope in England. Most of the buildings were of wood with felt roofs, but a few were of corrugated iron. Smoke was rising from some of the chimneys, but outside there was at first no sign of life. On rounding a corner, however, there came into view half a dozen blue-suited men trundling wheelbarrows through the mud and chaffing about the "light duties," and the mystery was solved. The huts were the homes of a battalion of Kitchener's Army.

When one of the Tommies came within hailing distance I asked him how they liked the huts; and he replied with a cheerful grin, "They're grand." Another said, "Half of us would have been dead if we'd stayed in the tents much longer." The huts, it appeared, had only been in use a couple of days, but there was no doubt that so far the change had been entirely satisfactory.

The next day I met Mr. William Stephen Sanders, chairman of the Contracts Committee of the Workers' National Committee, and what he told me of the huts built for the new army all over the country almost obliterated the cheerful memory of my Tommy's emphatic declaration that they were "grand."

"Our information," Mr. Sanders told me, "is thoroughly reliable. It has been obtained at first hand from men engaged on the jobs, men who are prepared to go into the witness-box and swear to the facts, if necessary. It discloses a state of things which is not only a scandal from the point of view of national expenditure, but a serious danger to the health and efficiency of our soldiers in training."

The number of these camps of hutments is somewhere about twenty, and at each camp there are from 250 to 400 huts, each sheltering 30 men.

Now, we have not been lacking in admiration for the Government's firm and statesmanlike method of dealing with various phases of the present crisis, as in helping the banks and the trading community, and in taking charge of necessary foodstuffs and supplies; but they do not appear to have exercised the same courage and foresight in one or two other important matters—for example, the pensions and pay of the forces, and in this matter of the provision of proper shelters for the troops in training.

The building trade has not an enviable reputation in the piping times of peace, and one cannot expect the leopard to change its spots suddenly, even on the shock of war, especially when it is not in the actual fighting line. Consequently it was the Government's duty to knock these spots off as a preliminary to engaging the members of this noble profession in the construction of shelters for men upon whose efficiency and health the existence of the Empire depends. The Government did not knock off the spots, and Mr. Sanders (with facts) proves that the leopards have been preying for profits with all their well-known fervour and success, at the expense of the health and efficiency of the new Army, and at the expense of you and me and the other taxpayers.

The result of the Government's omission to take complete control of the job and carry it out properly is this: The rank and file have to eat and sleep and rest in buildings which a responsible trade union secretary asserts would not be passed by a health officer as fit for accommodation. The huts are not lined inside and the flooring is laid on the bare joists, no felt being used. There are no partitions of any kind, simply a bare building 60ft. by 20ft., with a stove in the centre. The men sleep 4in. from the floor in little box beds, and when the flooring dries the cold air sweeps through the cracks, as the huts are raised from the ground about 2ft. The sides and ends of the huts are only weather boarded, so that the wind can work through, while the roofs in many cases let in both the sunshine (when there is any) and the rain.

Of course, the huts were required in a hurry, but this is a case in which hurry means haste with confusion. The contracts were given out on the understanding that the construction would be of a durable and workmanlike kind, and the prices have been arranged on this basis and vary between £139 and £150 per hut. But the contractors, the patriotic contractors, knowing the need for speed, appear to have put the huts up so rapidly that they have not had time to construct them durably.

Thus, I was told, instead of mortising and tenoning the rails, struts, and bases, they simply square cut and "tosh" nailed all the framing When, however, it comes to receiving cheques for the work I understand these are made out in full, with no deduction for "tosh" work.

Now the stern, imperturbable, armchair warrior who informs us daily that the war will "do us all good," and who feels very keenly the value of his own sacrifice of a winter on the Riviera—this kind of person is apt to pooh-pooh complaints about such trifles. He says: "What does it matter, after all? They will have worse hardships to undergo when they get into the trenches?" He little dreams that he is using what is essentially a German argument in speaking thus; for this answer is of just the same nature as the German defence of their "frightfulness." They say, "War is hell, therefore why not make it as hellish as possible. You can't have too much of a bad thing."

It ought to be obvious to an Englishman that to sow the seeds of consumption or pleurisy or pneumonia in a fighting man before he faces the enemy is not fighting sense; it isn't German sense, much less humanity. And, moreover, it is not horse sense for us to pay contractors to commit this idiotic act.

One firm of contractors, I was told, rushed up huts at a labour cost of £7 12s. 6d., whereas they should have paid £15 for decent work, and whereas the prices charged for huts range from £139 to £150 the cost of the labour and materials of some of the huts put up has been no more than £76. If it be military strategy to "harden" the new Army by subjecting them to damp and draughts, it is surely not business to pay heavily for things that are as free as air and water.

But the "hardening" argument breaks down when we come to the consideration of huts built for officers. I understand that the huts built for officers are well lined inside, with felt under the flooring and linoleum above it. Instead of felt roofing they have corrugated iron, so that they appear to be protected both from damp and draughts. Now, if the hardening argument is sound for the rank and file, why is it not sound for the officers? The officers will have to undergo just the same hardships in the trenches as the men, and if they have not had the same preparation, will presumably succumb sooner to the rigours of the campaign. Thus the "hardening" argument is proved to be fallacious, and the only alternative is that the affair has been grossly mismanaged.

The Government appear to have followed the bad old plan of allowing agents or contractors to arrange for the building, and they appear to have been too busy or too indifferent to insist on the safeguards against fraud and jerry work which are usually applied more or less successfully.

I was told that many firms of good repute tendered for some of the work, but failed to get any; whilst firms not in this particular business seem to have obtained contracts which they sublet. Sub-letting has been rife to such an extent that it is difficult in some cases to discover who are the original contractors. Why could not the Government publish a list of contractors as they usually do? What is the reason for secrecy at all? Why have not the Fair Wage Clause been carried out? Why have contractors been permitted to pay much below the usual rates for work done, and why have complaints been ignored?

Surely a little plain speaking about these hut builders would have been salutary. Either the compilers of this evidence are vile and traitorous persons or the honourable gentlemen who have built the huts are not honourable gentlemen. If the evidence is accurate—and it has been very carefully sifted by responsible trade unionists—the honourable builders are just as much enemies of their country as the arms companies would be if they supplied rifles with leaden bayonets. To endanger the health and perhaps the lives of the men who are going out to fight to defend your home from the thief and the murderer is dastardly, not to say foolish. How do the honourable builders come to permit themselves to be so *dis*-honourable?

And why can't we know their names *and* their addresses and the amount of their profits? We are supposed to be fighting the war for Honesty and Uprightness! If we are, let us practise these virtues as much as possible. Big battalions are not the only thing necessary in war. A thousand men with tubercles in their lungs, picked up in a jerry-built hut, will be little use against a thousand sound in wind and limb. This war is a war of endurance. It will test honesty in work as it was never tested before. Let us have as much of it as we can. But it is not honest to hide misdeeds of the kind described nor to shield their perpetrators.

One naturally thinks first of the injury caused to the men in training by the provision of these defective supplies, but hardly less important is the injury done to the workers employed by dishonest and sweating contractors. You cannot expect, and you cannot get, good work from ill-paid and half-starved men and women. It is satisfactory to note that we have not heard of any grave scandals with regard to the food supplies to the Army at the front or to the Army in the making, but in connection with other contracts Mr. Sanders informed me that there were many cases of sweating and price-cutting, with the inevitable result that goods of a shoddy and dangerous quality are being produced for the use of the men at the front.

For example, a London firm is paying workers 2s. 6d. per dozen for making shirts, the workers supplying their own cotton and fetching the work.

A prominent firm is paying 3s. 3d. per dozen for shirts, while other firms in the same town are paying 4s. 6d.

A provincial firm is paying outworkers 1d. each for making soldiers' beds. For a long day's work women can earn 1s. In the same town another firm is paying 4½d. per bed, the women finding the cotton at a cost of 1½d. per bed.

A provincial firm making thread for the Government are paying such low piece rates that the worker can earn sometimes only 5½d. per day.

What kind of clothing can be expected for such prices, and what kind of consciences do the people responsible for providing our forces with such rubbish possess? They seem to me to be essentially German consciences. We cannot fight liars with lies, and a shirt that falls to pieces is just as great a lie as the German lies about the fall of Paris.

One of the facts mentioned by Mr. Sanders is a particularly contemptible piece of trickery. It is so ingeniously German. A firm supplying hose by the pound sprinkled the hose with water in order to increase its weight by 25 per cent, and that their crime might not be discovered they packed the goods so that the bottom and top layers were dry articles. If such an incident be proved to the authorities, why should they shield the guilty parties?

It is not creditable to a nation fighting for honest dealing that the workers engaged in such practices should be afraid to complain openly for fear of victimisation. Think of it. "We are fighting to uphold honesty: but if you dare to be honest we shall punish you by starving you." To the Press we say: "If you expose these scandalous criminals we shall ruin you."

Honesty, of course, is a matter of degree. It is an ideal, but it is the honestest people that are going to come out on top. Our Mr. Beswick once committed a profound epigram. He said: "There is not 5 per cent. between the bishop and the burglar." And I think he added that the 5 per cent. was in favour of the burglar. This profound truth applies also to nations. We are fighting to prove our 5 per cent. superiority. It ought to be an easy job, but it would be much more glorious to make it 50 per cent.

Batley News, Jan. 9th. 1915

THE WORST EVIL OF THE WAR

Textile Workers' Report Says it is Women Workers' Overtime.

"Accident List is Terrible."

A Private "as Useful as a Field Marshal or King."

The annual report of the Heavy Woollen District Textile Workers' Union, compiled by Councillor Ben Turner, J.P. (secretary), opens with a reference to the international war, and proceeds:—

During the early part of the year all was peace. Trade was quiet, unemployment was growing keener, but we paid out-of-work pay freely and yet saved money even on the first half of the year.

Over 200 of our district members have joined the forces or were taken over as Territorials, and we have decided to keep them in full benefits, free from contributions whilst they are away.

The country's Ministers must be made to pay the soldiers such wages that their wives and children and other dependents have never less than £1 per week going into the household for the soldiers' sake, and that pensions and disablement allowances shall be on the same broad basis. A private is as dear and as useful to a home as a Field-Marshal or a King.

When war broke out the textile trade was cut off like lightning strokes from the clouds. The dismissals were numerous, and our Union met the position bravely. From August and September, except at three or four places, our unemployment pay has been below normal.

WOMEN AND OVERTIME.

The war has brought evils with it to our homeland, and the worst has been for the women workers having to work overtime and in some places during the night. Had the authorities had some commercial and industrial business men in their service much of this needless, irregular time would have been avoided. The workers will gladly work overtime and all time to clothe their fellow soldier workmen, but they know that with good business arrangements much of it would have been needless.

Raw material is getting a difficulty, and the only way out would be to commandeer it all so that the work could be done in the interest of the people, particularly the soldiers and service men, and not in the interests of money makers.

Fortunes have been made out of the nation's misfortunes, and the old saying has come true again, "Muck goes to t' midden" or "profit goes to where there is plenty."

COMMOTION OVER KHAKI.

The Government even now could do much if it said, until our soldiers are clad, and our common people are clad there shall be no cloths made for the dudes and dandies, and thus the task of providing all needed for the fighting line could be done in a few months' time.

There has been some commotion over the khaki cloths owing to the heavy nature of the same, making it impossible on an ordinary price list to turn out enough to make a wage, and the Union has done good work for weavers in getting increased prices. The overtime rates have also caused much trouble. As it takes more to maintain physical efficiency when working overtime or night time than ordinary, the workers surely need more wage, and they must have the same rights in these emergencies to get extras as the employers in many instances take.

There has been a big demand for milners, and, alas, much danger from eczema has followed owing to the sorts of ingredients used and the hard work of pulling the pieces together in the process.

The signs are for another four months of good trade, and I think it will be for 12 months. When the time comes that our agreement expires, there ought to be an attempt made to so arrange that the missing links of last year's agreement shall be picked up, and all the trade put on a sounder wage basis.

The adult male and female must aim at a much higher wage than is at present paid, and the sliding scale for the younger folk should be so arranged as to make it worth while for folk to have lads and lasses to help in the manufacture of cloths and clothing.

In the finishing trade wages have been for years poor, whilst weavers at most mills are below the living line. Weavers are, like menders, liggers-on, condenser-minders, burlers, knotters, inkers, and winders, etc., too certain of being married, and forget the lesson of trades unionism.

The accident list in textile mills is terrible. Since overtime and night-work it has been worse, and it is proof positive that speed and rush have some effect on the numbers of accidents in mills.

Yorkshire Observer, Jan. 18th. 1915.

Overtime in the Heavy Woollen District.

According to a statement made by Mr. Ben Turner at a meeting of Heavy Woollen District textile workers at Dewsbury on Saturday the Home Office have altered the permits granted to manufacturers of Army materials so as to reduce the overtime hours of women and young children from fourteen hours to a maximum of nine hours per week. For several months the amount of overtime worked has been two and a-half hours on each of the first five nights of each week and an hour and a-half on Saturday afternoons. The new regulations provide for overtime of two hours on four nights or one and a-half hours on five nights and an hour on Saturday. Mr. Turner's announcement is doubly welcome, inasmuch as it indicates that the most urgent of the Government requirements have been met satisfactorily, and that the heavy strain on women and child labour is to be relaxed to an appreciable extent. It ought to be recognised that those women and young people have done splendidly their share of the heavy national task.

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CONDITIONS TO BE REVISED.

There was a large attendance at the annual meeting of the Heavy Woollen District Union of Textile Workers, held in the Exchange Hall, Dewsbury, on Saturday, under the presidency of Mr. Benjamin Turner (Ravensthorpe).

The report of the secretary (Mr. Ben Turner, Mayor of Batley), which has been published already, was adopted. Mr. Benjamin Turner was re-elected president, Mr. J. Chappell (Batley) treasurer, and Messrs. J. J. Greenwood and J. Hudson auditors. Messrs. J. Healey, W. Day, and F. Blackburn, of Dewsbury, and F. Crossley (Ravensthorpe) were elected on the committee.

Mr. Ben Turner (the secretary) raised the question of the wages agreement, which will expire during the coming summer. He said it behoved all workpeople to assist the union to secure new and better terms under which there would be a minimum wage for every person employed in the textile trades. Owing to lack of organisation when the existing agreement was made in 1913 several sections were excluded from its benefit. It was desirable that the forces of the workers should be so strengthened as to bring every department, including the weavers, within the scope of the arrangement, which would have to be entered into this year. He trusted that with every prospect of good trade continuing for another twelve months there would be no difficulty experienced in peacefully arranging a fresh and more comprehensive agreement.

It was unanimously resolved to instruct the officials of the union to give the requisite three months' notice, when the proper time arrived, to terminate the existing agreement and to negotiate for the creation of a new one.

A long discussion ensued with respect to the payment of night workers in the mills.

Mr. Ben Turner advised the members of the union to look well ahead and not attempt to squeeze too much from the employers at the present time. He pointed out that to pursue a moderate policy at this juncture would be a safeguard against any retaliation to which employers might otherwise resort if slack times came. It seemed only right that with such pressure being exerted on the textile industries of the district there should be extra money for night work, and he was glad to know that it was being paid by a considerable number of firms.

Proceeding, the secretary stated that there was to be a meeting of representatives of the union and the Heavy Woollen District Manufacturers' Association in regard to excessive overtime and other matters. An official intimation had just been received that there was to be a revision of the conditions contained in the permits which had been given for the overtime employment of women and young persons. The maximum amount of overtime was to be nine hours per week, divided into two hours per night on each of four days and one hour on Saturday, or one and a-half hour per night for five days and one hour on Saturday, the total under the latter arrangement being eight and a-half hours. Mr. Turner added that even the revised hours were still too long, but it had to be recognised that our soldiers must be clothed by some means. He was very pleased that in the woollen trade they had been able to successfully resist the overtime employment of children under 16 years of age whereas, owing to deficient trade union organisation, at Bradford there were children 14 years old working overtime in the worsted trade.

A discussion on the rise in food prices is reported elsewhere.

658/14 658.

Yorkshire Observer, Jan. 19th. 1915.

LABOUR PROBLEMS IN HEAVY WOOLLEN MILLS.

IMPORTANT CONFERENCE AT DEWSBURY.

A long and important conference took place yesterday evening at the Town Hall, Dewsbury, between representatives of the Heavy Woollen District Manufacturers' Association and the Heavy Woollen District Union of Textile Workers. The employers were represented by Alderman Sir Mark Oldroyd (who presided), Mr. J. E. Walker (Mirfield), Mr. A. Rhodes (Heckmondwike), Mr. W. O. R. Holton (Birstall), Mr. W. France (Dewsbury), Mr. Watson Kaye (Ravensthorpe), Mr. Lee (Earlsheaton), and the secretary (Mr. C. L. W. Nicholson), and the union by Mr. Ben Turner (Mayor of Batley), Mr. A. Gee (Huddersfield), Mr. Benjamin Turner (Ravensthorpe), Mr. A. Wilcock (Dewsbury), and Mr. G. Saville (Birstall).

The first question raised by the union delegates was that of excessive overtime in the mills. It was urged that the long hours worked by numerous operatives had caused an abnormal amount of sickness, this being proved by the increased claims for benefits under the Insurance Act. The delegates therefore asked that the new regulations of the Home Office limiting the overtime of women and young persons to nine hours per week should be applied by the manufacturers to adult males also, and that Saturday afternoon and Sunday midnight to Monday morning labour should be abolished. It was believed, said the spokesmen of the operatives, that additional efficiency of production would result to such an extent as to warrant the change. Another subject discussed was that of wages for night workers, and it was stated that in this connection there had been trouble at several mills in the district.

At the conclusion of the conference Sir Mark Oldroyd intimated on behalf of the employers that the Manufacturers' Association would issue to the members a circular containing recommendations that the two complaints which had been made should be dealt with as far as practicable.

THE PRESSURE OF KHAKI CONTRACTS.

OVERTIME EMPLOYMENT OF YOUNG PERSONS.

Some comment has been occasioned by the fact that young persons under the age of sixteen are working overtime in spinning mills in Bradford in order to enable employers to cope with the pressure of khaki contracts. Mention has already been made in these columns of the resolution on the subject recently passed by the Juvenile Employment Subcommittee of the Education Authority, a body whose function it is through the medium of a large number of visitors to advise children who are leaving school for employment and to keep in touch with them until they are seventeen years of age. In their letter to the Home Office the committee stated that their attention had been drawn to the fact that "many children under seventeen years of age are working from 6 a.m. to 8.30 p.m. in various mills in this city in connection with the manufacture of khaki. The committee are fully aware of the urgent need for the manufacture of khaki, but they view with apprehension the prejudicial effects of these very long hours upon the health of children, and they would warmly welcome any rearrangement that could be made which would obviate the necessity of those under seventeen years of age being engaged beyond the normal factory hours."

A HOME OFFICE EXEMPTION.

It does not appear to be generally realised that under section 150 of the Factory and Workshop Act, 1901, "in case of any public emergency" the Secretary of State may by Order, "to the extent and during the period named by him," exempt from the Act "any factory or workshop belonging to the Crown, or any factory or workshop in respect of work which is being done on behalf of the Crown under a contract specified in the Order."

What has happened is that the Secretary of State, in the present public emergency, under this section of the Act made an Order (which has just been extended for a further period of three months) allowing the working of overtime in the woollen and worsted industries "for work which is being done on behalf of the Crown."

The Order—made after consultation with the representatives of the industries in the chief centres—applies only to factories in which 75 per cent. or more of the output is work on behalf of the Crown—i.e., on behalf of the British and allied forces; and it limits the overtime that may be worked to a total "not exceeding nine hours per week," exclusive of meal hours. Thus employers possessing the certificate of exemption are acting lawfully and within their rights. It is only in spinning, where small deft hands are needed for the processes of doffing and "bobbin-legging," that young persons under the age of 16 are employed. The Order, indeed,

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Yorkshire Post
9.2.16

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LEEDS CLOTHING DISPUTE.

A THREATENED DEADLOCK.

THE OFFICIAL CASE.

The suspension of the negotiations between the representatives of the employers and operatives with respect to the rates of pay for work done in connection with the War Office clothing contracts in Leeds is regarded as of serious import. The demand of women operatives was for a flat rate scale of pay, and for a time there had been correspondence and consultations between both sides on this question. Another conference was in prospect, but for the moment this has been abandoned. There are stated to be about 36,000 women clothing operatives in the city, and these are all concerned in the dispute, although the women members of the Leeds Branch of the Amalgamated Union of Clathing Operatives is stated to be between 6,000 and 7,000.

The officials of the Amalgamated Union of Clothing Operatives have issued the following statement:—The demands of the clothiers' operatives for the introduction of equal rates of pay for khaki clothing were formulated at mass meetings of between four and five thousand workers held at the Town Hall and Trades Hall on January 18. On Monday, January 25, the first conference between the twelve representatives of each side was held at the Great Northern Hotel, when the following letter was handed by the masters' secretary to the Leeds branch secretary of the Union:—"I am instructed to refer you to the agreement of April 21, 1913, and to inform you that they cannot see their way to make any alteration of the rates therein mentioned. This Association will, however, ask their members to pay such a scale for all sub-divisions of khaki work as shall yield fully the fourpence per hour as per terms of the agreement, in every process, irrespective of other work made with it. They cannot, however, consent to ask their members to pay higher piece rates simply because some have done so voluntarily owing to the special circumstances of their particular system of manufacture. With regard to the question of payment for overtime, I am to inform you that, having regard to the abnormal position of affairs in the country at the present time, this Association is prepared to recommend its members, without prejudice to the agreement, to pay overtime at the rate of time and a half for work done on Saturday afternoons and Sundays.

Surprise of the Workers' Delegates.

Some discussion followed. and it was ultimately agreed that the Conference should be adjourned until January 27th, and when it met again a joint sub-committee was appointed, which agreed upon resolutions arranging for a committee consisting of two members of each side to visit factories, it being understood that its duties should be confined to inquiries regarding the prices being paid for simplified khaki work and systems under which it was being produced. The result of the investigations were to be reported to the Employers' Association by the end of the week, so that a reply could be sent to the A.U.C.O. by Saturday, February 6. On Wednesday, February 3, the workers' representatives met at their headquarters prepared to accompany the employers' representatives on a tour of selected firms. To the surprise of the workers' delegates, the employers completely ignored the arrangements and negotiations, and the following declaration came to hand:—"I beg to acknowledge receipt of your letter of the 3rd inst giving a list of the firms whom you suggest should be visited as to dissatisfaction existing in their factories. At a meeting of our Association, held on Monday last, the proceedings of the sub-committee appointed on the 25th ult. were duly reported, and after fully considering the situation, it was felt that it would be more satisfactory to have any complaints or grievances dealt with by the Conciliation Board. I shall be glad to receive whatever complaints you may have to make, in order that a meeting of the Conciliation Board may be convened and the matter dealt with by them.—R. Hilditch, Secretary of the Employers' Association."

"The workers' officials have had to exercise great patience and tact in endeavouring to arrive at a peaceful settlement," adds the Union's statement. "The issue now rests with the operatives, who will meet in the Town Hall on Monday night next, but the responsibility of breaking off the negotiations rests with the Employers' Association."

Mr. Withey, Secretary of the Leeds A.U.C.O., has stated that the whole answer of the employers to the workers' demand was "the existing agreement." The operatives' reply was that khaki and the war were never thought of when the agreement was made.

THE EMPLOYERS' SIDE OF THE CASE.

The strength of the employers' position in this matter appears to be, writes a member of our staff who had a long conversation on the subject with Mr. David Little, chairman, and Mr. R. Hilditch, secretary, of the employers' organisation, that the workpeople's officials, although they have been repeatedly challenged, have never yet been able to formulate any definite grievances. Even after a letter arrived from the Director of Army Contracts asking for a statement of these alleged grievances, none has up to the present been put into writing. Furthermore, both Mr. Little and Mr. Hilditch state emphatically that, subject to certain small exceptions, which are referred to later, the employees in the clothing trade are now earning considerably more than normal wages, and that therefore on the ground of total weekly earnings no substantial grievance exists. Indeed, they go so far as to say that as things are at present the workers in the best factories in Leeds are better off than ever they were in the history of the trade from the wage-earning point of view. Various motives are suggested as to the cause of the agitation, but it would probably not aid a settlement to discuss them in detail.

The employers attach some importance to the history of the business. The origin goes back to November last, when, in consultation with the Wholesale Clothiers' Federation, the War Office decided to issue contracts for the supply of clothing to the troops at flat rates, i.e., at a fixed price for making-up, plus the cost of material. This was done to protect the taxpayer against any possible combination of manufacturers to exact "famine" or "war" prices. The trade loyally accepted the position, and proceeded to organise itself to meet the needs of the War Office. Having accepted the principle of a flat rate for making-up the garments, it occurred to some of the manufacturers that it would be a good thing to carry the principle still further, and get a flat rate fixed for the labour which had to be put into the garment.

On November 20th a Sub-Committee of the Federation was appointed to consider the matter and work out the details of piece rates operating in the trade. The Sub-Committee went thoroughly into the question—and it must be remembered that at that time they were not influenced by trade union representations, for at that time none had been made—and they came to the conclusion that no flat rate for labour was practicable. They came to this conclusion largely owing to the fact that conditions of work in the various manufactories vary so much. In the wholesale clothing trade there are all grades of factories, from that of the small man with a few sewing machines to that of the highly organised and specialised firm with all the most modern equipment and the most minute and scientific sub-division of labour. The Sub-Committee found on investigation that if a girl was getting, say a shilling for doing a certain job in one factory and only ninepence for the same job in another factory, it by no means followed that the former was the better off at the end of the week. Indeed, the reverse was generally the case, for owing to the better factory organisation, the better supply of material, and the more efficient machine to work with, the girl who was paid say ninepence for doing a certain amount of sewing drew more wages than the girl in a less well-organised factory who was paid a shilling for the same piece of work. It was, in other words, found that the highest piece rate did not necessarily produce the highest weekly earnings.

The next date in the history of the matter is January 18, when there was a mass meeting of the operatives in the Town Hall, at which a resolution was passed asking for uniform rates for making the simplified tunic and trousers for the Army. As a result of this there was a joint meeting of employers and operatives' representatives on January 25. At that meeting the operatives' representatives were told that the employers did not consider a flat rate within the range of practical politics, but the workpeople's representatives promised to submit a reasonable scheme. The result of this was that Mr Withey, the workpeople's secretary, sent his letter containing the schedule of prices for labour. He sub-divided the labour for the tunic into six items, and that for the trousers into five, machining being the principal item in each case.

Absence of a Practical Suggestion.

The employers duly considered the matter, but found it impossible to accept the proposed schedule. In the best factories the single item of "machining" would include perhaps forty or fifty different processes, and this figure would vary downwards according to the degree of organisation prevailing in any particular works. Clearly, therefore, Mr. Withey's proposal was of no assistance in arriving at an acceptable basis of apportionment as between employer and employee. This failure of the workpeople's union to put forward any practical suggestion drove the employers to consider the effect of the agreement between them and the trade union made in August, 1913, under which the clothing trade of Leeds has been working in peace until the last few weeks. The agreement makes the usual provision for a Conciliation Board, and fixes the minimum rate of pay for female workers at 4d. per hour. If a factory is on piece work it is provided that 70 per cent. of the workers must come up to this standard in total earnings. When the state of the clothing trade was examined in the light of this quite modern agreement, it was found that the general rate of earnings was very considerably above the minimum stipulated in that document. Moreover, the machinery of the Conciliation Board was at the disposal of the workers if they had any grievance.

A further joint meeting was held on January 27, at which the workpeople's representatives promised to submit specific cases of hardship, and a committee of two from each side was appointed to investigate such cases when particulars were furnished. The employers made it quite clear that they were willing and anxious to stand by the agreement and would give no support whatever to any manufacturer who did not act up to its letter and spirit. No reply was received from the workpeople by Saturday at noon, and Mr. Hilditch telephoned to Mr. Withey for the promised particulars of grievances. He did not get a reply until February 3rd, when he got a letter from Mr. Withey in the following terms:—

"Enclosed please find list of firms whom we suggest from our side should be visited re dissatisfaction existing in the town."

Then followed the names of ten firms. No particulars whatever were given, and Mr. Hilditch naturally wrote asking for particulars of the wrong-doing alleged against these firms. In view of the fact that this letter from Mr. Hilditch was held by the other side to have "broken off negotiations," it is well to give the material portion of it, which is as follows:—

"It was felt that it would be more satisfactory to have any complaints or grievances dealt with by the Conciliation Board. I shall be glad to receive whatever complaints you may have to make in order that a meeting of the Conciliation Board may be convened and the matter dealt with by them."

Very few independent people will find that this was a breaking off of the negotiations, but on February 5 Mr. Hilditch again wrote asking for particulars of the complaints against the ten firms mentioned, and has received no reply.

In the meantime, the workpeople's organisation, or some one acting in their behalf, appears to have written to the War Office on the matter, because on January 23 a letter was written by the Director of Army Contracts to Mr. Hilditch on the matter. The reply to this was a request for the services of an inspector to investigate the matter. On January 27 the Director of Army Contracts again wrote asking for a copy of the agreement above referred to, the names of contractors not observing it and in what respects the agreement was not being observed. This letter was sent on to Mr. Withey, but up to the present no definite reply to the questions has been given. The employers say that no definite reply has been given because no real grievances can be proved to exist. Owing to the disturbance of trade a few highly skilled tailoresses who were working on the best class of civilian work in normal times may be earning less than formerly, but, generally speaking, the average of weekly earnings in the trade is much higher than formerly. In fact, there have been complaints when workers have been taken off khaki and put on to ordinary civilian work. The main outstanding fact of the situation is that as yet no grievances have been formulated for the consideration of the Conciliation Board.

ARMY CLOTHING CONTRACTS.

How the Fat Men Fatten Upon a National Crisis: Co-operation and the Workers.

[BY OUR SPECIAL COMMISSIONER.]

It is not always easy to write an article in a way that will drive home the points that one has in mind. I have been making inquiries into the khaki contracts which the Government has arranged since the outbreak of the war, and there are one or two features about the business that should be of interest to readers of this journal; nay, they should be of interest to every man or woman who has to work for a living, and, indeed, to every man or woman who loves justice and equity.

It is not possible, perhaps, to say how many khaki suits and overcoats have been made for our soldiers since the war commenced. But the quantity must have been exceedingly great. A few figures may help us to get a fair idea of the matter. Before the declaration of war, we had a regular Army at home, in India and in other foreign stations, which numbered about 254,309. We had a Territorial Force of about 266,820 officers and men. If we say that all the regulars and most of the Territorials had khaki outfits at the time, there would be nearly 521,129 men clothed in khaki-dyed cloth. In addition to the above, there were 138,531 men in the Army Reserve, and 62,586 in the Special Army Reserve. In all probability, these would have no khaki. Now, according to the latest figures (which appear in the new Army Estimates), the British and Colonial forces to-day number 3,000,000 officers and men. This number does not include, however, our force in India. Now, although the regular and many of the Territorials would have khaki rig-outs at the time of the war's beginning, a great number of them, no doubt, would have to be re-clothed when going on active service. Hence, it may be said that since the beginning of last August, we have required for the clothing of the old and the new armies about 2,500,000 new khaki trousers, 2,500,000 new khaki tunics, 2,500,000 new khaki overcoats, and 2,500,000 khaki caps. We will leave out of account other items in a soldier's equipment, such as boots, khaki puttees, woollen shirts, under-pants, under-vests, cardigan jackets, &c.

All these 2,500,000 men have not yet been supplied with khaki. For instance, some hundreds of thousands have been supplied with blue serge suits by the Co-operative Wholesale Society. But they will have to be served with khaki in course of time, and that as quickly as possible. In fact, as the war continues we shall have to maintain over 3,000,000 officers and men clothed in khaki. In times of peace a khaki uniform will last about twelve months. On active service it may last only from three to six months according to the work and circumstances of the soldier. In the trenches, it is worn out in six or eight weeks. It takes nearly three yards of cloth to make a pair of trousers and a tunic; it takes three yards to make an overcoat. Hence, to clothe an army of 3,000,000 we need 18,000,000 yards of cloth, without including the material necessary for the cap, the puttees, and other parts of the equipment. If the war is kept up, we may have to begin reclothing the men as soon, say, as the contracts for the first 3,000,000 suits are run out.

Of course, my figures are not accurate. They may, however, be taken as approximately accurate. Let us look for a moment at the prices. The prices of soldiers' suits vary according to size. We might strike an average, though, and put down each suit of trousers and tunic at 21s. 6d. Each khaki overcoat costs 28s. Hence, 3,000,000 suits and overcoats would come to £6,450,000. This does not include cap and puttees. In fact, it has been estimated that a soldier's complete war outfit works out, on an average, at £7, and an officer's outfit at about £30. But take 3,000,000 at £7, and you get a total cost of £21,000,000. After this £21,000,000 has been provided, it has to be maintained by repairs and renewals.

Nevertheless, we will stick to the khaki. I learn that the Government in securing khaki for this vast Army of men (drawn from fields and factories, and put to fighting), makes its contracts with woollen manufacturers for the supply of the cloth. The khaki-dyed material (when woven and finished), is conveyed to Government centres at London and Leeds, and to one or two other temporary places. There it is tested. If it is not up to the standard, or fully equal to sample and specifications, it is rejected. It has to be good cloth, and is, in fact, very good material.

Having been proved to be sound, it is then distributed to large and small clothiers in London, Manchester, Bristol (these being the big centres), and also to Leicester, Birmingham, Liverpool, Crewe, Colchester, and Nantwich. The Government has large factories of its own for making up the clothing, at Pimlico and Weedon. The clothiers are supplied with full instructions for making the cloth into service trousers, jackets, and overcoats. The Government also supplies the trimmings, buttons, hooks and eyes, &c.

Now, the arrangements made by the Government are straightforward. The clothiers have nothing to do but to receive the material, see that it is made up, and draw the difference on the transaction. The Government supplies all the material at a fixed price; a standard price known as a "flat rate" is fixed, and every clothing manufacturer is paid exactly the same price for the finished garment. The prices for average sizes are 12s. 6d. for a jacket, 8s. 9d. for trousers, and 28s. for an overcoat. The Government debits the clothier with the cost of trimmings and buttons. For the cloth supplied, the Government charges the clothier at the rate of just over 4s. per yard for the jacket, just over 5s. for the trousers, and just under 6s. a yard for the overcoat. Hundreds of manufacturers are engaged in weaving the cloth. For its purpose, the cloth is excellent.

However, it will be observed that the business of making up khaki in the factories of the clothiers is not, to use common parlance, a "competition job." The "flat rate" for making was arranged by Government officials in consultation with a few large wholesale clothiers. The "flat rate" decided upon was liberal in character; it was, indeed, sufficient to permit the employers to pay good wages; even to pay wages higher than would be recognised in Fair Wages Clauses, or under the Trade Boards Act; after paying these good wages, they would have left for themselves a reasonable margin of profit. Another advantage given to them, was that the Government agreed to pay all carriage of goods to and from the factories. Usually, the clothiers pay their own carriage on goods.

You see, the Government did not want any sweating. In one way or another the clothiers exacted a "flat rate" from the Government, on which, after paying ordinary wages in the more or less unorganised clothing trade, they could make a steady, and probably a considerable, profit out of the business. But that was not enough for them. They have resisted any effort on the part of the operatives to bring up some of the backward firms to the standard level of payment.

In many cases, too, clothiers have sub-contracted the work; they have made arrangements with small contractors, individual tailors, and with anybody and everybody capable of making up clothing. The sub-contracts have been made at prices below the "flat rate," the work has also been distributed among home-workers, at prices which, in some cases, God and the sweated victims alone know. Now, if the Government could make this "flat rate" with the employers, why could it not have arranged a "flat rate" for wages? Or, why could it not have laid down some specific rules concerning rates of pay to the workers? When are the workers going to compel Government to safeguard their interests?

Anyhow, many large clothiers are, no doubt, making fine profits even out of the sub-contracting—why do the Government allow this sub-contracting? It leads to sweating. And sweating is the very thing the Government wished to avoid. Surely, if the Government can arrange the employers' profits—

The Co-operative News
13/2/15

FUSION OF FORCES AND THE WAR.

CO-OPERATORS who are now discussing the question of the "fusion of forces" might turn their attention, with profit, to the state of things created by the war. They would probably find that the employing classes are having the best of the game. It is essential that a co-operative journal should deal with the working-class point of view in either local or national affairs. The working classes form the backbone of the movement, and if they are reduced in economic standing, or in general labour conditions, the co-operative movement would doubtlessly suffer in consequence. But the workers are too much at sixes and sevens one with another to be able to safeguard their interests with that security and success which the employing classes and the middlemen have achieved during the great upshot of the war situation. The result is, they are always on the defensive, through not looking after their own affairs sooner. Circumstances of to-day point to the necessity and power of some form of fusion of forces, or some better means of enforcing justice.

There is more unrest at present among the industrial classes than most of us are aware of. But it is being suppressed by the supreme patriotism of the common people. Food prices continue to rise. This is lessening the value of wages. People are suffering the consequences, not exactly quietly, but patiently. There have been outcries by the railway workers, by sections of the engineering trades, by female operatives in clothing factories, by weavers and others in the khaki manufacturing towns of the woollen industry. But it is clear that these dissatisfied workers are prepared to do anything rather than go out on strike at present. They are ready to place their own interests second to the interests of the nation. It is very well known that in most cases the employing classes grasped the opportunity of protecting themselves first of all, and shouting for the country afterwards. On the other hand, the working classes, especially the sound artisan and labouring classes, have acted with true patriotism in two ways: they have readily joined the colours, and those who have remained in the workshops have suffered injustice rather than cause any disturbance of trade, or any interference with the pressing needs of the country. And behind this admirable spirit, em-

ployers, middlemen, merchants, transporters, and others have not hesitated to extract undue wealth out of the circumstances. The price of living goes up, and wages relatively go down.

At the same time, the workers are too divided and too indifferent to take time by the forelock. See how the employers unite for that purpose. Take the clothing trade. By placing a united front to the Government, the employers in this industry were able, despite the extremely critical state of the country, to exact a contract rate for making Army clothing that was actually much higher than could be obtained in times of peace in ordinary trade channels. There was to be no competition. All expenses of competition were to be eliminated. By their unity and class influence they were able to secure such rates of pay for their work that they must have known, and the Government must have known, that wholesale clothiers in a large way of business would amass fortunes out of single transactions. (Further details of the contracts are given by our "Special Commissioner" on another page.) The workers had to take pot luck. Many of them are probably earning higher wages on making up khaki clothing than they could do on ordinary work; many we believe are earning less. But when the Government was agreeing to a liberal flat rate of pay for employers, why did it not impose conditions about the payment of wages? Simply because the interests of the workers were not looked after. And whilst the masses remain split up in so many social and political camps, the clothing employers can afford to smile, seated comfortably on their elaborate pile of profits.

The war is evidently going to create great changes in the ranks of labour. The War Office is apparently not prepared to rest satisfied till every man of suitable age becomes a military or naval defender. Cheap and worn-out labour will be employed in the place of skilled labour. Women will be induced to take the place of men in fields, factories, warehouses, and offices. Machinery will be introduced also to replace labour shortage, no doubt, in all trades metal, textile, and others. Machinery means cheap labour, the replacement of skilled by semi-skilled labour, of male by female labour. Doubtlessly, alterations will take place in labour conditions that were never anticipated, and that have never been equalled in such a short period. All this was [illegible] in the speech of the Under-

the employers' liberal profits—they can and ought to arrange for a living wage among the operatives. See what the profit-makers are doing. Mr. E. F. Hitchcock has an article on the subject in the "Toynbee Record." He says that on each overcoat, the contractor in East London makes a profit of 7s. 1d.; he also gets sub-contractors to make coats at 3s. 3d. each. The contractor pays 17s. 8d. (about) for material and gets 28s. for the coat from the Government. Hence, when he has paid a sub-contractor 3s. 3d., he supplies the Government with a coat at 28s. for which he has paid only 20s. 11d. If he sub-lets thousands of coats and suits on these conditions, you will perceive that he would net a big sum of money without as much as raising a little finger. Now the sub-contractor has also to make a profit: he pays 2s. 3½d. for the labour on an overcoat, and makes a profit of 11½d. Isn't it a beautiful system? Money for nothing.

The clothing trade, as you may know, is now mainly a female industry. Males only perform the work of cutting and pressing. The rest is machine labour done by females. But that is no reason at all why the Government, or somebody (where were the Labour M.P.'s?) should not have seen to it that these women had a better share of this nation's money. The Government broke into an old tradition, an old shibboleth, by fixing a "flat rate" for profit makers, and dispensing with the glorious doctrine of competition. Could the Government not have gone a step further in breaking through accepted theories and practices (often woodenly accepted), and dictated the price of labour on the same liberal terms as they dictated the price of profits? But perhaps the workers are so hopelessly divided in their political faith in the politics of the upper classes, that the upper classes don't care anything about them—except when the general election re-appears, and the candidate's wife comes round to kiss the babies.

But look at the subject before us from another point of view. Besides seeking [illegible] there is the getting of redress through co-operation. I have been told that in ordinary times a soldier's tunic costs somewhat under 11s.; at present the Government is paying about 12s. 6d. In addition to that, the tunic, being made for war uses, has less hand work put into it. Where do you think the extra profit gets to? Not in the purses of the workers.

Well, I was referring to the redress methods of co-operation. Now the C.W.S. are carrying out khaki suit contracts for the War Office. Like all other clothiers, they get the "flat rate" for making up the clothes. They know what the profit is. And knowing that, they have thought of the workers, and granted them a little extra, despite the fact that they were paying previously higher wages than those generally paid by other clothing firms. This is what co-operation has done voluntarily.

Co-operation has led the way. What is the position under individualism in Leeds and London, and maybe elsewhere? In Leeds 30,000 female workers have failed to bring the low-rated mills and workshops up to the standard level. They have rejected a resolution to strike, probably on account of the fact that their brothers in the Army are waiting for clothing In small workshops and in outworkers' homes, both in Leeds and London, wages and hours conditions pretty near akin to sweating are known to exist.

Meanwhile, the fat men pocket the fat profits. They make fat profits on the contracts they carry out in their own firms. They make fat profits out of the soldiers' clothing they let to sub-contractors. And they have readily used the capitalist press to misrepresent the workers' claims for a fair share of the nation's work. The Government have made a cut-and-dried road to fortune for them—rather they have persuaded the Government to do it. How long—how long are the indispensable workers going to remain silent and indifferent under this wealth manœuvring of the monied classes?

[illegible] At these conferences the following Resolution will be moved:—"That a body such as the Women's Guild is not entitled to speak in the name of the whole movement on a question such as divorce, in which acute differences of opinion among co-operators have arisen, and which question contravenes the terms of neutrality hitherto observed by the co-operative movement."

We desire to point out that the Guild has never claimed that it is entitled to speak, nor has it ever spoken, in the name of the whole movement on the question of divorce. It is especially surprising that such an implication should be made by a sectional board, considering that in March, 1914 this point was dealt with in correspondence with the United Board. In answer to a letter from Mr. Whitehead, we said: 'As regards 'carrying on propaganda of this nature in the name of the co-operative movement,' we would submit that this has never been done. The Guild acts independently, and even in our strictly co-operative campaigns on behalf of anti-credit, extension of co-operation to the poor, minimum wage, it has seemed often as if the official movement preferred us to work apart. It is only when we have received support by resolutions from the Co-operative Parliamentary Committee or other bodies (e.g., on women's suffrage or on our present maternity scheme) that we are able to use publicly the valuable backing of the movement."

We made a further correction of this misunderstanding after the C.C.B. meeting at Dublin. The organising secretary of the Salford Catholic Federation there stated that the Divorce Law Reform Union used the Guild agitation as proof that the organised workers of the co-operative movement were in favour of divorce. The secretary of this union wrote to say the statement was untrue, and that he had quite understood that the Guild acted without committing the movement. We therefore informed the United Board that the charge was unwarranted.

The above resolution further implies that the objection to the discussion of Divorce Law Reform is because there are acute differences of opinion among co-operators" on this question. Are there not also "acute differences" on such questions as fusion of forces, free trade, and even minimum wage and credit trading? and are we, therefore, to suppose that the Midland Sectional Board desires to suppress freedom of speech on all these questions?

A further reason for the objection to free speech on [illegible] proved by the fact that the more enlightened divorce laws of Scotland, Switzerland, Norway, and most other European nations, form no bar to Catholics maintaining their own views. The question has been taken up by the Guild on account of the terrible social and personal evils connected with it, and the freedom from any attack on individual religious views is evidenced by the fact that Catholic Guildswomen in different parts of the country have whole-heartedly supported the right of the Guild to discuss this question.

We claim that Divorce Law Reform should be classed rather as a social reform than as a religious question. In matters of social reform, co-operation cannot be separated from other sides of national and domestic life. This century has seen a complete change in what are accepted as the functions of government. Government now touches the lives of individuals and voluntary associations at every point. Parliament has entered the home, the factory, and the store, and it is for co-operation to use its power in influencing laws in the interests of its members.

Co-operative congresses have discussed and passed resolutions on land reform, education, housing, women's suffrage, trade boards, and many other "political" subjects.

Is the Women's Guild—speaking only for itself and not for the movement—less justified in taking up "political" subjects which affect married women, such as the national care of maternity and the reform of our antiquated divorce laws? It is not always realised that our law is not only behind most other European countries, but that the English law is behind the Scottish law, which recognises the same standard of conduct for men and women before the law, and desertion as a ground for divorce.

The resolution put forward by the Midland Board does not deal, apparently, with the most important point in the present controversy, which is whether the Guild shall retain its self-government, or whether the United Board (on which no woman sits) should control the choice of the Guild's subjects—co-operative and citizen. But while the resolution only mentions Divorce Law Reform, it undermines the self-government of the Guild, and should, therefore, be strenuously opposed.

We earnestly trust that societies will read the statement of the Guild position now being forwarded to them,

THE CENTRAL COMMITTEE, W.C.G.

workers are too much at sixes and sevens one with another to be able to safeguard their interests with that security and success which the employing classes and the middlemen have achieved during the great upshot of the war situation. The result is, they are always on the defensive, through not looking after their own affairs sooner. Circumstances of to-day point to the necessity and power of some form of fusion of forces, or some better means of enforcing justice.

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The Common Cause
2/7/15
In Parliament

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Wednesday, June 23rd.

WAR OFFICE CONTRACTS.

MR. CLYNES (N.-E. Manchester, Lab.) asked the FINANCIAL SECRETARY TO THE WAR OFFICE (Mr. Forster) whether the firm of Hepburn, Gale and Ross, leather manufacturers, Bermondsey, held a contract with the Department; if so, whether he was aware that the wages paid by that firm were much lower than those paid by similar firms in the neighbourhood, and that girls employed on haversack and pack sewing, who have to buy their own thread, wax, and needles, can only earn about 3d. in an hour and a-half; and whether he would make inquiries with a view to the provisions of the Fair Wages Clause being complied with.

MR. FORSTER replied that the firm named held contracts for the War Office. He had no knowledge of the facts alleged in the question, but would have the matter inquired into.

Johnston Osborn - 16.2.15

PAYMENT FOR OVERTIME ON KHAKI CONTRACTS.

BALLOT ON THE EMPLOYERS' OFFER.

A ballot is being taken of the members of the General Union of Textile Workers in the Huddersfield and Colne Valley districts upon an offer made by the employers as to the payment of overtime rates for weavers

It will be remembered that after the Christmas holidays over 1,200 weavers employed on the production of khaki cloth ceased to work overtime in consequence of the employers refusing to concede extra payment. Meetings of the workpeople were held, and it was decided to request the payment of 1½d. per hour and a limitation of overtime working. After a conference the employers refused to grant the terms, and the matter was referred to Sir George Askwith, the Chief Industrial Commissioner of the Board of Trade, with a view to conciliation.

The employers then offered, through Sir George Askwith, the following terms:—

> That men weavers shall be paid for overtime at the rate of 1½d. per hour and women weavers at the rate of 1d. per hour after ten hours' work on any one day, and on Saturday at the same rates after five and a-half hours. Each day would stand by itself, but operatives would not be entitled to claim overtime rates on a day when they lose time of their own accord until such lost time has been made up.

The operatives are being asked to vote for or against the acceptance of these terms.

Yorkshire Observer.
9. 3. 15.

OVERTIME ON GOVERNMENT CONTRACTS.

SIR GEORGE ASKWITH'S AWARD IN THE HUDDERSFIELD DISPUTE.

The award made by Sir George R. Askwith, the Chief Industrial Commissioner of the Board of Trade, in the weavers' overtime dispute in the Colne Valley and Huddersfield districts has been accepted by the executive of the General Union of Textile Workers on behalf of the operatives. Sir George Askwith had reported to him at a conference held in London on Friday last the result of a ballot of the operatives upon an offer of the employers to the effect that men weavers be paid 1½d. and women weavers 1d. per hour extra for overtime. The number of votes cast was 4,350, and there was a majority of 720 against the employers' offer being accepted. The conclusion come to by Sir George Askwith was expressed by him in the following terms:—

> My opinion, after hearing both parties, and in view of all the circumstances of the case, is that the dispute ought to be settled upon the basis of 1½d. per hour for all weavers after ten hours' work on any one day, and after five and a-half hours on Saturday. Time lost by weaver's own accord on any day to be made up before the above rates are paid.

The employers' representatives at the conference intimated that they were prepared to act upon this opinion.

The executive of the Textile Union have since considered a report made to them by their representatives at the conference. In this report it was stated that Sir George Askwith said nothing with regard to the request of the union that overtime hours should be limited to ten per week. The executive passed a resolution recommending the weavers to accept Sir George Askwith's award as to the rates of pay on condition that overtime hours were limited to ten per week for men, and nine per week for women and young persons. It was stated that before the conference some firm had posted notices to the effect that they would pay 1½d. per hour extra for overtime to all weavers, with a limitation of overtime to ten hours per week for men and eight hours per week for women.

Yorkshire Observer.
1. 3. 15.

65

OVERTIME RATES ON KHAKI CONTRACTS.

WEAVERS REJECT THE EMPLOYERS' TERMS.

The result of the ballot taken by the General Union of Textile Workers on the question of overtime rates for the weavers of the Huddersfield and Colne Valley district engaged on Government contracts was reported at the annual delegate meeting of the union held at Huddersfield on Saturday. Mr. Ben Turner (Mayor of Batley) presided. There was a large attendance of delegates.

The members had been asked to vote for or against the acceptance of a "final offer" which had been made by the employers through Sir George Askwith as follows:—

> That men weavers shall be paid for overtime at the rate of 1½d. per hour and women weavers at the rate of 1d. per hour after ten hours' work on any one day, and on Saturday at the same rates after five and a-half hours. Each day would stand by itself, but operatives would not be entitled to claim overtime rates on a day when they lost time of their own accord until such lost time had been made up.

The result of the ballot was a very substantial majority against this offer being accepted.

A long discussion on the question took place, strong objection being made to any differentiation between men and women weavers, the feeling being that the Union's demand for 1½d. per hour all round should be insisted upon. It was also strongly urged that overtime hours should be limited to not more than ten per week, two being worked each night from Monday to Friday, thus dispensing with Saturday afternoon and Sunday labour. It was stated that the Home Office had limited the overtime hours for women and young persons to nine per week.

A resolution was passed empowering the executive committee to take what further action in the matter they deemed desirable.

A motion from the Bradford District suggesting that burlers, knotters, and menders should be put under a Trade Board was referred to the executive, who were also instructed to consider the position of any other underpaid labour in textile mills.

A further motion from Bradford—that the question of appointing a woman organiser be considered—was referred to the districts.

The officers of the union were re-elected, namely: President, Mr. Ben Turner; general secretary, Mr. Allen Gee (Huddersfield), and treasurer, Mr. W. H. Hudson (Huddersfield). The secretary was appointed the union's delegate to the annual meeting of the General Federation of Trade Unions.

The next delegate meeting will be held in August, and the invitation of the Heavy Woollen District to hold the meeting in that area was accepted.

24/8/15

658/20

In connection with the work on war munitions, two cases reported the other day in the *Manchester Guardian* give glimpses of a side of the picture which is scarcely ever presented to the public. The first was that of a girl under 18 years of age, who had been made to work in an ammunition factory in Leeds for 25 hours continuously, at the end of which time she, not surprisingly, met with an accident. The number of hours permissible under the Factory Act have been considerably extended, but not, needless to say, to this amount. The Home Office thought fit to prosecute the employer, but the magistrate adjourned the case *sine die*, and declared that if he were compelled to proceed with it he would endeavour to deal with the offenders under the Probation Act. The second case was that of a workman at the Enfield Small Arms Factory, who died last week of overstrain caused by prolonged exertion. He had worked 80 hours a week for eight months. It is not unreasonable that men should be asked in war time to take the risk of dying for their country in this way, but it is both unreasonable and ungenerous in the face of such facts that employers should ignore the effects of overstrain on time-keeping and ascribe lost time solely to alcoholic excess. As regards the case of the girl, we hope the proceedings will be continued, by mandamus if necessary. The state of mind of a magistrate who thinks that the nation can gain anything even momentarily by working young girls for 25 hours at a stretch ought not to be encouraged; there is more of panic than of patriotism in it.

The Yorkshire Observer
17/4/15

THE URGENCY OF GOVERNMENT CONTRACTS.

LEEDS WOMEN'S LONG HOURS.

Greenwood & Batley, Ltd., the well-known Leeds firm, were summoned at the Leeds City Police Court yesterday on a charge of having contravened the Factory and Workshops Act by allowing women to work longer than the Home Office regulations permitted. Mr. C. P. Wright, who prosecuted, said that in one case a young girl had worked from 6 a.m. on Friday until 11 a.m. on Saturday, and in another a woman had worked four hours longer. These hours were in excess of the emergency regulations issued by the Home Office.

Mr. Arthur Willey, for the defendants, submitted that as the War Office had insisted upon a minimum output which kept the workers going at full pressure any breach of the Home Office regulations should not be made the subject of such a prosecution. It was likely to be a serious matter, he said, if that Court were to overrule the War Office on the eve of the Prime Minister's Newcastle speech urging workpeople to greater energy. The firm of Greenwood and Batley manufactured cartridges, and in the making of one cartridge there were sixty-seven processes. All the girls had to do was to feed machines by passing cartridge-cases into slots. The processes advanced steadily, and on a Friday there was a risk, if the girls did not work overtime, of the whole of the processes coming to nothing. The girls were well cared for in every way. They earned from £1 to £2 a week; they had a magnificent mess-room, and a trained nurse and a housekeeper tended them. If unduly fatigued a girl could have an hour or so of rest. Every effort was made to secure their comfort.

Mr. Horace Marshall (Stipendiary Magistrate) adjourned the case sine die. Even if a mandamus were secured, he said, he would consider the possibility of dealing with the defendants under the Probation Act.

The Textile Mercury
11/4/15.

Cardroom Workers and War Conditions

In the most recently issued report of the Amalgamated Association of Card and Blowing Room Operatives, reference is made to the attitude of the Amalgamation upon the question of overtime working in mills in which Government contracts are being dealt with. Mr. W. Mullin, the general secretary of the Association, favours the working of additional hours in order that the men at the front may be kept well supplied with clothing and munitions of war. This attitude is in striking contrast to that of the operative spinners, who have adversely criticised any request to work overtime. Of the total number of cardroom operatives about 82 per cent. are females; and although these women may not be able to stand the strain of overtime like men (who have no domestic duties to perform), they are willing to put in longer hours, provided that they are properly compensated for the extra work. The report states that no restrictions should be put upon the production of war equipment—a declaration which is not very original but which is very sensible, and one which is worthy of serious thought by those trade unionists who have not realised, even at this late day, the importance of the task on which the country and her Allies are engaged.

Mr. Mullin also makes comment upon the increased prices of foodstuffs and other commodities since the commencement of the war. The cost of living has been increasing for a number of years, but the advance of prices of necessaries of life has naturally been more particularly marked since the commencement of the war. Compared with other leading industries, the cotton trade has, unfortunately, been in the least favourable position to consider proposals for increased wages or war bonuses to workers. This must have been clear to the operatives' officials, who have recently been seeking to help the members of their organisation by pressing for more remuneration. The inflation of food prices is not caused by men who have much (if any) connection with the textile industries. But, as Mr. Mullin remarks, the consumer has to pay, and he endeavours to obtain compensation from his employer. Most requests for increased wages in recent years have been based on the higher cost of living, and since this higher cost lessens the real value both of wages and profits of industry, employers and workpeople might see whether anything could be done by joint action to lessen the pernicious influence of middlemen and speculators in the raw material and the distributive trades.

Mr. Mullin appears to think that the recent applications for a war bonus might have received more favourable consideration by the employers, irrespective of the five years' wages truce in the cotton spinning branch of the industry. He suggests that if some elasticity cannot be shewn at a time like the present, lengthy periods of wages agreements are not likely to be willingly accepted in future. It is well known that, for the past twelve months or more, the condition of the cotton trade has not been such as would justify the granting of any advance in wages. The truce to which allusion is made in the Cardroom Amalgamation's report ends on August 8th next, and there are signs that the operatives are hopeful of securing a reconsideration of the wages rates when that time arrives. The workers would do well to restrain themselves in their castle-building, for it is hardly to be expected that the employers will be able to concede any advance—even in August next.

658/21

Evening Standard, May 13th. 1915.

War-work and Overtime.

Attacks are from time to time made upon one or other Government department, and the man in the street is seldom backward in offering his advice free of cost. Sometimes criticism is justified, though in many instances examination proves it baseless.

So much, however, can scarcely be said about the case heard at Leeds, in which an engineering firm was summoned for alleged contravention of the Factory and Workshops Act. Two girls had been kept at work beyond the legal hours, with no complaint on their part.

The additional hours had been occasioned by a breakdown on a previous day. The Home Office argument was that extended hours do not produce satisfactory results in the supply of munitions of war. At the same time, as counsel for the defence pointed out, every possible cartridge is required.

The whole affair in itself was small. Only two persons were involved, and they made no grievance of the matter. The principle of guarding against bad results from overwork, it is true, was involved. But to what extent?

The dismissal of the case by the Bench will be generally endorsed by public opinion.

John Bull, May 22nd. 1915.

Mr. McKenna Again.

An Army officer, writing with full knowledge, asks us to register "another indictment of Mr. McKenna, who refuses to relax the regulations concerning overtime of young men and women, by which alone can firms complete Government orders." Last week, Mr. Marshall Hall, K.C.—defending at Leeds a firm summoned for contravening the Factory and Workshops Act by employing girls on war work beyond lawful hours, the Magistrate refusing, in the circumstances, to convict—gave the Home Secretary a verbal dressing down which he will probably long remember. "It was," said he, "Mr. McKenna who was responsible. He had always tried to shelter himself behind other people, and now he tried to shelter behind the War Office. According to Mr. McKenna, when there was a breakdown Mr. Barker (the manager of the firm) had to run to London for permission to work these girls a few extra hours. Did they ever hear of such folly except from Mr. McKenna or the Home Office? His incompetence was nearly equal to his conceit." We leave it at that.

Drapers' Record, May 22nd 1915.

Mr. McKenna's Folly.

If the matter was not serious, there would be something distinctly humorous about the case before the Leeds magistrate last week, in which a firm of War Office contractors were summoned for a breach of the Factory Act. We are being told constantly that the nation is fighting for its life, and that munitions are urgently needed. Whilst the War Office thus urges employers and employed to put in "every ounce," the Home Office promptly prosecutes them if they exceed the working hours laid down by law for times of peace. The factory inspectors, apparently, lack all sense of proportion, and are unable to realise that in the present emergency supplies are of greater importance even than the provisions of the Factory Act. In the case under comment, the firm were defended by Mr. Marshall Hall, K.C., who indulged in some scathing criticism of Mr. McKenna and the Home Office. It seems that owing to a temporary breakdown of a machine two girls engaged on cartridges worked in excess of the legal hours, quite willingly. Counsel said instead of being prosecuted, the girls ought to have been given a medal, and at a time like this, when we knew that every possible cartridge was required, it was a piece of fatuous folly to bring such a case before the Court. Most people will agree, and the magistrate evidently did, for he dismissed the summons. It is right to observe the law, but there are some laws that must be relaxed in war-time. Mr. McKenna perhaps has not yet realised that fact.

Daily Mail, May 13th. 1915.

ATTACK ON MR. McKENNA.

WAR WORK OVERTIME.

Strong criticism of the Home Office and Mr. McKenna was made during the resumed hearing of a case at Leeds yesterday in which Messrs. Greenwood and Batley, engineers, were summoned for alleged contraventions of the Factory and Workshops Act by having kept two girls at work beyond the lawful hours.

Mr. Shepherd, for the Home Office, said that long experience had convinced the Home Office and the War Office that extension of hours of labour did not produce very satisfactory or constantly increasing supplies of munitions of war.

Mr. Marshall Hall, K.C., M.P., representing Messrs. Greenwood and Batley, said that to him it was inconceivable that any officer of the State except the present Home Secretary could have adopted a course such as had been adopted here. At a time like this, when we knew that every possible cartridge was required, it was a piece of fatuous folly to bring such a prosecution, which was only justified by a supreme ignorance.

MEDALS, NOT PROSECUTION.

If the Home Office had instituted a special medal for these girls who were willing and anxious to work it would have been better on the part of Mr. McKenna than to bring this prosecution. The extra hours had been occasioned by a breakdown on a particular day. No complaint had been made by the girls.

It was Mr. McKenna who was responsible. He always tried to shelter himself behind other people and now he tried to shelter behind the War Office. According to Mr. McKenna, when there was a breakdown Mr. Barker had to run to London for permission to work these girls a few extra hours. Did they ever hear of such folly except from Mr. McKenna or the Home Office? His incompetence was nearly equal to his conceit.

The magistrate said he did not think the slur of a conviction should be brought against the firm, but they must work according to schedule. He dismissed the case.

The Common Cause, May 14th. 1915. 658/22 658

Army Clothing Contracts.

Sub-Contracting and Profits.

[*It is necessary to remind our readers that there is no editorial responsibility for opinions expressed in signed articles.*]

Since the Sweated Industries Exhibition of 1906 and the agitation which preceded the passing of the Trade Boards Act of 1909 a popular impression has gained credence that sweating in the tailoring trade is the result of the greed and unscrupulousness of small employers in the East End of London known as sub-contractors, or more popularly as middlemen, generally of foreign or Jewish extraction, who exploit women's labour "because it is cheap," thereby making large profits at little exertion, save of bullying, to themselves. That picture, though simple in its explanation and helpful in propaganda among people who are without knowledge or are apathetic, is nevertheless an illusion. Whilst it persists there is little hope of anything being suggested which will be helpful in solving a problem which is still, in spite of the Trade Boards Act, untouched by legislation or public opinion.

First of all, I wish emphatically to say that, save in very exceptional cases, there has been no "sweating" as technically defined under the Trade Boards Act (*i.e.*, the payment to adult workers of piece rates which yield less than a minimum time rate of 3½d. per hour to women and 6d. per hour to men), on military khaki clothing in East London. When the writer of an article in The Common Cause of April 23rd says that "the labour of unorganised females has been reduced to the lowest subsistence level in connection with the making of clothing for the soldiers now fighting the battles of the nation," he makes a statement for which I think he will find no support if he examines the facts. Far from being reduced, wages in the lower grades of the tailoring trade have rather increased, owing to the pressure of Government orders for khaki clothing and the scarcity of labour. Wages of 5s. for a week's work (quoted by your contributor) are not paid in East London to home-workers or any other class of workers on khaki clothing. It is necessary, of course, in this connection to distinguish "learners" from ordinary workers. If investigators hear of ordinary women workers receiving less than 13s. 6½d., free of all deductions for sewings, &c., for a fifty hours' week on such work, it is their duty to report the cases at once to the Office of Trade Boards, and, if they are substantiated, prosecution of the employer will speedily follow. We now have a weapon to combat sweating in the tailoring trade. We must learn to use that weapon.

The London tailoring trade is very varied and complicated, ranging as it does from the making of expensive West End bespoke work to cheap slop clothing for export to the South African Kaffir market, and from the factory system mainly employing woman labour to the highly organised sub-divisional system of the Jewish master tailor employing chiefly men, which successfully competes with it. Comparisons of rates of wages and methods of work are impossible within the limits of a short article, but it is safe to say that the rates of wages paid on Government khaki clothing are on the whole higher than those normally paid for more or less similar work in the ready-made and the wholesale bespoke trade. The words put into the mouth of the woman worker by your contributor, "But, thank God, mister, I ain't on khaki," misrepresent the facts. The letter from the Honorary Secretary of the Homeworkers' League, which appeared in The Common Cause of last week, states very emphatically the point of view on this matter of one whose chief interest lies in bettering the wages and conditions of women homeworkers.

Considerable profits have, of course, been made by manufacturers and persons who in some cases have acted as little more than middlemen. These persons have not been sub-contractors, nor sub-sub-sub-contractors, but in the majority of cases contractors. For this state of affairs the War Office Clothing Contract Department in the first months of the war was directly to blame. It displayed at a very critical period an extraordinary incompetence and lack of foresight, though it is only fair to add that it has since been re-organised. It is true that of the margin left after deducting the cost of material from the price paid for clothing by the War Office, a comparatively small proportion has gone in wages and a relatively large proportion in profits. If we compare the wages bill of the small employer or sub-contractor with that of the factory occupier or contractor, we find that the comparison is by no means to the disadvantage of the former. The Jewish master tailor, having his small workshop in East London, employs mainly male workers. He knows that women's labour is not necessarily "cheap" labour. Although he probably knows nothing of economics, his practical experience warns him against what was once a popular theory of wages —that of the Wages Fund. He knows that wages do not come out of a fixed fund or "pool," but from a "stream," the volume of which depends directly upon the efficiency of the instruments of production, of which labour is one. His practice, indeed, supports the view held by modern economists and stated by Adam Smith, that "the produce of labour constitutes the natural recompense or wages of labour."

If we compare the relative profits of the contractor and the sub-contractor, it is obvious that the contractor, because of his strategic position in the industry, easily takes the lion's share in the profit on each garment, not because of what he contributes to its making, but in his capacity of middleman. In the first of a series of "Studies in the Minimum Wage,"* published by the Ratan Tata Foundation, Mr. R. H. Tawney discusses at some length the alleged exactions of the sub-contractor, or middleman as he is popularly called. The following quotation from that book applies with as much force to tailoring in London as to chain-making in Cradley Heath, to which it specifically refers :—

> "The exactions of the middlemen are not the cause, but a symptom, of the general disorganisation of the industry, and we must hasten to point out that what is said does not imply that he has any special responsibility for the bad condition of this or any other trade. In the denunciations sometimes launched against the sub-contractor, there is a good deal of ignorance and a certain amount of hypocrisy. The desire of society to find a scapegoat for industrial brutality without impeaching wealth, position, and respectability, has in the past led the more romantic of the writers who have described 'sweating' to personify it as a sinister figure, swollen with profits made by taking out work at a high price from the employer, and getting it done at a low price by the worker. That such monsters exist is probably true, though they are not numerous at Cradley Heath. That sweating is a 'system' which depends on the malpractices of 'sub-contractors' is wholly untrue—most unfortunately untrue, for, if it were, it would be comparatively easy to abolish it."

With a repetition of the warning that the sub-division of work and other complications of the tailoring trade make the quoting of figures in this trade extremely difficult, let us consider concretely some of the points indicated above. At the beginning of the war, the War Office and the Wholesale Clothiers' Federation fixed the following flat rates for military clothing :—

Great-coats (drab mixture, dismounted) ...	28s.	each.	
Jackets (Service dress)	12s. 6d.	,,	(later 12s. 8d.)
Trousers (Service dress)	8s. 9d.	pair	(later 8s. 11d.)

The materials (including all fittings and trimmings) were supplied to the contractors at certain fixed rates by the War Office. The sewings, *i.e.*, silk and thread, have never been supplied by the Government (your contributor has been misinformed on this point), and it is a normal practice of the trade for these to be supplied by the sub-contractor, who fixes his workers' piece rates inclusive of these sewings, or else expects the worker to find her own, for which, of course, an allowance is made in the piece rates paid.

Of the contract undertaken by the contractor, part is done in his own factory, but a considerable proportion is given out to smaller employers (sub-contractors) after the cloth has been "cut" to pattern by band-knife machines. The sub-contractors are generally without the up-to-date machinery found in the larger factories, and few of them use power in their workshops. Owing to their lack of organisation, they must generally take work at the price fixed by the contractor, and they have little opportunity of bargaining. They work hard themselves, and have in most cases a considerable knowledge of the trade. Like the factories, they employ both "indoor" and "outdoor" workers, though the proportion of women employed in the factories is generally considerably greater than in the smaller workshops. The method of work adopted and developed by the small master Jew is known as the sub-divisional system, and this system has been brought to such perfection by him that he is still able successfully to compete with the factory in most grades of work. His expenses of production—maintenance charges, supervision, &c.—are probably lower than those of the factory, and his personal supervision prevents "leakages," such as take place in most large factories. As a general rule, of course, unless the sub-divisional method of work is very scientifically developed (and it is capable of much development), the smaller the employer below a certain scale, the greater is his cost of production, until one comes to a point where hand and individual workers are unable to compete with machine and sub-divisional work (*e.g.*, to make the buttonholes in a military great-coat by machine costs 2¾d.; by hand it would cost 1s. 6d.)

P.T.O.

* *Minimum Rates in the Chain-Making Industry*. G. Bell & Sons.

4 M. 1915. 658/22 658.

But to return to our concrete example. Below is an example showing how the money paid by the War Office on military garments is distributed in the case of orders which are sub-contracted.

	Great-coats.	*Tunics.*	*Trousers.*
Cost to contractor of	s. d.	s. d.	s. d.
Materials	17 0	6 8	5 11
Cutting	0 4	0 3	0 1¾
	17 4	6 11	6 0¾
Paid to sub-contractor for making up ...	3 6	3 0	1 0
	20 10	9 11	7 0¾
Paid by War Office for made up garment	28 0	12 8	8 11
Gross profit per garment to sub-contractor	**7 2**	**2 9**	**1 10¼**
Cost to sub-contractor of			
Wages	2 5⅓	2 2¾	0 8½
Received from contractor	3 6	3 0	1 0
Gross profit per garment to sub-contractor	**1 0½**	**0 9¼**	**0 3½**

Higher prices than those quoted above have of course, been paid by some contractors (especially when the delivery of contracts was overdue), but even lower prices have also been paid. In these cases the sub-contractor has most of the responsibility of turning out the work, but his net profit, owing to his establishment expenses, are proportionally lower than is represented by the comparative gross profits shown above. Wages in the wages bills quoted above, which are higher than in pre-war times, would vary from 16s., for women finishers, to £3 to £3 10s., for men fitters and machiners for a 54-hours' week. In cases of sub-contracting, the middleman is not the sub-contractor, but the contractor whose profits are out of all proportion to the services which he renders. The wages paid on military clothing, though small, are not "sweating" wages, though they form but a small proportion to the profits made by the contractor. On the basis of the above figures, the profit made by the contractor who obtained an order for 3,000,000 garments must have approached a quarter of a million pounds. The total wages bill was probably not half of that sum. On army clothing the proportion between profit and wages has been absurd, but the proportion is almost as absurd in peace times on civilian work. *The underpayment of the sub-contractor by the contractor is a normal practice in the tailoring trade.* The sub-contractor bears the *responsibility;* the contractor takes the bulk of the *profits*. The problem of how this can be readjusted cannot be dealt with here. It is sufficient if I have been able to indicate that the solution of the problem of underpayment in the tailoring trade requires more consideration and knowledge than the public has yet given to it. There are many forms of sub-contracting which should be abolished, and the conditions under which sub-contractors sometimes work are objectionable; but let us first consider the facts of the case before we criticise. The solution of the problem is certainly not assisted by sensational exhibitions and articles.

ELDRED F. HITCHCOCK (Secretary of Toynbee Hall).

N.U.W.S.S. SCOTTISH WOMEN'S HOSPITAL.

SERBIA.

The Serbian Legation in London has received a telegram from Nisch to say that the new Scottish Women's Hospital Unit will work at Pozarevay. For the present, however, as we reported last week, this Unit, under Dr. Alice Hutchison, is to help nurse our own men wounded in the severe fighting in the Dardanelles, having been detained at Malta for this purpose.

FRANCE.

The work at Royaumont goes steadily on. A special request has been sent from the Military authorities that the Unit should take the most serious cases, and discharge them immediately they are convalescent.

LIST OF DONATIONS.

	£	s.	d.
Forward, as per list of April 30th, 1915	25,572	9	7½
Miss A. M. Houston	5	0	0
A. W. Ralston, Esq. (Serbia)...	2	2	0
D. C. Davidson, Esq., Supt., City of Glasgow Police, Marine Division (Serbia) ...	1	0	0
Village Choir Fund of Wanlockhead, per J. Edmond, Esq., Hon. Sec. & Treas., War Relief Comm., Wanlockhead (Serbia)	2	0	0
"A Red Cross Member" (Serbia)		6	0
Per Mrs. Soddy (further contribution):—£75 from Committee of the Patriotic Sale at Ellon for three "Ellon" Beds, £125 for "Aberdeen" Beds	200	0	0
A.S.N.C. (Serbia)		1	0
Miss Findlater (Serbia) ...	6	0	0
Jas. Brown Esq. (£10 for France; £10 for Serbia) ...	20	0	0
Proceeds of Miss Train's Private Class Demonstration, per Miss E. D. MacGillivray (Serbia)	3	10	0

The Nation, May 22nd 1915.

its decision already taken. The sinking of the "Lusitania" has produced a great impression in Italy, and has done much to increase the indignation against Germany, even in circles which hitherto had been of Germanophil, or at least not Francophil, tendencies.

There still remains the problem of this immediate ground of intervention. It seems, however, as though one had been supplied by Germany, or at least by her vassal Turkey. The defection of the native irregular levies during the engagement with the Arab rebels at Syrte, on April 29th, when some 2,000 of them went over to the enemy and caused the Italian and Eritrean troops a loss of 600 men killed and wounded, seems to have been organized by the Turks, acting under German instructions, and financed by German money; numerous Turkish officers in uniform were seen among the rebel ranks. Such an act constitutes a flagrant violation of the peace treaty at Lausanne, whereby the Turco-Italian War was brought to an end. In this connection an article by Count zu Reventlow is of peculiar significance. "The revolt in Tripolitania," writes the eminent German statesman, "occurred because the Mussulman command regarded Italy as an enemy of Germany and Austria, for having forsaken her two Allies who are fighting on the side of Turkey." The admission is very valuable, for it is tantamount to a confession that the "Mussulman command" takes its orders from Berlin and Vienna, viâ Stamboul. There is, indeed, a general feeling in the air that Italy's first act of intervention will be a denunciation of the Treaty of Lausanne, and a declaration of war against Turkey. This will consequently involve the country in war against Turkey's protectors. But events march so rapidly that such a decision, or another different one, may have been taken by the time this article reaches England; never has prophecy been more dangerous.—Yours, &c.,

A Correspondent in Rome.

Communications.

WHAT ABOUT THE FACTORY ACTS?

To the Editor of THE NATION.

Sir,—Some time after the outbreak of war, the Home Office was induced to relax the regulations governing factory life. For instance, the rules were relaxed (in certain urgent cases) so far as to permit women and girls to work on night-shift. It is impossible, however, to say how far the suspension of the Factory Acts has gone, or, indeed, exactly what powers have been given to the administrators of the law with regard to the altering of conditions and the lengthening of hours. But it is certain that all over the country advantage has been taken of the Home Office permission—advantage unwarranted alike by the relaxations and by the needs of the national crisis. Women and girls are being worked outrageously long hours; the authorities are being openly defied; Trade Unions are finding their actions hindered by the magistrates; convictions under the Factory Acts are hard, if not impossible, to obtain. Gradually, but surely, a great part of the Factory Legislation, the boast of social reformers, is being made of no account. Indeed, unless drastic action be taken by the Home Office and by the organized workers, backed by independent opinion, one of the legacies of the war will be a shattered and ineffective code governing the conditions of labor in this country.

The culmination of the attempt to abolish all rules and regulations is to be seen in the case of Messrs. Greenwood & Batey, Engineers, of Leeds. About a month ago, this firm was prosecuted by the Home Office for contravention of the Factory Acts. The case was tried before the Stipendiary Magistrate at Leeds, and the facts were not denied. None the less, the magistrate dismissed the summons on the plea of "national urgency," and added that "should a writ of mandamus be given, he would deal with the matter under the Probation Act." Last week the Home Office again prosecuted the firm—this time with the support of the War Office—and the Stipendiary, acting on his former promise, refused

The Nation, May 22nd 1915:

to register a conviction against the firm. He merely dealt with the case under the Probation Act, and warned the defendants that they must "work according to schedule."

Such in brief are the main points in the history of this case. Now we come to the charges brought against Messrs. Greenwood & Batey, and the amazing statements of the defending Counsel, Mr. Marshall Hall, K.C. The Home Office took action because of the following gross cases of overworking two girls. The firm, taking advantage of the extension order granted to them in view of the fact that they were engaged on munition making, were allowed to work their employees from 6 a.m. to 8 p.m. on weekdays, and 6 a.m. to 2 p.m. on Saturdays. No further extension was asked for, and none was granted. Despite this, the girls went to work at 6 a.m. on a certain Friday, and one of them remained there until 7.30 the next morning—25½ hours—whilst the other girl was employed for no less than 30 hours at a stretch. One of these girls was a non-adult, of under eighteen years of age. Incidentally we might add that the girl who "got off" with 25½ hours' work was incapacitated from further exertion owing to an accident—which, in itself, is not surprising.

The defendants' Counsel declared that the Home Office prosecution was "a piece of fatuous folly, and only justified by supreme ignorance." Instead of attacking the firm, the authorities ought to have "struck a special medal for these girls." Mr. McKenna was to blame, and his action in summoning Messrs. Greenwood & Batey was unpatriotic. As for the claim that the War Office agreed with the course taken by the Home Office, the Counsel was inclined to doubt the reliability of the statement. The firm was turning out 2,000,000 cartridges a week, and now was not the time to talk about Factory Acts.

The Magistrate's decision has already been mentioned.

During the hearing of the case a very important pronouncement was made by the Home Office representative with regard to long hours and efficiency in production. He declared, on the authority of the Master-General of the Ordnance Department, that "long experience had confirmed in both these departments"—the Home Office and the War Office—"that the extension of hours of labour did not produce very satisfactory results or increase the supply of munitions of war." By making this statement through their counsel, the Government have at last admitted what has been urged both in THE NATION and elsewhere, that to increase production other measures than overtime were needed. They have added great strength to the claim put forward in various quarters for the recognition of the status of trade unions in their *rôle* as partners in industry. But, for the moment, that is not the main issue.

The speech of Mr. Marshall Hall—even if we recognize the fact that he is a barrister and speaks to a brief—and the attitude adopted by the firm show two things. In the first place they prove that there is a section of the community ready to sacrifice the social legislation of the past century in order to win a war of liberty. A cynic could be pardoned for pointing out the contradictions in this attitude; and he might well remark that once again, as in the Napoleonic wars, England "was winning a victory over militarism by women and child labor in the fields and factories, unrestricted and unashamed." And it is certain that a continuance of this policy of attacking the workers' safeguards can do no earthly good to the country in its war against Germany. Only by securing the loyalty of the working-class can this war be won, and to attempt to secure this loyalty by working girls 30 hours a day, or men 100 hours a week—quite regardless of fatigue—is suicidal. The workers will put their backs into their jobs more vigorously if they feel that the Government is with them. The very fact that the War Office and the Home Office have prosecuted Messrs. Greenwood & Batey will act as a spur—but their inability to secure a conviction will tend to dishearten. As for the speech of Mr. Marshall Hall, and its attack on Mr. McKenna, the less said about it the better. In the second place, this prosecution has shown how easy it is for employers to take advantage of the law and the workers. No talk about "patriotism" and "national needs" can cloud over the fact that an armament firm had been "given an inch and taken an ell." It should serve to show too how essential it is for the Home Office to watch the firms to whom extension orders have been granted, and how necessary it is for public opinion to be awakened on this question.

Finally, it is perhaps worth while to re-emphasize the considered judgment of the War Office that production is hampered by excessive overtime, and to point the obvious moral. The soldiers in France will receive an adequate supply of munitions of war, of shells and cartridges, not by the suspension of the Factory Acts, but by a reorganization of industry, even in the midst of war, which will recognize the truth that the worker is really a partner, and not a wage-earner.—Yours, &c.,

W. MELLOR.

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The Outlook,
May 29th. 1915.

It has been pointed out that at a time when overtime is the rule in factories working for the Government, it is, to say the least, somewhat anomalous that the Home Office should allow indiscriminate prosecutions under the Factory Acts. It is true that in most instances the magistrates before whom these prosecutions have come have dismissed the case or imposed merely nominal penalties. None the less the prosecutions have been ill-advised, and should be discontinued, except in special cases, for which official sanction should first be obtained. No one would wish that factory inspection should cease, or that any gross instance of neglect or ill-usage should be condoned. But pettifogging insistence on rules that were made in normal times to meet normal conditions is a preposterous nuisance at such a time as this. It is a poor reward for the energy with which employer and employee alike are meeting Government requirements to be haled before a magistrate to answer for doing precisely what the Government has asked to be done.

Manchester Guardian 1.3.15.

OVERTIME RATES ON WAR CONTRACTS.

EMPLOYERS' OFFER REJECTED.

The result of the ballot taken by the General Union of Textile Workers on the question of overtime rates for the weavers of the Huddersfield and Colne Valley districts while engaged on Government contracts was reported at the annual delegate meeting of the union at Huddersfield on Saturday.

The members had been asked to vote for or against an offer made by the employers through Sir G. R. Askwith in the following terms:—"That men weavers shall be paid for overtime at the rate of 1½d. per hour, and women weavers at the rate of 1d. per hour after ten hours' work on any one day, and on Saturday at the same rates after five and a half hours. Each day would stand by itself, but operatives would not be entitled to claim overtime rates on a day when they lose time of their own accord until such lost time had been made up." The result of the ballot was a very substantial majority against this offer being accepted.

A long discussion took place. Strong objection was taken to any differentiation between men and women weavers, the feeling being that the union's demand for 1½d. per hour all round should be insisted upon. It was also strongly urged that overtime hours should be limited to not more than ten per week, two being worked each night from Monday to Friday, thus dispensing with Saturday afternoon and Sunday labour. It was stated that the Home Office had limited the overtime hours for women and young persons to nine per week.

A resolution was passed empowering the executive committee to take what further action in the matter they deemed desirable.

A Woman Organiser.

A motion from the Bradford district suggesting that burlers, knotters, and menders should be put under a Trade Board was referred to the executive, who were also instructed to consider the position of any other under-paid labour in textile mills.

A further motion from Bradford—that the question of appointing a woman organiser be considered—was referred to the district.

The officers of the union were re-elected:—President, Mr. Ben Turner; general secretary, Mr. Allen Gee (Huddersfield), and treasurer, Mr. W. H. Hudson (Huddersfield).

The next delegate meeting will be held in August, and the invitation of the Heavy Woollen District to hold the meeting in that area was accepted.

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The Yorkshire Observer,
May 26th. 1915.

Mr. McKenna and "The Morning Post."

"The Morning Post" has been very severe in its comments upon the attacks made by the Northcliffe press upon Lord Kitchener; but unfortunately it is not at all averse to undertaking a Minister-baiting campaign on its own account. Yesterday was the turn of Mr. McKenna, and an article two-thirds of a column long appeared on the leader page, professing to give, "in greater detail" than they had previously been published, the facts of a recent prosecution of a Leeds firm of engineers for overworking a girl and a woman. There are a good many interesting facts in the article. We are told, for example, that the workshop in which the girls are employed is well ventilated, that the girls are well paid and treated with consideration, and that they are working harmoniously and with the greatest possible zest. "They have started a competition between departments, that which turns out most work having the honour of holding a shield, which they have provided for themselves, while each winning girl and woman is given a shilling additional pay and each male hand two shillings by the firm." This is admirable, but it is not very relevant to the case. "The reward for such zeal in the nation's service," continues the writer, "is not one prosecution but two, in spite of magisterial disapproval. At this crisis of the country's fate the governing thought of the Home Secretary is that the regulations of the Factory Act should be observed first, and that the troops should be supplied with ammunition afterwards." There is much more to similar effect.

The Facts of the Case.

In an article which professes to give the facts in detail we might expect to find stated the hours actually worked in the cases which were the subject of the prosecution; but there are only vague references such as "the little overtime necessary to make up for a breakdown of machinery"—references which would lead the reader to believe that the overtime worked was only slightly in excess of normal factory hours. The truth is, however, that the hours were greatly in excess of the special allowance of overtime granted by the Government's Emergency Order to firms working on War Office contracts. According to the solicitor for the prosecution, one girl under 18 was kept working from 6 a.m. on Friday till 7 a.m. on Saturday, when she met with an accident—a fact which has its own significance; and a woman was kept working from 6 a.m. on Friday till 11 a.m. on Saturday. One wonders whether the writer of the article in "The Morning Post" has ever attempted to work twenty-nine hours at a stretch? The kindest explanation of his attitude is that he is ignorant of the facts that made the prosecution abundantly justified. He further omits all mention of the statements made by the prosecuting solicitor, that the War Office concurred in the prosecution, and that he had the authority of the War Office for saying that "they would not tolerate for a moment at Woolwich Arsenal the working conditions mentioned in the case." Finally, we note that the case was dismissed under the Probation Act, and that all that the firm have suffered is a warning against repeating the offence. Really, if attacks must be made on Ministers, it should be easy to find more promising material than this case.

The Yorkshire Post. Leeds.
10/9/15.

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OVERTIME WORK BY WOMEN.

A general order was made by the Secretary of State last December, allowing women and young persons to work overtime in woollen and worsted factories, in order to accelerate the work being done for the British and Allied forces. This order has now been succeeded by another order, which only allows overtime on a much reduced scale. No overtime is now permissible for weaving. The overtime allowed in other processes is reduced to six hours a week, which much be arranged as follows:—Either two hours overtime on three nights a week, or one and a half hours on four nights a week. No overtime is now permissible on Saturday. Overtime is only allowed in factories which devote at least 75 per cent. of their output to the British or Allied Governments.

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Evening Express.
Liverpool.
November 4th - 1915.

WORKER AND HER PAY.

SIR,—For making one dozen khaki drill military coats the large sum of 4s. 3d. is now being paid in Liverpool. These coats have four pockets, and must be made complete (excepting buttons and buttonholes), with two rows of stitching on each seam. From this sum of 4s. 3d. is deducted 6d. per reel for cotton used and one halfpenny for each needle broken

My sister, who is an expert machinist, worked from 8 30 until 4 30 (less one hour for dinner) and managed to make three of these coats. She found she was entitled to 1s. 0¾d., less 3d. for cotton, making her wages 9¾d. for seven hours.

H. P.

Liverpool, Nov. 3.

The Morning Advertiser
25/11/15

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WEST HAM.

GIRLS IN A GLASS FACTORY.

The owner of a glass factory was summoned, before Mr. Gillespie, for five infractions of the Factories and Workshops Act.

Irene Whitworth, one of the Home Office inspectors, said that the defendant had employed girls between 14 and 15 years on some occasions as long as 16 hours continuously, and during the night. They were engaged in the factory where annealing was done, and this class of employment for young persons of the female sex was prohibited. The girls employed had not been certified as fit by a doctor, nor was there a register of their names, and each of these things should have been done.

The defendant said that the scarcity of labour in the glass trade was appalling, and these infractions arose through a glass-blower introducing his daughter. They were engaged on Government work, and he thought perhaps the infractions of the Act would have been overlooked there, as was done in other factories.

Mr. Gillespie imposed a fine of 5l., or 13 days.

The Defendant.—If I had time I would "do" the 13 days.

Standard
22/1/16

Yorkshire Observer
10-7-16

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WAR INDUSTRIES.

EVILS OF SUB-CONTRACTING AND OVERTIME.

Details of the reorganisation of the industrial world to meet emergencies created by the war are given in the chief inspector's annual report of factories and workshops for 1914.

Complaints made by a local representative committee to the Home Office of "sweating" in the carrying out of certain Government contracts were investigated by Miss Squire and her staff. All evidently arose directly or indirectly from the combined effect of temporary relaxation of the prohibition of sub-contracting (apparently rendered necessary through the sudden overwhelming rush of contracts) and of the separate placing of contracts by numerous Territorial associations in addition to those by the Government departments. The complaints were well founded, and sub-contracting was repeatedly found to the third, fourth, and even fifth degrees, some of the small sub-contractors suffering nearly equally with the homeworkers to whom they gave the work. Fortunately some outworkers in London, as well as other parts of the country, after trial refused any more work at the same price.

In one case, which related to the provision by a firm of blouse makers of some body belts for the troops, the price offered was so low that the firm could not give the work to their own inside workpeople, and therefore gave it to outworkers in the East-end. One after another these outworkers took back the work and refused to do it, the price paid being 8d. per dozen, providing their own cotton at 3½d. a reel. The firm received 1s. 2d. a dozen, but had to pay for cutting, machining, carting, and a percentage to the sub-contractor "for the introduction." This sub-contractor received 3s. 3d. a dozen for these belts, which he merely passed on to the blouse manufacturer.

Mr. G. Bellhouse, in a chapter devoted to "Emergency Overtime," deals with the latitude that has perforce been allowed to manufacturers with regard to overtime in order to supply the hundred-and-one needs of the Army. There has been no increase of sickness as a result of the overtime worked, but in many cases overtime has had to be reduced because of the strain imposed by long spells of extra work. He sums up thus:—"The whole experience of these last months leads unquestionably to the conclusion that while long and even excessive hours can be worked with advantage for short periods, continued overtime, if not kept within proper limits, soon fails in its object and ceases to aid production."

Overtime in Woollen and Worsted Industries.

After consultation with the Army Contracts Department, the Home Secretary has decided, in view of the urgent Government requirements, to renew until August 4 next (the Friday before the August Bank Holidays) the order allowing the overtime employment of women and young persons in woollen and worsted factories which was made on April 10 last. The order fixes a maximum of six hours' overtime a week, and no overtime is permissible—(a) for weaving, (b) on Saturday, (c) for girls under 16 years of age. The Home Secretary considers it most desirable that all women and young persons should have a complete rest from overtime at any rate during the remainder of August and the first two weeks in September, and (unless unforeseen circumstances should arise in the meantime) overtime will not be allowed in any mill during that period. All occupiers in the woollen and worsted industries should accordingly make arrangements to discontinue overtime for women and young persons after August 4. This decision does not apply to the arrangements which have been sanctioned in some mills, by special orders, for employing women and young persons in shifts. Such arrangements may be continued in each case so long as the order authorising them remains in force. The question of allowing a resumption of the overtime during the autumn will be considered by the Home Office early in September.

Hardware Trade Journal
17/3/16.

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A Walsall Query.

Mr. Anderson asks the Under Secretary of State for War whether he has received complaints regarding the rate of wages paid to women workers by members of the Harness and Saddlery, Furniture, and Hardware Manufacturers' Association, Walsall, contractors to the War Office; whether he is aware that these firms are paying adult women as little as 10s. per week, and that the association have refused to accept arbitration offered by the chief industrial commissioner on the differences which have arisen with regard to wages between them and the women concerned; and what steps it is proposed to take to ensure that women engaged on Government work in this area shall receive a living wage.

Manchester Guardian.
18. 10. 16

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THE ARMY CLOTHING SCANDAL.

To the Editor of the Manchester Guardian.

Sir,—Dr. Barbara Tchaykovsky asks the hospitality of your columns to reply to my letter of October 9, but she does not reply to it. My statements and figures (unlike her own) are irrefutable; they have been seen by Board of Trade and R.A.C.D. inspectors, whereas Dr. Tchaykovsky's ancient and borrowed figures were disproved at once by two influential trade papers—"Men's Wear" and "The Outfitter." Both these papers have seen the correspondence in the "Manchester Guardian," and last week again spoke some very plain truths on the matter, which are much too lengthy for inclusion in this letter. May I quote one paragraph from "Men's Wear"? After copying my letter from the "Manchester Guardian" in full, it says:—

> "It is a pity that such well-meaning people as Dr. Tchaykovsky should still go out of their way to falsely condemn members of an industry which has served the nation well and which earned the well-merited reward of the late Earl Kitchener. Apparently Dr. Tchaykovsky has fallen into the usual habit of discovering a few home workers who, by reason of incapacity or home duties, are unable to do much work, and consequently cannot earn much money."

Your correspondent says "this is news to me" that the figures quoted by her were immediately disproved and that subcontracting was abolished. It ought not to be news to her. Before she takes it upon herself to indict a whole industry she should be sure of her facts. I have taken from an old contract—and ask you to publish it—the conditions demanded by the Secretary of State for War in all contracts since early in 1915, and still severely in operation.

> Condition 3 [in thick black type]. All articles of Clothing under a War Department Contract shall be cut out and made up in Contractor's own factory and no work shall be done at the homes of the workpeople.
>
> Condition 4. This notice must be put up prominently in Contractor's workshops and factories where work for the War Department is carried on.—By order of
>
> THE SECRETARY OF STATE FOR WAR.

Dr. Tchaykovsky says, "I understand that early in 1915 Manchester trade union officials alleged that in many instances women were employed on army clothing for sixty hours a week at a wage of little more than 10s." But trade union officials are not likely to allow the Minimum Wages Act of 3½d. an hour (14s. 7d. on a fifty-hour week) to be transgressed without making capital out of it and getting the culprits punished. Such statements injure her cause, and are unfair to all employers, who have to keep a register of the hours worked against the wages earned for the inspection of the Board of Trade officers at any moment, and who go among the workers and verify the figures by their own wages books.

One final word to dispose of the "gigantic profits" charge. We recently tendered for khaki trousers at 4 per cent gross profit, and our tender was "declined with thanks." I know successful tenderers who get 1d. and 2d. profit on the job, and my experience is that it is the manufacturer who is "sweated" and not the worker.—Yours, &c.,

WHOLESALE CLOTHIER.

Manchester, October 17.

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ARMY CLOTHING CONTRACTS

WHEN the great European War broke out, the weaving districts of Yorkshire were involved in the industrial upheaval. It was at once perceived that an army unprecedently numerous would have to be clothed as quickly as possible. Orders came pouring in for khaki for our regular troops, and the vast new army that was to be organized. Representatives of the French Government visited the industrial and commercial seats of the northern county in search of enormous quantities of their light-blue cloth; Belgian agents came to purchase fabrics for their warriors; and buyers for the Russian Government were seeking huge supplies of greenish-grey clothing for their countless soldiers. Some of these foreign orders were accepted, whilst others could not be executed in time. A great and sudden change had come over some of the Yorkshire factory towns, which otherwise had been settling down to a state of depression. All past records were to be broken, not forgetting the rapid fortunes that were made out of the contracts for the German and French Governments during the Franco-Prussian War of 1870–71. Agents of the Allies were buying up all kinds of fabrics, to be utilised until suitable materials could be provided. Stocks were cleared out that had been lying in warehouses for many months without the sign of a demand for them, as also blankets, hosiery, and woollen and worsted 'pieces' in tremendous quantities. The prices were highly satisfactory. In the midst of what threatened to be one of the great industrial crises of history, Yorkshire woollen towns had become the busiest places in the world. From there, orders for new cloth spread to Scotland and the old woollen and worsted area of the West of England.

It must not be thought that the war brought unpre-

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cedented industrial activity to the whole of the Yorkshire factory towns. Khaki can be properly manufactured only in certain places which are included in the 'Heavy Woollen District': Huddersfield and district, the spacious Colne Valley, Batley, Dewsbury, and one or two small places on the outskirts of Leeds and Wakefield. Leeds itself is mainly concerned in the making up of the cloth, and, besides males, employs for this purpose about 30,000 female workers of all ages. There are about 50,000 woollen and worsted looms in Yorkshire; less than 20,000 of these are adapted to the production of khaki. These were incapable of completing the orders by working ordinary hours. The mills were put on day and all-night work. An arrangement was made whereby the males above the age of sixteen were to work in two shifts. In the case of women and 'young persons,' this system could not at first be adopted, because night work and overtime were prohibited by the Factory Act. Later, it was decided by employers, employees' trade union officials, and the Home Office, that for purposes of the war requirements, the clauses relating to females and young persons should be relaxed. Permission was given to all mills doing 75 per cent. of war contracts to work women and young persons from 6 a.m. to 8 p.m., and to four o'clock on Saturday afternoon. Hence, the heavier industrial burden fell upon the women and the children, as men, working in two separate shifts each day, worked individually a less number of hours daily than women and young persons. Considering the tediousness of weaving khaki, owing to its colour, and the strictness of the War Office in demanding exactness, the burden was too much for them, and a new order was made to restrict their overtime hours to nine per week.

It is to the conditions and wages of the women in khaki-weaving, and the making up of the clothing, that I wish to devote my space. The cloth's dusty shade, derived from a mixture of green-olive, yellow-olive, light indigo, and light grey dyes, is trying to the eyes of the weavers and clothiers. One cannot say how much khaki will be

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needed before we come to the end of the European hostilities. A calculation, however, can be made from the fact that, in round figures, it takes six yards of cloth to provide a soldier with trousers, tunic, overcoat, and cap. This does not include puttees, and other textile details of his clothing. It has been estimated that about three hundred or four hundred miles of cloth are produced weekly. It will be seen that for every million soldiers we shall need over 6,000,000 yards of khaki. In addition, renewals will have to be attended to. The uniform of a soldier in the trenches becomes useless in six or eight weeks; in other forms of active service the clothing lasts from two and three to six months. In time of peace, a soldier can, with repairs, wear a khaki suit for twelve months, and with two pairs of trousers, for eighteen months. In addition to khaki, over 500,000 blue serge suits were made during the first three months of the war for the clothing of some of the new formations whilst in training. Many of these have been since replaced by the regulation uniform.

When the Government first circulated their specifications for cloth, its officials were too long in coming to a decision in distributing the orders. The result was that dealers in raw wool had time to inflate prices; they made a golden harvest out of the demand. I was told in November by a manufacturer that he was paying 25 and 30 per cent. more for his raw material than three months before. Khaki yarns were also sent up in price; they rose rapidly from 1*s.* 10*d.* to 2*s.* 7*d.* per lb. The demand for cloth was so pressing that rags were utilised in the manufacture; they leaped up in price, in some cases enormously. Dyes became scarce, and the market quotations for khaki colours rose. All this made it awkward for the manufacturers, and those who had not 'bought well' in respect to raw material, had to work on diminishing margins of profit. For this the War Office officials were largely to blame, and there is now a strong contention in Yorkshire, both among labour leaders and employers, that in regard to Government contracts similar to those dealt

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with during the war, there should be an advisory committee of military and civilian experts to regulate prices, to determine the details of the required goods, and to arrange the distribution of the manufacture.

However, the Government representatives fix the prices for khaki, and provide full instructions as to the materials, and the way in which they must be used. The finished fabric is handed over to the wholesale clothiers at the following rates: for trousers at 4*s.* per yard, for tunics at 5*s.* per yard, for overcoats at a trifle below 6*s.* per yard. In the case of the trousers and the tunics, the prices are slightly above those I have mentioned, in respect to most of the suits. I was informed by a large wholesale house of excellent repute that it was impossible to make better cloth for the purpose.

The Government Department provides the clothiers with trimmings, buttons, and hooks and eyes, and debits the contractor with the cost; it pays all carriage of goods from the manufacturer, and afterwards to the military depôts to which the uniform has to be dispatched. All that the clothier has to do is to receive the cloth and see that it is made up in strict accordance with the specifications. If there is any fault in the manufacture or in the making up, the manufacturer or the clothier has to bear the loss. The main places where khaki and khaki clothing are made up are the War Office factories at Pimlico and Weedon, at a variety of establishments in London, Leeds, Manchester, Bristol, and also to a smaller extent at Leicester, Birmingham, Liverpool, Crewe, Nantwich, and Colchester. The cloth is distributed to makers in large factories, in small workshops, in diminutive tailors' shops and in the domestic dwellings of outworkers: almost every Jew and Gentile who can make up clothing has been requisitioned for the work. The wages and conditions of the workers are as variable as the places in which they labour.

An outstanding feature of the clothing of the Army in khaki is the nation's dependence on the skill and endurance of female workers. Women operatives have

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not been altogether satisfied with the conditions that have been hurriedly thrust upon them, but they are performing their task as cheerfully as possible in the belief that it is as important and necessary to the welfare and security of the nation as any other duties in connection with the war. But too many of them have been taxed beyond their strength. It has been a case of long hours in the mill, and increased domestic demands at home. I repeat, men are working in two shifts. Many of those who leave off at teatime occupy the beds of those who work at night: the night operatives utilise the beds of the day operatives. Hence, domestic labour in one way or another—in cooking, washing, cleaning, &c.—is going on for most of the twenty-four hours of the day.

Women who are working overtime at the mills take a fair share of the duties at home. The call is altogether too great, and the trade union officials assert that the labour in the factories could be lessened, if the matter were properly considered by the employers and the Government representatives. At present, the domestic and mill conditions in many parts of Yorkshire resemble those of the worst days of the factory system.

The strain has been great upon the women. It has led to sickness and lassitude, and will, no doubt, end in increased physical inefficiency. But, knowing the object of this high pressure, the women have stuck manfully to the task; at the same time, the returns of the National Insurance Societies in connection with the trade unions show that there has been an excess of sickness. Accidents have also increased. But the full tale of the women's part in the national struggle will not be known yet. The most articulate complaint they have made so far concerns the rate of pay for overtime. No application has been put forward for an advance of wages for ordinary hours, as the operatives are bound by an agreement in which rates of pay were fixed for two years in July of 1913. But it is declared that that agreement does not apply to the extraordinary circumstances of overtime among women and young

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persons. Hence general application has been made for an increase of three-halfpence per hour for overtime. In one or two instances it has been granted; in other cases the employers have consented to allow one penny per hour; but in most districts the request has been refused. The General Union of Textile Workers in Yorkshire, which is not as strongly organized as the women's unions in the cotton industry of Lancashire, has, consequently, much greater difficulty in enforcing its demands.

But let us see to what extent the manufacture of khaki, and the making up of khaki clothing, is dependent upon women workers. According to the Census of 1911, there were 127,148 females and 95,531 males employed in the woollen and worsted industry of the United Kingdom. There were 67,499 female weavers and 24,419 males, the bulk of these being in Yorkshire. The percentage of females was, therefore, 73·4. In wool and worsted spinning there were 45,310 females and 25,391 males, the percentage of females being 64·1. In the tailoring section of the clothing trades of the United Kingdom there were 127,115 females and 122,352 males. Among women workers in wool, 35·5 per cent. were married, and 8·8 per cent. widowed; in woollen and worsted mills combined, the percentage of married women was 16·88, and of widowed 3·57. Among tailoresses, 16·78 were married, and 6·99 per cent. were widows. The dependence upon women of all ages is clear. In the area of Yorkshire where khaki is being manufactured, the female operatives are greatly in excess of the males. In Huddersfield, male and female weavers are about equal in number. In the remainder of the khaki area all weavers are women; a large percentage of them are married women and mothers of families. The weaving of this material is more trying to the operative than are the usual coarse cloths woven in this district; it is more difficult to weave. The result is that, even with over-time work, the women are not earning much more than they would when working usual hours on ordinary cloth; it is contended by trade union officials that the output

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and the wages per hour are less than would be the case if the operative was employed on fabrics customarily manufactured in the district. In several places females have been exploited by manufacturers to a degree which is surprising in these days of labour organization. In localities where women workers have not been well organized, employers have been paying rates of wages 50 per cent. less than they ought to have been allowed to do. They have employed the skilled Yorkshire weaver at scandalously low rates; they have employed Belgian refugees at similar prices. Whilst the cotton trade was depressed, they might have obtained many weavers from Lancashire, who could have readily adapted themselves to khaki requirements, except that Lancashire weavers would not stoop to work for such low rates. About 8*s.* per piece for weaving khaki may be considered a fair rate. Many employers have honourably paid this.

But other Yorkshire mill-owners have taken advantage of the circumstances, and the weak organization of the workers: the result is that at some firms women are being paid as low as 3*s.* 4*d.* per piece of sixty yards. That is very near to sweating. Others are being paid at the rate of 3*s.* 8*d.* for fifty-eight yard pieces; others, 4*s.* 1½*d.* for pieces of seventy-five yards; another price is 4*s.* 9*d.* for pieces of seventy-nine and eighty yards. The highest rates are 7*s.* 9*d.* and 8*s.* But why this disparity? Usually, the wages of Yorkshire woollen weavers (females) vary from 15*s.* to 18*s.* per week, compared to 24*s.* and 25*s.* for cotton-weaving in Lancashire. Some of the women are now earning above their old averages, but those on the low-rated prices are not earning that average, even with overtime included. It is a scandal, considering the tediousness of the work, the exhausting long hours, and the willingness of these stout-hearted Yorkshire lasses to clothe their brothers in the Army as quickly and as warmly as possible. To clothe a common soldier fully costs 7*l.* or 8*l.* per man; for an officer, the cost is from 30*l.* to 37*l.* Out of these charges, the woman weavers, the most useful of all the

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workers necessary to the equipment, get only a paltry share.

Is this not a matter that the Government should have looked after? It may seem altogether out of place to suggest that the Government should have included in their contracts instructions as to wages and conditions of labour. But why not? The Government broke through traditions of open competition. The Government fixed a flat rate at which the cloth had to be woven, and another flat rate at which it had to be made up into trousers, tunics, and overcoats.

Take the clothing trade. The cloth is supplied by the Government to clothier contractors at a fixed price. All clothiers who make contracts direct with the Government are paid on this flat rate. They are also put on a flat rate with respect to the price that the finished garment has to be supplied at to the War Office. The prices are 12*s.* 6*d.* for service tunic, 8*s.* 9*d.* for trousers; riding breeches, 18*s.* 9*d.*; overcoats, 28*s.* They have no carriage to pay, as they would have in ordinary trade. Now, these prices were arrived at after consultation with certain groups of large wholesale clothiers in Leeds and London, which included one or two members of Parliament. A wholesale clothier proved to me, from his books, that the quotations were very liberal, that they were much higher than usual. The service jacket of the ordinary Tommy is 12*s.* 6*d.*; for present purposes it is a plain tunic in which not as much work is put in as in tunics made in peace times. Yet the present contract price is 12*s.* 6*d.* whilst the superior tunic is made in normal times for 10*s.* 1*d.* mostly, and always at less than 11*s.* War prices for other garments are on a similar handsome scale.

At the present time, the full cost of the complete materials for the clothing of a private soldier is as follows: overcoat, 17*s.* 7·93*d.*; jacket, 7*s.* 1·77*d.*; trousers, 6*s.* 2·75*d.* Here I am quoting the figures of Mr. E. F. Hitchcock in the January number of the *Toynbee Record.* To the above charges, the cost of labour has to be added. Pursuing Mr. Hitchcock's investigations, we find that, in

many cases, direct contractors with the Government are sub-contracting the work. They pay the sub-contractor 3*s.* 3*d.* for the making of an overcoat, 2*s.* 9*d.* for a jacket, 10*d.* for trousers. Out of this transaction alone, the first contractors make a clear profit of 7*s.* 1*d.* on overcoats, 2*s.* 7½*d.* on jackets, 1*s.* 8½*d.* on trousers. How does the sub-contractor fare? Out of the 3*s.* 3*d.* he is allowed for the making of overcoats, he pays 2*s.* 3½*d.* for labour, and makes a profit of 11½*d.*; he pays 2*s.* 1¾*d.* for labour on service jackets, and makes a profit of 7¼*d.*; he pays 7½*d.* for labour on trousers, and makes a profit of 2½*d.* These quotations refer to the work of making up clothes in East London. That they must lead to sweating is obvious—to what extent, God and the sweated victim alone know. For, in all probability, the sub-contractor may sub-contract with some one else—a process which gradually finds its bottom level in the sweating dens of the large towns and cities.

The manager of an extensive clothier's in the North of England informed me that the object of the Government in agreeing to the prices to be paid to contractors was to prevent any traces of sweating, or the beating down of labour. But could not the Government have determined the rates for labour as it determined the prices of the manufactured cloth, and consented to those for the making up of the garments? My informant remarked:

> The prices which the Government has allowed to the clothiers are very liberal indeed, and are big enough to provide for excellent wages, even above the rates recognised under the Trades Boards Act. Yes, we can all pay high wages, and still have a reasonable margin of profit. It's the best job we ever had. We have no trouble. Everything is placed in our hands, and all we have to attend to is the making up.

But what has been done? The Trade Boards minimum rate of pay in the clothing trade is 3¼*d.* per hour. On Government khaki contracts the Conciliation Board of the clothing trade at Leeds has fixed a minimum rate of 4*d.* per hour. But some firms evade this; and there is an agitation to secure the help of the Government to

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force the backward firms to the level of the advanced ones; also to secure a round minimum of 5*d.* per hour. The complaint of the operatives is that the Government should have laid down a compulsory flat rate of wages. This mainly affects female workers, who form a very large percentage of the makers-up. Males are principally employed as cutters and pressers. Of the machinists, 75 per cent. are women. Let us see how some of these have been crushed to the low levels of wage-earning—to earnings below the Trade Boards scales.

Looking through the books of a trade union secretary, I saw that the best firm in Manchester was paying 5½*d.* for the machining of a pair of trousers; other firms are paying 2¾*d.* For the finishing of a pair of trousers the model factories pay 3½*d.*; some other firms sink as low as 1¼*d.*; one firm raised the females from 1*d.* to 1¼*d.* only after the threat of a strike. Prices for the labour put in a tunic vary from 1*s.* 10*d.* in the best firms to 1*s.* in the lowest firms. Trouser-finishers are paid 6½*d.* by the best firms, and 3½*d.* by the worst. This variation is observable in other forms of work in making up the clothes. The result is that there is a wide difference in the total earnings of the women: some can make from 30*s.* to 35*s.* per week, and others 20*s.* and 15*s.*, and in one or two cases even less, *including overtime!*

Here are some of the wages received the week before my inquiry: Coat finishing, 60 hours' labour, wages 15*s.* 3*d.*; another girl worked 63 hours, wages 16*s.* 2½*d.*; another, 55 hours, wages 14*s.* 1*d.*, and previous week 62 hours for 16*s.* 9*d.*

Making trousers: Girl, aged 24, worked 58½ hours, earned 12*s.* 8*d.*, following week 14*s.* 1*d.*; another woman, aged 24, worked 60 hours, earned 16*s.* 4¾*d.*, following week 14*s.* 4¾*d.* for same number of hours; woman, aged 23 years, worked 45 hours, made 10*s.* 6*d.* The highest wage I saw in the books was 18*s.* 9*d.* for 60 hours. The ages of the workers were from 20 to 28 years.

These rates are for female workers employed in factories. Both male and female Trade Unionists are so

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busy looking after injustices to Trade Unionists that they had had no time to investigate the wages and labour conditions among outworkers. I learned, however, that the contracts are, in some cases, passing through two, three, and four sets of contractors; the rates cease to show any semblance of liberality when they reach the lower forms of contractors and workers. Hence, the object of the Government in providing for high profits and good wages is defeated. Why cannot the Government stop the letting and the sub-letting, and deal with all classes of contractors direct? It should not be impossible. As it is, small tailors and masters are taking work at low rates of pay, and distributing it among outworkers at the prices of slavery. I was shown a woman making trousers complete (making and finishing) at 6*d.* per pair; she could do three pairs a day; she had to pay 5*d.* for thread; she had 1*s.*, therefore, to draw, and burn her own coals and gas, and pay her own rent out of that daily wage. Another woman was paid $4\frac{1}{4}d$ for machining and finishing, whilst some firms pay $5\frac{1}{2}d$. for finishing alone. The demand for labour is so great that in some factories women have been employed to do the work of males. This change has been used to bring down rates of pay, to the great advantage of the employer. In one instance a woman band-cutter had been engaged at 20*s.* per week, the rate for male labour being 42*s.* per week.

Doubtless, the Fair Wages Clause in Government contracts is being contravened, to some extent at any rate. Khaki cloth is finding its way from the direct Government contractors to all kinds of out-of-the-way places in the lower industrial regions of large and small centres of population. What are the earnings and the conditions of the workers? Nobody yet has had time to look into them. We know, however, that it is the unprotected and unorganized women workers that have to pay the highest price for this unfair trading. If it were merely trading with contracts one would not mind. But when we know that this involves a trading with the health and strength of women whose brothers

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are heroically fighting the battles of the nation in the trenches of France and Belgium, it is unjust and immoral. The Government has worked hand-in-hand with the large and wealthy contractors, and left the smaller contractors and the lower grades of labour at the mercy of every daring form of commercial exploitation. What the women now ask for is a 'living' flat rate. And that could easily be paid. I heard from a very large contractor who is connected with a social movement in which big interest on capital would be regarded as an exploitation either of labour or the consumer, that to keep down the profits out of the khaki contracts the concern has granted to the workers a special war rate of pay. It employs a very large number of women, who are now earning 20 per cent. more than females at other factories doing similar work. 'We can do this and more on these khaki orders, and still be left with ample profits!' said one of the heads of the establishment. His conclusion was that there was no excuse at all for unfair treatment of women employed either in producing cloth or making up the clothing of Tommy Atkins!

JAMES HASLAM.

FEMINISM IN ANCIENT LITERATURE

THERE is a question sometimes put to scholars, a doubt often latent in scholars' minds—How was it that Greek civilisation, with all its high ideals and achievements, fell so easily before what seems at first sight an altogether inferior culture? The difficulty is not solved by a reference to military resources or administrative skill, for moral strength is the only thing that matters in history, and a nation has never yet succeeded merely by pure intellect or by brute force. The fact is—and it is as well to state it plainly—that the Greek world perished from one main cause, a low ideal of womanhood and a degradation of women which found expression both in literature and in social life. The position of women and the position of slaves, for the two classes went together, were the canker-spots which, left unhealed, brought about the decay first of Athens and then of Greece.

For many centuries in Ionia and Athens there was an almost open state of sex-war. At Miletus a woman never sat at table with her husband, for he was the enemy with whom bread must not be broken: at Athens, while all the men went free, women were kept as slaves, and a stranger in the harem might be killed at sight. The sexes were sharply separated: men and women had but few opportunities for mutual esteem and affection, and domestic life—the life of the home, the wife and the children—was poisoned at its source.

The causes and results of this war, far worse than any faction or civil strife, are lamentable enough: its manifestations in ancient literature are perhaps even more important, for it is hard to say how far current opinions of feminine disabilities are not unconsciously due to the long line of writers, Greek and Latin, from Simonides of Amorgos, in the seventh century before Christ, to Juvenal in the second century of our era, who used all their powers of rhetoric and literary skill to disparage and depreciate womankind. In the whole deplorable business men were in the wrong, and they therefore took the aggressive.

found here, but he has elected to be ruled by the rose instead.

So, in the rose order, he does not take the name-flower but the apple. The apple gives the bee honey as well as pollen, and makes to the bird or the mammal a really generous reward for carrying its pips to a distance. It refuses, however, to have its leaves eaten, though our philosopher might have argued that it gives the ox the less gross but equally important advantage of shade and a rubbing place, and is paid for it. The hive bee, highest of all insects, belongs to a tribe very strongly organised for war. Some of the ants are slave-makers, the hornets are terrible brigands, parasitism flourishes enormously among the hymenoptera, and the hive bee itself loves nothing so much as to invade the neutrality of a neighboring hive, and carry off with reckless violence everything worth stealing. The missel thrush, "head of the thrush tribe," is the most quarrelsome of them all. He will monopolize a whole rowan tree, and chase off all intruders, and, needless to say, he has no idea whatever of striking up a working alliance with hawk or crow (by many naturalists considered to be higher in the order of birds). The rowan belongs to the rose order, and therefore this thrush's alliance with it is respectable. Its name is not rowan thrush, however, but mistletoe thrush, and its service to the apple consists in transporting from one tree to another the seeds of its deadly parasite.

The works of M. Henri Fabre, which are daily becoming better known to a delighted world, were written long before the present war. M. Fabre remembers, however, 1870. His newest book, translated by Mr. Teixeira de Mattos, is that about "Mason-Bees" (Hodder & Stoughton). The mason-bees like to work in large colonies that are not communities, and have therefore to be good observers of the law of neighbors. Sometimes a bee will show a disposition to take possession of another's cell. The quarrel that ensues can have only one ending. "Reversing the savage Prussian maxim 'Might is right,' among the mason-bees right is might, for there is no other explanation of the invariable retreat of the usurper, whose strength is not a whit inferior to that of the real owner." On the other hand, when two bees fight for an unoccupied cell of last year, a case in which their rights are equal, they struggle with locked mandibles, up and down in the air like birds, and over and over upon the ground for the space of half a day. It is only when one is armed with right, and the other weakened by its sense of being in the wrong, that war is impossible.

There is a general feeling that dishonesty is grounded in laziness. M. Fabre thinks not, at any rate so far as the bees are concerned. The life of the finished parasite is one of frightfully hard work, and he can find nowhere the beginnings of parasitism upon one's own species. The Leucospis may occupy three hours in continuous hard pushing before she gets her ovipositor through the concrete wall of a mason-bee's cell, and the Stelis is more than a day breaking down the masonry to lay her egg inside, after which she has to build up the gap again. Anyone who knows that those gorgeous insects, the jewel-flies, are parasites, can conceive what an abundance of vital energy may go with a trade commonly reputed to be grounded in laziness. M. Fabre says that these creatures must be classified as hunters, no less than Cerceris, Sphex, or Ammophila, who fight, kill, and carry off prey stronger than themselves, instead of merely finding it and laying eggs upon it. If they are parasites, then—

> "Man is the great parasite, the unbridled thief of all that is fit to eat. He steals the milk from the lamb, he steals the honey from the children of the bee, even as the Melecta pilfers the pottage of the Anthophora's sons. The two cases are similar. Is it the vice of indolence? No, it is the fierce law which for the life of the one exacts the death of the other."

The fact about the parasite is no doubt that it set forth on a primrose path that has since been made thorny by the progressive defences of its victim. Some of them have still an exceedingly easy life. When one of them meets the miner-bee at her own door, the latter politely makes way for her, and she has only to descend and lay her egg on the victim's store. The cuckoo in this case is far too distantly related to have begun preying on her own species. She probably started as a welcome scavenger, and has come to make the whole larder her perquisite. "I know of no instance," says M. Fabre, "not one, excepting man, of parasites who consume the provisions hoarded by a worker of the same species." He sees among his mason-bees some that, having had their cells taken in a prolonged absence, tear open the nearest cell, whosesoever it may be, destroy its egg, and lay there one of its own. He puts this down to rage, and has never seen it go further than the strict *talio* of one cell for a cell.

Human greed also may be obscured by rage. When a nation deliberately invokes a quarrel that brings against her three other nations, it would seem absurd to call that an act of plunder. If she throws her soldiers against the enemy so that they are destroyed by the million and no victory comes, can we call her a bully? Perhaps, if a long series of former wars has resulted in easy lucre and added power, and if, according to purely material calculations, this war, too, ought to have been a swift success. We might write it down as a case, so rare except among mankind, of attempted parasitism on one's own species. Its great difficulty is that, as with the mason-bee, so with us, right may be might.

Present-Day Problems.

THE GOVERNMENT AND KHAKI.

THE question of providing British troops with the necessary clothing has brought home vividly the importance in the struggle of those who stay at home to perform the less exciting but no less valuable part in the war. The War Office is faced with an army of a million and a quarter men, irrespective of Territorials, and with the need for another million. They must be clad. The rate of consumption of clothing during war is probably four times what it is when the army is on a peace footing. Further, winter is upon us, and an ample stock of warm clothing is indispensable.

The War Office, excellent as it may be in the performance of its immediate function, is hardly a success as an organizer of industry. It blundered woefully during the early days of the war. For weeks cloth manufacturers in the West Riding of Yorkshire were literally begging for orders. Hundreds of looms were standing idle, and there was a large amount of unemployment and short time, as the returns in the "Board of Trade Labor Gazette" show, and even now there are firms who cannot get any orders, though capable of doing the work. One of the largest clothing manufacturers, apparently in close touch with the War Office, informed a khaki manufacturer shortly after the beginning of the war that they would be easily able to provide for all emergencies whatever happened! Had the authorities acted with the promptitude which the crisis demanded—and called forth in other quarters—millions of yards more uniform, cloth would have been produced up to the present time. When the Government desired to restore the remittance market so that,

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among other things, there should be adequate supplies of wool and food for the army, it got together the people who understood the job, because the members of the Government realized about finance what they have never understood about industry, that the inexpert person is sure to make a mess of things if he dabbles in it. Had the Government set up a Northern Command in Leeds or Bradford of the woollen and worsted battalions of the industrial army comparable to the military Northern Command at York, but composed of representatives of the spinners, manufacturers, and workpeople, with the addition of one or more economists who have studied these twin industries, much might have been done to increase the output of cloth.

As it is, the Board of Trade has recently made inquiries in the woollen district in order to obtain precise statistics as to possible output, etc.—figures which ought to have been compiled within a fortnight of the outbreak of the war. The War Office are now awake to the fact that something has got to be done. But they do not appear to have grasped the constitution and organization of the woollen and worsted industry. It is unfortunate in the first place that early steps were not taken to ensure the possession of the wool required at a reasonable price. Prices have now risen, as was inevitable, owing to the enormous demand for cloth for the armies in the field. At a conservative estimate, it may be said that the contending armies will require four-fifths of the normal annual crop of wool, excluding the coarser varieties. So far the War Office very wisely appears to have refused to accept all-worsted cloths for uniforms, as they are not so warm as woollen cloths or khaki, which is both woollen and worsted. (The German, Austrian, French, and Russian armies are clothed in carded woollens.) The authorities, also, owing to the shortage of certain dyes used in the manufacture of khaki, have relaxed their regulations as to color, and now accept cloth from which a couple of shades have been omitted in the blending.

But the most important question is the volume of the output. Most of the mills where cloth is woven are working at great pressure, overtime being the rule. Many, indeed the majority, of the weavers are women, who are already feeling the strain, which employers themselves have admitted cannot be maintained. The solution is that already adopted by the Home Office—two eight-hour shifts for women, from 6 a.m. to 2 p.m., and from 2 p.m. to 10 p.m., but then there comes the question of the shortage of weavers. In Leeds, cotton weavers have been set on with success, but there seems little likelihood of the cotton operatives coming over to Yorkshire in considerable numbers, even if wages were raised. A number who came into the West Riding returned immediately after the capture of the "Emden," and the possibility of the opening up of the Eastern market. If it were necessary, pressure might be put upon cotton operatives to work temporarily in Yorkshire; but the step should be taken in conjunction with, or rather should be left to, the trade unions concerned. Then there are hundreds of women employed as "menders" in normal times who are now at a standstill for work. As they are fairly familiar with the industry, and further, recognize the value of good weaving, they might be found of service at the looms. Then there are odd mills here and there which are engaged on their normal trade, whom a Northern Command might have impressed for the making of khaki cloth.

But even if every step were taken on these lines, so that the looms were working sixteen or even twenty-four hours per day, the difficulty would not be solved. Whether the looms can run continuously depends upon whether they have a sufficient supply of yarn. This is where the real difficulty lies. The Government inquiry into the possible output of the West Riding looms appears almost academic, so long as the relation between spinning output and cloth output is not accurately known. Now, in certain parts of the West Riding, spinners work night and day to keep pace with the manufacturers' normal day. At present, the early processes are, in most cases, working at full pressure, and manufacturers of khaki cloth have looms standing because there is no yarn available. There must be a considerable number of mills which are "playing for weft," because the weaver soon overtakes the spinner. As there are some firms weaving ordinary cloths, and as the supply of yarn for this purpose which was on hand in the early days of the war must have been used up, it follows that there must be some spinners who are turning out yarn for the purpose. The Northern Command might have stopped this. The difficulty is intensified by the fact that, though most spinners are busy, there are some who have their machinery standing idle, because there has been a considerable amount of enlistment among the male operatives in this branch of the industry. On the other hand, there has not been a corresponding leakage in the weaving branch, which is largely women's work.

What, it may be asked, can be done? The obvious solution is to ensure that all the possible spinning equipment is utilized for woollen and worsted yarn for army purposes. The people at home must, if needs be, wear shabby clothes. The shortage of labor could fairly easily be remedied. Cotton operatives might be used, or, failing any other source of supply, operatives might be imported from the textile mills of Belgium and North-East France, or the introduction of unemployed menders into the weaving sheds might free males employed there for work in the earlier processes. But that would not increase the output of the yarn beyond the definite limits of the capacity of the existing machinery. It would seem, therefore, that the equipment for producing yarn must be augmented. Though some few manufacturers of yarn are, or are contemplating, taking such a step, the whole body of spinners is hardly likely to lay down costly plant in order to meet an abnormal demand. But if such a course were necessary, the State must be prepared to shoulder the burden. Here, however, we run up against another obstacle; the machinery is not in existence, though temporary mills could easily be run up to house it. It is said that those employers who have placed orders for equipment cannot obtain delivery until next spring. This line of approach does not, therefore, hold out much hope. Already it has been found necessary to place orders in America for cardigans for troops. Suitable yarn for weaving army cloths might be imported, the weaving being performed in this country. This would get over the need for a considerable increase of plant for temporary work.

It is not too late even now to tackle the question thoroughly, but the first condition must be that the War Office shall take no part whatever beyond giving the details of the goods required and the required dates of delivery. The responsibility for carrying out the work should be left to an executive committee, with full powers, composed, as already suggested, of employers in the various branches of the woollen and worsted industry, including the Wholesale Clothiers' Association, representatives of the workers from the trade unions, and the available economists. On them would fall the duty of ascertaining the producing capacity of the existing plant in the different processes with a view to reinforcing the kinds of machinery necessary to ensure the full efficiency of other kinds of machinery, having regard, of course, to the abnormal character of the demand. Where desirable, they should be able to instal new machinery at the public expense. They should prohibit altogether the production of yarn for other than army purposes until such time as it could be produced without prejudicing the supply of army cloths. They should be able to take steps to ensure a sufficient supply of labor, and be able to insist on reasonable conditions and wages, and hours of labor. When the industry was organized so as to maximize the output of the earlier processes, surplus looms should be supplied with imported yarn. It would be advisable to ascertain whether the Allies are likely to require large amounts of cloth for uniforms in excess of orders already placed in this country. This would enable them to determine to what extent the Government might with advantage increase the available machinery.

The whole question is by no means an easy one, and several points not touched upon here must be dealt with, but it is capable of something approaching a satisfactory solution provided it is left to the proper people. But at whatever cost, the armies of this country and its Allies must be properly and sufficiently clad.

ARTHUR GREENWOOD.

Daily Mail,
Dec: 11th. 1914.

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KHAKI COMES FIRST.

WHY WEST RIDING MEN AND WOMEN ARE EARNING HIGH WAGES.

By F. A. McKENZIE.

Mr. F. A. McKenzie to-day shows how Leeds and the West Riding are sharing in the circulation of the £350,000,000 war expenditure. He has already described the prosperity in the Midlands and in Scotland.

LEEDS, Wednesday.

The West Riding of Yorkshire is to-day in the midst of a trade boom unequalled in its history, a boom that gives good promise of being the beginning of a long period of sustained prosperity.

In July, a month before war broke out, business was bad, and seemed likely to be worse. The good times of 1912 and 1913 had passed. Many mills were working short time. "There is no prospect of any improvement in labour conditions during the remaining months of this year," wrote the official experts five months ago. To-day many mills are booked up for six months ahead, and I hear of one that can take no further orders until September next. Some are going at full pressure day and night; others, unable to obtain double shifts owing to the shortage of labour, are working a 66-hour week.

Such hours are unknown since factory laws came in, for they mean that the mills open from six in the morning until eight at night five days a week, with a half-day on Saturday. The local newspapers are full of advertisements appealing for workers and holding out every kind of inducement. The demand for raw material is such that unless fresh sources of supply are arranged there will soon be a famine in certain essential lines.

The orders for war supplies started the boom—orders for millions of yards of cloth from France and Russia, orders for millions of uniforms and hundreds of thousands of pairs of boots from our own Government, orders for locomotives, for war material, for machinery, for drugs, for iron and steel goods, for carriages, and for almost everything that the West Riding supplies. Ordinary trade has been largely stopped. Civilian buyers, usually the most welcome of guests, now take vain pilgrimages from factory to factory and mill to mill, trying to obtain what they want. Some manufacturers boldly take the patriotic line that it is their business first to serve the Government, and that everything else must stand over until the needs of the Navy and the Army are met Others, who would if they could satisfy the usual demand, find themselves compelled by official demands to make their old customers wait.

DELAY IN FANCY SUITINGS.

I heard to-day of wholesale boot buyers glad to secure supplies at 5s. a pair more than peace prices. The wholesale clothing manufacturers talk of the possibility of a time, some months ahead, when ordinary ready-made clothes will be almost unobtainable except at what now would seem prohibitive charges. The mills that usually turn out fancy cloths are now making nothing but khaki; the Leeds cutters and tailoresses are working at full pressure on Army overcoats and uniforms. "Khaki comes first" is the notice in mills and workshops alike.

Leeds is known to all the world as the home of the wool trade, the headquarters of wholesale tailoring in England, our leading leather centre, and third in rank among the shoemaking districts. But it is more than this. Apart from London it can claim to be, so far as I am aware, the most varied manufacturing district in the United Kingdom. It is a railway centre; it produces much iron and steel; it makes locomotives and everything to do with traction, from carriage springs to tyres and from passenger vehicles to signals. It makes machinery of a hundred varied kinds on a great scale—farming machinery, colliery plant, woollen machinery, printing presses, and the like. It is a centre for all kinds of domestic goods, from porcelain baths to gas stoves and from baby carriages to wholesale groceries. It makes glass bottles and drugs; its organs are famed everywhere; it produces ten million boot protectors a day. Its output of women's clothing, from mantles to linen dresses, is reaching a point where it will rival its trade in men's wear.

A city like this presents a very good example of how trade generally is being affected by the war. The outbreak of hostilities came at first to Leeds as a crushing blow, for much of the business of this city was with abroad, and quantities of foreign goods arrived here. Early August saw some dark days, and things did not recover their balance until the middle of September. From then until now each week has shown a great jump upwards.

CO-OPERATIVE PROSPERITY.

The effect on the working people of Leeds is best seen by the returns of the Industrial Co-operative Society, one of the largest institutions of its kind in England. During the first two weeks of August the weekly returns of the co-operative society rose owing to panic buying. Then came six weeks of steady, heavy decline. At the end of six weeks the balance suddenly swung round the other way, and from the third week in September until now the gains have been remarkable and increasing. Thus the increase in trade a fortnight ago was between £3,000 and £4,000, and last week between £5,000 and £6,000, as compared with the thriving days of last year.

Two or three engineering firms, with very fine and specialised plant, have been unable to adapt themselves to other work, and are certainly having a bad time. Apart from these, the records that I have been able to obtain from the leading houses are uniformly good, and in almost every case very good.

There is a great shortage of labour. Sixteen thousand men have enlisted or have rejoined the colours. In the early days, before Government orders poured in, a number of engineers and others went to Glasgow, to Newcastle, and elsewhere and obtained employment there. The effect of this is now being very severely felt. Cloth manufacture is being kept back by a shortage of weavers. In almost every line of trade it is impossible to obtain sufficient hands. Here and there fancy prices are paid. Thus I heard of a special order in the tailoring trade recently—admittedly quite an exceptional case—where a group of girls earned as much as 70s. a week each for a short period, working, of course, at enormous pressure. But 30s. a week for women in the tailoring trade is quite usual just now, with the abundance of overtime, and even with this sufficient women cannot be had. Most of the clothing manufacturers have some machines idle for lack of hands. You will find over a column of advertisements from employers in the local evening papers seeking workers. Some of them take a patriotic note: "Come and serve your country by making overcoats for the Army." Some promise specially considerate treatment. Some guarantee continuous work for six or twelve months ahead. The Leeds tailoress is at a premium just now.

In the shoe trade manufacturers had the good sense, almost as soon as the war started, to begin to adapt their methods to the making of strong boots required by the Army, and they are reaping their reward The allied trade in leather is doing enormously well. Leather prices have risen so greatly since August that many factors have made fortunes.

Leeds takes its good fortune quietly, but that its fortune is very good indeed no one here attempts to deny.

Daily Citizen, Dec: 12. 1914.

SECRET CONTRACTS.

ABSURD WAR OFFICE REPLY TO DEMAND.

The War Emergency Workers' National Committee have received a reply from Mr. Harold Baker, financial secretary of the War Office, to their recent letter, asking for the publication of the lists of firms holding War Office contracts. Mr. Baker writes:—

> This is, I understand, a question affecting other Government departments as well, and the matter has been brought to the notice of the Prime Minister, but so far as the War Office is concerned I am afraid that it would be a practical impossibility to compile any such lists during the present pressure. You will, I think, understand that in some cases in the public interest such information must be regarded as confidential. Apart from these considerations I can assure the committee that there is no desire for secrecy on the part of the War Office.

Mr. Baker's plea that pressure of work prevents the compilation of the lists is, of course, absurd. The committee do not ask for the publication of contracts for armaments, etc., where publicity might be against the national interest. The National Committee are demanding the setting up of a committee which will be representative not only of the Government departments and business interests but also of Labour.

Yorkshire Observer. 15 Dec.

THE LEEDS CLOTHING TRADE.

PLENTY OF EMPLOYMENT.

There is every prospect that the clothing manufacturers of Leeds will be exceedingly busy for some months to come. Many firms which were on short time a week or two ago are now working at normal pressure, thanks to the Government orders which are coming into the city. There are 30,000 operatives employed by local firms, and it is hoped that very few of these will be thrown out of employment. The reports of the large wholesale clothing manufacturers are of a most encouraging nature. Messrs. R. B. Brown & Sons state that they are working full time with their normal staff, and will require extra hands very shortly. Their contracts will last until next Whitsuntide at least. Messrs. Hepworth & Sons, Limited, are working on Army and Navy contracts which will last until Christmas, and Messrs Albrecht and Albrecht are working at full pressure with Army contracts, and actually cannot get sufficient hands. Other firms which have Government work in hand are Messrs. Arthur & Co., Limited, Messrs. Joseph May & Sons, and Messrs. Stewart & Macdonald.

There is every indication that the trade will become increasingly busy. Apart from War Office requirements there is now scope for activity in ordinary directions. Any day large orders may arrive from abroad. More than one foreign Government has made urgent inquiries for the making up of uniforms, and such orders are likely to be on a large scale. To-night a special meeting of the Leeds Association of Clothiers will be held to consider an inquiry from London in regard to the manufacture of great coats, and if the orders for these coats come to Leeds there will be additional employment for a long period.

Yorkshire Observer, December 22nd 1914.

PREPARATIONS FOR CHRISTMAS.

HOLIDAYS AS USUAL.

RELAXATION FOR HARD-WORKED TEXTILE OPERATIVES.

The textile operatives of the West Riding who, during the last few months, have been working almost to the limits of human endurance in the production of Army clothing, have been looking forward hopefully, but with a little uncertainty, to obtaining a brief relaxation in the Christmas season. Speculation regarding the Christmas holiday has been very rife. In those quarters where pressure of Government contracts is greatest curtailment may be said to have been expected by the workpeople; indeed, in some cases it had even been suggested that there was to be no respite on Christmas Day itself. A Christmas Eve with our manufacturing valleys illuminated by the chequered lights of mill windows and a Christmas Day ushered in by the hooting of factory sirens is a vision that uninformed loquacity had conjured up, but one that is not likely to be realised. As a rule textile operatives are to have their Christmas holiday as usual, and Thursday night to Monday morning will be the period of leisure in almost all cases.

LORD KITCHENER APPROACHED.

The anxiety of the workpeople regarding suggested encroachment on their Christmas holiday may be gauged from the fact that one of their trade organisations had even gone so far as to bring the matter to the attention of the Secretary for War. Acting on the instructions of the executive council of the Huddersfield Trades Council, Mr. J. S. Armitage, the secretary, addressed a letter to Lord Kitchener stating that the council "has been informed that some employers in Huddersfield and the Colne Valley are arranging to run their mills all the Christmas holidays," and urging "that in view of the fact that all the employees—men, women, and children—have been working excessive hours during the last four months they should have holiday from Thursday, December 24, to Monday, December 28." The letter also drew attention to the fact that "the next holiday is not due until April, 1915," and urged "that all citizens should use their efforts to help to obtain the holidays asked for."

The letter was sent not only to Lord Kitchener but also to the Mayor of Huddersfield and others. The Mayor (Alderman J. Blamires), who is principal of T. and H. Blamires, Ltd., a firm busily engaged in making flannels for the Army) has in response issued an appeal to all employers to grant the holidays asked for by the Trades Council. As far as can be ascertained the Mayor's appeal has met with a good response.

Generally it had been the intention of employers in the town and district to close down as usual for Christmas. Mr G. H. Wood, the secretary of the Manufacturers' and Spinners' Associations, informed a representative of "The Yorkshire Observer" that the holiday would be Christmas Day and Boxing Day, "which is in accordance with the agreement signed two years ago." The members of the associations, he added, had never thought of adopting any other course. Inquiries of representative firms—of worsted manufacturers in Huddersfield, of woollen manufacturers and spinners in the Colne Valley, and also of wholesale clothing firms, show that the intention of observing the Christmas holidays in the usual way is almost universal.

JADED OPERATIVES.

The position in the worsted trades of Bradford and Halifax and in the heavy woollen industry of Dewsbury, Batley, and district is very similar. Many manufacturers take the view that a curtailment of the holidays is both inexpedient and impracticable. "The holidays fix themselves this year almost as in accordance with a law of nature," said a Bradford manufacturer to our representative. "We must close on Christmas Day; on Boxing Day, which is a Saturday, it would not be worth while raising steam for half a day's working; therefore the holidays practically arrange themselves—to start on Thursday night and end on Monday morning." In Bradford, as no doubt elsewhere, employers generally are desirous that their workpeople should "play" this Christmas, because, as one manager expressed it, "they have honestly earned a holiday." "Lately," he remarked, "our engine has started at 12 o'clock on Sunday night and has not been stopped again until 12 o'clock on the following Saturday night. The workpeople have been employed long hours, and they cannot go on doing that interminably. They must have a break." And the workpeople on their part are no less earnest in their desire for a break. In the woolcombing branch of the industry one manager, at least, takes the view that it is very doubtful whether his employees would work on the customary holidays, even if they were asked to do so. Indeed, he expressed doubt whether they would work on Christmas Eve. "There is plenty of work," he remarked, "labour is scarce, and the men feel a bit independent." The dyers also will conform to the general practice, and in a few isolated cases work will not be resumed until Tuesday morning.

In Halifax, Keighley, Bingley, and Shipley—towns all closely related to Bradford in trade—the holidays will be similar to those observed in the city. In the several places there is an abundance of work and much overtime is being put in; consequently it is felt that it would be an injustice to deprive the workers of a brief respite from their labours this Christmas.

THE HEAVY WOOLLEN DISTRICT.

In no part of Yorkshire, or indeed of the whole country, has the press of work caused by the execution of Government orders been felt more severely than in the Heavy Woollen District, where the cloth, rug and blanket mills have been run to their fullest possible capacity day and night for over three months. In some cases resort has had to be made to Sunday work in order to cope with the urgent needs of the troops, and quite commonly the machinery has been driven until Saturday evening instead of being stopped at midday. Restrictions as to the employment of female and child labour have been relaxed to a greater extent than in any other period since the passing of the Factory Acts, and the strain on all sections of those engaged in the textile industries has been excessive. Here, also, however, Christmas and Boxing Day are generally to be holidays.

A short period of rest and recreation is regarded as a physical necessity. In course of time production is reduced, for human endurance is so taxed that the energies of the workers become seriously impaired, while the efficiency of the looms and mules, too, gradually but surely diminishes. A great quantity of machinery is sadly in need of a thorough overhauling, and the repairs and adjustments which will be made during the vacation will soon compensate for the spell of inactivity. For at least two months the mechanics in the Heavy Woollen District have been doing that kind of work during every available week-end hour, and they have the unpleasant prospect of being fully engaged upon it throughout the festive season. They should, however, be able to enjoy a complete rest for a few days afterwards.

No definite decision has been arrived at yet by employers as a whole as to the exact duration of the Christmas vacation, but from the replies which have been received to inquiries made of some of the principal manufacturers and of trade union officials in Dewsbury, Batley, and the adjacent towns, it appears probable that the mills will be closed down at the usual tea hour on Christmas Eve and opened again at 6 o'clock on Monday morning. In some instances, however, a re-start may be made at midnight on Sunday. Shopkeepers are naturally anxious that the factories should be closed early on Thursday evening, so that the workpeople may have sufficient time in which to make their purchases. No doubt there will be an unprecedented rush of trade, as the workers have been earning good wages for a long time, and have had very limited opportunities of spending their money.

THE POSITION IN LEEDS.

Except in the case of the clothing industry no special arrangements have been made in Leeds as to the duration of the Christmas holidays. The Master Clothiers' Association have, however, issued a recommendation to the various manufacturers and clothiers to the effect that all factories should be closed from noon on Thursday until Monday morning. This is a somewhat longer holiday than is usual, but as for the past few months work has been so plentiful the men have been able to earn very good money, and in consequence they are in no way adverse to having a longer period of rest. The recommendation is not, of course, binding, but there is every indication that it will be universally adopted.

In the engineering industry also, it has not been found necessary to consider the state of the worker's pocket. No universal action has been decided on, and the factories will be closed for periods long or short as they are slack or busy. In the majority of cases, however, they will remain idle from Thursday night until Monday morning at 9 o'clock instead of the usual earlier hour. In some cases the holiday is likely to be shorter, and this is particularly so where factories are engaged in the making of ammunition. Even these will be closed on Christmas Day, but the probability is that they will reopen on Boxing Day and continue working throughout the week-end. The firm which is ceasing work for the longest period is probably the Airedale Foundry, where for many weeks there has been work night and day. In this case the factory is being closed on Thursday night and will not re-open until the following Monday week. This is being done in order that the machinery which has been worked almost unceasingly since the latter days of September may have a complete overhauling.

65/a/3 658a.

Manchester Dispatch, Dec 30th 1914.

THE KHAKI SHORTAGE.

Operatives' Comments on the Situation.

A NOVEL SUGGESTION

No Fancy Cloths for "Dudes and Dandies."

The method of obtaining cloth for the clothing of the troops is criticised in the annual report of the Heavy Woollen District of the General Union of Textile workers.

It is urged that while the operatives are willing to work "overtime and all time" to clothe the soldiers, they know that the overtime would not have been necessary had the Government consulted expert business men.

In Leeds, for example, it is stated many good firms have received no Government orders at all, with the result that while some mills are running overtime, others cannot make up the full normal week.

The supply of raw material is also becoming a difficulty, and the report states that "the only way out would be to commandeer it all."

It is also claimed that the supply of cloth to the Government is hindered by the weaving of fancy civilian material. "The Government, even now, could do much," states the report, "if it said that until our soldiers are clad, and our common people are clad, there shall be no cloths for dudes and dandies.

"Thus the task of providing all that is needed for the fighting line could be done in a few months' time. Plain cloth for civilians is good enough wear in a crisis."

Weavers' Demands.

A thousand men and women weavers in the Huddersfield district, employed chiefly on making khaki, have refused to further work overtime unless the rate of pay for overtime is increased.

In accordance with a resolution the weavers left work at 5-30 on Monday night, refusing to work the two hours' overtime. The same thing occurred last night.

Mr. Allen Gee, general secretary of the General Union of Textile Workers, in an interview yesterday with a representative of the *Daily Dispatch*, stated that the weavers think they are as much entitled to extra pay for overtime as any other section of operatives. "There has not," he said, "been any recognised system of payment for overtime to weavers. But quite a number of firms in the Huddersfield district are paying the 1½d. per hour extra overtime. The firms employing the thousand weavers referred to are not doing so."

The Drapers Record; December 26th. 1914.
658a/4
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Clothing the Army.

A Better System of Distribution Required—Sensible Speech by Sir Geo. Pragnell.

SIR GEORGE PRAGNELL was the principal speaker at a crowded meeting held at the Queen's Hall last Thursday, under the joint auspices of the "Queen's Work for Women Fund" and the "Women's Service League." Sir George touched on many topics of direct interest to the trade. He said:

We are all on active service now in some measure and in some field of work. To the business mind the worst feature connected with all the good work which is being done is the terrible overlapping not only of institutions and collections, but of effort and enthusiasm. If we were at the end of the war instead of at the beginning it would not matter very much. Again, the effects of mismanagement or want of co-ordination would not be so distressful if the winter were behind us instead of in the front of us. (Hear, hear.)

Everyone will be delighted to know that the British Red Cross Society and the St. John Ambulance Association have joined forces, and the point I particularly wish to draw your attention to (and it is the unspoken opinion of every business man I meet) is that the worst remaining case of overlapping and of mismanagement is the enormous number of appeals to the charitable public for clothing required by the troops which ought to be provided by the Government. (Great applause.)

With a long war and a hard winter in front of us, charity ought not to be diverted from its proper channel, and the State ought not to be competing with such magnificent institutions as the Red Cross, the St. John, and all the old-established societies for the relief of suffering and distress. (Cheers, and a voice, "Quite right, sir.") The inevitable consequence is that some of our men have plenty of friends collecting things for them and have more than they require, whilst others are miserably under-clad, and meanwhile all our proper charities will suffer, too. ("Shame!")

What Are the Authorities Doing?

I am not saying that we should not send these things to our soldiers if they are cold or wet or shivering; in fact, I am sending things to them nearly every day. But I maintain that they ought not to be cold or wet or shivering because the authorities ought to clothe them properly without appealing to the public. (Applause.) What makes it still worse is the fact that there was never any necessity to appeal for blankets, socks, gloves, mittens, shirts, body-belts, scarves, and so on, because if business people connected with that business had been consulted at the commencement of the war (more than four months ago) everything could have been supplied direct to the Admiralty and the War Office through the proper business channels. (Cheers and "Question?") There is no question about it, because I am chairman of the Wholesale Textile Association, which has met daily at noon ever since August 5, and it is my business to know all about these things. (Applause.)

My second point connected with winter and the war touches the object of this meeting still more closely because it concerns employment. If there had been no unemployment or fear of unemployment there would have been no necessity for this particular fund or this particular meeting. Now, I maintain that if the business of the war had been properly managed—that is to say, if the authorities, from the beginning of August, had placed the contracts properly for articles required by the troops—there need not have been any unemployment at all. (Cheers.)

Scientific Distribution Required.

Let me make this point a little clearer. It is not only our Army abroad and our Navy at sea which have had to be clothed and fed, but our vast armies and navies in training, our sick and wounded, and, on top of all of these, the armies and navies and the sick and wounded of France and Russia. Details of their requirements—millions of shirts, millions of body-belts, and millions of all the other things—would stagger you. Now, every business man in a position to know will tell you that if these colossal orders had been properly distributed—that is to say, with a little thought and a little business foresight—no woman who could work and was willing to work ought to have been unemployed since the commencement of the war. I except professional women, and their claims ought to be considered separately. I am not going to labour the point or to go into details. It would do me a lot of good to tell all I know, but this is not the place or the time. The War Office has accomplished so much and risen to the occasion in such a marvellous way and in nearly every direction that severe criticism under a few headings would be ungenerous. (Hear, hear.) I think it was Beaconsfield who said, "It is much easier to be critical than to be correct." Well, I am trying to be both, and it is difficult.

It reminds me of a friend who was driving in Ireland, and who had lost his way. He came to a double forked road, and asked a labourer which was the road to Ballyhuick? And the labourer said "Both." But my friend inquired "Which is the *best* road?" and the reply he got was, "Well, guv'nor, its both the best they are, but whichever you take, begorra, you'll wish you had taken the other." (Laughter.)

The Road We Should Take.

Ladies and gentlemen, the road we should all take is the one which we think is most likely to do the most good to others. The men and the women who are heping most to see us through this grim time are those who encourage more than they criticise. Above everything, we must think before we act, not only in big things, but in little ones as well. It is the little things that count. My daily life is full of instances. For example, here is a little thing which illustrates want of thought. It is a needle, and on this little needle (it is a hosiery needle) depends the output of all the knitted socks, body-belts, gloves, mittens, and so on, in this country. We allowed the manufacture of all these hosiery needles to go to Germany, with the exception of one little factory at Hinkley, upon whose limited output all our manufacturers depend to-day. And unthinking women are sending *white feathers* to those men who are working early and late to clothe the men who are fighting for us. I could give you hundreds of similar instances. What a little thing, what a thoughtful thing it would be for the War Office to give such men certificates of exemption and permit them to wear a badge. ("Bravo!" and cheers.) Then we should know who the slackers are. (Applause.)

Here is another little thing, another little thought: mittens are wanted badly by the troops and they are scarce. Now a man's sock only wears out in the foot part, and if this is cut off and a hole made in the other part for the thumb to go through, an excellent mitten can be made without any expense. I am paying unemployed typists to sew them over, and then I send them to our troops. But in three months I have exhausted my circle of friends. May I ask you to send me all the old (clean) socks you can collect in order in this way to provide more work and more comforts without cost, and without interfering with the living of any other class? I lay great stress on that point—finding work for women which won't interfere with the living of other women. May I venture to add, in the presence of so many ladies, that old stockings will do equally well.

Here is another illustration. This is a double flannel body-belt approved by doctors, admirals, and commanding officers, and soldiers and sailors say it is like an extra suit of clothes. Unlike woven belts, these will fit any size of man; they don't ruck up or slide down where they are not wanted, and they don't harbour vermin like the woven ones. Not a nice subject, but a very prevalent one, and, as I have said, "it is the little things that count." Well, unemployed women have made several hundred thousand of these for the Allies without interfering with the work of other women. (Hear, hear, and a voice "Where can we see them?") Samples of socks or belts free, and with pleasure, from the Patriotic Association, 32, St. Paul's-churchyard. (Cheers.)

We Can All Help.

A little more thought for others, and we may yet muddle through. The Queen's Committee and the Queen's Fund are doing great things under great difficulties. (Applause.) They want more co-operation from the authorities, and more help from the public. We can all help in some degree. (Hear, hear.) Let this meeting prove a rallying ground for further effort and a whetstone for our enthusiasm. Let us, ladies and gentlemen, all put good works on board, and so make this grim time turn out a happy argosy. May friendly winds and fair, the gentle breezes of thoughtfulness, of *thoughtfulness* and love guide all your ships through wintry seas until they reach the sunlit isles of great accomplishments, and may our gracious Queen and all those who ever keep such faithful watch and ward be enabled through your efforts to increase the rate of their precise and beneficent activities. (Prolonged applause.)

658a/5

The Co-operative News, December 26th 1914.

658a.

CLOTHING CONTRACTS.

HOW DOES THE GOVERNMENT PRICE AFFECT THE WORKER? 658a/5

STATEMENTS AT THE C.W.S. MEETING.

PENDLETON AGAIN TAKES UP THE CUDGELS.

DIRECTORS' REPLY.

WHY IS LEATHER MUCH DEARER?

[From Our Own Reporter.]

THERE have been no "Christmas Greetings" at Balloon-street this year, but the December quarterly meetings of the society, which came to a close on Saturday, are in themselves sufficient to indicate that the year 1914 has almost run its course. Soon it will have joined its predecessors, but it leaves behind a record which, so far as the society is concerned, has probably never been equalled. Nobody thought when the year began that the December report would contain any references to war, nor did anybody imagine that the society would be called upon to do the work it has done for the Government. So far as sales are concerned, it is not possible at the moment to give the figures, but it will probably be recalled that a few weeks ago it was announced in the "Co operative News" that the society had broken its best weekly record.

The meeting in Manchester on Saturday did not occupy the usual length of time; as a matter of fact, it was over in an hour-and-a-half. There were 916 delegates present, and they represented 277 societies. Mr. J. Shillito (president) occupied the chair, and he was supported by all the directors resident in the Manchester district, and the following representatives from the other districts: Messrs. T. Shotton, T. Adams, and J. W. King (Newcastle), and Messrs. H. J. Youngs and A. E. Threadgill (London). Messrs. T. J. Baylis and T. Wood (auditors), Messrs. J. J. Barstow and E. Procter (scrutineers), and Messrs. T. Brodrick (secretary and accountant), T. Goodwin (cashier and bank manager), and J. Odgers (C.I.S.) were also on the platform.

The Late Mr. Gibson.

The Chairman, at the outset, made reference to the death of Mr. Gibson (an ex-director of the Newcastle branch of the Wholesale Society), and moved that a letter of condolence be sent to the bereaved family. This was agreed to.

New Members.

There were only two applications for membership: one from the Forward Society in Guernsey, and the other from Maentwrog and District Agricultural Society in the county of Merioneth, and both were agreed to.

The committee's report was then considered.

Army Contracts.

Mr. Sharples (Blackburn), who was indistinctly heard at the Press table, expressed satisfaction at the gratifying increase shown in the society's trade, but wanted to know how much of this increase was due to abnormal circumstances owing to Army contracts? How much was due to extraordinary circumstances, and how much to a natural increase in trade?

The Chairman replied that the increased taxes had hardly come into existence when the quarter under review ended. Certainly they had just slightly. When they looked at what had taken place since—the increased price of sugar, which would come in the next half-year—they had an increase up to the twenty-third or fourth week of a little over two millions, and that arose very largely—at least one million of it—from sugar alone.

Banking and Bank Interest.

Mr. Charter (Cambridge) referred to the increase in the turnover of the banking account. There was still an increase, but was it not possible for an active propaganda to be carried out by the C.W.S. with the object of bringing in other societies now standing out?

Mr. M'Carthy (Leicester) said they in Leicester would like to know if the finance committee had ever considered the advisability of starting branches in centres like Leicester. They did not want to place their business with the C.W.S. through outside agencies. He was speaking both of trade unions and co-operative societies. Could they establish a direct C.W.S. branch in Leicester?

Mr. Varley (Lancaster) wanted to know if the committee would again consider the question of the rate of interest on loans, and raise it to 4 per cent. That percentage could now be got elsewhere; even the Government was now giving that security.

A delegate asked how many trade unions were now banking with the C.W.S.

The Chairman said there were about seventy trade unions now banking with the C.W.S. Replying to Mr. Charter, he remarked that they had always propaganda work going on in connection with banking. But there were peculiarities which were in the way. For instance, there was one society that was on their first balance sheet, but they still refused to bank with the C.W.S. Whether the co-operative spirit had fallen or not he could not say, but it tended in that way. But the banking was increasing all the same. As regarded 4 per cent. interest, they wanted to know if it was wise to make drastic changes when they were in a state of panic? What they desired to do was to give security that could be relied upon. Four per cent. would not last long when they got into a settled condition, and if they got 4 per cent. now, they would not want it to be reduced afterwards.

Beet Growing.

Mr. Redfearn (Heckmondwike) said he understood the directors were making inquiries in regard to beet-growing. He gathered from what one of the directors said at the Manchester divisional meeting, on the previous Saturday, that the society had been in communication with the Development Commissioners in regard to the matter. He was of opinion that the Wholesale Society could manage this business as well as the Government or Development Commissioners. He believed that a plentiful supply of sun was essential to beet growing. He therefore suggested that a few acres on their various estates should be set apart for experimental purposes, and then they would see which parts of the country received the greatest amount of sunshine, and therefore the most suitable for beet growing.

Mr. M'Innes (platform) said the Development Commissioners were not likely to give a grant, even if the Wholesale Society asked for it, because one of the conditions attendant upon a development grant was that the society or company appealing for financial assistance should not be working for a profit. He had seen beet grown in South Lincolnshire during the past few years in very good land, for which Dutch refiners gave a very good price. The growers had, however, discontinued growing beet for crops, which paid them better.

Question of a Tannery.

Mr. Baxter (Middlesbrough) inquired whether the directors, in view of the increased price of leather anticipated in the near future having a tannery of their own. He did not think any firm was in such a good position as the Wholesale Society for getting hold of the raw materials.

Mr. Charter (Cambridge): Is it your opinion that the present inflated price of leather is due to a real shortage, or to exploitation by tanners? If the latter, do you propose to consider the advisability of establishing a tannery of your own?

A Dress Complaint.

Mr. Bradbury (Mossley) said he wanted to make a complaint which had reference to the methods of the drapery department at Balloon-street. He sent a lady, who wanted a dress, to the department.

The Chairman: We cannot allow complaints at these meetings. You should write a letter to the committee, and tell them ——.

Mr. Bradbury: I have an audience whom I appeal to.

The Chairman: It is not a proper question. Write to the

drapery committee. I think they will give you a satisfactory explanation.

Mr. M'Innes: I beg to give you the assurance that we of the drapery committee are constantly receiving complaints of the character Mr. Bradbury has made, and we do our level best to get to the bottom of them.

Mr. Bradbury: I don't think you know the character of my- —

Mr. M'Innes: I think you have said sufficient to indicate the character of your complaint, and we shall be pleased to investigate anything you may send along.

The Chairman, replying, said that if they had forty tanneries they could not have their leather cheaper. It was the price of green hides which made the difference. And the increase had not stopped yet. In Germany they were wasting leather in abundance, and this would all tend to make leather dearer and scarcer until a great change came about. Cattle also had gone down in England, and they could not have leather without cattle.

Mr. Millerchip (Walsall) asked whether the Chairman could give the difference in the percentage of advance in the green hides and the manufactured article.

The Chairman said that if notice of the question had been given it could have been answered, but the figures could not be given offhand.

Mr. Rogers (Northampton) said he thought he could throw some light on the matter, but the Chairman said the question had been answered, and the discussion was closed.

Prices of Military Clothing.

A Carlisle Delegate asked whether any information could be given as to the basis upon which the Wholesale fixed the prices of the military garments which they were giving out to societies to make. The Carlisle Society had been requested to make military garments at a price at which they could not do so and pay the log prices in their workshops.

Mr. M'Carthy (Leicester) said that at the prices given for the making of trousers and tunic it was not possible to pay trade union wages and leave a profit for the society. That was not fair to working-class people. If the whole of the business people of the country were prepared to make sacrifices for their country, it would be all right; but while some were making large sums of money out of Army contracts, others had practically no margin left. (Hear, hear.)

Mr. M'Innes (platform), in reply, said that in some instances those to whom these orders were given might not be working under the factory system. As far as sub-contractors are concerned, they had to be firms of good repute, and a list of the firms had to be submitted to the Government. The Wholesale, at its own factories, had been able to make these military garments and give full trade union conditions and pay the minimum scale of wages also. (Mr. Jennings: "No, no.") Well (continued Mr. M'Innes), I have the full particulars in my pocket. I ask Mr. Jennings to give us the particulars he has at his disposal, and we will confute them, and I have no hesitation in saying so from this platform." (Hear, hear.)

The Tea Production.

A Delegate asked what quantity of tea was produced by the C.W.S., and what quantity purchased from other sources.

Mr. Killon (C.W.S.) said that the quantity of tea sold from week to week was about 600,000 pounds. The quantity of tea grown on the C.W.S. estate was only a small proportion of that amount. But they had acquired large tracts of land in India, and as years pass by the quantity of tea produced would be more commensurate with the quantity being sold by the C.W.S.

South-West Flour Supply.

Mr. Halse (Twerton) said they had suffered much through the belated supply of flour. How soon could they have facilities at Avonmouth to prevent such irregularities in future?

Mr. Lander replied that the question concerning supplies from Avonmouth had been a difficult one. They had been able to keep societies going, but they had had to run "long times. Although a new mill was in contemplation, they had had to accept a tender last week (for temporary purposes) to crowd in some machinery in the present mill to increase supply in the area. [illegible] appreciated the kindly spirit of the societies in the district, and the C.W.S. was doing its best to help them o[illegible] of their difficulties.

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Trade Union Matters.

Mr. Rogers (Northampton) wanted to know if the board were aware of any friction existing inside Huthwaite, due to the fact that a very small proportion of the employés were standing outside the union.

Mr. Lander replied that the committee were perfectly satisfied about the Huthwaite factory, because 100 per cent. of the workers were members of the trade unions. There was a question raised about one employé at a meeting about six months previous, but he had since gone, and now trade unionists were 100 per cent. (Hear, hear.)

Mr. Lander said decrease at Desborough was due to trade being affected by the war. The factory was working full time, and the question raised was purely one of stocks and delivery.

A Delegate, on the paragraph headed Batley Mills, asked if the Wholesale Society had been black-listed for not paying the trade union rate of wages.

Mr. Lander said it was unfair for delegates to ask questions like that without making quite sure of their grounds. When the meetings were over, some of the statements were carried away and believed to be the actual facts of the case. However, the mills had not been black-listed, and the officials of the trade union concerned had expressed regret that any such rumours should have got into circulation.

The Proper Place.

Mr. Hadfield (Oldham Equitable), on the paragraph relative to Radcliffe weaving shed, endeavoured to elicit information concerning the building department, but the Chairman—who ruled him out of order—said: "There is a proper place for this, if you will only find it." (Laughter.)

Mr. Hadfield: If we only had a report in regard to the building department, we could ask our questions on that.

Weavers' Wages.

A Delegate asked if the directors had been in communication with the Weavers' Amalgamation in respect to a weaver's statement, and if so, could the statement be placed before the delegates?

Mr. Lander said there was no dispute with the Weavers' Amalgamation. The question they had to talk over with representatives of that organisation had reference to the establishment of a list for Northrop looms in the coloured trade, which at present did not exist. He did not think there would be any difficulty in coming to an amicable agreement as to the prices to be paid. The relationships between the Wholesale Society and the workers' organisation were of a cordial character, and there was no contention between them at the moment.

So far as Radcliffe weaving shed was concerned, Mr. Lander said there was no shortage of weavers at the present time. As a matter of fact, they were about the only people in the weaving trade who were busy in certain parts of Lancashire. They had plenty of orders for the looms, and they were sending out cloth that was giving satisfaction with regard to quality and in price, and the only thing which might cause delay in the development of the shed would be the question of dye. In common with other people, they were experiencing difficulty in getting supplies of dye, and the time might come when they would try to dye their own yarns, and be independent of outsiders.

Conditions of Labour.

Mr. Jennings (Pendleton) having risen, the Chairman said: "We cannot have it over again. We had it at Manchester last week."

Mr. Jennings: I am acting on instructions, and I have the right to ask the question.

The Chairman: We are in negotiations with the Pendleton Society, and when those negotiations are finished, we shall see what can be done.

Mr. Jennings: You are creating a wrong impression if you avoid the question. When I say I speak on behalf of the committee and delegates of the Pendleton Society, that will answer the question, "Do I speak for myself or for the committee?" Proceeding, he again asked the directors of the Wholesale Society if they had any information to give in regard to the various allegations he made [illegible]

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and now expressed his adherence to. Had they instituted any inquiries? Did they expect them at Pendleton to divulge names of employés who were dissatisfied after the treatment of Barraclough, Smith, and six others, who received victimisation pay at this factory? They had received splendid treatment from the drapery committee, and they appreciated what that committee had done. But was it not possible for the committee to have access to the wage-book? He contended that if they looked through the wage-book they would find justification for the claims of the Pendleton Society.

Mr. Whittaker (Todmorden) said he had been told that the employés at the factory engaged on Government work could not make the same wages as they could on their ordinary work.

Mr. Johnson (Pendleton) asked whether employés had left the Wholesale Society to work for Jews. There was discontent at the factory, and it was not good for the movement that it should be so; and he hoped the drapery committee would take up a strong attitude, and remedy any evils which existed.

Mr. M'Innes said it was not good for the movement to push charges of that kind at such meetings without informing the drapery committee beforehand. The question had been asked whether any of their employés had left to go and work for Jews. He did not know; he had not heard of any. They had the assurance of their manager that workpeople who had been working on Government orders—hundreds and hundreds of which were going through—could earn more money and more easily than they could on a large variety of jobs.

Several delegates interrupted with "No, no," and "At Leeds."

Mr. M'Innes, proceeding, said a statement was made the previous week at the Manchester meeting that if a living wage could not be paid at Broughton, they should close the factory. (Hear, hear.) They said a living wage was being paid, and the minimum wage was being observed at Broughton. They had written the Pendleton Society, and up to the present they had not received any reply. They were, however, expecting a reply, which would have their serious consideration. In the next place, he hoped the Pendleton Society would take steps to support and confirm everything that had been said at that meeting. He did not believe there was any truth in what had been said. So far as wage-sheets were concerned, he said they were continually seeing them.

Boots and Shoes.

A Cleckheaton Delegate asked for the reason of the decrease at the Heckmondwike shoe works, more especially when societies had received a circular saying the works were so busy with Government work that they could not complete all contracts?

Mr. Rogers (Northampton) referred again to the question of green hides, and said he was sorry to have to disagree with the platform, but any man in the boot trade knows that the explanation given was not the crux of the question at all. Robbery had been going on, and the delegates would be faced with the same question in perhaps a more acute form three months hence, when the prices of boots would have to be still further advanced, or the quality reduced.

Mr. M'Carthy (Leicester) asked for the cause of the decrease at the Leicester shoe works.

Another delegate wanted to know the percentage of boots and shoes sold by the Wholesale which were made within the movement, and the percentage bought outside.

Mr. Lander, replying, said the percentage of boots and shoes—leaving out slippers and such things—made inside the movement and sold by the Wholesale was 78. (Hear, hear.) With reference to the currying at Heckmondwike, the machinery there was quite out of date for the work it was required to do. The question of developing currying and tanning was receiving the attention of the committee, but had no connection with Heckmondwike, because they could not put a factory there for various reasons. Regarding the decrease at Leicester works, that was up to the end of September, and was only for the supplies from the factory to the various distributive departments. When the war came deliveries were stopped suddenly by societies and by the departments. They all had panic—some worse than others. (Hear, hear.) And the consequence was that the supplies from Leicester were down. The figures up to the present time showed a very substantial increase in the supplies. The factory was well employed at the present time and trying to turn out as many boots as was possible for the spring and summer season, which they hoped would be a good one, in spite of the untoward circumstances. The decrease at Heckmondwike was due to the same cause, but since the outbreak of the war the works had been running until nine o'clock in the evening. Referring to the remarks of Mr. Rogers, he (Mr. Lander) wanted to correct just one thing that might be carried away from that meeting wrongly. He wanted to tell the meeting that so far as their make of boots was concerned, they had not interfered with the quality. They would have to interfere with the price, but they did not think they ought to depreciate the quality. (Hear, hear.) It was a mistake to try and deceive the customer because of the difference in the price of leather. (Hear, hear.) Continuing, Mr. Lander said there was more than one reason for the high price of leather. It was not covered by Mr. Rogers' explanation, nor by that of the Chairman. (Hear, hear.) They were contributory factors to the increased price, and at the present time it looked as though prices would be higher still. Some of this increase that was foreshadowed was largely due to exploitation by men who did not handle the leather at all. The same applied to cloth, and a number of articles besides leather. (Hear, hear.) It applied to wheat. The high prices of some commodities were absolutely a disgrace, and it behoved them, as co-operators to go more and more into the question of getting control over the supplies of raw material. (Applause).

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Army Cabinet Contracts.

Replying to Mr. Forsyth (Eccles), Mr. M'Innes said that the small decrease in the Broughton cabinet works was attributable to the slackness in the demand for furniture due to the war. The cabinet factory had done several small contracts for the Government, mainly for the inside of hospitals.

Paints and Printers' Ink.

Mr. Whittaker (Todmorden) wanted an explanation of the decrease at the paint works at Rochdale.

A Cleckheaton Delegate was anxious to know if printers' ink could be manufactured at the Rochdale works.

Mr. Lander said that the decreases at Rochdale reflected the loyalty and disloyalty of societies. They were going into the question of printers' ink; in fact, it was their object to make all that was used in the movement. (Hear, hear.)

Industrial Housing Conditions.

Mr. Jennings (Pendleton) said that about eighteen months ago there was a question raised about the C.W.S. with regard to buying land for works. It was then contended that sufficient land should be purchased for the erection of dwellings for the workpeople. Were the committee still considering that matter, and when did they intend to move in it? As soon as they erected a factory they knew that the value of land increased, and the result went into the pockets of private builders.

Mr. Lander, responding, said the committee had not lost sight of the matter. But they had to consider many things in putting factories up; they must have a suitable place to get in and get out, and have labour necessary for the manufacture. They could not live on sentimental Saturday afternoon prices, but on Tuesday demands. However, they always did whatever they could for the workpeople.

Red-Cross Enlistments.

Mr. R. J. Davies (Manchester and Salford) drew attention (when considering the recommendations of the committee) to a statement which had been issued to employés with regard to enlistments. He said this explained that employés enlisting for Red Cross work would not be treated, respecting payment, in the same way that those who had enlisted for the fighting forces. Why should the allowance not be the same? He also wished to know if the board had taken into consideration the passing of a resolution demanding £1 per week for soldiers?

The Chairman, in his reply, said they regarded the Red Cross Society as a voluntary association, and those who had joined it had taken up something in which there was less risk. ("Oh! Oh!") They decided that payment should be made to those joined the Army, and not the Red Cross.

All the recommendations of the committee were adopted, and the meeting came to a close. Before going down to tea, however, the delegates sang the first verse of the Christmas Hymn.

The Yorkshire Observer, December 31st. 1914.

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WHOLESALE CLOTHING TRADE.

DEMAND FOR UNIFORMS.

For the Leeds wholesale clothing trade the year opened placidly, with no indications of the great things that would happen before it came to an end. In January business was slack, as there was a slight wave of depression passing over some of the best home outlets, notably Lancashire. In many parts of the country the retailers had had a very poor winter season, owing to the extreme mildness of the weather. Stocks of overcoats and other winter garments were heavy, with the natural result that the retailers did not care to speculate on spring account, and in Lancashire, which is one of the very best outlets, the prospects of the cotton industry had become gloomy. In the mining districts of South Yorkshire and Derbyshire—another good market—there was much labour unrest, and all these things combined to depress the clothing industry.

The spring orders came forward slowly, and in the first few weeks of the year there was barely sufficient work to keep the machinery working the full normal day. Towards the end of March a decided improvement set in. The threatened labour troubles in the coalfields passed over, and the output on Easter account was well up to the average of the best years.

The improvement was short-lived, as the weeks between Easter and Whitsuntide were slack, comparatively speaking. These weeks are usually the very busiest period of the clothiers' year, when the demand is for the most part in excess of the supply. But this year the clothiers had no difficulty at all in keeping well abreast of the Whitsuntide demand and delivering the orders well up to time. This was a very different experience from that of the very busy years when no orders for Whitsuntide delivery are accepted within, say, three weeks before the holidays.

DEMAND FOR BETTER-CLASS GOODS.

One remarkable feature of the trade was the steady demand for better-class garments. The run upon stock garments was remarkably weak as far as men's wear was concerned. Special measure goods only seemed to be wanted on summer account, and the special order department was kept well occupied from Easter to the August Bank Holiday. The demand for stock garments was confined for the most part to juvenile clothing. In all directions the special department made progress. Another feature of the trade was the increased cost of production. Woollens and trimmings had advanced in value, and with the preparation of winter price lists quotations for clothing of all descriptions were increased accordingly.

The oversea demand did nothing to help towards greater activity or to compensate for the comparative quietness in the home markets. South Africa is the chief outlet overseas for the productions of the Leeds clothing factories, and the condition of affairs out there has not been conducive to brisk business. At the moment of writing the tendency is towards a still further falling off. The whole situation regarding South Africa may be summed up by saying that shipping firms on this side are not inclined to push Cape business to anything like its fullest extent, and out there the storekeepers are not disposed to buy in excess of immediate requirements. The outlook, however, is hopeful, and it is expected that business will soon settle down again into its normal groove. Stocks of clothing in South Africa must be very low, and with a return of confidence a steady flow of orders might be expected.

EFFECT OF THE WAR.

The clothing factories were all closed down and the operatives were for the most part away at Blackpool and Scarborough when the war broke out. The factories opened their doors a day or two afterwards with the gloomiest prospects for the winter trade. The whole natural order of things was upset. As in other [illegible] tries something of a panic ensued, and short time became general throughout the trade. Even if there had been no war this slackness would have been with us, as the clothiers had very few orders on hand with which to start the autumn and winter trade, which usually begins immediately after the August Bank Holiday. The[illegible] for the most part, took the most pessimistic view of the situation. They seemed convinced that the whole trade of the country would be upset, and no one would require clothing. The handling of khaki was entirely new to most of them, but they adapted themselves to the work with remarkable quickness and have become experts in a very short time.

It should also be placed upon record that the charges of sweating which have been made against the wholesale clothiers in connection with these Army contracts appear to be without the slightest foundation in fact. There has been a certain amount of sub-letting in some cases, but that was inevitable under the circumstances, and where it has been done at all it has been under equitable conditions. The amount of sub-letting appears to have been trivial in any case, and the contracts all appear to be carried out under the fairest trade conditions, notwithstanding rumours to the contrary and in spite of the pressure for delivery.

There is still an enormous amount of work to be done in connection with the clothing of the new Army. In this respect the clothing trade suffers like other industries from a scarcity of skilled labour. Many of the operatives have joined the colours, and their places are difficult to fill. Any further scarcity of labour caused by recruiting will further handicap the clothiers and cause considerable delay in the completion of the contracts.

The uniform trade is, of course, occupying a large proportion of the available machinery, and as a result, those firms who can accept private orders have no difficulty in obtaining them. In most of the industrial districts on which the clothing industry depends trade is booming in spite of the war or because of it, and when this can be said there is no scarcity of orders in the clothing factories, and the winter demand has been steady and regular.

Another very satisfactory feature of the trade throughout the year has been that retailers nearly everywhere have taken up their engagements promptly. Neither the number nor the importance of suspensions of payment have been above the average, and the wholesale houses will scarcely have even the ordinary percentages to write off on the score of bad debts when it comes to stocktaking. There have been no labour disturbances in the trade of any moment, and although there was agitation and unrest amongst the workers in the early part of the year, which might have developed into strikes later on, the shadow of the war has put all these things aside.

A PROSPEROUS YEAR.

The year must be described as a prosperous one, and it has never happened before in the history of the trade that the clothiers have had such a busy winter season as the present. There are no signs of any cessation of activity, and the present condition of affairs is almost certain to last as long as the war. The activity may even increase. It is certain that our own Army clothing authorities will look to Leeds to produce uniforms at even a greater rate than at present, and it is even possible that the manufacturers may be asked to make up uniforms for France and Russia just as our woollen manufacturers are making the cloth. In some quarters French contracts have been expected. In normal times France looks to Lille and the busy surrounding manufacturing area for the supply of military uniforms. Paris is also a great making-up centre and so is the Lyonnaise, and as long as the Germans can be held back from occupying these areas the French army clothing authorities may manage to get all their making-up done at home if we will only supply the cloth, which we are at present doing.

The immediate outlook must be considered good, and there is not likely to be any falling off in the present activity whilst the war continues. It is, of course, impossible to look any further ahead than the war. The old order of things may be in the melting-pot, and no one knows how the clothing industry may be affected. The generally-expressed opinion is that it will take generations for Germany to recover from the effects of this war, and during that period that country will be ineffective as a commercial rival. It is not too much to expect that most of the great volume of trade which its manufacturers have hitherto held in the world's markets will fall to the share of Great Britain, and this applies particularly to the clothing industry, in which German competition has been keenly felt.

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The clothiers set themselves with characteristic energy to the task, and with the hearty aid of the workers they have overcome many difficulties and have turned out uniforms at a wonderfully rapid rate. The manner in which the clothing factory employees surmounted the difficulties is worthy of all praise. It must be remembered that the making up of uniforms and [illegible] difficulty in obtaining them. In most of the industrial districts on which the clothing industry depends trade is booming in spite of the war or because of it, and when this can be said there is no scarcity of orders in the clothing factories, and the winter demand has been steady and regular.

Another very satisfactory feature of the trade throughout the year has been that retailers nearly everywhere have taken up their engagements promptly. Neither the number nor the importance of suspensions of payment have been above the average, and the wholesale houses will scarcely have even the ordinary percentages to write off on the score of bad debts when it comes to stocktaking. There have been no labour disturbances in the trade of any moment, and although there was agitation and unrest amongst the workers in the early part of the year, which might have developed into strikes later on, the shadow of the war has put all these things aside.

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Weekly Dispatch, January 3rd. 1915.

KHAKI FORTUNES IN THE EAST END.

Not Enough Tailors and Machines.

The war, a very ill wind to most, has blown a lot of life into a slack industry in the East End of London—that of tailoring. The East End is experiencing a khaki boom. The period after Christmas is usually a very quiet one, but "this season is unequalled in the history of tailoring," said Mr. William Goodwin, of Steward-street, to a representative of *The Weekly Dispatch*. "We have enough work to keep us going day and night for an almost indefinite period. We are doing five times the quantity of garments that we did before the war. Others must be doing even more, for we are doing the better-class goods, and, of course, the bulk is not so good. A difficulty, almost unbelievable at this time of the year, is in getting workpeople. I am also experiencing a kind of inconvenience I have never had before in my life—that of getting machines." Asked to explain the cause of this difficulty, Mr. Goodwin said: "Firstly, the tremendous quantity of work; secondly, the Aliens Act; and thirdly, we will not employ Germans or Austrians."

FORTUNES FOR ALL.

Stories of little fortunes being made were numerous. Everybody knew of somebody else who was just coining money in these wonderful times. There is Mr. —— making twenty pounds a week clear profit. Before the war he was making two!" Ten, twenty, and thirty pounds a week were said to be the profits of several small master tailors. "I have earned two pounds this week," said a pale but bright looking woman. "I learnt the buttonholes very easily when my husband told me there would be a demand for workers. And every little helps!" From two shillings to half-a-crown per hundred buttonholes on tunics and overcoats are paid. Half the price is paid for buttonholes made on breeches. Men altogether ignorant of the tailoring trade are trying a hand at it. For instance an enterprising musician, rather badly hit by the war, purchased a machine for button-hole making and is maintaining his end in this manner. A baker, finding that khaki paid at least as well as bread, transformed half of his stores into a tailoring department!

The Manchester Courier 15-2-15,

MAKING UNIFORMS.

GRIEVANCE OF THE SUB-CONTRACTOR.

It appears to be a fact that Government contracts generally manage to lead to dissatisfaction somewhere in the circle of people concerned with and affected by them. This has been noticed again and again; yet very few business people would disdain such a contract. This difference of opinion has occurred again in connection with the Army uniforms. No effort has been made to keep it secret, but neither has any attempt been made to advertise it.

There are reasons for this "endurance and submission," and perhaps the simplest is that the people chiefly affected are those who, while doing Government work, have no direct dealings with the Government. These people are the sub-contractors, who undertake to do the surplus work of the contractor. That is, the contractor "lets out" so much work to a sub-contractor to ensure the delivery of the goods within the given time. Several large clothing firms in Manchester hold Government contracts to supply Army uniforms, and they have engaged hundreds of sub-contractors to assist them.

These sub-contractors are inclined to grumble at the low figure fixed by the Government, a figure which compels them to work, in many instances, with practically no profit at all. The Government pay 19s. 6d. per suit and supply all materials, entering the cost of them against the contractors and deducting the same when making payment. It has been said that a contractor can make from 12 per cent to 15 per cent profit on the undertaking, so that working at top pressure he has nothing whatever to grumble at. It is only the work he finds it impossible to perform that he gives out to the smaller firms, and on that work he reckons to make 5 per cent profit. The important difference between the contractor and the small sub-contractor is that the former employes girls and uses machinery, while the latter must employ men and does not use machinery. Thus he finds his turnover adversely affected in two ways. He has to pay more for men's work than the contractor pays the girls, and with no machinery—or little enough not to count—he cannot turn out a sufficient number of suits to yield a substantial profit.

Girls are paid 3s. 3½d. per tunic—it usually takes three girls to make the garment—and 1s. is paid for the trousers. Thus the suit is made for 3s. 3½d., but several girls have to share this sum, and with a smaller number of suits turned out the profits of the sub-contractor are again lessened.

Recently there has been trouble in Leeds among the workers, suggestions being made that sub-contractors endeavoured to make up some

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The Daily News & Leader, January 8th. 1915.

LABOUR & KHAKI BOOM.

East End Rush From Jam Factories to Tailoring.

The khaki boom, now at its height, has resulted in the establishment by Government contractors of huge factories in Bow and Poplar, and the cry for workers is insistent. So attractive is the prospect of "constant work and good pay" that girls are resigning their posts in jam and pickle factories, and training themselves for the work of making up uniforms.

Contractors enlisted the help of sub-contractors, and these, in their turn, have found it expedient to secure larger premises and advertise extensively for workpeople.

Tailors' pressers and under-pressers, who earned from 30s. to 40s. a week in normal times, are taking three times that amount to-day. Girl basters have taken to machining, whilst ex-schoolboys, who earned a few shillings by carrying civilian clothing to and from the City shops, are plying the machines and earning men's money.

Yorkshire Observer, January 28th. 1915.

LEEDS CLOTHING OPERATIVES' GRIEVANCES.

The conference between representatives of the Leeds branch of the Amalgamated Union of Clothiers Operatives and the Leeds Master Clothiers' Association was resumed at the Great Northern Hotel yesterday. As has been reported before, the matter under discussion is that of agreeing upon the payment of a flat rate of remuneration for the workers together with a standard rate for overtime. It had been expected that an amicable understanding would have been arrived at yesterday, but at the close of the sitting it was officially announced that the negotiations were still proceeding. Another meeting will be held to-morrow, and in the meantime the delegates on both sides will report to their respective organisations. The situation is considered to be hopeful.

Austrians."

FORTUNES FOR ALL.

Stories of little fortunes being made were numerous. Everybody knew of somebody else who was just coining money in these wonderful times. There is Mr. —— making twenty pounds a week clear profit. Before the war he was making two!" Ten, twenty, and thirty pounds a week were said to be the profits of several small master tailors. "I have earned two pounds this week," said a pale but bright looking woman. "I learnt the buttonholes very easily when my husband told me there would be a demand for workers. And every little helps!" From two shillings to half-a-crown per hundred buttonholes on tunics and overcoats are paid. Half the price is paid for buttonholes made on breeches. Men altogether ignorant of the tailoring trade are trying a hand at it. For instance an enterprising musician, rather badly hit by the war, purchased a machine for button-hole making and is maintaining his end in this manner. A baker, finding that khaki paid at least as well as bread, transformed half of his stores into a tailoring department!

The Manchester Courier
15-2-15.

MAKING UNIFORMS.

GRIEVANCE OF THE SUB-CONTRACTOR.

It appears to be a fact that Government contracts generally manage to lead to dissatisfaction somewhere in the circle of people concerned with and affected by them. This has been noticed again and again; yet very few business people would disdain such a contract. This difference of opinion has occurred again in connection with the Army uniforms. No effort has been made to keep it secret, but neither has any attempt been made to advertise it.

There are reasons for this "endurance and submission," and perhaps the simplest is that the people chiefly affected are those who, while doing Government work, have no direct dealings with the Government. These people are the sub-contractors, who undertake to do the surplus work of the contractor. That is, the contractor "lets out" so much work to a sub-contractor to ensure the delivery of the goods within the given time. Several large clothing firms in Manchester hold Government contracts to supply Army uniforms, and they have engaged hundreds of sub-contractors to assist them.

These sub-contractors are inclined to grumble at the low figure fixed by the Government, a figure which compels them to work, in many instances, with practically no profit at all. The Government pay 19s. 6d. per suit and supply all materials, entering the cost of them against the contractors and deducting the same when making payment. It has been said that a contractor can make from 12 per cent to 15 per cent profit on the undertaking, so that working at top pressure he has nothing whatever to grumble at. It is only the work he finds it impossible to perform that he gives out to the smaller firms, and on that work he reckons to make 5 per cent profit. The important difference between the contractor and the small sub-contractor is that the former employes girls and uses machinery, while the latter must employ men and does not use machinery. Thus he finds his turnover adversely affected in two ways. He has to pay more for men's work than the contractor pays the girls, and with no machinery—or little enough not to count—he cannot turn out a sufficient number of suits to yield a substantial profit.

Girls are paid 2s. 3½d. per tunic—it usually takes three girls to make the garment—and 1s. is paid for the trousers. Thus the suit is made for 3s. 3½d., but several girls have to share this sum, and with a smaller number of suits turned out the profits of the sub-contractor are again lessened.

Recently there has been trouble in Leeds among the workers suggestions being made that sub-contractors endeavoured to make up some of the "lost" profits by paying smaller wages. A representative of the "Manchester Courier" inquired of a number of sub-contracting firms in Manchester whether there existed in the city any such grievance among the employees, and found that in this respect the employees were quite satisfied with the rates of pay, which were equal to those given by the contracting firms. This, of course, applies only to girl labour. There are a number of sub-contractors who do employ a number of girls, these firms being somewhat larger than those referred to where men are employed.

An employer in one of the smaller firms said the men had a very simple method of settling any difference they had with the masters—they refused to do the work. They are engaged to work at piece rates, and hence have the liberty to cease work when they choose. If the employer won't pay at their rates they won't do any work. And they have the advantage of knowing that with the employer it is a case of securing a little profit or getting none at all. They know that there is practically no other sort of trade for the tailoring firms except under Government contracts, and are thus placed in an independent position.

Our informant declared that such conditions were to be found in almost every small firm in the city. Hence the peculiar position has arisen that the employers have the grievance. It certainly is peculiar and unusual, and apparently will last as long as the Government base their contract rates on those of girl-labour.

On the other hand, if the rates are raised it will mean that the present good profits of the contractors will be made yet higher, and, as of the Exchequer's services will be required to one small employer remarked, the Chancellor extract the money from the citizens of the country in order to foot the bill.

January 20th. 1915.

LEEDS CLOTHING OPERATIVES' GRIEVANCES.

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Daily Express
11-1-17

658a/10

ARMY CLOTHING REFORMS.

URGENT QUESTIONS FOR LORD ROTHERMERE.

ILL-PAID WOMEN AND AN ARMY OF ALIENS.

Many important changes in methods have taken place in connection with the manufacture of Army clothing since Lord Rothermere accepted the task of cleansing what had evidently become a scandalous centre of grave irregularities.

Within three weeks of his appointment as Comptroller of the Royal Army Clothing Department at Pimlico, Lord Rothermere had so "sized up" the situation that he issued a stern warning to every one concerned that the practice of influencing the passing of goods by means of bribes or other influence must cease.

"Instances have come to my knowledge that irregularities are not infrequent," said Lord Rothermere, and he added: "This department will prosecute in every case that arises, and will seek to have the maximum penalty inflicted," and it must be remembered that under the law recently passed the maximum penalty is seven years' penal servitude.

The warning has had its effect. It has been followed by a substantial increase in the number of rejections (made-up garments that have not been up to contract standard), and the general result is that Tommy is better clothed.

CONTRACT CONTROL.

There is another side to the Army clothing question, however, regarding which we should like to ask Lord Rothermere certain questions:—

(1) Has Lord Rothermere received control not only of the receiving side of the business of Army clothing, but also of the letting out of the contracts?

In October attention was drawn in the House of Commons to the absurd lines on which the business of Army clothing was conducted. Colonel Ashley pointed out that the task of putting the department at Pimlico on a business footing was hopeless unless "some control of the actual giving of contracts goes with the power conferred." Mr. Lloyd George, in reply, admitted that there was point in Colonel Ashley's suggestion.

Has the suggestion been adoped? If it has not, why not?

(2) Is there any reason why so large a portion of the business of making Army clothing should be in alien hands?

There are, of course, many firms of alien origin who have been in the business for a decade or more, to whom no objection could possibly be taken, but on the other hand, there are literally hundreds of firms which the war has brought into being in which there are no British partners.

A curious fact in this connection is that practically every alien firm is full of work, and in many cases putting down fresh machinery in order to cope with War Office demands, while a number of old-established British firms have portions of their machinery idle. This leads to the third question.

(3) Is cheapness the only basis on which contracts are given out?

As pointed out above, there are good alien firms as well as bad alien firms. But there are alien firms who keep their pay roll as near to the Trade Board minimum as possible, and when this is done it is obvious that tenders submitted by them will be lower than tenders submitted by firms who pay higher rates.

STARVATION WAGES.

The Trade Board minimum for a woman worker is 3½d. an hour, and it is laid down that where piece rates are paid the rate must be such as to yield a minimum time rate of 3½d. per hour to average workers. This figure in a week of fifty hours produces only 14s. 7d.

We believe it is a fact that in many factories now engaged on "khaki" work the women workers are earning substantially more than 3½d. an hour. Has Lord Rothermere's department or any other department responsible for giving out contracts any record of the wages paid, and is the question of cheapness so insisted on that a premium is placed on the employer who rigidly sticks to the minimum?

(4) Has Lord Rothermere's department or any other department any record of the number of aliens of Allied nationality and well under the military age limit who are employed in making Army clothing?

One authority has stated to the "Daily Express" that the number is as large as 200,000. We do not pretend to vouch for the accuracy of the figure. We do suggest, however, that, whatever the number of these men, they should be put in the way of serving their country under arms.

An incident that came to the notice of the "Daily Express" illustrates the need for drastic action in this respect. A Russian who had publicly announced on various occasions that he had no intention of fighting for any country suddenly showed signs of conversion. He gave in his notice, stating that he had obtained a passport in order to return to his native country for the purpose of taking up military duty. His statement was regarded as so extraordinary, in view of his past utterances, that it was thought worthy of investigation.

ESCAPE FROM SERVICE.

It was then discovered that the man was one of some hundreds who had received passports to return to Russia via Norway. They reached Norway, a neutral country, but went no further. The determination shown in this country to make every able-bodied man take his part in the fighting had evidently caused them some perturbation, and they had taken this course to escape service.

These four questions are but samples of the many problems which Lord Rothermere may find worthy of investigation in connection with the manufacture of Army clothing. The "Daily Express" puts them forward in no spirit of carping criticism. We have too profound a realisation of the valuable work already achieved by Lord Rothermere in the Army Clothing Department.

Our desire is to see the same spirit of reform extended to every branch of the business. We want to see co-operation between the various authorities giving out the contracts, issuing the materials, and paying for the completed articles. We want to be assured that all women as well as men working on "khaki" are receiving a living wage, and we want to know that business methods, not "Army" methods, are the rule throughout the entire operations of the department.

Birmingham Post 658a
11-1-17

BIRMINGHAM AND DISTRICT TRADE.

ROLLING MILLS QUIETER.

BIRMINGHAM, Friday Evening.

The metal rolling mills are now working under less pressure than for a long time past. Government requirements are on a reduced scale, but this is probably only a passing fluctuation, due to war exigencies in other directions. Metal rolling for civil trade is, of course, forbidden. Operations are restricted to work which carries the A Certificate, or something approximating to it. Government contractors who use rolled metal find no difficulty in getting prompt deliveries against new orders, and this particularly applies to the lower grades of material. Productive capacity has, of course, been greatly increased since the war began, and if, as is supposed, the falling off of demand is due to temporary causes it will be possible materially to enlarge the output as soon as fresh requirements develop. It does not appear that any mills are idle or that there has been any reduction in the number of workpeople employed.

Co-operation in the Brass Trade.

An evolution is in process in some of the brass-foundries, though it has not as yet made very great progress. It points to brass no longer forming an essential part of certain important categories of munitions. This may explain the somewhat greater freedom with which metal is being released for work which does not come within the primary classification. From all over the country come demands for engine fittings of one kind and another, and although these things do not carry the A Certificate they are essential for maintaining our industrial equipment in full efficiency. A considerable amount of sanitary work also has to be undertaken. Brassfounders are fully occupied up to the limit of their man-power, as apart from the release of high quality metal there is plenty of scrap available of the descriptions which the civil trade largely relies upon. But the output has undergone an appreciable reduction, a considerable number of workmen having been claimed from uncontrolled firms during the past two months. Permits to export are issued only very sparingly, and the manufactures going into the ordinary channels of civil trade have shrunk to much smaller proportions.

An experiment which appears to promise a notable change in the economy of the brassfoundries is being made in some of the Birmingham factories. The practice has widely prevailed among manufacturers of distributing work at contract prices among charge hands, as they are called, leaving these men to find the necessary labour and to make their own terms with the under-hands they employ. The under-hands receive a stipulated wage, and the profits made on the contract go into the pockets of the charge-hand. The evil tendencies of this system have been recognised by the workers and their union as well as by the manufacturers. The experiment which is now being made is in the direction of co-operative contracting, so that all the workpeople employed on a job shall have a share in the profits realised. This, it is thought, should allay incipient discontent, and put a wholesome check upon shirking, inasmuch as each man in the scheme is interested in seeing that his fellow honestly shoulders his share of the work. In this way it should have an important effect upon output, an aspect of manufacturing industry upon which the war has focused attention very significantly. Many manufacturers now realise, as they did not before the present stress, what a vital factor a full output is in relation to the cheapening of production.

Dislocated Factory Operations.

There are still widespread complaints among manufacturers that War Office contracts are not co-ordinated with the means of production so as to ensure continuous running on manufactures which are wanted in almost unlimited quantities. Intervals are allowed to elapse between the contracts, and during that time the manufacturer, knowing nothing of future requirements, adapts his plant to other purposes or possibly disbands the workpeople he has employed on the old contract. It is as likely as not that as soon as he has done so he will receive a fresh requisition from the Department, which he can only comply with after a good deal of trouble and expense that proper organisation might have avoided. The seriousness of these dislocations has been recognised by the appointment of a special department in London to bring about a more efficient system. No doubt the difficulties are great. Certainly much more remains to be done before they can be overcome.

The outstanding question as to the employment of women in the flint-glass trade has been amicably settled as the result of a conference between Midland manufacturers and the trade union. When the union consented recently to the employment of women in the glass-cutting industry for the period of the war, the question of the wages to be paid to such women was reserved. A scale of payment agreeable to both sides has now been drawn up, the principle being that the new employes should be paid as learners at the outset and afterwards according to proficiency. Women are already being introduced. It is stated that there is a fairly good reservoir of labour to draw upon, the industry being one which appeals to the eye.

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The Common Cause. 24.9.15.

Girls' Work on Khaki.

When the storm burst over Europe in August sunshine, it found the working people in full enjoyment of their only general holiday. But the call came, and the crowds rushed home to bid good-bye to their dear ones, who were called upon to fight, to brace themselves for the burden that must be borne by those who are left behind. The angels are supposed to have assisted at the Battle of Mons, but I am inclined to think, since their sympathies are with the Allies, they must have been here during the early days of the war, when the nation, faced so suddenly with the task of raising, training, feeding, and clothing our Army of three million men rose to the occasion and, with one mind, heart, and purpose, determined, at all costs, to preserve our freedom, our country, and our national ideal from foreign domination. In this we were all united. The factory-girl feels this as keenly as the earl's daughter. It has been the inspiration of her actions, during all the long days of weary monotony, she has kept to her work. No charge has or could be brought against her for slacking. The women and girls in the clothing factories have done their bit right well. From November last to the present time they have worked in most factories from 8 a.m. to 8 p.m. In many others, special overtime has been allowed, and so great has been the girls' desire to work that had they not been protected by the Factory Acts' regulation of hours, and the strict attention to duty displayed by the factory inspectors, many would, carried away by their enthusiasm, have suffered in health.

Have the girls earned good wages?

There are, unfortunately, no available figures to show what the wages have been. The employers' figures are untrustworthy, as employers only quote the highest figures. The girls themselves, owing to their lack of organisation, which prevents any record of wages being kept, are not able to state what their earnings have averaged. We know that there has been a lack of uniformity in the payment of labour. It is known that the employers received a uniform price from the War Office. Why, then, in the absence of competition between employers, a uniform rate could not be paid for the same labour can only be put down to the unscrupulous desire of some to make more profit than others. Usually, a demand for higher wages meets the reply that unrestrained competition make it difficult for an employer to meet his workers' demands. Here, however, we have a clear case of employers all receiving the same payment yet not paying the same wages. Something can be put down to bad management in the factories. One man can organise his factory better than others. Girls are kept "waiting for work," an old grievance even when the trade is busy.

Organisation of workers would remedy many of the evils under which they suffer. Organisation of employers would promote better management of the factories. Speaking generally, I think it can be said that in Leeds, at any rate, the wages have averaged more on khaki than upon ordinary work. This is due to several causes. The strong incentive to work inspired by the knowledge that our troops needed clothing; the constant repetition of one kind of work, which, of itself, tends to increased speed; and the necessity which the girls recognised of working hard to earn more money to meet the increased cost of living, owing to very high war prices. The wage received by the girls during the khaki trade-boom may appear favourable when compared with ordinary trade, but the real wage, as representing its purchasing power, reduces the figure considerably. Also, there is a false idea which still persists in the industrial world. What is considered a poor wage for a man is considered a good wage for a woman. I deny that a woman requires less to support her than a man. The point of difference is that custom has decided against even her requirements, and she has been compelled to accept a much lower standard of life. All are agreed that a pound a week is a miserable pittance for a man with a family dependant upon him. Yet many deserted wives with children dependant upon them, widows, and daughters supporting parents, receive less.

The practice of over-charging for materials still exists in the clothing trade. The Truck Act does not go far enough in its protection of the workers. The Act provides that all sewings must be charged for at cost price. Now the employer provides the sewings, and the worker has no means of ascertaining what is the cost price. She cannot demand to see the invoice. Also, the girls buy the reels one by one, thus paying retail prices. Thus, incidentally, the girl contributes to another source of income to the employer. She is compelled to buy his goods at his price. I will quote a case to show the heavy charges made by a firm to a working-girl engaged on button-holing khaki tunics, working on piece-rates. Wage entered as earned in wage-book, £1 6s. 5½d. Deductions made for silk, for insurance 3d., hospital 1d.—1s. 2½d. Wage to draw leaving 12s. 3d. Another case in the same firm of a girl who earned £1 8s. 11d. left, after deductions for silk, &c., 13s. to draw—deduction for silk, 15s. 4d. There is a good deal of discussion in the Press at the present time on restricted output of labour, especially on war work.

There are two sides to every question, and, let me say at once, I am not in favour of limiting output, believing that the skilled workers should have the benefit of their superior skill. But every worker engaged on piece-work knows that if the worker shows any capacity to work hard, instead of having the benefit of their industry or superior skill, the occasion is used by the employer to reduce the piece-rates of the whole of the workers, even though only a few have earned what a section would consider a fair wage. There is a certain type of mind which cannot conceive or judge of any case on its just merits.

Let it also be noticed that it is only on the working-classes that a limit of wage is attempted. No one dares to put a limit on profit made in business. In commerce, huge profits are made daily. Its justice or injustice is never questioned. It is only when any section of workers seem to be a bit better off than others that the cry is made about large numbers who are not receiving a living wage. But nothing is done except by the workers themselves to raise wages. Their methods are often criticised, too often from a narrow standpoint, but the method adopted by employers of labour, owing no doubt to the fact that their critics are usually members of their own class, are dealt with much more leniently and are easily pardoned.

The working people of Great Britain, both men and women, are sound at heart. Slowly but surely they are recognising that knowledge and organisation are important factors in improving their own condition. They are gaining knowledge. They are organising industrially. They are determined to preserve their trade unions, and when the history of this great war is written trade unions, far from being attacked as they have been by people who never look below the surface to find the meaning of discontent, will be given an honoured place by historians as one of the forces by which the will of the people was expressed, their unanimous desire and determination to maintain not only our own freedom but also the freedom of the smaller nations.

A. HOLMES.

East London Observer
30-1-15. Whitechapel

658a/12 658a

Daily News & Leader
25-9-15

War Contracts in East London.

An Important Investigation

"The Toynbee Record" for January contains an interesting and important article by Mr. Eldred F. Hitchcock on the subject of "Military Tailoring in East London," a subject which is now claiming consideration. Mr. Hitchcock has made several valuable contributions to the subject of work and labour in East London, but this is probably the most important. We are permitted to make the following extracts:—On November 16th, in the House of Commons, Mr. Touche put a question to the War Office as follows: "If complaints have been received regarding the quality of clothing supplied to the new army; if clothing has been placed at prices which have constituted an incentive to scant material and sacrifice quality and to employ sweated labour; what steps have been taken to secure good materials and workmanship and for the payment of adequate wages?" Mr. Harold Baker, Financial Secretary to the War Office, replied in the following terms:—"No complaints have been received with regard to quality of clothing supplied by the War Department; all contracts contain the Fair Wages Clause, and any supposed case of its non-observance in the making-up of clothing has been referred to the Office of Trade Boards." The points raised in this question and answer are of considerable importance and interest to the people of East London, thousands of whom are employed in making Army clothing. It may, therefore, be useful to consider some

ASPECTS OF THE PROBLEM

which particularly affect East London. In normal times military clothing is made up at the Royal Army Clothing Department at Pimlico by direct labour, and by manufacturers (called "contractors") on the War Office list, in their own factories. The work requires special and skilled knowledge, and inspection is rigorous. If 3 per cent. of the work delivered were rejected by the Inspection Department of the War Office as not up to sample, it would be considered unsatisfactory. Conditions with reference to sub-contracting are very stringent. The prices obtained for the work enable employers to pay rates to their workers substantially above the minimum rate laid down by the Office of Trade Boards. Most of the work is done on piece rates, and the Tailoring Trade Board stipulates that the piece rates paid must yield a minimum time rate of 5½d. per hour to "average workers" (women), and 6d. per hour to "average workers" (men). Generalising, it is roughly correct to say that, other things being equal, men will earn in the tailoring trade on the same piece rates about one and a-half to twice the wage of a woman. It is a mistake to suppose that military clothing is rough, unskilled work. It requires considerable knowledge, and is better work than much that is normally produced in East London. At the beginning of the War the Contracts Department of the War Office was suddenly faced with the colossal task of placing contracts for millions of soldiers' outfits. Reckoning that an outfit on active service lasts about three months, and that 2,500,000 men have to be provided for, the number of uniforms required for twelve months is ten millions. With the assistance of certain members of the trade

THE PLACING OF CONTRACTS

for immediate requirements was accomplished, and the clause referring to sub-contracting was relaxed. The firms competent to undertake the work could not, however, meet the growing demand, and shortages occurred in material. The latter difficulty was overcome by Yorkshire and other firms employing at least two-thirds of their productive powers on military work, and by semi-official arrangements for the supply of sufficient quantities of khaki dye. The former difficulty was solved by simplifying the design of military clothing, which enabled tailors of less experience in such work to undertake it. Some orders were also sent to America and Canada. It is obvious that in well organised factories accustomed to this class of work the cost of production is much less than in those factories normally employed for the most part in civilian work. Owing to the urgency with which the clothing was required, the prices given by the War Office in the early stages for similar work varied considerably. Later it was considered desirable to fix rates both for the material for the clothing

Bow Recruiting Meeting.

Stirring Speeches.

A public recruiting meeting was held on esday night at the Bow Baths Hall, orised by Mr. Harry F. Smith and Mr. E. Sedgwick. The Mayor of Poplar ouncillor A. H. Warren, J.P.) presided, the speakers were Mr. J. G. Butcher, C. (Conservative M.P. for York), Mr. nes Rowlands (Liberal M.P. for the tford Division of Kent), Mr. G. J. rdle (Labour M.P. for Stockport), and jor H. C. Hogg (recruiting officer). ers present were: The Mayoress of plar, Councillor R. J. Sambridge, Coun or M. Dalton, J.P., Mr. G. W. Robin Mr. J. W. Marriott, Mrs. Sedgwick, H. W. Cowl, Mr. Pearch, and many ers.

The Mayor, in opening the proceedings, d a good many of their friends would e been present that night, but they e serving their country elsewhere. The

shown by the above figures, are in some cases (especially for the pressers) higher than in pre-War times. There is an increase of about 3d. on the wages bill for greatcoats, 4½d. in the case of jackets, and 11d. in the case of trousers. Wages on the rates quoted above would vary from about 16s. for girl finishers to about £3 to £10s. for men fitters and machiners for a 55-hour week. Many of them also earn overtime money. The Fair Wages Clause referred to in the reply of Mr. Harold Baker to Mr. Touche reads as follows:—"The contractor shall . . . pay rates of wages and observe hours of labour not less favourable than those commonly recognised by employers and trade societies, or, in the absence of such recognised wages and hours, those which in practice prevail amongst good employers in the trade, in the district where the work is carried out. Where there are no such wages and hours recognised or prevailing in the district, those recognised or prevailing in the nearest district in which the general industrial circumstances are similar shall be adopted. Further, the conditions of employment generally accepted in the district in the trade concerned shall be taken into account in considering how far the terms of

THE FAIR WAGES CLAUSE

are being observed. The contractor shall be prohibited from transferring or assigning, directly or indirectly, to any person or persons whatever, any portion of his contract without the written permission of the Department. Sub-letting, other than that which may be customary in the trade concerned, shall be prohibited. The contractor shall be responsible for the observance of the Fair Wages Clause by the sub-contractor." Owing to the great demand by the War Office for military clothing, much of the military clothing is now given out by contractors to sub-contractors, many of whom, though skilled men, have had little experience of this class of trade. They find it extremely difficult to decide on what piece-rates to pay, and their workers are still less able to do so. There are no "rates of wages commonly recognised by employers," and trade societies are conspicuous by their absence. There are no fixed "wages recognised or prevailing in the district" or "nearest district." The conditions are complex and the trade is unorganised. The War Office has fixed flat rates for the made-up garments. Is it too much to expect of it in future contracts to fix flat minimum rates which contractors shall pay to sub-contractors? Or cannot the War Office itself give out the work direct to associations of small employers (sub-contractors) and thus prevent large employers, who are already making considerable profits, from scooping further big profits by merely transferring orders? The profits which they make in their capacity of middlemen is out of all proportion to the service which they render to the nation. The excellent principle adopted by the London County Council in respect to its contracts for uniforms, by which the amount on each garment which must be paid in wages is definitely fixed by the Council, might also be adopted by the War Office in the case both of contractors and sub-contractors. There are no insuperable difficulties here. It is unnecessary that contractors should, by

ACTING AS MIDDLEMEN,

make large fortunes merely because they happen to find themselves in strategic points at a time of national crisis, and

ARMY CLOTHING PRECAUTIONS

"The Daily News" understands that within the past few weeks selected officials of the War Office have been making a round of inquiry in the factories and transformed dwelling houses in which the Government orders for khaki clothing are being completed.

These investigations, which have centred largely upon the East End of London, have been prompted by the desire to remove all possibility of infection.

In many cases the officials have assured themselves of the sanitary condition of such establishments, the number of residents, employees, etc., frequently suggesting alterations and improvements. Particularly in the case of the outworkers is such investigation urgently necessary.

There is still a shortage of skilled labour, so that contractors are, in most instances, glad to secure the help of home workers without too strict an inquiry into the hygienic conditions obtaining in their homes.

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"The Toynbee Record" for January contains an interesting and important article by Mr. Eldred F. Hitchcock on the subject of "Military Tailoring in East London," a subject which is now claiming consideration. Mr. Hitchcock has made several valuable contributions to the subject of work and labour in East London, but this is probably the most important. We are permitted to make the following extracts:—On November 16th, in the House of Commons, Mr. Touche put a question to the War Office as follows: "If complaints have been received regarding the quality of clothing supplied to the new army; if clothing has been placed at prices which have constituted an incentive to scant material and sacrifice quality and to employ sweated labour; what steps have been taken to secure good materials and workmanship and for the payment of adequate wages?" Mr. Harold Baker, Financial Secretary to the War Office, replied in the following terms:—"No complaints have been received with regard to quality of clothing supplied by the War Department; all contracts contain the Fair Wages Clause, and any supposed case of its non-observance in the making-up of clothing has been referred to the Office of Trade Boards." The points raised in this question and answer are of considerable importance and interest to the people of East London, thousands of whom are employed in making Army clothing. It may, therefore, be useful to consider some

ASPECTS OF THE PROBLEM

which particularly affect East London. In normal times military clothing is made up at the Royal Army Clothing Department at Pimlico by direct labour, and by manufacturers (called "contractors") on the War Office list, in their own factories. The work requires special and skilled knowledge, and inspection is rigorous. If 3 per cent. of the work delivered were rejected by the Inspection Department of the War Office as not up to sample, it would be considered unsatisfactory. Conditions with reference to sub-contracting are very stringent. The prices obtained for the work enable employers to pay rates to their workers substantially above the minimum rate laid down by the Office of Trade Boards. Most of the work is done on piece rates, and the Tailoring Trade Board stipulates that the piece rates paid must yield a minimum time rate of 3½d. per hour to "average workers" (women), and 6d. per hour to "average workers" (men). Generalising, it is roughly correct to say that, other things being equal, men will earn in the tailoring trade on the same piece rates about one and a-half to twice the wage of a woman. It is a mistake to suppose that military clothing is rough, unskilled work. It requires considerable knowledge, and is better work than much that is normally produced in East London. At the beginning of the War the Contracts Department of the War Office was suddenly faced with the colossal task of placing contracts for millions of soldiers' outfits. Reckoning that an outfit on active service lasts about three months, and that 2,500,000 men have to be provided for, the number of uniforms required for twelve months is ten millions. With the assistance of certain members of the trade

THE PLACING OF CONTRACTS

for immediate requirements was accomplished, and the clause referring to sub-contracting was relaxed. The firms competent to undertake the work could not, however, meet the growing demand, and shortages occurred in material. The latter difficulty was overcome by Yorkshire and other firms employing at least two-thirds of their productive powers on military work, and by semi-official arrangements for the supply of sufficient quantities of khaki dye. The former difficulty was solved by simplifying the design of military clothing, which enabled tailors of less experience in such work to undertake it. Some orders were also sent to America and Canada. It is obvious that in well organised factories accustomed to this class of work the cost of production is much less than in those factories normally employed for the most part in civilian work. Owing to the urgency with which the clothing was required, the prices given by the War Office in the early stages for the smaller emplo[illegible] the greater is this cost of pr[illegible]ntil one comes to a point where hand workers are quite unable to compete with machine work (e.g., to make the buttonholes in a military greatcoat by machine costs 2½d.; by hand it would cost 1s. 6d.). Here Mr. Hitchcock presents

AN IMPORTANT [illegible]

showing how the money paid by the War Office to contractors is distributed in the case of orders which are sub-contracted. This ascribes the following gross profit to the contractor per garment: Greatcoats, 7s. 1d.; jackets, 2s. 7½d.; trousers, 1s. 8½d. The sub-contractor is credited with the following gross profit per garment: Greatcoats, 11½d.; jackets, 7½d.; and trousers, 2½d. The comparative gross profits of the contractor and the sub-contractor, as shown by the above figures, need no comment. Besides working at a lower cost of production than the sub-contractor, the contractor is able to reap advantages in other ways. A good cutter often makes his own wages out of the surplus cloth in the pieces supplied, and thousands of pounds are obtained by many large firms for their odds and ends of cuttings, to be turned into shoddy cloth to dress less fortunate citizens. The rates of wages, as shown by the above figures, are in some cases (especially for the pressers) higher than in pre-War times. There is an increase of about 3d. on the wages bill for greatcoats, 4½d. in the case of jackets, and 11d. in the case of trousers. Wages on the rates quoted above would vary from about 16s. for girl finishers to about £3 to £10s. for men fitters and machiners for a 55-hour week. Many of them also earn overtime money. The Fair Wages Clause referred to in the reply of Mr. Harold Baker to Mr. Touche reads as follows:—"The contractor shall . . . pay rates of wages and observe hours of labour not less favourable than those commonly recognised by employers and trade societies, or, in the absence of such recognised wages and hours, those which in practice prevail amongst good employers in the trade, in the district where the work is carried out. Where there are no such wages and hours recognised or prevailing in the district, those recognised or prevailing in the nearest district in which the general industrial circumstances are similar shall be adopted. Further, the conditions of employment generally accepted in the district in the trade concerned shall be taken into account in considering how far the terms of

THE FAIR WAGES CLAUSE

are being observed. The contractor shall be prohibited from transferring or assigning, directly or indirectly, to any person or persons whatever, any portion of his contract without the written permission of the Department. Sub-letting, other than that which may be customary in the trade concerned, shall be prohibited. The contractor shall be responsible for the observance of the Fair Wages Clause by the sub-contractor." Owing to the great demand by the War Office for military clothing, much of the military clothing is now given out by contractors to sub-contractors, many of whom, though skilled men, have had little experience of this class of trade. They find it extremely difficult to decide on what piece-rates to pay, and their workers are still less able to do so. There are no "rates of wages commonly recognised by employers," and trade societies are conspicuous by their absence. There are no fixed "wages recognised or prevailing in the district" or "nearest district." The conditions are complex and the trade is unorganised. The War Office has fixed flat rates for the made-up garments. Is it too much to expect of it in future contracts to fix flat minimum rates which contractors shall pay to sub-contractors? Or cannot the War Office itself give out the work direct to associations of small employers (sub-contractors) and thus prevent large employers, who are already making considerable profits, from scooping further big profits by merely transferring orders? The profits which they make in their capacity of middlemen is out of all proportion to the service which they render to the nation. The excellent principle adopted by the London County Council in respect to its contracts for uniforms, by which the amount on each garment which must be paid in wages is definitely fixed by the Council, might also be adopted by the War Office in the case both of contractors and sub-contractors. There are no insuperable difficulties here. It is unnecessary that contractors should, by

ACTING AS MIDDLEMEN,

[illegible] supply because they that "sweating" is not tak[illegible] place on other Government clothing [illegible] Eq[illegible] underpayment, mainly from [illegible]auses stated above, is almost universal. The last sentence of the Fair Wages Clause says that "The contractor shall be responsible for the observa[illegible] of the Fair Wages Clause by [illegible]ub-contractor." Mr. Baker would [illegible] "s[illegible]pposed infringement" of this [illegible] of the clause to the Office of Trade Boards. But the Office of Trade Boards is unable, owing to the inadequate nature of the Trade Boards Act, to deal with such a matter. It is also unable to deal with the underpayment. It can only deal with "sweating," and then only by prosecuting the small employer for the sins of the contractor. The War Office is now obtaining the clothing that it requires in sufficient quantity and at a satisfactory rate, and very soon, when more material is forthcoming, it will be placing fresh clothing orders. It has done so excellently in other directions that it can no doubt be relied upon to deal with the difficulties indicated above. If it is felt undesirable that the War Office, with its present responsibilities, should deal with the problem, the Office of Trade Boards might be given more adequate powers, and the whole matter be delegated to it."

khaki dye. The former difficulty was solved by simplifying the design of military clothing, which enabled tailors of less experience in such work to undertake it. Some orders were also sent to America and Canada. It is obvious that in well organised factories accustomed to this class of work the cost of production is much less than in those factories normally employed for the most part in civilian work. Owing to the urgency with which the clothing was required, the prices given by the War Office in the early stages for similar work varied considerably. Later it was considered desirable to fix rates both for the material for the clothing (which is issued to the contractors by the War Office) and for the made-up garments. The prices fixed for the made-up garments are as follows, and are in advance of the prices of normal times:—Greatcoats (drab mixture, dismounted), 28s. each; jackets (service dress), 12s. 6d. each; trousers (service dress), 8s. 9d. per pair; riding breeches (service dress), 18s. 6d. per pair. A contractor obtains an order for quantities of these garments. The material (including all fittings and trimmings) is supplied to him at certain rates by the War Office. He has, however, to purchase "sewing," i.e., silk and thread. He first of all has the cloth "cut" into pattern by means of a power band-knife machines, and it then passes through the hands of about eight workers, who, for the most part, work on

POWER MACHINERY.

Part of the order is often, however, not done in the factory, but is given out, after the cloth has been "cut," to smaller employers, called "sub-contractors." They are generally without the up-to-date machinery found in the larger factories, and few of them can afford to instal power in their workshops. [In one case, which has come under the writer's notice, an East London clothing sub-contractor of considerable experience and foresight installed in his workshop, on the outbreak of War, forty electric-power machines. He has, however, so far been unable to obtain any orders direct from the War Office or to get on to the War Office list; but has still to depend upon the comparatively low-paid orders from contractors. This is no encouragement to progressive small employers of East London.] They work hard themselves, and in many cases have a considerable experience of the trade. They employ both "indoor" and "outdoor" workers. Owing to their lack of capital and up-to-date and power machinery, and to the number of inferior workers they employ, their cost of production is higher than that of the contractor who first obtained the contract. Their expenses of production—maintenance charges, supervision, etc.—are, however, probably lower, and as they superintend their own workshops the "leakage" which takes place in every large factory is in their case almost negligible. [From the annual accounts of the Royal Army Clothing Factory for the year 1913-1914, it can be calculated that expenses of production as apart from cost of production, are about 25 per cent. of the whole expenditure. This is higher than in an ordinary factory, where the item varies from 12 per cent. to 20 per cent. Where orders are merely given out to sub-contractors after the cloth is "cut," this item is about one-half of the expenses where the work is done direct.] As a general rule, that on. The excellent principle adopted by the London County Council in respect to its contracts for uniforms, by which the amount on each garment which must be paid in wages is definitely fixed by the Council, might also be adopted by the War Office in the case both of contractors and sub-contractors. There are no insuperable difficulties here. It is unnecessary that contractors should, by

ACTING AS MIDDLEMEN,

make large fortunes merely because they happen to find themselves in strategic points at a time of national crisis, and because the War Office has little knowledge of the technicalities of the tailoring trade. Contractors should be compelled to pay more to their workers and to their sub-contractors, and the sub-contractors should, in their turn, be enabled and compelled to pay more to their workers. If the Government is paying too much on some garments, it is an easy matter to reduce the rates on future contracts. It is improbable that the conditions of labour in the lower grades of the tailoring trade can ever be satisfactory unless machinery is introduced throughout the trade. Apart from high prices, considerable profits must of necessity be made by the tailoring trade during this year, because of the large quantities of clothing required by the War Office. It is of paramount importance to the workers in the trade as a whole that this abnormal profit should be shared by the smaller employers, as well as by the contractors. The majority of small employers realise their position, and are only too anxious to introduce machinery and other improvements. Those who are receiving orders from contractors for army clothing are the more experienced and intelligent, and extra profits which they make now will largely be put into their businesses. The contractors can well afford to give better prices to sub-contractors, and in the interests of good wages and good industrial conditions, they should be compelled to do so. The small employer with no capital must either be eliminated or put in such a position as enables him to rid himself of his disabilities. Now is the opportunity to effect the latter in the case of the more efficient small employer. The pressure of a revised Trade Boards Act will be able largely to accomplish the former. If fixing of further flat rates is considered impossible, might not the War Office give out contracts direct to associations of sub-contractors working on a co-operative basis? Facilities, such as guaranteeing inspection of orders and remittance of cheques in payment within a stated period after delivery might have to be granted by the War Office, but the end achieved would be immeasurably greater than the extra trouble and

PROMPTITUDE NECESSARY

with such orders. In this connexion it might further be suggested that the "cutting" of the cloth might be undertaken by the Royal Army Clothing Department before being passed on to small employers to be made up, a fixed charge being made by the War Office for this service. As far as East London is concerned, it is true to say that sweating (within the meaning of the Trade Boards Act) on military uniforms is not taking place. [This statement refers only to the khaki clothing dealt with in this article. It should not be assumed

The Common Cause,
May 21st. 1915.

Army Clothing Contracts.

WOMEN WORKERS AND THE EVILS OF SUB-CONTRACTING.

Far from being a "travesty of the case," as Mr. Hitchcock suggests, my article in THE COMMON CAUSE of April 23rd is extremely mild in comparison with the deplorable evils I was trying to point out. Indeed, when I saw it in print, I could not help wondering what those poor wretches in the social Hades of the North—the women whom I saw at work—would have thought about it if they had read the article. Since writing, I have seen and heard something of the abominable conditions in the East End of London, and am now left wondering with whatever motive, or with whatever object, the trifling criticisms were brought against me.

My article was no mere journalistic flash in the pan; I was under the same difficulty as Mr. Hitchcock confesses—that of trying to get a deal of intricate matter into small space. Hence, my charges were mostly of a general character. That was their weakness; because if all the grim details underlying them had to be filled in, one would have to dip one's pen in tears—if not in blood. The pictorial conception of "Our Huns at Home" in the cartoon in THE COMMON CAUSE was right.

I know that there are good contractors and good sub-contractors—or sub-contractors as good, perhaps, as they can afford to be, and that they do not all possess the same economic means of production. But I know, too, that some will never provide the best and latest means of production so long as they can exploit the human machine. I know that some workers have been paid better on khaki suit making than on ordinary tailoring work, but where better wages have been obtained it has been largely as a result of trade union representation, and threats. In some factories, on the other hand, rates have been paid which were less in value than those scheduled in the Trade Boards Act. No doubt, inspectors under the Act have done their best to rectify this infringement; and, no doubt, trade union officials have done their best to pull up wages. But during the khaki trade fever, there was not the time to do all that might have been done, and to discover all the places and circumstances in which khaki clothing was being made.

The facts I gave about sweating were only part of those in my possession. But what may be obviously called sweating is proved by the Women's Exhibition held in London, and referred to in the current issue of THE COMMON CAUSE. Sweating is indicated in the letter and article in which I am attacked. The main contention against me is that I was too severe upon the sub-contractor, and the sub-sub-sub-contractor. I care not whether the sub-contractor is, in cases, wronged by the principal contractor; I was writing against the *system* of sub-contracting—a *system* wherein the most regrettable burdens and injustices are heaped upon the shamefully exploited woman home-worker. I want to see the system of parasitical profit makers who feed upon her, and who keep her in a state of economic bondage, abolished. It is wrong from bottom to top; and it is a form of commercial robbery which forms a menace to the race of industrial children born of the thousands of poor women workers, and reared in their miserable dens. I once lived in one of these dens, by necessity, and its awfulness made an impression upon me which I shall never forget.

The commercial system continues to increase the number of men and women whose usefulness is insignificant, but who pluck the honest manufacturer and the real worker, to say nothing of plucking one another. These men and women are usually the most rampant where the productions of women workers are concerned. What I wanted to convey in my article was that these men and women were permitted to act in a most indiscriminate and irregular manner in connection with khaki sub-contracts. It was a pity that it was permitted; and the few facts with which I supported this contention were typical of other facts that could have been cited.

The charge made against me that the Government did not supply sewings (and, therefore, the poor woman worker who had to pay for thread was not robbed) is partly right and partly wrong; but if a sub-contractor extracts sixpence for thread from a home worker for eighteenpenny worth of work, what in heaven's name can you call it but "robbery"? I am told that in the case I cited, the sub-contractor had to buy his own thread; but I'll warrant that he did not pay more than twopence for that for which he charged the woman slave sixpence. It is about the basest form of robbery that one could think of. What has a great nation to say about circumstances in which a sweated woman is made to pay for thread used in the making of a warrior's uniform?

The Government has now put a stop to sub-contracting in regard to soldiers' clothing, and I am glad of that, but sorry to learn that the veto of the Government is being evaded by sub-contractors being appointed as "managers" for principal contractors. The change is only in name and not in method of work. I have a letter now from a contractor who has refused a Government contract, because when it reached him it had already passed through two or three hands, or agents, who had not put a stroke of practical work into it, but had squeezed down to such

658a/13 658a.

Yorkshire Evening Post, 6.2.15

THE CLOTHING TRADE DISPUTE.

THREATENED STOPPAGE OF KHAKI WORK.

UNIFORMS THAT ARE NEEDED FOR THE TROOPS.

EXPERT GIRL'S EARNINGS OF £2 10S.

To-day brought no relief to the critical situation which has been created in the Leeds wholesale clothing trade by the demands of the workers for a flat rate of payment for khaki work. As was recorded yesterday, the negotiations between the masters and the operatives' union officials have been suspended, and as neither side at present appears to feel justified in reopening them the question arises "From whom will the next move come?"

It is safe to say that the War Office would take a serious view of any interference with the provision of clothing for our soldiers. Equipment of this sort is just as urgently needed as rifles or other armament, and a strike that would interfere with the supply of uniforms is not likely, one would think, to be tolerated for long.

The Director of Army Contracts has already asked for a statement of the alleged grievances, but he has not been furnished with it. The employers state they are not in a position to supply the information, as the union officials have so far not put any of the alleged grievances into writing. On the other hand, Mr. H. E. Withy, the secretary of the Leeds branch of the operatives' union, says he has had no direct request from the War Office, all he has received being a copy of a letter sent to the Masters' Association, and forwarded to him by their secretary, Mr. R. Hilditch. He and his colleagues appear disinclined to recognise a request received in this way, and they maintain that as yet there is no claim upon them to furnish the Government with specific grievances.

POSITION OF CONCILIATION BOARD.

The union officials allege that the masters broke off the negotiations by not adhering to the arrangement by which a small committee representing the two sides should visit certain factories to investigate the dissatisfaction. Instead of this the masters suggested that a more satisfactory way would be to have the complaints dealt with by the Conciliation Board, which exists to deal with such matters. From conversations a representative of "The Yorkshire Evening Post" had to-day with one or two employers it would appear that the members who were to visit these firms had no idea what they were to investigate, no specific grievances having been put into writing, and, moreover, they would have had no power to act. The Association felt that in the Conciliation Board they had all the machinery set up for the purpose.

The workers' representatives, however, seem to fight shy of this Conciliation Board. Mr. Withey said to-day, "We absolutely decline to go to the Conciliation Board on flat rates of pay for khaki, for the simple reason that when the agreement under which the Board is set up, was arrived at, namely, in August, 1913, such work as this was not anticipated. Complaints made by us to the Board have been 'hung up' for three months; and I may say the Board has never had a case of complaint from the masters' side yet."

THE EMPLOYERS' POSITION.

The employers, whilst not admitting the other side's grievance about the delay in dealing with cases, are not unaware of the allegation, and to remove any doubt as to the way this matter would be dealt with by the Conciliation Board, the full Association the other day passed a special resolution pledging themselves to expedite any negotiations in which the Board and the union officials might take part.

In the statement issued on behalf of the masters to-day it is pointed out that the conditions of labour vary considerably, there being a great difference between the small place with a few sewing machines and the highly-organised and specialised firm with a modern equipment. Against this, Mr. Withey asked to-day if it is fair that the girl operative should suffer on this account. "It is not our fault," he added, "if some firms prefer to run their concerns on old-fashioned lines." He went on to say that for the simplest tunic and trousers the employers were making a reasonable profit, but it should not be forgotten, he said, that their expenditure is nothing like what it is on ordinary work. He asked: "Where are their travellers' expenses and bad debts, and what about their receiving prompt payments?"

Mr. Withey also commented upon the statement made on behalf of the masters that some girls are earning forty shillings a week and more. He said he

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After this general charge, I will not enter the divided, sub-divided, and technical details of the clothiers' trade. Mr. Hitchcock's figures I accept, in a way. But I know that when you put such tables of figures before the workers, and calculate their earnings therefrom, they laugh at you. Knowing this, and having experienced it, I went among the workers to get my facts about *real* earnings. These facts were right; and the system of sub-contracting, with its wheels within wheels of commercial trick riding—called business, was mainly responsible for it!

JAMES HASLAM.

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Mr. Withey also commented upon the statement made on behalf of the masters that some girls are earning forty shillings a week and more. He said he could give many instances where girls are earning only 13s. for the same class of work.

GIRL WHO CAN EARN £2 10S.

Two or three employers who were asked by our representative if this great difference were possible, said frankly that some girls were only earning about 13s., but they hastened to point out that these were learners. One master produced figures in support of his statement, and in every case where the earnings ranged about 13s., it was found that the girl was a learner. Wages of £1 5s., £1 10s., and £2, were quite common, and in one case, the young woman—admittedly an expert hand—took home £2 5s. last week, and over £2 10s. yesterday.

The operatives are to hold a mass meeting in the Town Hall on Monday night, when a proposal to take a ballot on the question of calling a strike will be brought forward. If this step is decided upon, the ballot will probably be taken on Tuesday. A two-thirds majority is necessary before a strike can be declared.

The number of operatives in the city is estimated at 36,000, of whom 6,000 are in the union. If a strike is declared it is unlikely that the whole of the girls will leave work. Those who are satisfied with their earnings are a considerable number, and it is understood that steps will be taken to protect them from molestation if they desire to continue at work.

The Yorkshire Observer 30/6/15.

GREENWOOD & BATLEY, LEEDS.

CHANGES DUE TO GOVERNMENT CONTRACTS.

The annual meeting of Messrs. Greenwood and Batley was held yesterday in London, Colonel O. C. Armstrong, chairman of directors, presiding.

The Chairman, in moving the adoption of the report, referred to the influence which the abnormal conditions arising out of the war had had on the working of the company during the period under review. The main and legitimate business of the company had hitherto been confined to that of engineers and machine makers, the manufacture of small arms ammunition having been carried on on a very small scale. Shortly after the outbreak of war the directors were pressed by the Government to devote greater attention to the production of small arms ammunition and to the machine-making and engineering side, to supply a considerable amount of plant required by the Government or other firms holding Government contracts. As time went on the Government demands steadily increased, until at the present moment every suitable machine and every available man was employed on machines and tools directly or indirectly for Government work. The hitherto small ammunition factory had grown into a big one, and the directors hoped, in the interests of the Army in the field, that the output would shortly be one thousand per cent. greater than the average output before the war.

The directors found themselves forced into the position of having entirely to abandon their ordinary business, and to refuse all invitations to quote for machines, &c., required by firms unconnected with Government work; in fact, temporarily to sever the connection on which they had hitherto relied during many years past to keep the works employed. The directors gladly and readily undertook those responsibilities, as they fully recognised that in the crisis through which the country was passing it was the duty of all such firms unhesitatingly to comply with the slightest expressed wish of the Government. At the same time there was no doubt that this obligatory diversion of their trade from one channel to another would affect their legitimate business more or less prejudicially at the conclusion of hostilities.

There was a further point to which he directed attention. Although the company only in a very partial degree—and this at the direct instance of the Government—fell under the classification of "munition makers," yet under proposed legislation they might find themselves in part placed under distinct and serious disabilities. It was impossible to forecast the bearing of the Munitions Bill on the company. While the powers given to the Minister of Munitions were drastic, his discretionary powers were proportionately wide, admitting of exceptions, partial exemption, or special consideration being given to individual cases. They could only hope and trust that these powers would be exercised in such a manner as to ensure that no unfair burdens or restrictions were placed on companies in their position.

Following an analysis of the balance-sheet, which he stated showed the financial position of the company to be now a very strong one indeed, the Chairman said it would serve no useful purpose to enter into details of the work being done in the several departments. The orders on hand were likely to keep them all fully employed for a considerable time.

TRIBUTE TO THE WORKPEOPLE.

Proceeding, the Chairman remarked that far too much had been said and written, resulting in vague generalisations, about the prevalence of drink and slackness among the skilled workmen employed in workshops engaged on Government work. It was with great pleasure, therefore, that he was able to record, on behalf of the directors of the company, that, so far as their experience was concerned, drunkenness or absence from work traceable to drink had been non-existent. On the contrary, their experience had been that the time-sheets showed an exceptional regularity in attendance. The desire of the men to do their utmost had been most marked. Similarly, the girls employed in the ammunition factories had shown an extraordinary keenness and anxiety to increase the output, zeal which could only be attributed to a loyal recognition of the importance of the work they were doing. In conclusion, the chairman moved that the report and accounts be adopted, and that a dividend of 7 per cent. on the preference shares and of 12½ per cent. on the ordinary shares be declared.

Mr. Sidney Townend Batley seconded the motion, which was carried.

Mr. Henry Greenwood was re-elected a director, and Messrs. W. B. Peat & Co. were re-appointed auditors.

General Micklem proposed a vote of thanks to the chairman, directors, and the staff. He made special reference to the workpeople at Leeds, who, he said, deserved the company's best thanks for their regularity and devotion to duty. He also proposed that a special bonus of £250 should be granted to the chairman in recognition of the services he had rendered during the war period.

Mr. Armytage Batley seconded, and the proposals were carried.

At an extraordinary general meeting of the company which followed, on the motion of the chairman, a resolution was adopted altering the articles of association so as to give the directors power to appoint any employee of the company to be a special director.

Yorkshire Evening Post. 16.2.15 658 a.

MORE TROUBLE IN THE LEEDS KHAKI TRADE.

658a/14

DISSATISFIED GIRLS LEAVE WORK.

To the Editor of The Yorkshire Evening Post.

Sir,—Much has appeared in the papers during the past few weeks about the high wages earned at present by the woman workers in the Leeds clothing trade. One tale holds good until another is told. The newspapers have quoted wages such as £2 and £3 10s., but as a matter of fact, in one particular factory, one girl alone has had the honour of drawing £3 10s. once. This particular employer both thought and said, "That this was not a woman's wage, but a man's." He forgot that a woman has to pay the same prices as a man for all she requires.

The result of this one decent wage has been a penny reduction on one part of the tunic, and a farthing advance on another. Half an hour after the girls in the "Special" department of this factory were acquainted with the news notices were handed in to leave the factory when the work in hand was finished. Although much pressure has been exercised, and a halfpenny advance offered as an inducement to stay, a large majority have remained firm and determined not to go back to that factory on any consideration.

This has been done quite unofficially, and why have we done it? We know perfectly well that every employer has the same amount of money for the work to enable him to pay a reasonable price, and as workers, we do not intend to undercut our fellows by working under price. The wages earned in this department have ranged as low as 10s. 6d., and only one has managed to reach £3., the average being about 24s. What would they be with a penny per cent. reduction?

The employers are preparing for the slump when peace is declared by making good profits, and the employees should also be allowed to prepare by making good wages.—Yours, etc.,

Clara Adams, Maria Blades, Dorothy Merchant, Emily Merchant, Edith Fawcett, Laura Wallace, Esther Morrell, Sarah Farrar, Elsie Smith, and Annie Farrar (former hands in the "Special" Department).

Drapers Record. 6.2.15

Manufacturers' Happy Position.

Aided by substantial Government orders, some manufacturers are in the position of accepting or refusing further orders. It is noteworthy that trades unions have relaxed many of their regulations, and in addition the Factory Act regulations have become more elastic. Accordingly many manufacturers are now enabled to produce with a speed hitherto impossible. Indeed, records as to production are being broken almost every week.

Fortunately Scotch factory owners had kept up their equipment to a high pitch, and hence they are in a position to reap the benefit of the pressure placed on their capacity. At the same time, I still hear many complaints of the poor working margin obtained on Government orders.

Glasgow Herald 9/4/15.

ARMY CLOTHING.

SUB-CONTRACTING STOPPED

GLASGOW FIRMS SERIOUSLY AFFECTED.

A somewhat serious situation has been created in the clothing trade in Glasgow owing to the Government having put a stop to sub-contracting in the making of Army clothing. A considerable amount of khaki clothing has been made in the city, and up till last week the firms who had the contracts spread a portion of the work among a number of smaller firms. The authorities are now stipulating that all work contracted for must be carried out on the premises of the firms who undertake the contracts. The new condition has come as a surprise to the trade.

In the earlier stages of the war there was an abnormal demand for khaki garments, and steps were taken by the authorities to utilise to the fullest extent the existing facilities for meeting the requirements. At that time two classes of work were being undertaken, and in the trade they were known as "emergency" and "simplified." It was the urgent need for "emergency" uniforms that was responsible for the increased output by the Glasgow firms. So great was the demand that the larger houses had not the facilities for turning out the completed articles at the speed required, and in consequence resort was made to the expedient of sub-contracting. It is stated that the authorities were quite cognisant of this arrangement, and no exception was taken to it. When new schedules were issued recently covering the period to the end of June there was sent to each contractor whose tender was accepted a telegram stipulating that all the garments must be made on his own premises. The contractor was also requested to telegraph his acceptance of the condition. The smaller firms were by this means deprived of work which they expected would have kept them fully employed for several months. Another serious aspect of the matter is that in order to undertake as much sub-contracted work as possible these smaller firms had taken extended premises and had introduced expensive machinery. With the military work cut off the machinery will not be required, and the cost of it and the rent of the new premises will mean a serious loss to them. The larger firms will also be inconvenienced by the new condition, though in their case the position is not so serious. They will be unable to accept as large contracts as they have carried out with the assistance of the smaller firms. It is also pointed out that some of them in fulfiling their military contracts have taxed their resources so fully that they have to a certain extent neglected their civilian trade, which may not be readily recovered later on. The smaller firms deprived of their military work, will no doubt be able to pick up some of the civilian trade, but the extent of it will be small and will be practically no set-off against their heavy loss.

A MILLION UNIFORMS FROM AMERICA.

Several factors seem to have influenced the War Office authorities in their decision to abolish the sub-contractor. In the first place it is well known in the trade that the demand for Army uniforms is not nearly so great as it was some months ago, when the problem of clothing the New Army was being faced. Combined with the reduced requirements is the fact that a large order placed in America is coming to hand. It is the talk of the trade at present that fully a million suits are provided for in the American contract. The common objection taken to sub-contracting—namely, the lack of satisfactory supervision of the conditions under which the work is being executed—is also said to have had some weight. The centralisation of the work will also prevent any possibility of sweating, though it is stated that in Glasgow that aspect does not enter into the question. A member of one of the largest firms working on Army contracts states that there was practically no sweating in the [illegible] and that sub-contracting could be continued without any fear of such a thing taking place. Among the smaller firms whose principal business has been taken away are many Jewish firms who were working under sub-contracts. The situation, as already stated, is serious for all the small firms, and the prospect of retaining a portion of Army work for them is not very promising. There is, however, still a feeling that something in this direction may be done either through a combination of firms or in some other way. About six weeks ago a deputation from the wholesale clothing manufacturers in Glasgow had an interview at the War Office with the Director of Contracts, when they submitted to the authorities a scheme which provided that a contract for the majority of the firms in Scotland should be given to four large firms, who would be responsible for the working of the contract, and that the smaller firms would get the full price, less 2½ per cent. for working expenses. The scheme was favourably received, but after consideration the War Office decided that they could not adopt it. A representative meeting of the trade was held in Glasgow recently, when the abolition of sub-contracting was under discussion. Representatives were present from contractors, sub-contractors, master tailors, and workers, but no definite decision was come to. Probably another [illegible]

Medical Officer 27-2-16. 658a 658a/15

Notes of the Week.

Outworkers and Army Clothing.

THE Home Office has drawn the attention of local authorities to the great importance at the present time of enforcing strictly the provisions of the Factory Acts as to home work in connection with the manufacture of clothing for the army. It is pointed out that on account of the enormous quantity of work being given to outworkers it becomes more than ever necessary, in view of the possible danger of infection to the troops, that great care should be taken to see that the work is not done in premises where there is infectious disease. The official communication informs local authorities that they possess full powers under the Factory Acts to prevent work being done in any house where there is infectious disease, and the Secretary of State trusts that, if they have not already done so, they will arrange for close and special attention to be paid by their officers to premises where Army clothing is being made.

John Bull. 22. 4. 16.

658 A. 658a/16

"Breeches."

The tailoress who told us that Government pays 25s. a pair for khaki breeches which cost the contractor only 3s. 6d. to make must correct her figures, for she has been misinformed. The price paid is 15s., and the cost of materials, which must be purchased from the R.A.C. Department, is 12s. 11d. Waste cuttings valued at 4d. reduce the figures to 12s. 7d., and this leaves a sum of 2s. 5d. to cover the pay of cutters, machinists, finishers and other workpeople, rent, rates, light, heat, insurance, cartage, etc., etc. After these payments are made—all that is left over is profit! We may add that the figures quoted above are verified from an official schedule of prices, and they prove that the breeches-maker, at all events, is not robbing the public

Manchester Guardian. 12. 2. 16.

ARMY CONTRACTS.—"Contractor" writes:—Contractors do not usually pay attention to the statements of outsiders as to the prices paid for the making up of garments. Such prices are usually for a section or part of the garment, and the public are led to believe the price is for the completed garment. But we must protest against the time of our worthy Lord Mayor being taken up in listening to such misstatements as those made by Mrs. Bruce Glasier, and reported in your issue of February 10, that the price paid for making army uniforms, presumably two garments, was 2s. 3½d., leaving the contractor a profit of 7s. 1d. We have a fair experience of army contracts, but very much doubt whether we see more than our standing expenses out of the work. The War Office in December asked for tenders for khaki uniforms at a fixed price, all materials to be supplied by them, leaving 7s. 5d. for cutting, making, and general expenses, not necessarily profits. Where does Mrs. Glasier's 7s. 1d. profit for the contractor come in?

Menin Rear,
May 8th. 1915.

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The Daily Telegraph. 27-11-15

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QUESTIONS IN PARLIAMENT.

Scotland's Share of New Clothing Contracts—Only 25 per Cent. of English Firms' Tenders Accepted—The Glanfield Contract Again.

IN the House of Commons last week Mr. Watt asked the Financial Secretary to the War Office what proportion of the Army clothing contracts recently placed went to contractors in Scotland?

Replying, Mr. Baker said: The total number of garments ordered from Scotch firms was 168,950, or about 4¼ per cent. of the total ordered in the United Kingdom. I may add that the total number tendered for by Scotch firms was only 403,390, so that the orders placed covered over 40 per cent. of the numbers offered, while English firms secured orders for less than 25 per cent. of the numbers offered.

Mr. Watt: Is the hon. gentleman aware that 4¼ per cent. is only half of that to which we are entitled?

No reply was given to this question.

In a further question, Mr. Watt asked why the new contracts introduced the condition of forbidding sub-contracting, especially so far as Scotland is concerned, in view of the fact that the smaller makers there pay higher wages to their workpeople than the larger makers.

Replying, Mr. Baker said: The prohibition of sub-contracting is not a new condition, but one which has been in force in regard to clothing contracts for many years before the war. It was temporarily suspended in the early part of the war to meet the emergency, but, in view of the abuses which are liable to occur under a system of general sub-contracting, it was reintroduced as soon as circumstances permitted. All contractors are bound to pay rates of wages which fulfil the requirements of the Fair Wages Clause.

Seeking still more information about the Glanfield £3,000,000 contract, Mr. Booth asked if the women who suggested the placing of the clothing contract actually introduced Mr. Glanfield to the contract department; what previous experience such persons had enjoyed in placing orders of two and a-half millions sterling; whether any portion of this or other clothing contracts of the War Office had been executed in America; and if so, upon what terms?

In a written reply, Mr. Baker stated: "The Central Committee on Women's Employment, to which I understand the hon. member to refer, was appointed by the President of the Local Government Board to devise schemes of employment for women unemployed on account of the war. Neither the Committee nor any of its members advised the placing of any contract for clothing, but they made representations for a wider distribution of contracts and suggestions for a simplification of the service dress pattern. Mr. Glanfield was one of the commercial advisers to the Committee, and was already well known to the War Office as an Army clothing contractor of high reputation. No part of the contract has been executed in America. I will furnish the hon. member with a statement of the clothing contracts which have been placed in America.

History of the Glanfield Contract.

Speaking in the House of Commons recently, in the discussion on Army estimates, Mr. BOOTH said that, in reply to a question, the hon. member for Accrington (Mr. Baker) had just after the Easter recess informed him that a clothing contract was placed with Messrs. Glanfield and Son for 1,000,000 suits of uniform and 1,000,000 greatcoats. On the basis of the flat rate, continued Mr. Booth, that order represented nearly £2,500,000 placed in one contract. If the investigations made by perfectly unbiassed people, who had published the result of their inquiries, were well founded, the profit made upon each of those million outfits was over 10s., or a total profit of £500,000 on one order given to one firm. Whether the estimate could be challenged he did not know. Particulars had not been given to the House of that tremendous order, but he did not think the hon. gentleman could defend the placing of such a colossal order with one firm. He did not wish to challenge the position, honesty, or efficiency of the firm of Glanfield and Son, or of the new firm of Glanfield and Co. If the War Office were determined to place a contract of this magnitude with any firm, they might as well give it to Glanfield and Co. as to anybody else. What he wanted to ask was: Of what were the War Office thinking? He was sure it could not be any business man who advised them to give such a tremendous order for £2,500,000 worth of goods to one firm in this fashion. The estimated profit he had given did not include the sub-contractors' profits. The explanation given by the Government was that they wished to "create and organise new sources of supply." No proper account at all had been given of how Glanfield and Co. had complied with that desire of the War Office. From inquiries he had made they seemed to have scattered their orders fairly freely and broadcast. He believed the War Office were approached by the Wholesale Clothing Association, who, if they had received such a huge order, would have placed it out among the firms in equal proportions. He should like to know whether all of this contract had been delivered; whether there was any truth in the rumours that the clothing produced under this contract was not equal in quality to the clothing for which the War Office has stipulated in other contracts; whether it was a limited firm; and what exactly the relation was between the old firm and the new? Mr. Booth said he brought the matter forward because throughout the clothing trade and the tailoring trade, from one end of the land to the other, this contract, by its magnitude and the manner in which it was placed, was the one topic of conversation.

Help in Time of Need.

Replying, Mr. BAKER, in the course of his speech, said he thought Mr. Booth was well entitled on the facts to ask for some explanation of this contract because it was undoubtedly one of an unusual character. The first impulse in the direction of this contract came from a body known as the "Women's Employment Committee." He did not say they recommended it either in its exact form or as a corporate body, but the suggestion came from a representative of theirs that it would be a very good thing if the War Office were to set someone to organise outside firms who had not hitherto been engaged in the Army clothing trade. Mr. Glanfield came to the War Office with the suggestion just at the moment when recruiting was taking place most heavily. Mr. Glanfield was well known to the officials of the Quartermaster-General's Department. He had been in the Army clothing trade for a great many years, and he thought he might fairly say that he was one of the most respected persons engaged in that industry. There were a great number of officials at the conference, representing all the branches concerned, and he was informed that Mr. Glanfield was by no means willing to take the contract. At any rate, he was finally persuaded to do so, provided that they would abandon the rather complicated peace pattern and substitute a simplified and modified pattern, the object being that those persons who had no previous experience in the making of uniforms would more readily learn to do so. It was arranged that Mr. Glanfield should organise these firms, and he undertook to deliver up to 100,000 suits per week and 100,000 greatcoats at a fixed price. He was to be allowed to sub-contract, which was an essential of the scheme, but every sub-contract which he made was to include a Fair Wages Clause. Mr. Booth had commented on the size of the orders. If size were to be an objection, he was afraid that most of the operations which the War Office had been carrying out would be liable to criticism. It was true that this was a very large order, but he was quite unable to give any estimate as to the actual profit Mr. Glanfield derived from it. He did say, however, that, in view of the prices and of the insertion of the Fair Wages Clause in all the contracts, the figures quoted by Mr. Booth must really be regarded as altogether fantastic. He did not think they would stand a moment's investigation.

Disabusing the Minds of Enquirers.

The real question was whether the average rates fixed were fair ones, and whether proper precautions were taken to see that the Fair Wages Clause was inserted in all contracts. On both these he did not think the department was open to criticism. Mr. Booth asked if all that was required had been delivered under the contract. He was not sure, but he thought that nearly all had been completed and delivered. Then Mr. Booth made a suggestion that the quality of the clothing being delivered was in some way different from the quality demanded in other contracts. He hoped that Mr. Booth would disabuse his mind entirely of that. The only alteration made was, in fact, an alteration which in war-time was required, which accelerated enormously the delivery of the goods. So far as quality went, those goods were just of the same quality as any other. They had to pass the inspection branch before they were accepted, otherwise they would be left on Mr. Glanfield's hands. Mr. Booth then raised the question of the relations between the old firm and the new, but he could be assured of this—that the reason for the creation of the second company was that they might have a separate office and might keep the whole of their arrangements and transactions apart. When Mr. Booth challenged him to praise this as an admirable arrangement he did nothing of the kind; he was entirely at one with Mr. Booth in condemnation of the contract in its main features, but he was still open to conviction on the question whether there was not anything else that would have been done to secure the clothing in time.

THE QUEEN AND WAR WORKERS.

VISIT TO LONDON FACTORY.

5,000 WOMEN EMPLOYED.

The Queen, with Princess Mary and Prince Albert, spent a considerable time yesterday afternoon, where Messrs. Waring and Gillow employ 7,000 men and women manufacturing equipment for the Army. Her Majesty, who was attended by Lady Bertha Dawkins and Mr. E. W. Wallington, was conducted by Mr. Samuel J. Waring over a factory of two floors, filled with thousands of silent running sewing machines driven by electric power. Row upon row of women bent over their work, intent on increasing the capacity of the factory to supply the troops in the field with shelters and equipment. There was no stoppage of work in honour of the Queen's visit until the tour of the building had been completed, and then on the sound of the hooter the whole of the employés rushed to the centre of the building, and, by cheering and clapping of hands, showed their delight at the Royal interest in their labour.

The Queen saw the factory exactly as it is running night and day. In one department hospital marquees, large in size and made of the finest material procurable, are being turned out at the rate of 300 per week. The marquee for hot climates interested her Majesty greatly, and one erected in the grounds was inspected. The method adopted of relieving the patient from the penetrating rays of the sun is ingenious and effective. Three layers of cotton material, known in the Indian market as "doosootie," one white, another bright yellow, and the third deep red, line the interior, and even when the tropical sun is fiercest the patient is only conscious of a pleasant amber glow.

50,000 BELL TENTS.

The bell tent is being made at the factory at the rate of 5,000 a week, and the Queen saw the work pass through in orderly progress from the rolls of canvas to the finished article strung up to the roof and inspected by War Department officials prior to despatch to Woolwich. Since the works began to run 50,000 of these tents and 3,000 hospital marquees have been made at this factory.

All the processes of manufacture were explained to the Queen, who talked to some of the women and men. Her Majesty was interested to learn that the women were drawn from all classes, and the majority had never been employed on this kind of work till their services were asked for. There were several wives of officers serving at the front among the "hands," and the employés include former governesses, laundry maids, and domestic servants. They are all working with a will, and are proud of the opportunity of rendering aid to the men fighting our battles. In the machine shop her Majesty conversed in French with M Brezet, a French soldier in charge of the mechanics. He was incapacitated by wounds from further service with the French army, and he now devotes his time and energy in assisting to equip our men.

FROM THE MILL TO THE FRONT.

There was a time when it was difficult for Messrs. Waring to obtain some of the materials they had stored in distant stock-rooms. The demand for the equipment was urgent, and means had to be found not merely for getting the textile material to London, but to make the articles asked for by generals at the front. For ten consecutive nights a special train hauled by two engines ran from Dundee with 100 tons of material. This was made into tents, horserugs, meatbags, haversacks, packs, bandoliers for cartridges, mess-tin covers, and so on, and was delivered at Woolwich the day after its arrival in the metropolis, only three days elapsing between the time of the canvas leaving Dundee before it was delivered ready for soldiers' use. Special representatives are buying for the factory in most of the markets of the world, and not a day passes without

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Of the 7,000 people employed at the factory 5,000 are women. Many of the men have been brought from coast towns, where they had carried on the trade of sailmakers when they were not at sea. To handle the material and the output of the factory 100 motor-lorries are daily employed, and the mileage is heavy. It is difficult to obtain an idea of the work done in the place by merely walking through it. A glimpse of the stock-rooms suggests that the output is colossal, but unless the secrets of the stock-books are revealed you go away with a hazy notion of what these working men and women are able to do for the armies of the Allies. These figures tell the whole tale. Each week there are used in this factory:

1,500,000 yards of various textile materials.
40 tons of rope of various sizes.
7 tons of thread and twine.
1,000,000 yards of webbing.
2,000,000 assorted wood buttons, wood runners, and general wood fittings.

Prodigious totals, truly, and still the demand is great.

Mens Wear.
18-1-16.

Army Shirt Contracts in Ireland.

The announcement in Parliament recently by Mr. Forster, in reply to Mr. Hugh Law, that the War Office will not prohibit in connection with their contracts for Army shirts the employment of out-workers in the North of Ireland, in view of the special conditions prevailing in the shirtmaking trade there, has, says the "Irish Times," been received with much satisfaction in the North-West. Now, since its very inception, the North of Ireland trade has always employed a large number of women who reside in the rural areas. They live in their own homes, and are in many cases mainly dependent on their earnings from this source, stated one of the largest employers in the trade in Londonderry. The ordinary trade has declined very considerably since the war commenced, and as the Irish manufacturers were prohibited from sending any Army goods to these country workers, a very great hardship existed. The objection which might be urged against any alteration in the contract, that if the employers were not compelled to do the work in their factories they might get it done by sweated labour, does not apply so far as Irish employers are concerned, as the Shirt Trade Board (Ireland) has fixed a minimum time and piece rate for out-workers or home workers, as well as for those employed in the factories. The employers do not desire to do their work by giving it out to sub-contractors, but they do wish to be permitted to provide employment for legitimate out-workers who have been always receiving work from the factories.

658A.
Textile Mercury
8-1-16. 658a/19

War Bonuses at Huddersfield

In faithful imitation of the settlement made a little while ago in the dyeing trade the terms have been arranged of a new and enlarged war bonus for workpeople in the Huddersfield and Colne Valley districts. Men get 3s. a week irrespective of the total amount of their earnings, and women get eighteenpence. It is worthy of remark that a vote was taken to determine whether the offer should be rejected unless and until the employers saw fit to make the bonus to women the same as to men. The proposal fell to the ground, although 124 votes were cast for it, against 193 for the acceptance of the terms. The vote gives some indication of the way the wind is blowing, and some notion of the difficulties through which the organisers of trade unions of mixed membership have to steer.

There are more ways than one of giving an equal wage bonus to men and women. Men might magnanimously agree to accept the lower bonus given to the other sex, but experience in Huddersfield goes to shew that they do not promptly do so. Again men might take a rather lower bonus for themselves in order that a rather higher one might go to women, but Huddersfield experience shews no hurry to do anything of the kind. The old Adam and the male view of the rights of man triumph over sentimental ideas of equality between the sexes. The man votes for three shillings, or for more if he can get it, and advises the woman to be grateful for her eighteenpence. The woman wants three shillings, not because her poverty is distressing apart from it, but because the amount is that which is given to men. She has been taught by her trade-union mentors to believe that the way to get a thing is to refuse labour until her wish is granted, and when she expresses a wish finds that her male colleagues take what they can for themselves and ignore her protests. The exhibition is all very human and educative, although not exactly calculated to promote good feeling within the organisation.

Logic and the needs of the case have too little to do with high war bonuses to be worth serious thought. Prices have risen, and to an appreciable extent war bonuses are the occasion of their rise. Prices form a pretext, and are capable of forming further and further pretexts indefinitely, but the grant comes in response to supply and demand, because the employers count, for the time being, on getting back the additional expense, and because the operatives count on their ability to extort an extra payment as the alternative to a strike. Men are more important to the work of the mill than women, and in general have larger expenses and responsibilities. Both tradition and economy sanction the payment of men at higher rates than women, and the decision to give Huddersfield women a lower bonus is one that cannot surprise them, however much it may incense them.

Yorkshire Eng Pst
17-1-16

658a/20 658a

THE NEW CONTRACTS FOR KHAKI.

LEEDS GIRLS' REDUCED WAGES.

NEWLY STARTED FIRMS THAT HAVE UNDERCUT OLDER RIVALS.

One has become so accustomed to hearing of the high wages which are being earned on Government work that it is somewhat surprising to learn that the Leeds clothing operatives engaged on khaki are earning anything from 30 to 40 per cent. less than they did during the khaki boom of last year. Twelve months ago the female worker on soldiers' uniforms were earning between 25s. and 30s. a week (in odd cases it was more), but on the new contracts which have been placed in the city recently the young woman has to be pretty smart to make more than £1.

During the last khaki boom, when the uniforms were urgently wanted, the Government put the employers in the clothing trade on a flat rate, which meant they paid the same price for each garment, and the clothiers bought the cloth from the Government, and all paid for it at practically the same rates. As a natural sequel the workers asked for flat rates for making the uniforms; and, although they were not entirely successful in their efforts in Leeds, they did succeed in inducing the firms paying the lower prices to pay almost the same rates as the larger and more representative firms. At any rate, the workers ceased to grumble.

SIX LEAN MONTHS.

Then there came a time when the Government's wants were supplied, and the boom was no more. For nearly six months now the khaki work executed in Leeds has been of an almost negligible quantity, but recently the Government intimated that new contracts were to be put out. There not being the urgent necessity for the uniforms that there was a year ago, the Government abolished the flat rate to the employers, and competition between the various firms again became the order of the day. Most of the older and well-established firms tendered in the ordinary way, but the ground was cut from under their feet, it is said, by the firms of mushroom growth which sprang into prominence during the last boom. Against their finely-cut prices the former had no chance.

What more natural then, that these firms, having secured the orders by tendering at low prices, should ask the operatives to accept lower rates of wages? The latter, of course, had been working slack time for several months; and, on the principle that half a loaf is better than no bread, they restarted work on khaki at considerably reduced rates of wages, the difference as compared with last year representing in some cases as much as 50 per cent. In several instances the low wages have led to small sectional disputes, which have resulted in the rates being slightly increased; but even now the rates are said to be between 30 and 40 per cent. below those of last year.

FAIR AND CONSIDERATE TREATMENT.

Some of what may be termed the representative firms treated their employees very fairly over the business. For instance, one large firm, having received a sample uniform, frankly told the operatives the contracts would not allow of the old prices being paid, and they asked them to quote what they themselves thought a fair price for making the things. The firm then based their tender on the prices quoted by the operatives, and it is significant that they have been unsuccessful in obtaining an order.

One firm in the city, it may be said, claims to have received the largest order for one class of article that has been given to one factory.

Two New Orders.

We have repeatedly pointed out that a sweating wage is still being paid by many employers engaged on Government work, and that, so far, only the wages of women employed on "men's work" have been protected. Two new Orders have now been made by the Ministry of Munitions, but at time of going to press full details of these Orders are not available.

The first Order prescribes rates of wages for girls employed on munitions work of a class customarily done by men, and will be applied to the same establishments as the corresponding directions already issued for the remuneration of women employed on such work. The second Order prescribes rates of wages for women and girls employed on munitions work of a class not customarily recognised as men's work, and will be applied forthwith to controlled firms in the main munition areas engaged in the production of armaments, ammunition, and ordnance, and in all branches of mechanical engineering and shipbuilding. The case of other areas and trades is under consideration.

Maintaining Our Exports.

"The labour situation has been to a considerable extent saved by our women," said Mr. F. Kellaway, M.P., Parliamentary Secretary to Dr. Addison, addressing his constituents at Bedford last week. In 1914, he pointed out, 184,000 women were engaged in war industries. To-day there are 666,000; women being employed in 471 different munition processes.

In addition to increasing the supply of munitions the women are also helping to maintain British exports: a matter of vital importance on which our rate of exchange depends. The trade returns for June show a large increase in our exports. Cotton piece-goods show an advance of 76 million yards in quantity, and woollen and worsted manufactures have also advanced considerably. Linen piece-goods have risen by nearly three million yards, and the export of carpets has increased by 244,000 square yards. In the manufacture of textile fabrics, more women than men were employed, even in 1911—the year when the last census of occupations was taken—and the proportion must have very largely increased since the outbreak of war. Women are now employed in the cotton mills in several processes hitherto confined to men—in the blowing room, on spinning mules, beaming, twisting, and drawing, and in the warehouse. In the woollen mills they are now engaged in beaming and overlooking, attending drying machines, carding, and pattern weaving. These are but a few instances of the new operations in various industries which women are performing for the first time, and performing satisfactorily.

658a/21 658A

Globe:
20-1-16:

KHAKI CONTRACTS.

CHARGES OF SWEATING IN CANADIAN WORKSHOPS.

Army clothing contracts in Canada are just now causing a good deal of feeling among the workpeople, who, according to the "Ottawa Citizen," are certainly not over-paid for their laborious work.

Considerable stir is being made by the Press and the trades unions in Canada on the matter of Army contracts and the pay thereon received by the workers. One of the chief causes of complaint is that of wholesale sub-letting of contracts.

According to the newspaper in question, khaki clothing is being made in Toronto, under certain militia contracts, where the girl workers are said to be little better than sweathed wage-slaves. They work long hours—twelve hours or more a day—on piecework, where the price is cut to the sweating level. They seem to have no trade union organisation to protect them; but they have had the temerity lately actually to ask for better pay. The rate allowed for finishing off khaki trousers is six cents (3d.) per pair. They are asking for an increase of one cent!

The finishing-off work on a pair of khaki trousers includes sewing on eleven buttons and doing certain necessary hand-stitching, as well as taking out all tacking threads left in during the machining operations. It is virtually an hour's work, and the pay is six cents! The girl slave at the end of twelve hours' toil will have 72 cents (3s.) due to her! But supposing a girl to have exceptional skill, with eyes never tiring under the strain—even the finishing of 16 pair of khaki trousers per day will mean 4 cents less than a dollar for the day's slavery—and the work would have included sewing on 176 buttons, and an equally laborious amount of stitching and picking ou of threads.

Hon. A. E. Kemp, M.P., has denied the charge made in the clothing trade journal, "Men's Wear," that a militia clothing contract had been placed with a real estate agent. But has every clothing contract been placed with a genuine clothing manufacturer? Has every contract been carried out by the person receiving the order from the war contracts committee? Or has there been sub-letting and profiteering middlemen? This country should know. It has to pay for the clothing. Does it pay at a rate of 6 cents an hour for girl slavery? Or is the price only a sweat-shop price after the profiteering fat has been devoured by middlemen?

The "Citizen" suggest that civilians might at least stir from their firesides to wipe out the sweat-shop, while the soldiers are handling the enemy abroad.

The Scarborough Post.
29/1/16.

658 A.
658a/22

SOCK MAKING INDUSTRY

Mr. Fenton's New Scheme at Work

AT SCARBOROUGH.

Mr. T. H. Fenton, hosier, Victoria-road, has now got to work several young women making army grey socks for the War Office at Springwell Hosiery Works, Back St. Nicholas Cliff (over Bargna's Garage). Springwell works is a most healthy, clean and tidy looking place, and is indeed a hive of industry. They work with patent machines supplied by the Central Association in London, and the whole of the organisation has developed through that association. When the first fifty machines have been set at work and are in full going swing it is proposed to later commence glove or cardigan jacket making. Asked what wages the girls could make, Mr. Fenton said for the first week they would only earn a few shillings, the second week would see the amount doubled, and at the end of the third week 50 per cent. more would be added. At the end of a month the girls would be drawing somewhere about 10s. to 12s. per week, and when six weeks have elapsed they will average about 14s. per week. When they have had two months work at the machines they will then be drawing from 13s. to 17s. per week, some of them considerably more. It is entirely a piecework industry, and being so,

MAKES THE GIRLS KEENER TO GET ALONG

with their work. The occupation is a marvellously clean one, in fact the girls only need an apron over their clothes. Up to the present time about one hundred applications have been made for work, a great many of which cannot be yet employed. Dozens of applicants have asked if they could take machines and work at home, but the War Office will not allow it, as diseases might be contracted, bearing in mind that wool is a material which will carry disease almost more than any other material. The Central Association, who have lent the knitting machines, are backed up by Queen Mary's Fund, and many of the knitters employed in London who have learned under the Association are now experienced, and make as many as two or three dozen pairs of socks per day. Taking the lower figure—two dozen—this makes a wage of a pound a week. It is hoped after the war is over and the contracts for soldiers' socks worked out, to make it a permanent industry in Scarborough. Many new improvements are being added to the works, including a steam press for pressing the hosiery and a patent "linker" for linking the toes of the socks. One of the girls who started this week has made eleven pairs of perfect socks in three days, as well as being taught how to knit.

A young lady from London, sent by the Women's Association—Miss Standage—an expert knitter, acts as instructress to the girls and shows them any little defects they have made. Mrs. Fenton, also an expert at the work, takes an able part in the work. It is hoped by next week to have thirty-five machines going.

Sunday Chronicle
20.8.16.

658 A
658a/23

Song of the (Army) Shirt.

By EDWARD CECIL

BEFORE the war we were talking a great deal about sweating. We did very little beyond talking.

With the urgency of war needs, the Government became, at any rate indirectly, employers of sweated labour. The sub-contracting system flourished.

The true method of attack upon sweating is not to draw harrowing pictures of what sweating is and what it involves in the misery of human beings who are sweated, but to direct attention to the sub-contracting which creates sweating.

"The Song of the Shirt" moves one to tears, but the enemy whom the sweater fears is the man who exposes the conditions which create sweating, and creates public opinion so that the sub-contracting, which leads to sweating, is seen to be so great a social sin that all decent people shrink from it.

The Government pays 9s. 3d. a dozen for making army shirts. That is to say, it contracts with this or that contractor to supply the shirts up to standard for that price. I have found women being paid 1s. 11d. a dozen for making these shirts.

Work out for yourself what this means. It means that by making five dozen—*sixty*—shirts one might earn 9s. 7d. Remember that the shirts have to be perfect, or they will be rejected. Now, I have known a married woman with children who worked from 5 a.m. to midnight all day and all the week, and made sixty shirts, and so earned 9s. 7d.

It is no use to cry over that woman—I could do that—but what is of use is to hate and detest the sub-contracting which caused the sweating.

Something may be done at once; it would not surprise me if it is being done already. During the course of this war I have already seen instances of noble, clear-brained, and far-sighted women who have quietly and sensibly worked for the good of the workers.

If such a woman or a band of such women were to take on the contract for a certain number of shirts, by keeping back 1s. 3d. a dozen shirts for working expenses, 8s. and not 1s. 11d. a dozen shirts could be paid to the actual worker!

The sub-contractors might starve. Let them starve! But by doing two dozen shirts instead of five dozen a mother of children might earn 16s. instead of 9s. 7d., and she and her children would bless those who had knocked away from weary limbs the fetters which the sweater and the sub-contractors had forged.

Manchester Guardian.
7.10.1916

THE ARMY CLOTHING SCANDAL.

To the Editor of the Manchester Guardian.

Sir,—The army clothing contract case has come and gone, the judge remarking that the army clothing department, responsible for the disbursement of many millions, seems to be conducted upon methods that would bring any private firm to bankruptcy.

But as this particular firm happens to be the nation, with apparently unlimited resources as far as mere money is concerned, it seems only right that it should realise the bankruptcy of life that lies behind its methods.

The following table appeared in the "Toynbee Record" for January, 1915, in an article called "Military tailoring in the East End," wherein it was stated that the wages quoted would vary from 16s. for girl finishers to about £3 to £3. 10s. for men fitters and machinists for a 55-hour week. [The Tailoring Trade Board stipulate that the piece rates paid must yield a minimum time rate of 3½d. per hour to "average workers" (women), and 6d. per hour to "average workers" (men).] One must remember too that outworkers provide their own rooms, lighting and heating:—

Cost to contractor.	Gt. coats. s. d.	Jackets. s. d.	Trousers s. d.
All materials	17 7.93	... 7 1.77	... 6 2.75
Pd. to subcontractors for making up	3 3	... 2 9	... 0 10
Total	20 11	... 9 10½	... 7 0½
Pd. by War Office for made-up garment...	28 0	...12 6	... 8 9
Gross profit per garment to contractor	7 1	... 2 7½	... 1 8½
Cost to subcontractor:			
Wages	2 3½	... 2 1½	... 0 7½
Recd. from contr'tor	3 3	... 2 9	... 0 10
Gross profit per garment to subcont...	0 11½	... 0 7½	... 0 2½

—From "Toynbee Record."

Profit per outfit of three garments to contractor 7s. 1d. + 2s. 7½d. + 1s. 8½d. = 11s. 4½d
Profit on one million outfits over £500,000.

As was stated by a commentator at the time: "The clothing has been turned out at a somewhat high price to the nation, . . . and the nation has to foot the bill."

And what of the picture that lies behind the wages—the homes, the mothers, the children, the future nation? Those of us who are trying to save the nation at home by securing the minimum necessaries of life to our mothers and their babies—food, skilled care, rest—are constantly hampered by two things, lack of funds and, what is worse, conditions caused by sweating. Many women and girls are still earning less than 6d. an hour, not only by Trades Board rates, but on [illegible]

Manchester Guardian.
9.10.16

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Sir,—The letter of Dr. Barbara Tchaykovsky is useful as occasioning a reply showing the other side of the picture. The figures she uses from the "Toynbee Records" of January, 1915 were immediately disproved in the trade papers as to the cost of all materials and the gross profit to the contractor, and Dr. Tchaykovsky should have reliable data to go on.

I will deal only with the largest item—greatcoats. At the time named (winter 1914-15) the army's needs were enormously greater than the supply, and army agents were buying up the civilian stocks of overcoats of wholesale clothiers (and some retailers), while the clothing trade were providing the real khaki greatcoats. The War Office gave practically the whole work into the hands of one man, or firm, most honourably known throughout the trade and themselves large army contractors, and the "flat rate" was for a very short time 28s. But as "direct" contracts could not be had the whole trade gathered round this firm, and at the request of Lord Kitchener put 70 to 75 per cent of their plant on to these goods at about 25s. and 26s. Moreover, as it was to most of them a new industry the cost of labour instead of being 3s. 3d. was nearer 5s. Your correspondent omits to say that immediately after this "subcontracting" was abolished, and every garment had to be made on the premises of the contractor.

As to the absurd profit of 7s. 1d. shown in the "Toynbee" table, we may say that we have made tens of thousands of these greatcoats at a profit of, roughly, 1s. per coat, and to show the keenness of the Contracts Department in the clothing section we had this spring a tender accepted for 15,000 at well under 25s., while another local tender at one penny more than ours was "declined with thanks."

Your correspondent asks "what of the picture that lies behind the wages"? We cannot speak of the East End of London, but we can of Manchester; and our own women on this work were earning from 30s. to 60s. per week, and our men from £3 to £8 per week, vastly beyond any conception of trade unions or minimum wages rates; in fact, if they could not have khaki they would leave work for days or weeks rather than make civilian clothing.

The practice of the department in giving contracts to aliens and others without investigation as to their status and ability to execute them is severely to be condemned, and we all hope a purer state of things will be quickly evolved.

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Behind the condemnation of men who are defrauding the nation must surely lie a deeper and more effective condemnation of a system that directly connives at the bankruptcy of the young life of the nation.—Yours, &c.,

BARBARA TCHAYKOVSKY, M.D.

Manchester Guardian. 9.10.16

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The practice of the department in giving contracts to aliens and others without investigation as to their status and ability to execute them is severely to be condemned, and we all hope a purer state of things will be quickly evolved.—Yours, &c.,

WHOLESALE CLOTHIERS.

John Bull.
18/12/16

...ch, Work and Wages.

the Government want to encourage women to engage ...ational service they will have to stop this sort of thing. Recently an East End firm had among their employées a girl engaged on equipment. At first they paid her a fair wage. Finishing one contract and accepting another, they required the girl to work at a price at which she could not afford to work; that is to say, 3s. 6d. a dozen, 1s. 5½d. being deducted for thread. She handed in her notice, but on expiry the firm declined to give her a permit to work elsewhere, and she cannot obtain other work without one. Obviously this is not only unfair, but mean and spiteful. A firm who are making high profits on contract ought not to be permitted to restrict an employée in her right to work elsewhere when they will not pay her adequate wages.

Weekly Dispatch.
12/11/16

WOMEN CARPENTERS FOR FRANCE

Contractor Authorised to Take an Unlimited Number.

Two or three hundred women carpenters are to be taken to France immediately, Mr. W. T. Tarrant, Army hut contractor, of Byfleet, told the Chobham (Surrey) Tribunal yesterday.

The Government, he said, have given him permission to send as many as he can engage.

Temporary exemption was then granted to the men who are instructing the women, and the exemption certificates of fourteen employees whom they will displace were cancelled.

Manchester Dispatch
8-10-17.

GARMENT WORKERS' AWARD.

A wages dispute among the 2,200 garment workers of Todmorden and Hebden Bridge has been arbitrated upon by Sir G. K. Askwith and the Committee of Production.

The award lays down that the men concerned, aged 22 and over, shall receive an advance of 1½d. per hour; men over 18 and under 22, 1d. an hour; and youths and girls under 18, ½d. an hour. Piece workers are to get a corresponding increase.

Any general advance given by firms since May, 1917, is to merge in the advances given by this award, provided that, notwithstanding such merging, the further advance given by the award shall not be less than ½d. an hour from October 1 above the rates in force on September 1, 1917, in the case of men and women, and ¼d. for boys and girls.

The advances are to begin from October 1, and to be regarded as war wages, due to abnormal conditions.

The Common Cause
11.5.14

659

Yorkshire Observer
20.11.14

659/1

We are glad to see that protests are being widely made against the treatment of the families of soldiers and sailors. A busy woman with a young family ought not to be compelled to stand in a lamentable queue for hours without rest or refreshment before she can get registered for the payment of money which is due to her. These women often have babies in their arms, and little children wearily hanging to their skirts. It makes one ashamed of one's country to see the families of our brave fellows treated so. It makes one ashamed that these sad women should be sent from pillar to post, receiving "allotment" from one source and "relief" from another. We understand that, so far, what has been spent out of the Prince of Wales's Fund has gone to supplementing the sweated pay which the War Office offers as an inducement to recruiting. It is not fair. Soldiers and sailors of all grades should be well treated by their employer, the State. There should be no need for "charity" to step in to ensure at least a living wage to the man and his family.

Stop-Gaps.

It is because we are anxious the State should recognise its responsibility for proper payment of soldiers and sailors that we are not much attracted by a scheme propounded by Mr. Wells in the *Daily Chronicle*, that *educated* women should make themselves into "stop-gaps" for men in the less well-paid posts of clerks, servants, &c., who could then enlist while the educated women did their work, handing over their wage to the family of the soldier. This seems economically unsound. First, it is the duty of the Government to pay its own employees a decent wage. Secondly, there are very many less well educated women thrown out of present work who might step into these places. Thirdly, we greatly doubt whether there is any appreciable number of educated women who would stick at this sort of work. It is well to do the work that comes to hand. But there are not too many really well educated women to do the absolutely necessary jobs of directing business and expert work of all kinds. We expect Mr. Wells does not really mean "educated" women; he means idle women, and it would certainly be better that they should get busy, but not in such ways as to prevent working girls from finding suitable employment.

BRADFORD TAILORS' DISPUTE.

TRADES COUNCIL DISCUSSION.

A meeting of the Bradford Trades and Labour Council was held last night at the Trades Hall, Sunbridge Road. Alderman Michael Conway presided.

A delegate from the Amalgamated Society of Tailors made a statement with regard to a dispute between the society and two Bradford firms. The society, said the delegate, had had an agreement with both the firms. One of the firms had terminated the agreement in a proper manner, by means of a month's notice. They were doing away with the workpeople and were having their goods made in a factory, thus substituting female for male labour. The other firm had not given the workpeople notice, but had locked them out on a day's warning, and were having their goods made by Jewish workers. Both firms had been approached by the Lord Mayor with a view to a conference with members of the Amalgamated Society of Tailors, but intercession had been refused. The action of the firm in locking men out was the more objectionable because throughout the country workers had refrained during this time of war from striking for more wages.

Alderman Conway said the executive would consider what they could do to help the tailors. An understanding was come to and an agreement signed in May last, and it was thought then that the whole matter was settled. That agreement had now been broken, with the usual month's notice in one case.

Alderman Conway also made some comments with reference to the separation allowances and pensions for disabled soldiers and the dependents of the killed. There was no doubt, he said, that the agitation in the country had had its effect on the Government, but it had not had sufficient effect. The Government proposals, which had now been relegated to a Special Committee, were in advance of anything that had been done before. What trade unionists asked for was £1 a week for a widow, a disabled soldier, or a widowed mother who had been dependent. The £1 a week had only been granted to a widow with four children. That would only amount to 22 out of every 1,000 cases that came under the new provisions. The Government were not generous in their treatment of the totally disabled unless they had wives and children; and those would only amount to one-third of the whole. One weakness of the scheme was the inadequate provision for adult women. An adult woman who while her husband was fighting got 12s. 6d. a week if she had no children, got only 7s. 6d. if her husband were killed. Trade unionists should insist on a woman getting enough to live without working, if she desired not to work; for otherwise she would be at the mercy of those who underpaid female labour.

A delegate referred to the "black-legging" of trade unionists by Belgian refugees, remarking that a case had come to his notice from Nottingham in which a french polisher had been advertised for—"Belgian refugee preferred."

The Secretary (Mr. W. Barber) said the executive had no evidence of such cases within their own area, save in the case of a Belgian employed in a Bradford warehouse. There was not yet, however, sufficient warrant for making that case public.

It was stated in connection with the executive committee's minutes that the question of the employment of Belgians in competition with British workers had been referred to the secretary and Mr. A. T. Sutton, with power to call a special executive meeting if and when necessary.

The executive committee minutes stated that the Bradford Education Committee was to be urged to call the school for the blind to be opened at Odsal "Macmillan House" or "The Macmillan School" in recognition of the work of Miss Margaret Macmillan in connection with education in Bradford.

Glasgow Herald, Oct. 26th, 1914

659.

SCOTTISH LABOUR DEMANDS.

£1 A WEEK MINIMUM.

A conference representative of industrial and political Labour organisations in Scotland was held on Saturday in the City Hall Saloon, Candleriggs, Glasgow, to consider the administration of national relief. The conference dealt with various phases of the subject and passed resolutions relating to the provisions for soldiers and their dependants, the organisation of relief work for unemployed men and women, and the feeding and clothing of school children. Mr Robert Smillie, president of the Miners' Federation of Great Britain, presided, and papers dealing with different aspects of relief were read by Mr Joseph F. Duncan, Aberdeen, member of the Scottish Advisory Committee of the National Relief Fund; Mr Robert Allan, Edinburgh, member of the Parliamentary Committee of the Scottish Trades Congress; Mr Martin Haddow, member of Glasgow School Board; and Miss Agnes Young, of the Women Workers' Federation. There was a large attendance of delegates from the West of Scotland and other industrial districts of the country. One of the resolutions called for immediate statutory provision for adequate allowances (£1 per week being stated as a minimum) for dependants of men on service, invalided and disabled soldiers, and widows and other dependants.

The Chairman, in the course of his address, said that a large central Emergency Committee had been appointed from a Labour conference in London to look after the interests of the working classes during the continuance of the war. One of their objects was to see that Labour secured adequate representation on any committees that might be appointed to collect and distribute voluntary funds. In the case of relief to the dependants of soldiers and sailors the country had been practically denied the right of any voice in the administration. That work had been carefully reserved for the representatives of the middle or upper classes. The working classes, however, had the right in many localities of appointing persons to the local distress committees, and he regretted to say that they had not taken full advantage of that. Dealing with complaints regarding the distribution of relief funds he said that they could not have the sympathetic consideration which ought to be given in cases of this kind if that consideration was left to persons who had never themselves been face to face with privation. It was regrettable that in many cases that had been the position of matters so far as the distribution of the Soldiers' and Sailors' Families Fund was concerned. His own view was that the provision for the dependants of soldiers and sailors was a national responsibility, and that it should have been faced by the Government of the country. (Applause.) It should be a national charge, and in all probability there would shortly be such an agitation throughout the country that it would be made a national charge. He proposed a resolution calling upon the Government to make statutory provision immediately Parliament assembled for (1) the adequate maintenance of the dependants of soldiers and sailors serving with the colours; (2) adequate compensation in case of invalidity; (3) adequate pensions for permanent disablement; and (4) adequate pensions for widows and other dependants; and suggesting to the War Emergency Workers' National Committee that they should draft a scale accordingly and set on foot a national agitation to bring home to the conscience of the country the necessity which existed for such provision. Mr Smillie said that they had deliberately declined to state in the resolution what the allowances should be. They contented themselves by pointing out that up to the present time adequate provision had not been made. If they wanted to lay down a scale, that should be done by the National Emergency Committee. They wanted these provisions made not in an Army Order, but by statutory enactment placed on the Statute-book. The compensation to soldiers should not be based on the wages of the soldier. It should be based on the wages paid in the employment which the person left.

Councillor Taylor, Glasgow, moved that the words should be added—"In no case shall less than 20s per week be paid." He thought they should state that as a minimum, because the Government might require some assistance in deciding what the word "adequate" meant.

Ex-Bailie M'Kerrell seconded.

After some discussion the proposed addition was accepted, and the resolution was passed unanimously.

Mr Joseph F. Duncan read a paper dealing with the relief of distress occasioned by the effect of war on industry. After the war, he said, they would probably be faced with the biggest financial and industrial crisis they had ever known. It was necessary that they should have their machinery in order and schemes ready to meet that crisis. In every locality steps should be taken to get schemes prepared either by way of expediting existing work or creating new work. A great deal could be done by local authorities in that way. It was work they wanted, before relief. He moved a resolution emphasising "the necessity of vigilance and organised effort on the part of the working classes" regarding the constitution and operations of committees administering relief out of the National Fund, and also regarding the use of powers possessed by local authorities, the Local Government Board, the Board of Agriculture and Fisheries, the Road Board, the Development Commissioners, etc., in relation to unemployment. The resolution also called for higher standards of relief than those presently fixed, and asked that investigators should "pursue their inquiries with proper regard for the self-respect of those they visit."

[illegible] which was largely devoted to criticism of the Insurance Committee, the resolution was [illegible]

Daily Citizen, Nov. 3rd. 1914

659/2

£1 A WEEK FOR OUR DEFENDERS.

NATIONAL MOVEMENT AT WORK.

12 GREAT CONFERENCES.

Twelve great conferences of the Labour movement are to be held on Saturday in important industrial centres to press forward the recently-formulated national programme.

At yesterday's meeting of the War Emergency Workers' National Committee, at General-buildings, Aldwych, Mr. Arthur Henderson, M.P., presiding, it was reported that arrangements were in hand for the conferences.

The programme, which has already been published in *The Daily Citizen*, includes the following demands in respect of provision for disabled soldiers and sailors and their dependents:—

If totally incapable of earning a livelihood, a private should receive a minimum of £1 per week so long as incapacity continues.

If partially incapable of earning a livelihood, a private should have his income brought up to a minimum of £1 per week.

Pensions for the wives and dependents of privates losing their lives while with the colours should not be less than the total separation allowances, which are to be finally settled, including the allotments made from the private's pay.

That unmarried wives and their children should be given the full status of dependents.

That unmarried mothers should be given the full status of dependents.

That sailors and their dependents should receive equal treatment to that given to soldiers in this scheme.

That payments for disablement, incapacity, pensions, and separation allowances be administered by State machinery, and that the present system of utilising voluntary charitable organisations be discontinued.

That an allowance of £1 per week should be paid to the wives of the soldiers and sailors now serving with his Majesty's forces (without any deduction from the pay of the person serving at the front), and to the widows or other dependents whose husbands, brothers, or sons, etc., may be killed in the war, or who may die from wounds received, or disease contracted, in the war; also £1 per week to those who may be disabled for life, or, if partially disabled, until they are fully recovered from their injuries.

In addition to the above allowances a payment of 3s. 6d. per week should be made for each child under working age.

PROVISION OF WORK.

The provision of work for the unemployed at standard rates of wages is also urged in the programme.

In the event of the Government's proposals with regard to soldiers' and sailors' pay and pensions, etc., being deemed inadequate and unsatisfactory, the Parliamentary Labour Party will be requested to move an amendment to the Address at the opening of Parliament.

Speakers from the War Emergency Committee will attend the conferences, as follow:—

London, Memorial Hall: Mr. Sidney Webb, Miss Mary Macarthur and Miss Susan Lawrence, L.C.C. (representatives of the Central Committee of Women's Employment), and Mr. F. Knee.

Birmingham: Mr. G. N. Barnes, M.P.

Bristol: Mr. W. C. Anderson.

Cardiff: Mr. W. Brace, M.P., and Mr. Robert Williams.

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Leicester: Mr. J. Ramsay MacDonald, M.P.

Liverpool: Mr. H. Gosling, L.C.C.

Manchester: Mr. J. Cross and Dr. Marion Phillips.

Newcastle: Mr. Robert Smillie.

Norwich: Mr. W. H. Brown and Mr. Ben Cooper.

Plymouth: Mr. Ben Tillett.

Portsmouth: Mr. Stephen Sanders.

YESTERDAY'S PROTESTS.

Further resolutions of support have come from the following:—

National Union of Railwaymen—Shepherd's Bush, E. Norwood, Cardiff (No. 7), New Cross (No. 2), Birmingham (No. 5), Ilford, Mazehill, Bow (No. 1), Staple Hill, and Melton Constable branches.

Colne Labour Party.

Trades and Labour Councils—Eccles and district, Coatbridge, Airdrie and district, Pontefract, Plymouth, Stonehouse, Devonport and district, Llantrissant, Yeadon, Kettering, Seaham, and Blaenavon branches.

Independent Labour Party—Great Horton group of the Bradford branch and Wateville.

British Socialist Party—South Islington branch.

Workers' Union—Birkenhead branch.

Shop Assistants' Union—Swansea, Leyton, and Charing Cross branches and the Northern District Council (representing over 5,000 members).

Amalgamated Society of Engineers—Birmingham branch.

Railway Women's Guild—Lancaster branch.

Railway Clerks' Association—Oldham branch.

Women's Section of the National Union of Paper Workers—Maidstone branch.

Amalgamated Union of Upholsterers—Liverpool branch.

Amalgamated Society of Wood-cutting Machinists—Oldham branch.

Socialist Party of the Thornton Heath Parliament.

National Amalgamated Labourers' Union—Swansea (No. 1) branch.

Amalgamated Union of Operative Bakers and Confectioners—Swindon branch.

Nottingham and Notts Federation of P.S.A.s and Brotherhoods (representing upwards of 30 societies with several thousands of members).

Society of Operative Stonemasons—London District Committee.

Postmen's Federation—W.D. Office. "Opinions were freely expressed by my members," writes the secretary, "regarding the disgraceful way in which formerly the men have been treated, and it was hoped that the efforts of our paper will be the means of putting those who bear the brunt of the nation's patriotism into a position which will make it unnecessary for them, after serving their country, to take to the selling of matches and bootlaces and the carrying of advertising boards in the gutters of our towns."

Amalgamated Society of Carpenters and Joiners—Cambridge branch.

Typographical Association—Halifax branch.

National Amalgamated Furnishing Trades Association—Preston branch.

OUR LEAFLET FUND.

Additional subscriptions towards the cost of printing leaflets in support of the £1 a week campaign will be welcomed by the Circulation Manager, *The Daily Citizen*, 92, Fleet-street, E.C. Yesterday we received the following sums:—

£2 from Mr. G. M. F. Cream, Glasgow; 5s. Mr. Nash, Walthamstow; 3s. Mr. O. Beacham, Highbury; 2s. 6d. Mr. Fullamore, Oldham; 2s. Mr. Ingham, Horbury; 1s. 6d. Mr. Kirkby, Deptford; 1s. each Rev. J. Goodyear, Tipton, and Mr. Taylor, Nuneaton; 6d. each Mr. Sidbotham, Hollingworth, Mr. Lawton, Langley Park, Mr. Burrell, Chorley Wood, and Mr. Weaver, Nelson. Total to date: £58 6s. 8d.

local distress committees, and he regretted to say that they had not taken full advantage of that. Dealing with complaints regarding the distribution of relief funds he said that they could not have the sympathetic consideration which ought to be given in cases of this kind if that consideration was left to persons who had never themselves been face to face with privation. It was regrettable that in many cases that had been the position of matters so far as the distribution of the Soldiers' and Sailors' Families Fund was concerned. His own view was that the provision for the dependants of soldiers and sailors was a national responsibility, and that it should have been faced by the Government of the country. (Applause.) It should be a national charge, and in all probability there would shortly be such an agitation throughout the country that it would be made a national charge. He proposed a resolution calling upon the Government to make statutory provision immediately Parliament assembled for (1) the adequate maintenance of the dependants of soldiers and sailors serving with the colours; (2) adequate compensation in case of invalidity; (3) adequate pensions for permanent disablement; and (4) adequate pensions for widows and other dependants; and suggesting to the War Emergency Workers' National Committee that they should draft a scale accordingly and set on foot a national agitation to bring home to the conscience of the country the necessity which existed for such provision. Mr Smillie said that they had deliberately declined to state in the resolution what the allowances should be. They contented themselves by pointing out that up to the present time adequate provision had not been made. If they wanted to lay down a scale, that should be done by the National Emergency Committee. They wanted these provisions made not in an Army Order, but by statutory enactment placed on the Statute-book. The compensation to soldiers should not be based on the wages of the soldier. It should be based on the wages paid in the employment which the person left.

Councillor Taylor, Glasgow, moved that the words should be added—"In no case shall less than 20s per week be paid." He thought they should state that as a minimum, because the Government might require some assistance in deciding what the word "adequate" meant.

Ex-Bailie M'Kerrell seconded.

After some discussion the proposed addition was accepted, and the resolution was passed unanimously.

Mr Joseph F. Duncan read a paper dealing with the relief of distress occasioned by the effect of war on industry. After the war, he said, they would probably be faced with the biggest financial and industrial crisis they had ever known. It was necessary that they should have their machinery in order and schemes ready to meet that crisis. In every locality steps should be taken to get schemes prepared either by way of expediting existing work or creating new work. A great deal could be done by local authorities in that way. It was work they wanted, before relief. He moved a resolution emphasising "the necessity of *vigilance* and organised effort on the part of *the working classes*" regarding the constitution and operations of committees administering relief out of the National Fund, and also regarding the use of powers possessed by local authorities, the Local Government Board, the Board of Agriculture and Fisheries, the Road Board, the Development Commissioners, etc., in relation to unemployment. The resolution also called for higher standards of relief than those presently fixed, and asked that investigators should "pursue their inquiries with proper regard for the self-respect of those they visit."

After considerable discussion, which was largely devoted to criticism of the Advisory Committee, the resolution was passed unanimously.

Mr Robert Allan dealt in his paper with the work of relief committees and local authorities, and proposed a resolution expressing regret at the inactivity in areas where people are suffering distress through the war, and calling upon the Government to revise the constitution of committees which fail to prepare and carry out schemes of employment by making compulsory a large representation of working class organisations.

Mr Martin Haddow dealt with the feeding and clothing of school children, and Miss Young with the relief work for women who have lost their employment in consequence of the war.

The resolutions submitted on these subjects were passed unanimously.

privates losing their lives while with the colours should not be less than the total separation allowances, which are to be finally settled, including the allotments made from the private's pay.

That unmarried wives and their children should be given the full status of dependents.

That unmarried mothers should be given the full status of dependents.

That sailors and their dependents should receive equal treatment to that given to soldiers in this scheme.

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In addition to the above allowances a payment of 3s. 6d. per week should be made for each child under working age.

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The provision of work for the unemployed at standard rates of wages is also urged in the programme.

In the event of the Government's proposals with regard to soldiers' and sailors' pay and pensions, etc., being deemed inadequate and unsatisfactory, the Parliamentary Labour Party will be requested to move an amendment to the Address at the opening of Parliament.

Speakers from the War Emergency Committee will attend the conferences, as follow:—

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Bristol: Mr. W. C. Anderson.

Cardiff: Mr. W. Brace, M.P., and Mr. Robert Williams.

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Leicester: Mr. J. Ramsay MacDonald, M.P.

Liverpool: Mr. H. Gosling, L.C.C.

Manchester: Mr. J. Cross and Dr. Marion Phillips.

Newcastle: Mr. Robert Smillie.

Norwich: Mr. W. H. Brown and Mr. Ben Cooper.

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659/3

659.

Justice, Nov. 5th. 1914.

THE NATIONAL WORKERS' (WAR EMERGENCY) COMMITTEE.

The provision of work for the unemployed at standard rates of wages is being actively urged by the above Committee.

In the event of the Government's proposals with regard to soldiers' and sailors' pay and pensions, etc., being deemed inadequate and unsatisfactory, the Parliamentary Labour Party will be requested to move an amendment to the Address at the opening of Parliament.

A series of Conferences on these questions will take place next Saturday, and speakers from the War Emergency Committee will attend as follows :—

London, Memorial Hall : Sidney Webb, Miss Mary Macarthur and Miss Susan Lawrence, L.C.C. (representatives of the Central Committee of Women's Employment), and F. Knee.

Birmingham : G. N. Barnes, M.P.

Bristol : W. C. Anderson.

Cardiff : W. Brace, M.P., and Robert Williams.

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Leeds : Miss Margaret Bondfield and H. M. Hyndman.

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Manchester : J. Cross and Dr. Marion Phillips.

Newcastle : Robert Smillie.

Norwich : W. H. Brown and Ben Cooper.

Plymouth : Ben Tillett.

Portsmouth : Stephen Sanders.

Western Press, Nov. 5th. 1914

THE LABOUR PARTY AND THE WAR.

One of a series of conferences of Labour representatives, arranged to be held in different centres, will take place at Kingsley Hall, Old Market Street, on Saturday afternoon, to discuss proposals for naval and military pensions recommended by the Emergency Workers' National Committee. The conference will be attended by representatives of trade union branches, Socialist societies, co-operative and industrial women's organisations, and the Workers' National Committee have arranged for the attendance on their behalf of Mr W. C. Anderson (Chairman of the National Labour Party Executive). The invitation circular is signed by Mr Arthur Henderson and Mr J. S. Middleton (chairman and hon. secretary respectively of the Workers' National Committee), Mr T. C. Lewis (secretary of the Bristol Trades Council), and Mr J. M. Burleigh (secretary of the Bristol Labour Representation Committee).

Bolton Evening News, Nov. 13th. 1914. 659.

The War and the Home.

Within the last few days we have published several letters strongly complaining of delay in the payment of allowances to soldiers' dependents. These letters would have carried more grace and weight if they had betrayed the slightest appreciation of the magnitude and complexity of the problem. Our correspondents, we presume, know that whilst the regular Army contained a quarter million soldiers at the beginning of August, and only 3 per cent. of these were "married on the strength," by the end of October the same Army contained 1,180,000 men, and that every married man of these is "on the strength" for separation allowance. Imagine a concern—say a mill or a church—suddenly called upon to increase its operations, not 45 per cent., but forty-five-fold. The Financial Secretary of the War Office stated last night that the pay staff had been increased ten-fold, but even so it is only by working day and night in relays that the work has been at all overtaken. And it is not possible, in the heart of an emergency, to revolutionize every part of a system gradually evolved through the experience of many years. We can share the sorrow, and even the indignation, of our correspondents at the cruelty of certain hard cases, but we must look at them in a true perspective, and not condemn a whole system or add difficulties to a tremendous crisis, by fastening attention on them. Some of these cases are entirely the fault of the soldiers themselves or of their wives; and in Bolton at any rate the majority of the cases arise from a single act of gross ineptitude for which the War Office has no blame at all. Besides, it ought to be distinctly understood that every case of delay in satisfying genuine claims to allowances should be met by the Local Administrative Relief Committee, not as relief (and therefore not as charity), but as an advance merely, to be repaid to the Committee when the allowance arrives. In this way both hardship and the "taint" of charity would be avoided. We understand that this is being actually done in 750 cases—a fact which nobody would imagine from our correspondents' letters. Whilst we are on this subject, we desire to raise it in a broader way. When the war broke out it was at once obvious that the distinctive work of women would be to look after every aspect of the war which primarily concerned the homes of England. We confess to some disappointment that women have not risen to the height of the great opportunity which was and still is theirs. We know full well all the difficulties that lay before them—lack of organization, the non-recognition of their claims to representation, the thwarting of some of their desires—and the like. But these difficulties were there to be surmounted. To put the whole matter briefly, we will merely indicate the main objects which we feel women ought to set before them in this war: it is not too late to focus them, for the struggle will be a long one. In the first place, then, we should like to see women organized as a community, under proper leaders, and working through a Women's Council for the duration of the war. They would make it their most urgent, and throughout their primary, business, to serve the interests of the soldier's wife. Had they been organized and active, they could have rendered splendid assistance to numerous perplexed women who have wrestled with all sorts of difficulties about papers and allowances. We believe that if women had made the effort sufficiently, they could have obtained charge of all the monetary and other relief given through Local Committees—and in particular the Bolton Committee—to soldiers' families. That would have given them scope for invaluable social service of several kinds. Why should not women, for instance, have organized a true comradeship for soldiers' wives, recognizing their peculiar social needs at this time? It is very nice, of course, to make the returned soldier comfortable—provide him with clubs, and weekly teas, and the like; but the absent soldier's wife needs social help a great deal more. Police surveillance of weak women is deeply repugnant to our common instincts: true comradeship could accomplish a great deal more, not by restraint, but by constraint. We know it is supremely difficult work, but it is also invaluable. Insensibly it could lead to better housewifery and mothercraft in our town. A third kind of service is, we rejoice to note, being undertaken, in the care for child welfare; but even this might have been extended had women workers secured access to all soldiers' wives, and by friendship discovered their needs. There is as much knitting needed for the homes as for the troops. A fourth line of effort for women would have been the discovery of ways of finding work and wages for unemployed women. One of our correspondents, by inference, throws blame on the authorities; but he must know that the creating of suitable employment is a most difficult matter: Queen Mary's Special Committee has discovered that. An ounce of suggestion would be worth a pound of reproach: and perhaps a Women's Council could solve the problem for Bolton. Finally, a Women's Council could have done, could still do, much to help recruiting—which after all is the country's supreme need today. We do not suggest help by the detestable "white feather" methods—but rather by the inculcation, among mothers, sisters, sweethearts, of that spirit expressed in a mother's letter recently found on a young officer—"When you are sent to perform a great deed, don't remember my tears, but only my blessing."

The Co-operative News, Nov. 7th. 1914.

OUR SOLDIERS AND SAILORS.

Women Co-operators Support the £1 a Week Campaign.

From Hanley.

At the last meeting of the Hanley Guild (Staffs.), the following resolution was pased unanimously:—

> That this meeting of the Hanley branch of the Women's Co-operative Guild urges that the Government should state definitely that widows of soldiers and sailors and mothers who are depending on their sons, and men who are disabled in the war, shall be adequately provided for.

We are also forwarding this resolution to Mr. George Barnes, M.P. We hope justice will not be delayed much longer.

Support for a similar resolution has been given at various other Guild conferences and meetings held during the past week.

Co-op. News, Nov. 7th. 1914. 65914

Soldiers' Pensions and Allowances.

Following the references in the "Co-operative News" to the question of military pensions, Mr. G. N. Barnes, M.P., has received shoals of correspondence from societies in all parts of the country. Such letters should really be sent to the Government and to the local M.P.'s. In order to prevent any misunderstanding as to the points recommended by the National Committee, these have just been tabulated. They provide that if totally incapable of earning a livelihood, a private should receive a minimum of £1 so long as total incapacity continues. If partially incapable of earning a livelihood, he should have his income brought up to a minimum of £1 per week. Pensions for the widows and dependents of privates losing their lives while with the colours should not be less than the total separation allowances, which are to be finally settled, including the allotments from the private's day. The committee are also urging that sailors, whose allowances are somewhat obscure, should not be placed in a worse position than our soldiers. At yesterday's meeting of the National Workers' Emergency Committee, it was further agreed, on the suggestion of the Miners' Federation, to press for an allowance of £1 per week to be paid to the wives of the soldiers and sailors now abroad—without any deduction from the pay of the person serving at the front. This point will be emphasised at the conferences on Saturday when the selected speakers for the twelve towns will include Messrs. Barnes and Brace, M.P.'s, H. M. Hyndman, B. Tillett, R. Smillie, Miss MacArthur, Dr. Marion Phillips, and one of the co-operative representatives, the latter being appointed to the Norwich meeting.

Nation. 21. 11. 14.

To the Editor of THE NATION.

SIR,—Every organ that claims to be advanced has raised an outcry with regard to the Government plan for the payment of soldiers' wives. Parts of the scheme are certainly deplorable, as, for instance, placing these women under police supervision in order to force them to spend their own money according to our liking. The point, however, that rouses most indignation, and that you yourself characterize as "indefensible," is the minimum pension of 7s. 6d. a week for the childless widow. This sum is regarded as shamefully low. I contend it is high: 7s. 6d. a week, we are told, is not enough for a woman to live on. It is not. But why should such a woman live on it? The widows who would receive this amount are the young and able-bodied, without children. Many of them are newly married; they would not be worn out by the hard trade of child-bearing and child-rearing on scanty means. Almost without exception they would have earned their own living previous to their marriage. Why should they not again do so? Is there any reason for the State to deprive itself of their service and add their number to the drone class?

This may be considered as a heartless method of viewing these newly made war-widows. On the contrary, far from minimizing their loss, I feel it is so great that no money can compensate them for it. But I also feel that to discourage them from paid work is to increase and not lessen their suffering and loneliness. What else are they to do all day? A pension is needed for young, healthy women in order to lay the haunting spectre of unemployment, not to introduce it. Work is part of human dignity. It is the people who would insist on keeping these women out of the labor market who, in my opinion, are treating them as a "serf class."

The case is, of course, completely altered if the woman has children. The care of the children is quite enough work, and quite important enough work, for any woman. If the mother prefers to enter some wage-earning pursuit—which would very rarely be the case—she would still need an adequate pension in order to pay a substitute to take her place in the home. Consequently, the proposed pension for the widow with children, which is quoted as more liberal than that of the childless widow, appears to me less liberal. It seems, indeed, barely adequate, although it probably averages as much as the women have been receiving before. For though the artizan's widow will be getting considerably less than in her husband's lifetime, the laborer's widow will be getting more, allowing for the former expenses of the man.

There is a further difference between keeping the childless widow out of the labor market and keeping the widow with children out of it. In the former case the State is incurring a definite extra expense. It is a luxury to support a person who can support herself. As the State is chiefly made up of poor and struggling people, it is doubtful whether it can afford this luxury. With regard to the widow with young children, the State is incurring no extra expense. The children cannot support themselves. If enough money is not given to the mother to feed and care for them, the money and even more of it must be given to the workhouse or the orphanage, or the hospital. This apparently has been realized in the case of the soldier's widow. Let us only hope that it may soon be realized in the case of all widows. Every good workman who dies has fallen for his country. He has fallen, not in the destructive battle of death, but in the constructive battle of life.—Yours, &c.,

EDITH AYRTON ZANGWILL.

The East End Parish News
November 16th, 1914

The Nation, Nov. 21st. 1914. (659

THE WIDOW'S CASE.

To the Editor of THE NATION.

SIR,—In your issue of November 7th you have an article full of sympathy and insight, entitled "Soldiers' Wives." The writer dwells upon the loneliness and tedium of these women's lives, and quotes the case of a woman who, in despair, went out to work and put her child into a crèche. In your issue of last Saturday, you urge more than once the importance of giving the childless widow of a soldier a sufficient sum "to keep her out of the labor market altogether." If a soldier's wife is dull at home with little to do, what about the soldier's widow with no child to care for and no husband to think about? We all want to do the very best that can be done for soldiers' widows, and there can be no doubt that where there are children a widow should receive enough to enable her to remain at home and care for them; but, surely, an able-bodied woman with neither husband nor child would naturally wish to return to wage-earning, and there is no reason why the community should be deprived of her working capacity. What is the object of keeping a childless widow out of the labor market? Is it because it is more honorable for her to be maintained than to work for wages, or because a woman is a frail creature that cannot be expected to earn her living? If the object is to prevent a widow taking work at a low wage, it may well be argued that the less need she has for wages, the more likely she is to take work for anything she may be offered.

We may well feel that we do not care for these arguments and theories just now in our desire to deal generously with our soldiers and their widows, but the demand for pensions for the widows of those who lose their lives in industry will surely follow, and then the question must be faced, for the whole status of women as workers in the community will be involved.—Yours, &c.,

C. DOROTHEA RACKHAM.

Cambridge, November 14th, 1914.

[The question is whether society should compel a childless woman whose husband—a soldier or sailor—has given his life for the State, to become a wage-earner. (It must not be assumed, of course, that every soldier's wife was a wage-earner before marriage.) Mrs. Rackham, we gather, thinks the answer is "Yes," on the ground (1) that the State ought not to be deprived of her working capacity; (2) that to give her maintenance is to imply that the status of a wage-earner is less honorable; (3) that the alternative to wage-earning is a life of *ennui* and idleness; (4) that if she has enough to live on, she will accept sweated wages more readily than if she has only part of her maintenance from the State. With all the respect due to Mrs. Rackham's judgment on such a question, we venture to submit that argument (1) applies just as much to the widows of officers. The State has no greater claim on the widow of a miner who has enlisted than on the widow of a general; the same consideration applies to (2). We may wish that everybody earned his or her own living, and that the world was so arranged that everybody could do this with satisfaction and pleasure. We have to take the world as it is, and though the position of wage-earner is in no sense or case less honorable, it may be, in certain circumstances, less desirable. That is to say, to compel a woman who may or may not have been trained as a wage-earner, and had no reason to expect to become one, to seek her living in that way may be to put a hardship upon her. That, with regard to (3), it is no more true of the working class than of other classes that a woman who is not earning her living is necessarily wasting her life and unoccupied. There is ample scope, not only in private relationships but in public work. A working woman whose maintenance did not depend on a local employer, who could serve on Boards of Guardians or other public bodies, would often be invaluable. (4) If a woman has no private resources, she goes into the labor market on equal terms with her competitors; if she has some private resources, but not enough to maintain her, she must go into the labor market, and she does so under special conditions which may lead her, consciously or unconsciously, to depress the rate of wages. If she has enough to live on, she may choose some other mode of life; if she becomes a wage-earner, her independence may make her more particular about her terms. A correspondent wrote to the "Times" in alarm the other day to say that if all soldiers' widows were to have pensions that would keep them, the upper classes would soon find themselves short of servants.—ED., NATION.]

Daily News & Leader, Nov. 19th. 1914.

PARLIAMENT.

PENSIONS COMMITTEE SET UP.

PREMIER'S VIEW.

LORD CLAUD HAMILTON AND THE RAILWAYMAN.

(From Our Parliamentary Correspondent.)

WESTMINSTER, Wednesday Night.

Yesterday the House considered the war debt as expressed in money. To-day the House discussed the war debt, as embodied in life and limb and sorrow. A Committee was appointed to determine what allowances and pensions shall be made to the wives, widows and dependents of soldiers and seamen killed, injured, or invalided during the war. Mr. Bonar Law, Mr. Austen Chamberlain, and Mr. Lloyd George will all serve on this small but powerful body.

The Prime Minister, in his brief speech this afternoon, deprecated a detailed criticism of the White Paper which has already set out the Government's first thoughts He is as sympathetic as Mr. Barnes himself towards the dependents of men killed and injured. He readily accepted amendments to the terms of reference of the Committee, which make it quite clear that the officer is included in the inquiry, and that disease arising through the war is also covered. But he points out, first, that the general finance of the State is an element in the problem, and that the good of the dependents themselves must not be overlooked. Both Mr. Asquith and Mr. Bonar Law recalled the case of the civil war pensions in the United States, which were granted on very lax conditions.

WIDOWS AS WORKERS.

Mr. Asquith said the other day that if the childless widow's pension were raised beyond 7s. 6d. a week she might compete unfairly with her sister in the industrial market. Mr. Barnes took up this point with some vigour, urging that a higher pension would remove the widow altogether from such competition, and that a small pension always tends, as in the case of commissionaires, to depress wages.

The Prime Minister did not pursue the argument, beyond insisting with emphasis that for the young widow, accustomed to work, who has no children, a life of complete economic independence would be no real benefit. "We all have to work," added Mr. Asquith, "or we all ought to."

Even Mr. Barnes had his doubts about the two [illegible]tuity to widows on remarriage. The sum of money, which has been hitherto £13, would be in future £39. "The widow," said Mr. Barnes, "will be a bait to some mercenary-minded man. I would prefer a higher pension and no gratuity."

EGYPTIAN WAR RELICS.

The discussion was significant because it marks a complete revolution in the theory of war. As Mr. Hayes Fisher reminded the House, there are living in England to-day soldiers who fought in the Egyptian War, and dependents of such soldiers, who have received no provision at all from the State. Thus there must arise the question whether the scheme is or is not to be made retrospective.

Mr. Barnes hazarded "the arresting reflection" that the subject only received attention when the soldier ceased to be drawn from the poorest class. Also he asked why a deceased officer's pension should be receivable by his mother or sisters, while a deceased soldier's pension is limited to his wife, and ends if she dies or if the soldier is unmarried.

Mr. Hayes Fisher and Mr. Barnes were pleading the same cause, and were full of compliments to one another. But in one important respect there was a difference between their outlook. Mr. Hayes Fisher, with long personal experience of the Royal Patriotic Fund and of Chelsea Hospital, thinks that, in addition to a flat rate for pensions, there should be a lump sum, vested in some trustee organisation, to be used in special cases where more money is needed.

STATE CONTROL.

Mr. Barnes is utterly opposed to any society coming between the State and the servants of the State. "We ask," said he, "for the pensions as a right, and not as a charity. We have had enough of fussy people pestering the working classes during the last three months, and the religious sectary is the worst of the whole lot."

He told a story of a visitor going into a Roman Catholic house and seeing evidences of the faith on the walls. "The person," said Mr Barnes, bluntly, "went down on his marrow bones, and prayed for the home, afterwards leaving a tract which showed how a solicitor was converted by an applewoman. This sort of thing is getting sickening; we have had enough of the insufferable superiority of the voluntary societies."

Mr. Baker hinted that money was paid through the Post Office.

"They've got nothing yet," replied Mr. Barnes, who sometimes displays a combative instinct.

£1 A WEEK DEMANDED.

A number of local authorities have asked for the minimum of £1 a week pension for the soldier's widow. The miners, for whom Mr. Brace spoke, want to add 3s. 6d. a week for each child. It is doubtless an anomaly that the pension proposed in the White Paper will often fall below the separation allowance which the widow is to enjoy for the first six months after her husband's death at the front Mr. Hayes Fisher calculates that if 20,000 widows are left with 40,000 dependent children, and if 10s. be allowed for the widow and 2s. 6d. for each such child, the cost to the State will work out at £780,000 a year—a sum which diminishes, of course, with the maturing of the children Thus, one halfpenny on the income-tax (worth, say, £1,500,000) would easily cover a generous provision for widows.

The real expense is the allowance for total and partial disablement. If the war lasts for two years, and two millions of men are engaged; and if there are 40,000 deaths and 48,000 disablements, then the total cost of the pensions and allowances, spread over a term of years (as defined by the White Paper) will be £202,000,000. The maximum expenditure in any one year will be £8,250,000 or 3¼d. on the income tax The advocates of a more generous scale urged that it is hardly expected that the war will last for two years.

On one aspect of the case Labour is very insistent. A man totally disabled at the war will receive 5s. a week if he belongs to the National Insurance Fund. Mr. Barnes pointed out that this charge will have to be met by the approved societies, and is really not a discharge of the special war debt due from the State.

Although there is no political controversy in these days, the House is far from dull. Mr. Thomas, the railway member, asked why a Great Eastern man, discharged from the Army because of his bad teeth, had not been taken back into the service of the company. Lord Claud Hamilton regarded the question as "an aspersion on his personal honour."

"An aspersion on my honour," said the speaker, "appeared on the order paper for a whole session." (Laughter.)

Lord Claud murmured a retort that amused the House.

"The Hamiltons," he muttered, "must be more sensitive than the Lowthers."

At the end of questions a number of Liberals asked the Speaker if the noble lord was in order in speaking for his company instead of for his constituents. The Speaker ruled that after all Ministers of the Crown reply for the Government—which parallel was respectfully argued by the appellants. However, Lord Claud got in his say, which was that the railwayman had been refused employment by a stationmaster who was dissatisfied with the Army report on his conduct, but that a higher official had at once reversed the decision.

The House cheered this explanation, the Speaker observing:

"I don't see how the noble lord's [illegible]

Nation, Dec. 5th. 1914. 659.

SOLDIERS' WIDOWS' PENSIONS.

To the Editor of THE NATION.

SIR,—Instead of sinecure pensions it might be practicable to make it compulsory for the Government to provide work as an alternative at a reasonable minimum wage, with fair hours of employment. I refer, of course, to widows without family.—Yours, &c.,

A. J. MARRIOTT.

249, Ladbroke Grove, Notting Hill.
December 2nd, 1914.

P.S.—If work could not be provided, or during unemployment, I think 15s. weekly would be a reasonable pension.

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The House cheered this explanation, the Speaker observing:

"I don't see how the noble lord's honour is in any way affected by the error of a stationmaster."

FUR COATS FOR THE FRONT.

Perhaps the best news of the day was Mr. Tennant's statement that fur coats are going to the soldiers in the trenches.

"We cannot," said he, "send 200,000 all at once, but we are doing our best to meet the urgent cases."

People who, owing to the doubled super-tax, are now too poor to wear fur coats, might send the same to the War Office.

P. W. W.

Yorkshire Observer Dec 14/14

659.659/6

ARMY AND NAVY PAY AND PENSIONS.

A BRADFORD CONFERENCE.

A conference on the subject of pay and pensions for soldiers and sailors and their dependents was held on Saturday at the Trades Hall, Bradford. There were present representatives of all political, religious, trade union, social, co-operative, and women's organisations. The chair was occupied by Alderman Michael Conway, and on the platform were Mr. F. W. Jowett, M.P., Dr. Marion Phillips (both members of the War Emergency Committee), Alderman Joseph Hayhurst, Mr. J. H. Palin, and Mr. Walter Barber. There were also present the Vicar of Bradford (the Rev. F. T. Woods), Dr. Griffith-Jones (principal of the Yorkshire United College), Canon Sutcliffe Thomas, the Rev. R. B. McKee (Vicar of Eccleshill), the Rev. A. C. Gower Rees, the Rev. W. A. J. Graham, the Rev. Holden Pickup, the Rev. Cecil Thomas, the Rev. Stuart Douglas, the Rev. G. Herbert East, the Rev. Oliver Ransford, Alderman A. Pickles, Mr. Fred Pickering (secretary of the Chamber of Trades) and others. The proposals before the conference in regard to pay and allowances were as follow:—

(a) If totally incapacitated from earning a livelihood a private should receive a minimum of £1 per week so long as total incapacity continues.

(b) If partially incapable of earning a livelihood a private should have his income brought up to a minimum of £1 per week.

(c) Pensions for the wives and dependents of privates losing their lives while with the colours should not be less than the total separation allowances, which are to be finally settled, including the allotments made from the private's pay.

(d) That unmarried wives and their children should be given the full pay of dependents.

(e) That unmarried mothers should be given the status of dependents.

(f) That sailors and their dependents should receive equal treatment to that given to soldiers in this scheme.

(g) That payments for disablement, incapacity, pensions, and separtion allowances be administered by State machinery, and that the present system of utilising voluntary charitable organisations be discontinued.

Mr. Barber announced that there were represented fifty-two trade union organisations, thirty-six political organisations, twenty-eight organisations connected with religious bodies, nine co-operative organisations, fifty-two organisations connected with chambers of trade, the City Guild of Help, the Shipley Trades Council, and five friendly society organisations. The total number of organisations which had promised to send delegates was 139, representing a membership of 86,796.

Alderman Conway said the problem to be considered was a unique one that had arisen through thousands of men who did not intend to make the Army their profession taking up arms. The War Office had made certain proposals which had now been referred to a special committee. Those proposals contained some points which were an advance upon anything done in previous war times. The one great weakness was the inadequate provision for the adult woman. The woman who lost her husband dropped after six months from 12s. 6d. to 7s. 6d. It should be borne in mind that the cost of living had increased from 1905 to 1912 by 13 per cent.; and since the war started it had gone up a further 13 per cent. The problem was of two phases—there was the question of more generous treatment and the question of administration. He thought it was a very happy idea of the Government's to bring in the old-age pensions committees to help in administering remuneration, and he thought the system might be carried further.

WHERE WILL THE MONEY COME FROM?

Alderman Hayhurst moved the following resolution:—

> This conference, representing every phase of thought in Bradford and district, heartily approves the scale of pay and pensions to soldiers and sailors and their dependents as now submitted, and strongly urges the Government to administer the payment by and through the machinery of the old-age pensions committees, as in the opinion of this conference it will be far more satisfactory than the present system of utilising voluntary charitable organisations.

Some people, said Alderman Hayhurst, seemed to think that if they supported these proposals they would be going beyond that which was sanctioned by their party. He therefore quoted remarks made by Mr. Asquith, Mr. Balfour, and Mr. Bonar Law in support of generous treatment to the dependents of soldiers and sailors. All that was necessary, he added, was to make politicians realise that the people were in earnest. Once they realised that, nothing could stop the people's will. The next thing that might be asked was, where was the money to come from? The incomes liable to income tax in 1869 represented 762 million pounds. That had increased by 1913 to 1,111 millions. The taxation then realised in 1899 was £18,000,000 and last year £46,000,000—an increase of 38 per cent. These figures represented one of the answers when people asked where the money was to come from. In the last fifteen years 107 English millionaires had died leaving 200 million pounds. Such accumulation of wealth was criminal in a civilised country. (Hear, hear.)

Mr. Palin, who seconded the resolution, devoted his remarks to the question of administration, saying that if the allowances were increased and the machinery not altered a good deal of hardship would ensue. Owing to the machinery being clogged, there was great confusion during the first eight weeks of the war. Not only were thousands of the soldiers without pay, but their dependents received no separation allowances, and it was left to charity to deal with the matter. In his opinion, though there might be an excuse there was no justification for the delay that had taken place, and steps ought at once to be taken to prevent a repetition of the suffering. He did not see why the Army authorities should have anything to do with the pensions and separation allowances of the new army. Their ordinary duties were quite sufficient for them. A new authority should be created for dealing with cases that arose out of the new army.

"UNMARRIED WIVES."

Dr. Marion Phillips said that up to the present the soldier's wife or widow had always been treated as though she were a suppliant for the nation's charity. Now that the strongest, most sober-minded, reasonable, and hard working of the male population had joined the Army the nation no longer dared to treat the wives as fit only for the pittance which the War Office or the Poor Law had previously given. Some way had to be found whereby the honour so rightly done to these men in words should be carried out in deeds. (Applause.) Not merely a Poor-law existence, an existence on the level of grinding poverty, was being asked for, but an honourable subsistence.

Dr. Phillips went on to say that these allowances were being asked for not only for wives who had marriage lines, but also for "unmarried wives." (Applause.) It was desirable that a man who kept a family before the war started should be enabled to go on keeping it when he was fighting for his country. With the moral question they were not concerned; the argument was that economically these people should be no worse off because the man was fighting. The man who came back disabled and unable to work should receive £1 a week, and if he was able to earn some money it should be made up to £1 a week. This should be in addition to the allowance which the wife and children received.

Mr. Jowett, who also spoke in support of the resolution, said there was a universal feeling that better terms should be given to soldiers and sailors and their dependents. There were some, however, who had their doubts as to the suggestions that had been made by the War Emergency Committee. Some people said these terms would mean that some widows would be receiving larger incomes than they had been used to. In his opinion it was quite time that some of them had a taste of better conditions than they had previously enjoyed. Then it was argued that women would be forced into the labour market, but obviously it was that small pension that would have that effect and result in a lowering of wages. It had further been suggested that the burden would be too great for the country to bear; it was asked that actuarial calculations of the cost should be made beforehand. As a fact, the country could afford this measure of justice. What was happening? The dead hand of capital was becoming heavier under this crisis. All who lived by investments were not poorer but richer by this war. Why not make these people pay? A reasonable suggestion that had already been made was that from those incomes assessed to income tax which had increased in consequence of the war, 75 per cent. of the increase should be impounded to pay for the war. (Hear, hear.) Speaking of the suggested surveillance by the police of those receiving pensions, Mr. Jowett said the working-man's wife very justifiably resented any treatment which was different from the treatment accorded an officer's wife. (Applause.)

DIFFERENT TREATMENT SUGGESTED.

The Vicar of Bradford said he believed there was no set of people in the country more anxious than Churchpeople that generous and just treatment should be accorded to soldiers and sailors and their dependents. In this case, after all, generosity was but justice; for when men were laying down their lives hardly anything could be too much. (Hear, hear.) He agreed with a great deal that had been said in regard to the administration of payments; there was a good deal to be learned in that matter. He would not, however, deprecate the enthusiastic and excellent people who had placed their services at the disposal of the city; what they had done had been done out of a sense of public duty. Nevertheless, he believed the time had come when the administration should pass into the hands of some department of State. The War Office was probably the worst department to deal with the matter. The only point, went on the Vicar, on which he would venture to sound a slight note of difference was on that regarding "unmarried wives." It was easy to assert that the only relationship between the State and the citizen was economic, but it was not always so in practice. This was a time when the State was concerning itself with the morals of the citizens. To adopt this proposal would be for the State to say that the marriage bond went for nothing. As a fact, one of the very corner-stones of the State's welfare was the marriage bond. (Hear, hear.) The dignity of the lawful wives of soldiers and sailors must be considered, and he thought that this might be obtained by a slight difference of administration. He did not suggest that "unmarried wives" should receive less than other women, but that they should receive their allowance through a different channel.

Dr. Griffith-Jones said he did not see how any man could for a moment deny the absolute claim of soldiers and sailors and their dependents to proper care. These men were giving to the country the highest possible gift—themselves. The claim came to the country on the highest grounds. Self-sacrifice for a great cause was one of the greatest of virtues. He agreed with all his heart with the general spirit of the resolutions and would do all he could to see them carried out. Nevertheless, he could not stand by without saying something in support of the position the Vicar of Bradford had taken up. He regarded the marriage bond as the safeguard of public morality. The very centre of what was precious in this country's life was the home life. He did not see how economics could be separated from morality. Economics would never be lifted out of the trough into which they had fallen until they were regarded as an aspect of morality. He did not think these people should suffer in regard to their self-sacrifice because they had offended in another matter; but he thought some distinction should be made.

The Rev. G. Herbert East (Wesleyan) said he did not agree with the Vicar of Bradford. The question of morals came in here—that it was a moral thing to help these women and their dependents. It would be immoral to ask them to go altogether to some other place. His only quarrel with the allowances suggested was that they were too small. (Applause.)

Mr. Fred Pickering also supported the resolution, remarking that he was, however, "rather with the Vicar of Bradford" in regard to "d" and "e." He did not think £1 a week was enough, for, as representing the shopkeepers of Bradford, he knew that that sum was only equivalent to 15s. 6d. some years ago.

Canon Sutcliffe Thomas suggested that the vote should be taken on all the points save "d" and "e," which alone seemed to be in dispute.

Mrs. Child, of the Primrose League, said that if money were granted to "unmarried wives," many of whom were weaker mentally, morally, or in will than their sisters, it would mean that "some lazy, hulking, idle man" would come into the home and divide the children's bread. Therefore she thought there should be supervision in these cases.

Dr. Marion Phillips said that everybody seemed agreed that there should be no difference in the amount paid to the two classes. The only point in dispute was one of administration. As "d" and "e" had nothing to do with administration, everybody could conscientiously vote without any reference to the matters in dispute.

The seven points were then put to the meeting together and carried.

Northern Daily Telegraph. Dec 19/14

659/7

CRITICISM OF A CIRCULAR.

Sir,—The Home Secretary's circular relating to the supervision of women drawing allowances in respect of their relatives serving with the forces has been discussed by the members of my Union, and so indignant are they that they have requested me to ask for the use of your paper to enter their protest. Their chief objections are as follows:

1st. That women dependent on soldiers and sailors are singled out for special attention, notwithstanding that drunkenness, criminal acts, and child neglect are punishable by whosoever committed. The circular assumes that the police neglect to proceed against persons guilty of those offences; but instead of asking them to do their whole duty it only calls upon them to exercise it in the case of women in receipt of allowances. Our members are not inclined to treat lightly those persons who squander their money in drink and neglect their children; but they do insist that all men and women should be treated without distinction, and without regard to their source of income.

2nd. The circular shows that the Army Council anticipate receiving reports from the branches of the Soldiers' and Sailors' Families' Association and kindred organisations, who have taken upon themselves to watch the conduct of soldiers' and sailors' dependents. When such reports are received the police are to be requested to investigate the cases, to confirm or otherwise. We protest most strongly against wealthy and middle-class men and women, constituting themselves a committee of judges on the mode of life of their poorer sisters.

3rd. The Government in deciding to stop allowances in certain cases are adopting a principle which must be watched very closely, i.e., that employers of labour have a right to decide how their employees or their dependents shall spend their earnings. It may suit the purpose of the Government to talk of grants and allowances, but our members, who are ordinary persons, prefer to speak of wages. They maintain that the State has no right to withhold wages when they have been earned, and these so-called allowances have been earned in all conscience.

I trust that your readers will bring what pressure they can to bear upon the Government to withdraw this obnoxious circular and ask them to trust to public opinion, and the ordinary law impartially administered, to prevent unfortunate women wasting their extremely meagre pay and neglecting their homes and families.

ANNIE ORMEROD.
National Union of Women Workers,
79, Florence-street, Blackburn.

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The Co-operative News, December 26th 1914.

659/8 639.

OUR SOLDIERS' PENSIONS AND ALLOWANCES.

So much criticism has arisen with regard to the payments made to the wives of soldiers and the proposals as regards pensions for widows, that the Government have appointed a special committee—composed of Mr. Lloyd George, Mr. Bonar Law, Mr. Austen Chamberlain, Mr. George Barnes, and others—to go into the whole question. The Guild Central Committee have sent in a memorandum to the committee, expressing the views we hold as to what is the proper provision to be made. It is based on the £1-a-week scheme proposed by the Workers' War Emergency Committee, which so large a number of our branches have supported.

Pensions for Widows and Dependents.

There is first the question of pensions to be paid in cases where the soldier or sailor has been killed.

The memorandum from the Central Committee says: "The Government, in suggesting that a widow with one child should maintain herself and the child on 12s. 6d. a week, is advocating a scale of payment which is below the lowest minimum wage fixed by Trade Boards for sweated industries. The proposed scale would also mean that a mother with three children is expected to live on 17s. 6d. per week, practically the same amount as the sum which the co-operative movement has decided is the minimum wage which ought to be paid to a young single woman of twenty. Considering that a business movement, owned and managed by the industrial classes, recognises this wage as a minimum for women employed in industry, it is not too much to ask that the Government should consider £1 a week as a reasonable sum for women employed in the all-important work of the care of children and the home. This is the sum the Guild wishes to see granted."

Evils of Low Scale on the Future of Mothers and Children.

"It cannot be said that the Government scale is sufficient to secure a decent standard of life for the family, and the higher allowance of £1 a week for the mother is needed for this purpose. Further, when the children's allowances cease, the low allowance of 7s. 6d. to the mother would have serious consequences. In the case of boys, the allowances cease when they are fourteen; in the case of girls, sixteen years old. The children would be forced into immediately paying work, which usually means unskilled and blind-alley occupations, and their pay would hardly suffice for their keep.

"And it is not only the children's lives which must be considered. The mother's maintenance should be adequate for her lifetime, because she will have given the best years of her life to her work, and will be without the support she would have had from her husband's wages. She would either have to make up an adequate maintenance by entering the labour market, or to be subsidised by her children. Women over forty would find it almost impossible to secure decently-paid work in the industrial world. They have lost the experience and technical skill needed, and have not the power to adapt themselves to the speed and strain of industrial life. They could only take casual employment, because ordinary openings for elderly women, such as letting lodgings or setting up a small business, require a little capital. But any chance of saving would have been impossible in the circumstances.

"To expect married children or unmarried daughters to subsidise their parents is to place an unwarrantable burden on their wages at a time when every penny is needed for their families, or to prevent all chance of saving for old age.

"Still worse would be the position of a woman having to support not only herself, but an adult son or daughter who might be unable to earn their own living."

Allowances.

There is also the question of the separation allowances to be made to dependents during the time that the man is away on active service or in the training camps. Here the Guild supports the proposal that the allowances should be £1 a week for the wife and 3s. 6d. for each child. The Workers' War Emergency Committee have given remarkable evidence on this point. They show what hardships are being inflicted on many families by the sudden drop in their family income, due to the man being called up. Cases are quoted where the income from allowances for the woman and four children is now only 14s. 4d. per week, which in practice, after paying rent, coals, light, and insurance, means allowing only 3d. per person per meal! Or in another instance the wife, who is expecting her confinement very shortly, is receiving 12s. 6d., which, after rent, coal, and light have been paid, leaves her 5s. a week for food, clothing, &c. Such a standard of pay will clearly involve the gravest injury to the families of these men who are serving their country, and it is of the greatest importance that the more liberal allowance should be adopted.

Allowances and Pensions for Unmarried Mothers.

There is also the case of the unmarried mother. Under the existing regulations, where it is proved that a woman is solely dependent on the man, he can make an allotment as if she was his married wife, and the Government will then make her the usual allowance. The Workers' Committee hold—and the Guild supports them—that where it is thus shown that the woman is dependent on the man, the allowance should be made without it being necessary to obtain an allotment from the man. The Guild Central Committee's memorandum says: "It is unreasonable that a woman should be deprived of her allowance simply because the man does not recognise his responsibility to pay something towards the woman's support. It is also urged that the same provision should be made for mothers who were on the point of marriage before the war, but where marriage was prevented by the outbreak of the war or by enlistment. Case: A girl under twenty-one had been promised marriage by a young man of about the same age, and he was prepared to have the banns put up. His mother disapproved, and the next thing the girl heard of him was that he had enlisted. She had given up a good place, and is left destitute, with a baby coming in March. Wherever paternity can be proved, the duty of the father to support the mother and child should be recognised and financially provided for. Wives with separation orders should be given the full allowance. All the allowances should be continued as pensions if the man dies."

Administration and Supervision.

The Guild agrees that the administration of pensions should be placed in the hands of Old-Age Pensions Committees. But it desires to see women employed in cases of inquiry, amongst unmarried women in particular. It is suggested that the Pensions Committees should be empowered to call in the help of municipal women officials. These women officials—such as school nurses, women sanitary inspectors, and healt' visitors—should also be employed in connection with questions relating to the children under school age. A strong protest is made against any proposals associating the police in any way with the administration of pensions or allowances.

Allowances on Discharge from the Army.

The Guild memorandum continues: "It is a great hardship that allowances cease immediately on discharge from the Army. Men who have given up good situations are being discharged from the new Army because their health cannot stand the training. It is most necessary that they should be given a period to recover full strength and seek work. Cases: Recently a man was discharged from the Shoreham Camp because varicose veins had developed, due to the severe training. He stated that about forty other men had been discharged from this camp through lack of health. Another case is that of a man who developed heart trouble. When he returned home he went to his former employers, but they refused to take him back because of his health. The doctor said he would recover if he could have some weeks' rest and freedom from anxiety. We urge, therefore, that during the war allowances should continue for at least one month after discharge. At the end of the war the position will require special measures.

Continuity of Allowances.

"The evil of any lack of continuity in the payment of allowances is very serious, the woman having no means other than the weekly payment to carry on her home. The sudden suspension of allowance if the husband is punished for some military allowance, or if his allowance is raised or lowered, causes great hardship.

Allowance for Disabled Men.

"The allowance for disabled men should be in addition to allowances for wives and children, in order that the extra cost to the household may be adequately met."

It is earnestly to be hoped that the fresh regulations of the Government will be in line with the above proposals.

659/9 659

Nottingham Express. 18.1.15.
659.

£1 A WEEK PENSION.

Mr. Will Thorne's Plea for the Soldier's Widow.

ARNOLD WOMEN WORKERS.

Although the women laundry workers of Arnold and district have been organised only four months they already have a membership of 280. At present the particular society to which they are attached is the National Union of Gasworkers and General Labourers, Midland District, of which Mr. A. Hayday is the secretary. It is hoped, however, to bring into the organisation the laundry workers of Nottingham and other towns and cities in the Midland district, and thus be able to form a separate society for laundry workers.

To celebrate the inauguration of trade unionism among the women of Arnold a public tea and concert were held on Saturday in the British schools. Considerably over 200 people were present, and sat down to an excellently served tea. Afterwards a programme of musical items and dancing was proceeded with. During the course of the evening short addresses were given by Mr. W. Thorne, M.P., Mr. A. Hayday, and Mr. W. Hartshorn. Mr. J. W. Willey, branch chairman, presided.

Mr. W. Thorne, M.P., in responding to the toast of "The Union," expressed the hope that they would not take exception to being called members of the Gasworkers' and General Labourers' Union. That body, he said, had done a great work during the past 25 years, having put thousands of pounds in the shape of wages into the pockets of the wage-earners of the country. They had now, he said, 15,000 of their members serving with the colours, or 10 per cent. of the total membership, and in every one of those cases the men's contributions had been remitted.

Organised Laundry Workers.

"As organised workers," said Mr. Thorne, "we ought to make it our business to force the hands of the Government in carrying out what we believe to be the wish of 90 per cent. of the people of this country—a pension of not less than £1 per week for the widows of those men who fall in battle." A special committee of the Government had been appointed to consider the matter, he added, and he was expecting that between now and February 2nd, when the House of Commons opened, that the country would have the report of that committee before it. If it was unsatisfactory, which he expected it would be, it was the duty of organised workers to force upon the members of the House of Commons the need for the £1 per week pension. Concluding, Mr. Thorne stated that although nothing was being actively carried on in industrial circles, and although all classes were being looked upon as one common family in the prosecuting of the war to a successful issue, he did not want organised trade unionists to think that the trade unions were going to allow the employers to take advantage of the situation by not giving increases in wages where there was good reason for such an increase. That was not the case.

Mr. A. Hayday said it was hoped by that little branch of laundry workers to encourage other laundry workers in different towns to join forces. Since the organisation had been formed the wages of the Arnold laundry workers of several departments had been increased, but even now their remuneration was only 3d. per hour for the heavy work previously done by men for a sum of only 25s. a week.

Pharmaceutical Journal 23.1.15.
659.

THE WOMAN IN PHARMACY.

THE Editor is glad to welcome the following contribution from a woman pharmacist whose views regarding the relations of women to the business for which she has been trained appear to be clear and well defined:—

January 18, 1915.

Dear Mr. Editor,

I am glad to see the attitude the majority of your correspondents have taken up over the fatuous decision of the self-styled "Practical" (?) to boycott all wholesale firms who employ representatives eligible by age for military service. Is it always practical for a married man to enlist and leave a wife to exist on the generous Government allowance of 12s. 6d. per week? I imagine it is often far from practical, and I know it is frequently not desirable.

The unfortunate thing from the woman's point of view is that, up till now, there has been a very large and undesirable percentage of married men enlisting. But perhaps the wrongs to the Women and the ruin to the Homes of Belgium appeal more to a married man who realises what might happen to his own wife and home should the Germans invade Britain!

Owing to the War, there is a dearth of qualified, experienced men in our business, and it seems to me that now is the time for "The Woman in Pharmacy" to prove her worth and abandon the apologetic attitude so many of us have hitherto adopted. Why should we be apologetic? We are legally entitled to carry on our trade or profession as pharmacists, though we, perhaps, make the mistake of regarding it more as a profession than as a trade.

There has been a large influx of girls into the ranks of pharmacy, attracted thereto in many instances by the idiotic ramblings of ladies' papers, and of some dailies, the conductors of which ought to know better. "Priscilla," of the *Penny Prattler*, advises girls to go in for dispensing—nice, easy, dainty work and good salaries! "Priscilla" and her girl followers altogether overlook the expensive training, the seriousness and responsibility of the work, the long hours, and the physical strain involved. Five-gallon jars and pottles are not exactly toys to play with, but a woman who cannot handle them, or anything else in the pharmacy that a man can deal with, is better out of the business.

There are few purely professional posts open, and the woman in pharmacy—unless she can command influence—must make up her mind to take the rough with the smooth and not to shirk unpleasant work because she *is* a woman. Girls who think they can enter pharmacy so lightly find out what a stiff pull it is to secure the Minor qualification, and many of them, for financial and other reasons, content themselves with the Apothecaries' Hall certificate, to find they have landed in a cul-de-sac where situations are few and salaries small indeed.

The position of women in pharmacy has not been taken seriously enough, either by ourselves or by our men confrères. Why have we no direct representative on the Council of the Pharmaceutical Society, and what is the Association of Women Pharmacists doing to advance pharmacy as a *trade* amongst women? Why have we not a strong union like the British Medical Women? and why do not the women who are in pharmacy contribute to the Journal notes on their work?

The woman in pharmacy has come to stay, but she must rise to the occasion and have a little more confidence in herself as a business woman and practising pharmacist—not the overweening confidence of the newly passed Minor candidate, who deems the certificate everything and experience nothing.

The woman pharmacist has chances which many a mere man might envy, but she is too busy trying to be ethical and professional to grasp at the trade benefits lying to her hand. Take the ever-increasing trade in toilet creams and sundries. Who is better fitted to handle the delicate question of "Beauty for Every Woman" than the woman in pharmacy? Her professional training and her chemical knowledge should surely tell her the action of the different oils and fats on the skin, and how and when to apply them.

There is big business in Baby Wants, in which women might specialise, and not look blankly at a feeding bottle, wondering which is the right end, as I have seen more than one woman pharmacist do. One suburban shop was made a success the first year solely by catering for Master Baby. The suburb was too healthy for many prescriptions, and something had to be done to increase business. "Everything for Baby" was the motto, and it paid well. A specially pure baby soap sold freely, a cake being sent to every new baby in the suburb, with a letter setting forth the virtues of the soap, and mentioning other "baby lines."

Of course, I can hear the professional woman pharmacist saying, "I didn't pass the Minor to sell soap and feeding bottles." Well, perhaps she didn't at the time, but she has got to do it now to make a living, and why not do it well—better than any man could? The pity is that our studies for the Minor Examination do not teach us how to sell, and the pharmaceutical training we get is altogether wrong for the business life most of us have to lead. But this can be remedied if only the women in pharmacy will work together on right lines, and I shall be glad if those of them who are desirous of improving their position will write to me, care of the Editor of *The Pharmaceutical Journal*, so that we may enjoy a free interchange of ideas.

I am, dear Mr. Editor,

Yours faithfully,

"PHARMACUTRIX."

Christian World. 28.1.15.

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MATTERS OF INTEREST TO WOMEN.

Winter Sales.

These sales seem to have dragged a little this year, and prices have been much lower than I have ever known them in many lines, both in the drapery, furniture and fancy goods trades. The fact is we have lost a good deal of the frivolous side of our nature in these strenuous days, and have become so seriously engaged in taking the "Woman's Part" in the war that there has been far less demand for some articles of clothing or adornment which we thought indispensable a year ago. Still we must not go to the other extreme and become negligent—much less gloomy—in our dress. Perhaps we do not realise what an important part colour plays in our existence, or how much the lack of it tends to depression. We all admire the Frenchwoman who abstained from wearing mourning for her own husband because of the effect it would have on other women whose husbands and sons were at the front. I saw a lady the other day wearing a band of tartan ribbon round her arm to indicate that she had lost her son in a Highland regiment.

Several of the more important London shops have had large consignments of Tussore silk, which is being sold very much below the ordinary prices. Those who have used this material know how easily it is washed and ironed, and that it never seems to wear out. A friend of mine uses it for tunics and knickers for her small boy all the year round, using woollen combinations of various thicknesses according to the season. As the silk washes so easily the little chap seems to get a new suit every week, which is a great advantage. The suggestion is also well worth considering in regard to frocks for girls. Great variety can be produced by the addition of coloured trimmings or sashes.

Those of us who feel that our wardrobe is not complete without a coat and skirt can feel quite comfortable in our pet costume, as they are likely to remain as fashionable as ever. But frocks also have their place, the skirts of which will be much fuller than we have been used to for a long time past. Those arranged with pleats all round are very popular. Of course the style is only suitable for a slim figure, and should be carried out in a thin material.

Short lengths of materials, such as remnants of silk, velvet or embroidery, can easily be worked up into the requirements of present style dresses, with great advantage as to prices.

Soldiers' and Sailors' Dependents.

Great dissatisfaction seems to have arisen in regard to allowances and pensions to be made to the relatives of our fighting men. The suddenness of our great struggle, no doubt, accounts for some of the blundering and muddle that has come to pass, and has given cause for complaint. But it seems quite reasonable to believe that the business could have been better carried out if women had been given a more responsible part in these matters in our army councils.

This idea has been tried, and fully justified by results achieved, in the administration of the National Relief Funds, except that the work is all voluntary. The Central Committee on Women's Employment is entirely composed of women. Women are wholly responsible for carrying out all its relief efforts. Women invent it, scheme it, plan it, supervise it, and execute it in every detail; and not a solitary male is to be found in any of the work centres. The plans followed will, of course, be open to criticism in some respects, and at present, though they have been at work for nearly six months, no public report has been given; but I venture to believe that when we do get a detailed report we shall see that the spending of the money has been on the best lines, devised with common sense and imagination, and a good knowledge of conditions, and that very full and lasting value is being obtained from all the expenditure.

One branch of this work especially appeals to me, and that is the "Sick-room Helpers." A number of women, out of work through the war, are engaged for a week of forty hours at the usual rate of 10s. per week. Part of the time is spent in learning simple lessons in hygiene, cookery, washing, and other every-day household duties. The remainder of their time is spent in assisting in poor homes where the mother or housekeeper is partly or wholly incapacitated through ill-health. If such a mother is in hospital, they tidy up the house, wash the children and start them for school, in fact, do any necessary duty. In maternity cases they make such visits daily for a fortnight. When a mother is recovering from an operation or severe illness, they go once a week and do the family washing. We can all realise how grateful and necessary such deeds of mercy are in such times of dire need as so frequently overtake poor families who have no means of hiring extra help.

A Case of Need.

"Concerned" writes asking me if there are any funds available for helping a respectable woman who cannot earn her living because of ill-health. Her friend is nearly at the point of starvation. If I were "Concerned," I would get as many friends to give, say 6d., a week as will supply the need. This has been done with great success in regard to Belgian families. Of course there is an Out-door Poor Law relief, but few like to apply for that for various reasons, some of which are very real and some sentimental.

VERONA.

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Evening News 4.2.15.

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THE NEW PENSIONS.

Labour Comment on the Widow's Mite.

The new war pension scale recommended by the Select Committee, by which disabled men are to recive 25s. a week, and widows allowances varying from 10s. to 22s. 6d., is favourably criticised by the Labour Party.

"The report does not come up to our desires and expectations," Mr. C. W. Bowerman, of the Trade Union Congress, told an *Evening News* representative, "but so far as it goes it is satisfactory."

Mr. W. C. Anderson, who took his seat in the House as Labour member for Attercliffe, said the new scale was a "substantial improvement."

"It appears as if the nation was beginning to realise its responsibilities towards soldiers, sailors, and their dependents," he said.

"The least satisfactory feature of the report is that the childless widow under thirty-five may receive no more than 10s. a week. I am not enamoured of the proposal to supplement the Government payments by grants from the Prince of Wales's Fund and other voluntary funds."

A WOMAN'S VIEW.

Miss Mary McArthur, secretary of the Women's Trade Union League, regretted that the 10s. grant to the childless widow under thirty-five would be a direct incitement for the women to enter industrial life and compete unfairly with other women workers.

Mr. John Ward, M.P., expressed the view that while one might wish to see a more liberal allowance, the financial position of the country was an important factor.

"The difficulty of deciding on any hard and fast line," he pointed out, "is that many of those now in the Army are in quite a different position in life from the men who enlisted years ago.

"Now the Army includes thousands of men who were earning £4 a week upwards, and the State cannot possibly, without bringing itself to a state of bankruptcy, undertake to place those men in exactly the same position they were before."

"The new scale is miserably inadequate" is the sweeping condemnation of Mr. Robert Williams, the secretary of the Transport Workers' Federation.

Le Matin. 20/11/13

LES PENSIONS MILITAIRES

Taux des nouveaux tarifs du projet gouvernemental

On sait que le gouvernement a proposé à la Chambre une législation nouvelle pour les pensions militaires dans le cas de blessures, de maladies ou de décès dont la guerre est la cause.

Ce nouveau régime a été élaboré par une commission extra-parlementaire, présidée par le ministre des finances. Son rapporteur fut M. Romieu, conseiller d'Etat.

Voici les tarifs nouveaux résultant des propositions gouvernementales, en comparaison avec les pensions actuelles.

Le taux maximum des pensions pour blessures ou infirmités est maintenu pour tous les grades. Mais le minimum est abaissé dans des proportions considérables, puisqu'il est :

Pour un général de division ou un vice-amiral de 1.400 francs au lieu de 7.000 ; pour un général de brigade ou un contre-amiral, de 1.200 francs au lieu de 6.000 ; pour un colonel ou un capitaine de vaisseau, de 900 francs au lieu de 4.500 ; pour un lieutenant-colonel ou un capitaine de frégate, de 740 francs au lieu de 3.700 ; pour un chef de bataillon ou un capitaine de corvette, de 600 francs au lieu de 3.000 ; pour un capitaine ou un lieutenant de vaisseau, de 460 francs au lieu de 2.300 ; pour un lieutenant ou un enseigne de 1re classe, 370 francs au lieu de 1.850 ; pour un sous-lieutenant ou un enseigne de 2e classe, de 300 francs au lieu de 1.500 ; pour un adjudant-chef, de 220 francs au lieu de 1.100 ; pour un adjudant, de 200 francs au lieu de 1.000 ; pour un sergent-major, de 180 francs au lieu de 900 ; pour un sergent, de 160 francs au lieu de 800 ; pour un caporal ou un quartier-maître, de 140 francs au lieu de 800 ; pour un soldat ou un matelot, de 120 francs au lieu de 600 ; pour un premier-maître, de 290 francs au lieu de 1.450 ; pour un maître, de 260 francs au lieu de 1.300 ; pour un second-maître, de 220 francs au lieu de 1.100.

Les majorations

Ces diminutions se trouvent compensées par une majoration uniforme de 225 francs, quel que soit le grade, pour le cas où le militaire a à sa charge une tierce personne.

Une majoration également indépendante du grade est accordée pour chaque enfant au-dessous de seize ans. Elle est de 10 à 100 francs, suivant la classe dans laquelle les infirmités ont été rangées.

Pour les officiers, des annuités d'accroissement au delà de vingt ans de service effectifs sont fixées à des chiffres variant de 175 francs pour le plus haut grade à 40 francs pour le grade le plus bas. Une majoration spéciale applicable aux pensions des six dernières classes est en outre accordée pour les années de service effectif au delà de vingt ans suivant les grades ; cette majoration est égale pour la troisième et la quatrième classe à l'annuité d'accroissement du minimum de la pension d'ancienneté ; pour les pensions des quatre dernières classes, elle subit une réduction proportionnelle.

Pour les sous-officiers et soldats, il est accordé des annuités d'accroissement pour les années de services effectifs au delà de quinze ans, variant, suivant les grades, de 44 à 24 francs. Il y a également lieu à majoration spéciale aux pensions des six dernières classes pour les années de services effectifs au delà de quinze ans.

Veuves, orphelins et ascendants

Quant aux veuves, le taux de leur pension n'est point modifié par le projet, mais elles ont droit à une majoration de 100 francs pour chaque enfant au-dessous de seize ans. De même, une majoration de 100 francs pour chaque enfant au-dessous de seize ans, à partir du deuxième, est accordée aux enfants mineurs à défaut de la mère.

Enfin les ascendants, à défaut de conjoint ou d'enfants, bénéficient d'une fraction de la pension de veuve, à savoir : 1/3 pour le père ou la mère ; 1/2 pour le père et la mère conjointement ; 1/4 pour le grand-père ou la grand'mère ; 1/3 pour le grand-père et la grand'mère conjointement.

Des secours pourront être accordés aux ascendants nécessiteux en cas d'existence de veuve ou d'enfants

Sunday Times
April 2nd 1916.

SOLDIERS' PENSIONS

THE CASE OF THE DISABLED

At the annual conference of the Faculty of Insurance, held yesterday, Mr. H. Kingsley Wood, L.C.C., vice-chairman of the London Insurance Committee, moved a resolution, which was carried, welcoming the appointment of the committee in question, and urging the necessity for meeting the excess claims of women. He asserted that a colossal actuarial blunder had been made with regard to the insurance of women, and especially married women, and said that half-a-million was a conservative estimate of the annual deficiency. On the present contribution for sickness benefit, only 6s., instead of 7s. 6d. per week, could properly be paid to women.

Mr. John Hodge, M.P., moved the resolution (which was carried) dealing with soldiers' and sailors' pensions. It welcomed the promise by the naval and military authorities that a pension of four-fifths of that allowed to wounded soldiers and sailors would be paid to men discharged as physically unfit from disease contracted or aggravated by service, and demanded that the promise should have retrospective effect.

Police & Prison Officers Journal
30 1916

REFUND OF RATEABLE DEDUCTIONS.

Mr. W. C. Anderson, M.P. for Sheffield, on July 22nd, 1915, brought to the notice of the Home Secretary a real hardship on the widows of policemen killed in the war.

The majority of these men have not sufficient service to qualify them for police pensions larger than the Army pension, so the death of the husband brings no benefit from the Police Pension Fund to the widow and children. Yet the husband, while in the police service, had contributed weekly to the pension fund, and morally such payments or rateable deductions ought to be returned to the widow or children. Legally this is not provided for under the Police Act, and when Sheffield City Council appealed to the Home Office last year for authority to refund to Mrs. Crich the rateable deductions from the pay of her deceased husband, P.C. Crich, killed in action, the Home Secretary replied that there was no power to allow this to be done.

Clause I. of the Home Secretary's new Bill dealing with the pension question ought to have included a sub-clause to remedy this hardship on the widows of our gallant comrades. This omission must be put right, and we have called attention to this also. We know Mr. Anderson, M.P., will not lose sight of this act of justice, but there are other M.P.'s representing Sheffield and other towns as well, which are equally affected, who ought to be called upon by their police constituents to see that the Home Office do not omit this clause.

Daily Express
10.10.16.

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7s. 6d. FOR SOLDIERS' WIVES.

CASE FOR LARGER SEPARATION ALLOWANCES.

During the past two years the food-purchasing power of the sovereign has dropped to 11s. 11d. Workers in almost every trade have received advances in wages to counterbalance this fall. Yet the separation allowance for soldiers' wives remains at 12s. 6d., with 3s. 6d. extra for those living in London, and a small amount for each child. In reality this 12s. 6d. represents only 7s. 6d.

The sub-committee of the War Emergency Workers' National Committee will issue a report on the subject on Thursday, and it is expected that a strong case will be made for increasing allowances.

Mr. J. S. Middleton, secretary of the National Committee, pointed out to a "Daily Express" representative yesterday that two years ago the committee urged that the minimum rate for a wife should be 20s.

"It passes my comprehension," he said, "how these frugal mothers have dragged on as they have, especially in view of the high price of milk. There is only one possible explanation—the mothers must have pinched themselves to feed their children. It is not a pleasant picture for a grateful country to contemplate—the mother of the soldier's children starving herself in order that her young family may be fed."

Willesden Council have decided to give a second war bonus to their employees, ranging from 1s. to 3s. a week.

Common Cause 23-11-17 Daily Express 17-7-19 65-9

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Widows' Pensions.

We are glad to see that in answer to a Deputation from the Parliamentary Committee of the Trade Union Congress on Tuesday afternoon (November 20th), Mr. John Hodge, Minister of Pensions, said that, although he could not give much encouragement with regard to the hope of more adequate provision for the dependents of soldiers and sailors, or pensions for discharged and disabled men, he *could* give encouragement about pensions for widows and orphans, as the whole matter was under revision. Mr. Hodge added that he himself was opposed to women having to go out to work when they had small children. So is everybody! The articles and correspondence in our columns show that the subject of the State endowment of motherhood is a debatable one, but that even those who object to all large schemes of endowments are generally in favour of some scheme for the pensioning of widows, such as those advocated by Judge Neil and Lady Selborne. The widows of men who have sacrificed all to the service of the State have, of course, the first claim of all to an adequate provision, but we believe that a measure giving pensions to all poor widowed mothers of young children would receive support so general as to be practically unanimous. Very few people can now be found who think it good for anybody that mothers should *be obliged* to leave the care of their children in order to earn money to support them.

PEER'S DAUGHTER AS LABOUR OFFICIAL.

LADY CYNTHIA COLVILLE ON WORK AND WAGES.

Lady Cynthia Colville, daughter of the Marquis of Crewe, sister-in-law of Viscount Colville of Culross, and a firm believer in the trade union principle, has been elected an honorary vice-president of the Ministry of Pensions Temporary Staff Association, which is a registered union.

Lady Cynthia is an example of the new democracy. She worked for two years as an ordinary clerk at the Ministry, and was, in addition, an organising member of the union of which she has just been elected an official.

"I believe in a scale of wages based on merit alone, regardless of sex," said Lady Cynthia to a "Daily Express" representative yesterday, "and I believe that men are gradually beginning to realise that men and women should receive equal pay for equal work.

WOMEN'S LOSS.

"Men on their return from the war expected, naturally enough, to find their places vacant and everything going on the same as before, but they did not realise that thousands of women had, by the same war, been thrown on their own resources, through the loss of husbands, fathers, and brothers. These women are just as much entitled to good jobs, good pay, and the consideration of the country as are the men themselves.

"Of course, there are women who are clinging to jobs to which they are not entitled—I mean those women who do not need to work. I do not believe that these should compete with men; but the majority of women that I have known have been very reasonable in this matter.

"Human nature is human nature, and it was but natural that jealousies should arise when women who had worked themselves up by slow stages from a salary of 25s. to 35s. were directed to teach their work to men who were going to supplant them at 54s. a week.

"The association, which a few of us organised about a year ago, now numbers over 6,000 men and women members, and is, I am glad to say, recognised by the Ministry. We find it has been a great help to us in the matter of getting our grievances settled satisfactorily."

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THE PROBLEM OF THE MARRIED SOLDIER.

SUGGESTED MUNICIPAL SOLUTION.

By HENRY R. ALDRIDGE, Secretary, National Housing and Town Planning Council.

The following memorandum has been prepared by Mr. Aldridge for the use of a special conference that is being called during the present few days. In view of the various schemes and suggestions now under consideration, it has been thought desirable to publish the memorandum in advance of the meeting.—Ed. "M.J."

THE unofficial announcement that several of the earlier groups of married men attested under the Derby scheme may be called up for service in April has brought the question of the treatment of the home responsibilities of these men within the range of what used to be called "practical politics," and presents the question as a problem calling for immediate settlement on just, equitable, and sympathetic lines.

How essential it is that the treatment of this question of the home life of the men called to the Colours should be just, equitable, and sympathetic a few cases will make clear.

Case 1.

A skilled workman, newly married, living in a provincial town, and earning 35s. a week, has followed the advice given to him by advocates of personal thrift and has bought a house for himself through a building society. In interest and purchase money he has contracted to pay about 10s. per week, and in addition has to bear local rates and taxes. The total charge upon his earnings is more than some men would regard as prudent, but he has followed the counsels of thrift preached to him, and has adopted this method of saving part of his wages.

He is now called up, and will receive a separation allowance of 12s. 6d. for his wife and 5s. for his one child. In other words, after the building society charges of 10s. per week and an average of 3s. 6d. per week for rates have been met, a sum of 4s. will remain to feed and clothe his wife and child.

Case 2.

A young clerk employed in a Manchester export warehouse is called to the Colours. He lives in a Manchester suburb—Chorlton-cum-Hardy—and is renting a small villa at a rent of £22 a year, plus rates. His wages are £3 a week, and although he has to spend more on clothes than the artisan, yet he feels justified in spending an annual amount equivalent to nearly 12s. per week in rent. The gathering together of the furniture and the building up of the home has been the work of several years' careful saving. He has two children, and when called up to the Colours will receive for his wife 12s. 6d. and for his children 8s. 6d.—£1 1s. in all. When rents and rates are met, the sum of 9s. will be left for the maintenance of his wife and children.

Case 3.

A young London architect has built up a practice which brings him in about £400 a year. He has taken a suburban villa at a rent of £40 a year, which with rates and taxes involves an expenditure of nearly £55. With the call to the Colours his income ceases, for the "goodwill" of his business rests in his own personal ability, and when this is not available his income drops to zero. For his wife and three children there will be a separation allowance of 16s. per week for the wife (as he lives in the London area) and 10s. 6d. for his children, or £1 6s. 6d. in all.

These three cases are typical of many thousands which call for treatment which, to repeat the terms used above, must be just, equitable, and sympathetic.

The treatment must be just because if it is not so the men who are called up to serve and who may have to make the "supreme sacrifice" will have a sense of injustice rankling in their hearts; they will feel that whilst they are serving their country their fellow countrymen at home are mean and forgetful.

The treatment must be equitable in securing that each case shall be treated on its merits, and that although no difference in the payment of separation allowances can be made as between the ploughman and the clerk, the drygoods warehouseman and the architect, yet the home of each must be regarded as equally worthy of maintenance; in other words, that the standard of home life must be maintained.

It should be sympathetic because no other course of action in the treatment of its soldiers should be permitted by a great nation.

Termination of Tenancies.

During the past few days a great deal of attention has been given to the proposal that an Act should be passed permitting tenants to terminate the tenancies of houses without legal obligations in regard to unexpired terms; in other words, to enable those who have entered into tenancies with periods still to run to quit their dwellings and be absolved from the responsibility for the payment of rent for the unexpired terms.

On examination it will be found that although this proposal may in certain cases be of real value, yet it is "weighed in the balance and found wanting" in regard to general application, if only because it assumes that the home is to be broken up.

The Moratorium Proposal.

The proposal that there should be a moratorium in regard to rent has received so much attention, and is so strongly advocated, that it calls for most careful examination. Before discussing it in detail it will, however, be of service to explain clearly what has been, and is being done, in France.

By the law passed on August 5, 1914, within a few days of the opening of the war, it is provided that, except at the instance of the Government, no action can be commenced or pursued and no distraint or execution can be made against soldiers serving with the Colours. Since that time various decrees have dealt with the subject. In September, 1915, for example, a decree was issued which had for its effect the further postponement of the payment of rent.

The effect of this legislation of August, 1914, and of subsequent decrees has been to pile up colossal rent claims, and unless the matter is dealt with by special after-the-war legislation the claims for arrears will have to be met in full when the war period, or that period for which the special legislation holds good, comes to an end.

How great the arrears of rent are likely to be after the war can be seen by the fact that it has been estimated that already the accumulated arrears come to upwards of eighty million francs (£3,200,000 sterling).

It is of vital importance that this aspect of the moratorium proposal should be realised. The word "moratorium," which means a delaying, is little understood outside business circles, and in the popular mind it is taken to mean that rent claims are to be cancelled and regarded as dead, the word moratorium being wrongly regarded as akin to the word "mortuary." But claims are not dead; they are delayed until the war is over, to be then deal with. When once this cardinal fact relative to the moratorium proposal is generally recognised any prospect of its adoption in Great Britain will disappear, and rightly so.

The strain on the resources of our great Ally at the opening of the war and the necessity for calling up the whole of the manhood of the nation rendered inevitable the adoption in France of this method of dealing with the question. But because our Ally at the outbreak of war was compelled to adopt the moratorium method this should not be regarded as providing any valid reason for our adoption of the same method at this juncture. We must settle the question for ourselves on its merits.

The more, indeed, the moratorium proposal is examined the more faulty it will seem to be. Amongst others, the following criticisms may be tabled:

(1) To allow a burden of debt to be accumulated and paid at the close of the war by our soldiers on the ground that we cannot afford to do otherwise will be to adopt a peculiarly mean and paltry policy. The one thing we cannot afford to do is to lessen the intensity of our men's patriotism.

(2) It may be urged that if a moratorium of rent is arranged, then at the close of the war the arrears will not be paid by the tenant, but by the nation.

But we have no right to deal with the question in this way. The matter should not be left in suspense, for the great mass of men will regard it as a debt which will ultimately have to be met.

(3) But there is another side to the question. It must be clearly recognised that if a moratorium for rent is arranged, a burden of an unfair kind will fall upon various associations and individuals who own property.

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As the secretary of a council which has for many years endeavoured to secure the destruction of all unfit property and to raise the standards of housing and town planning throughout the United Kingdom, my sincerity will not be questioned when I condemn as grossly unfair the adoption of a line of action which will have as one of its results the inequitable treatment of various admirable associations for the supply of houses, and which will inflict great hardships upon those who have invested money in house property.

It is, however, not enough to show that the moratorium proposal is faulty. Destructive criticism is of little value unless accompanied by constructive suggestions. I feel bound, therefore, to explain here one or two general suggestions, which I have prepared for consideration by a special conference of the National Housing and Town Planning Council.

First of all it will be well to state clearly and simply the objects to be attained. These may be defined as follows:—

(a) That the home of the man called up to serve shall not be broken up.

(b) That where private means or allowances from employers are not available for the purpose, the rent of the homes of those who are serving as soldiers shall be, in whole or in part, paid by those whose lives and homes are defended.

If these two main points are agreed to, then it is clear that neither the proposal to terminate tenancies or to pass a moratorium for rent will provide a solution. It is hoped, however, that a satisfactory solution may be found in the direction indicated in the following suggestions:—

(1) That under the auspices of the local authority for each district (great centres like London to be treated as a whole) special committees should be set up for the purpose of preserving intact and without accumulation of debt, the homes of those who have been or are to be called up for the war.

(2) That each committee should administer a fund to be raised under its auspices—the fund to be increased by a contribution from the State. It would probably be better to leave half to be provided locally, and thus ensure that the work is done efficiently and economically.

(3) The committee should sit in camera and deal with each case on its merits. Its work should be severely limited to the question of the preservation of the home; the question of separation allowances should be completely outside its range of operation.

(4) On the recommendation of the committee the local authority should be empowered to remit the payment of all ordinary rates in regard to the dwellings concerned.

(5) The committee should be empowered to require building societies to postpone the repayment of those parts of their charges which relate to redemption of principal sums, but not interest. The best societies are already doing this voluntarily.

(6) In the case of large houses of professional men, the committee should be empowered to act as the local authorities on the East Coast resorts have done, viz., arrive at an agreement with the owners to reduce the rent for the period of the war.

(7) In those cases in which employers are making substantial profits as a result of the war and in which the rest of the staff are working longer hours to make up for the absence of others, the committee should be empowered to require these employers to bear the burden of their employees' rent during their absence.

(8) That part of the fund administered by the committee which is raised locally should be raised either by (a) voluntary contributions, or (b) a tax on the amusements of the district, or (c) by a local or county rate levied on all ratepayers.

For many reasons (c) would be the most valuable way. "Let all pay for a service rendered to all" would be the best answer to those who cry out against increased rates.

(9) It should be made clear that applications from those who have private means (or whose family relations are wealthy enough to render aid unnecessary) will be discouraged.

(10) All payments should be made direct to those to whom rental payments are due—this in order to avoid the diversion of money to purposes other than those for which it is intended.

It is certain that these proposals can be greatly improved upon, but in the main they should meet with general approval if only because they embody the principle that those who stay at home should preserve the home life of those who go out to fight.

Despite minor criticisms I am confident that these proposals will be welcomed by the great mass of men who are called to the Colours. Their family life is inexpressibly dear to them, and the giving of a guarantee to them that without accumulations of debt their homes should be preserved will give the best of all proofs that those who stay at home are not neglectful of the debt they owe to those who serve.

In November last the council which I have the honour to serve brought together representative house-owners and tenants in conference, and placed a series of proposals before the Government. This series of proposals formed the basis of the Increase of Rent and Mortgage Interest Act, which is now proving such a valuable means of keeping peace between tenants and landlords. Next week we shall again bring together in conference representative men to consider this question, and to place well-considered suggestions before the President of the Local Government Board. It is possible that the suggestions outlined above will then be materially modified or added to, but I am confident that the decision to condemn the moratorium proposal will be unanimous.

NATIONAL CONGRESS ON "HOME PROBLEMS AFTER THE WAR."

The detailed arrangements are now complete for the National Congress which will be held in London from April 11 to 14 next, under the auspices of the National Housing and Town Planning Council.

Following as it will on the meetings just concluded of the Chamber of Commerce, and in view of the encouragement given by the Government to the preparation for dealing with the problems of trade and employment which will present themselves for solution at the close of the war, it is anticipated that the Congress will be of great service.

The Council are concentrating their efforts upon the problem of possible unemployment in the building trade. After most earnest consideration they have come to the conclusion that not only in the interests of the housing movement (with all that it means in greater happiness and health to the community), but also in the interests of workmen in the building trade, they should take in hand at once the task of developing public opinion (and more especially opinion amongst members and officers of local authorities) in favour of the preparation of housing and other schemes to be placed in operation at the close of the war.

In effect it is desired that the Congress shall be the starting point of a general movement to secure that, if a wave of unemployment does come upon us at the end of the war, we shall, in the building trade at any rate, be found prepared to meet it by the provision of work of real value to the community.

It is hoped that the Congress will be attended by a large number of representative men, including:—Members of both Houses of Parliament, lord mayors and mayors, town clerks, city engineers, leading members of professional associations, presidents of employers' associations, leaders of great workmen's associations, chairmen and leading members of public utility societies, etc.

Four days will be devoted to the Congress, and the replies already to hand show that it will probably be the most important gathering of leaders in the national housing movement that has been held for many years, for well-known specialists in each subject have promised to speak.

The programme of the Congress will include the following points:—

(1) (a) The preparation of housing schemes for the building of urban and rural cottages, (b) the provision by the Government at the close of the war of the necessary capital to enable such schemes to be carried into effect, (c) general housing finance at the close of the war, and more especially the removal of disabilities hampering the development of the building industry, the consideration of the question of the compounding of rates, etc.

(2) (a) The need for financial aid being given by the Government to local authorities in the preparation of schemes for the clearance of insanitary areas, (b) consideration of the gain to the nation in better citizenship and greater productive capacity, (c) the special housing and town planning needs of mining villages.

(3) (a) The reorganisation of existing methods and the adoption of new methods to secure the provision of capital to and all classes of cultivators of the land, (b) the provision of homesteads as an essential part of the equipment of small holdings, the simplification and cheapening of procedure in small holdings administration, (c) the need for recognition by Parliament and by town dwellers generally that urban and rural problems are interdependent.

(4) (a) The preparation of town planning schemes, in anticipation of future developments, and more especially schemes for the construction of new arterial roads, playgrounds and other open spaces, (b) the preparation of schemes for settling disabled soldiers and sailors on the land, (c) the preparation of schemes for afforestation and for the reclamation of waste lands.

(5) The possibility of adopting new and cheap building materials and securing economies in the design of cottages.

The Staffordshire Sentinel,
October 2nd. 1914.

QUEEN MARY'S NEEDLEWORK GUILD.

Biddulph Working Parties.

Thanks to a good first subscription list, the excellent work of the Biddulph ladies in providing useful garments for our soldiers and sailors has been well maintained. At the various branches organised by Miss Heath, Biddulph Grange, over 100 workers have been busily employed, and large consignments of garments have been despatched to headquarters. These have also been supplemented by substantial gifts of garments and material.

The response to this fund throughout the district has been a distinct credit to Biddulph, but so urgent is the need for a constant supply of necessary clothing that more funds are wanted in order that the work may not stop for lack of material. Miss Heath makes a special appeal for funds, which may be sent to her at Biddulph Grange, and will be gratefully acknowledged.

Since last week's list, the following subscriptions have been received: Mrs. H. Shaw, 5s.; Mrs. G. H. Gaskell, 2s. 6d.; and also the following articles: Mrs. J. H. Cole, 12 yards union; Mrs. C. G. Myott, two pairs socks and one helmet; Mrs. J. Goodfellow, six pairs socks; Mrs. S Gibson, seven pairs socks; Congleton Co-operative Society, 50 yards shirting. Total number of garments received: 51 shirts, 44 night shirts, 48 women's and children's garments, 88 pairs socks, 13 woollen garments, 53 pillow cases, five bedjackets, nine pairs pyjamas.

BIDDULPH MOOR'S RESPONSE.

The ladies of Biddulph Moor have also made a patriotic response to their country's call, and as the result of Mrs. Wheeldon's working parties at the Rectory, the following garments have been despatched: 17 pairs socks, 12 shirts and seven bedjackets. Weekly subscriptions to the fund have also been promised by Mrs. Wheeldon, Mrs. J. H. Cole, Mrs. F. Booth, Miss Dale, Mrs. Biddulph, Mrs. J. Stanway, Mrs. Holdcroft, Mrs. A. Stanway, Mrs. Smart, Mrs. Bailey, Mrs. Sherratt, Mrs. Battersby, Mrs. Simcock, Mrs. Beech, Mrs. J. Booth, Mrs. Alcock, Mrs. R. Bould and Mrs. W. Biddulph.

Staffordshire Sentinel
October 9th. 1914.

QUEEN MARY'S NEEDLEWORK GUILD.

MISS HEATH'S WORKING PARTIES AT BIDDULPH.

The value of the Biddulph Sewing Parties, organised by Miss Heath, Biddulph Grange, in supplying suitable garments for our gallant soldiers and sailors either at the front or in hospital, has been extended to our embryo soldiers nearer home, and this week 48 shirts and 12 pairs of socks were despatched to the Reserve Battalion of the 5th North Staffords at Butterton Hall. A parcel containing 96 pairs of socks was also forwarded to Queen Mary on October 3rd.

The following further gifts of garments have been received by Miss Heath, and the generous response of the ladies of Biddulph in aid of the sick and needy soldiers and sailors is certainly a credit to the district:—Mrs. Bateman helpless case shirt; Mrs. A. Butterworth, nightshirt, belt and scarf; Mrs. C. Pollard, nightshirt and two pairs of socks; Mrs. Buxton, nightshirt and belt; Mrs. J. A. Dyke, three pairs socks; Miss A. Clowes, one pair socks; Mrs. H. Jackson, two pairs socks.

In response to Miss Heath's special appeal for subscriptions, in order that the useful work of the Biddulph Sewing Parties may continue, the following amounts have been received:—Mrs. Noah Boon, £1; Top room girls at the Reliance Fustian Mill, Walleystreet, Biddulph (per Miss Bessie Taylor), 10s.; Premier Picture Palace, Biddulph (per Mr. Geo. Crooks), 4s. 6d.; Mrs. S. Jervis, 2s. 6d.; Nurse Joyce, 2s. 6d.; total subscriptions to date, £42 4s.

Nottingham Guardian,
October 17th. 1914.

QUEEN MARY'S NEEDLEWORK GUILD, ST. JOHN AMBULANCE ASSOCIATION, & THE BRITISH RED CROSS SOCIETY.

OFFICIAL WEEKLY STATEMENT.

The public are asked to send all gifts of second-hand clothing direct to such institutions as the Church Army, the Salvation Army, friends of the poor, &c., as they cannot be dealt with by the above societies.

In the weekly statement all three societies wish to intimate that no more nightingales are required, also that no more helpless case shirts, bed jackets, cotton nightshirts, cotton shirts, bed socks, or pillows, unless of down or vegetable down, are required for the present.

The special requirements of each society for the coming week are:—

QUEEN MARY'S NEEDLEWORK GUILD.

Flannel day shirts, Cardigan jackets or sweaters, sheets, vests, pants (preferably woven), flannel pyjamas, towels, blankets.

Medical requirements: Gauze, lint, boracic lint, cotton wool.

NOTE.—No more women and children's clothes required at present.

ST. JOHN AMBULANCE ASSOCIATION.

Flannel day shirts, flannel pyjamas, sheets, blankets, vests, pants (preferably woven), Cardigan jackets or sweaters, pneumonia jackets, blue knitted helmets for navy.

Medical requirements: Gauze, lint, boracic lint, cotton wool, bandages.

NOTE.—All bandages must be rolled as tightly as possible, and the selvedges torn off.

BRITISH RED CROSS SOCIETY.

Flannel day shirts, flannel pyjamas, Cardigan jackets or mufflers, blankets, towels (Turkish and Huckaback), sweaters, vests, pants (preferably woven).

Special Medical Requirements: Gauze, boracic lint, carbolised tow, potassium antiphlogistine, peroxide of hydrogen.

NOTE.—No more Bracknell helpless shirts are required. No more pillows or pillow slips, hot water bottle covers or splints are required for the present.

The British Red Cross Society beg to inform the public that they have now ready and on sale a new illustrated book of hospital and other garments, with patterns to correspond.

66011 660
The Staffordshire Sentinel,
October 16th. 1914

QUEEN MARY'S NEEDLEWORK GUILD.

MISS HEATH'S WORKING PARTIES AT BIDDULPH.

A generous response still continues to be made to the splendid work carried out by Miss Heath's working parties in Biddulph in connection with Queen Mary's Needlework Guild. Since last week's list the following garments have been received: Mrs. W. Milnes, two pairs socks; Mrs. Griffiths, two pairs socks and piece of flannelette for shirt; Mrs. Buxton, Mrs. Pollard and Mrs. Butterworth, bandages, cholera belt, and muffler; Mrs. Docksey, two pairs of socks and two bandages; Mrs. E. Heywood, one pair socks; Miss Muriel Heathcote, one scarf; Anonymous, eight mufflers, four children's vests, one pair socks, and two pairs children's socks; Mrs. Appleton, two pairs socks and three caps; Miss Jessie Menzies, one pair socks; Miss L. Heath, three pairs mittens; Miss Brundrett, two pairs mittens.

Additional subscriptions have been received as follows: Biddulph Unionist Club, £1 1s.; Dr. A. G. S. Wallace, £1 1s.; the Bottom Room Girls from the Reliance Fustian Mill, 10s.; employees, Co-operative Society, 7s. 6d.; Mrs. Fred Pointon, 5s.; Mrs. Brindley, 5s.; Mr. Webb, 5s.; Mrs. Webb, 5s.; Miss Lees, 2s.; Mrs. Clowes, 2s.; Miss Wentworth, 1s.;. From Biddulph Moor: Mrs. J. H. Cale, £1. Total subscriptions to date, £47 8s. 6d.

A box of bandages has been sent to the St. John Ambulance Association, 15 garments and 13 pillow cases to the Red Cross Society, and a large box of clothes, containing 70 garments, to the Belgian Refugee Relief Committee. The consignment of shirts and socks, reported in our last week's issue as being sent to the Reserve Battalion at Butterton Hall, was sent to the 5th Battalion North Staffordshire Regiment.

REQUIREMENTS FOR SOLDIERS.

Official Weekly Statement.

The Queen Mary's Needlework Guild, the St. John Ambulance Association and the British Red Cross Society in the weekly statement intimate that no more nightingales are required; also that no more helpless case shirts, bed jackets, cotton nightshirts, cotton shirts, bed socks or pillows—unless of down or vegetable down—are required at present.

The special requirements of each Society for the coming week are:—

Queen Mary's Needlework Guild.—Flannel day shirts, cardigan jackets or sweaters, flannel pyjamas, sheets, towels, vests and pants (rpeferably woven), blankets. Medical requirements: Gauze, lint, boracic lint, cotton wool.

Note: No more women and children's clothes required at present.

St. John Ambulance Association.—Flannel day shirts, flannel pyjamas, sheets, blankets, vests and pants (preferably woven), cardigan jackets or sweaters, pneumonia jackets, blue knitted helmets for Navy. Medical requirements: Gauze, lint, boracic lint, bandages, cotton wool.

Note: All bandages must be rolled as tightly as possible, and the selvedges torn off.

British Red Cross Society.—Flannel day shirts, flannel pyjamas, cardigan jackets or mufflers, blankets, towels (Turkish and huckaback), sweaters, vests and pants (preferably woven. Special medical requirements: Gauze, boracic lint, carbolised tow, potassium antiphlogistine, peroxide of hydrogen.

Note: no more Bracknell helpless shirts are required. No more pillows or pillowslips, hot water bottle covers or splints are required for the present.

Accrington Observer, 17.10.14

The ladies in charge of the local Queen Mary's Needlework Guild have had an arduous task this week in distributing clothing to the families of soldiers and sailors. The distributions have taken place at Union-street School, and the four honorary secretaries of the movement have been hard at work for at least three afternoons this week. I caught a glimpse of the Mayoress (Mrs. Harwood), Mrs. J. Walmsley, Mrs. A. S. Bury, Mrs. Thomas Walmsley, Miss C. M. Kenyon, Miss E. M. Kenyon, Mrs. Rawson, and Mrs. Bolton all busy with supplies. There was hardly time to examine the neat piles of woollen "undies," and frocks before they were whisked away by brisk dames who helped the children in their "fitting-on" in an adjoining schoolroom. One thing was evident, though, the supply of finished garments was not equal to the demand. Still, the ladies marshalled the really needy cases admirably, and to the rest issued the firm order to right turn, quick march, and come again later.

Daily Call, October 6th. 1914.

WANTED—40 TONS OF SOCKS.

THE QUEEN'S APPEAL

FOR OUR TROOPS AT THE FRONT.

A SPLENDID RESPONSE.

The appeal made last week by the Queen to the women of the Empire to join with her in sending a gift to our troops at the front of a pair of socks and a knitted belt has already met with a very gratifying response.

A note reproducing the Queen's handwriting will be placed in each pair of socks intimating that it is a gift from her Majesty and from the Women of the Empire.

Gifts of large quantities of socks have been received from many generous donors. In addition to the gift of 1000 pairs previously acknowledged from Lady French's fund, a further 1500 pairs have been received. A magnificent gift of 6900 pairs from the women of Dundee, per Colonel Hill, the chairman of the Dundee Territorial Association, was received last week.

AT DEVONSHIRE HOUSE.

Many people who have not the time to knit belts and socks are purchasing them in accordance with specification, which will be sent on application to Devonshire House, and presenting them to the fund. The Queen has expressed a desire that as far as possible those who are kind enough to give belts and socks should purchase all the materials from which they are made in their own towns and villages so as to divide the trade as far as possible all over the country.

At Devonshire House Lady Isobel Gathorne-Hardy, the lady in waiting to her Majesty, and Lord Farquhar, the treasurer, are superintending the work. Twelve people are engaged in sewing together individual socks which otherwise might become separated and lost.

In another room thousands of socks are being examined separately, measured for size, and done up in bundles. In the stables at Devonshire House large bins lined with clean drugget material have been prepared for the reception of the socks before they are finally packed for transport. Some idea of the scope of the work may be obtained when it is stated that the quantities asked for by the Queen represent nearly 40 tons of socks and about 30 tons of belts.

TOMMY GETS HIS BLANKETS.

Thanks to the generous response which the public has given to Lord Kitchener's appeal the military authorities have now been able to meet the pressing demand for blankets which arose simultaneously in connection with the various new military stations in different parts of the country. Orders have been placed which will cover all future demands.

Huntingdonshire Post, October 17th. 1914.

THE QUEEN'S APPEAL.

GIFTS FOR THE TROOPS FROM THE WOMEN OF THE EMPIRE.

Bearing the following message in the Queen's handwriting: "Gift from Mary R. and the Women of the Empire," a pair of warm woollen socks and a warm body-belt are to be presented to every soldier in the British Expeditionary Force at the Front. The proposal to afford the women of the Empire this opportunity to give immediate and highly practical expression to their gratitude for the gallant work of our brave soldiers was made by the Queen at the instance of Lord Kitchener. The task of securing the 300,000 pairs of socks and the 300,000 body-belts which will be required—representing a money value of about £50,000—is being undertaken by an energetic body of ladies under the personal supervision of the Queen who has delegated the general direction to one of her Ladies in Waiting. It is hoped that all the articles required will be obtained by November 1st. It is the special desire of the Queen that in every way possible the provision of the socks and belts should be a means of giving employment to women workers who are suffering as the result of the war, and, that this may be done, it is asked that those who are able to do so should either send money gifts—which will be directly utilised to provide material and wages—or purchase their gifts in the ordinary way at the shops in their localities at which they are in the habit of dealing. The greatest interest in the progress of the scheme is being taken by both the King and Queen, who recently spent a considerable time at Devonshire House, the headquarters of the Fund dealing with Her Majesty's Appeal, inspecting the work and its results. The Queen is a frequent visitor, and samples of the articles sent and the list of money donations are examined by Her Majesty.

During last week more than £17,000 in money gifts, more than 100,000 pairs of warm woollen socks, and a considerable quantity of body-belts were received by the Lady in Waiting to the Queen at Devonshire House, Piccadilly, London, W. Up to the present, more socks than body-belts have been sent, and, while an undiminished supply of both is desired, it is hoped that a larger number of body-belts may be received in order that the maximum number of complete sets of socks and body-belts may be available for distribution. Recent gifts include a very substantial present sent by an American lady who desires to remain anonymous except for the initials "A.B.B.," and who has forwarded a parcel containing 2,084 pairs of socks and 545 body-belts. The Women of Dundee have sent a third gift of 3,150 pairs of socks, making their contribution to date 10,150 pairs. A gift of 300 pairs of socks has been received from Lady French, making the total for which she has been responsible 2,800 pairs. An Edinburgh Organisation of Women Workers has sent 1,000 pairs of socks, and 1,000 pairs of socks and 600 belts have come from a Brecknockshire Organisation. Newspapers are sending gifts secured from their readers, and big business concerns gifts made by their staffs. The fact that the Fund offers an opportunity to everyone, rich and poor alike, is being generally realised, and the manner in which the Queen's timely thought for the bodily comfort of our troops has touched the hearts of the women of the nation is evidenced by the letter received at Devonshire House.

It is estimated that warm and long-wearing woollen socks can be purchased at about 2s. a pair, and body-belts of the best quality for about 2s. 6d., or from 4s. 6d. to 5s. per set, of socks and belt. At Devonshire House, each article is thoroughly and carefully examined for size and quality, and then packed in parcels of ten, each of the four different sizes which are required being tied by a different coloured tape in order to expedite the work of distribution at the Front. The sets of ten are later made up in bales of 300 for export. Those sending quantities and buying in dozens will greatly aid the packers and examiners if they re-divide their parcels into sets of ten, seeing that each sock in a pair is connected with its companion by a strand of wool at the top, and attach their names and addresses to their parcels. The smallest size of sock has been fully supplied, and what are now required are socks measuring 10½ inches, 11 inches and 11½ inches from heel to toe. While the work is being completely carried out by women, and the Queen's appeal is addressed to women, men can aid by contributing money, which will not only buy a useful and necessary gift for the soldiers, but will also help to find employment for those in need of it. All donations of money, socks and belts, and all enquiries should be sent to the Lady in Waiting to the Queen at Devonshire House, Piccadilly, London, W. The immediate distribution of the gift of the Queen and the Women of Great and Greater Britain has been undertaken by Lord Kitchener, and the socks and belts will be delivered to the troops at the earliest possible moment.

Evening Standard, October 17th. 1914.

SOCKS AND BELTS.

THE QUEEN'S APPEAL TO THE WOMEN OF THE EMPIRE.

NEED FOR KNITTERS.

A very gratifying response is being made to the Queen's timely appeal to the Women of the Empire immediately to supply 300,000 pairs of warm woollen socks and 300,000 woven or knitted body-belts for the British Expeditionary Force.

While it is hoped that the supply of socks will continue in undiminished numbers, it is asked that a special effort shall be made to meet as quickly as possible the urgent demand for body-belts. Full particulars of the sizes, etc., of the body-belts required can be obtained on application to the Lady-in-Waiting to the Queen, at Devonshire House, London, W., the headquarters of the fund dealing with the appeal.

Sizes Required.

Body-belts being most urgently needed, it may be stated for the information of those who are now commencing to make, or are intending to purchase, these articles that the sizes required are body-belts measuring 20 inches in circumference and 12½ inches in depth, and 22 inches in circumference and 13 inches in depth. To those who are at present engaged in making, or who may already have purchased or ordered, body-belts of the smaller size, this notification does not, of course, apply.

In a large number of cases letters have been received at Devonshire House promising, or notifying, the dispatch of parcels of gifts, and parcels have then been sent without the names and addresses of their donors being attached. It is requested that in every case gifts forwarded in fulfilment of such notifications should be accompanied by the names and addresses of those by whom they are sent. We are also asked to state that no wool or other material is supplied for working parties from Devonshire House. Money donations are, in accordance with the Queen's desire, used to supply, through certain selected organisations, employment for women workers adversely affected by the war.

Children's Letters.

Peculiar interest invariably attaches itself to the sentiments and actions of little children. Many gifts received at Devonshire House, in response to the Queen's appeal, have come from little ones who are anxious to do something for our "brave soldiers." A little boy living at Newton Heath, Manchester, writes: "Dear Soldiers,—I, my brother and two sisters, are sending five belts we have bought with some of our pocket money. We hope the war will soon be over, and wish you 'good luck.' I am only six, so I cannot fight." From Lymington, Hampshire, a little girl writes: "I have knitted a woollen belt for a soldier. I am only a little girl, so will you please ask her Majesty to overlook any mistake there may be. I did so want to help, and I am now making mittens for the brave soldiers."

Eight working girls at Glasgow formed a private knitting club, and sent a supply of socks "to our good Queen," and other gifts of socks was made and sent in by the elder girls of a Westminster London County Council School.

It is requested that all cheques, etc., should be made payable to Lord Farquhar, who is acting as treasurer to the fund dealing with the Queen's Appeal.

All gifts and all inquiries should be addressed to the Lady-in-Waiting to the Queen, Devonshire House, Piccadilly, London, W.

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The Scotsman,
October 22nd. 1914

COMFORTS FOR SOLDIERS AND SAILORS.

GIFTS FROM SCOTLAND.

From aid Committees, work parties, and other county, town, and parish organisations throughout the country large numbers of articles are being sent to the Red Cross Society, and also for distribution among sailors and soldiers on active service.

GOOD WORK BY THE EDINBURGH COMMITTEE.

At a meeting of the Edinburgh and East of Scotland Committee for providing comforts for men on active service at the front held in the City Chambers yesterday, a report covering the Committee's work from its inception to the 17th of the present month was submitted. The total income for the period stated was £506, the expenditure £198, so that the balance in hand is £308. The principal items of expenditure are £108 for materials for work party, and £32 for pipes, tobacco, &c., for the Expeditionary Force. Among the contributions in cash since the last meeting of the Committee were £100 from Mr Stewart Clark, Dundas Castle; £94, 17s. 10d.—the proceeds of three Saturday evening concerts in the Waverley Market; and £50 from Mrs Ramage, Kinnear Road.

The goods received make a formidable list. Of the 11,454 pairs of socks received 9900 have been dispatched. Out of a total of 2209 shirts 1730 have been sent away, while 2329 blankets have been forwarded to the proper quarter out of the 2870 sent in. All the cigarettes received, 4030, have been sent on, along with about 20 lb. of tobacco and a quantity of chocolate and confections. But besides these articles a large quantity of other miscellaneous goods sure to be appreciated by our soldiers and sailors have been received and disposed of to advantage, and it is of interest to note that 621 pairs of socks were sent to the depôt especially for Territorials. Those units benefitting by the "large mixed parcels" go to make up a long list, and it is gratifying to know that Scottish regiments have been well looked after.

PROVISION FOR UNEMPLOYED WOMEN.

At the last meeting of the Committee a subcommittee was appointed to endeavour to make arrangements for the provision of work for unemployed women and girls, and they reported that they had been in communication with the Advisory Committee of the Prince of Wales's Fund. A joint committee had been formed, and it is hoped that in a week or so arrangement will be made for giving out work to women and girls, and also to assist workshops that have been thrown idle. It is hoped that a grant will be received from the Queen Mary section of the Prince of Wales's Fund in order to assist the work.

MESSAGE FROM THE QUEEN.

The Committee has received a message from Her Majesty the Queen, through the Lady-in-Waiting, who states that she is commanded by Her Majesty to thank the Committee for their splendid contribution of 1000 pairs of socks and 470 body-belts. This is the third consignment which the Committee have dispatched from the Central Bureau at the City Chambers. Altogether 3000 pairs of socks have been forwarded.

Dublin Evening Herald,
Oct 26th. 1914.

COMFORTS FOR THE TROOPS

Work of the Dublin Depot

Gifts of garments and small comforts still continue to arrive at the Clothing and Comforts Depot, 9 Ely place, Dublin, for Red Cross work, for the troops at the front, and for the recruits in training, and are being despatched for headquarters.

At the beginning of the week twenty-three large bales of garments and various comforts were despatched to the British Red Cross Society, 83 Pall Mall, S.W., consisting of:—

36 small pillows, 23 large pillows, 42 pillows, 99 pillowcases, 70 cotton night shirts, 40 night shirts, 49 day shirts, 10 flannel shirts, 13 helpless case shirts, 10 hospital shirts, 97 bed jackets, 10 hospital jackets, 26 Nightingales, 40 mufflers, 40 hot water bottle covers, 12 rubber hot water bottle covers, 6 sheets, 54 triangular bandages, 165 roller bandages, 168 bandages, 6 bundles boracic cotton, 8 bundles boracic pads, 10 vests, — vests, bed socks, 400 pairs socks, 12 woollen drawers, 10 sleeping suits, 11 blanket, 3 rugs, 5 dressing gowns, 38 pyjamas, 20 cholera belts, 40 handkerchiefs, handkerchiefs, 2 pairs slippers, 1 hug-me-tight, 12 kit bags (furnished); also the following: Parcel of old linen, box of cup covers, knitted eye shields, boric powder, bootlaces, notebooks, pencils, playing cards, cigarettes and tobacco

To the **Expeditionary Force** consignments have been sent of:—

Blankets, shirts, socks, towels, mufflers, helmets, wristlets, gloves, handkerchiefs, cholera belts, and smaller comforts such as cigarettes, tobacco, pipes, vaseline, chocolate.

The Women's Employment Section of the W.N.H.A. have ha da very busy week. Six workrooms, in some of which up to thirty people are employed, are now open, and are working on garments of various kinds. This section have been successful in obtaining contract orders for shirts, socks, palliasses, and bolster cases, and expect soon to open additional working centres and thus employ more people. Further orders will, therefore, be most gratefully received. 1,000 shirts and 1,000 socks were sent during the week to Island Bridge depot as the first instalment of an order, and a further 1,000 shirts are now ready. Some difficulty has been experienced, owing to the enormous demand for flannel, to get material for making the shirts, as so many of the mills have been commandeered by the Government, and the output to the general public outside of military circles has been considerably lessened, and the demand considerably increased owing to working parties, etc. A good many orders for socks have been received, and we have thus been enabled to employ people knitting in their own homes who are greatly in need of relief. Others are engaged in knitting cholera belts for the Queen's gift to the troops, and a larger supply of these articles is urgently required.—A Hill Tickell, K. O'Sullivan, Secretaries.

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Warwickshire Times,
Oct 31st. 1914.

COMFORTS FOR TROOPS.

SPLENDID RESPONSE TO THE QUEEN'S APPEAL.

BUT £10,000 STILL REQUIRED.

Only another £10,000 is required to close the Queen's Appeal to the Women of the Empire immediately to supply 300,000 woven or knitted woollen body-belts, and the same number of pairs of socks, for the troops at the front. It is hoped that every effort will be made to subscribe the £10,000 during the next week. Although this Fund was only opened about a fortnight ago, so admirable has been the response that it has already been found possible to send large quantities of body-belts and socks to the front.

The distribution of the gifts is being expedited in view of the arrival of the cold weather, and Field-Marshal Sir John French's special and urgent appeal for the immediate dispatch of body-belts. For these reasons those whose gifts take the form of articles personally knitted are asked to endeavour to complete and forward their work at the earliest possible date, and in any case by November 1st, to the Lady-in-Waiting to the Queen at Devonshire House, Piccadilly, London, W. The articles are now going out to the front in daily quantities of not less than 10,000. More than 60,000 pairs of socks and 30,000 body-belts have already been sent.

WOMEN WORKERS BENEFITED.

In response to the Queen's expressed desire that the women's gift to the troops should also to the greatest extent possible benefit women workers who are adversely affected by the war, those who have been able to do so have made their contributions in the form of money, which has been directly used through certain selected organisations to give employment. So many communications have been received at Devonshire House by the Lady-in-Waiting to whom the Queen has delegated the organisation of the appeal, that it has been found impossible immediately to acknowledge the receipt of each gift, but acknowledgment will be made in the course of a few days.

The total value of the women's gift is estimated to be between £50,000 and £60,000. It will be seen that in about two weeks subscriptions varying from two shillings to £3,000 and gifts in kind have already supplied more than four-fifths. It is hoped that this remarkable response will be continued until the £10,000 now required to complete the gift has been received.

All cheques, etc., should be made payable to Lord Farquhar, who, at the Queen's request, is acting as Treasurer of the Fund dealing with the Appeal, and all gifts should be addressed to: The Lady-in-Waiting to the Queen, Devonshire House, Piccadilly, London, W.

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Whitehaven Advertiser, Nov: 7th. 1914.

THE QUEEN'S FUND CLOSED.

SUCCESS OF THE WOMEN'S GIFT TO THE TROOPS AT THE FRONT.

So swift and generous a response has been made by the Women of the Empire to the Queen's Appeal for 300,000 body-belts and 300,000 pairs of socks for the troops at the front that it has been found possible to close the Fund well in advance of the date by which it was hoped sufficient gifts would have been received.

We are informed by the Lady in Waiting to the Queen that no new gifts are required, as it is estimated that those already being made by a generous public, or promised, will prove sufficient to meet all outstanding requirements. It is, however, asked that those who have kindly written promising gifts shall redeem their promises at the earliest possible date, and that those who are at present engaged in making body-belts and socks will finish and send in their gifts as soon as possible, in order that the distribution of the Women's Gift to the Troops may be speedily completed.

The timely and gracious suggestion made by the Queen has been put into force in a manner beneficial not only to the troops, but also to women workers who are adversely affected by the war, the money gifts being used to provide wages and materials for unemployed women.

Her Majesty's Appeal only concerned the men of the Expeditionary Force, and the closing of this Fund does not, of course, affect any other appeals that are being made for similar articles for other divisions of our Army or for the men of the Navy.

Eastern Morning News, Nov: 12th. 1914.

HOW WOMEN ARE WORKING FOR THE TROOPS.

(TO THE EDITOR OF THE "EASTERN MORNING NEWS.")

Sir,—We quote the following from a letter to hand from our Shanghai office this morning, as we imagine it will be of interest to your lady readers to learn that even in remote Shanghai British women are hard at work in order that they may contribute something to the comfort of our soldiers at the front. The extract reads:—

"As you are aware, for a long time now, we have held a supply of wool in connection with knitting machines, and we have now offered this to the British Women's Association here. Every British lady here is doing something for the soldiers, just in the same way as is being done at home, and we have lent them a knitting machine. They are employing one of our native women experts with these machines, and are turning the wool into socks. This woman this week has made about six dozen pairs of socks. We feel sure that this action will meet with your approval."—Yours, &c.,

(For Rose, Downs, and Thompson, Ltd.)
CHAS. DOWNS, Managing Director.
Old Foundry, Hull,
11th November, 1914.

Aberdeen Daily Journal, Dec: 2nd. 1914.

GRANTOWN-ON-SPEY LADIES' WORK PARTY.

During November the ladies' work party, Grantown-on-Spey, despatched 338 articles of clothing, including 100 pairs socks, 30 mufflers, 40 belts, 10 shirts, 20 pairs gloves, mitts, and cuffs, 9 cardigans, and 7 helmets, to Lady French for the Expeditionary Force; 20 children's new garments, 77 second-hand garments to the Belgian Relief Committee; to Lieut. Napier Beckett for the men of H.M.S. Legion, 15 mufflers, 3 helmets, 7 pairs mitts.

Lieut. Beckett, whose parents are well known in Grantown, writes that the weather is very cold, and it is rather hard to keep comfortably warm at sea. The Legion has been a lucky ship. It has taken part in every "show" up to date, and only two men have been slightly wounded. They have had some narrow "shaves" from time to time, but the only thing they desired was the appearance of the enemy.

Scotsman, Nov: 10th. 1914.

COMFORTS FOR THE INDIAN TROOPS.

EDINBURGH COMMITTEE TO BE FORMED.

Our brave Indian troops are, it appears, beginning to feel the rigour of the approach of winter in the North of France, and have need of warm clothing to help them to sustain the change of temperature. At the instance of Mrs Fletcher and Mrs MacEwan, Edinburgh, whose husbands are officers at the front with our Indian troops, it has been resolved to form a Committee in Edinburgh to assist in immediately procuring the necessary comforts for our dusky Indian warriors. Lady Redford has undertaken this task; Mr C. W. Shepherd has agreed to act as hon. secretary; and in the meantime, until other arrangements are made, it is requested that donations of warm clothing or money subscriptions to purchase such comforts, should be sent to the Tramway Offices, 1 South Charlotte Street. It is suggested that cardigan jackets and "sweaters" and woollen belts are forms of gifts which would be highly prized.

Daily Mirror, Dec: 1st 1914.

VICTORY OF THE SHIRTS.

Garments for Soldiers Made in Home of Fanciful Fashions.

(From Our Own Correspondent.)

PARIS, Nov. 28.—Many of the Paris "mannequins" are now knitting and sewing warm garments for the soldiers, and the workrooms of M. Poiret, the famous dress designer, are now given over to the making of shirts and underclothing of military pattern.

Midinettes' luncheon parties are also being held on these famous premises, and to-day I was a guest at one of these gatherings.

Thanks to the generosity of Mme. de Serbonnes, who contributed £200 for the purpose, Mme. Léra (in literature "Marc Helys") has organised a "cantine" for workgirls and women temporarily in distress.

After a visit to England to learn how it could be done cheaply, she opened a "cantine" on the lines of the girls' clubs in London.

The result is a substantial meal can be had at the Poiret workshops for fivepence.

After luncheon I made a round of the Poiret workrooms, where about 200 girls and women were making gloves, slippers, haversacks, blankets, flannel waistcoats, shirts and bandages.

All the marvellous Poiret creations are gone, and Mlle. Andrée, who designed the dresses for the last ballet at the London Alhambra, and until war broke out gave play to her imagination in evolving wonderful gowns, now sits in a workroom corner and cuts out patterns for army shirts.

W. L. McALPIN.

Sydenham Gazette, Dec: 5th. 1914.

Queen Mary's Needlework Guild.

MAYORESS'S FUND FOR WORK FOR WOMEN.

The Mayoress states that there are at present about 40 workers employed in the workrooms at Catford, the majority of whom are dressmakers, some of the more skilled of whom are employed at ladies' houses. But there are a few who have been trained as clerks, and endeavours are being made to find suitable situations for them. The whist drive which is being held at the Forest Hill Baths on the 5th inst is in aid of the funds, and ladies and gentlemen who wish to support it may obtain tickets of Mrs. R. H. Jackson, 22, Northwood-road, and Mrs. J. T. Gaymer, "Newlands," Brockley-view, Forest Hill. Gifts and comforts have been received from the following: Rating Staff per Mr. Oxenham, £20; Mr. T. Fletcher-Adams, £1 1s.; anonymous, 5s.; Mrs. Skinner, 12s.; Mr. and Mrs. Wells, £2 2s.; Mrs. Theobald, £1; Mr. W. P. Ginner, J.P., £5; Mr. E. Phillips, 10s. 6d.; Mrs. Jones, 10s.; Kilmorie-road L.C.C. School; Mrs. J. Little; Silver Star Society; Mrs. A. J. Skinner and Mrs. M. Gardner.

Parcels have been sent from the Town Hall to the Indian Soldiers' Fund, the Navy League, Greenwich Hospital, and the 9th County of London Regiment, France.

Glasgow Herald, Nov: 11th. 1914.

AYR RED CROSS HOSPITAL FOR WOUNDED SOLDIERS.

November 4.

Sir,—Owing to the pressure upon the hospitals in Glasgow, it is proposed to establish, with the approval of the War Office, under the auspices of the British Red Cross Society, and to be under the management of the branches of the Society in the Ayr districts of Ayrshire, a Red Cross hospital for 50 wounded soldiers, with an efficient staff of doctors and trained nurses, at Carrick House, Ayr, the use of which has been kindly offered by Mrs Arthur. The cost of establishing, equipping, and maintaining the hospital will be large, and to ensure the success of the proposed undertaking it is necessary for the Society to appeal to the public for subscriptions and donations. Funds are urgently required, and as the object is one which it is believed will heartily commend itself to the public sympathy, it is earnestly hoped that this appeal will meet with an immediate and liberal response. Donations of money or monthly subscriptions should be sent to Mr John H. Robb, solicitor, 5 Wellington Square, Ayr, the honorary secretary and treasurer of the Hospital Fund. Subscribers of £50 and upwards will be entitled to name one bed. Donations of provisions, groceries, vegetables, dairy produce, etc., will be gratefully accepted when the hospital is occupied, and these should be intimated meantime to the secretary, who will arrange later for delivery.—I am, etc.,

(Mrs) MAUD OSWALD, Convener,
Scottish Branch (Ayrshire Division) British Red Cross Society.

East London Advertiser, Nov 21st. 1914.

CARING FOR THE WOUNDED.

To the Editor "East London Advertiser."

Dear Sir,—The Secretary of the Division has received a letter from Headquarters pointing out that there seems to be some misapprehension on the part of the public with regard to the quantity of stores at their disposal. Far from there being a large amount of stock, further supplies of garments, hospital stores and comforts of all kinds are urgently needed. It is impossible to send too much of anything in the shape of hospital garments and comforts for the sick and wounded soldiers and sailors. In addition to the casualties amongst British soldiers a considerable number of Belgian wounded are beginning to arrive in this country and the need for assistance in the French hospitals is daily increasing.

We have pleasure in stating that the Committee of the Poplar Division have forwarded a quantity of shirts, pyjamas, socks, mufflers, bed jackets, and mittens to Headquarters to be sent to the front, and it has also contributed material to the workrooms organised by the Committee of the Queen Mary's Work for Women Fund who are very kindly making it into shirts and other useful garments.

The Graysilver Military Band (employees of Messrs. the India Rubber and Gutta Percha Co. Works, Silvertown, E.), which has already sent £11 17s., has sent us a further generous contribution of £13 16s.

We shall appreciate it very much if you will permit us to make the claims of this patriotic work made known through the columns of your valuable paper and to ask all who can do so, to send gifts of garments and materials to the Secretary, Bow House, 83, Bow Road, E., and subscriptions and donations to the Hon. Treasurer, the London and South Western Bank, Ltd., 90-92, Bow Road, E.

Yours faithfully,
NORA ST. DAVID,
Vice President.

British Red Cross Society,
Poplar Division, Bow House,
83, Bow Road, E.
17th November, 1914.

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Newcastle Chronicle 26.12.14.

WOMEN WORKERS' COMMITTEE AT GATESHEAD.

Meeting Place for Soldiers and Their Wives.

'Through the instrumentality of the Gateshead Women Workers' Committee, which is composed of representatives of the various women's organisations in the borough, the house 21, High West Street, Gateshead, has been opened for the convenience of soldiers. The object of the institution is to provide a place where the soldiers can meet their wives and families or friends. The house, which is open from 2.30 to 9 p.m., has been placed at the disposal of the Women Workers' Committee by the Mayor of Gateshead (Alderman A. E. Wardill), and has been comfortably furnished through the generosity of other friends. Donations for the upkeep of the house will be gladly received by Miss Eleanor Sheard, hon. secretary of the Women Workers' Committee.

Daily Express. 31.12.14.

REPAIRING SOLDIERS' CLOTHING.

A practical method of helping the soldiers has been adopted at Haslemere. It consists of undertaking the repairing of the clothing of soldiers stationed at Bramshott Camp. Over 100 lady workers are grouped under ten or eleven leaders, who are responsible for the quality of the work, and for punctually returning all the articles repaired to the centre which has been established at the Haslemere Hall. The laundry delivers such garments as require mending on Wednesdays, and collects them on Saturdays. Each leader makes her own arrangements as to her working party. The men who are benefited belong to Highland regiments.

The Nottingham Guardian
31-3-15

Aberdeen Even. News.
19.10.16

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THE WOMAN'S PART.

HOW SHE IS SERVING HER COUNTRY.

The scope that is offered in present circumstances for work on the part of the women of the country, more particularly those already organised in some such a form as in the National Union of Women's Suffrage Societies, formed the subject of an instructive address delivered at yesterday's annual meeting of the Nottingham branch of the union by Mrs. Rackham, of Cambridge. Mrs. Bolton presided over a large attendance, the meeting being held in the Church Parlour at the Albert Hall Institute.

THE CARE OF INFANTS.

The chief work of women, Mrs. Rackham pointed out, was to sustain the vital forces and energies of the nation in view of the immense strain which was being put upon the life of the nation at the present time. The country had got to realise more and more how tremendously important it was that the lives of those who were now being born must be preserved at the fullest strength. The realisation, to some extent, of this had been responsible for the striking increase in maternity centres, schools for mothers, and other institutions of a like character. Since the war began, woman's sphere of work had been very much enlarged, more particularly in connection with the relief of distress resulting from the war, which, however, was happily much less widespread than had at first been anticipated.

On the whole, the speaker thought they had every reason to be gratified at the position which women had occupied in connection with relief work. All relief was controlled by a central Government Committee. There was, however, one woman member of this committee, and there were three women on the National Relief Fund Committee, while the Central Committee on Women's Employment was composed entirely of women. As a result of the efforts now being made by women, thousands of women and girls would emerge from this crisis definitely fitted to take their places as wage-earners in the industrial community.

MEDICAL SERVICE.

Another important sphere of woman's work at the present was that which was being done for wounded soldiers at the front. The National Union now had three units of Red Cross workers actually in the field, with others in preparation for departure. Already the sum of £12,000 had been subscribed in the union for this work, which was of the utmost importance both from the point of view of the work itself and of the position of women in medicine. Then in connection with relief work—week by week the Central Committee of the union had been sending parties of unemployed German girls back to Germany. On one of these visits one of the members who had conducted the party across, came back through Flushing, and there had a glimpse of the appalling state of the refugees, herded together with no food and no shelter, in thousands, on the railway station and quays of the docks. This terrible state of affairs was immediately reported to the committee, and that same night four truck loads of food were despatched to the refugees, and every day more was sent for distribution. This was before such work was taken up by any other organisation in this country.

Another duty of women in time of war was watchfulness—they should see how best they could guard against all the dangers which might attack the country. Moral dangers were bound to crop up with which it was very difficult to deal—dangers which abounded in time of war. Such a danger, which was not by any means so large in time of peace, was the question of soldiers and young girls—not that the soldier was any less moral than other men. In Cambridge they had a very large number of soldiers, and they were just starting women patrols. These patrols had no actual authority, but they hoped that this movement might lead to something more definite.

WORK FOR THE FUTURE.

It was to be hoped that in the near future the influence of women would be brought to bear on the question of arrangements for the accommodation of motherless children of a soldier. It would undoubtedly be a great relief to many a man to think that there were those who, if he so desired, could make adequate arrangements for the proper care of his children during his absence.

New demands were going to be made on women in consequence of the war. For instance, there was bound to be a large number of girls and young women who would at the end of the war have to rely on themselves all their lives for their livelihood. There must be a system formed whereby these young girls could learn to become more efficient at their particular trade—and more particularly where they could be taught trades and professions in which there was ample scope for their labour. It was not fair that girls should crowd men out of the labour market by working for less wages because they were accepted as less efficient.

"Finally," concluded Mrs. Rackham, "while men are giving their lives to save the nation, women have got to see to it that the nation is worth their fighting for."

Mrs. Bolton, who presided, said it was a remarkable thing that women had unconsciously been preparing for this war for years, by their gradual attainment of the art of co-operation. They would require every effort to make them efficient to cope with the questions and the work which would face them at the conclusion of the war. They had a great deal to learn from men's work, and she liked the thought of co-operation. Perhaps women in this respect needed a little more humility. Women

£1000 Wanted from Aberdeen.

WOMEN'S WAR-WORK.

There was a large attendance in the Town Hall, Aberdeen, yesterday at an influential meeting in support of an appeal for £12,000 to be spent on war work among women and girls in Scotland. The appeal is issued by the National Young Women's Christian Association, and the special object is to secure funds towards the provision of clubs, hostels, canteens, and rest rooms for women and girls engaged in war-time work. Lord Provost Taggart presided. He was accompanied by Professor Stalker, the Rev. Dr Hastings, the Rev. G. H. Donald, Sir John Fleming, the Hon. Emily Kinnaird, of the Scottish Appeal Committee, and Mrs Galloway, St Andrews.

Imperial Importance.

Mrs Galloway said that every day saw an increase in the clubs, canteens, and hostels. The work was well worth the sacrifice of something, so that a donation might be given to it, because much could be done for the welfare of the women and girls at all the centres. Since 1914 the Y.W.C.A. had started over 30 clubs in military centres, and over 40 hostels and canteens for munition workers. Since February, 1915, £40,000 had been asked, and that sum was nearly all spent. They now wanted £30,000, and in Scotland there were many places where they could open fresh clubs, so that £12,000, or even more, required to be raised.

Army and Navy Benefited.

The Hon. Miss Kinnaird said it was felt by the leaders of the Y.W.C.A. that what was needed for girls was a club life to keep them off the streets in the evenings. By the rest huts good work was also being done for the Army and Navy. The lads wanted women's society and advice, and she had seen the "boys" coming in, and enjoying games and music in the company of the girls they were going to leave behind them. Almost everywhere they had their "open evenings," when the girls acted as hostesses. The girls of all social grades were learning to know and appreciate each other, and were learning also that it was not the work each did, but what she was, that mattered. It was no use to talk about everybody engaged in war work having tremendously high wages. Two girls she knew got 21s a week, and they had had to go back to service. They would have served their country, but could not live on the wages they got. At some places, however, if they applied themselves to their job, the girls would get a good and sufficient wage. In the third year of the war there was a tremendous need for hostels. She had heard it whispered that Aberdeen might give £1000. (Laughter and applause.)

Steps to Aid Scheme.

Professor Stalker moved—

That this meeting of the citizens of Aberdeen has heard with great interest of the work being done by the Young Women's Christian Association amongst women and girls in Scotland, and commends the appeal to the sympathy and help of the people of Aberdeen and the north; and that, to carry out the object of the appeal, the following committee be appointed—Lord Provost Taggart, Sir John Fleming, Mr William Smith, ex-Lord Provost Maitland, Mr G. M. Cook, Colonel Stewart, Professor Stalker, the Rev. Dr Hastings, and the Rev. G. H. Donald. Convener, Sir John Fleming; and secretary, Mr James Pyper, advocate.

The Rev. G. H. Donald seconded. Aberdeen, he said, would consider £1000 a mere bagatelle. Practical and spiritual, a great work was going on. Money was required for it, and Aberdeen would do its share.

Professor Gilroy at the close of the proceedings called for a vote of thanks to the chairman.

All relief was controlled by a central Government Committee. There was, however, one woman member of this committee, and there were three women on the National Relief Fund Committee, while the Central Committee on Women's Employment was composed entirely of women. As a result of the efforts now being made by women, thousands of women and girls would emerge from this crisis definitely fitted to take their places as wage-earners in the industrial community.

MEDICAL SERVICE.

Another important sphere of woman's work at the present was that which was being done for wounded soldiers at the front. The National Union now had three units of Red Cross workers actually in the field, with others in preparation for departure. Already the sum of £12,000 had been subscribed in the union for this work, which was of the utmost importance both from the point of view of the work itself and of the position of women in medicine. Then in connection with relief work—week by week the Central Committee of the union had been sending parties of unemployed German girls back to Germany. On one of these visits one of the members who had conducted the party across, came back through Flushing, and there had a glimpse of the appalling state of the refugees, herded together with no food and no shelter, in thousands, on the railway station and quays of the docks. This terrible state of affairs was immediately reported to the committee, and that same night four truck loads of food were despatched to the refugees, and every day more was sent for distribution. This was before such work was taken up by any other organisation in this country.

Another duty of women in time of war was watchfulness—they should see how best they could guard against all the dangers which might attack the country. Moral dangers were bound to crop up with which it was very difficult to deal—dangers which abounded in time of war. Such a danger, which was not by any means so large in time of peace, was the question of soldiers and young girls—not that the soldier was any less moral than other men. In Cambridge they had a very large number of soldiers, and they were just starting women patrols. These patrols had no actual authority, but they hoped that this movement might lead to something more definite.

WORK FOR THE FUTURE.

It was to be hoped that in the near future the influence of women would be brought to bear on the question of arrangements for the accommodation of motherless children of a soldier. It would undoubtedly be a great relief to many a man to think that there were those who, if he so desired, could make adequate arrangements for the proper care of his children during his absence.

New demands were going to be made on women in consequence of the war. For instance, there was bound to be a large number of girls and young women who would at the end of the war have to rely on themselves all their lives for their livelihood. There must be a system formed whereby these young girls could learn to become more efficient at their particular trade—and more particularly where they could be taught trades and professions in which there was ample scope for their labour. It was not fair that girls should crowd men out of the labour market by working for less wages because they were accepted as less efficient.

"Finally," concluded Mrs. Rackham, "while men are giving their lives to save the nation, women have got to see to it that the nation is worth their fighting for."

Mrs. Bolton, who presided, said it was a remarkable thing that women had unconsciously been preparing for this war for years, by their gradual attainment of the art of co-operation. They would require every effort to make them efficient to cope with the questions and the work which would face them at the conclusion of the war. They had a great deal to learn from men's work, and she liked the thought of co-operation. Perhaps women in this respect needed a little more humility. Women had not learnt their lessons in business habits yet, and these they must learn, for their usefulness in the end would depend upon their own personal habits. Their aim should not be so much the striving to get things, but to fit themselves and to be worthy of the attainment.

THE BUSINESS MEETING.

At the business meeting Mrs. Dowson, sen., was elected chairman of committee, Miss Stainer treasurer, and Mrs. G. Dowson secretary (in place of Mrs. Percy and Mrs. D'Anson).

The secretary's report stated that in consequence of the war the active advocacy of women's suffrage had shared the fate of every other movement, by being placed in abeyance. The work of the society had been one of co-operation with other constitutional suffrage societies in financing and managing a mothers' and babies' welcome, and with the help of women's organisations in Bulwell, including the Women's Adult School, a "welcome" was established under the title of the "Suffrage Welcome." The total amount of money, apart from gifts of food and coal, contributed by suffragists and their friends to the "welcome," was £80 5s. 3d. In addition to the "welcome," Mrs. W. E. Dowson had interested herself in an emergency workroom, and much effective and good work had been done. The workroom had been running for four months, when the committee of the Queen's Work for Women Fund offered to take over the whole scheme, and this was agreed to.

The society had provided from amongst its members helpers to various organisations, including nurses for Red Cross work. Two consignments of scarves, mittens, and socks had been sent to the Belgian Soldiers' Fund, and a third parcel to the British depôt.

The report was adopted.

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Birkenhead News. 29. IV. 1916.

Dundee Courier. 6-7-16.

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WOMEN'S PATRIOTIC WORKROOM.

An Appeal for More Helpers.

An appeal is made through our columns to the wives, mothers, and relatives of our soldiers and sailors to come in larger numbers to the workroom and do "their bit" in making sandbags and comforts for our men at the front.

The appeal, which is signed by Mrs. Alsop and Mrs. Jager, hon. superintendents, is in the following terms:—

At 73, Cathcart-street, Birkenhead, in the "Friends' Hall," which has been lent for the purpose, "The Women's Patriotic Workroom" has carried on its working parties three afternoons a week since last November. The women who have come have worked bravely, and two of them have given more than 50 afternoons, and many others 30 and 40 afternoons each to making comforts for our soldiers and sailors and sandbags for their protection. But our workers are far too few, and we want more and more of them.

URGENT NEED OF SANDBAGS.

At the present moment the need for sandbags is very great, and the urgent cry for good thick hand-made socks never ceases. They make the long marches easier.

Sandbags! Sandbags! Sandbags! More and more are needed, and we are told by those who have the sending of them to the front that for Mesopotamia alone 20,000 a week are necessary. A fortnight ago 600 sandbags went to Mesopotamia from our workroom, and some hundreds have gone to France and more are going. Everywhere we hear the same story "a sandbag means a life." "those sandbags made by machine often give way at the critical moment, they do not last." Everywhere those made by hand and of the best material are eagerly waited for and welcomed, and in response for the last 600 we sent came back a letter containing these words:—

"One cannot forget that too many sandbags cannot hurt any battery or regiment, whereas too few in a 'tight place' means men and guns wiped out; and they can never be restored! . . Re-placed is a different story."

In face of this can any of us stand idle who can possibly stretch forth a hand to help?

We appeal now for more women workers. If, as we all expect, there must, before victory come, be some great forward movement, let us help to get ready now this means of protection for our brave men to whom we owe so much.

The workroom is open from 2 to 5 every Tuesday, Wednesday, and Thursday afternoons, and if parties of friends come they can always find a nice quiet corner in which to sit and work together, and generally have music to listen to during the afternoon, and any one who can give us a song is heartily welcomed.

All seem to enjoy these working parties, and those who come once generally come often, and seem very glad of this opportunity of giving their work without the expense of buying materials.

A very nice tea is served during the afternoon for a trifling sum, two cups of tea for a half-penny, and a large slice of very good cake for a half-penny also.

We hope when we re-open the workroom on Tuesday next, May 2nd, after our week's holiday that we shall see many new faces amongst our old and faithful workers.

TACKLING WINTER'S WORK.

What Dundee Women Are Doing for War Relief.

There was a large attendance of members at yesterday's meeting of the Dundee Women's War Relief Fund Committee held in the Town House, with Mrs Don presiding over the earlier part of the proceedings and Miss Kynoch later. The minutes of previous meeting having been read and adopted, Miss Duncanson intimated that 4718 comforts had been received at headquarters during the past six weeks for the men at the front, this bringing the grand total up to 140,570. Miss Duncanson also notified the meeting that letters of thanks had come to hand from the Indian Soldiers' Fund; from Lieut.-Colonel Taylor, of the 8th South African Infantry; the Commanding Officer of Royal Naval Air Station; London Scottish at the front, per Mrs Malcolm; 1st Seaforth Highlanders, per Major Anstruther—parcel sent at request of Dundee Highland Society; the 5th Battalion Royal Irish Regiment, M.E.F., per Capt. Stephen; Lieut. Lindsay; 4th Black Watch Committee; Scottish Women's Hospitals for Foreign Service; and from the Base Hospital, Mombasa, B.E.F.

Mrs Kerr (hon. treasurer) read the financial statement, which showed that the balance at the central depot amounted to £160 10s 9½d. At this juncture Miss Kynoch took the chair, intimating that a letter had been received from Miss Constable thanking the committee for having nominated her as their joint secretary, but expressing inability to accept the position. Miss Kynoch then submitted the name of Miss Duncanson as honorary interim secretary, and this was agreed to. A letter of resignation had also been received from Miss Maitland Dougall, Scotscraig, who intimated that she very much regretted, for health reasons, having to resign her position as a member of their committee.

The reports of the various wards and subcommittees were next submitted, all of which showed that the winter's work was being tackled with unabated enthusiasm. Concerning the Soldiers' Hostel, it is interesting to note that since its recent inauguration no fewer than 418 men had found lodging within its walls. Another item of business was that connected with the proposed Dundee Lifeboat Flag Day. A letter had been received from the local branch of the Royal National Lifeboat Institution asking the assistance of the D.W.W.R.F.C. in the working of the Flag Day. The committee decided to place the ward depots at the disposal of the Lifeboat Committee and to give them any local information possible.

On the proposal of Miss Meehan, seconded by Miss Muckersie, the names of Mrs Allan, Arbroath Road; Mrs Fettes, Baxter Park Terrace; and Mrs Robertson, Ringham Terrace, were added to the list of membership.

Sussex Express
— 22-9-16

THE MOSS GATHERERS OF SUSSEX.

—:o:—

The women of Sussex have found many ways of helping their country in the War, and not the least ingenious device is that of collecting bog-moss, known as Sphagnum, which has valuable properties as a dressing for wounds. Of late the pages of the "Sussex Express" have borne witness to the thoughtful enterprise of ladies at Mayfield, Ticehurst, and other places in the county, who make regular expeditions into the woods near their homes, collecting the moss, and dispatching it to the Red Cross for treatment as dressings for hospital use. It is not impossible that the exigencies of war which have called forth this new enterprise may lead to the establishment of an industry, which may play a part in the rural development which it is believed must be one of the foundations of the reconstruction after the War. It has come as a revelation to many people that this important article for the treatment of the wounded is available in many parts of Sussex, and some interesting facts with regard thereto are disclosed in an article which appears in "The Treasury" on "Moss Gathering in the Sussex Forest."

The patriotic instincts of our Red Cross ladies will not we hope be offended by the statement that the surgical value of Sphagnum was discovered thereby years ago in the peat moors of Northern Germany through its chance application to a workman's injury. Since then it has been in general use in the enemy's country as a hospital dressing. The writer, M. Paige Wood, tells us that

> "Spreading upwards and outwards on the peat bed formed of its own decay, with a persistent growth that elsewhere has built up the high moor on the mountain side, the Sphagnum has driven back all other vegetation from the spot it thrives on. It will have nothing between it and the open sky. For the thirsty sponge-like tubules of the moss drink in their moisture from the atmosphere, and dependent neither on stream nor surface water to supply its needs, the Sphagnum makes for itself the bog on which it flourishes. Leaves and stems are composed of a network of capillary cells, freely perforated, and capable of storing a prodigious quantity of fluid, with walls at once so strong and so resilient that they may be squeezed dry without collapse, remaining as wonderfully absorbent as before. The fresh moss as it is gathered will retain seven times its own weight of water."

It appears there are two varities of bog moss—Sphagnum Cuspiatum and Sphagnum Cymbifolium—and both possess the peculiarly absorbent properties which constitute its usefulness to man. The moss gatherers of Sussex are playing a noble part in alleviating the pains of the battlefield, and it is due to the voluntary workers that our hospitals are now well supplied.

> "To-day moss dressings are being generally employed in the base hospitals in France, and in many of our large military hospitals at home, supplied by the efforts of voluntary workers alone. A shortage of cotton-wool has made itself felt, and the demand for Sphagnum far exceeds present possibilities of supply, although the gathering and preparation of the moss, organised more than a year ago in Scotland by the War Dressings Supply Centre, is now supplemented by collecting depots in other parts of the Kingdom, and among the Cumberland fells, on the moors of Somerset and Devon, and here in the Sussex 'forest' moss gatherers are incessantly busy."

When the moss is dried and sterilised it provides pads and dressings ready for the surgeon's use, and it is found to be softer, cooler, and far more absorbent than any cotton-wool. It is a matter for infinite satisfaction that a natural product of Sussex is proving so beneficial for the alleviation of the sufferings of our gallant soldiers, and we can hardly conceive a more noble occupation for our women at the present time than that of moss gathering. This is a mission of mercy and labour and love which will not call for workers in vain.

Aberdeen Evening News.
13.10.16

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Women War Workers.

SIR EDWARD WARD'S TRIBUTE TO ABERDEEN.

Mr John Duthie of Cairnbulg, deputy director-general of voluntary organisations, was the principal speaker at the general meeting of the County of Aberdeen War Work Association, held in the Town and County Hall, Aberdeen, this afternoon. The audience was large and representative.

School Rolls of Honour.

Mr Duff of Hatton, Convener of the County, who was called to the chair on the motion of Mrs Gammel, Countesswells, chairman of the association, congratulated the association on the work it had been doing since its inception in January. They had despatched 32,100 substantial comforts, including 15,000 pairs of socks, for the fighting forces, military hospitals, and our Allies; subscriptions had amounted to £745, and by flag days in various parts of the counties no less than £1211 had been received. Richer districts might be expected to provide material for themselves, but their funds would provide material free of charge for poorer districts. All classes and ages had been taking part in the work. They had workers of 80, and some even over 90, and, at the other end, a considerable number of school children who had been giving useful assistance. The association was prepared to provide rolls of honour for schools and badges for children deserving the distinction.

On his motion, seconded by Mr Leith Hay of Leith Hall, the office-bearers were thanked and re-elected, and the services of the work parties and workers were acknowledged, on the motion of Mr William Smith, clerk to the Lieutenancy, seconded by Mr M'Lean of Breda.

Well and Patriotically Done.

Sir Edward Ward, Director-General of the Voluntary Organisation, in a letter regretting his inability to come north, said he should have liked to testify in person to the excellent work which was being so well and patriotically done by the associations of the county and city of Aberdeen.

Value of Sphagnum Moss.

Mr Duthie said that fine meeting was an indication of the spirit with which the voluntary workers were entering upon the third winter's campaign. A front extending from the Straits of Dover to the Persian Gulf depended upon their efforts for comforts not included in what was known as Government issue. Both in the county and the city the department had been loyally, liberally, and promptly supported. Commenting on the value of the sphagnum moss, Mr Duthie said the average demand at present was 80,000 dressings per month, but they had reason to expect that it would increase very largely, probably doubled, within the next six weeks.

Of Incalculable Value.

The organisation had been of incalculable value. Much depended on local effort, and it was there that the women of the country had become entitled to the greatest share of praise. The soldiers in the trenches and in the hospitals had been supplied in a manner that would be a consolation to many and a gratifying recollection to all when the victory was won, and it was for the share Aberdeenshire was taking in that work that he thanked them on behalf of the Director-General. (Applause.)

On the motion of Colonel Mellis, Huntly, seconded by Mrs Carter, Aberdeen, Mr Duthie was thanked for his address, the former remarking that that part of the War Office at least, under Sir Edward Ward and Mr Duthie, who was one of themselves, had been exceedingly well managed. (Applause.)

Newcastle Chronicle
2/11/16

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ENTERTAINING THE WOUNDED.

The report of the Military Committee to the Newcastle Chamber of Commerce yesterday was interesting from more than one point of view. It told us, for instance, of the great amount of work which has been done in this district in entertaining wounded soldiers since the war broke out. In the past two years over twenty thousand soldiers have been entertained at concerts and other indoor gatherings, and nearly thirteen thousand at al fresco assemblies, such as garden parties, not forgetting the eighteen river trips made in the River Tyne Commissioners' steamer Sir William Stephenson. Mr. Daniel Stephens took a very valuable part in the organising of the excursions on the Tyne, and his cheery presence among the men was no little asset in the pleasure of an afternoon's outing. The soldiers enjoyed the trips immensely, particularly the Australians, Canadians, and New Zealanders, to whom our busy river was a fine and inspiring sight.

Dundee Courier.
30/10/16

GIRLS' RESPONSIBILITY IN TIME OF WAR.

Successful Gathering in Dundee.

Another milestone in the life of the Dundee Y.W.C.A. has been reached, and that the last ground covered has been fruitful and successful was eloquently testified at the largely-attended annual gathering held in the Kinnaird Hall on Saturday afternoon. The speakers included Sir George Baxter (presiding), the Hon. Emily Kinnaird, who spoke on "A Girl's Responsibility in Time of War": the Rev. Marshall B. Lang, the Rev. A. W. Fergusson, and Mrs Thomas Maitland, who were accompanied to the platform by Mrs Anstruther Duncan, the Rev. John Mansie, the Rev. Alex. White, the Rev. R. Prenter, Mr J. C. Robertson, Mr J. C. Low, Mr James Thomson, Miss Jessiman, Miss Doddrell, &c.

The proceedings were opened by the singing of "O, God of Bethel," followed by prayer delivered by the Rev. Marshall B. Lang. In introducing the speakers, Sir Geo. Baxter said they rejoiced that in the year that had passed they not only saw a continuance of excellent management, but an average of more than 5000 persons visiting the buildings of the Y.W.C.A. The work among the juniors had been of a most encouraging nature, while the Association Club, founded in 1915, was amply justifying its existence. The Holiday Home at Abernethy had had many visitors during the year, chiefly factory girls and munition workers, while one great event which must have given much gratification to every person associated with the Y.W.C.A. was the opening of the new Boarding House in Tay Street. This was rendered possible by the generosity of Lady Ogilvy Dalgleish and a great many other friends.

The Rev. Marshall B. Lang gave a resumé of the aims, objects, and achievements of the Association, and thereafter the Hon. Emily Kinnaird addressed the gathering. She said that whenever she looked into the faces of a number of girls she wondered if they were awake to their responsibility.

Girls' Opportunities.

There were three great opportunities before the girls of to-day. There was an opportunity for them in national work, an opportunity in municipal life, and there was an opportunity for them in the Church, and she pointed out how they in the Y.W.C.A. were trying to be an educative force among the girls in our land in respect to these three objects. The call of the country had come to girls to go into munition works and to take the place of men in Government offices, &c. Often at the request of the Government the organisers of the National Y.W.C.A. were asked to get dinners ready for 1000 girls at a day's notice. The work in military centres was hard, and it was felt that if the girls were to serve the nation successfully they must be kept in good health and good spirits, and, as it was the desire of the Y.W.C.A. leaders to surround the girls with comfort and facilities for recreation they were always glad when letters came to them from employers and the Government asking them to arrange and take over the management of a canteen or hutment.

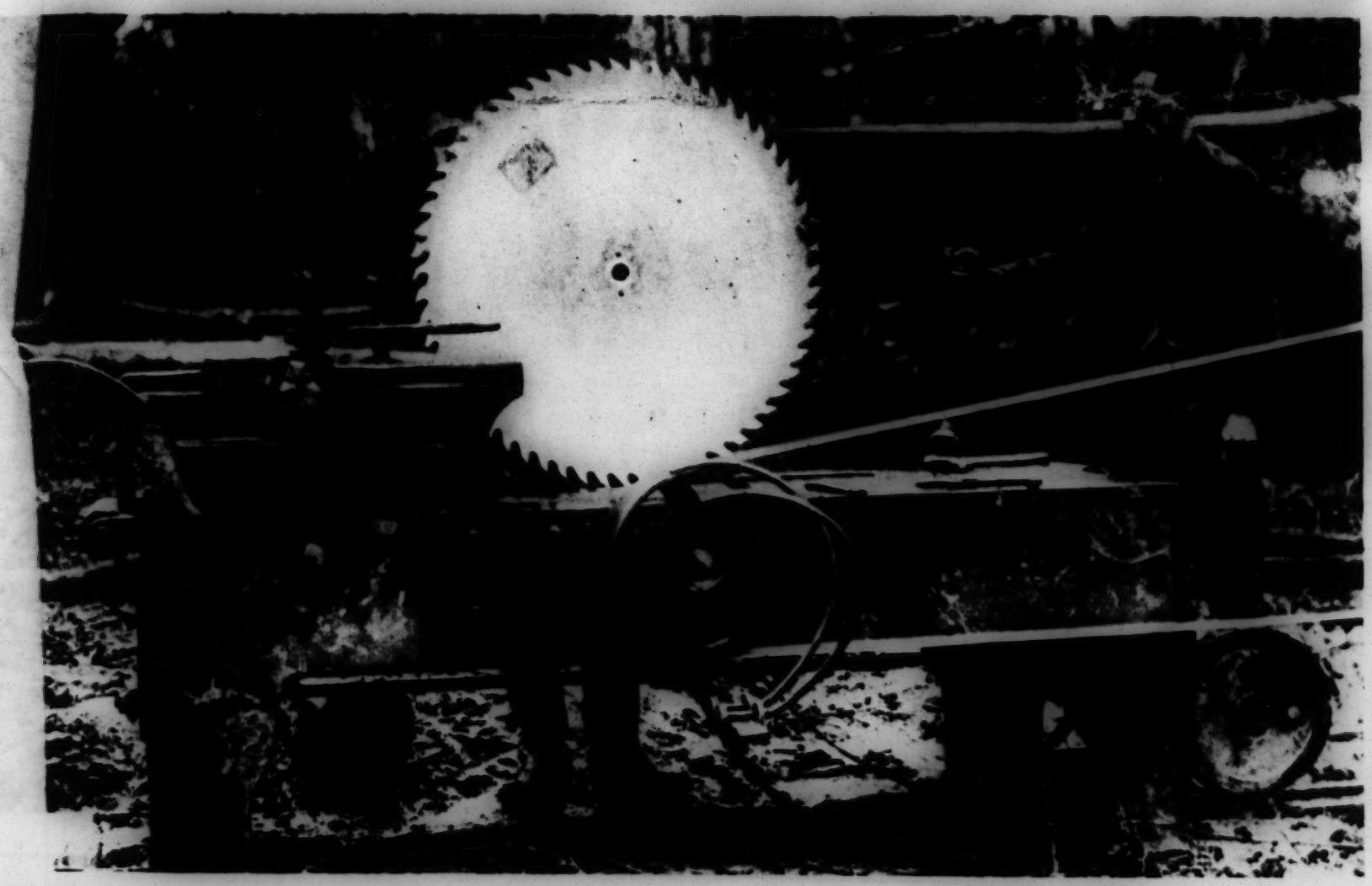
Concerning the second opportunity, the girls had to bear in mind that they had got to build up our city, and to become good citizens. The new patriotic club life was to help them to do so. Club life as arranged by the Y.W.C.A. was a new thing for women. They had now one in Dundee. The idea was not that the organisers took the girls away from home, but rather that they were fitting them for the home. They were teaching the girls to do things not only for themselves, but for other people, so that they might carry the brightness of the club back to their homes. Thirdly, women were to take a better and more responsible place in the Church, and they must tend to the highest side of their nature. They must have in their clubs some opportunity of strengthening the ideal and spiritual side of a girl's nature. She wanted them to take this work into their heart and conscience.

In conclusion, Miss Kinnaird said that although Government and employers pay a lot for equipment they needed much more. They had asked the National Finance Department to arrange an appeal for £12,000 for Scottish work in connection with their national appeal for £50,000. The Duchess of Hamilton was chairwoman of the Scottish Appeal Committee, and in the near future an important public meeting would be held in connection with this appeal.

During the afternoon solos were rendered by Mrs Yule, while under the conductorship of Mr J. C. Fyffe, several splendid choruses were given by the Y.W.C.A. choir. Mr Thomas also took part in the programme, while Mr Henry Marshall presided at the organ.

urope: Timber-Cutting in France.

See inside



NG A LIGHT RAILWAY TO BRING UP TIMBER; ADJUSTING A SAW.

o the wood-felling stations is illustrated above. The first illustration shows the structure of saw-mill sheds being put together oodland clearing where the mill is being built. The second shows the timber-supply system being prepared laying down a ra way track to the saw-mill. The third illustration shovs a circular saw being got ready. [*Official Photographs.*]

660/10

WOMEN AND THE WAR.

FOR months British people, and especially the British women, have been spending money and time sending out parcels of food and clothing in the hopes of lightening the dreary lot of Tom or Dick or Harry condemned to pass his days in the cheerless surroundings of a German camp for prisoners of war. More than that, generous-hearted ones with neither Tom nor Dick nor Harry to care for, have "adopted" prisoners.

. . .

And now the Government has stepped in and changed things, and the Central (Prisoners of War) Committee is the best-abused institution in the United Kingdom, because, in its common-sense official way, it sets more value on the satisfaction of a prisoner's physical appetite than on the sentiment that inspires the sending of a piece of "fat bacon because I know Tom loves it," or "sticky gingerbread because Harry likes it at night." That, at least, is the attitude of people who view the whole of the recently devised scheme for providing *all* our prisoners of war (with the exception of officers) with food as merely an arbitrary act especially designed to deprive them of the pleasure of feeding absent friends.

. . .

That, of course, is very far indeed from being the truth. Man cannot live on affection alone, and there's no doubt that the thought that prompted the sending of a parcel, and the note announcing its despatch, was in many cases the only evidence the prisoner received of bulky packages of food stuffs chosen by affectionate friends at home. Generally the tragedy was not due to Hun greed, but to the want of foresight displayed by the senders, whose imagination was unequal to the effort of visualising the conditions of transit, and who were often led by carelessness or enthusiasm to include "prohibited" articles.

. . .

There were other considerations. Human nature being frail, it happened that some of the "lonely" ones managed to "corner" sufficient sympathy to secure fifty or sixty parcels a week for themselves, the contents of which they sold to their less fortunate comrades who, whether from modesty or a lack of friends, never had any parcels at all. Finally, even the Hun was shocked, and declined to deliver any parcels except to prisoners bearing the name of the sender. Then, too, national interests had to be considered. The haphazard sending of parcels to prisoners of war—over a thousand associations existed for the purpose—opened a way for abuses, which quickly crept in. Alien spies and enemies used the parcels to prisoners as a method of conveying information to the enemy. Finally, the Central Committee, of which

[Continued on

PIGS IN CLOVER: A MOTOR PIONEER'S ASSISTANT.

Recognising the national importance of the food supply, Mr. S. F. Edge, the well-known motor expert, is breeding prize pigs and pigs for slaughter, at his beautiful home in Sussex. His stock of eight hundred or more is chiefly made up of Black Berkshires. They are allowed to range through the woods instead of being penned in sties, and the system is proving very successful. Our photograph shows his assistant, Miss Martin, with a prize boar.

Photograph by L.N.A.

A PEERESS AND HER WOUNDED GUESTS: LADY ORMONDE "MARKS."

The Marchioness of Ormonde is working assiduously as a nurse in her hospital for soldiers with facial injuries, in Upper Brook Street, and takes part in their recreations, as seen in our photograph, where the Marchioness is "marking" while some of the inmates are playing billiards.—[*Photograph by Newspaper Illustrations.*]

660/11

A Royal Nurse and Some of Her Patients.

WITH INMATES AND MEMBERS OF HER WARD: QUEEN AUGUSTA VICTORIA OF PORTUGAL.

Queen Augusta Victoria of Portugal, who, with the young King and his mother, Queen Amelia, has displayed the most anxious care and sympathetic consideration for the wounded during the war, has now taken up duties in the Orthopoedic Hospital, Shepherd's Bush, and, like so many other royal and noble ladies, is helping in the beneficent work of mitigating the sufferings of men wounded in the Great War. Our first photograph shows the young Queen, who is a Lady of the Order of St. Elizabeth, in her ward in the hospital, wearing the uniform of the Red Cross, and surrounded by inmates and members of the ward. Photograph No. 2 shows her Majesty practising bandaging; and in No. 3 the Queen is again seen.—[*Photos. by News Illustrations.*]

660/12

Starr Jameson is Chairman, was formed, with its offices at 4, Thurloe Place, London, S.W., with the object of co-ordinating and centralising the business of feeding our hungry men in Germany. It is true that the system adopted does, to some extent, eliminate the personal note, but it also ensures that food is despatched to every single

ONE MORE VOCATION FOR WOMEN: THE WOMAN BAKER AT WORK.

The "bakeresses" are seen in our photograph carrying a batch to the shop. *Photograph by Alfieri.*

man, each of whom would, I fancy, vote for a parcel of eatables properly packed and scientifically selected that arrived regularly, in preference to spasmodic, sentimentally inspired ones, any hungry day of the week.

. . . . .

In the organisation at Thurloe Place, women play an immensely important, if not the most important part. The packing of the parcels on which the life and health of our men depend lies in their hands. Every day some three hundred of them devote many hours to the business of sorting the items, and packing and labelling them ready for despatch. Some work the addressograph that stencils the address on the specially designed labels; others sit at the long tables in the packing-rooms packing box after box with the foods selected by a War Office and American expert. At another the workers tuck the address label into the side of the parcel, and insert a card with printed questions asking the prisoner whether the parcels arrive regularly, and whether a change of contents is desired. When the food-packers have done their job, others check the contents, settle them into position and tie them up neatly. Each worker who finally fastens the box marks it with her number, so that in case of defects the parcel is returned to her by the final checking department. Lastly, the boxes are sent down a slide to the despatch-room, overhauled, passed, and transferred to the vans *en route* for Germany.

. . . . .

Under the new scheme *each* man receives 30 lb. of food per fortnight, packed in three parcels, together with 14 lb. of bread sent from Berne or Copenhagen. Private generosity can step in to the extent of sending through the Central Committee, the Regimental Care Committee, and certain recognised associations, "luxury" parcels, provided the amount received by any one man does not exceed 60 lb. a fortnight. The personal element is not altogether eliminated, for individuals may "adopt" prisoners—a bureau exists for the purpose at Thurloe Place—and will be given a post-card to be sent to the prisoner adopted, telling him to expect the parcel subscribed. This "adoption" costs £2 3s. 6d. a month, though no one is obliged to "adopt" a man entirely. There is another point. Special invalid parcels can be sent to prisoners in Turkey, with food specially adapted to climatic conditions.

. . .

One other point needs emphasising. In the sense that it is recognised by the Government, and is a sort of branch of the Censor's Department, the Central Committee is an official institution. But the entire expenses of the

WOMEN BAKERS: DRAWING A BATCH OF BREAD FROM THE OVEN.

Mr. W. J. Barton, of Forest Gate, is well content with his experiment of replacing his male staff, with the exception of two, by women.—[*Photograph by Alfieri.*]

undertaking are borne by the British Red Cross Society and the Regimental Care Committee, except where "adopters" defray the amount.

. . . . .

Any visitor who saw the pitiful remnants of private parcels that come to Thurloe Place to be repacked and censored would be convinced of the necessity of the new scheme. CLAUDINE CLEVE.

66/1

The Co-operative News,

November 14th. 1914.

Soldiers' Wives and the Police.

In connection with this matter, another problem has arisen. The War Office is entrusting the police authorities with the task of visiting soldiers' wives in connection with the separation allowances. The indignation of the leaders of the women's movement in London is naturally great, and Dr. Marion Phillips (of the Women's Labour League) tells me she is bringing the matter before the Women's Co-operative Guild, whose hearty association with her denunciation of this new espionage may be anticipated. A deputation to the War Office is being arranged, and Mr. Arthur Henderson, M.P., has promised to introduce it. Mrs. Gasson, Miss Mary MacArthur, and Miss Bondfield will be among the members, and resolutions of protest from branches of the Guild will be helpful. If such work is needful, it should be undertaken by women officers of the local authorities. To suggest the policeman as the suitable person is almost indelicate: certainly it is not right.

61.

The Co-operative News,
November 21st. 1914.

OUR SOLDIERS' WIVES, WIDOWS, AND MOTHERS.

Tyrannical Order of Home Office Opposed by Women Co-operators.

As we stated last week, the Government has decided to increase the pensions and allowances of soldiers' and sailors' dependents. And while the scale, which is given below, is an improvement on the old one, it is not up to the standard demanded by the Workers' National Committee and by our Guild branches. The worst features of the scheme are the 7s. 6d. weekly pension to the soldier's widow—a sum on which no woman can be expected to live—and the fact that the police have been given the power of supervision over the wives, widows, and dependents of those of our men fighting at the front.

Naturally, this police "surveillance" has called forth indignant protests from all quarters, and at the two Guild sectional conferences just held in Manchester and London, the voting on an emergency resolution dealing with this matter was instant and unanimous, again showing that the Guild is, as ever, fully alive to the interests which touch most closely upon the rights of citizens, both men and women.

In their attitude towards these important questions, guildswomen have again proved the value of the self-imposed education in social economics which they have undertaken during the last thirty years, and it is this ready power of expressing opinions on the vital matters of everyday life, as they concern the women of the nation, which is such a valuable asset to the co-operative movement as a whole.

If, as was stated at the Manchester Conference, it is necessary to place the wives and mothers of our men at the front under police supervision; it is also necessary to place the wives of officers and others under the same supervision. But so unjust and unfair does the order seem, that one cannot really believe it will be carried out. Instead of carping in this way, would it not be more useful to start "Working Women's Clubs"? Could not some of our co-operative rooms be used for this purpose, where the women could meet and have the newspapers read to them? And those connected with relief work know what a blessing ink and paper would be to many of these women; while someone who could volunteer to write a letter would be a veritable godsend

The resolution of protest sent out by the Central Committee of our Women's Guild reads as follows:—

The Central Committee of the Women's Co-operative Guild, representing 32,000 co-operative women, protests against the new War Office order providing for the withholding of separation allowances to the "unworthy," and giving the police power to investigate cases and "try to check misconduct before it reaches a point at which it may become subject to official notice."

We consider such differentiation between sexes and classes as is entailed in such an order utterly out of place in a democratic country, and that to place such power in the hands of the police is an intolerable interference with the freedom of individual action.

We ask that this tyrannical order may be withdrawn immediately; that any measures taken to ensure proper behaviour should be of general application (such as the early closing of public-houses), or should be in the nature of counter-attractions; and we affirm that a woman's right to her separation allowance should be no more connected with what the police may consider "worthy" conduct than a man's right to his wages.

Reynold's Newspaper,
December 6th. 1914.

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SOLDIERS' WIVES.

Protest at Tactless Regulations by War Office.

POLICE SURVEILLANCE.

[Special to "Reynold's."]

Great disappointment prevails everywhere, but more especially amongst representative people in the Labour movement, at the issue this week-end of the revised circular by the Home Office relating to the duties of the police towards the wives and families of soldiers. The question, it will not readily be forgotten, was raised in the House of Commons when the first circular was issued, and a storm of protest took place. It seemed clear from that extraordinary document that the police were to have the duty of spying upon the dependents of soldiers, and that upon their reports was to depend the continuance of the allowance. The Government explained that their intention was really to help the women concerned, and as the language of the circular had given rise to misapprehension it was withdrawn for amendment. The amended circular was issued on Friday afternoon, and those who expected the Government to take the opportunity of rectifying a blunder are disappointed at the result.

What is the present situation under the amended order? The War Office is to give to the local police all over the country names and addresses, and all particulars of the wives and dependents of soldiers. These are to be supplied through the Army Paymaster's Department. They are to be carefully card indexed, and the register is to be kept at the police station. What is the object of all this? The order directs that "When a woman is arrested for being drunk and incapable, drunk and disorderly, or drunk in charge of children, she will be detained at the police station until sober. If she is the wife of a soldier or sailor, the station officer will not proceed with the charge, but will appeal to her better nature, warn her of the serious consequences, including the loss of separation allowance that must ensue if she persists in such irregularity of conduct, and urge upon her to prove herself worthy of the husband who is away fighting for his country."

This seems not so bad on the face of it, but the objectionable thing is that the police are to be entrusted with a delicate task which is quite outside their normal work, and for which their regular duties unfit them. Granted that some women, in the absence of their husbands, and at a time of anxiety and also of excitement, may not behave so wisely as they should, is the policeman quite the right person to give her sympathy and friendly counsel?

A "Reynolds's" representative yesterday sought the opinions of representative people who are familiar with working-class conditions, and there was a singular uranimity of condemnation.

Mr. C. W. Bowerman, M.P., Secretary of the Parliamentary Committee of the Trade Union Congress, described the circular as "monstrous." "I do not think," he added, "that any man leaves his wife and his home thinking that she is going to sit there drinking. To the women it is a deliberate insult. I do not know who is responsible for suggesting this line of action or for drafting the regulations, but it is an astounding course to pursue. The general opinion of the public, quite apart from that of the soldiers' wives themselves, will be strongly opposed to it. It is a thousand pities the House is not sitting.

Dr. Marion Phillips, secretary of the Women's Labour League, was in favour of some action being taken. "I do not think," she said, "that any body of working people would object to the State giving special attention to these children whose fathers are away, with a view to ensuring that they get the full benefit of allowance, but I am convinced they would never agree that the police are the right authorities. If the War Office knew anything about it they would go to the Public Health Department or the education authority. That would subject the soldier's wife to no indignity, but would, in fact, be helpful to her. She is very lonely without her husband, and would in most cases welcome a capable woman who holds a responsible official position, to turn to for advice and sympathy. But just imagine her turning to the policeman?"

Mr. W. C. Anderson, Chairman of the Independent Labour party, took a similar view. "The separation allowances," he said, "are not so liberal that the average woman can afford to spend much time or money in the public house. "In so far as there is a problem, and the interests of the children have to be protected, there could be no worse method of dealing with it. The names of the wives and dependents are to be indexed in the police stations. The only other people so dealt with are criminals and ticket-of-leave men. Such a thing will be properly resented by every self-respecting woman in the country, and they will have the sympathy of all right-thinking civilians. I cannot imagine anything less calculated to promote recruiting. I recognise that these women are anxious, and that news comes from them to time which causes great jubilation. What they principally need is some social centre where they can meet one another. At present the public-house is the only place. If something can be done to establish social centres for them, that will be a move in the right direction."

Calling at the office of the Police and Prison Officers' Union, our representative was told that from the point of view of policemen themselves the policing was [illegible]

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Calling at the office of the Police and Prison Officers' Union, our representative was told that from the point of view of policemen themselves the scheme was very objectionable. The war has thrown an enormous amount of extra duties upon them without this. They feel themselves unfitted to "preach sermons" to women, and they apprehend that their best meant efforts are liable to be resented, not only by the women but by the soldiers upon their return.

Daily Citizen,
Dec: 8th. 1911.

WHEN POLICE CAN ENTER HOMES.

"SINISTER POWER IN THEIR HANDS."

"No police supervision" was the emphatic cry of the Workers' National Committee yesterday with regard to the action of the Home Office, inspired by the War Office, in giving power to chief constables of counties and towns to index, supervise, and generally get policemen to play the "heavy father" to all the wives of soldiers and sailors on active service. There are at present 750,000 wives and dependents receiving separation allowances, and in each police district they are to be subject to the invidious attentions of uniformed officers. "A gratuitous insult to all British women," is the description of this treatment embodied in a strong resolution passed by the Workers' Committee, as follows:—

This committee learns with profound astonishment and resentment that the Home Office, at the instigation of the War Office, has re-issued the Order imposing upon the police the duty of supervising the conduct of wives of all soldiers and sailors. The committee reiterates its protest against this Order, and while admitting that certain changes have been made in the phrasing, claims that these alterations leave the Order still a document full of gratuitous insult to all British women and to every man fighting for the country. In addition, the Order holds the women of Great Britain up to the contempt of all other nations. The committee protests that an Order which makes it compulsory for the name of every soldier's and sailor's wife to be registered in a police office and gives the police the right of entry to the houses of these wives places a sinister power in their hands—a power which the Order leaves entirely without regulation. The committee further protests against the refusal of the Home Office and the War Office to receive a deputation, including representatives of the organised working women appointed by the Workers' National Committee to place before the authorities more reasonable and constitutional methods to deal with any difficulty likely to arise. The committee still press upon the departments concerned their right to be heard on this important matter, and personally to demand the withdrawal of this odious Order.

BECAUSE THEY WERE WOMEN

It may be recalled that the deputation referred to consisted of five Labour women (Miss Mary Macarthur, Miss Bondfield, Miss Susan Lawrence, Dr. M. Phillips, and Mrs. Gasson), and Messrs. A. Henderson, M.P., and W. Brace, M.P. On the day fixed for the reception of the deputation it was found that neither Mr. Henderson nor Mr. Brace could possibly be in London, and on that ground Mr. McKenna (Home Office) and Mr. Baker (War Office) refused to have anything at all to do with the remaining members, presumably because they were women.

Among the more objectionable features of the Supervision Order which has not been singled out for separate condemnation in the above resolution may be mentioned the ludicrous assumption of Messrs. Baker and McKenna that their action has been rendered necessary owing to the munificence of their separation allowances!

"The allowances granted to the wives and dependents of soldiers," observes the covering circular to chief constables, "are now on a more liberal scale than hitherto, and the result has been to put into the hands of many of them larger sums than they have ever previously enjoyed."

Then there is this unctuous paragraph: "The police selected for this duty will be able to warn them of the serious consequences which are certain to ensue from a course of misconduct, and persuade them by admonition and encouragement *to show themselves worthy* of the work which their husbands are doing in the cause of the country and *of the recognition of their necessities granted by the State.*"

Daily Citizen,
Dec: 11th. 1911.

INSULTED WIVES.

PROTESTS AGAINST POLICE ORDER.

Letters protesting against the police supervision of soldiers' wives continue to pour into the office of *The Daily Citizen.*

"I wonder what the officers of the British Army would say?" writes "One of the private's wives," from Leicestershire, "if such an insult had been offered to their wives and dependents. The wives of privates live as cleanly and honestly as the wives of the officers. They send their husbands and brothers to defend our country, and are rewarded with insults. How can the War Office expect men to join the Army in such circumstances?"

Mrs. Underdown, Plumstead, writes: "I always understood that an Englishman's home was his castle, but apparently a soldier's home is the Government's. What self-respecting man will leave his home and wife to the mercy of any policeman who is detailed to enter it?"

A soldier's wife now under police supervision, writing from Burton-on-Trent, says, "Can anyone think that after five months' absence from our husbands our hearts are so light that we shall behave as this order seems to imply. Surely, if our men can leave us and trust us it is a pity the Government can't."

Manchester Relief Committee passed a resolution yesterday afternoon protesting against police inquiries into the conduct of soldiers' wives as suggested by the Home Office Circular and others have reached us from the Mansfield and District Trades and Labour Council, the Radstock National Union of Railwaymen, and the Gorton branch of the Electrical Trades Union.

Daily Citizen,
December 12th. 1911.

POLICE & SOLDIERS' WIVES.

OFFICIAL EXPLANATION OF NEW ORDER.

There was an official "explanation" and form of apology last night for the order that placed the wives of sailors and soldiers under police surveillance.

It came in the following statement:—

"In view of prevalent misconceptions as to the purpose of the recent circular to the police authorities on the subject of those in receipt of separation allowances, the Army Council wish it to be understood that the action of the police is strictly limited to the cases of the few who, by excessive drinking or otherwise, have rendered themselves liable in the ordinary course to prosecution. No surveillance of soldiers' wives who have not thus brought themselves under the notice of the police is contemplated, and no lists are necessary.

"Apart from cases in which specific complaint has been made to the War Office, the intention is, in view of the special anxieties and temptation to which soldiers' wives are now exposed, to show special consideration to them, and to proceed, in the first instance, by way not of prosecution but of admonition and friendly warning."

All action such as the removal of the children to other homes or the transfer of the allowance to the management of a responsible person was reserved to the War Office.

The Times,
Dec: 11th. 1911.

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THE SOLDIER'S WIFE.

PROTEST AGAINST POLICE INSPECTION.

There are many signs that the Home Office, acting at the instigation of the War Office, have committed a grave error of judgment in persisting with the order which, in effect, places the wives of soldiers and sailors under police supervision. The *raison d'être* of the order is that there has lately been a noticeable increase of drinking among women. The fact is vouched for by dignitaries of the Church and by social workers of responsible position. But this does not seem to warrant a general order placing the wives of all the men of the new Armies on a police register.

Protests against such a system of police surveillance have been made from many parts of the country. The police themselves do not like it, because they realise that it is at once unpopular, irritating, and mischievous. Sir E. Henry, the Commissioner of the Metropolitan Police, as stated in *The Times* of December 9, has decided not to send the lists of soldiers' wives who are in receipt of allowances to the district police stations, and has simply given instructions as to how to deal in a kindly helpful way with women who misconduct themselves.

A modification of the plan seems to be indicated in the Army Council's letter to the Board of Education suggesting that local education authorities should keep an eye on the children of persons drawing Army separation allowances and report to the War Office any cases of neglect.

Miss Mary MacArthur, secretary of the Women Trade Union League, which has a membership of over 200,000 organised workers, expressed a very strong objection in conversation with a representative of *The Times*, to what she called the stigma cast on the wives of our defenders by suggesting that the police should be in possession of their names and addresses. "I saw a letter," she said, "from a soldier in which he declared that instead of defending his country's honour he ought to be at home protecting his wife's honour."

Miss MacArthur testified that there was great and growing indignation in Labour circles at the order. "I know," she continued, "that in certain circles there is great indignation among the soldiers' wives themselves. Some people seem to think that these women belong to a dissolute and drunken class. Nothing could be farther from the truth."

Miss MacArthur's practical suggestion was that the Health Authority, and not the police, should be responsible in the case of all unsatisfactory homes or neglected children. "For my part," she concluded, "I strongly object to its being considered more necessary for the police to pay attention to the homes, wives, and children of soldiers and sailors than to any other class of the community."

By a large majority the Manchester Relief Committee yesterday passed a strong protest against the Home Office circular, which was denounced as inquisitorial and insulting. The Chief Constable said that all the circular did was to advise the police to give the women a chance and assist them if they became intoxicated. So far from harassing anyone, the circular was one of the kindest documents he had ever seen from a Government department.

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Hull Daily Mail 11.12.14 Votes for women 11.12.14

THE HOME OFFICE AND SOLDIERS' WIVES.

***At a meeting of the Manchester Relief Committee, yesterday, a resolution was passed strongly protesting against the issue of the circular from the Home Office, suggesting inquiries by the police into the conduct of soldiers' wives. The circular was denounced as inquisitorial and an insult to women. The Chief Constable said all the circular did was to advise the police to give the women a chance and to assist them if they became intoxicated. So far from harassing anyone, the circular was one of the kindest documents he had ever seen from a Government Department.*—To-day's paper.**

There is evidently a distressing difference of opinion in regard to the action of the Home Office and the wives of soldiers at the Front. Many newspapers have constituted themselves the champions of the women and their husbands, denounced the authorities as senseless and brutal, and charged the Government with insulting the suffering wives of gallant men. That is one side of the question, and it seems impossible to do otherwise than admit that the Government has acted with singular shortsightedness. But, on the other hand, we have the Chief Constable of Manchester describing the circular as one of the kindest documents he had ever seen from a Government Department, and saying that all it did was to advise the police to give the women a chance, and to assist them if they became intoxicated. The real error seems to have crept in by making the police the helpers, but the Home Office is in a good deal of a difficulty. There are police everywhere, and there is no other department equally ubiquitous. Police surveillance stinks in the nostrils of decent people, and as, after all, it is only a very small percentage of the wives of the men at the Front who require even a mild degree of supervision, it is easy to see how galling it must be to the rest of the women who are keeping the home together whilst their men are at the Front.

The simple, unhesitating patriotism of these men, who, in addition to risking their lives, make big pecuniary sacrifices for their country, has been a revelation to their fellow-countrymen. They have every possible claim on the gratitude and support of the people at large, and it would be nothing short of an egregious blunder, amounting to almost a calamity, if they or their families got the idea that they were being treated in an unworthy way. Sir E. Henry, the Commissioner of the Metropolitan Police, has, so far as his important district is concerned, taken the bull by the horns, and has decided not to send the lists of soldiers' wives who are in receipt of allowances to the district police stations, and has simply given instructions as to how to deal in a kindly helpful way with women who misconduct themselves. This action of a responsible official seems conclusively to prove that the circular was not fully considered before issue. Another point which may throw more light on the matter is a statement by Miss Mary McArthur, secretary of the Women's Trade Union League. She said:—"Some people seem to think that these women belong to a dissolute and drunken class. Nothing could be farther from the truth." At a period when few enlisted except those who could not get work, the morale of the soldier was not what it is to-day, when a great citizen army is enrolled. A teetotal army at the Front does not leave an army of drunken wives behind. The apparent reason for the circular is an alleged increase in drinking amongst women. This is very largely imaginary, and the remedy is exactly the same as that provided by the Soldiers' Institute in the Beverley-road.

The Tipperary League Social Clubs, which were once more advocated by Lady Jellicoe last evening, at a meeting in London, seek to provide a remedy. If in Hull there was a large hall in the centre of the city where wives of soldiers and sailors could see the papers, rest, have light refreshments, and enjoy the opportunity of conversation with one another, it would be an inestimable boon. This is pre-eminently a women's question, and if any supervision is needed it would come much more acceptably from other women, not necessarily women of the upper classes, than from the best-intentioned policemen.

There is another grievance which has found voice in our correspondence columns, and that is the question of free passes home for Christmas. Our soldiers in France travel free, but they have had to pay their fare home, whilst within the limits of the United Kingdom the stationing of men far from their homes, such as Scottish troops in Bedford, and Hull men at Newcastle, leave has been rendered nugatory because it has been accompanied with prohibitive railway fares. It is now stated, however, that all men allowed Christmas leave will be able to obtain free passes enabling them to travel home and back to the training centre. This is as it should be, but why in the name of Red Tape cannot such simple matters be made clear from the first, and not require an "agitation" to bring about? The British soldier is a fine fellow, and he and his wife and children deserve all the consideration we can afford them at these trying times.

The Workers' National Committee have passed a strong resolution condemning the circular issued by the War Office and Home Office for the supervision of soldiers' wives, and also protesting against the refusal of these two departments to receive a deputation on the subject from the Committee, which would have included women like Miss Susan Lawrence and Miss Mary Macarthur.

The Morning Post, Dec. 11th. 1914.

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SOLDIERS' WIVES.

In that once-powerful Empire of China, now the helpless prey of all nations, the practice of war is considered a degradation, and soldiers are looked upon in China as pariahs and outcasts. The result is two great evils: one that China is helpless to defend herself, and the other that such soldiers as she possesses are often hated by and hostile to the rest of the population. There has always been in this country a certain party which takes the same attitude towards the soldier, and if it had been allowed its way we should now be as helpless to defend our honour and interests as the unfortunate Celestial Empire. As it is, the evil of this point of view is known to those who are familiar with our Army. There is a certain latent jealousy on the subject which, if aggravated by any untoward incident, might have most pernicious results. For our part, we regard the Army and the Navy as, upon the whole, the best part of our population. They have their generous failings, officially described as "crime": months of good conduct are sometimes marred by a reckless midnight orgy, in which good spirits and bad drink combined produce shocking results; but they are singularly free from those meaner vices of avarice, cowardice, hard-heartedness, and dishonesty. In the same way, the wives of our soldiers and sailors are too much looked upon as a class apart by a section of the public. One reason is that soldiers' wives if they are on the strength live like the soldiers, a life separate from and unknown to the civil population. They are segregated in barracks and form a society of their own. Those who know them know that they have certain generous virtues more largely developed than is often to be found elsewhere. They are simple, generous, brave, devoted; but as a soldier's life is more elemental than the civilian's, and more subject to the terrible vicissitudes of war, soldiers' wives have also sometimes certain failings—which we might sum up in the word recklessness. Those weaker vessels among them who are suddenly bereft of their husbands, and whose lives are made at one stroke a sorrow and a blank, are sometimes given to drowning their troubles in a manner which among superficial people might bring their class into disrepute. It is unfortunately true also that those who are married off the strength have in the past been so scantily provided with money—through no fault of their husbands—that they have sometimes found it difficult to live in what is called a respectable way.

Now this great war, which is working so many social revolutions, good and bad, has had the effect of depriving a very large number of soldiers' wives of their natural stay and support—their husbands—and of suddenly throwing them upon their own resources. This stroke of ill-fortune has been aggravated in a good many cases by the maladroit administration of pay and allowances, due to the lack of national preparation for this great emergency. Soldiers' wives left without their husbands, and frequently ejected from their barrack quarters to make room for new regiments, have in the great majority of cases turned to their sad and widowed life with admirable stoicism and fortitude. But there has been a minority of cases—in the aggregate no doubt considerable, but in proportion small—which has relapsed upon a reckless way of life. It is unfortunately true that when a woman takes to drink her more delicate nervous system leaves her with less power of resistance and recovery than a man. The result is a difficult problem which ought to have been handled with quite peculiar delicacy and sympathy, because (1) of the abnormal position of these poor people, and (2) on account of the sensitiveness to civilian criticism which is too well justified by long years of misunderstanding and prejudice on the part of the civilian population. We are always hearing that it is a very fortunate thing that the present Government was in office when this country went to war. However that may be, it is one of the minor attendant misfortunes that the Radical Party has for years been associated with an attitude of hostility to the Army. Since the war the Government had done its best in several ways to redeem itself from this most unfortunate position. "The Army versus the People" cry has been put away, we trust for ever, in the dusty cupboard of disused political bogeys, and long-standing grievances in the way of allowances and pay have been substantially reformed. But, unfortunately, some amount of prejudice seems still to be blinding the vision of one or two Ministers. The HOME SECRETARY, in particular, is not distinguished by his lightness of touch in any department of his work, and he has succeeded more by lack of tact and sense than by any want of good intention in "putting up the backs" of a large number of people—particularly soldiers and their wives. At the same time, in fairness, we would add that a great deal of harm has been done by sensational misrepresentations as to the intention and effect of the order which has aroused so much controversy.

This war has bereft the population of a good many of its liberties—such liberties as were left to us by a long course of so-called "social legislation" in time of peace. The majority of the public are content to put up with these deprivations of liberty on the ground that after all their own Government, however inquisitorial, is less to be dreaded than the heavy hand of a VON DER GOLTZ. But what would make these minor deprivations more bearable are a certain tact and good sense which, it must be said, have not always been conspicuous. And so in the case of soldiers' wives. If a certain civic guardianship had been in a minority of cases, necessary, a Government which understood the soldier and the soldier's wife would have proceeded with more delicacy and circumspection. It would have proceeded in harmony with the regimental organisations and would in particular have been careful to sound the feelings of the rank and file of the Army itself. As a matter of fact, we understand that as a result of the Order a deputation of non-commissioned officers visited headquarters at Aldershot, and when the intention and effect of the measure were explained their outraged sense of self-respect was considerably mollified. It is a very great mistake for statesmen to ignore or underrate the human feeling of prejudice. The Unionist Party long suffered from the effects of neglecting human prejudice in the matter of Chinese labour. In the same way there is a prejudice—and in some respects a very healthy prejudice—against anything in the nature of police supervision. Therefore when such measures are taken, it should be made abundantly clear at the outset that they are for exceptional cases. The suspicion of a measure of general police supervision over the whole class of soldiers' wives has given rise to a very natural and, in some respects, justifiable agitation which, we may hope, has already had the desired effect. The policeman is usually an honest and kind-hearted fellow; but most of us would not, without very good reason indeed, entrust him with a sort of family latch-key. It is the suspicion of a measure of universal supervision that has raised this storm, and we are glad that steps have already been taken to prove it unfounded. We note that Socialists like Mr. HYNDMAN, who in theory would have everyone under the absolute control of the State, are the most energetic agitators on this subject, which shows how deeply individualism is engrained in the British character. At the same time we would drop a word of warning in season to the publican. Unless he is more careful as to the sale of drink he may find that some of his remaining rights as a tradesman will altogether disappear

The Gentlewoman,
December 12th. 1914.

The Gentlewoman's Opinion :—

On "The Persecution of the Soldier's Wife."

MR. REGINALD M'KENNA has added another to the list of blunders with which his name has become unenviably associated since he has been Home Secretary. His last mistake is a particularly obnoxious one and is calculated to inflict upon the wives of those who are fighting and dying for us at the Front a species of indignity which will render their lives almost intolerable. An order has been issued by the Home Office to local police officers throughout the country. instructing them to keep an index card of all wives and dependents of soldiers in receipt of separation allowance and these poor women are to be publicly visited by a policeman in uniform and warned that, if they squander their allowance in a manner not in accordance with some sort of official decorum, the sum they receive from the nation will be stopped immediately. This most objectionable form of censorship unquestionably implies that the wives of our fighting men are all tarred with the same brush and that they are likely to spend their allowances in undesirable ways which will become a scandal to the community in which they live. A more flagrant insult to the women of England has never been conceived.

I do not for a moment deny that there have been obscure cases in towns and villages where women of lax habits have been tempted to spend money in drink, but the evidence which has been forthcoming from police authorities all over the country tends to prove that these are rare exceptions indeed, and that the bulk of our soldiers' and sailors' wives are respectable women who, during a time of great trial, are doing their best to make both ends meet and are exercising the most rigid economy while their breadwinner is at the Front. If the same regulations were applied to men, the homes in every town and village in the kingdom where a small percentage of drunkenness existed, would logically have to be visited by a police officer who would inquire how each man spent his wages. Because it must be remembered that the allowances which are made to soldiers' wives represent wages earned legitimately in the service of the country, and the Government has no more right to dictate as to how that money shall be spent than that Mr. Lloyd George, or any other Minister, should be asked how he spends his £5,000 a year.

The Home Secretary seems to be personally ignorant of the fact that the classes from which our fighting men are now drawn are totally different from that comparatively small section of the community which used to supply our soldiers when our Army was on a peace footing. Scores of thousands of men earning good salaries and occupying onerous positions in the commercial life of the country have given up their posts in order to demonstrate their patriotism. Not only so, but sons of great families who have chafed at the delay in obtaining a commission have gone into the ranks. Wives of these men are to be found in comfortable villas in the suburbs of all towns and some in large mansions. These are not to be exempt from the hateful index. What must be the feelings of the man in the trench who is undergoing the most frightful hardship and the most deadly peril, when he hears that the loved one whom he has left behind, because a few women misbehave themselves, is to be subjected to a system of police espionage which must make her position in the social life of the community in which she lives a by-word and a scorn? One can conceive of no greater retarding influence on recruiting than this egregious piece of folly, and unless the order is promptly withdrawn Lord Kitchener will find that the respectable men of the country (and we are to assume that they constitute by far the large majority) will refuse to enlist. What our grandmotherly Home Secretary must get rid of is the idea that the Army Council grants are charitable donations. They are nothing of the kind. They are the

Morning Post,
December 11th. 1914.

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SOLDIERS' WIVES AND POLICE INQUISITORS.

TO THE EDITOR OF THE MORNING POST.

SIR,—There is an almost universal opinion that the House of Commons, now a paid assembly, has done itself no credit by taking another long holiday at this critical juncture in the affairs of the nation. It is true that the overwhelming majority of the people is in favour of fighting this great war to a finish, and deprecates any action which may interfere with the successful conduct of our great campaign by land and by sea. But nobody would, I think, contend that, had it been known we were entering upon the most tremendous war in all history, the present Cabinet would have been selected as the most capable body of men in this island to manage our affairs. Yet with Parliament prorogued, and an agreement come to between the two largest political parties, there is no power of effective criticism except through the Press. And even the immediate value of such criticism depends upon whether it is taken up and supported by the public at large.

Several things are being done at the present moment which, if Parliament were sitting, would inevitably become the subject of acrimonious discussion. But not one of them is more serious than the order issued by the Home Office putting the wives of our soldiers engaged at the Front under the control of the police. I am myself a member of the National Workers' Committee, which represents not fewer than 4,500,000 organised workers, most of them heads of families. There is absolute unanimity on that committee as to the nature of this order. It is regarded as a deliberate insult to the whole of the working class of this country. Wherever I go I hear the measure denounced from all sides. It gives the police, in effect, unlimited authority to spy into and control the homes of soldiers' wives: to caution, to superintend, to supervise, to correct their habits, and to censure their morals. All this virtually without appeal.

Why has this monstrous enactment been formulated by Mr. McKenna? Because an insignificant minority of women, having been paid their money at first in a lump instead of weekly, regarded the receipt of this considerable amount (for them) as an occasion for drinking more than was good for them. I say "an insignificant minority," because I am informed by those who have looked into the matter and are in a position to know, that the number of those who have thus misconducted themselves is not more than between one and two per cent. of the whole. Is that sufficient reason for giving power to the police to interfere in all the households of men fighting at the Front? Most emphatically not.

If, after public argument in the House of Commons, it had been decided that some such supervision in certain cases was desirable or necessary, even then the police were the very worst possible people to entrust with such arbitrary power of interference. As has been pointed out, this power, if to be exercised at all, should be entrusted to women holding such an official position that they could be held responsible for what they might say and do. However handled it calls for great tact and delicacy on the part of the persons told off for this ungrateful duty. It is no reflection upon the police as men to say that they could not perform their task without giving grievous offence.

It is sometimes brought up as a reproach against Social Democrats that we preach the class war. Say that we do from the economic side, have we ever proposed anything nearly so offensive against rich women as this measure of Mr. McKenna's against poor women whose husbands are risking their lives for the country? I say most emphatically we never have. I hope that the *Morning Post*, as one of the very few independent journals left in our caucus-ridden nation, will take this matter up and will help to force the Government to withdraw this order without loss of time.—Yours, &c.,

H. M. HYNDMAN.

9, Queen Anne's-gate, Dec. 10.

PUBLIC PROTESTS.

At a meeting of the Manchester Relief Committee yesterday a resolution was proposed strongly protesting against the issue of the circular from the Home Office suggesting inquiries by the police into the conduct of women whose husbands are soldiers on active service. The circular was denounced as inquisitorial and an insult to the women. The Chief Constable said that all the circular did was to advise the police to give the women a chance and assist them if they became intoxicated. So far from harassing anyone the circular was one of the kindest documents he had ever seen from a Government Department. The resolution was carried by a large majority.

The Women's Local Government Society has sent to the Prime Minister, Earl Kitchener, and the Home Secretary a letter of protest against the circular. One passage of the communication says: "The indignation so widely felt at the Departmental proposals seems to indicate that they would check recruiting; and, in fact, most men would be loth to subject their wives

are likely to spend their allowances in undesirable ways which will become a scandal to the community in which they live. A more flagrant insult to the women of England has never been conceived.

I do not for a moment deny that there have been obscure cases in towns and villages where women of lax habits have been tempted to spend money in drink, but the evidence which has been forthcoming from police authorities all over the country tends to prove that these are rare exceptions indeed, and that the bulk of our soldiers' and sailors' wives are respectable women who, during a time of great trial, are doing their best to make both ends meet and are exercising the most rigid economy while their breadwinner is at the Front. If the same regulations were applied to men, the homes in every town and village in the kingdom where a small percentage of drunkenness existed, would logically have to be visited by a police officer who would inquire how each man spent his wages. Because it must be remembered that the allowances which are made to soldiers' wives represent wages earned legitimately in the service of the country, and the Government has no more right to dictate as to how that money shall be spent than that Mr. Lloyd George, or any other Minister, should be asked how he spends his £5,000 a year.

The Home Secretary seems to be personally ignorant of the fact that the classes from which our fighting men are now drawn are totally different from that comparatively small section of the community which used to supply our soldiers when our Army was on a peace footing. Scores of thousands of men earning good salaries and occupying onerous positions in the commercial life of the country have given up their posts in order to demonstrate their patriotism. Not only so, but sons of great families who have chafed at the delay in obtaining a commission have gone into the ranks. Wives of these men are to be found in comfortable villas in the suburbs of all towns and some in large mansions. These are not to be exempt from the hateful index. What must be the feelings of the man in the trench who is undergoing the most frightful hardship and the most deadly peril, when he hears that the loved one whom he has left behind, because a few women misbehave themselves, is to be subjected to a system of police espionage which must make her position in the social life of the community in which she lives a by-word and a scorn? One can conceive of no greater retarding influence on recruiting than this egregious piece of folly, and unless the order is promptly withdrawn Lord Kitchener will find that the respectable men of the country (and we are to assume that they constitute by far the large majority) will refuse to enlist. What our grandmotherly Home Secretary must get rid of is the idea that the Army Council grants are charitable donations. They are nothing of the kind. They are the just property of the persons who receive them and any investigation into the manner in which they are expended constitutes an interference with the liberty of the subject which is intolerable in a free country.

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Western Mercury. 12.12.14 Weekly Dispatch 13.12.14

The Admiralty's Thanks.

The Admiralty has undoubtedly acted wisely in deciding on a series of meetings at which Dr. Macnamara and others will convey to the workmen engaged upon ships and the manufacture of armaments the gratitude of the Government. Something of the sort has been urged by trade union leaders for some time as an excellent way of promoting good feeling among men whose service to the Empire is no less important, if less spectacular, than that of the men in the trenches and in the North Sea.

A less pleasant incident is the renewed expression in labour circles of what is clearly a growing indignation at the order placing the wives of soldiers and sailors under police supervision. In the last few days, I learn, several resolutions have been addressed to the Home Office, from all parts of the country, including one from the Manchester Relief Committee, which denounces the new order as "inquisitorial and insulting."

The principal objection appears to be to the choice of the police for the work of supervision, and Miss MacArthur has suggested the substitution of the Health Authority. But many of the resolutions object to any supervision at all.

SOLDIERS' WIVES AND THEIR HONOUR.

New Explanation of the War Office Action.

SEQUEL TO MANY PROTESTS

The Press Bureau has now issued the following official statement explaining the intentions of the authorities in regard to soldiers' wives:—

In view of prevalent misconceptions as to the purpose of the recent circular to the police authorities on the subject of those in receipt of separation allowances the Army Council wish it to be understood that the action of the police is strictly limited to the cases of the few who by excessive drinking or otherwise have rendered themselves liable in the ordinary course to prosecution. No surveillance of soldiers' wives who have not thus brought themselves under the notice of the police is contemplated and no lists are necessary. Apart from cases in which specific complaint has been made to the War Office, the intention is, in view of the special anxieties and temptations to which soldiers' wives are now exposed, to show special consideration to them, and to proceed in the first instance by way not of prosecution but of admonition and friendly warning. All action such as the removal of the children to other homes or the transfer of the allowance to the management of a responsible person was reserved to the War Office.

Sir E. Henry's Plan.

According to the plan adopted by Sir E. Henry for London any woman—not a soldier's wife only—who is arrested for being drunk is to be detained at the police station until sober. If then it turns out that she is the wife of a soldier or sailor the station officer will not proceed with the charge, but will appeal to her better nature, warn her of the risk she runs of losing her separation allowance, and then send her home, a record being kept of the admonition. This discrimination is thought to be all in favour of the soldier's wife; Sir E. Henry's circular does not state that any other woman is to be immune from the ordinary process of law after arrest.

This explanation follows upon *The Weekly Dispatch* campaign against the original Home Office circular to the police, which certainly caused the "misconception" which the latest official statement removes. This circular, suggesting as it did a nauseous general police surveillance of all wives of soldiers and sailors, gave rise to strong protests from many important bodies, including the War Emergency Workers' National Committee, which represents the whole of the trade unions, and condemned the Home Office circular to the police as "a document full of gratuitous insult to all British women and to every man fighting for his country." Miss Mary MacArthur, secretary of the Women's Trade Union League, representing over 200,000 workers, the Manchester Relief Committee, the Women's Local Government Society, and Mr. H. M. Hyndman all denounced the circular, and the official attitude and intentions, as now explained, will be generally welcomed.

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Manchester Guardian 14.12.14

Soldiers' Wives.

It is not very hard to see how the War Office circular to the police, which has roused so much anger, came to be written. And if one sees this, one will be half-way to forgiving whoever drew up the circular, though the circular itself will not do at all. It was clearly drawn up, in all good faith and with the best intentions, by someone who had in mind the soldier's wife as she exists in barrack. It is not that she is any less respectable there than she is outside. But in barrack she is part of a community the whole of which is under a stricter and a more inquiring discipline than would be borne in civil life. All the inmates of a barrack, married quarters and unmarried quarters alike, are members of a kind of huge family patriarchally and strictly governed. A soldier's child obeys orders as no civilian's child obeys them—the obeying of orders is in the barrack air. The wife of a soldier "on the strength" puts up with a kind of imperative beneficence which few civilian matrons would stand, for it is also in the barrack air that everyone must be looked after for his or her good. Obviously, this kind of world, the pre-war barrack world, and nothing else, was before the mind of the man who drew up the War Office circular to the police. To him the whole thing was simple. If a soldier's wife was not steady, she must be kept from spending at the canteen. And what more simple than to ask the police, who were more in the way of knowing than anybody else, to send word of any case in which things were going wrong? No sooner said than done. Round goes the circular.

Of course it was a mistake. Of course you cannot transfer to the world of ordinary civil life the rigid regulations, the definite traditions, and the ingrained instincts of submission that have a proper place in the artificial community in barrack. Of course the new soldiers—who are more like the soldiers of the French revolutionary armies than the soldiers of the old Regular Army—were sure to resent the proposed police surveillance of their wives. Of course the police would dislike the job, though, equally of course, they would try to do it carefully and kindly; and of course the circular has been condemned by newspapers of all parties, relief committees, and everybody who knows all the circumstances to be dealt with. And yet we are a little sorry that the man who made this unlucky shot should be fallen upon with quite so much fury as has been his fate. He or they, if there are more than one of them, are condemned in the press as if they were experienced civil administrators who had sinned against the light and made an inquisitorial, undemocratic, and inhuman proposal out of the sheer perversity of their hearts. But do let us all remember, and go on remembering, that we are a body of friends confronting together a very difficult emergency, and that many of us, including probably the author of this unlucky circular, are trying our best to do jobs for which we were not trained. One practises some charity towards the efforts of amateurs to put out a fire, or of landsmen to man a ship's boat in time of need. We might as well practise as much towards the honest effort of some well-meaning military man of the pre-war days to deal with the domestic economy of a new, enormous army of a kind foreign to his whole experience. Of course the circular must go. Indeed, it is as good as gone already, in all but form. For on Friday night the War Office published through the Press Bureau a notice that the circular was to be taken as meaning about a tenth of what it had said. We do not see why the War Office should not have simply said, as it were, "Sorry, our mistake," and trusted to the good nature and good sense of the public to take the frank admission of error well. But do not let us grow angry about that either. The habit, in Government departments, of never saying that they have made a slip, but always that they have been "misconceived," is so deep-seated that even the greatest of emergencies cannot reasonably be expected to uproot it. All we need ask for is that none of the soldiers' wives be put under any sort of police surveillance from which the wives of general officers and of Cabinet Ministers are exempt. It would be fussy to ask that the circular be burnt by the public hangman in front of the Royal Exchange, as some of its critics would seem to wish. Better let it moulder, if the authorities cannot make up their minds at once to its withdrawal, like some of the sage enactments, still unrepealed, under which we might all be whipped through our parishes at the cart's tail for various inconsiderable offences.

Of course there was a reason for the mistake. It had become known that a few soldiers' wives, who had less to do through the war and more to spend—by no means the usual lot of the absent soldier's wife,—had taken to hard drinking. The Army Council, feeling as if dipsomania had broken out in Wellington Barracks, thought itself bound to do something. As a matter of fact it was bound to do nothing. Any special drunkenness of the kind, so far as it is an offence against law, is seen to by the law. So far as it is not an offence against law, but against morals only, it is a matter for moral suasion only, and Government departments, especially when they are overworked already at their proper business, are no good at moral suasion in the home. No doubt the War Office wanted to help those few husbands who, having dissipated or weak wives, wish some restraint to be placed on them, short of arrest—such restraint, in fact, as might be exercised in barrack. But it is now clear that for every husband who wishes this there are a thousand husbands who feel that the circular is a slur on their wives and resent it. No doubt, too, the War Office relied upon the police to do the proposed work of surveillance in a friendly, unofficious, neighbourly way. They had good reason to do so, but so far as such work can be done inoffensively the police will certainly do it without any official circular to order them. Policemen, of all ranks, are not machines; they know at least as well as anybody else that these special cases of drunkenness call for special forbearance and consideration, and anybody who knows the spirit in which the police, as a body, do their work will feel pretty sure that they will do, anyhow, anything that can be done by a friendly word to help a neighbour, man or woman, who is led by trouble to do something foolish. It is true

imperative beneficence which few civilian matrons would stand, for it is also in the barrack air that everyone must be looked after for his or her good. Obviously, this kind of world, the pre-war barrack world, and nothing else, was before the mind of the man who drew up the War Office circular to the police. To him the whole thing was simple. If a soldier's wife was not steady, she must be kept from spending at the canteen. And what more simple than to ask the police, who were more in the way of knowing than anybody else, to send word of any case in which things were going wrong? No sooner said than done. Round goes the circular.

Of course it was a mistake. Of course you cannot transfer to the world of ordinary civil life the rigid regulations, the definite traditions, and the ingrained instincts of submission that have a proper place in the artificial community in barrack. Of course the new soldiers—who are more like the soldiers of the French revolutionary armies than the soldiers of the old Regular Army—were sure to resent the proposed police surveillance of their wives. Of course the police would dislike the job, though, equally of course, they would try to do it carefully and kindly; and of course the circular has been condemned by newspapers of all parties, relief committees, and everybody who knows all the circumstances to be dealt with. And yet we are a little sorry that the man who made this unlucky shot should be fallen upon with quite so much fury as has been his fate. He or they, if there are more than one of them, are condemned in the press as if they were experienced civil administrators who had sinned against the light and made an inquisitorial, undemocratic, and inhuman proposal out of the sheer perversity of their hearts. But do let us all remember, and go on remembering, that we are a body of friends confronting together a very difficult emergency, and that many of us, including probably the author of this unlucky circular, are trying our best to do jobs for which we [illegible] misconceived, is so deep-seated that even the greatest of emergencies cannot reasonably be expected to uproot it. All we need ask for is that none of the soldiers' wives be put under any sort of police surveillance from which the wives of general officers and of Cabinet Ministers are exempt. It would be fussy to ask that the circular be burnt by the public hangman in front of the Royal Exchange, as some of its critics would seem to wish. Better let it moulder, if the authorities cannot make up their minds at once to its withdrawal, like some of the sage enactments, still unrepealed, under which we might all be whipped through our parishes at the cart's tail for various inconsiderable offences.

Of course there was a reason for the mistake. It had become known that a few soldiers' wives, who had less to do through the war and more to spend—by no means the usual lot of the absent soldier's wife,—had taken to hard drinking. The Army Council, feeling as if dipsomania had broken out in Wellington Barracks, thought itself bound to do something. As a matter of fact it was bound to do nothing. Any special drunkenness of the kind, so far as it is an offence against law, is seen to by the law. So far as it is not an offence against law, but against morals only, it is a matter for moral suasion only, and Government departments, especially when they are overworked already at their proper business, are no good at moral suasion in the home. No doubt the War Office wanted to help those few husbands who, having dissipated or weak wives, wish some restraint to be placed on them, short of arrest—such restraint, in fact, as might be exercised in barrack. But it is now clear that for every husband who wishes this there are a thousand husbands who feel that the circular is a slur on their wives and resent it. No doubt, too, the War Office relied upon the police to do the proposed work of surveillance in a friendly, unofficious, neighbourly way. They had good reason to do so, but so far as such work can be done inoffensively the police will certainly do it without any official circular to order them. Policemen, of all ranks, are not machines; they know at least as well as anybody else that these special cases of drunkenness call for special forbearance and consideration, and anybody who knows the spirit in which the police, as a body, do their work will feel pretty sure that they will do, anyhow, anything that can be done by a friendly word to help a neighbour, man or woman, who is led by trouble to do something foolish. It is true that in time of war one must submit cheerfully to the rigid regulation of many things which it would be unbearable to have thus regulated always. But rigidity is not a thing to be desired for its own sake; it is only a sometimes necessary evil. Where it is not necessary it should be avoided, as unnecessary exposure to shell-fire should. But these are all points on which amicable agreement is, surely, attainable almost in a moment. We shall do nobody any good, except the Germans, if we all follow the examples of Mr. Blatchford and Lord Northcliffe and Mr. Bernard Shaw and devote ourselves to establishing rhetorically the wickedness or stupidity of some group or other of Englishmen whom we do not like or do not understand. That is the Kaiser's work, not anybody's here. Let us all assume, in perfect good temper, that the circular is dead and that somebody who made a pardonable slip in doing a novel task quite sees the point now.

Cotton Factory Times.
December 18th. 1914.

POLICE, SOLDIERS' WIVES, AND SWEATERS.

An example of the widely different views which it is possible to take of a given circumstance was afforded by the proceedings at the meeting of the Manchester Relief Committee, when the War Office order relating to police supervision of soldiers' and sailors' wives was under discussion. The circular, which the Chief Constable described as of a most kindly nature, was condemned by Councillor Margaret Ashton as unseemly and infamous, by Alderman Holt as abominable, and by Councillor Tom Fox as an insult to the men in the trenches. How possibly can the same thing be good and bad at the same time? Doubtless all the speakers were equally in earnest, and it may be taken for granted that neither the War Office nor the Home Office had any deliberate intention of rasping anybody's feelings in doing what they did. How, then, could the circular be construed so differently? The explanation lies in the official lack of understanding and sympathy, in the failure to realise that the country's fighting men and their womenkind have like passions and feelings with the Olympian heads of the Departments which control them.

A simple test may be applied to ascertain the proper or improper character of the offending circular, and it is this: Were the police asked or expected to spy upon officers' wives as well as upon those of ordinary soldiers and sailors? Of course, they were not, and why? Because that would have been an unheard-of outrage upon both the absent officers and their spouses. Society would have been dreadfully shocked at the mere suggestion of so grave an insult. Exactly; and that is just the case of the equally deserving rank and file. If the same "discreet and tactful action" which was called for on the part of the police had been manifested by the Army Council in the first instance, they would have saved themselves the commission of an egregious blunder. The many indignant protests have borne fruit. The action of the police is now "strictly limited to the cases of the few who by excessive drinking have rendered themselves liable, in the ordinary course, to prosecution," no general surveillance is contemplated, and no lists are considered necessary. In other words, the police are to carry out their usual duties, and nothing else. That may be taken as tantamount to a withdrawal of an order that ought never to have been issued. The soldier's wife may retort to the military authorities: "Perhaps it was well to dissemble your love, But why did you kick me downstairs?"

If the Army Council had any surplus energy to dispose of, it would have been far better applied to the prevention of sweating than in reflecting, however distantly, on a class of women who are entitled to everybody's sympathy. Parliament is committed to a Fair Contracts Resolution, and has passed a Trade Boards Act expressly aimed against the sweater, yet he is being allowed to thrive on War Office and Admiralty contracts almost under the Government's nose. The Workers' National Committee reports that it has received numerous complaints with regard to conditions of labour in connection with war contracts which are now offering so freely. A number of properly authenticated instances are quoted, and the authorities will be looked to for stern redress. A London West End firm is having sailors' flannel shirts made for 2s. 6d. per dozen, the worker finding her own cotton. A provincial firm is paying 3s. 3d. per dozen for Army shirts, whilst other firms in the same town are paying 4s. 6d. For the making of soldiers' beds the remuneration in one case is 1d. each, which enables a woman, after a long day's work, to earn the handsome sum of one shilling. A neighbouring firm pay 4½d. per bed, less cotton, the cost of which is reckoned at 1½d. per bed. That is 3d. against 1d. in the other case. In another case 1s. 3d. per dozen is paid.

Workers making thread for the Government sometimes earn on piecework no more than 5½d. per day. Outworkers on bed cushions are receiving rates enabling them to earn a penny an hour, and one firm, situate in London, offers 4d. each for the making of coats. Complaint is also made that a large number of firms in the Yorkshire area are paying below the standard rates for the weaving of khaki cloth. Now the Government cannot be held directly responsible for this glaring exploitation of the labour of deserving workers, but it has a responsibility, nevertheless. The least it can do is to satisfy itself of the abuse, and put a firm stop to it. We have not heard of any order being sent out to Chief Constables and Education Committees to interest themselves in rooting out sweaters or in offering friendly warnings to scampers of war contracts. Why not? The Government has so far declined to publish the list of Army and Navy contractors, which would help in the detection of those who are profiting unduly out of the country's needs, and helping its enemies. These it is who ought to be harried, and not soldiers' wives. The appointment of Sir George Gibb on the Army Council to supervise contracts is a step in the right direction. but what can one man do? As the Workers' National Committee points out, the only way to protect the workers and the public purse is to establish a powerful committee containing representatives of organised labour. And it must be [illegible]

[illegible] woman keep the whole [illegible]

661.

The Nation Dec 19/14. Licensing World Dec 19-14.

661/10

WOMEN AND MILITARY LAW.

To the Editor of THE NATION.

SIR,—Will you allow me to call attention to the trend in recent regulations towards sacrificing the liberties of the unrepresented section of the community—the women? The three particular cases to which I wish to refer are (1) the agreement reached between the police authorities and the licensed dealers to serve no drink to women in London before 11.30 a.m.; (2) the order of the Commanding Officer at Cardiff to forbid certain women being out of doors after 7 o'clock; and (3) the circular letter *re* the wives of soldiers and sailors issued by the Home Office to the Head of the Metropolitan Police and to other Chief Constables at the instigation of the Secretary for War and the Army Council. Each of these regulations has been made applicable, apparently, to women only, women without votes, and it is difficult to see how they can be defended on the ground of justice. In each case, too, it would seem that there is reasonable ground for questioning the legality of the action taken by the authorities.

(1) The refusal to serve drink to women in London before 11.30 is an arrangement made between the Chief Commissioner of Police and certain representatives of "the Trade." It has no legal sanction, and it may be questioned whether the licensed dealers can legally refuse to serve their women customers. I would commend to your legal readers the question whether the parties entering into this agreement to deprive the women subjects of the king of their legal rights by instigating the publicans to boycott women before 11.30 a.m., have not thereby laid themselves open to a charge of conspiracy. I speak as a layman, but is it not conspiracy for several people to agree to act jointly in doing illegal things? The Licensing Acts do not even give power to the licensing justices to discriminate between one section of the community and another. It required an Act of Parliament to exclude children under fourteen from public houses.

(2) The Commanding Officer at Cardiff has issued an order directed against certain individual women, forbidding them to be out of doors after 7 o'clock. Now, Mr. Asquith, on behalf of the Government, recently stated that there was no intention to reintroduce the C.D. Acts either in letter or in spirit. On what authority, therefore, does this Commanding Officer issue such an order against women said to be of the prostitute class? If these women have committed offences, the ordinary law provides for their imprisonment. If they have not committed offences, why should individuals be picked out and have a special new penalty imposed on them? Any law, to be just, should lay down a principle applicable to all cases falling within it.

(3) I did not see extracts from the original circular issued to the police regarding the behavior of soldiers' wives, which has now been withdrawn, but it is difficult to believe that it can have been worse than the present documents. The circulars do not explicitly state that women are to be deprived of their allowances for drunkenness, immorality, or neglect of children, but this may be presumed as these matters are dealt with in the circulars. A question requiring an answer is: Would others receiving pay from public funds, civil servants, cabinet ministers, &c., have their allowances affected by drunkenness or immorality? The public should demand a clear statement of the grounds on which the wife of a soldier or a sailor is to be deprived of her allowance, and these should not be different from those applicable to others in Government pay.

The circulars would seem also to put a dangerous power into the hands of the police—a power they do not have, I believe, over any other section of the community. The wife of a soldier or sailor taken drunk to the police office is not to be charged. She is, however, *to be admonished, and a record of this admonition is to be kept.* This power of acting as judge and jury is conferred on the station officer. She is to have no chance of clearing herself of the charge. Surely such power has hitherto been confined to the magistrate or judge in a properly constituted court, and even the magistrate cannot convict without giving the prisoner before him the right to clear himself. These admonitions, made and recorded by the station officer only, are to be counted against the woman in the future!

If such an innovation is to be made in police administration, it should not be confined to one small section of the community. It is specially objectionable when directed against this particularly helpless section of the public, and is quite out of keeping with the spirit of British justice.—Yours, &c.,

CHRYSTAL MACMILLAN.

[illegible] Cranley Gardens, S.W.

A Storm of Protest.

Quite a storm of protest has, in fact, been roused by the order. The Executive of the Lancashire and Cheshire Federation of Trade Unions—which represents over 200,000 members—have protested; a similar line has been taken by the Yorkshire Miners' Association, and a vigorous protest was recently made by Mr. Arthur Henderson, M.P., while speaking at a recruiting meeting at Bury. "Though it may be true that we have amongst our soldiers' wives, just as we have amongst the wives of other people, a few women who do not know how to spend economically, still, when it comes to a question of wages—and the separation allowance is nothing more—why should we interfere with freedom?" Miss Mary MacArthur, Secretary of the Women's Trade Union League, which has a membership of over 200,000 organised workers, has also expressed a very strong objection, in conversation with a representative of "The Times," to what she called the stigma cast on the wives of our defenders by suggesting that the police should be in possession of their names and addresses. "I saw a letter," she said, "from a soldier in which he declared that instead of defending his country's honour he ought to be at home protecting his wife's honour." Miss MacArthur testified that there was great and growing indignation in Labour circles at the order. "I know," she continued, "that in certain circles there is great indignation among the soldiers' wives themselves. Some people seem to think that these women belong to a dissolute and drunken class. Nothing could be farther from the truth." By a large majority the Manchester Relief Committee has also passed a strong protest against the Home Office circular, which was denounced as inquisitorial and insulting.

Evening Standard.
23. 2. 15.

POLICE SURVEILLANCE FOR SOLDIERS' WIVES.

The Women's Local Government Society has sent the following signed letter to Lord Kitchener:—

My Lord,—The undersigned respectfully urge the repeal of the War Office memorandum entitled "Cessation of Army Separation Allowances and of Allotments of Pay to the Unworthy," and of the covering letter from the Home Office, under date November 28, for the following reasons:—

1. That the alarming statements as to drinking by soldiers' wives which called forth the circulars cannot be maintained in the face of the results of careful investigations.

2. That to subject a woman to police supervision, instead of taking her case into court where her guilt or innocence can be proved, is really, however kind the intention, to deprive her of the protection of the law—thus to their injury differentiating wives and dependents of soldiers and sailors from every other class of the community.

3. That such employment of the police would be likely to impair the good relations between the people and the force.

4. That for State interference directed towards checking misconduct and protecting children, the law (which includes the Children Act) is adequate if efficiently administered.

5. That the so-called allowances are actually wages offered for work, and hence there should be no question of withholding, except after conviction, and for the benefit of the family.

6. That the withdrawal of the departmental circulars referred to will terminate discontent and restore confidence.

We have the honour to remain, my Lord, your lordship's obedient servants,

Lady Strachey, President W.L.G.S.; Mrs. Theodore Williams, chairman of Comm. W.L.G.S.; Lady Lockyer, Mrs. W. N. Shaw, hon. treasurers W.L.G.S.; Miss Leigh Browne, hon. sec. W.L.G.S.; Miss Kilgour, M.A., Met. B.C. (Paddington), hon. deputy sec. W.L.G.S.; Mrs. Creighton, National Union of Women Workers; Miss Bertha Mason, National British Women's Temperance Association; Miss Wyatt Papworth, M.A., Women's Industrial Council; Mrs. Percy Bigland, Criminal Law Amendment Commitee; Dr. Marion Phillips, Women's Labour League; Mrs. Pember Reeves, Fabian Women's Group; Mrs. Haslam, Irish Women's Suffrage and Local Government Association; Mrs. Arnold-Forster, Councillor Miss Margaret Ashton (Manchester), the Lady Frances Balfour, Miss Mary Beeton, M.A., Met. B.C. (Paddington), Councillor Miss Maud Burnett (Tynemouth), Miss Chadwick, Mrs. Chaloner, Miss Beatrice Chamberlain, the Lady Cowdray, Miss Llewellyn Davies (secretary Women's Co-operative Guild), Mrs. Despard, Miss Duncan, P.L.G., Mrs. Felkin (visitor for the Soldiers' and Sailors' Families Association), Miss I. O. Ford, P.C. (Adel.), Miss Gittins, Mrs. Price Hughes, Dr. Elsie Inglis, Lady Kinloch, Miss C. Keeling, Met. B.C. (Paddington), Miss Susan Lawrence, L.C.C., Alderman Mrs. Lees (Oldham), Provost Mrs. Malcolm (Dollar), Miss M. H. Mason (late senior inspector, B.O., Local Government Board), Miss Morgan, T.C. (ex-Mayor of Brecon), Mrs. Osler (Birmingham), Lady Roxburgh, the Countess of Selborne, Mrs. Shakespear (Birmingham), the Lady Henry Somerset, Councillor Miss Sutton (Reading), Mrs. Cobden Unwin.

662/1

662.

The Times, January 20th. 1913.

THE NATION'S FOOD.

ACTION OF THE LABOUR PARTY.

QUESTION OF STATE CONTROL.

When Parliament meets on February 2, the Government will be urged by the Labour Party to take more stringent measures for providing the community with sufficient food supplies at reasonable prices than they have yet thought fit to adopt. The exact nature of the proposals of the Labour Party will be disclosed in a report which is to be published to-morrow afternoon. This report, as *The Times* has already announced, is being prepared by a sub-committee of the Workers' National Committee which was formed to look after the welfare of the working classes during the war.

The National Committee appears to be thoroughly representative of the interests they have at heart. The bodies which have appointed delegates to it are :—

The Trades Union Congress, the Labour Party, General Federation of Trade Unions, Miners' Federation of Great Britain, United Textile Factory Workers, National Union of Railway Men, National Federation of Transport Workers, Independent Labour Party, the Co-operative Union, Women's Trade Union League, Women's Co-operative Guild, Women's Labour League, National Union of Teachers, London Trades Council, the Fabian Society, and the British Socialist Party.

This body has already formulated a policy in regard to wheat. They recommend the Government to commandeer all present stocks of English wheat at prices from 35s. to 40s. per quarter (which, they think, allows a reasonable margin of profit for home growers), to sell the wheat at current market prices, and in case of a surplus to pay a bounty of 5 per cent. to the growers and the balance into the Treasury. It is of interest to mention, incidentally, that, according to the latest return of market prices issued by the Board of Agriculture, the prices of English wheat in the markets during the week ended January 16 ranged from 46s. 7d. to 52s. 9d. per quarter of eight bushels. The Sub-Committee on Food Prices, to whom the subject has been referred for further consideration by the Workers' National Committee, consists of the following :—

Mr. Sidney Webb and Miss Susan Lawrence, L.C.C., of the Fabian Society ; Mr. H. M. Hyndman, British Socialist Party ; Mr. J. A. Seddon, President of the Trades Union Congress ; Mr. J. Ramsay MacDonald, M.P., and Mr. W. C. Anderson, M.P., of the Labour Party ; Mr. W. Brace, M.P., Miners' Federation ; Mr. B. Williams, Co-operative Union ; and Mr. J. S. Middleton, Secretary of the Workers' National Committee.

It may be anticipated that the policy of the National Committee with regard to the State control will be made more comprehensive by the report of this sub-committee. It will be noticed that the present policy of the National Committee is confined to the buying by the Government—or "commandeering," as they prefer to put it—of home-grown wheat. Since it was come to, a couple of months ago, the very vexed question of high freight rates and their effect on the prices of imported grain and meat has arisen, and, accordingly, the courses which the Government are urged to take have become considerably wider, more drastic, and complicated. It is said they ought to buy wheat direct from foreign growers, as they have bought sugar, to take over the food cargo boats and import supplies themselves until the end of the war, or else to fix what they conceive to be legitimate freight rates, as they have fixed maximum prices of groceries, provisions, and meat.

THE BOARD OF TRADE AND PRICES.

From these suggestions there emerges a point that does not seem to be clearly understood. That is that the Board of Trade do not themselves really fix the prices of groceries, provisions, and meat. The Board acts in each case on the recommendations of an advisory committee of persons engaged in the trade. Their announcements of the prices are thus prefaced :—"The Board of Trade are informed that the following list of maximum retail prices for cash was agreed upon by the advisory committee of retail traders in groceries and provisions" ; or, in the other case, "The advisory committee of the National Federation of Meat Traders' Associations." If the Government were to decide to control freights or the prices of home-grown and imported wheat, presumably they would likewise act upon the recommendations of advisory committees of shipowners and merchants. Another point that needs to be borne in mind is that even as regards groceries, provisions, and meat the Board of Trade are unable compulsorily to enforce their prices, for they have no power to punish by fine or imprisonment any retailer who chooses to charge more than the maximum prices for his commodities. Nevertheless, the plan is working very well. The forces behind it are competition and public opinion. If a grocer or butcher declines to let you have your butter, bacon, sugar, or steak at Board of Trade prices, you can go to his competitor across the road. It is true that the Board have received some complaints of over-charging which had actually been paid by the customers, but on inquiry these transactions were due, in towns, to credit being given, and in country districts to the goods having had to be delivered a long way from the village shop.

As regards wheat, the Government are unlikely to take any precipitate or high-handed action. Under the Food Supplies Act—one of their war emergency measures—the Government have full power to intervene if there were unreasonable withholding of any foodstuffs, if imported supplies showed signs of running short, or if prices should rise to an extent which causes hardship to the consumers. It is said to be the opinion of the Government that none of these contingencies has arisen. Their present policy, therefore, is to keep the trade routes open and safe, and to encourage in other ways shipments of wheat to this country. They think that by this means plentiful supplies of wheat can best be maintained, and the prices kept low.

Daily News. 8 Jan 13

FOOD PRICES CONTROL.

A deputation from the Joint Food Supply Committee of Associated Women's Societies to the secretary of the Cabinet Committee on Food Prices, asked: That steps be taken by the Government to regulate food and fuel prices, so that the increased price to the consumer may not be beyond the actual increase in cost, and that any corresponding fall may be secured to the consumer; and also that the Government take into immediate consideration the desirability of appointing a Board of Consultation of women housekeepers, trade workers, wholesale dealers, and retail distributors.

The secretary promised the deputation to lay the suggestions before the Cabinet Committee.

662/2 662.

The Christian Commonwealth. January 20th. 1915.

The World of Labour.

(*By our Own Correspondent.*)

Food Prices.

The jump in food prices has been so abnormal in the last few weeks that it will certainly be necessary to meet it by some general increase in wages—and relief scales of pay—or by some organised attempt to push prices down again. I hear that the Workers' War Emergency Committee are taking special steps to deal promptly with the matter, and have appointed a sub-committee to investigate and report without loss of time. The urgency is indeed patent to all. A cautious economist tells me that the rise is between 20 and 30 per cent. on an ordinary working-class budget, and I think that is sufficient to point the demand for vigorous action to be taken instantly. A municipal worker told me the other day that although he was in regular work and his wages were the same as before the war, he found himself quite unable now to feed and clothe his six children properly: he wanted to know whether he could get help from the Prince of Wales's Fund! And he clearly needed help. He had found 26s. a week little enough in easier times, and now his 26s. is not worth more than 21s. It seems to me that if the rise continues the Government Committee will have to revise its scale of 8s. to 10s. for an adult, with a maximum of £1 a week for a family, and the Central Committee on Women's Employment will have to increase its 10s. weekly maximum to 12s.

Contracts and the Workers.

The Workers' War Emergency Committee has won a great success in its contracts campaign, and merits the thanks of the nation. The deputation received by Sir George Gibb was told that "if all complaints which appeared to be well founded were sent to him they would be dealt with at once." Admittedly the complaints about the erection of huts for the soldiers were proved, and it was stated that improvements were being made. The presence of Sir George Gibb as head of the Contracts Department at the War Office is in itself a good sign. One of the most important things the War Office has to learn is that a soldier is not necessarily or likely to be a capable man of business, and that the contractor at home is in some ways a more dangerous and wily foe than the enemy in the field. Perhaps the best ally the War Office could have in circumventing this particular enemy is the trade unionist, and Sir George Gibb has quickly seen the importance of enlisting this help.

Child Labour and the War.

There seems to be good reason to fear that one result of the war will be to push back the movement for extending the age-limit at which children can leave school to fifteen or sixteen. At the beginning of these months of horror efforts were made by the Board of Education to induce local authorities to keep the children in school for a longer period instead of throwing them at fourteen years of age upon an overstocked labour market. The Labour movement pressed strongly but unsuccessfully for widely extended maintenance grants to enable this policy to be enforced. On the whole, I gather, it has failed. The Central Committee on Women's Employment has done something by securing the establishment of juvenile training schemes in which the local representative committees usually obtain the co-operation of the education committees; but these only affect girls. Now a sinister movement in the opposite direction is to be observed. In the agricultural districts there is a shortage of cheap labour. The farmers, seeing their opportunity, have not drawn upon the plentiful labour resources of the towns—for such labour might be dear—but have turned their attention to the boys in the schools, who are cheap. There are fortunes waiting for farmers in these days of scarcity and high prices, and with cheap boy labour the fortunes will be bigger. It may appear a difficult task, but I have good authority for saying that already with quiet persistency this detestable policy is succeeding. Apparently the Board of Education ic not objecting to it. In fact, in August, when the harvest was being gathered in, that authority appears to have acquiesced in the policy. The child of the industrial towns is being dealt with in a very different way from the child of the enslaved countryside.

How It Is Done.

To understand this policy it is necessary to explain what powers are possessed by the local education authorities. If a child is to be employed in agriculture he may be released from school for half the year at so early an age as eleven years. This means that as soon as he has made 250 attendances at school he may, under the provisions of Robson's Act, leave school for the rest of the year. This provision is made in the by-laws of most rural authorities. It has not until this year been often used, except in very exceptional cases. Further, the responsibility of deciding whether a child is to be prosecuted for non-attendance at school rests with the local authority; and all authorities do, from time to time, excuse individuals. The by-laws are no security at all if the authorities agree not to prosecute; and I am told that what is happening in the country is not so much that applications are being made to alter the by-laws (though even this has in some cases been done) but to use the power to release children who have attended for half the school year, and not to prosecute those who leave school.

Daily News 3.2.15

WORKERS' PROPOSALS.

The following proposals for the reduction of prices, recommended by the Workers' National Committee, are to be considered at a conference at the Memorial Hall on Feb. 13 of representatives of trade union branches, Socialist societies, and Co-operative and Industrial Women's organisations:

That the Government should intervene to remedy the deficiency in wheat-carrying ships, and should take steps to obtain the control of more ships, and itself bring the wheat from Argentina and Canada at the bare cost of transport.

That maximum prices for coal should be fixed by the Government.

That railway trucks belonging both to the separate railway companies and to private traders should be pooled and run to their fullest economic use.

That in fixing shipping freights for vessels under their control the Government should have regard to normal rates rather than to the excessive rates inflicted by private shipowners.

That the Government should commandeer coal supplies and distribute to household consumers through municipal or co-operative agencies.

662/3 662.

The Times, January 22nd. 1915.

STATE CONTROL OF FOOD SUPPLIES.

LABOUR PARTY PLAN.

GOVERNMENT AS WHEAT IMPORTERS.

The Workers' National Committee ascribe the abnormal increase in wheat prices to the excessive freight charges imposed by shipowners. In order to bring down prices to a reasonable level they urge the Government to use 10 or 12 of the liners which they have taken over for transport purposes in connexion with the war, or to commandeer additional steamers of the Mercantile Marine, and themselves bring the wheat from the Argentine and Canada at the bare cost of transport. This marks a departure from the original recommendation of the National Committee, which was that the Government should take possession of all home-grown stores of wheat at a fixed rate, about 35s. per quarter, and resell at market prices from time to time as required.

The meeting of the National Committee at which this new policy was adopted was held yesterday at the offices of the Trades Union Congress. Mr. J. A. SEDDON, president of the Congress, was in the chair, and among those present were :—

Mr. Ramsay MacDonald, M.P., Mr. Ben Tillett (Dockers' Union), Mr. Sidney Webb, Mr. H. M. Hyndman, Miss Susan Lawrence, Mr. W. Brace, M.P. (Miners' Federation of Great Britain), Mr. B. Williams (Cooperative Union), Mr. A. Bellamy (President of the National Union of Railwaymen), and Mr. Robert Williams (Secretary of the National Federation of Transport Workers).

The report of the sub-committee on food supplies was presented. It states that wheat and flour to the amount of 103,944,543cwt. were imported in the year 1914. The home supply for 1914 is not given; but in 1912 it was 28,500,000cwt. and 29,500,000cwt. in 1913. To show the rise in prices the report quotes the following comparative table from *The Times* of January 18 :—

	Jan. 16, 1915.	Jan. 17, 1914.
Wheat—		
Best English	60/-	36/-
Best Canadian	61/-	36/-
Best Australian	62/-	38/-
Best Russian	60/-	35/-
Best American	61/-	37/-

As Russia is only credited with 7,234,827cwt. out of the total wheat import of 103,944,543, the report declines to attribute the rise in prices to the blockade of the Black Sea and the Baltic, but admits that the shrinkage of shipments since the year opened, on account of the war, has affected prices to some extent. The chief blame, however, is laid on the freight charges. In regard to freights on grain, the following figures are quoted from the *Corn Trade News* :—

	Jan. 18.	Year Ago.
New York to Liverpool	21/6	6/5
River Plate—Down River	65/-	10/-
Up River	67/6	11/6
Bahia Blanca	67/6	12/-

CAUSES OF HIGHER RATES.

The report mentions the various causes assigned by shipowners for the increase in freight charges—the taking over by the Government of a large number of vessels for transport purposes, the delay in unloading at British ports, the increased cost of labour (which it disputes)—and says that while these factors are appreciable they form no justification for the rise. It calculates that 25s. per ton excess on freightage is equivalent approximately to 6s. per quarter of wheat, or something like three farthings per quartern loaf. As it has been pointed out by a shipping authority that the wheat at present selling at the prices given above was not subject to the high freightage charges now being obtained, these increases having only been recently imposed, the report says :—"There is every prospect that unless effective steps are taken immediately cargoes at present being shipped and not due to arrive in this country until February will reach prices much in excess of those ruling at present."

The report continues :—Another important point is that large quantities of British-owned vessels are as usual trading between foreign ports, and are lost to Britain as a nation. It has been stated that nine out of every ten vessels leading at New York and other American ports bound for the Brazils, China, Japan, &c., are British. If any means could be adopted to turn this stream in our direction it would assist to relieve the position. It is well asked :—Why should vessels enjoying the protection of the British flag be engaged exclusively in carrying for other nations when we are short and suffering? The Government have a number of liners in their employ capable of carrying grain, some of which might be temporarily used in order to break freights down. If 10 or 12 of them were sent out to the Argentine or elsewhere under Government auspices to carry grain it would certainly affect freightage rates. It is reported that the Spanish and Italian Governments are already taking this course.

It would seem that if any actual control is to be exercised the mere fixing of prices will not be sufficient and, just as the Government practically commandeered a considerable proportion of the merchant service for purely military purposes, so, if any effective action is to be sustained, the remaining merchant shipping must become similarly subject to Government control. The promptitude with which the State assumed power over the national railways in order to facilitate the military transport must be seconded by a similar decisive control over the merchant service in order to protect the civil population, and, incidentally, the military and naval population also, from extortion.

THE COOPERATIVE SYSTEM.

The report concludes :—In Great Britain there are over 1,400 cooperative societies engaged in supplying all kinds of foodstuffs and provisions, groceries, boots, clothing, furniture, drapery, coal, and other commodities. Their total retail trade is £130,000,000 per year, and the saving effected by the system and returned to the purchasers amount to no less than £14,000,000, which would otherwise find its way into the pockets of private people. This saving is only the tangible monetary saving effected. In addition there is an incalculable benefit rendered to the public at large by the influence exerted by the societies steadying the market and elevating the standard of quality. The first cooperative societies came into existence as much an protest against the adulteration that was then rampant as against the high prices that prevailed.

The Workers' National Committee strongly recommend to the working and middle classes the advisability of turning to the cooperative societies for supplies. Only in these stores is it possible to buy food and other necessaries at the bare cost of production and distribution. In all other stores the purchaser has in addition to pay for a margin of profit to the proprietor of the stores and the wholesaler behind him. What the committee urges upon the Government to adopt to save the nation from undue expense and exploitation will, in its own way, be found of the first importance to the consumer.

THE COMMITTEE'S PROPOSALS.

The report was adopted and the Workers' National Committee adopted the following resolutions :—

"The Workers' National Committee are of opinion that the most effective action that the Government can now take to reduce wheat prices is to intervene to remedy the deficiency in carrying-ships; and we recommend therefore that the Government should at once take steps to obtain the control of more ships, and itself bring the wheat from Argentine and Canada at the bare cost of transport.

"In view of the fact that the short supply of coal in London and other large centres, and the special rise in retail prices is ascribed largely to the scarcity of shipping, the interruption of railway traffic, and the congestion allowed to take place in the sidings, the Workers' National Committee request the Government to take this matter into immediate consideration with a view of such arrangements being made as may permit the supply of the Metropolis and elsewhere with this necessity of life."

The Manchester Guardian, January 22nd. 1915.

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THE RISE IN WHEAT PRICES.

LABOUR PARTY RECOMMENDS GOVERNMENT CONTROL OF SHIPS.

IS DOCK CONGESTION THE CHIEF TROUBLE?

The rise in the price of wheat and coal was discussed in London yesterday at a meeting of the War Emergency Workers' National Committee—a body which is composed of members of the Labour party and allied organisations. It was declared that the most effective action the Government could take to reduce wheat prices would be to intervene to remedy the deficiency in carrying ships. The Government were recommended therefore to obtain control of more ships and to bring wheat from Argentina and Canada at the bare cost of transport.

It is pointed out in our London Correspondence that so far the results of the Board of Trade inquiry into the rapid rise in freights seem to show that it is not so much the shortage of ships as the unprecedented congestion at the docks that is the cause of the trouble. It is estimated that all round the coast something like a million tons of shipping are idle from this cause. The Government therefore are not in the least likely to commandeer steamers right and left—a step which some Board of Trade officials believe would aggravate the difficulty. What is probable is that an attempt will be made to attract additional labour to the docks by increased rates of pay for overtime. This will certainly be tried on the Thames and perhaps elsewhere.

The Workers' National Committee yesterday passed the following resoluion:—

The Workers' National Committee are of opinion that the most effective action that the Government can now take to reduce wheat prices is to intervene to remedy the deficiency in carrying-ships, and we recommend, therefore, that the Government shall at once take steps to obtain control of more ships and thus bring the wheat from Argentina and Canada at the bare cost of transport.

In a memorandum on the increased cost of wheat the Committee point out that the causes of the general increase in freightage charges are various—

There is little doubt that the arrangements made by the Government with certain shipping companies at the outbreak of the war for the use of vessels for the transport of troops, material, &c., is one factor that has led to keener competition among shippers. Again, the success with which the British navy has cleared the Seven Seas of German merchantmen has accentuated the problem. It is the strangest irony that dear food should be the fruits of naval victory.

Among the numerous statements inspired in the interest of the shipping companies (the Committee say) are those to the effect that the Government have requisitioned a large number of the ships of British ownership. The Committee contend that the number of ships actually in the employ of the Government will be nearer 10 per cent than 25 per cent, the figure which has been put forward. The memorandum continues:—

It is reported that the Board of Trade are considering the advisability of releasing a number of captured German vessels for British mercantile purposes, although these will probably be confined chiefly to the coasting trade and the carriage of coal, and will not therefore affect the chief food prices to any appreciable extent. Shipowners plead, with some plausibility, that the delay in unloading in British ports is a factor of some importance in the increased rates being charged. It is certainly civil population, and incidentally the military and naval population also, from extortion.

The Committee have also published their correspondence with the Board of Agriculture in October last, when they put forward the policy that the Government should commandeer the then available wheat at a fixed price and resell at market prices from time to time as required.

The Prices Sub-Committee have also had under consideration the question of coal prices, and yesterday the following resolution was unanimously adopted:—

In view of the fact that the short supply of coal in London and other large centres and the steady rise in retail prices is ascribed largely to the scarcity of shipping, the interruption of railway traffic, and the congestion allowed to take place in the sidings, the Workers' National Committee ask the Government to take this matter into immediate consideration with a view of such arrangements being made as may permit the supplying of the Metropolis and elsewhere with this necessity of life.

WORKPEOPLE & HIGHER PRICES.

THE QUESTION OF OVERTIME.

LONDON, THURSDAY.

Feeling is getting rather bitter at the big and, in some instances, unnecessary increases in the cost of food and coal, and it is quite certain that when Parliament meets the whole subject will be brought forward with the intention of obtaining a statement of the Government's attitude. There are reports from time to time of undreamt-of wealth earned by certain classes of workpeople, and it has been said that some London dockers are making as much as £4 a week, so valuable has their labour become. Much, too, has been made in overtime, but men do not relish the fact that part of this at any rate has to go in extra prices for the staple foods. It is not that they are unwilling to bear any burdens that the war may bring, but that they want first of all to be assured that the burdens are unavoidable.

The Labour party and the General Federation of Trade Unions have had committees sitting on the subject, and they are convinced that a strong case can be made out against the high rate of increase, which has been put at 20 to 25 per cent. A member of Parliament wrote only a few days ago mentioning a case which had been brought to his notice where a man was earning only 15s. a week, and was having to pay more for his bread, his tea, his meat, and his coal.

Overtime and Ill-Health.

Mrs. W. C. Anderson (Miss Mary McArthur), secretary of the National Union of Women Workers, in an interview this afternoon with a London representative of the "Manchester Guardian," said that the greatest effect would be felt by working classes—even greater than would appear from the different figures. The poorer the people the more likely were they to be living on bread and tea, so that the lower the scale of poverty the greater was the proportionate increase. The sweated home-worker lives on bread and tea and margarine, and everything that she is eating or using is costing her more. It is quite true that in some districts

number of captured German vessels for British mercantile purposes, although these will probably be confined chiefly to the coasting trade and the carriage of coal, and will not therefore affect the chief food prices to any appreciable extent. Shipowners plead, with some plausibility, that the delay in unloading in British ports is a factor of some importance in the increased rates being charged. It is certainly true that the closing of some east coast ports and the consequent transfer of additional trade to other ports has led to some confusion, which has also been accentuated by the transport of stores, &c., on behalf of the Government.

Again, the commandeering of horses and the shortage of carters owing to enlistment interfered with dockside transport. It cannot be claimed that these factors, though appreciable, formed any justification for the increase in freights indicated. A shipowner has stated that the increase of working expenses since the war is relatively insignificant, totalling only 3s. 9d. per ton. This is still further corroborated by the fact that cargo-carrying liners have not altered their freight tariffs, but have put on a surcharge of 33 per cent to meet the extra expenses of the war—which amounts roughly to 4s. per ton.

The Danger of Still Higher Prices.

It is pointed out with regard to the statements as to increased cost of labour that the only increase recorded up to the present time is that of the seamen sailing to and from the port of Liverpool—an all-round increase to the extent of 10s. per month in consequence of the extra risks from mines, torpedoes, and capture by enemy commerce raiders:—

In the case of the £1 a month advance paid to men employed on ships employed by the Admiralty there is an additional charge paid by the Government in consequence of arrangements between themselves and the shipowners. We cannot learn that the wages of dock labourers have anywhere been increased.

There is every prospect that unless effective steps are taken immediately cargoes at present being shipped and not due to arrive in this country until February will reach prices much in excess of those ruling at present. We calculate that 25s. per ton excess of freight is equal approximately to 6s. per quarter of wheat, or something like ½d. per quartern loaf.

One shipping expert has argued that the imposition by the Government of minimum prices for British foodstuffs would simply mean that British boats would carry other cargoes, such as coal and timber, for which good rates are being paid, and leave neutral boats to take the wheat at their own price. Another important point is that large quantities of British-owned vessels are as usual trading between foreign ports and are lost to Britain as a nation. If any means could be adopted to turn this stream in our direction it would assist to relieve the position. It is reported that the Italian and Spanish Governments are already taking this course.

It would seem that if any actual control is to be exercised the mere fixing of prices will not be sufficient, and just as the Government practically commandeered a considerable proportion of the merchant service for purely military purposes, so, if any effective action is to be sustained, the remaining merchant shipping must become similarly subject to Government control. The promptitude with which the State assumed power over the national railways in order to facilitate the military transport must be seconded by a similar decisive control over the merchant service in order to protect the classes—even greater than would appear from the different figures. The poorer the people the more likely were they to be living on bread and tea, so that the lower the scale of poverty the greater was the proportionate increase. The sweated home-worker lives on bread and tea and margarine, and everything that she is eating or using is costing her more. It is quite true that in some districts a good deal of money is being made by overtime, but even in the case of overtime trades the average overtime would amount to nothing like 20 or 25 per cent of the total earnings. Neither is overtime clear gain, because there is corresponding physical wastage, and in Mrs. Anderson's union there are a number of girls whose health is breaking down under the strain. The men also cannot continue at high pressure unaffected in health Employers have asked the Union to use its influence to persuade the girls to work overtime, but it has been pointed out to the employers that it will be a case of killing the goose if it goes on. Illness returns have gone up greatly in the overtime trades since the war. Even so, amongst the women workers there is a great deal of unemployment, and subcontract work is being put out at prices that would not be allowed in ordinary times, so wages are often less than the usual rates.

Mrs. Anderson agreed that the extra prices fall heavily on the small professional people with fixed incomes, but she does not consider their burden is for a moment comparable with the hardship of the working class. Lower middle-class people can vary their dietary, and are not wholly confined to the articles of food which are costing so much more—unnecessarily, as Mrs. Anderson considers. There was no doubt in her mind, she said, and in the minds of the Labour movement generally, that some people were making much profit out of the country's necessities. It was time the Government tackled the question and fixed definite maximum prices. That was what should be done before there was any talk of varying dietary.

She said she would also like to know what the Government were doing with the 100,000 tons of coal which Sir Arthur Markham promised should be sold at 24s. a ton through the winter. It would not go very far, but it ought to be employed. Serious unrest was being created in the homes of the poor, and the matter would certainly be raised in Parliament by the Labour party, which held very strong views upon it.

FURTHER ADVANCES IN WHEAT.

Yesterday at Ormskirk the price of wheat was advanced to 7s. 6d. per bushel, or 54s. per quarter, representing an advance of 1s. 6d. a quarter compared with last week's quotations. Farmers, however, displayed a greater readiness to sell than they had done for the past month. This price is the highest for Lancashire wheat for the last forty-seven years.

Oats were also in brisk demand, 4s. 2d. a bushel, the highest price for over thirty years, being readily given. Potatoes also advanced 7s. 6d. a ton, the price rising to £4, the best for the present season.

Abnormally high prices again ruled on Plymouth Commercial Exchange yesterday. English wheat was quoted at 55s. a quarter, and firmly held at that figure. Flour showed an advance of from one to two shillings a sack on the week. The market was strong, with prospects of further rises. Foreign wheat was unchanged, and there were no signs of an easier tendency.

The Bristol bakers last night decided to increase the price of the quartern loaf to 7½d.

appeared in the system of Europe the outraged feelings of the South Slavs would be found at the very heart of the trouble. That prediction, however, was at the time but a side-issue; what concerned us for many years was simply a question of humanity—the bullying of the unhappy, but not ungifted, peoples who make up the strangely mixed population of Hungary. The problem has now entered on a new phase; the whole affair is inverted. The Magyars are much too harassed at the moment to carry on their petty persecutions of Serbo-Croatians, Roumanians, Ruthenes, Slovaks, and Slovenes; but South Slav sentiment has become for the Magyar domination a very dangerous fact. Retribution is already crouching at the door of the Magyars. The Magyar ascendancy, it is true, not only in Hungary, but in Austria, is in form more marked than ever, for the two most powerful men in the Dual Kingdom, Count Tisza, the Hungarian Premier, and Baron de Burian (who succeeded Count Berchtold as Austro-Hungarian Minister for Foreign Affairs), are both Magyars. But the policy which has resulted in this superficial success is only too likely to bring Hungary to moral and political bankruptcy. In order to retain the right to bully their South Slavs, the Magyars long ago consented to place themselves in a condition of servile co-operation with Germany. Even so far as the war has gone this alliance, which has deprived the Magyars of all moral freedom—even if they desired on moral grounds to change their policy—has brought them nothing but misery. And as the war progresses it is certain that the misery and the danger will become steadily more acute. Every South Slav is disaffected, and will do nothing to help his oppressors which he is not compelled to do. His grudging service is not of the kind that saves a country in a war of genuine passions, and we may be sure that when he finds the opportunity actively to impede or upset a hated tyranny he will not fail to take advantage of it. The Magyars have looked upon their subject fellow-citizens as chattels with which they had a right to do what they pleased. Cannot a man do what he likes with his own? Were not the Magyars justified in treating as they thought fit *their* Croats, *their* Ruthenes, *their* Roumanians, and *their* Slovenes? So they thought; but no German alliance can replace the affection and trust of one's own people.

Concessions may now be made to the South Slavs, but we fear they may come too late. We have no illwill whatever towards the Magyars, who are a gallant and energetic people, even though misguided. We would gladly see them saved from every sort of suffering that the exigencies of the war do not make it necessary for them to undergo. But facts are facts, and it cannot be expected that years of sinning against the light should incur no judgment. The South Slavs all over South-Eastern Europe are our friends; and our friends have to be considered first. We do say, however, that if Hungary could be saved from the worst part of the retribution she has been piling up for herself we should be very glad of it. If she took all her moral courage in her hands now and changed her past policy, shaking off the heavy German hand that lies on her shoulder, there might be a useful and honourable future for the Magyars as an independent people. But opportunities of this sort do not recur. If the Allies make good progress in the war, Hungary will probably be overrun. We do not, of course, know what the Russian strategical plans are, but a glance at the map shows that the Hungarian frontier is at present the line of least resistance. The tendency is all in that direction. Russia is pressing through the Bukowina, and the reports are persistent that Roumania means to come into the war. Serbia, Roumania, and Russia in conjunction would form a half-circle round Hungary. Once the Transylvanian Alps and the Carpathians were both crossed, the plain to Budapest would lie open. The weakness of Hungary is geographical as well as political. Here is the exposed flank of the Central Powers. The other flanks are much better protected. Holland protects part of the north-west frontier of Germany; the narrow peninsula of Schleswig is highly defensible; lakes and marshes protect East Prussia; the Silesian frontier is of manageable length; Switzerland protects the southern frontier of Germany. Only the southern and eastern frontiers of Hungary are really attractive to an invader. Germany did not doubt, of course, that Austria and Hungary would be able to keep themselves intact, even if they could not do much towards the invasion of Russia. But what if Austria and Hungary should collapse? The vulnerability of Germany on a frontier which had been written off as safe would be very great.

In an able article published on Wednesday a former correspondent of the *Times* in Austria-Hungary surveyed the political history of the Magyars which has brought about their present unfortunate position. The great Hungarian patriots Deák and Eötvös, much as they believed in Magyar supremacy, held that it could not be founded upon the unconditional domination of a minority. They desired all the various races in Hungary to have equal political rights. They relied upon the high qualities of the Magyars to give them the leadership in a fair field of political competition. Unhappily this wholesome and honourable doctrine lost the day. M. Koloman Tisza, the father of the present Premier, inaugurated the system of ascendancy by oppression. Since 1875 it has been accepted by all Magyars, whether they dream of an independent Hungary or whether they are attached to the dual kingship. In 1867 the South Slavs had been ready to co-operate with the Magyars, and even to accept a Magyar priority on the principle of *primus inter pares*. But the Magyars wanted absolute control. As time went on they discovered that they could be secured in their policy of high-handedness only by accepting the sinister benevolence of Germany. Where are the South Slavs of Hungary to look now if not to their kinsmen outside? It was fear of internal South Slav disaffection that drove Austria-Hungary ultimately into the mad course of trying to obliterate South Slav power in Serbia. She wanted to remove from her own uncomfortable subjects the spectacle of the developing and ambitious Serbia, which had been to them an incitement to dream of better things for their whole race. The illegal annexation of Bosnia and Herzegovina had been only another step along the same path. It was designed partly to help the Magyar domination and partly to aid Pan-German ambition. It is even said that it was Count Tisza who, for similar reasons, encouraged Bulgaria to attack her Balkan allies in 1913. And to-day we see two Magyars directing the course of affairs. Superficially it would seem, then, that the old policy is to go on. But we strongly suspect that the South Slavs will be the ruin of the old policy before it has gone much further. We hope we may be right. We hope that the Magyars will have the strength to reshape their course while there is yet time. For the alternative is plain. A policy rooted in injustice notoriously cannot withstand the strain of a great crisis. That crisis is day by day creeping nearer to Budapest.

ECONOMIC QUACKERY.

CERTAIN newspapers are trying to goad the public into a state of alarm about the rise of prices, especially the price of foodstuffs. This is a journalistic phenomenon that was perhaps inevitable. The war news is not at the moment strikingly dramatic, and the newspapers, finding that they can say little about the war, feel urged to say much about food. What they say is to a large extent exaggerated. Food prices are certainly higher than they were before the war, but very much lower than in previous wars. Indeed, in many cases prices still remain lower than they were twenty or thirty years ago in a time of profound peace. This, however, is not the important point. The real point to bear in mind is that, even if it were true that prices are reaching an extravagant height, that is not an argument for the kind of economic quackery which is now being so widely advocated. All this excitement, when examined, resolves itself into a demand that the Government should do something. That is a political as well as an economic danger. Ever since the war began there has been a tendency to rely upon the Government, instead of relying upon ourselves and upon the operation of economic laws. The political mischief resulting is the establishment of what is virtually an uncontrolled Cabinet autocracy. The economic mischief, though it has already made itself evident in one important particular, may only be realized years hence. The instance to which we refer is the case of sugar. The public and the Government worked themselves up into a panic at the beginning of the war over the price of sugar, with the result that Mr. McKenna was permitted to gamble in sugar with

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many millions of the nation's money. The gamble turned out badly, as most Government speculations do, and after a short time, in order to protect their improvident purchase, the Government prohibited the importation of all sugar into this country. The result is that the country is now paying more for its sugar than it would have had to pay if the Government had let the matter alone. What was forgotten in this case, and what is forgotten now by those papers which are busy agitating about the food prices, is that a rise in price necessarily produces an increase of supply, and in turn the increase of supply necessarily leads to a reduction in price. The present open market price for sugar is fully a halfpenny a pound below the Government price.

This sequence of events is, and always has been, so persistent, and is so familiar to every man engaged in business, that it is extraordinary to note the way in which apparently well-informed newspapers begin to clamour for Government action directly a slight rise in prices makes itself felt. All that is necessary when prices rise is to let the fact be known as widely as possible, and to this extent our present newspaper agitation may perhaps be doing good, for by advertising and exaggerating the rise in prices in the United Kingdom it will help to stimulate merchants and producers throughout the world to consign their products here. So far, then, as commodities are concerned all we have to do is to wait till the rise in prices produces an increased supply, and until that in turn brings prices down again. It is quite certain that we shall not have to wait long, provided only that the Government do not interfere with any fresh quack remedies on the lines of Mr. McKenna's gamble in sugar.

The Hampshire labourer who declared that what the nation wanted was "fewer o' they black parsons and more o' they black pigs" was certainly right about the pigs. We want more corn. But the surest way to get it, and to make people realize that it will pay them to grow it and sell it, is for the price to rise—for a time. The rush to grow rich out of wheat will soon bring it down again. High prices are Nature's cure for scarcity. The demagogue's or quack statesman's cure is low prices by law—a remedy far more dangerous than the disease. It produces and makes permanent the disease it sets out to cure.

A far more troublesome problem is that created by the shortage of labour. This evil cannot be cured merely by waiting. It is immediately due to the call of the nation for a very large number of men of all classes in the New Armies, and to the active employment of an increased number of other men in the provision of war materials of all kinds, or in the performance of subsidiary war work, such as loading and unloading ships and railway trucks carrying war material. So heavy, indeed, are the Government demands both for soldiers and for what we may call war-workers that it is surprising that the dearth of labour in industry generally has not made itself felt to an even greater extent. The probable reason is that we have normally in this country a considerable number of persons who are doing little or no active work, and a very much larger proportion of persons who are not working full time. The partial or complete absorption of these has met the primary demands of the War Office, and it is only as our Armies have grown bigger, while simultaneously our ordinary trade has been mainly re-established, that the dearth of labour has made itself felt. It is felt in the docks at London and Liverpool and other ports, where ships cannot be unloaded rapidly enough, partly because there is not a sufficient supply of men to do the work, with the result that ships are unduly detained in harbour, thus diminishing the carrying power of our mercantile marine, and forcing up freights, and consequently prices. The shortage of labour is also being felt in many of the North Country mills. It is being felt by farmers in nearly every county.

By the nature of the case the difficulty is one we cannot expect completely to overcome. We must have men for the Army, and we must employ a large number of other men and women to keep the Army supplied. There are, however, certain palliatives which might be adopted. In the first place, there is the very obvious remedy of utilizing the labour of Belgian refugees in this country. Unfortunately this remedy or alleviation of the trouble is blocked by the conservatism of the Labour Party. The idea of introducing any kind of new labour is anathema to Trade Unionists, and they appear to be incapable of understanding that under present conditions the introduction of Belgian labour could not possibly have the results which they fear in normal circumstances. The extent to which this boycotting of foreign labour is carried was illustrated the other day when the Dutch dockers in Rotterdam, who were short of work, offered to come to London for a limited period, provided they were paid London Trade Union rates of wages. The English Dockers' Union replied with the amazing misstatement that there was no shortage of dock labour in the Port of London. If the Government would carry out their proper business of protecting the freedom of labour, they would be doing far more useful work than in experimenting with State control of prices.

But though the employment of Belgians and of Dutchmen might considerably relieve the dearth of labour in many districts, we could not expect that it would completely satisfy the full demand. There is, however, in our own country a further important source of labour supply which has not yet been touched—namely, the supply of able-bodied women who are at present doing little or no work. A considerable number of well-to-do women have been organizing themselves into Volunteer Corps and parading the streets in a quasi-uniform of khaki. They would be far better employed if they were setting their poorer sisters an example of how to assist their country by doing agricultural work. There is very little agricultural labour in which women cannot help. Throughout France the autumn harvest was gathered in, and the ground prepared for next year's crop, largely by women. In England women practically do next to nothing upon the land. There has grown up, it appears, a social prejudice among the wage-earning classes against women doing any agricultural work, and if only that prejudice could be broken down the existing shortage of labour for farm work could largely be relieved. We suggest that well-to-do women of the leisured classes could do no more useful service at the present moment than by themselves undertaking a certain amount of farm work, if only to serve as an example to their less well-to-do sisters. Only this week we saw a lady—a nurse in a hospital—helping to cut down a tree, and greatly enjoying the use of axe and saw. Why should not women do hedging and ditching, and the less hard work in cowshed and stable? Their gentleness and lightness of hand would make them supreme in the raising of young stock—in the lambing sheds and the cow-house. A milkmaid is a much more natural creature than a milkman.

A further point of great practical importance arises in connexion with the economic situation. A huge sum, now reaching nearly £4,500,000, has been contributed to the Prince of Wales's Fund. The money was asked for in the belief that there would be a vast amount of distress caused by the war. That belief has not been justified by events. Broadly speaking, there is no serious distress in the country at the present time except among a limited section of the professional classes. The great mass of the wage-earning population is probably better off than at any previous period. Tens of thousands of women are now drawing for their families from the Government much more money than they ever received from their husbands. In such circumstances it would be worse than folly to dissipate the Prince of Wales's Fund by extra doles. The best thing that could be done would be to close down altogether the expenditure side of the Prince of Wales's Fund, and we sincerely trust that an announcement as to the future action of those who control the Fund made in Thursday's *Times* is meant to point in this direction. The money is not wanted now, but it will certainly be wanted when the war comes to an end. Then there will be thousands of men returning from the front seeking employment and not finding it. There will also be thousands of men thrown out of their present employment in the manufacture of Army supplies, and unable for weeks and months to obtain civil employment. Of necessity the closing down of a great war must mean a tremendous dislocation of industry. It is then that the Prince of Wales's Fund would be of enormous value to tide over the period between the ending of the war and the re-establishment of normal peace conditions in commerce and industry. Stay-at-home Jacob must not be allowed to forestall manly, combative Esau and take for himself the blessing which was meant for the son who is now absent in the field.

Daily Citizen 23/1/15.

NO HALF MEASURES.

Much has been heard lately of the big wages which working people, or most working people, are taking home with them at the week-end. We meet with the statement in capitalist papers at nearly every turn. When it is pointed out that the net rise in the rate of wages since the outbreak of the war is not worth speaking about; that in fact it pans out, over the mass of workers, to less than the smallest current coin a week, the answer comes pat. The answer is that it is not the rate of wages we have to look at. What we ought to look at, it is said, is the total of earnings. Owing to more constant employment and the larger amount of overtime the total of earnings is much higher.

This is put forward by some as a reason why calamity prices ought to be paid without a murmur. In the circumstances, urge these apologists, the hardship of calamity prices is imaginary. On behalf of the National Federation of Women Workers Miss Mary Macarthur has taken up this contention and promptly knocked the bottom out of it. To begin with, the statements about the amount of overtime worked are grossly inflated. No definite facts are offered in support of them. Definite facts rarely are offered. In any event, however, the overtime wages are just as fully and as honestly earned as ordinary time wages. If there is a higher rate it is paid for a higher rate of exhaustion, and because it is worth while to pay it. To suggest that overtime pay is in any sort of way a benevolence is absurd.

If, then, all these wages are fully and honestly earned, and labour value given for them, what becomes of the assertion that the total earned is a ground for reducing the buying power of those wages by 3s. in the £? That is the amount by which since the outbreak of war the buying power of wages has been lowered. The statement is that of the Government itself, published by the Government itself. Nearly the whole of that 3s. in the £ represents the toll Labour is paying to the profit-mongers of national necessity. It simply means that indirectly the real wages reward of Labour, measured in necessaries of life, has been cut down by private extortion to that extent.

Now if there be any public man, be he a Minister or a politician of any colour, who is ready to stand forward and say that that is a trifling national matter, we challenge him to stand forward and say it. It is not enough apparently for some people that, with splendid public spirit, the working-class families of this country have sent the young and strong among their breadwinners, and sent them by the hundred thousand, to fight the country's battles at the front. Those families ought, they think, on top of that to be fined 3s. out of every £ of their hard-earned money in order to fatten out private monopolists. In face of this we go farther and say that if there is any public man, Minister or not, who thinks that this is a matter which can be trifled with and put off, or that it is the sort of thing to be met by some fluffy excuse about not interfering with commercial freedom, we dare him to stand forward and assert it. The Government have interfered with the freedom of City financiers. Either they are going also to interfere with the freedom—we should call it licence—of the calamity-price mongers, or the working people of this country are going to know the reason why.

We want to be quite frank because the shoddy "argument" about higher total earnings is just the sort of fallacy likely to appeal to some high-placed doctrinaires. They have got to take hold of this thing, for once, by the business end, and without delay. We call a spade a spade, and to us calamity-profits are robbery, and the meanest form of robbery at that. To us calamity-profiteers are not respectable and influential persons with fat balances at the bank. They are public enemies. They ought to be publicly and out of the common resources submarined.

For if there is anything at all in the contention that larger earnings are a justification for sweating of 3s. in the £ in private and uncontrolled taxation, the contention at once and clearly concedes the rightness of a demand for so raising the rate of wages that the reward of labour, measured by purchasing power, shall be levelled up to what it was when the war broke out. Either the calamity-profiteers and their apologists have to concede that or they have, in effect, to say that Labour ought to pay the whole cost of the war, in privation as well as in blood, while they get off scot free. That seems to be their idea of "patriotism"—sacrifice by somebody else. It has been alleged that one of the causes of high prices is scarcity of labour. If scarcity of labour is a cause of higher prices, it ought equally and to the same extent to be a cause of higher wages. If not then the "law of supply and demand" turns a blind eye upon Labour while it casts a greedy optic upon the commodities on which Labour lays out its earnings.

Imagine the outcry if the profiteers were taken at their word, and on their own contention, and hoist with their own petard by a general industrial agitation for that higher pay. Think of the dismal wail that would arise about plunging the country into industrial strife at such a juncture. The fact that the profiteers have conceded the ground of the demand would of course go for nothing.

As will be gathered from the interview with a leading shipowner published in another column, the threat is made that if the proposals of the Workers' War Emergency Committee are acted upon, and the Government control the transit and the sale of wheat, shipowners will "take it out of" the public by higher charges on other things. When a shipowner whose working expenses, including risks, have gone up owing to the war by 3s. 9d. per ton of capacity jumps his freight rates on the strength of that from 16s. to 67s. 6d. per ton, it is manifest that he is exploiting the war basely, because competition in shipping is notoriously the merest make-believe and bunkum. Shipping is a private monopoly. All this shows that these gentry must be taken in hand firmly. No half-measures will do.

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Croydon Advertiser, January 30th 1915

THE COST OF LIVING.

INCREASED ALLOWANCES FOR WAR SUFFERERS.

At the meeting of the Croydon Borough Council on Monday night the report of the Mayor's Committee for the Relief of Distress recommended increased allowances to families affected by the war to meet the increased cost of living. The report contained the following:—

Up to the 16th January instant the Relief Committee had dealt with 535 civilian cases. Relief has been granted in 319 cases, and in a large number of the remainder no assistance was recommended by the Ward Committees. The total expenditure has been £780 6s. 2d. The committee continues to consider and decide appeals against the ruling of the adjudicators in military and naval cases.

With regard to the boarding-out of the motherless children of soldiers who come under the care of the Guardians, arrangements have recently been made for the boarding-out of six of such young children in homes quite unconnected with poor law relief, the difference (1s. 5d.) between the Government grant of 5s. 7d. per week and 7s. per week, the cost of maintenance, care and control of each child under the new arrangement, being met out of the National Relief Fund.

The Relief Committee met on Tuesday last, the 19th instant, and discussed various matters of principle in connection with the grant of assistance out of the Fund, including the question of increasing the scale of assistance, having regard to the increase in the cost of food, and the committee resolved to recommend to the Mayor's Committee that the scale be revised to make due allowance for the increased cost of living, say, to the extent of 20 per cent.

The committee also directed communications to be addressed to the central authorities with regard to the question of making grants to supplement separation allowance and allotment and rent allowance in cases where the present income represents a substantial reduction in the standard of living compared with that when the soldier was in civilian employment.

Since the last meeting of the committee two further grants have been received from the National Relief Fund for the relief of civilian distress, one of £200 and the other for £400, making the total grant to date £900.

WOMEN'S EMPLOYMENT SUB-COMMITTEE.

The scheme adopted by the Mayor's Committee at its last meeting, for the provision of a workroom for Croydon women thrown out of employment as a consequence of the war, was duly submitted to the Central Committee on Women's Employment, and by a letter dated the 8th January instant the Central Committee intimated that they had written to the Government Committee recommending the scheme as satisfactory, subject to slight alterations in the estimate of cost.

On the 15th instant the following letter was received from the Government Committee:—

Government Committee on the Prevention and Relief of Distress.
Local Government Board,
Whitehall, S.W.,
14th January, 1915.

Sir,—I am directed by the Government Committee on the Prevention and Relief of Distress to inform you that they have had under consideration the scheme submitted to the Central Committee on Women's Employment by the Local Representative Committee for the Borough of Croydon, and have decided to recommend that a grant of £105 be made from the National Relief Fund to the Local Representative Committee in aid of the cost of the maintenance of a workroom for women at the Polytechnic Institute, Selhurst-road. This recommendation has been forwarded to-day to the committee of the Fund.

I am to explain that this grant is estimated to be sufficient to cover the expenses of the employment of 50 women and girls for four weeks, and that this number should not be exceeded without the approval of the Government Committee.

It will be necessary for the Local Committee to account to the Government Committee for the expenditure of the grant, and they rely on the Local Committee taking adequate measures for the careful administration of the money granted.

The Government Committee desire that further applications for grants in respect of this workroom may be made to them at least seven days before the grant is required, and that the application may be accompanied by details of the expenditure already incurred, of the estimated expenditure for the then ensuing month, and of the number of women employed. This information should be furnished in a form similar to that enclosed.

I am, Sir,
Your obedient Servant,
(Signed) E. R. Forber.

A cheque for the £105 referred to was received from the National Relief Fund on the same date (15th instant).

FINANCE COMMITTEE.

The state of the Mayor's Fund at the 19th January, 1915, was:—Amount promised, £18,620 12s. 8d.; amount received, £17,900 2s. 8d.; amount paid to Buckingham Palace, £16,008 6s. 4d. The amount promised shows an increase of £654 15s. 11d., and the amount received an increase of £1,937 15s. 11d. over the figures reported at the last meeting of the committee (11th December, 1914).

SOLDIERS AND SAILORS' FAMILIES ASSOCIATION.

The number of cases dealt with up to the 16th January instant, inclusive, is 2,087. Assistance has been granted in 1,812 cases, the total expenditure being £3,055 17s. 4d. This is exclusive of advances against separation allowances.

A further sum of £1,000 has been received for assistance in military and naval cases, making £3,500 in all received for this purpose by the new Croydon Borough Division.

The Mayor, moving the reception of the report, said that it would be noticed that they had dealt with 535 civilian cases at an expenditure of £780. Arrangements had been made for boarding out motherless children, children of soldiers who had lost their mothers, at an expenditure of 1s. 5d. a week in addition to the Government grant. This, he thought, was a most laudable thing to do. If they could get these children boarded out at 1s. 5d. a week and keep them away from the Poor Law it was very necessary. They would notice that the committee had revised the scale of payments to those in receipt of relief to the extent of about twenty per cent. Since the last meeting the committee had received an additional £600 from the Central Fund, making £900 in all. They had also received a hundred guineas for the employment of women. There were really fifty women and two supervisors. The fund, he was pleased to say, was still increasing. It had increased by £654 since the last meeting. The total amount promised was £18,620, and of this £17,900 had actually been received and £16,008 6s. 4d., the total amount received at the end of the year, had been sent to Buckingham Palace. They had dealt with 2,087 cases that came under the Soldiers and Sailors' Families Association at a total expenditure of £3,055, and since the last meeting they had received an additional sum of £1,000, making a total for the military and naval cases since the Croydon Borough Division had been working of £3,500, and the old committee when they were working at Poplar-walk dealt with some £600 as well, making a sum of over £4,000 distributed on these cases in Croydon. The Mayoress's Committee was still at work. They had never made a direct appeal in any way. Anything sent to them was made the best possible use of. The amount of work that the ladies had done deserved their highest thanks. At the moment they were somewhat short of shirts and blankets and short of money. They had practically spent what money they had in employing women and girls who were out of work to knit socks. They could take it from him that practically the whole of the money had been spent in providing labour, purchasing wool and materials, and so keeping these people off the relief fund.

Ald. Sir Frederick Edridge seconded, and the report was received.

Daily Mail,
February 6th 1915

WOMEN WHO DO NOT TIP.

To the Editor of *The Daily Mail*.

Sir,—Food prices are jumping up and wages coming down. At least that is what has happened to the waitresses at a certain West End restaurant.

This restaurant is patronised very largely by women reformers and suffragettes of all kinds. The result is that instead of the proportion of patrons being about 75 per cent. men and 25 per cent. women, it is near 40 per cent. women to 60 per cent. men. The waitress is paid a very low wage, and has to depend for four-fifths of her income upon tips. Will it be believed that all these women who talk so much about reforming the world, who shrilly demand votes in order to put down man's tyranny over woman, who assert day by day that "only women's work can save women"—that nearly all these reformers take the service of the waitress but never requite her one penny piece?

The average tip, I am told, is about one penny from one woman in six, and these very educated and refined people!

The tips, and therefore four-fifths of the livelihood of the girls, come out of the pockets of the men! No wonder the majority of the waitresses scoff with derisive laughter when the question of suffragettes and votes for women is mentioned!

FRIEND OF THE WAITRESS.

The North Mail
8-2-15.

LABOUR WOMEN'S PROTEST.

The following resolution relating to the prices of food and fuel has been passed by the Bishop Auckland Divisional Women's Labour League:—

"That this conference protests strongly against the present amazing and unjustifiable rise in the price of food and fuel, contending that it may be avoided by nationalisation and municipalisation of supplies of those commodities, and by Government control of merchant ships transporting them.

"Also, it appeals to the working women of the division and of the country generally, to put forth their strongest effort in support of those at present engaged in fighting this invidious and unnecessary evil."

Yorkshire Observer
14-2-15

THE WAGES OF WOOLCOMBERS.

AN INCREASE GRANTED.

The Woolcombing Employers' Federation have been recently approached by the National Society of Machine Woolcombers, as representatives of the workpeople engaged in the woolcombing industry, with a request that the wages of the employees should be increased owing to the extra cost of living caused by the war. After careful consideration and conferences on the matter, the executive of the Woolcombing Employers' Federation at a meeting yesterday with the representatives of the operatives' society agreed to give an increase of wages on the following conditions—the increase being granted to those workers included in the wages schedule dated July, 1913:—

That all workers having at present wages of 21s. and upwards shall receive an advance of 2s. per week, and that all workers receiving below 21s. shall receive an advance of 1s. per week.

That no further request for an increase of wages shall be made during the continuance of the war.

That although under the agreement made at the time the schedule of July, 1913, was fixed, no increase is due to those workers receiving at the present time a higher rate than the schedule until such time as the schedule rate should be equal to the rate now paid to such workers, the present increase is granted to all workers irrespective of this agreement, in consequence of the said increase being given owing to the enhanced cost of living.

That in consideration of this the representatives of the workpeople undertake that future changes in the wages of the employees shall be made in accordance with the agreement entered to above with a view to standardising the wages in the industry.

That the increase shall become payable on the first pay-day in March, 1915.

Daily Citizen.
14-2-15.

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CHEAPER FOOD BY STATE ACTION.

PROGRAMME FOR GREAT CONFERENCE.

Arrangements are now complete for the great national conference on food and fuel prices organised by the Workers' War Emergency Committee in the Kingsway Hall, London, on March 12.

It will be a notable gathering. Municipal authorities, Trade Unions, trades councils, co-operative societies, women's industrial organisations, Labour and Socialist parties have been invited, and although the invitations have been out only a few days the response has been of a remarkable character.

The secretary to the Committee, Mr. J. S. Middleton, 28, Victoria-street, S.W., wishes *The Daily Citizen* to request Labour members of local authorities which have passed resolutions upon the question to urge that representatives be sent to the conference. In Scotland, especially, a large number of bodies have expressed themselves in sympathy.

The main resolution will be that already submitted to and endorsed by conferences all over the country and calling for Government control of shipping, maximum prices of coal to be fixed, railway trucks to be pooled, and coal to be distributed by the Government through municipal or co-operative agencies.

The Rt. Hon. Arthur Henderson, M.P., will preside, and the speakers will include Mr. J. A. Seddon, chairman of the Trade Union Congress; Miss Margaret Bondfield, Women's Co-operative Guild; Mr. Robert Smillie, president of the Miners' Federation of Great Britain; and Mr. William Brace, M.P.

The conference, which will commence at 10.30 a.m., and is expected to continue, with one interval, until 4.30 p.m., will be followed by a huge public demonstration in the same building at 7.30 p.m. At this gathering the speakers will probably be Mr. Henderson, Mr. C. W. Bowerman, M.P., Mr. W. C. Anderson, M.P., Mr. Smillie, Dr. Marion Phillips, Mr. H. M. Hyndman, Mr. B. Williams (Co-operative Union), Mr. J. R. Clynes, M.P., Mr. John Stokes (secretary London Trades Council), Mr. Joseph Cross (vice-chairman General Federation of Trade Unions), Mr. Albert Bellamy (president National Union of Railwaymen), and Mr. Ben Tillett (secretary Dockers' Union).

Daily Citizen.
4-2-15

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WAR "WAGES" IN CO-OPERATION.

HOW THE C.W.S. IS LEADING THE WAY IN THE RECOGNITION OF LABOUR.

["Co-operative News" Special.]

THERE can be no doubt, of course, that the war cost of living has lessened the value of wages to a degree which must be keenly felt in all wage-earning families. This is invariably the result when any nation is at war, though it is seldom that earnings are increased at such a time to make up for the lowered exchange value of money. Special war rates of pay, however, have not been uncommon during the past few months, and it will be seen from an announcement elsewhere that the C.W.S. directors have granted advances, practically all round, to their employés. This has occurred with all the more grace, because it had not been demanded by the workers, although we can quite understand how welcome the greater wages will be to them. Already the employés in the huge buildings about Balloon-street have met in a body to express their gratification for the generous action of the directors. If the same course had been taken by other employers who can well afford to adopt it, we should have heard much less about the attitude of working men and women towards the demands of the Government for strenuous industrial output. It should be made clear that the advance granted by the C.W.S. applies to every class of worker earning less than £200 a year—that is, to clerks, warehousemen, factory operatives, labourers, casuals, and even to men now on military service.

We are not overlooking the fact that some employers could not very well bear the strain of increased wages at a time like the present. Most of these, however, who up khaki clothing. Whilst wages vary from something approaching a sweating level to decent earnings, the rates paid to employers by the Government are uniform. And the firms that have acted honourably towards their workpeople have a very good margin of profit to work upon. What, then, must be the profit of firms that are paying as much as 50 per cent. (on some classes of work) less than others? It is this unmitigated form of greed and selfishness that is creating the most discontent among the workers. If their conditions and tempers become unbearable, and they strike, or "slack," we presume they will be charged with lack of patriotism. Why does not the Government step in? By use of the Defence of the Realm Act, these justice shirking or "slacking" employers should be made to toe the same patriotic line, the same sense of duty and national responsibility as the workers are expected to do, and are threatened that they will have to do unless they prefer to act voluntarily.

But in the case of the clothier workers, the C.W.S. have again been among the leaders of good wage payers. They have been in the front in respect to rates paid to women workers at Leeds, and at Higher Broughton. And we observe that they have led in the case of men cutters. Male cutters in Manchester firms are dissatisfied with their rates of pay in respect to khaki and the general cloth trade, these rates being lower than those paid in London, Birmingham, Leeds, Glasgow, and other places. Some firms have improved the conditions

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Daily Citizen.
4-2-15

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["Co-operative News" Special.]

THERE can be no doubt, of course, that the war cost of living has lessened the value of wages to a degree which must be keenly felt in all wage-earning families. This is invariably the result when any nation is at war, though it is seldom that earnings are increased at such a time to make up for the lowered exchange value of money. Special war rates of pay, however, have not been uncommon during the past few months, and it will be seen from an announcement elsewhere that the C.W.S. directors have granted advances, practically all round, to their employés. This has occurred with all the more grace, because it had not been demanded by the workers, although we can quite understand how welcome the greater wages will be to them. Already the employés in the huge buildings about Balloon-street have met in a body to express their gratification for the generous action of the directors. If the same course had been taken by other employers who can well afford to adopt it, we should have heard much less about the attitude of working men and women towards the demands of the Government for strenuous industrial output. It should be made clear that the advance granted by the C.W.S. applies to every class of worker earning less than £200 a year—that is, to clerks, warehousemen, factory operatives, labourers, casuals, and even to men now on military service.

We are not overlooking the fact that some employers could not very well bear the strain of increased wages at a time like the present. Most of those, however, who have secured large Government contracts, or had them thrust upon them, have been in a favourable position; many of them could have done more than they have attempted. Take the clothing trades. The flat rates paid by the War Office for khaki contracts have been on a liberal scale; but almost everywhere operatives in clothing factories are complaining—not so much about the pay, as about the variation of the rates of pay. As Mr. E. Watson (secretary of the Manchester branch of the Amalgamated Union of Clothiers' Operatives) points out this week, some firms are paying much less than others for the work of making up khaki clothing. Whilst wages vary from something approaching a sweating level to decent earnings, the rates paid to employers by the Government are uniform. And the firms that have acted honourably towards their workpeople have a very good margin of profit to work upon. What, then, must be the profit of firms that are paying as much as 50 per cent. (on some classes of work) less than others? It is this unmitigated form of greed and selfishness that is creating the most discontent among the workers. If their conditions and tempers become unbearable, and they strike, or "slack," we presume they will be charged with lack of patriotism. Why does not the Government step in? By use of the Defence of the Realm Act, these justice shirking or "slacking" employers should be made to toe the same patriotic line, the same sense of duty and national responsibility as the workers are expected to do, and are threatened that they will have to do unless they prefer to act voluntarily.

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The Telegraph.
16-2-15.

COST OF LIVING.

LONDON CONFERENCE.

TRADE UNION PROTEST.

Delegates from trade union and socialist organisations attended a conference at the Memorial Hall, Farringdon-street, on Saturday, to consider the present high prices of food and fuel. The meeting was convened by the Workers' War Emergency Committee and the London Trades Council, and simultaneously conferences were held at Leicester, Liverpool, Portsmouth, Cardiff, Birmingham, and Bradford, as a national expression of opinion on the increased cost of living.

Mr. JOHN STOKES (secretary to the London Trades Council), who presided, said the conference represented a vast movement, including the Socialist, Labour, and Co-operative movements, covering an area of forty miles, and containing 4,000,000 people in a representative capacity.

Mr. W. C. ANDERSON, M.P., referring to the speech by Mr. Asquith in the House of Commons, declared that it would not be accepted as the last word. The Premier told them they were no worse off than during the Franco-Prussian War of 1870-1. If he (the speaker) knew anything about the temper of the people, they were not concerned with the circumstances of that war, but they were concerned with what was going on now. They believed that certain interests were taking advantage of the situation; and they were determined that this must be stopped. (Hear, hear.) Coal, which was being brought into London at pre-war prices, was being sold at the inflated figure of 40s a ton; and the price of nearly every household commodity had gone up, with the result that since the beginning of the war the purchasing power of a sovereign had declined by five shillings.

He moved a resolution urging the Government to take steps to reduce wheat prices by remedying the deficiency in carrying ships; to fix a maximum price for coal; to pool the railway-trucks of the railway companies and private traders, and to commandeer coal supplies for distribution to household consumers through municipal or co-operative agencies.

Dr. MARION PHILLIPS (Women's Labour League), in seconding, said the rise in food prices was falling upon the poor with a cruelty that could only be viewed with horror.

The resolution was carried, with the addition, after the word "coal" in Clause 4, of the words: "wheat and other necessities of life, and fix at maximum prices."

APPEAL TO GOVERNMENT.

Mr. J. RAMSAY MACDONALD, M.P., speaking at the conference at Leicester, said the cost of living since July had gone up 20 to 24 per cent., and every market report indicated that it was still going up. The nominal wages remained the same, while the actual wages had been reduced by 4s in the pound. They were, of course, bound to have increased prices, and no doubt the enemy had suffered more, but that was no excuse. It was not a fact that there was very little wheat or flour in the market. During the last six months we had imported upwards of 100,000 tons more grain than in the corresponding period of the previous year. Next Wednesday the Labour party were going to make one more appeal to the Government to do its duty by the nation.

Manchester Guardian.
13-3-15.

"ENEMY WITHIN THE GATES."

WORKERS AND DEAR FOOD AND FUEL.

BITTER DENUNCIATION OF THE GOVERNMENT.

Under the auspices of the War Emergency Workers' National Committee, a demonstration to protest against food and fuel prices was held last night in the Kingsway Hall, London. Mr. C. W. Bowerman, M.P. (secretary of the Trades-Union Congress), presided, and others present were Mr. H. M. Hyndman, Dr. Marion Phillips, Miss Mary McArthur, Mr. R. Williams, Mr. John Stokes, and Mr. Alfred Bellamy. There was not a large attendance.

The Chairman said that to judge from the appearance of that gathering one would hardly have thought that the people of the country had been called upon to make the sacrifices they were making at the present time. Manufacturers and employers were not slow in taking action when their pockets were affected. When Mr. Runciman was approached on this subject of cost, he replied that there was no short cut to the millennium. The Government turned a deaf ear when the matter was brought forward by the Labour party in the House of Commons, and the only answer they got was that the matter might be adjusted to their satisfaction some time in the middle of the summer. For his own part, he regarded that not only as an extremely disappointing reply, but one unworthy of a Government which at the outset of this terrible war had come to the rescue of many classes in this country, and had prevented the credit of the country going down. When one remembered the sacrifices which the working classes had made in order to respond to the nation's call, one would have thought that the others would have been sufficiently patriotic to have avoided the heavy burden they had imposed upon the community at large. (Hear, hear.) The Government said they could not help them, but, surely, if the Government could take powers to commandeer a factory within 12 hours, why could they not relieve the necessities of the poor by saying: "We will take over the wheat supply and sufficient ships to bring coal to London at a reasonable price?" (Hear, hear.) They had not done that, and it remained for people to raise their voices and force the Government to do something which they now appeared unwilling to do. He moved a resolution urging that the present rise in prices in the necessaries of life was not justified by any economic consequences of the war, was largely caused by the holding up of stocks, by the inadequate provision of transport facilities, and asking the Government to fix a maximum price by acquiring the control of commodities which might be subject to artificial cost.

"LOOKING TO FAVOURS TO COME."

Mr. John Stokes (secretary of the London Trades Council), in seconding, said the Government appeared to be afraid to take action against the speculators. What had the Government done? Had they done anything to prevent this unfortunate consequence of the war? (Cries of: "Only looked after their own interests.") He had come to the conclusion that they were looking forward to favours to come. They were looking to the financial assistance of shipowners and colliery owners when election time came along, and they would not interfere with profits in war time which later on might jeopardise their political funds. (Hear, hear.) The Government should take by the throat, if necessary, those who were exploiting by robbery and jobbery the wellbeing of the people. (Cheers.)

Dr. Marion Phillips said if we had learnt anything in this war it had been the separation between the workers of the nation and those who held economic and political power. "I will not subscribe," she continued, "to the doctrine that the trades-unions are to lay down their weapons now, for they have never wanted them so much—(hear, hear)—for never has the exploitation of the worker been so barefaced and brutal. (Cheers.) The enemy is within the gate."

Mr. Hyndman said that, at the present time, men were food for powder, no doubt in a righteous cause. If what was happening was not stopped the Labour party must not hesitate to stop recruiting.

Mr. Williams said that if Mr. Asquith and Mr. Runciman had to live on 30s. a week they would soon be saying, "To the devil with the law of supply and demand." (Cheers.)

Mr. Robert Smillie (president of the Miners' Federation of Great Britain) said that if action was not taken the Labour party could and would arouse all the labour and working-class forces into a protest against the conduct of the Government, and neither the sneers of the Press nor the Cabinet about such conduct being unpatriotic would stop them. (Cheers.)

Mr. Ben Tillett said that 35 or 36 per cent. of the working classes were carrying through this war, but if they had been as sordid as the capitalists the war could not proceed another day.

Mr. W. C. Anderson, M.P., supported the resolution, which was carried.

New Statesman
6.5.16.

662/10 662

Daily Citizen 1.3.15

The Co-operative Wholesale Society—the largest purveyor of household supplies in the world, selling nearly a million pounds' worth a week—gives us some authentic particulars of the rise in prices of food of English working-class consumption. The purchasing power of a pound two years ago is now equal only to 11s. 2d.; the 5s. per week that the State grants to its Old Age Pensioners is now worth to them in food only as much as 2s. 11d. was then. An average weekly family order for grocery (including flour), which cost 6s. 5d. in 1914, now costs 8s. 9d. Lard, curiously enough, is cheaper. These figures emphasize the importance of the action that is being taken by the Minister of Munitions—unfortunately his machinery works much more slowly for raising wages than for making shells—to compel the manufacturers to pay their tens of thousands of women workers at least the pound a week minimum. The Central Tribunal is overwhelmed with complaints of cases in which the wages stipulated for by the Ministry of Munitions are not being paid. There are still adult women in controlled establishments, besides many others to whom Section 7 has been applied (forbidding them to leave their employment), not getting threepence per hour.

Daily Call
17.3.15

COSTLY CLEAN COLLARS.

15 PER CENT. DEARER TO CHANGE YOUR CLOTHES.

BREAD UP AGAIN.

Your clean collars are to cost you more.

The launderers of the London district are giving the increased cost of working serious consideration, and a majority are said to be in favour of an increase of quite 15 per cent.

"It is little understood," said Mr. J. J. Stark, secretary of the Launderers' Association, yesterday, "how the war has affected our class of work.

"First, there is the increase in the cost of living; but another serious question which has to be faced is the shortage of labour.

"Male labour is extremely scarce, and there is a proportionate shortage in female labour.

"The latter is explained by the fact that many of the female workers are now in receipt of separation allowance, with the result that there is little need for them to augment their incomes.

"Then, again in certain districts where billeting is in force the women have to stay at home to attend to the wants of their Government boarders.

"All these matters will shortly be thoroughly thrashed out; but there is little hope of the householder's laundry bill remaining at its present price.

"You may safely say it will be very surprising if we do not raise the cost, and I should think the increased cost imposed by working laundries will be about 15 per cent."

COST OF FOOD.

And after collars—food.

A further slight rise—about 2 per cent.—in the retail prices of food during February is recorded by the "Board of Trade Labour Gazette."

The two articles which showed the greatest advance during the month were flour, with a rise of about 8 per cent. on the average, and bread, with a rise of about 7 per cent. Taking the country as a whole, the price of bread was 7½d. per 4lb.

Meat and fish also showed a further advance, with the important exception of fish in London.

Decreases were shown by bacon, butter, and eggs. In the case of bacon and of butter the reductions were only about 1 or 2 per cent.; but in the case of eggs—where the reduction is, of course, largely seasonal—it amounted to nearly 10 per cent.

PEOPLE AND THE PROFITEERS.

TO-MORROW'S NATIONAL CONFERENCE.

From the farthest ends of Britain delegates are coming to London to-morrow to declare to the Government that unlimited profiteering in the food and fuel of the people must no longer continue. It can be stopped, and ought to be stopped.

The Kingsway Hall gatherings have been arranged by the Workers' War Emergency Committee, but they are not Labour, or Trade Union, or Socialist, or co-operative gatherings in the ordinary limited sense of those words. The matter of dear food affects everyone, and great corporations like those of Glasgow, Hull, Southampton, and Cardiff are sending representatives to sit side by side with the delegates of the miners, the railwaymen, the dockers, the cotton workers, and all those other organisations through which the workers are accustomed to make their needs and their influence felt. Women, who are so vitally concerned in the spending of the household incomes, are to be present in strength.

It is not an English conference. Scotland is sending a full representation, and Sligo is one of the Irish corporations to appoint its delegates. Nor is it a gathering from the big towns only or the big Unions. Urban and rural and parish councils, boards of guardians, will be there also, often in the persons of their chairmen and clerks.

The question will be discussed in all its bearings during the conference proper, which opens at 10.30, and will be continued with a luncheon interval till 4.30.

The Right Hon. Arthur Henderson, M.P., will preside.

REMEDIES TO BE URGED

Mr. J. A. Seddon (president of the Trade Union Congress) will move, and Miss Margaret Bondfield second, a resolution declaring that the most effective action that the Government can now take to reduce wheat prices is to intervene to remedy the deficiency in carrying-ships, and asking that the Government should at once take steps to obtain the control of more ships and itself bring wheat from Argentina, Canada, and elsewhere at the bare cost of transport.

Mr. Robert Smillie (president of the Miners' Federation) will submit a resolution on coal prices, supported by Mr W. Brace, M.P. The resolution is worded as follows:—

(a) "That maximum prices for coal should be fixed by Government."

(b) "That railway trucks, belonging both to the separate railway companies and to private traders, should be pooled and run to their fullest economic use."

(c) "That in fixing shipping freights for coasting vessels under their control the Government should have regard to normal rates rather than to the excessive rates inflicted by private shipowners."

(d) "That the Government commandeer coal supplies and distribute to household consumers through municipal or co-operative agencies."

MASSED FORCES

At night in the same hall will be held a great public demonstration at which, besides those already mentioned, the following are expected to speak: Mr. Ramsay MacDonald, M.P., Mr. C. W. Bowerman, M.P. (secretary Trade Union Congress), Mr. W. C. Anderson, M.P., Mr. H. M. Hyndman, Mr. Albert Bellamy (president National Union of Railwaymen), Mr. Joseph Cross (United Textile Workers), Mr. Ben Tillett (Dockers' Union), Dr. Marion Phillips (Women's Labour League), Mr. R. Williams (Co-operative Union), and Mr. John Stokes (London Trades Council).

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On the whole the reductions in articles other than bread and flour approximately balanced the advances, so that the whole advance in February may be put down to those two articles.

Gas companies are raising the price of gas in consequence of the coal difficulty. Some of the increases in London are as follows: Gas Light and Coke Company, 4d. per 1000 cubic feet; Dartford, Gravesend, and Milton combined, 4d.; North Fleet and Gravesend, Chatham, and Gillingham, 3d. The South Metropolitan Gas Company will probably announce an advance to-day.

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T.U.J. March 12
Know, to Utter, and to Argue freely, acco

TEN PER CENT WAR BONUS.

6624

MOVE BY YORKSHIRE COTTON OPERATIVES.

FINE WRAPPING FIGHT.

NOTES BY TYKE.

Ever since the introduction of the new spinners' list one or two firms who were called upon to pay an increased price on the counts as then spun have resorted to the practice of naming the yarn two [illegible] than was actually being spun. The Operative Spinners' officials and the spinners themselves have repeatedly pointed out the dishonesty of the practice, but without effect. Even the factory inspectors were powerless to act, or at least they pretended that they were powerless to prosecute so long as the employers told the spinners what the actual counts were, although they were only paying for what the counts were sold as when doubled or trebled.

* * * *

However, the time has come when the Operative Spinners will stand it no longer, and if the Operative Spinners' Amalgamation had not been prepared to put a system down that they would not tolerate in their Lancashire districts, then the Yorkshire operatives had decided to fight the case out themselves with their own funds. But on Saturday the E.C. of the Operative Spinners' Amalgamation gave full power to the Yorkshire province to deal with these fine wrapping cases. Eighteen months ago the E.C. gave the Yorkshire province power to put the operative spinners at a certain firm on notice to test the case, and before the notices expired the officials of the two Yorkshire associations agreed to a settlement that in future the operative spinners at the firm should be paid what the yarn actually wrapped as it came from the mule spindles. That firm have honourably stuck to the settlement, but certain others have continued the practice complained of.

* * * *

Unfortunately at that time a threatened lock-out was pending over all the trade, or else it was the original intention of the operatives' union to take in hand the firms that were practising these unfair methods. Now that the matter is again being taken up in earnest it behoves the union to fight it to the bitter end. There is a scarcity of labourers in all trades, and the wages offered are as good as some operative spinners are now getting. If it comes to a strike blacklegs will be few. Some who acted as accommodators for the employers in the last Yorkshire cotton trade dispute have joined the Army, thinking they had another soft job on, but I saw one of these back at home last week, rejected as unfit to be shot at.

* * * *

The whole of the operative spinners, piecers, and cardroom women at a cotton factory run by one of the members of the Yorkshire Cotton Masters' Association feel that they have been victimised. On the last pay day the datal hands, who are the only operatives not in a union, received intimation, along with their wage that in consequence of the rise in the price of food stuffs, etc., they were to receive a war bonus. The other operatives went home, and began to make inquiries if the various tradesmen made any deductions in food stuffs to them because they were members of a trade union. It seems strange that employers who believe in the value of trade combination amongst themselves, and have hard words to say about the non-union employer, should always try to give the non-union workman an advantage, and allow him liberties which he will not allow the trade union workman.

* * * *

I saw a very marked case of this kind on a public body a few days ago, when some organised workers made an application for an advance of wages. It was granted, but to spite the union men all non-unionists in the same department had to have it also, although they had not even the courage to ask for it. These men have always acted on the policy that if the union workmen agitated and got it they also would receive it.

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There was a breakdown of the engine at Calder Mills, Hebden Bridge, on Monday morning, and although it was temporarily repaired during the day it [illegible] standstill again, and on Tuesday morning the whole of the operatives were sent home for the week.

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Messrs. Robertshaw, cotton spinners and manufacturers, of Westfield Mills, Mytholmroyd, and Calder Mills, Hebden Bridge, have given a substantial advance of wages to all the spinners, piecers, and cardroom operatives. There is a strong demand amongst the Yorkshire cotton operatives generally to participate in the advances that are being given, and the executive of the Yorkshire Cotton Operatives' Union have decided [illegible]

Morning Post-13-3-15.
662

FOOD AND COAL PRICES.

WORKERS' NATIONAL CONFERENCE.

662/11

DEMAND FOR GOVERNMENT ACTION.

Mr. Arthur Henderson, M.P., presided yesterday at the Kingsway Hall over a conference called by the "Workers' National Committee" to discuss the prices of food and fuel. On the platform were Mr. H. M. Hyndman, Mr. F. W. Jowett, M.P., Mr. Harry Gosling, Miss Susan Lawrence, Mr. Robert Smillie, Mr. J. A. Seddon, Miss Margaret Bondfield, Mr. R. Williams, Mr. John Stokes, Mr. W. C. Anderson, M.P., Mr. W. Brace, M.P., and others.

The CHAIRMAN said that the conference had been called because of a very deep conviction among the workers that we were passing through a crisis in which the civil population had not had from the Government the consideration to which it was entitled. The treatment they had received was the more uncalled for in view of the fact that the civil population had displayed patience and patriotism of a most exemplary character. Food prices and the prices of other commodities, and in some centres house rent, had risen considerably. The rises, whatever their cause, were not justifiable. (Hear, hear.) They were there not merely as the Labour Party or as the Labour and Socialist Party, for the conference also represented a great section of the co-operative movement and a large number of our leading municipalities and other public authorities. The Government admitted that prices had risen, but said that the position was not so bad as it might have been—not much consolation to the great mass of the working people. They were not pleading for the highly-skilled workers, who were looking after themselves and claiming and obtaining substantial increases in wages. They were pleading for the lowest paid, the poor, the old age pensioner, and the unorganised skilled workers. The prices were highest in the things most needed by the poor. The people who had given their husbands, brothers, and sons, were those who at home were being called upon again to make the greatest sacrifices. They had been told that their proposals were Utopian. Not even the Government had the right to call proposals Utopian unless they were in a position to put into immediate operation proposals more practical and effective. When the Government desired to feed guns it commandeered all the workshops necessary. When it desired to populate the battlefield it commandeered all the ships and railways necessary. The overwhelming opinion of that conference would support the Government in that. (Cheers.) But if it were necessary in the one case the Government had an obligation and a responsibility in the other case. They were not going to allow the poor to suffer longer by being exploited by coalowners and landlords. (Cheers.)

A COMPREHENSIVE RESOLUTION.

Mr. J. A. SEDDON moved: "That the most effective action that the Government can now take to reduce wheat prices is to intervene to remedy the deficiency in carrying-ships; and that the Government should at once take steps to obtain the control of more ships and itself bring wheat from Argentina, Canada, and elsewhere at the bare cost of transport; that the Government should endeavour to secure control over such proportion of the Russian and other supplies as may be necessary for the need of the country, and so prevent further speculation and exploitation; that the Government should buy the present stock of British wheat at fair prices; that the Government should set up a representative committee, upon which Labour interests should be adequately included, to determine the price to be paid for the home supply, freightage charges on imported wheat not being taken into account in determining the purchase price. The Committee shall also fix prices for the re-sale of both the home and imported supplies at rates not exceeding 40s. per quarter, any loss thus incurred to be borne by the National Exchequer; that the Government should guarantee a fixed price, determined by the Committee indicated above, for the 1915 crop; that in determining prices the payment of adequate wages to agricultural workers should be taken into consideration." He maintained that three factors were responsible for the inflated prices—the inaction of the Government, the operations of the speculator and the gambler, and criminal exploitation and robbery by the shipping ring in this country. If the country could demonstrate that the exigencies of the war meant the tightening of the waist-belt then the workers would tighten the waist-belt—(cheers)—but if it meant that they were being exploited for a few people to get rich then they were grimly determined that their protest should go on until the Government fulfilled their duty to the suffering civil community. (Cheers.)

Miss BONFIELD seconded the motion. She said the Government did not understand the degradation of life involved in the increased cost of living.

Mr. BRAMLEY (Furnishing Trades) moved an addition to the motion, calling on the Government to take steps to commandeer and develop home-grown supplies of coal, and to take over the mines, and to appoint a committee of miners' representatives to assist in the management of the mines. He said that the Government had been afraid to touch their friends in the House of Commons who controlled the coal and shipping industries. The motion was only a step in the direction which they meant to travel ultimately—the national ownership of mines. If the Government were prepared to carry out this resolution the miners would be willing to waive, to some extent, any claim they might have for increased wages during the present crisis, but they were not prepared to go on paying 20 and 25 per cent. more for everything and at the same time see the cost of coal going up 6s., 7s., and 8s. without asking for additional wages. It was said it would be unpatriotic to take any action which might endanger the country. If that was true there had been a most unpatriotic step taken in raising the price of coal. It would be more unpatriotic to stand quietly by and see millions made out of coal while the mining community were not in a position to take any action to live as they were living before. If there was any shame it would not rest on the miners. The mining community had added to the units in France and Flanders as fully as any other community. The soldiers from that community had left behind their fathers, brothers, friends, and women, and were entitled to ask for their protection.

Alderman HOUSE seconded.

Mr. BRAMLEY held that the private trader ought to be knocked out of the coal business altogether. Small consumers in East London were paying £3 17s. 4d. a ton.

Mr. SHAW (Textile Workers) said that in many industries the men had had a chance through increased wages and overtime to meet the increased cost of living, but in the cotton industry the workers were suffering from unemployment.

Mr. JONES (West Ham) moved that the word "household" should be deleted, so that the resolution should apply to all coal.

The amendment was accepted. It was also agreed that the municipal representatives should attempt to call meetings on the subject in their own areas.

Mr. LANSBURY proposed that the resolution should be sent to all Trades Councils, Co-operative Societies, Municipal Councils, and Socialist Bodies, with the request that deputations should be sent to members of Parliament asking them to support the proposals. He also suggested that a national deputation should be organised to wait on the Prime Minister. They must, he said, kick up the devil's own row till they had kicked Asquith and his Government into action.

This amendment also was agreed to.

A CLOSE DIVISION.

Mr. W. ENSOM (City I.L.P.) moved a further addition to the resolution, declaring that if the Government declined to carry out what was demanded the Labour Party should divide the House and take every step to force the Government.

Mr. JONES (West Ham) said they ought to do something drastic. At best the Labour Party could not do much because they were living under conditions which almost prevented them from being honest. "They say," continued Mr. Jones, "that our King and country needs us, and then our patriots bleed us." The Clyde strikers had been denounced, but they had done what they could not have done without a strike. They had made the Government commandeer workshops and recognise the fair wages clause, which had been fought for during twenty years.

The amendment was carried by 107 votes to 106.

The CHAIRMAN—I suppose that with such a vote you will leave the Labour Party some judgment. (Laughter.)

Mr. JONES—The Act of Union was carried by one vote.

Another delegate desired to move an amendment in favour of a national strike, but the CHAIRMAN ruled it out of order on the ground that a national strike could only be ordered by the Unions who would have to pay for it.

Bailie STEWART (Glasgow), arguing for municipalities being allowed to supply coal, said that if the Glasgow Corporation had the power to supply coal the people would only be paying 33 per cent. of the present price.

Mr. DALY (Dublin Trades Council) said there was once a fellow called Johnson, who said that patriotism was the last refuge of a scoundrel. There was a little town in the West of Ireland with 11,000 inhabitants of whom 2,000 had gone to the war. (Hear, hear.) He would not say "Hear, hear." If they had believed as he did they would have stayed at home. The women they left behind were paying £4 3s. 4d. a ton for coal, and the patriotic shipowners who were anxious that no foreign foe should land on these shores unless over the dead bodies of their employees, had raised their freights from 4s. 6d. to 19s. There were only two parties in this country, the workers and their exploiters. There had never been a truce and could not be a truce between them. Agricultural labourers were being paid in Ireland by some patriotic members of Parliament 6s. a week and their food, or 10s. without food.

The resolution, as amended, was carried.

PUBLIC MEETING.

Mr. BOWERMAN, M.P., presided over a public meeting at Kingsway Hall in the evening, and, commenting on the smallness of the attendance, he remarked that one would hardly imagine that the working class community, especially the women folk, were being called on to make such unjustifiable financial sacrifices. It had been thought fitting that a public meeting should be convened in order to back up the Workers' Emergency Committee, passing a resolution to the effect that the rise in the price of food, coal, and other necessaries of life was not justified by any economic consequence of the war, and suggesting certain steps which the Government should take to improve the situation. He moved accordingly.

The proposal was seconded by Mr. JOHN BROWN (London Trades Council), and supported by Dr. MARION PHILLIPS (Women's Labour League).

Mr. H. M. HYNDMAN declared that the working classes were always either food for powder or food for plunder. At the present moment they were food for powder abroad in what he believed to be a righteous cause, but they were food for plunder at home. [illegible]

piecers and cardroom operatives. There is a strong demand amongst the Yorkshire cotton operatives generally to participate in the advances that are being given, and the executive of the Yorkshire Cotton Operatives' Union have decided to send in a request for a war bonus of ten per cent owing to the struggle to make ends meet in their trying times.

* * * *

At one factory the twiners are on notice to leave because they absolutely refused to do any kind of work during meal time. Last week one of the twiners was allowing his son, a twiner piecer, to do some cleaning in the meal time, when the overlooker ordered him to desist or put his clothes on and go home. But it so happened that this overooker is also a twiner minder with a pair of jinnies, and he forgot for the moment that what he was trying to prevent in other jinnygates he was allowing to be practised by the piecers in his own.

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on until the Government fulfilled their duty to the suffering civil community. (Cheers.)

Miss BONDFIELD seconded the motion. She said the Government did not understand the degradation of life involved in this increased cost of living.

Mr. BRAMLEY (Furnishing Trades) moved an addition to the motion, calling on the Government to take steps to commandeer and develop home-grown supplies. He said that with the proper cultivation of our own soil we could produce all we wanted. If the Government could subsidise the dyeing industry some steps ought to be taken to develop the agricultural system.

The amendment was accepted.

Mr. TURNER (Glasgow Trades Council) moved a further amendment demanding that the Government should control the prices of all food stuffs and house rents. He said that nobody had profited so much by the present tragic circumstances as property owners. In Glasgow rents had been increased time after time. Glasgow landlords had issued a circular to all property owners suggesting that the present was a very opportune time to raise rents by 10 per cent., but as there were many empty houses 4 per cent. of the extra 10 per cent. would be pooled for the benefit of the owners of the empty houses. Property owners were also treating soldiers' wives in a most brutal manner.

This amendment also was accepted.

EMPIRE PRICES.

Mr. ALBURY (Social and Political Vigilance Committee) moved as an addition to the motion that as the price of wheat was not determined by the home grown supply, the Imperial Government should confer with the Canadian and other Colonial Governments with a view of fixing maximum prices within the Empire.

Mr. W. C. ANDERSON, M.P., protested against "tinkering little alterations" in the resolution. He said there ought to be a big fight to get the Government to control prices. He hoped they were not going to be satisfied with advances of wages, though they would take all of them that they could get. But advances would not go to the people who really needed them most, while a reduction of food prices would affect everybody.

The amendment was lost.

Mr. GEORGE LANSBURY said that many of those present and their constituents would get rises in wages and were working overtime, but there was a mass of women, men past middle age, and young children who were enduring untold suffering. The Prince of Wales's Fund ruled them out because they were always poor, and their poverty was not attributable to the war. We were fighting for a "scrap of paper," and yet we were taking advantage of this moment to dishonour the scrap of paper regarding the school age of children. He would never rest till the food supplies were mobilised and we produced food without sending babies to work. (Cheers.) If any children were to be robbed of their childhood's days let the grandchildren of Mr. Asquith and Mr. Lloyd George (if he had any) and the possessing classes go into the fields and work before those of the poor. (Cheers.)

Mr. J. DAVIS (Mayor of Merthyr) and others having spoken the resolution as amended was put and carried.

COST OF COAL.

Mr. R. SMILLIE (Miners' Federation) moved: "That maximum prices for coal should be fixed by the Government; that railway trucks, belonging both to the separate railway companies and to private traders, should be pooled and run to their fullest economic use; that in fixing shipping freights for coasting vessels under their control the Government should have regard to normal rates rather than to the excessive rates inflicted by private shipowners; that the Government commandeer coal supplies and distribute to household consumers through municipal or co-operative agencies." He said that if they were to keep down the cost of living and to be in a position to go on manufacturing the necessaries of life and the munitions of war the supply of coal must be kept at a reasonable price. There was some doubt as to whether the increase had been caused by a shortage or by the opportunities which existed for the coalowners and middlemen increasing the price independently of the supply. If the value of coal had gone up during the past seven months as the outcome of claims made by the miners for higher wages there would have been a considerable outcry against the miners. But miners' wages had been going down rather than up during the last nine or ten months, and there had not been any effort on their part to increase their wages. It could not be said that any rise in the price of coal was due to the miners. Two and a half years ago the miners drafted a Bill proposing that collieries should be nationalised and that the Government should so arrange matters as to supply coal at all times at a certain fixed reasonable price. Coal, railways, and land ought to be the first things to be dealt with if the Government were going to look after the workers. If they had, from the time when coal began to increase in price, taken over the mines at a fair valuation, they would already have secured in return from the increased prices more than half the purchase price. But, of course, the Government would not have raised the price. The price had been affected by freights in places remote from coal fields, but that could not be the reason of the increase in the pit mouth price. From Newcastle to Aberdeen, the same distance as from Newcastle to London, the total increase in shipping costs, including increased wages and increased insurance, was about 8½d. a ton. The Prime Minister said that the cost of transit from Newcastle to London had gone up from 3s. to 13s. and 14s., and that the Government had managed to reduce that to 10s. by releasing some of the interned ships. But that was still 7s. over the honest rate of carriage. If the Government were running the released ships they were getting that 7s., and if they were not they were giving it to the shippers.

MINISTERS AND THEIR SUPPORTERS.

There would be no relief until the Government grappled fully with the question of taking over the mines and the coal supplies. This could be done if they were not too particular about running up against

The proposal was seconded by Mr. JOHN STOKES (London Trades Council), and supported by Dr. MARION PHILLIPS (Women's Labour League).

Mr. H. M. HYNDMAN declared that the working classes were always either food for powder or food for plunder. At the present moment they were food for powder abroad in what he believed to be a righteous cause, but they were food for plunder at home. Unless this state of things was remedied without delay it would be the duty of the Labour Party to stop recruiting and to use their forces at home. What the meeting now demanded was that the Government should take control of the food of the people in order to give them that food at a reasonable price.

Mr. R. SMILLIE declared that many of those who were encouraging the workers to fight for the defence of their country were staying at home and making fortunes out of the war. He believed that the mines of the country, even worked as they were now by a limited number of hands, were capable of producing all the coal that the country needed at a fair and reasonable price. If the protest addressed to the Government that day was ineffective, the forces of labour would be aroused, and would refuse to give their work, quite unmindful of the charge that such action on their part was unpatriotic. (Hear, hear.)

Mr. BEN TILLETT and Mr. W. C. ANDERSON, M.P., having spoken, the motion was carried by acclamation.

SOCIALIST VIEWS.

Under the auspices of the local branches of the Independent Labour Party, the British Socialist Party, and the Clarion Fellowship, a poorly-attended meeting was held last night at the Limehouse Town Hall to protest against the rise in the prices of food and fuel. Miss Susan Lawrence, L.C.C., took the chair. Mr. W. C. ANDERSON, M.P., moved a resolution expressing indignation and disappointment at the refusal of the Government to take effective measures to deal with the alarming rise in the cost of food and fuel, and appealing to the House of Commons to force the Government to take immediate steps to relieve the burden which the cost of the necessaries of life had imposed upon the working classes. The resolution also made suggestions to the effect that the Government should take control of supplies. Working people were willing to make sacrifices for the national cause, but it was wrong to ask them to make sacrifices merely in order that certain interests might make bigger and bigger profits and dividends. There was no doubt that shipowners were having the time of their lives. Labour people said that if there were to be sacrifices they should be borne all-round. If there was to be a truce it should be a truce to exploitation and to the rise of food prices and social oppression. While farmers were getting from twenty to twenty-five shillings extra profit on every quarter of wheat they sold, they claimed that they could not get labourers; therefore they were trying to break down the Education Acts, to put boys and girls of school age on the land to work for 4s. or 5s. a week, and to break down the spirit of the Agricultural Labourers' Union. The resolution was agreed to.

The New Witness
3/6/15

THE continued increase in the price of food, the extortionate profits made by millers, meat importers and provision firms generally, have called forth little protest in the columns of the Press. For the most part, the people are instructed not to eat so much and women are earnestly implored to consider the lentil as an article of diet and to remember that nutriment can be extracted from potato skins. Vegetarianism is a fad which can only be practised by people with time or money, and it is as ridiculous as it is impertinent to suggest that the mother of a family of children, who has to get in two days' charing a week to help up the family exchequer, should spend hours on the concoction of sorel soup or a nuttose omelette. We are continually told that the workers of this country have never been so prosperous, and that the increase of their wages is out of all proportion to the increase in the cost of food. This is, of course, an entire misstatement but even allowing that a proportion of workers are in receipt of higher wages than they have received for some time past, there still remains a residuum of ill-paid labour unaffected by the war. The widows of Hoxton still work at box-making and kindred trades for a miserable pittance. Munition work does not affect them; they have still to toil long hours for a few pence to keep themselves and their children, and the enormous price charged for food means that their diet falls nearly to starvation level. To suggest that a woman should go home from the blouse factory and make a hearty meal off an artichoke, which she has no means of cooking or serving in the manner suggested by certain papers, is an insult which even muddle-headedness does not excuse. If the Press were to attack the men who have made and are making vast fortunes out of the war and from the necessities of the poor they would assist the diet of the people more effectually than by long and futile vegetarian menus.

Herald
24/7/15

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SWEATING OR TRUE SERVICE

Two great demonstrations of women have taken place in London during the past week—one organised by Mrs. Pankhurst and the W.S.P.U. and the other by Miss Sylvia Pankhurst and the East London Federation of the Suffragettes. Neither procession could claim to be representative of organised labour, except in so far as the two organisations concerned have working women as members. Neither the Women's Co-operative Guild, nor the Women's Trade Union League, nor the Women's Labour League was officially represented. All the same the rallies were exceedingly important and attracted some at least of the attention they deserved.

The main object of the W.S.P.U. was to emphasise the willingness of women of all classes to serve the State, the concern of the East Londoners was to demonstrate the fact that millions of women are serving their country at home, in factory, workshop, office, and field; that the country is "recognising" their services by mean, miserable, sweating wages, using their patriotism to bring down men's wages; while, to crown all, Parliament and Government allow these women—wives, mothers, sisters of the men in the Army and Navy or of the men who are serving the nation in industrial life—to be robbed and swindled by greedy monopolists who are so selfish, so unpatriotic, so "pro-German" as to use a fearful war in order to make money for themselves.

We hope Mrs. Pankhurst and her friends will find all the work they wish for, that they will insist on being paid proper wages for their toil, and use their great organisation to keep up wages. They should beware of the profiteers and exploiters and remember their less favoured sisters all the time.

But of course the sympathy of the HERALD is wholeheartedly with the working women for whom Miss Sylvia Pankhurst so earnestly pleads. Mr. Lloyd George and others must not be allowed to put them off with mere words. The monopolist enemies of our household must be put in their place. The exploitation of the people must end. The Government must ensure that women on railway and tramway, in field and workshop are not sweated and robbed for the sake of the idle rich. We hope Trade Unionists everywhere will aid the East London women to secure their just demand; so that the outcome may be real patriotism, true and fitly rewarded service, not callous exploitation covered by hypocrisy and humbug.

Daily News & Leader.

November 10th 1915.

INCREASE IN PRICE OF MEAT SINCE 1913.

Official Table Showing the Higher Cost.

The following interesting table, showing the average increase in wholesale meat prices between October, 1913, and October, 1915, is issued by the Board of Trade:

	1913. Per cwt. s.	d.		1915. Per cwt. s	d.	Increase. Per lb. Pence.
BEEF.						
Scotch short sides	67	8	..	88	8	.. 2.25
English	58	7½	..	76	5	.. 1.69
Irish (port killed)	56	5¼	..	74	1	.. 1.91
Argentine chilled:						
Hind quarter	82	6	..	77	7	.. 2.69
Fore quarter	33	10	..	89	6	.. 2.75
MUTTON.						
Scotch	74	1	..	92	2	.. 1.94
English	67	1	..	85	11	.. 2.13
New Zealand frozen ..	43	2	..	71	2	.. 1.00
Argentine frozen	40	10	..	63	7	.. 2.44
Australian frozen	37	0½	..	58	4	.. 2.28
LAMB.						
British	67	8	..	93	4	.. 2.75
New Zealand frozen ...	53	11½	..	77	7	.. 2.53
Australian frozen	47	3	..	72	4	.. 2.69
PORK.						
British	72	4	..	101	6	.. 3.13

It should be remembered, adds the announcement, that the expenses of retailing have increased as well as the wholesale prices of meat. The average increases in retail prices may, consequently, be somewhat greater than the increases shown above, without increasing the profits of the retailer.

Manchester Guardian.
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THE INCREASE OF WAGES AND SALARIES.

To the Editor of the Manchester Guardian.

Sir,—It is very gratifying to read in the columns of the "Manchester Guardian" that a number of firms, following the lead of the Union Bank of Manchester and the Dunlop Rubber Company, have decided to grant increases in the wages and salaries of such of their staffs whose incomes are not sufficiently large to enable them to bear the great advance in the prices of foodstuffs without badly feeling the pinch. This generous action is worthy of every commendation, both by the Government and the public, for if the good example were followed as widely as it should be workpeople generally would be more contented and the Government would be saved the additional worry of having to deal with vexed industrial troubles ahead. But I would just like to commend this generous attitude towards workpeople to the number of employers in the Manchester shipping and home trade warehouses who, far from granting increases in salaries, still keep their staffs on, in many cases, greatly reduced pay. Everybody knows that in the early days of the war the shipping-houses were badly hit, and the men whose salaries had been reduced were content to be patient until the situation improved. It would be idle to deny the improvement that has happily taken place, and, in view of the greatly reduced purchasing power of the sovereign, it is distinctly hard that the old salaries are not re-established. Whatever may be said of the industrial population, at least nobody can say that shipping clerks, buyers, and salesmen have caused employers any great worries in the past. Good years are not seized upon to force increases in salaries, and overtime at such times is readily worked without, in many cases, any recompense. Employers ought to remember that the good times will come again, and if they are not making exactly the profits they do in normal years they will be recouped when the boom comes, as come it will when the war is over. Meantime their staffs are suffering, and, in many cases, intensely.—Yours, &c.,

H. B. T. WALHEY.

Manchester, February 24.

Leeds Mercury
29. June 1916.

THE FEEDING PROBLEM.

CO-OPERATIVE ORGANISATIONS CRITICISED.

Unanimous support was accorded by the Leeds Trades Council, last night, to a resolution from the London Trades Council, urging that the Labour Party should take steps to impress upon the Government the urgency of regulating the supply and distribution of coal, flour, milk, and meat.

Mr. Connellan remarked that some of their own working-class co-operative organisations might have done much more than they had done to keep down prices. They had forgotten all about the principles that governed the movement in its earlier stages. If, at the beginning of the war, they had set to work, not to realise dividends and excess profits, but to provide food for the people at the lowest possible prices, they might have prevented much of the present profit-mongering.

T. P.'s Weekly. 29.4.16 662 662/16

FIVE O'CLOCK TEA TALK

The Women's Question. . .

WOMEN are the largest purchasers in this country. In 999 out of every 1,000 households they make the disbursements for housekeeping; and in 800 out of every thousand have control of the purse. Father's new suit, the children's school fees, rates, rent, holidays, were all provided for out of this purse of Fortunatus, and somehow mother made both ends meet. But the task daily grows more difficult. A sovereign now only buys as much as 13s. 6d. in pre-war times, according to some authorities, and the most sanguine say it is not worth more than 16s. as a medium of purchase. Thus the man of £500 a year, even if he be one of the few professional men who has not suffered a pecuniary diminution of income is now really losing 25 per cent. of his salary, and his money is only equal to £375. So that wise buying is the woman's question to-day. Where two or three are gathered together there may be some desultory talk on servants and the difficulty of getting them: but the conversation soon veers round to the question of high prices and the problem that faces women who have to render the same services on diminished allowances or falling purchase power. They grumble, but see no relief. "It is the result of the war and we must make the best of it."

One Way Out.

In my opinion, we are not making the best of it. Before the war the question of Suffrage was for many women the paramount question. Like most educated women, I desire a vote, but that there are others who do not agree with me, I am fully aware. For even though it is war time, a friend kindly sends me the "Anti-Suffrage Review" regularly. Why do not the Suffrage Societies and the Antis tackle this question of high prices? The use of substitutes is one way out: instead of bacon at 1s. 6d. a pound have rolled oats at 3d. per pound for breakfast; instead of buying bread at the doors and getting 3½ pounds for 4 pounds, let the maid fetch it from the baker's and get full weight; do your own shopping at the grocer's and get sugar at the price fixed by the Government and not with the halfpenny per pound extra charged when orders are taken at the back-door or the foot of the area steps. Use margarine instead of butter: if you pay a good price, 10d. or 1s. a pound, and say nothing about it, few men will know the difference; in cooking, use margarine at 7d. a pound or dripping from your own joints. Buy your meat personally instead of having it sent. On a recent Saturday afternoon I saw sirloin in a working-class district on sale at 8d. a pound, though my own joint cost twice as much. It is true the shop was dirty, and the meat, exposed to all the dust and filth blown up from the street, did not look very appetising. Yet cheapness need not mean uncleanliness. Anyone who has seen the horse-meat shops kept by Belgians in London know that they are daintily clean; and horseflesh only costs about 5d. a pound. I do not suggest you should eat horseflesh; it is repugnant to horse-loving people like ourselves. Though I remember while accompanying an expedition in North Africa we met with a severe sand-storm that not only delayed us, but caused the party to lose its way. Food got very scarce. A mule was killed, and those broiled mule steaks were delicious. Hunger is a very good sauce, still necessity has never since compelled me to include mule or horse-flesh in the menu.

The Power of Boycott.

Looking round for substitutes is not always satisfactory: some folks, who are not Scotch, think bacon and eggs better for breakfast than porridge, yet we can alter some of these high prices if we like. Let us have a "Women's Price Committee," composed of the presidents of the suffrage and anti-suffrage societies, Miss Mary MacArthur and a representative of the virile women Trade Unionists in the mills of Lancashire and Yorkshire. Let them organise the collective power of boycott. For instance, best bacon is 1s. 6d. a pound: it should not be more than 1s. 2d. If the women of Britain boycotted bacon for a fortnight, it would be down to 1s. 2d. at the end of the time. Butter is 1s. 8d.: it could well be 1s. 4d. in May; then for one month we will use margarine and boycott butter. The price would come tumbling down with a run. Milk is raised to 6d. a quart. Boycott milk, use instead Nestle's condensed milk: it is purer and more wholesome: not contaminated by dust or unclean vessels. A fortnight's boycott would soon bring the ring who have put prices up to their senses, and prices would come down. Coal is anything from 5s. to 10s. a ton more than it should be. Boycott coal, use gas, but use it carefully, turn out when not using, bake several things at one time. You will be surprised to find that gas is really cheap, either for heating or cooking if used properly and without waste. Take, as a last example, matches. They are to be 8d. a dozen boxes, when it should be sixpence. We are told this gift of 2d. a dozen boxes to manufacturers or importers is compensation or interest for capital laid out before there is any return. Assuming that the family only uses one dozen boxes a week, quite a low estimate, then 2d. on the sixpence means something over 1,700 per cent. in the year, and if it be reckoned on the duty alone, as it should be, the interest is nearly three times as much. It is time we stopped such usury, and organised women can do it.

Advertisements.

Let the "Women's Price Committee" meet and fix a fair price. Then from the funds of their societies, or with the assistance of wealthy individuals who are willing to help less fortunate persons, even though they do not feel the pinch, let them advertise. Simply and boldly as:—

NOTICE TO WOMEN.

Bread should be 7d. a 4 lb. loaf.
Reduce your consumption by half for the next four weeks.
If you boycott high prices, they will come down.

With bread one can only diminish consumption, substituting porridge, home-made bread or puddings, but fresh milk, bacon, potatoes, butter, eggs and meat could be done without for a time. The resolute organised use of the boycott would establish fair prices and relieve our purses.

C. H.

Manchester Guardian 1.7.16

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The Problem of Prices.

Food prices have risen on the whole about 59 per cent since the war began. Needless to say, this is a form of war tax which presses much more heavily on the poor than on the well-to-do. A poor family will spend perhaps two-thirds of its weekly income on food, a well-to-do family perhaps one-fifth, one-tenth, or less, as the scale of income goes up. Of the remaining third of the poor man's income the bulk goes in rent, and rents, we believe, have not increased. If we take a concrete case we can measure, roughly, the amount of the burden which the war has thrown on a working-class family. Let us suppose a family of six people with a family income of 30s. a week spending 20s. on food of all sorts, which allows just under sixpence a day per head. This 20s. will now buy, in round numbers, what 12s. 6d. bought before the war. In other words, the rise of prices would amount to a tax of 7s. 6d. on the family income of 30s., or 25 per cent. As against this, working people generally have secured some small rise of money wages, employment is very good, and in most families boys and girls, and perhaps old people, are profitably employed. No statistics are available to show directly how far or in what classes these gains offset the increased cost. That they must do so to a very large extent, however, is shown indirectly by the decrease of pauperism, which has fallen to the lowest point on record. Apart from the increase in employment, the war allowances have put many women, with their families, in a position of material comfort hitherto unknown to them. This explains why, notwithstanding the rise of prices, the economic condition of the poorer classes as a whole is relatively good. This, however, is not to say that the increase is anything but a very serious matter. By no means all sections of the working class have shared in the boom of employment, and even where they have done so it must be borne in mind that whatever extra pay they gain they are earning by extra work. The "leisured" class is too fond of thinking of employment as in itself a good thing for the unleisured, instead of being the price which they pay for their necessaries.

We must therefore all agree that, though the economic condition of the country is wonderfully better than anyone would have dared to predict in 1914 if he could have foreseen that we should still be at war to-day, the rise in the cost of living remains the chief drawback to its industrial prosperity, and must constantly engage the attention of statesmen. A special meeting of the Trade Unions Congress, just held in London to deal with the subject, has recommended the German system of the fixation of maximum prices. That system would become necessary if we were faced with the same conditions as the Germans. But our conditions are quite different. They are faced with an actual scarcity of many articles of food and other necessaries. There is only just enough to go round, if so much. They must therefore regulate the amount that each man, woman, and child is to have, and since the scarcity has given a monopoly to the producers or tradespeople who hold the stocks they must also fix the price. Observe carefully that these two things go together. With maximum prices amounts purchasable must be fixed, otherwise well-to-do and extravagant people could take too great a share. Now our conditions are quite different. There is no scarcity, since the world's market is open to us, but there is a rise of prices, first because there is an increased demand, and secondly because many factors of the supply have become more costly. There is an increased demand for food and clothing, for the armies, and also in all probability because a more fully employed people wants more to eat and can get it. There is increased cost, first and foremost, in transport, because a very large proportion of our merchant shipping is being used by the fleet or in the service of our Allies, while a small proportion has been sunk by submarines. Foreign countries which supply us, not being smitten with any sudden unselfishness, also take advantage of our needs and make profit while the war goes on. If we seek to deal with this situation by fixing maximum prices the first consequence must be the introduction of the ticket system. The State cannot go to the baker and say, "The "price of bread for which you are "charging 8½d. to-day will from Mon-"day onwards be 6d., and you must supply "as much as anyone chooses to buy at "that price." The baker would reply simply but sufficiently by not baking. The State would have to assume control at every stage in the production and distribution of bread in order to replace that automatic check upon consumption which is at present exercised by the fact that a man who wants to buy a thing has to pay what it costs to produce it and bring it to his door. Thus maximum prices would mean State regulation of the amounts which each one of us could buy. On the other hand, it is not easy to see how the State could effectively lower prices except by running industry at a loss at the expense of the general taxpayer. If the price of wheat were lowered by enactment the stimulus which has caused our farmers to lay down about 25 per cent more land in wheat would be removed, and we should have so much less of our own to compete with the products of Argentina, whose prices our Government has no power to regulate. It is thought by some that the Government might commandeer ships. So it might for certain necessaries, such as food, but only by increasing the dearth of ships for other purposes. The Board of Trade has, we think, done more wisely by beginning at the other end and curtailing the import of bulky and unnecessary articles. Freights are high because ships are scarce, and we cannot make good the scarcity of ships by limiting the amount they can earn. On the contrary, the rise of freights has brought out old ships into use, stimulated building to the utmost extent permitted by the needs of the navy, and caused ships to be loaded with so much more care and efficiency that the diminution in the volume of imports bears no relation to the diminution of available shipping.

It is very repugnant to natural feeling that certain classes should be making fortunes out of the colossal misery of the war. But when we think of the thousands that have become tens of thousands let us remember that 60 per cent of it all comes back into our own pockets as taxpayers. Here, again, we think the Government has hit upon the sounder method. It says to the producer, the shipping company, or the merchant in effect: "Charge what you can get, but we "will all go shares in the loot. In fact we "will have the larger share, half as much "again as we leave to you. Your gain is "the price we pay for leaving the direction of "business in your hands. It is a stiff price, "but, between ourselves, we do not feel so "very confident that we could manage better "if we were to take the whole thing over. "People keep saying unkind things about our "management of the little matters of buying "and selling which we have to do already for "the army and navy, and we feel sure that if "we grew, carried, stored, and distributed "wheat they would say that we took the "worst land off the farmers' hands, paid the "top prices in all the foreign markets, took "over the slowest and least suitable ships, and "miscalculated the amounts required for "storage and distribution. This is what they "would say, and what is worse, and still more "strictly between ourselves, it is possible that "they would be partly right. So on the whole

they must do so to a very large extent, however, is shown indirectly by the decrease of pauperism, which has fallen to the lowest point on record. Apart from the increase in employment, the war allowances have put many women, with their families, in a position of material comfort hitherto unknown to them. This explains why, notwithstanding the rise of prices, the economic condition of the poorer classes as a whole is relatively good. This, however, is not to say that the increase is anything but a very serious matter. By no means all sections of the working class have shared in the boom of employment, and even where they have done so it must be borne in mind that whatever extra pay they gain they are earning by extra work. The "leisured" class is too fond of thinking of employment as in itself a good thing for the unleisured, instead of being the price which they pay for their necessaries.

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Manchester Guardian.

5.8.16.

662.

662/18

WORKING-CLASS BUDGET.

SPENDING VALUE OF THE SOVEREIGN.

LABOUR PARTY ACTION.

The replies made by Mr. Acland and Mr. Pretyman in the House of Commons on Wednesday to criticisms on food prices and the general attitude of the Government towards them are not considered satisfactory by leaders of the Labour party in Manchester. Over the signatures of Councillor W. Mellor, representing the Manchester and Salford Trades Council, and of Councillor W. T. Jackson, representing the local Labour party, a circular has just been issued drawing attention to the formation of a Workers' Joint Committee, comprising delegates from the Trades Council, the Gorton Trades Council, the Engineering and Shipbuilding Trades Federation, the Building Trades Federation, the Women's Trades Council, the Women's Trades Union Council, the Labour party, the I.L.P. Federation, the co-operative guilds, and other organisations, and stating that the first conference to be promoted by this committee will be upon "The rise of food and coal prices." It will be held in the Co-operative Hall, Downing Street, on Saturday afternoon, September 16. Mr. J. E. Sutton, M.P., will preside, and, among other speakers, Mr. J. R. Clynes, M.P., will deal with food prices and Mr. Stephen Walsh, M.P., with coal prices.

The circular contains some interesting figures of the standard working-class budget compiled by the Board of Trade in 1904, and the advances in the prices of food since the outbreak of war. The standard budget was based on 1,944 family budgets collected by means of a Board of Trade inquiry in 1904. The average weekly income of those families was 36s. 10d., and the total expenditure on food was 22s. 6d., or 61 per cent of the income. By July, 1914, the cost of the food had risen to 25s. a week, by the end of that year to 29s. 9d., six months later to 33s. 9d., by the end of last year to 37s., and by the beginning of last month to 41s. 3d. Another statistical illustration shows that the purchasing power of a sovereign spent on food had fallen to 16s. 10d. by the end of 1914, to 14s. 10d. by the end of the following June, to 13s. 6d. by the end of last year, and to 12s. 1d. by July 1.

Government Control.

In conversation with a representative of the "Manchester Guardian" yesterday, Councillor W. Mellor said the view of the Trades Council from the beginning of the war was that the prices of all necessaries should be controlled by the Government and that no other method was likely to be successful. They were hoping to follow up the coming conference on food and coal prices by approaching all the local members of Parliament to bring pressure to bear in the House of Commons. The workers were not asking for anything that was impossible or impracticable. It was quite possible that there had been a natural rise in prices which could not have been prevented, but they were convinced that much of the advance could have been prevented. The immense profits of shipowners were a case in point. The workers did not wish to deprive anybody of a reasonable profit, but they thought that at a time when so much life was being sacrificed for the welfare of the community no section of the community should be allowed to pile up fortunes out of that sacrifice. To take 60 per cent of excess profits was not the proper way of dealing with the matter, when there were firms making profits of 100 to 150 per cent, and much more. There should be a maximum percentage fixed in all cases, as in the case of controlled munition works.

The advice given to the workers to meet the situation by demanding more wages, Mr. Mellor said, was about as impracticable as anything that could be suggested. Many employers were not in a position to increase wages. If the workers acted upon it the problem of living at such a time as this would be made more acute. The price of food had increased by 70 to 80 per cent. What industry would allow of wages being increased to that extent?

Councillor Jack, who represents one of

The Council.

25.8.16.

DUNDEE COUNCILLOR CLAIMS

THAT NEGLIGENT FATHERS SHOULD BE MADE TO WORK

TO SUPPORT THEIR CHILDREN.

Dundee is shortly to embark upon a scheme for infant and child welfare.

The Public Health Committee met yesterday, when the outlines of the scheme were approved. An interesting discussion took place, the question being raised as to the responsibility of the parents in regard to the support of the children. Mr S. G. Fraser, the convener, presided.

Mr Fraser pointed out that the scheme as outlined in the report was practically what was approved of by the Town Council, and he formally moved that they adopt the scheme.

Mr A. W. Paton, in seconding, said the scheme was a thorough and practical one. The suggestions put forward were efficient as far as they went. With the new proposals it would be possible to have supervision that would be conducive to the saving of child life at the most important time. It was an important step towards dealing with a very serious and difficult problem in our midst. He suggested that at the end of the first year of the scheme Dr Templeman should submit a special report on the work with the view of extending the scheme on the lines experience taught them were the best.

Labour Colony for Fathers.

Mr Alexander Spence said all the memoranda from the Local Government Board were pretty much on the same lines. They did not take into account the responsibilities of the parents, and especially the fathers of the children. He asked if there was not some means whereby the fathers could be made to support the children. All this ameliorative work only tended, in his opinion, to encourage that sort of thing. Of course, that was no reason why the children should suffer, but at the same time they knew that in Dundee there was a very considerable number of men who never worked and who never intended to work, and whose wives had to go out and work for them. These men ought to be compelled to work and support their children. Mr Spence suggested that if they did not work in civil employment there should be some labour colony to which they could be sent, and the proceeds of their labour forwarded to support their children. He considered that this was a subject which the might approach the Government upon, an endeavour to get legislation whereby thes men would be bound to bring up their famil in some way.

Mothers at Work.

Mr P. J. Fletcher contended that mother were being allowed to work in the factories a a dangerous period, and said that the Factor Act was being evaded. That was aggravating the situation.

The Convener pointed out that Dr Templeman was not aware of any infringement o the Factory Act. Mr Fletcher said he wa prepared to prove that that was so.

He likewise held that the number of day nurseries in Dundee was not sufficient. I they could not go the length of having day nurseries these institutions could at least b subsidised by the Corporation.

An Appeal.

Referring to the premises for the staff, he said that the place in Victoria Road was the best so far, but he felt that they would require something even larger. His opinion was that unless they received some strong voluntary assistance the scheme would not be a thorough success. It had been suggested that they might secure a villa where there would be rather more accommodation, and he hinted that some public-spirited individual might assist in that way.

Mr A. B. Crichton was quite in sympathy with the scheme, and he had no doubt that as time went on they would have to go still further. The municipality was doing all the work, but they were asking nothing from the fathers. Was there no way that they could clinch the matter by seeing that the fathers contributed towards the cost where they were able? The liability of the public health department was increasing by leaps and bounds. They could not help that, but where they had a claim surely they could enforce it.

Mr Fraser said the doctor would keep that in mind.

Dr Templeman said they got half the cost from the Government, and one of the conditions was that the local authority should do the work at their own expense.

"Kettle-Boilers."

Mr Paton said that it was not to be put forward that this was only a provision for the wives of what he might term "kettle-boilers." There was unfortunately a certain —though a limited—class in Dundee of that kind, but there was also a large number of fathers and mothers who, though doing their very best, still required help.

Furthermore, they would see the State take a firmer hand in this matter, and probable they would be able to "tone up" the employers to do their duty so far as the economic side was concerned.

Mr E. Symmonds pointed out that the discussion was upon the lines of a suggestion by him and approved by the sub-committee

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Councillor Tom Fox, who represents one of the largest organisations of unskilled labour, said that the prices of food and other necessaries had risen so enormously as to call for a Government inquiry, at which the people responsible for the advances should be made to justify them or submit to compulsory reductions.

Is there a Corner?

There was a widespread belief among the people he represented, Mr. Fox said, that a good deal of food was being cornered by speculators, and this seemed to be borne out by the statements of Mr. John Pearce at Salisbury House, London, on Wednesday. The price of milk had been raised far beyond anything justifiable, and miners' leaders assured the country that the Government was not justified in allowing another 2s. 6d. a ton being put on the price of coal. Whereas the prices of food had increased by fully 70 per cent, no class of unskilled workers in the Manchester district had obtained advances in wages amounting to 30 per cent; and as most of them were living to the fullest extent of their income before the war, with no margin for anything beyond the barest necessaries of life, it followed that to-day they were in a worse position. Many of the families of the unskilled could only live by obtaining supplies on credit for which they had to pay an extra 10 to 20 per cent; and in all cases they had to pay more through buying in small quantities.

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Furthermore, they would see the State take a firmer hand in this matter, and probably they would be able to "tune up" the employers to do their duty so far as the economic side was concerned.

Mr E. Scrymgeour pointed out that the discussion was upon the lines of a suggestion by him and approved by the sub-committee, but which had been deleted by the Town Council.

Bailie Barnes threw out the suggestion that an effort should be made to have the meal hours in factories and schools synchronise, so that the mothers could be at home to attend to the children at their meals.

The committee unanimously approved of the scheme.

The Convener stated that the Council had agreed to advertise for a lady doctor at £300, but they had been informed that the Trade Union of the medical profession had decided that no one who was in their Association would be allowed to take a position of this kind under £350.

Mr Paton—I think we should get one outside the Union.

Mr J. B. Archer fancied there were just as good doctors outside the Association as in it.

Mr Paton moved that they advertise for a doctor at £300 and see what results they would get. They were not to be coerced in that way.

This proposal was also agreed to.

The Co-Operative News. Aug 19, 1916. 682.

682/19

COST OF LIVING.

WHAT RECENT INCREASES IN FOOD PRICES MEAN TO THE WORKING CLASSES.

RESULTS OF THE WOMEN'S GUILD INQUIRY.

The Women's Co-operative Guild recently made an inquiry into the effect on consumption of the present high prices, and embodied the results obtained in an interesting and important report. We were privileged to give a portion of the report in our last issue, and now have pleasure in publishing the remainder.

A further effect of the high prices is the interference with the children's education owing both to their being taken away from school as early as possible, and to their being employed before and after school. One woman writes: "My girl, who is a very clever girl and one we were looking forward to making something of, has had to leave school, and, therefore, she has to be the sufferer." There are several instances of boys of 12 and 13 being employed in the delivery of milk and papers before and after school. A Guild member writes: "Families generally are managing by the women or children earning a little by fruit picking, hoeing or haymaking. Children are up as early as 4 or 5 a.m., and they are receiving ½d. for every pound of strawberries picked. Some of the children have earned from 2d. to 6d. before going to school. Hoeing and haymaking are paid at the rate of 3d. an hour, in rare cases 4d."

"A mother with a child of six weeks old has to provide for a family of eight on a wage of £1 9s. She does not know how she really manages, but they live and manage from day to day. She dare not think of next week. There is only a bit of meat for the Sunday's dinner except for the husband. Sugar they go without. She goes without clothes herself, and very often without food. She only hopes she holds on to be able to start work herself as soon as she is strong enough. She is a delicate woman, and no wonder."

"A woman with seven children has a baby a month old, and a woman who attended her at her confinement says: 'They have practically lived on barley and bread and margarine during the last month.'"

Co-operation and Prices.

The advantage of the co-operative movement over ordinary industrial methods is seen in the following examples of the way in which co-operative prices have been kept down.

In the first week of the war, most co-operative societies refused, as far as possible, to raise their prices, limiting supplies to individuals instead.

The Co-operative Wholesale Society has kept the price of the biscuits it manufactures practically unchanged since the beginning of the war. The price of the soap it manufactures has been advanced twice owing to the scarcity of the materials, but is still £2 to £4 a ton cheaper than the similar make of soap of other manufacturers.

Woolwich and Stratford (London) are both selling milk at 5d. a quart.

Gillingham (Kent) Society delayed for some time the rise in the price of bread; was selling coal on July 10th "shillings less than any other trader"; and joined with Rochester and Chatham Societies in refusing to raise the price of milk though asked to do so by the local vendors, so that the Dairymen's Association was unable to raise the price to 6d., as it had intended on June 1st, and the traders' price has remained at 5d. for the area covered by the societies.

Failsworth Society sells sugar at ¼d. per lb. less than the controlled price.

Wellingborough Society has sold bread at 7½d. the 4lb. loaf, though approached by the local traders to put it up.

It should further be remembered that, even if co-operative prices are the same as those of other traders, the surplus on trade transactions does not go to the capitalist as profit, but is returned to the consumer.

The reason that co-operative societies cannot do more to regulate prices is that at present their control of sources of supply is so small.

Recommendations.

While recognising that, as long as the war lasts, conditions adversely affecting prices must result, and that comparatively little can be done to check the rise in prices, we consider that a portion of this rise is due to (a) food taxation, and (b) monopolies and profit-making. In connection with these two causes it is possible for the Government to act in ways which would at once take effect. It is, therefore, most important that such action should be taken.

(a) In view of the widespread and serious reduction in consumption amongst the workers, we would urge that all taxation on food, i.e., sugar, tea, cocoa, coffee, dried fruits, should be at once removed. Food taxation has no relation to capacity to pay, and falls most heavily on large working-class families. The effect of rising prices is to increase the profits of capitalists while decreasing the real wages of the workers. We hold that a sound system of taxation should avoid all forms of taxation which would fall on those whose incomes are barely adequate for maintaining health and efficiency. The following resolution, passed at its annual Congress, June, 1916, represents the opinion of the Guild on taxation:

This Congress urges co-operators to institute a national campaign in order to secure the adoption of a just and reasonable system of taxation which shall remove all taxes from food and necessaries, and confine taxation to land, monopolies, and unproductive wealth.

(b) The profit-making system of industry makes it to the interest of small bodies of capitalists to keep up prices, and war gives them unusual opportunities of which they have not been slow to take advantage. Under our co-operative system in which the consumers supply themselves, no profits are made, and there is, therefore, no possibility of exploiting the consumer for the benefit of the profit-maker.

We, therefore, desire to see a national application of the co-operative principle as the only method by which rings and excessive profit-making can be prevented. We urge that the State, as representing the consumers, should step in on their behalf and take over the importation and home supplies of meat, wheat, milk, and coal, and regulate their distribution, making use of co-operative societies and municipalities as their agents.

The case for taking over the milk and coal supplies is particularly strong. Apart from bread, milk and coal are the most necessary articles of consumption, and being entirely within our own borders, are not subject to the same difficulties as occur in controlling an imported food like sugar.

The regulation of distribution is essential, in order to secure a sufficiency of necessaries to the workers. Abundance of bread and sugar is of much less importance to the rich, because a greater range of foods is within their reach, yet the regulation of consumption by means of high prices gives the rich the first chance of securing supplies. What is needed, for example, is the allocation of a proportionately larger supply to co-operative societies which deal with industrial workers, than to traders in well-to-do districts.

The amount of sugar for household use and for preserving should be increased, and none allowed for the manufacture of beer till these needs are supplied.

We would urge that the necessity for keeping up the efficiency of the civilian population should be borne in mind in allocating the distribution of all goods—meat, leather, wool, &c.—commandeered by the Government, and that stringent measures should be taken to prevent waste in the use of the Army supplies.

We realise that, as long as war conditions last, these suggested remedies for high prices can only go a small way in preventing the present serious lowering of the standard of life. We, therefore, consider that all embargoes on increases of wages should be removed. We would point out that the increases in the rates of wages have followed and not preceded the rise in prices. Naval and military pensions and allowances and old-age pensions, which were fixed when prices were much lower, should be increased.

Provision for Maternity.

In face of the difficulty of controlling prices, it is imperative to endeavour at once to protect maternity and child life from the evil results of privation due to high prices. To do so, it should be made obligatory on local authorities to provide dinners and milk for all expectant and nursing mothers and young children. Such food should be supplied on the recommendation of a municipal health officer or of a doctor. The Government Grant should be made in respect of the provision of dinners and milk as well as of the hitherto authorised maternity work, and Maternity Committees (under the Public Health Committee), with an adequate representation of working women's organisations, should be made compulsory.

C.W.S. PELAW SANDWICH CAKE FLOUR. In 2d. packets.

Aberdeen Daily Journal

24.8.16.

662.

662/20

REDUCED STANDARD OF LIVING.

COMMON FOODS AS LUXURIES

The experiences of workers among the poor and of trade union officials can be added to the evidence collected by the Women's Co-operative Guild to show that where the family income has not risen proportionately to the rise in the cost of food the standard of living has been seriously reduced. "It is a common fallacy," a social worker in Lodon said, "that although food prices are high the working classes are earning so much money that they can easily pay what they are asked by grocers and butchers and other shopkeepers. This is really quite wrong. Large numbers of war workers are earning high wages, but while there is less than usual of the absolute want which comes through unemployment, many types of workers, particularly women, have little or no more money than they received before the war, and they are having a hard time. Meat once a week is a luxury, and the income of the home is often insufficient to buy bread and vegetables enough to satisfy healthy appetites."

Miss Sloan, of the National Federation of Women Workers, said that among women who were engaged in the ordinary trades of the country the standard of life had been lowered very considerably. Going about the country she found that where the family income remained small the abnormal food prices had made it necessary that meat should not be bought during the week, and people were living very largely on tea, sugar, bread, margarine, and vegetables. Ham ends and bacon rind are bought to flavour soups made with beans and peas. Most families buy a piece of meat for the Sunday dinner, but as even frozen mutton and imported beef are now so dear the quantity purchased is not sufficient to form the basis of a second meal. The Federation had compared grocery books of the month before the outbreak of war with those of recent months and had found that all the things that might rank as luxuries, such as cheese, sardines, and articles of that kind, had been cut off. Tea was drunk without milk, but women clung to sugar, which was a stimulant to them. The inability to buy milk was greatly to be regretted, as it told heavily on the children.

Typical Meals.

A typical day's meals of a woman factory worker, Miss Sloan said, consisted of tea, bread and margarine for breakfast; vegetable soup and potatoes, with perhaps a small piece of bacon, and a cup of tea for dinner; and tea, bread and margarine again for tea and supper. Even among women munition workers wages were not high. A pound a week was a common wage, and £1 now was worth only 12s 6d, which was far from sufficient to maintain a satisfactory standard of life. Good and sufficient food was essential to efficiency, and for the national welfare it ought to be made possible for all workers to get the nourishment they required.

Inquiries in other quarters suggested that many women whose duties require that they shall wear neat and becoming clothes have to stint themselves of food because of the prevailing high prices.

As Government influence has been exerted to induce workers not to press for increases of wages, the Executive Committee of the National Amalgamated Union of Shop Assistants, Warehousemen, and Clerks has written to the President of the Board of Trade, urging the necessity of taking adequate steps to control prices with the object of securing reduction in the cost of living.

In a letter to each member of the Cabinet conveying a resolution passed at a Liverpool demonstration protesting against the Government's inaction "in refusing to control the exploiters of the people's food and household commodities," Mr F. Fitzpatrick, joint secretary of the Liverpool Trades Council, says "I would that words of mine could convey to the members of his Majesty's Government the intense feeling that exists amongst the working classes upon the present price of foodstuffs." The demonstration was held under the auspices of the Trades Council, Transport Workers' Federation, National Union of Railwaymen, Federation of Engineering, and Shipbuilding Trades, and the Liverpool Labour Representation Committee.

Manchester Guardian.
26.8.16.

662

THE PRICE OF FOOD.

VIEWS OF THE ORGANISED WOMEN.

As mentioned in these columns yesterday, the Labour Conference on food and coal prices, to be held in Manchester on September 16, is to be as representative of women's organisations as of men's. The two Women's Trade Councils and the Women's Co-operative Guilds are represented on the organising Workers' Joint Committee; each trade union of women is invited to send delegates, and as the subject of discussion is one that affects every household so closely at the present time the leaders of the women are making a special effort to secure a good representation at the conference. Apart from participating in the work of the Joint Committee, the women's organisations—as far as a representative of the "Manchester Guardian" was able to learn by inquiries yesterday—have taken no action in the direction of urging the Government to control the prices of household necessaries.

Mrs. Annot Robinson, of the Women's War Interests Committee, who for many months past has been working in the Ancoats, Ardwick, and Openshaw districts of the city, said that the high prices of food were being so much felt there that a continually increasing number of young married women, especially the wives of soldiers, were going out to work instead of staying at home. In numerous cases the children had to be placed under the charge of old or defective women, who were unable to look after them properly, and while the mothers were away their food consisted largely of bread and margarine. During the last few weeks, with the schools closed, there had been much "running wild" about the streets.

"You do not need to draw up a budget to-day," Mrs. Robinson continued, "to prove that a young married woman, with two children cannot live on 21s. a week. It is too well known that the purchasing power of 21s. is now no more than 13s. or 14s. Next to the soldiers' wives who are receiving no allowances from their husbands' former employers—and there are many of them—the families suffering most seem to be those of the small-paid clerks. The price of clothes and boots are going up as well as those of food.

Women's Wages.

"The idea that anybody can get work at good wages to-day is only held," Mrs. Robinson said, "by people without experience. The Labour Exchanges have large numbers of women on their lists, and there are many works where married women cannot obtain any employment. All these things call for serious action on the part of the Government."

A similar opinion was expressed by Miss Mary Quaile, organising secretary of the Manchester Salford, and District Women's Trades Union Council, who also advocated a more generous allowance by the Government to the dependents of soldiers, especially to those families where several sons had joined the forces and army allowances were only made in respect of one. The food problem, Miss Quaile said, had not been treated by the Government as a national one. There was a widespread belief in some classes that the increase in the wages of women workers balanced the incerased prices of food, clothing, and coal. This had its foundation in the earnings of a comparatively few exceptionally clever women working at piece rates in some munition works. People had said that some of these women were earning from £5 to £8 a week, but her own investigations in Manchester had not revealed any cases of women in engineering works earning £2 a week. Generally women were not getting more than 4s. a week, including the war bonus, more than they earned before the war, and in some cases this had only been secured after much effort.

Morning Advertiser. 662
7.10.16

662/21

At a meeting of the bookbinding section of the London Chamber of Commerce, the minimum wages of women, both time and piecework, were increased by 10 per cent., and the higher rates will be paid as from next week. The bookbinding section is the representative body, so far as labour questions are concerned, of letterpress bookbinders in the London district, throughout the whole of which the recent decision will apply.

Hull Daily News
14.10.16

LABOUR PROTEST

Trades Council and Food Question.

MR ANDERSON, M.P'S VIEWS

Meeting at the Alexandra Theatre.

A protest against the high prices of food was made at a meeting convened by the Hull Trades and Labour Council and held at the Alexandra Theatre yesterday afternoon. Mr W. C. Anderson, M.P., a member of the Food Prices Committee, was the chief speaker. His wife, still better known as Miss Mary M'Arthur, had also been announced as a speaker, but she was unable to attend. Mr W. Duggaby, the president of the Trades Council, was in the chair, and he was supported by a number of the principal members of that body.

The Chairman remarked that it was well known that there had been some opposition to the holding of that meeting, but he explained that the difference of opinion was simply on a question of policy and not one of principle.

Referring to the sale of the Wilson Line, the Chairman observed that it may or may not affect them locally—(there certainly was local sentiment in it)—but taking it from the national standpoint there was not much to be surprised at. It was a step in the natural course of industry that had been going on, not only during the war, but many years previous to the war.

Mr Fred Potter moved:

That this mass meeting of citizens of Hull and trade unionists generally emphatically protests against the inaction of the Government on the food question. We fully recognise that the present inflated prices are largely due to the profiteers, who are taking advantage of the national crisis to exploit the people of this country. We protest on behalf of the wives and children of our comrades fighting with His Majesty's forces, whose allowances were fixed when prices were normal; also on behalf of the old-age pensioners, whose pittances have been more than halved by the greed of a section of the community. We desire it to be known we are willing to risk all our industrial grievances in the time of national stress. We, therefore, call upon the Government not to allow this callous robbery to continue.

DUTY OF THE GOVERNMENT.

He chided the labour movement and the community generally upon the lack of intelligence which they had displayed in that important matter, and asserted that the labour movement ought to have declared that every article and commodity essential for the welfare of the civil community and the continuance of the war to a successful issue, should have been taken over by the Government; otherwise they ought to have declared a general strike.

Mr F. Sanderson, the president of the Transport Workers' Federation, in seconding expressed regret that the meeting was not more largely attended. Declaring himself to be a "direct actionist," the speaker said that protest meetings did no good unless backed up by a threat. As a real patriot, he said that in the event of them not getting decency of conditions they should declare not only a sectional, but a national strike.

FIRM ACTION NEEDED.

Mr W. C. Anderson said that he did not think it was at all a bad thing to hold a protest meeting. The reason so little had been done on the matter was because so few protest meetings had been held, and the working people had borne the thing so cheerfully for the past two years. In his opinion, Parliament would be driven to act before the coming winter, as the matter was getting more serious and they had not reached the end of high prices yet. Prices would rise steadily unless very firm action was taken by the Government.

If the Government did not take strong action to control food prices there would be, in all directions, movements for increases in wages to meet the increased cost of living. They heard a great deal about the equality of sacrifice, but it did not exist. What equality of sacrifice was there between the soldier lads at the front enduring the sweat and the agony and the horror of trenches for a shilling or two a day, and the traders who were using the war in order to enrich themselves at the public expense? Having pointed out that the purchasing power of a sovereign had shrunk to 12s the hon. member said that he heard members of Parliament speak as if every working man when he went home on a Friday night was hardly able to carry the wages he had earned. The fact was that there was not one industry in this country to-day where the wages, as wages, had gone up in anything like proportion to the rise in the cost of living. The really big earnings were obtained in the munition works by men working long hours of overtime and giving large drafts on their physical strength; giving away slices of their constitution, but since a workman's only capital was his strength, what happened to any of them when that strength failed and the man was broken down?

PROFITEERS AND THE PEOPLE.

There were any number of workers whose standard of living had been lowered by the increased cost of living. The cost of living in this country to-day was as high as it was in America, but the average wage here was nothing like as high as it was in America; and if they went down and down until at last they reached the old-age pensioner, they began to see how much hardship was being imposed. He did not want to see the working people emulating some of the profiteers and trying to wring the last shilling out of the country's crisis, but he did want to see the same rule that was applied to the people applied to the shipowners and food monopolists.

Commercialism had, he said, feathered its nest at the expense of the masses of the people, and he knew of no remedy apart from public control carried to the fullest possible extent. Unless the nation had the power to break the power of the food monopolists and supply the things needed at a legitimate price, he saw no remedy at all for the present state of affairs. The Government would do it in a week if military reasons were involved in the matter. The Government had commandeered ships to carry soldiers and the things the soldiers required, and he claimed that the soldiers of industry should be looked after as well. One objection raised was that very large part of our food supplies came from other countries, but there was all the difference in the world between good buying and bad buying in neutral markets, and there had been a great deal of bad buying going on since the beginning of the war. What he said was that on the neutral markets there ought to be one buyer, and that buyer ought to be the nation. Further, he ought to be empowered to buy for all the Allied Governments, and thus eliminate competition amongst them. Further, the British farmer ought not to be allowed to charge just as he chose for the thing he produces. Concluding, Mr Anderson reminded those who remained to carry on the necessary work at home that they also had got frontiers to guard.

A vote of thanks to Mr Anderson, the chairman, and the proprietors of the theatre was accorded, on the motion of Councillor F. W. Booth, seconded by Mr Lancaster.

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SEPTEMER 9, 1916.

Incidents of the Week.

NEED OF A FULL OUTLOOK ON SALARIES.

The determined attitude of the Manchester City Council in regard to the allowances, as they are termed, which may be made under the Emergency Provisions Act ought in the end to produce good results. It becomes increasingly evident that the rate of salary or wages which was the rule when the Act was passed is insufficient to meet the needs of a household to-day and it is a good thing to be able to record this week several instances of addition to the war bonuses which were already voted to officials and employees who have remained in the service of the councils. This being the case the other claims are strengthened by comparison. The Medical Officer of Health of the Woolwich Council, in a pertinent passage of his annual report, which has just been published, making reference to the need of maintaining our national ability in the highest degree, says: "With better financial conditions, many of the homes I almost despaired of have become improved almost beyond belief, which goes to prove very emphatically that if we want to eliminate the slum type of human being and the slum type of home, the surest and quickest way is to give the workman a good living wage. It is only natural that wives and mothers get tired of struggling against a tide of difficulties which every day threatens to engulf them. One endless struggle of boot-buying and repairing, clothes wanted, rent and coal to be paid for, the pawnbroker in possession of the bedding and spare clothing. With more wages coming in, all these difficulties disappear as if by magic, and the housewife begins to buy comforts for her family and home which never could have been afforded before. She gradually improves in health and spirits and is anxious to make her surroundings correspond with her own improvement." No place in the Kingdom has lately afforded better scope for the observation of this than Woolwich. And the standpoint from which to observe it is not only that of "the slums" important as they may be in the whole scheme of social affairs. It is relative in its degree to all the ordinary classes of society for the claims of civilised life connect themselves increasingly with the adequacy of financial arrangements. We all know by frequent telling that the sovereign of two years ago is now worth to the householder only twelve-and-sixpence. What we do not remind ourselves of so frequently is that the reasonable requirements of to-day represent twenty-five shillings to the sovereign of ten or twenty years back even if prices were the same now as then. It is not a case of added luxury but of the differences in living caused by the increase of popu-

and the development of useful living conditions from every point of view. But this seems not to have affected the conference greatly. Its various sections were almost remote from the affairs which link themselves to progressive action as regards physical and mental affairs attached to the present and the near future generation, and however interesting as an intellectual exercise they were we can find little that is really helpful in them. Perhaps exception to this must be noted in the case of continuing employment for women "after the war," a matter which will not lose in importance in local administration. The Economic Science and Statistics Section had before it a report prepared by a committee which was formed to investigate the replacement of male by female labour in consequence of the war. The committee, noting the marked development of the demand for female labour, reported that last July over half-a-million women had replaced men who had left their occupations for more urgent national service. The women who had taken the men's places had for the most part previous industrial experience. Many were transferred from other occupations. Besides the employment of women on tramways and railways, in banks, and as postal servants, replacement had occurred through the whole of industry. Few women were to be found taking the place of highly skilled men; but large numbers had released the unskilled and those termed, in engineering, "semi-skilled." But when the work of the men involved a degree of skill and experience which women seldom possess new machinery of a more automatic kind had been introduced, sometimes to such an extent as almost to transform an industry, and sub-division of processes had changed highly skilled work into a series of repetition operations which could be accomplished by relatively untrained workers. "The success of the women on these repetition processes is marked," the report stated. "They learn quickly; they are good timekeepers; they have, so far at least, stood the strain of long hours extremely well, and their manual dexterity enables them to achieve good results in the way of output on repetitive processes. On work demanding greater judgment and adaptability the evidence of their success is not so great; but their industrial training has been short.

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The fact that not a great proportion of the women war workers were previously occupied suggests that after the war the problem of a large surplus of women may not be so serious as has been feared. The married women are for the most part in industry only for the period of the war; and inquiry among women workers generally shows that many of them have no desire to remain in competition with men." This, of course, will be proved in the future, but it seems probable that in a number of local administrative departments women will continue to be engaged, the more so as much employment will be found for men in connection with the works that are forming the subject of the Register asked for by the Local Government Board. Reports from a number of council meetings show that this is in course of preparation. It is evident that there will be wide scope for the energies of the councils as in all these employments, and notably that of women, the question of public health will come in and this is a matter that is bound to be in the hands mainly of the local health authorities. It is, too, one of the public affairs that the Local Government Board is most active in. The Trades Union Congress was most interested in the future of labour conditions (after the war), a subject which is largely out of our scope here, but yet one that will present itself in various ways to the councils. With the development of municipal trading or industries, the public through their local representatives will increasingly blame employers, and the settlement of conditions of employment almost from the top to the bottom should have great influence on conditions generally. The attitude adopted by local public bodies towards such measures as the Emergency Provisions Act is, therefore, one of considerable importance as regards any outlook on the future.

Public Authorities and the Price of Coal.

The deputation to the President of the Board of Trade on the price of coal comprised representatives of some of our largest municipal undertakings and although it was received privately enough transpired to show that the subject will most probably receive the attention it requires. The fact was pointed to at [illegible] of the British Association that the [illegible]

the residuals from the gas works are in large demand, such as tar for road spraying or road making, and as the reports of Surveyors are almost invariably favourable to its use, we may look forward to the need of increased supplies not only for the requirements on the present highways, but on those great trunk roads which are now in contemplation. Evidently the question of the cost and supply of coal to the public is one of the matters that will be of prime concern to local public authorities. Fortunately, as regards official advice and experience, they are in good hands, as is shown by the success of the works already undertaken. Many manufacturers who use great quantities of electricity in power prefer to take their supplies from the public undertakings, and this seems to us to be a matter which will raise most interesting questions as regards industry when the public mind is able to turn more largely in the direction of home internal affairs. There is, too, the subject of supplies during winter to our smaller homes which has already been under consideration in London and others of the great cities. It is not wise to be looking ahead too far, but still there can be no harm in surmising that this will be discussed again. The deputation, therefore, presents us with a useful outlook in relation to future municipal activity.

The Campaign against Vermin.

The campaign against infective and infestant vermin and flies appears to have been very successful during this later part of the summer. Perhaps it has been aided by the weather, but the returns generally show that summer diseases have as yet been less prevalent than usual. It is usful also to know that the extermination of rats is proceeding with good effect, especially at the ports, and in this connection it may be noted that the fears have been dissipated of an outbreak of bubonic plague even on a small scale. The Medical Officer of Health for Bristol, in his report to the Public Health Committee, this week, stated that the whole contents of the rag factory in which bubonic plague broke out had been destroyed by fire. All the rats on the premises, of which eight were infected, were captured in nets and destroyed. No infected rats were found outside. No fresh human case of plague had occurred since August 10th, and the few patients previously reported had recovered, or nearly so. Hundreds of rats in the docks at Bristol had been examined, and no trace of the disease had been discovered. The authorities acted in co-operation with the Local Government Board's bacteriologist. None of the infected rags were imported. They came largely from other towns to which warnings had been sent. The stock of rags destroyed amounted to 201 tons 4 cwt. 3 qrs. Eight tons of disinfectants were sprayed on the bundles of rags, and a similar quantity about the premises, and two tons of lime were used for disinfecting the warehouses, offices, and stables. The number of rats caught was 74. The staff had special baths daily, and these numbered altogether 365. This is satisfactory as an illustration of the thoroughness with which the work was done and of the excellent character of our local health administration generally.

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The Employment of Women.

It could have been thought that local government being what it is, and touching as it does almost every particle of life from infant care onwards, the two conferences which have been held this week, one of the British Association and the other of the Trade Unions would have dealt more fully with the broader aspects of practical and local affairs, particularly as the war and everything associated with it is so intensely practical. The discussions, however, have not been altogether helpful. "For the advancement of science," is part of the title of the British Association, and there can be nothing more important scientifically now than the connection between local administration banks, and as postal servants, replacement had occurred through the whole of industry. Few women were to be found taking the place of highly skilled men; but large numbers had released the unskilled and those termed, in engineering, "semi-skilled." But when the work of the men involved a degree of skill and experience which women seldom possess new machinery of a more automatic kind had been introduced, sometimes to such an extent as almost to transform an industry, and sub-division of processes had changed highly skilled work into a series of repetition operations which could be accomplished by relatively untrained workers. "The success of the women on these repetition processes is marked," the report stated. "They learn quickly; they are good timekeepers; they have, so far at least, stood the strain of long hours extremely well, and their manual dexterity enables them to achieve good results in the way of output on repetitive processes. On work demanding greater judgment and adaptability the evidence of their success is not so great; but their industrial training has been short.

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The deputation to the President of the Board of Trade on the price of coal comprised representatives of some of our largest municipal undertakings and although it was received privately enough transpired to show that the subject will most probably receive the attention it requires. The fact was pointed to at the meeting of the British Association that the practical aim of the scientist should be to discover the most economic use to which a given coal seam can be put, coal being regarded not only as a fuel, but as the source of innumerable and some perhaps unsuspected materials of increasing importance in modern life; and this is a point to which inquiry has already been directed by some of our gas engineers. More largely than ever in the great towns are gas and electricity being brought into use for the purposes of the home as well as for manufacturers, and it will not have failed to be noted that even while the war is in progress extensions on a large scale are being made in several of the larger public electricity works while the demand for power has increased very greatly. This, again, should continue to be the case after the war. Then sents us with a useful outlook in relation to future municipal activity.

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The Times
9.9.16.

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THE COST OF LIVING.

STRONG PROTESTS AT TRADE CONGRESS.

A CHINESE EVIL.

(FROM OUR SPECIAL CORRESPONDENT.)

BIRMINGHAM, SEPT. 8.

The Trades Union Congress has spent a quiet day in the discussion of a variety of matters, mostly non-contentious and of sectional interest. On two questions only was any strong feeling displayed—the increasing employment of Chinamen on British ships owing to the withdrawal of British seamen for naval service, and the high cost of living.

The employment of Chinamen was denounced by the sailors' representatives, and their repatriation was demanded, the demand being supported by some startling allegations of evildoing in the Chinese dens of Liverpool and London. The cost of living was the subject of some vigorous speaking. Delegate after delegate despaired of redress from the Government for what they regarded as a plundering of the poor, and asserted that the workers must take matters in their own hands at whatever cost.

One of them suggested that the Congress should go *en masse* to London and, in effect, seize the Prime Minister by the throat; but the Congress in the end contented itself with the unanimous adoption of a resolution which censured the Government for their indifference, and instructed the Parliamentary Committee to press for relief, either by the fixing of maximum prices or by the State control of supplies.

CHINESE BOARDING HOUSES.

The Congress adopted a resolution put forward jointly by the miners, cotton spinners, and dockers in favour of the amendment of the Workmen's Compensation Act in 14 specified particulars. Among the suggested amendments was one providing that in the case of transport workers and others who were more liable to injury from bombardment and aircraft than ordinary people, injuries so received should be deemed to have been accidental within the meaning of the Act. Another provided that all diseases which might be contracted by munition workers through handling T.N.T. or other chemicals should be scheduled as industrial diseases.

Mr. HAVELOCK WILSON (Sailors and Firemen) moved a resolution expressing alarm at the increased employment of Chinese and cheap Asiatic labour on British ships during the war, and calling upon the Government to introduce a Bill for the repatriation of all Chinese who cannot produce satisfactory evidence proving that they are of British nationality.

Mr. J. COTTER (Ships' Stewards) said that in Liverpool there were 4,000 Chinese living in houses which no English lodging-house keeper would be allowed to run. He had been into many Chinese boarding houses. In the first house he entered he found 40 Chinamen gathered around fan-tan tables on which lay between £300 and £400, while in the bedrooms were others in a comatose state as the result of opium smoking. He had seen as many as 38 men in one room lying in bed and smoking the drug. It was manufactured wholesale in these places. In Pennyfields, London, young girls from the age of 14 upwards could be seen going into the Chinese lodging-house up to 2 and 3 o'clock in the morning.

The resolution was agreed to.

THE RISE OF PRICES.

Mr. J. HILL (Boilermakers) moved the following resolution on the increased cost of living :—

That this Congress, representing the organized workers of Great Britain, declares that the Government has failed to give proper attention to the serious grievances the masses of the people are suffering under by reason of the enormous and unjustifiable increase in the cost of living. It views with alarm the indifference of responsible statesmen to this subject, and, in view of the continued rise in the price of almost every necessary of life, remits to the Parliamentary Committee to place before the Government and the Labour Party the urgent necessity of immediate steps being taken to secure a revision of the prices of all such commodities, either by fixing maximum prices or taking full control of supplies into their own hands in the interests of the people, and thus prevent them [illegible] as they are at present.

43/3d., the best-named descriptions from Victoria selling from 30d. to 42d. per lb. The greasy cross-breds from New Zealand were readily taken up by the various home sections and the late advance was firmly maintained for all grades. A good supply of similar qualities from Falkland Islands and Punta Arenas-terminating all of which met a brisk sale both on home and French account, prices showing a rise of 5 to 10 per cent. compared with those ruling at the July sales. The offerings comprised 2,120 bales from New South Wales, 417 Queensland, 1,002 Victorian, 851 West Australian, 1,307 New Zealand, 838 Cape, 677 Falkland Islands, and 1,304 bales from Punta Arenas.

Mr. J. HOUGHTON (Dock Labourers) said there was more indignation among the people owing to the inactivity and callousness of the Government on this question than there was on any other question discussed this week. There was only one remedy, no matter how reluctant they might be to put it into operation. Some of our industries must teach the Government that something had got to be done to keep down the cost of living. While the housewives could only get a pound or two of sugar, the jam manufacturers could get all they required. Was it not strange that this restriction had only come during July, August, and September, when fruit was plentiful and the housewives wanted to make jam? It meant that in the winter they would have to buy from the manufacturers, who would have a monopoly. The only remedy was to boycott the manufacturers and refuse to buy their jam during the next few months. He did not want a stoppage of industry, but he warned the Government that, whether they liked it or not, trade unionists would take the matter in their own hands and force it to an issue in the only possible way unless the Government listened to their appeal.

THE WOMEN'S PLIGHT.

Miss M. BONDFIELD (Shop Assistants) deprecated the suggestion that women should boycott certain classes of food. While women were mainly responsible for the Rent Bill because of the drastic action they took, it was not reasonable to expect the mother of the household to face the agony of boycotting the food of her children. That was not the way to bring pressure on the Government. They should use their trade union organization. The women would come out in their thousands to join in their processions and demonstrations. Women were being driven to desperation by the shrinkage of the sovereign.

Mr. J. BROMLEY (Locomotive Engineers) said they were all just as heated on this question at their special conference in London, and it resulted in nothing. To organize public meetings and demonstrations would take time. Desperate remedies were needed. He suggested that the Congress should show their earnestness by adjourning, taking a special train to London, and sending a deputation to tell Mr. Asquith that this was not a matter which he could bargain about and squash off, and that there were angry men outside who wished him to know that this was the final phase.

Several delegates wished to continue the discussion, but as it was now the hour for the midday adjournment the closure was moved and carried. The resolution was then carried unanimously.

EMPLOYMENT OF CHILDREN.

Mr. J. R. CLYNES, M.P., moved a resolution protesting against the employment of children of school age in agricultural work, factories, and workshops, affirming the belief that reductions in educational expenditure were false economy, and pledging the Congress to support all measures to secure a higher standard of education for children.

The resolution was seconded by Mr. J. WINSTONE (Miners' Federation), and adopted.

Another resolution was passed in favour of empowering the local authorities to raise the school age to 16, and establishing a system of compulsory attendance during the daytime at continuation classes for all children between 16 and 18 who are not otherwise receiving a suitable education; and a third resolution, proposed by Mr. J. HODGE, M.P., calling on the Government to reorganize our educational system from the elementary school to the university, and to pay special attention to technical education and scientific investigation.

Mr. STUART BUNNING (Postmen's Federation) proposed on behalf of the Parliamentary Committee a resolution to the effect that no Electoral Reform Bill will be satisfactory which does not provide, among other things, for a reduction of the qualifying period to at most three months, the enfranchisement of all adults, male and female, a more equitable distribution of seats, and the abolition of plural voting. This was agreed to.

The following resolution on the conscription of wealth was moved by Mr. B. COOPER (Cigar Makers), seconded by Mr. E. BEVIN (Dockers) and adopted unanimously :—

That, as the manhood of the nation has been conscripted to resist foreign aggression, the maintenance of freedom, and the protection of capital, this Congress demands that such a proportion of the accumulated wealth of the country shall be immediately conscripted as is necessary to defray the financial liability incurred by the prosecution of the war, and thus avoid borrowing huge loans upon which enormous sums will have to be paid in interest by future generations, which will handicap the industries of the country in national and international competition, diminish trade, and impoverish the people.

And further, this Congress instructs the Parliamentary Committee to initiate a huge campaign for the purpose of accomplishing the foregoing object, and to demand immediately from the Government a census of wealth :—(*a*) Banking accounts and balances; (*b*) currency; (*c*) the capital estimate of the whole material (1) productive, (2) transport and distributive wealth, and the whole of the profits appertaining thereto; (*d*) an estimate of the value of property and real estate and other forms representing rents, interest, and profit.

Daily Chronicle
9-9-16

HIGHER COST OF FOOD.

TRADE UNION CONGRESS AND NEED FOR ACTION.

CONTROL OF TRANSPORT AND PRICES.

From Our Special Correspondent.

BIRMINGHAM, Friday.

Many miscellaneous matters occupied the attention of the Trade Union Congress today, and its old age was occupied in atoning for the wasted hours of its youth. Under Mr. Harry Gosling's able chairmanship good progress was made, and the work is well in hand for a finish to-morrow.

A number of resolutions asking for various amendments of the Workmen's Compensation Act were boiled down and presented to congress by Mr. Robert Brown, of the Miners' Federation. During the discussion Mr. Alfred Smith, the secretary of the London Vehicle Workers' Union, told the delegates that, according to the House of Lords, a cabdriver is not a workman. To ascertain this fact his union, said Mr. Smith, had spent £700. It appears that, under the Insurance Act, cabrivers belong to the same species as share-fishermen. Mr. Smith asked the congress to help him in establishing the seemingly obvious fact that a cabdriver is a workman.

THE PRICE OF FOOD.

Dearer food raised an interesting discussion, which was initiated by Mr. John Hill, the secretary of the Boilermakers' Union. The debate centred round the following resolution, which had been tabled by the Parliamentary Committee:

> This Congress views with alarm the enormous increase in the price of food since August 1914, and expresses its profound astonishment and indignation that, in view of the undoubted fact that the increased price is to a large extent due to the action of shipowners and others in charging exorbitant rates for transport, the Government have not completely taken over the direct control of shipping, railways, and all means of transport in order to ensure for the people wholesome food and general necessities of life at the lowest possible charges, and now calls upon the Government to immediately adopt measures to attain that end by taking over all means of transport, together with full control of home food production, and also fixing a maximum price for food and all other commodities essential to the life and best interests of the nation as a whole.

"GAVE UP ALL WE COULD."

Mr. Hill contended that recent statements in the House of Commons had revealed the incompetence of the Government.

"When the war broke out," continued Mr. Hill, "the Government came to us and asked that the 'iron law' of supply and demand should be set aside so far as wages were concerned. In the interest of the country, the great majority of the trade unionists agreed with this demand. We gave up all we could. I know that some of the men in my trade have shortened their lives in their exertions to supply the Army and Navy. Yet when we ask the Government to suspend the same iron law and supply of demand so far as they affect the necessaries of life, we are met with a confession of failure."

"All we can say is," concluded Mr. Hill, "that if something is not done, we shall be compelled to take stronger measures."

Mr. J. Houghton, Scottish Dock Labourers, seconded the resolution, as he informed the Congress, "with no pleasure whatever." He contended that the Government could have done many things—as it had done for the wool-buyers, the palm-oil users, and the jam manufacturers. Incidentally Mr. Houghton mentioned the sad case of a Scottish farmer who was prepared to take £4 a ton for his potatoes, whereas he was compelled to accept £10 a ton for them.

SUFFERING OF THE CHILDREN.

Mr. C. Bramley and Miss Margaret Bondfield continued the discussion. Miss Bondfield dwelt upon the sufferings which were being inflicted on children for want of milk and sugar.

Mr. J. Bromley, the secretary of the Locomotive Engineers, was in favour of heroic measures. "I propose," he said, "that the Parliamentary Committee should charter a special train and take us all to Downing Street now, where we can tell the Prime Minister what we mean."

But the congress, having accepted the resolution, adjourned for lunch, and the consideration of Mr. Bromley's suggestion was postponed "until this day six months," to use the Parliamentary phrase.

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Daily Mail
16-10-16

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WAR WORK MEALS.

ILLNESSES FROM BREAD & TEA BREAKFASTS.

MODEL MENUS.

The necessity for the civilian population to have nourishing meals in spite of the high food prices prompted the Health of Munition Workers' Committee to conduct investigations into what the workers were eating. Dr. Leonard Hill, the investigator, has now presented his report.

Three dinner-baskets were bought from workers going on the night shift at a factory, the workers being given a sum ample to buy a meal at the canteen. The contents of the baskets were analysed, their food values being expressed in calories:—

	Calories.
1.—Rabbit and vegetables in basin	663
2.—Sausage roll, bread and butter, ham and cheese	1,468
3.—Dish of potatoes, tomatoes and bacon, jam puff, a cake; bread and butter and jam	1,719

Calories express the energy value of foodstuffs. To walk 2½ miles along a level road in an hour calls for an expenditure of 160 calories in a man of 11 stone. Men engaged in hard physical work, especially in the open air, require a good deal more energy-producing food, and may consume as much as 4,500 calories daily with advantage. For a man engaged in a sedentary occupation as little as 2,200 calories may suffice.

The only comment on the dinner baskets that Dr. Hill has to make is that No. 3, the meal of a boy of 15, even allowing for growth, was probably excessive. A good average dinner, he says elsewhere, should have an energy value of about 1,000 calories.

BEST AND CHEAPEST DINNER.

Numerous comparisons are given of the cost and food value of dinners purchased at munitions canteens, and at working class and other restaurants. The best and cheapest dinner, it is shown, was provided at a canteen, where the catering was in amateur hands:—

	Calories.	Cost.
Canteen (Amateur).—Steak pudding, peas and potatoes, jam roll, rice pudding	1,488	8d.
Canteen (Professional).—Meat pudding, cabbage, potatoes, jam roll	1,248	7d.
Popular Restaurant.—Steak pudding, potatoes, cabbage, syrup pudding	1,345	1s. 3d.
Working Class Restaurant.—Meat pudding, potatoes, cabbage, suet pudding	1,084	8d.

The meals of women workers give interesting contrasts:

	Calories.	Cost.
Women's Restaurant.—Roast mutton, boiled potatoes, cabbage, syrup roll	697	6d.
Women's Tea Shop.—Roll, butter, milk, sugar, stewed prunes, syrup	397	7d.

Of the tea-shop luncheon Dr. Hill says: "It is an example of the unsatisfying meals which pale-faced young women may often be seen consuming in popular cafés."

Each of the three normal meals for a working man should contain 1,000 calories, the report lays down, and for a woman from 800 to 900 calories. In the case of a large class of workers home meals are hurried. A worker starting the day with a bread-and-tea breakfast, and walking or travelling for an hour or more to work, cannot remain for long an efficient worker, and probably much broken time and illness result from this cause.

DAILY DIETARIES.

Appended are some of the daily dietaries for munition workers suggested by Dr. Hill, based on prices ruling in *April last*:

Cost, 2s. 11d. Calories, 3,352.

Breakfast.—Two boiled eggs, 4d.; 2 slices bread, butter and jam, sugar and milk. Dinner.—Meat pudding, 3d.; potatoes, cabbage, jam roll. Tea.—Two slices bread, butter and jam, piece cake, sugar and milk. Supper.—Cold meat, 2½d.; cheese, 2 slices bread and butter.

Cost, 2s. 1d. Calories, 3,139.

Breakfast.—Three rashers bacon, 4d.; 2 slices bread, butter and jam; tomato, sugar and milk. Dinner.—Roast beef, 4d.; Yorkshire pudding, potatoes, cabbage, apple pie and custard. Tea.—Two slices bread, butter and jam, cake, sugar and milk. Supper.—Two slices bread, cheese, meat, 2d.; pickles.

Cost, 2s. 2½d. Calories, 3,111.

Breakfast.—Two eggs, 3d.; 2 rashers bacon, 3d.; 2 slices of bread, butter and jam, sugar and milk. Dinner.—Roast beef, 3d.; potatoes, cabbage, and syrup roll. Tea.—Three slices of bread, butter and jam, lettuce or radishes, sugar and milk. Supper.—Two slices bread and butter, ham, 3½d.; cheese.

The cheaper foods—bread, margarine, porridge, milk, herrings, cheese, beans, onions, cabbages, oranges, and the cheapest cuts of meat—provide all the requisite nourishment and probably better health than is derived from the more highly flavoured and expensive foods.

This Congress views with alarm the enormous increase in the price of food since August 1914, and expresses its profound astonishment and indignation that, in view of the undoubted fact that the increased price is to a large extent due to the action of shipowners and others in charging exorbitant rates for transport, the Government have not completely taken over the direct control of shipping, railways, and all means of transport in order to ensure for the people wholesome food and general necessities of life at the lowest possible charges, and now calls upon the Government to immediately adopt measures to attain that end by taking over all means of transport, together with full control of home food production, and also fixing a maximum price for food and all other commodities essential to the life and best interests of the nation as a whole.

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"When the war broke out," continued Mr. Hill, "the Government came to us and asked that the 'iron law' of supply and demand should be set aside so far as wages were concerned. In the interest of the country, the great majority of the trade unionists agreed with this demand We gave up all we could. I kno that some of the men in my trade hav shortened their lives in their exertion to supply the Army and Navy. Ye when we ask the Government to suspend the same iron law and supply of demanc so far as they affect the necessaries of life, we are met with a confession of failure."

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Scotland met with another Flodden in the afternoon. Mr. Morris moved a resolution condemning the existence of four separate Insurance Commissioners for the United Kingdom. Mr. William Adamson, M.P., a Fifeshire miner, made an energetic protest on behalf of Scotland, but the resolution was carried by over a million votes.

CORRECTION.

Owing to an error in telephoning it was stated yesterday that Miss Mary Macarthur and Captain Dennis Bayley were present at the meeting of the British Workers' National League at mingham on Tuesday night.

Miss Macarthur was not present at meeting as she is not connected wit organisation mentioned. At the ti question Miss Macarthur was taking in the annual meeting of the Wo Trade Union League, and was expla the excellent work the league has do protecting the interests of the thousands of women who have been employed in munition work.

Captain Dennis Bayley's announcement as to the provision of mobile field hospitals by the Miners' Federation was made at the meeting of the Congress.

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	Calories.	Cost.
Canteen (Amateur).—Steak pudding, peas and potatoes, jam roll, rice pudding	1,422	5d.
Canteen (Professional).—Meat pudding, cabbage, potatoes, jam roll..	1,248	7d.
Popular Restaurant.—Steak pudding, potatoes, cabbage, syrup pudding..	1,945	1s. 3d.
Working Class Restaurant.—Meat pudding, potatoes, cabbage, suet pudding	1,004	8d.

The meals of women workers give interesting contrasts:

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Women's Restaurant.—Roast mutton, boiled potatoes, cabbage, syrup roll	687	6d.
Women's Tea Shop.—Roll, butter, milk, sugar, stewed prunes, syrup..	397	7d.

Of the tea-shop luncheon Dr. Hill says: "It is an example of the unsatisfying meals which pale-faced young women may often be seen consuming in popular cafés."

Each of the three normal meals for a working man should contain 1,000 calories, the report lays down, and for a woman from 800 to 900 calories. In the case of a large class of workers home meals are hurried. A worker starting the day with a bread-and-tea breakfast, and walking or travelling for an hour or more to work, cannot remain for long an efficient worker, and probably much broken time and illness result from this cause.

DAILY DIETARIES.

Appended are some of the daily dietaries for munition workers suggested by Dr. Hill, based on *prices ruling in April last*:

Cost, 2s. 1½d. Calories, 3,252.

Breakfast.—Two boiled eggs, 4d.; 2 slices bread, butter and jam, sugar and milk. Dinner.—Meat pudding, 5d.; potatoes, cabbage, jam roll. Tea.—Two slices bread, butter and jam, piece cake, sugar and milk. Supper.—Cold meat, 3½d.; cheese, 2 slices bread and butter.

Cost, 2s. 1d. Calories, 3,130.

Breakfast.—Three rashers bacon, 4d.; 3 slices bread, butter and jam; tomato, sugar and milk. Dinner.—Roast beef, 4d.; Yorkshire pudding, potatoes, cabbage, apple pie and custard. Tea.—Two slices bread, butter and jam, cake, sugar and milk. Supper.—Two slices bread, cheese, meat, 3d.; pickles.

Cost, 2s. 2½d. Calories, 3,151.

Breakfast.—Two eggs, 3d.; 3 rashers bacon, 3d.; 3 slices of bread, butter and jam, sugar and milk. Dinner.—Roast beef, 5d.; potatoes, cabbage, and syrup roll. Tea.—Three slices of bread, butter and jam, lettuce or radishes, sugar and milk. Supper.—Two slices bread and butter, ham, 3½d.; cheese.

The cheaper foods—bread, margarine, porridge, milk, herrings, cheese, beans, onions, cabbages, oranges, and the cheapest cuts of meat—provide all the requisite nourishment, and probably better health than is derived from the more highly flavoured and expensive foods.

Leicester Post.
12.9.16.

DEAR FO[illegible] SCANDAL.

LEICESTER TRADES COUNCIL AND THE PROFITEERS.

A meeting of the Leicester Trades Council was held at the Trades Hall last night, Mr. E. Burns presiding.

Mr. F. Acton, having succeeded in getting the Standing Orders suspended, called attention to the "dear food scandal, and the huge increase in the price of necessities of life." He pointed out that outdoor meetings had been held at ...orthampton, and moved a resolution in favour of the holding of similar meetings at different parts of the town for a week, the campaign to conclude with a mass meeting, at which attention would be drawn to the indifference of the Government to the exploitation of the people's food, and that the Women's Labour organisation, the I.L.P., the Co-operative Society, and other bodies be asked to join in the movement.

Mr. Crump Hall seconded, and said they ought to make it pretty warm for the food profiteers throughout the town.

Mr. A. West said he did not entirely agree that the indifference of the Government was the chief factor in the high prices, but the indifference of the people themselves. If organised Labour, and even unorganised Labour, had moved in the matter they would have got the Government to control the prices of food the same as they had done in regard to freights. People had to pay for luxuries, and war was a luxury. He mentioned that quite recently there was plenty of wheat in Manchester, but the buyers could not get it, because it was being held up, but when Rumania declared war the price went down by 5s. to 6s. a quarter, which proved that some persons were exploiting the people.

Mr. T. R. Hill said the question of the price of food once more raised the clear issue between the rich and the poor. Organised capital was so powerful that it could control the markets.

Ald. Chaplin said the question had taken up a good deal of the time of the Trades Union Congress. There could not be two opinions on the matter, and they would all agree that they were the victims of gigantic theft, and also that there were men in England who were as deliberate murderers as any German. (Applause.) They knew that people were dying who were the unnatural victims of those murderous scoundrels who were sucking the life's blood of the women and children. The only point in the resolution he was not quite sure about was as to the holding of meetings with the co-operation of the other bodies. He would go further than the resolution, and decide that even if the other bodies did not join, they, as a Trades Council, should go in for the demonstration. They should also stand at street corners, as they used to do in the old days. (Hear, hear.) He was afraid they had bot to be a bit too respectable. (Laughter.)

Mr. Farber suggested the holding of a procession, which would not be confined to trades unionists, but thrown open to the wives and children of the men who were fighting at the front.

Several delegates, having spoken in favour of holding a procession on a Sunday, Councillor Perkins said it had been stated that, during the war, there were no parties; that all were doing what they could for the country. While that might be true as to politics, he believed there were three parties in existence, one being those who were bleeding for their country, the second those who were bleeding their country, and the third those who were bleeding them. (Applause.)

Eventually it was decided to refer the matter to the Executive Council to arrange for a procession, and the advisability of holding district meetings.

Upon the motion of Mr. Poulton a resolution protesting against the continual rise in the price of food, and calling upon the Government to take steps to put a stop to the same, was carried.

Daily Graphic.
11.9.16.

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RAILWAYMEN'S 10s. DEMAND.

COMPANIES' AND MEN'S DELEGATES TO MEET THIS WEEK.

Mr. J. H. Thomas, M.P., of the National Union of Railwaymen, speaking in the interests of the Union's Orphan Fund at Queen's Park, yesterday, dealt with the railwaymen's demand for a 10s. increase in wages, stated that a meeting between the railway companies and the railwaymen's representatives had been agreed upon, and would take place this week.

He said he had never minimised the fact that if there was one section of men more than another who would be able to hold a revolver at the State and say, "These are our terms, and we demand them," it was the railwaymen. But if railwaymen had ever decided to take such a course they would have had to find another leader to present their demands. (Applause.) He would never have attempted it, and the railwaymen never wanted to take advantage of the nation's position.

Railwaymen, he declared, were quite as important to the country as the soldiers in the trenches. The country realised that they had to see to the efficiency of the soldiers in order to win the war. The country should consider that the same thing was necessary in the case of the railwayman, who was [illegible] essential in the winning of the war. Through circumstances never foreseen either by the companies or by the men, the great mass of railwaymen soldiers were today compelled to work for a wage which did not enable them to maintain a proper standard of efficiency.

A demand had been made in certain quarters for an immediate stoppage in order to force the position. If they (the railwaymen) believed they had a good case, he was entitled to ask that that case should not be prejudiced by any ill-considered or ill-advised action on their part.

The Co-operative News
T- 1.10-16

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WOMEN'S CORNER.

ALL communications intended for this Page should be addressed to the Editor of the "Women's Corner," "Co-operative News" Office, Long Millgate, Manchester.

THE PROTEST OF THE CONSUMERS.

HOW WE ARE IN THE HANDS OF THE PROFIT-MONGERS.

LESSONS FROM THE FOOD COMMISSION'S REPORT.

THE Departmental Committee on Food Prices has now issued an interim report, and, as was to be expected, matters of great importance and close interest to women and to co-operators are touched upon, if not fully developed therein.

The report deals with the rise in prices of the chief articles of food—meat (including bacon), fish, flour, bread, tea, sugar, milk, cheese, butter, margarine, eggs, and potatoes—and a table is given showing the percentage of increase on each article, the average rise on all the articles being no less than **68 per cent.** in large towns, 62 in small towns and villages, or 65 over all.

That is to say, a weekly wage of 33s. will only buy of these articles the same quantity as could be got for £1 before the war!

The main business of the report seems to be to devise ways and means of preventing prices from going higher rather than bringing them down, **unless** (and here we get at the root of the matter) **the country takes possession of the sources of supply in the interests of the consumer.**

It is most interesting to note how, from every consideration of the vast problem of re-organisation of the necessaries of life into which the war is forcing us, there emerges more and more insistently the truth that **in co-operation, with its power of linking up the interests of the consumer with the producer, lies the best solution of the whole difficulty.**

Referring especially to the milk problem, in which we women are so closely concerned, as our special correspondent pointed out last week, the broad facts of the case are found to be that the "gains made through high prices have gone chiefly to the primary producers," whose interests are not bound up in the interests of the consumer, but in the making of profit for themselves. The intermediate dairyman, who is hampered by increased cost of living, labour, horse-feed, and cans, is having both a harassing and unprofitable time of it in comparison with the wholesale distributor and the farmer.

The protest of the consumers seems as though it could have little weight whilst the consumer has absolutely no part or lot in the business except to pay the prices, and no weapon against the retailer except to boycott.

The Committee do not seem able to make any drastic suggestions for taking the milk supply in hand, except to suggest that the organisation of collection from farmers might be undertaken. A Minority Report of seven of the twelve members of the Committee makes a further suggestion that a committee of men and women acquainted with the conditions of the trade might be appointed to regulate prices, and endeavour to act fairly as between the farmers, the distributors, and the public.

No such new committee would be needed if, as Mr. Will Crooks suggests in an interview given to the press recently, the job were undertaken by co-operation—through the Co-operative Wholesale Society and the retail stores. For in our co-operative organisations we already take the committees—not appointed, but elected by the consumers themselves—to look after their own interests.

While the fabric of our very life's sustenance is based upon the profit-making system we are all helplessly in the hands of the profit-makers. It is hinted **that the farmers' profits from the milk trade may not be too greatly tampered with for fear he would find it more profitable to sell his cows for slaughter, and the high prices of milk would be translated into a real shortage of milk—a national disaster indeed.**

It is useless for us women to protest in mere words; let us, with this report in hand, sit down to study the question out for ourselves, and then, with knowledge of the conditions of trade, move forward on our committees towards a fairer and juster method of commerce, in which the good of the community, not the profits of the few, shall rule our ways.

We shall hope to refer to the report in regard to other items later on, but milk must take precedence in any scheme with which we women have to do.

LOWER PRICES AND LESS DIVIDEND.

WHY THE REPRESENTATIVE WORKING WOMAN IS NOT A CO-OPERATOR.

A WAR-TIME LABOUR CONFERENCE.]

[From a Woman's Point of View.]

THE subject under discussion was 'The High Prices of Food, and how a possible combining of co-operative, trade union, and labour forces might be used to effect some reform."

The meeting was held in the Mitchell Memorial Hall, in Manchester, last Saturday, and was attended by representatives of all the various Labour organisations, while the speakers were Miss M. Bondfield and Professor Hall, whose speeches are given in another part of this issue of the "News."

Those who followed the speeches, in the course of discussion, emphasised the fact—if it is a fact—that the subject was a matter for women to discuss, showing a state of things where they must bear the strain and weight.

Yet most of the speakers were men, and did a woman rise to her feet at the same time as a man, she invariably gave way, and the man spoke, in one or more instances explaining what he considered to be the women's outlook and position in a manner not calculated to soothe a perforce silent woman.

There were two brilliant exceptions to this rule; women who rose so often, were so persistent, that they were allowed to speak, and these two were the only women speakers during the discussion. One was Mrs. Eddie, of the management committee of the Pendleton Society; the other Mrs. Gordon, Women's Labour League; and both were in favour of the employment of trade unionists only by co-operators.

One claimed that the panacea for all our present-day evils was better education, with a Capital "E," so that

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labour might meet capital on equal terms.

The other thought that the comparatively slow spread of co-operation was due to the fact that a lack of attractiveness prevailed in co-operative shops; that mnaagers might be pleasanter, that the goods were more costly than in many other shops, and that a working woman with fifteen shillings—she was trying to make do the work of twenty shillings—could not afford to deal in the dearest markets.

Mrs. Gordon struck the right chord when she pointed out that if we really desire success in the co-operative movement, if we intend to make it the lever it ought to be for the upliftment of the workers, we must get at the ordinary working woman who is the wife of the convinced trade unionist, but who through lack of opportunities for education cannot realise the possibilities of co-operation, especially in reference to her own life.

There was a general spirit marking the speeches from both men and women to the effect that the competition between societies for large dividends was a drawback, and not in touch with the real aim of co-operative principles. "Let us have food nearer to cost price, and never mind the dividends. A working woman cannot afford to sit out of 3s. in every pound," said the man, and he was cheered.

Another ventured to say that the quality of co-operatively-produced goods always made up for any little extra cost, but he was interrupted by cries of "Not always," "Question," &c.

A wave of criticism swept over the meeting, washing over a goodly number of persons in its rise and fall, including our Government, municipalities, trade union officials, labour councils, C.W.S. directors, and last, but not least, the indifferent members of our societies.

On the way to the tea-room the women gave full vent to the opinions they had stifled during the meeting, and many different sides of the question were discussed; but high above the rest, in numbers and vigour, were those who cried for food at lower prices and less dividend.

"It's all very well to talk, but some of us can talk about less dividend and lose our jobs through it," said one. "And while we have big posters telling of a high dividend and trying to bribe the outside public that way, so long shall we have our prices, not lower, as they should be, but higher than the private traders."

ARE WE REALLY DOING THINGS?

A FEW PROPAGANDA SUGGESTIONS FOR GUILD BRANCHES.

WHY SHOULD WE NOT HAVE A MILLION MEMBERS?

If you want to do big things, you must make big efforts, would be a fitting motto to hang up in every guild-room.

My experience is that far too many guild branches are content to jog along year by year with the same sort of programme, the same round of speakers, the same number of members, never asking, "Are we really making progress?" "Are we really doing things?"

Not only members, but many speakers are content with the nice comfortable ways of standing still. Some speakers, if allowed to choose their subject, are much more ready to speak on one that interests them, rather than one that helps to explain and enlarge the mass of facts and truths around co-operation. No wonder members sit through afternoons all the year round, and still only have very muddled ideas of our great object.

So the membership and attendance in the guild-room in too many cases remain about the same; the same small circle of good, keen members take their seats each week, the same daring few ask questions when the "meeting is open to discussion."

This winter we are asked to do our utmost in the way of co-operative propaganda. I feel rather doubtful that we can do the big things asked of us by the resolution passed at Congress unless we can stir our own guild members to action in and for their guilds. The propaganda of co-operation must begin in the guild-room. Even the least enlightened of our members must be made to understand what is, after all, a complicated organisation and a difficult principle.

What is the best way of making her and others in a somewhat similar state of mind grasp the meaning of co-operative ideals? The best, easiest, and quickest way is in the guild-room.

A clever writer was once asked how it was he made all his writings so simple and clear? He answered, "Because I think of all my readers as fools." Somewhat in the same way have we to think of our members, old as well as new ones. Not as fools, far from it, but as women who have had their days filled with domestic details, who, in many cases, have only had the rarest peeps into the wider outside world beyond the home, and who have often been considered by their men-folk as "only women, and can't understand."

Two very simple items of propaganda which, I believe, would clear up a great many difficulties could easily be carried out in every guild. At least once a year in every guild a class could be held, when the whole organisation and principles could be explained as simply as possible by someone who understood the art of teaching; and every new member, on joining, should be given a pamphlet about the work and organisation of the guild. In this way members could learn what may be called the history and technique of the co-operative movement; but they can only learn its great ideals and principles by taking a share in its work.

Each member must be taught, and taught again, that she is responsible for a keen or an apathetic guild.

This spirit, much stronger and firmer, should be in our guilds. Each member must be made to feel it is her duty and pleasure to make the guild a live agent for all kinds of good works. She must be constantly thinking of the guild and what she can do for it. If there is any special meeting coming off, she must realise that she must do her bit if it is to be a success. If we could only get this spirit thoroughly into our guilds, very soon every society in the country would have guild branches formed at all its store branches; and, instead of 29,000 guildswomen, we should number at least a million. Why shouldn't we have a million guildswomen? Surely out of over three million co-operators we ought to have something like that proportion? To my mind, 29,000 is very inadequate. We have a strong, solid organisation behind us; we have material advantages to encourage principles; we have the management and educational committees to back us up; we have ardent leaders of utmost capability—our numbers ought to be very great.

Far too often, when one talks in this way to guildswomen, one is told, "This town is such a difficult place to work." Of course, it is. Every place is difficult. Because in every place there is indifference, scepticism, pride, snobbishness, and all the other vices that drag the wheels of progress. But all of us, wherever our branches are, have these things to fight. And, instead of this fact discouraging us, it should encourage—for the greater the fight the greater the victory. When we can be sure of the utmost effort of every guildswoman, the co-operative movement will go forward in strides, and true co-operation in every branch of life will very soon be within the reach of all men and women kind. But to do that we must begin to teach it now in our guilds.

F. R.

ANOTHER GUILD BRANCH FOR BRISTOL.

Even since the outbreak of war the number of guilds and members have gradually increased in the Bristol and Somerset district, and on September 20th the District Committee proudly opened their twelfth Bristol branch, supported by representatives from the Management Committee, Educational Committee, Men's Guild, and women from the other local guild branches. A very hearty welcome was given to all present by Mr. Treble on behalf of Cotham Educational Council. The chair was taken by Mrs. Lloyd (president of the district), and speeches were made

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by Mrs. Found (Central Committee) and Mrs. Bye (Sectional secretary).

These were supported by Mr. Petherick, who represented the Management Committee and Men's Guild.

Refreshments were served, provided by the Cotham Educational Council, and at the close a representative from the Men's Guild suggested that a collection should be made in order to provide funds for the new guild. This was agreed to, and a welcome sum was handed to the new guild secretary (Mrs. Jewel). Thirty-five names were handed in.

H. E. Brown, District Secretary.

ELECTED TO THE NELSON SOCIETY'S MANAGEMENT COMMITTEE.

Mrs. Smith, a life-long member of the Nelson Women's Guild, has just been elected to her society's management committee. She is the first woman to be elected to this position, and was the first woman to serve on the educational committee, a seat which she lost later. "I did not find the work easy to start with," said Mrs. Smith in the course of an interview with a "Corner" representative, "and when the guild wished me to stand for the management committee I hesitated, because I did not want to be a failure. However, now, when elected, I shall try to do my best, trusting some day that other women will follow. After all, it is not for the position, but the hope that I can do something for the common good that led me to the decision to accept nomination."

Mrs. Smith.

WOMEN AND FINANCE.

At the quarterly conference of the Northampton, Wellingborough, and Kettering District Association, held at Kettering on September 20th, Mr. Wm. Ballard, C.C. (general manager of the Kettering Industrial Society), gave a very interesting and instructive paper on the above subject.

Mr. Ballard pointed out that the time had gone past when co-operative societies could be run by men alone, and had now arrived when women must take their fair share of work and responsibility. Incidentally, he paid a very high compliment to the work of the Women's Guild in the education of their members and making them become a valuable asset to any well-managed society.

In the discussion which followed, Mrs. F. Stein (Birmingham) contended that it was the duty of the member to vote for the most suitable person (when vacancies on the management committee were being filled), entirely regardless of sex.

A hearty vote of thanks was accorded to Mr. Ballard.

Mrs. Mould (Higham Ferrers), president of the association, presided.

A vote of sympathy was passed to the widow and family of the late Mr. Thomas Panther.

After the conference, tea was served to about a hundred delegates.

During the evening a public meeting was held, when the hall was well filled.

Mrs. Stein gave a much-appreciated address, and after the meeting games, dancing, and musical items closed a very interesting day.

PRESTWICH ENTERTAINS WOUNDED SOLDIERS.

On Saturday, September 30th, the Board and Guild Rooms of the Prestwich Society were again filled with wounded soldiers, who were entertained to tea by members of the Women's Guild, in conjunction with the society's board of management. The guests numbered seventy, who were conveyed to and from various local hospitals in motor cars lent for the occasion by several local gentlemen. Tea was provided by the society's catering department, and members of the guild were very diligent in attending to the wants of the wounded "Tommies."

After tea the company adjourned to the Guild-room, where Mr. James Hilton (board of management) presided where Mr. James Hilton (board of management) presided, and Miss Thompson (president of the Women's Guild) welcomed the guests on behalf of the guild and the board of management.

A programme of vocal, instrumental, and elocutionary items was gone through, and the event was brought to a close by the guests expressing their appreciation in a hearty "Three times three" and the singing of the National Anthem.

WOMEN'S PROGRESS AT BURNLEY.

Mrs. Mary Grindrod, ex-vice-president of the Central Guild branch at Burnley, has the honour of being the first woman candidate to be elected on the educational committee of her society. For a number of years she has served actively, loyally, and energetically on the local guild committee as a member, vice-president, and president (pro tem.). Since the outbreak of the war she has also taken an active part in the Soldiers' and Sailors' Executive Families' Association, and for three years has been the guild representative on the ladies' committee of the Burnley Victoria Hospital Her election, as the pioneer woman member of the educational committee, has given great satisfaction, and indicates the active progress which is being made by the women of Burnley.

Mrs. Mary Grindrod.

SHALL WE TRADE WITH THE ENEMY?

Dear Madam,—Each week I have been hoping to see in the "Women's Corner" some protest against the remarks made at the Guild Congress about "shaking hands" with the enemy. Many people are under the impression that this means that co-operators intend trading with the enemy just the same after the war, and I should be glad to know if this can possibly be true? If so, are we not going to help the individualist traders and financiers who are the great forces at the back of every war, and through them become the patrons of employers of sweated and child labour?

The enemy has had free trading and freedom enough with us in all conscience!

Germans have been admitted into our Parliament and Government offices, army and navy, yet it has not led to peace. It has only filled them with jealousy, envy, greed, and lust for power to dominate the world. "Germany over all" has been their constant cry.

To trade with them again means going back to the same state of things, and to encourage and help them to gain this power and prepare for another war. It will not destroy their hate, caused by their jealousy and envy; and it means that the babies whose lives the Guild women are helping to save (or their children) are to be reared to stand between us and the Germans as "common fodder."

Are we to shake the hands of people who can do all this? If so, then we sanction it, and as good as say, "Never mind about the women and children you have slain and tortured, give us your cheap goods." These cheap goods have turned out to be very dear. It largely rests with the women whether we trade with the enemy or not after the war.

If every branch of the Women's Guild would pass a resolution, and every co-operator resolve, not to buy any enemy products whatever, **not** in a spirit of revenge, but purely in self-defence and in simple justice and loyalty to the men who have risked life and limb, and have died in defence of our Empire, they would show a real gratitude to all who have fought for us and even crossed the sea from the colonies to help. Surely they have earned this expression of our gratitude.

Germany must redeem herself from within, rid herself of "Kaiserism," "militarism," become civilised, and form a commonwealth. Her co-operators will, I think, be helped most by leaving her quite alone to do this; and when she has redeemed herself, then it will be time to talk about shaking hands.

Germany will not starve; she is too well organised to do that.

The future generations, the new Germany that surely must arise after this war, will feel grateful to those nations who have stood firm and refused to deal with her present sweating traders, for, by doing so, they will have helped her to redeem herself.—Yours faithfully,

(Miss) S. Rowe.

71, Mason's Avenue, Wealdstone, Harrow.

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THE QUESTION OF FOOD PRICES.

CO-OPERATORS PUSH FORWARD.

DEMAND FOR GOVERNMENT INTERVENTION.

IN THE INTERESTS OF THE CIVILIAN POPULATION.

Co-operative interest in the question of food prices is developing.

At a large gathering held at Sheffield on Saturday the following resolution was passed:—

"That this conference, representing 1,275,000 members of co-operative societies in the North-Western Section of the Co-operative Union Limited of Great Britain and Ireland, emphatically protests against the inactivity of the Government in regard to the control of food prices; it calls upon the Government TO TAKE IMMEDIATE ACTION IN THIS MATTER, and to adopt such measures as are necessary to prevent the continued inflation of prices due to the monopoly power exercised by certain sections of the community."

In the course of his paper read at the conference, Mr. W. C. Anderson, M.P., said: It is my clear view that public purchasing and control should, as far as practicable, be extended for the benefit of the civilian population, and that the food thus purchased should be placed by the Government on the retail market subject to conditions that will ensure its sale at the lowest possible price. This might apply to meat, bacon, and other commodities largely imported from outside. With respect to the distribution of these commodities at fair retail prices, the co-operative movement, if it got a real chance, could render great assistance in this direction, and could set a standard which would have to be observed all round.

In any movement to resist rising prices, much greater use should be made of the co-operative societies. In the ordinary capitalist sense a co-operative society does not make profit, and was started for a quite different purpose. There would be no point in an artificial and unnecessary inflation of prices, since the surplus would have to be handed back to the members in proportion to the amount of their purchases.

A PRACTICAL QUESTION.

ARE SOCIETIES PREPARED TO OFFER THEIR ORGANISATION TO THE STATE?

This question was put by Mr. Jarman (of Warrington) to the hundreds of delegates at the North-Western Sectional Conference at Sheffield on Saturday last.

The conference, held in the Montgomery Hall, under the joint auspices of the Brightside and Carbrook and Ecclesall Societies was welcomed by Mr. Firth, on behalf of the two entertaining societies, and presided over by Mr. Goodenough (chairman of the Section), while the paper, written by Mr. W. C. Anderson, M.P., was read, in his absence, by Mrs. Anderson.

Mr. Jarman, who led off the discussion by the question quoted above, went on to point out how the Government had imposed a tax on sugar, which goes on to everything containing sugar, and how the duty on tea was 1s. in the pound. The policy of co-operators in the past was to do away with indirect taxation.

Mr. Reid (Birkenhead) contended that co-operators are not on the right lines when they charge the same prices for goods as the private traders. They must lower their prices and reduce the dividend. (Hear, hear.) And never heed the private traders. What the Government had done for the military, they could also do for the civilian population.

Mr. Whiteley (Manchester Tenants) asked for permission to add to the resolution the following words —

And in furtherance of such request hereby offer, as far as is practicable, to place the use of the whole distributive machinery of the co-operative movement in this section at the service of the responsible authorities (county, municipal, or national) to be utilised for such purpose, subject to a satisfactory scheme of working to be jointly arranged between the parties concerned.

The Chairman, however, explained that the board felt the delegates would not have had a mandate from their societies to vote on the suggested amendment, and he had therefore to rule it out of order.

Mr. Cooper (Hyde): "One would like to express an opinion on the Government Committee's suggestions contained in the daily papers of this morning."

The Chairman, in reply, asked Mr. Pollitt to submit the board's resolution, given at the head of this report. Mr. Pollitt said he was one of those who did not believe in asking the Government to do things which they could do for themselves. Another unfortunate aspect of the situation was that while the co-operative movement was asking for representation in Parliament societies were acting as so many million units. We must carry principles into action, (said Mr. Pollitt). They had already asked the Government to say what the price of milk should be. But what support had they had from co-operative committees? The Parliamentary Committee was not backed up. What was wanted was for co-operative committees to take a broader view of matters. **Was the Co-operative movement prepared to place its organisation and its staff in the hands of the Government to help the people?** As co-operators, they knew that the people are being exploited. Then let them tell the Government so, and urge them to take the necessary action.

Mr. Bentley (Burslem), in seconding, said it was no use passing resolutions unless they were prepared to take action. They wanted the whole community to be considered. They at Burslem had tried selling below the market prices. With what result? The position had been taken advantage of by other co-operative societies increasing their dividend.

Mr. Whiteley (Manchester) contended that the movement to-day is on narrow lines. It was necessary to deal with the bread and milk questions in an organised manner, and a system should be evolved whereby each one should get a fair share. Co-operators would have nothing to lose, but everything to gain, by placing their organisation in the hands of the Government.

Mr. Fitzgerald (Failsworth) thought the discussion was going into side tracks. There was no doubt about it, the cost of freightage was the cause of increased prices. The resolution had been moved very half-heartedly. If raw materials could be brought in at pre-war rates, the price of milk would not be questioned. If the Government could control the railways, why could they not control the shipping? Every shipping company was ashamed to show their profits. **The resolution, in his opinion, was of a milk-and-water nature.**

Mr. Firth (Sheffield) said the cause of high prices was not due to shortage, and he went on to point out the increases in the supplies of wheat in 1916 as com-

pared with the 1915 supplies. It was the largest increase since 1898. The total wheat available was over 35 million quarters. And while the home crop had increased, America was sending us to the extent of 34 million quarters. America's contribution more than compensated for any loss from the Argentine, and yet wheat was up by 60 per cent. The food was there, and his advice was: Be resolute; be determined. He regretted the apathy of the people on this question of food prices. If only one-tenth of the people had come out in Sheffield last week to join in their demonstration against the high prices, it would have shown they were in earnest. There was too much committee work being done and too little propaganda work at street corners. The trade unions had taken up this matter, and what were they told by the Prime Minister? That they must allow shipowners to make profits in order that they could build ships when the war is over. Why could not all the people be allowed to make money so as to buy food when the war is over?

Mr. Major (Masborough) was not in favour of co-operative stores being handed over to the State or municipalities. They would only make a mess of them. The thing was to press the matter upon the Government at once. If coal could be controlled, then why not food?

Mr. Penny (Sheffield) felt that Mr. Anderson was holding back in his paper. They certainly would not get the Government to move by merely passing resolutions. If they wanted a thing doing they must definitely organise to get it done. And if the Parliamentary Committee said they could not do anything without representatives in Parliament, then they knew what to do.

Mr. Redfern (platform) supported the resolution, though he did not like asking the Government to do what they could better do for themselves. The Government was controlling frozen meat and sugar, and yet the prices of these articles had gone up. And while he considered the taxation of co-operative societies' profits an unjust thing, yet when they knew that the Chancellor of the Exchequer got £85 out of every £100 profits, they thought he did very well. They talked about getting at the sources of supply But did they realise what that meant? Let them take the milk, which had advanced in price least of all. For three million co-operators they would need 750,000 gallons; and supposing a cow gave three gallons a day, the yield would be 250,000 gallons; and, estimating that three acres would be required for every cow, 750,000 acres of land would be wanted, which would cost twenty millions of capital. (Laughter).

Mr. Ashley (Runcorn) said the whole question resolved itself as to the quantity of stocks of food available for consumption by the people in this country, and, according to Mr. Firth, the amount was secure. There was an adequate supply; they could therefore rest assured that exploitation was going on. He agreed that what had been done for the military could be carried out in the interests of the civil population. But how were they to stop this exploitation? According to some, Parliamentary representation was the only solution. But they would have to wait for a general election for this. They must organise meetings, draw the people, and make their protests heard.

Mr. Cooper (Hyde) also agreed there ought not to be any difference between the military and the civil population. Why should wife and children of a soldier be expected to live on dripping and margarine, and perhaps not enough of that? They must stand "four square" on the matter, and go right to the Government, and tell them that this exploitation must be stopped. He hoped the whole of the machinery of the movement would be put into operation for this purpose. (Hear, hear.)

The resolution was carried by a unanimous "Aye." Mrs. Anderson (better known as Miss M. M'Arthur) was thanked, and briefly replied; and the delegates adjourned for tea.

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FOOD PRICES SCANDAL.

INTERIM REPORT OF THE BOARD OF TRADE DEPARTMENTAL COMMITTEE.

A DISAPPOINTING DOCUMENT.

FALTERING REMEDIES.

A GLANCE AT THE COMMITTEE'S PROPOSALS.

An interim report was published last week-end by the Departmental Committee appointed by the Board of Trade to inquire into and find remedies for the high prices of food. The question is one of the utmost importance to co-operators as an organised body of consumers, and we therefore summarise the proposals of the committee below:—

LET it be said at the outset that the report will be a disappointment to any who had supposed that the Committee would suggest any drastic measures of reform. The timidity of the measures actually suggested seems to arise from the Committee's conclusion that the bulk of the increase of prices is due to natural causes, and cannot be remedied. For instance, the high price of meat, we are told, is attributable to the tremendous demand for beef by the Allied armies, the serious curtailment of supplies from Australia on account of the drought in 1915, the reduction in the tonnage of shipping devoted to the Plate and Australian trade, and the rise of 50 to 80 per cent. in the price of beef in the Argentine. With regard to the home supplies of meat, the Committee point out that the cost of production has been added to in the way of labour, feeding stuffs, and fertilisers. This augmented cost of production also applies to milk, in the distribution of which, says the report, account must be taken of all "the items of increased cost of living in the case of the retailer, such as taxes, food, clothing, labour, horse-feed, and cans."

Where the Committee are Unanimous.

Each of the twelve members of the Committee signs the report, so we may take it they are unanimously of the opinion that the main causes of high prices lie beyond the region of State control. This belief, whether justified or not, obviously limits the sphere of State action in reducing prices, hence the faltering nature of the remedies proposed. But such as they are, let us examine them.

The Committee urge that private consumers should voluntarily eat less meat, and ask the War Office to consider more economical methods of cooking and serving meat without reducing the amount actually reaching the individual soldier. In other words, the Army is asked not to waste food.

Increase of Supply.

When the Committee approach the question of increasing the supply, they recommend that the slaughtering of any animals in calf, in lamb, or in pig be prohibited. As regards foreign meat, they recommend the development of freezing works in Brazil, in order to still further tap the South American source of supply; and they urge the building of more merchant steamers to bring food to England; and also recommend the importation of dried milk, and summer milk from Ireland.

Limiting the Profits.

There remains to be considered the question of limiting the profits of food distributors, and the Committee recommend that the Government should develop the sources of supply from which they can make direct purchases, and in disposing of the meat purchased for the civil population should impose conditions upon wholesale and retail dealers as would tend to secure the sale of such meat to the public at reasonable prices. The committee also urge that fresh powers should be given to local authorities to open municipal shops when there is any reason to believe that any group of retail traders are using the present abnormal situation to obtain excessive profits; and urge that all local authorities should start a sufficient number of maternity centres, baby clinics, and child nurseries where milk can be provided for children under five and dinners to expectant and nursing mothers. Further, in regard to milk, all wholesale dealers, they say, should be required to furnish to the Board of Agriculture or Board of Trade full details of their contracts with farmers, so that it could be at once seen where and how the profit on milk was being made.

But it is apparent that, with all these recommendations, the Committee do not expect much to be done in the way of reducing prices, for they urge all employers and public bodies to take steps to increase the wages of those employés who have not sufficiently benefited by the general upward movement of wages.

Supplementary Report.

The addenda, signed by seven out of twelve members of the Committee, including the Labour members, suggests that the Government should, where possible, become the sole purchaser of meat and bacon, and should insist upon the purchasing public getting the full benefit of the advantageous buying; and it also recommends the formation of a committee to regulate the price of milk, and act fairly as between the farmers, the distributors, and the public.

So the matter ends, and we can only echo the general expression of disappointment with which the report has been met by the press.

THE WOMAN'S POINT OF VIEW.

By Margaret Llewelyn Davies.

WOMEN who are struggling each week to fit the family budget to the rise in prices will find little comfort or hope in the report of the Food Prices Committee. As winter sets in the privations many women and children in particular are suffering will become more intense. In the face of what working women know to be a real menace, we have a report which even "The Times" confesses to finding "timid."

In the main, the causes of high prices are due to war conditions, such as the shortage of ships, leading to high freights, and the large demands of the army. As regards the cause of "profiteering," which inspires so much resentment, the committee's treatment of this subject is very inadequate. They never seem to realise that "profiteering" does not depend on the existence of "rings," and that the problem is to check individual profit-makers as well as combinations. Discussing cattle dealers' profits, the committee tell us that one of the two British companies which export meat from the River Plate paid a 12 per cent. dividend for 1915, and put £100,000 to the reserve fund, though neither in 1914 or 1913 had that company paid any dividend at all. "However," says the committee (anxious, it seems, to belittle this achievement), "no such profits appear to have been made in the meat-importing trade as in some of the leading war industries." It is impossible for us not to feel that 12 per cent.—and the handsome addition to reserve—is a large profit to make, and it is poor consolation to think that even if meat importers have made this amount, still, compared with the enormous profits others have made, 12 per cent. becomes almost negligible. As regards the action of wholesale and retail dairymen, it would be interesting to hear what co-operative societies have to say.

There are only the most tentative suggestions as regards the Government control of supplies. Vested interests have evidently been too strong to admit of proposals to utilise the co-operative movement, with its technical knowledge and absence of capitalist profit-making, although in France this has been done in the case of frozen meat. Municipal shops are certainly suggested, but in such a way as to be practically useless. As to the "meatless day," it will be well if those who already experience meatless weeks or months can raise a smile.

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Only three recommendations in the main body of the report appear to be of much value. A serious warning is given as to the effect of the continually increasing shortage of labour, which should give pause to the press incitements to withdraw exemption certificates and "comb out" industrial workers. Dock and transport labour is specially referred to, but undoubtedly the position is equally serious with regard to agriculture.

The definite statement that "wages ought to be substantially increased" in the case of those who may be considered "low-paid workers," will, we hope, be taken to heart by those co-operative societies which have not even adopted the Congress female minimum scale. The necessity for higher wages was urged by the Guild in their evidence before the committee.

The Guild also pointed out the serious effect of high prices on maternity, and we are glad to see that our recommendation has been adopted that municipalities should be empowered and urged to supply dinners and milk to expectant and nursing mothers, and children under five, and that the Government grant should be extended to cover this work.

The "Appended Memorandum," signed by seven members, including the representatives of Co-operation, Women, and Labour, shows that the majority of the committee were by no means satisfied with the proposals. It is to be regretted they did not develop a definite scheme on the lines they suggest. One cannot but wonder whether a committee entirely free from Government pressure would not have gone much further.

The lesson of the report is that committees can have little effect against official inertia and vested interests, unless backed by a strong public agitation, such as has been necessary again and again in connection with Naval and Military pensions. Action by co-operators in this direction is now more necessary than ever. Societies should organise labour demonstrations in every town, and resolutions should be sent to Ministers and M.P.'s, urging:—

(1) That the Government should take all taxes off food;

(2) That the Government should control the supply o necessaries—especially milk and coal—and arrange for their distributions through co-operative societies and municipalities.

(3) That Public Health Maternity C committees should be made compulsory, Maternity Centres started where they are not already at work, that dinner s for expectant and nursing mothers, and milk for young children, should be supplied by municipalities with the as sistance of a Govern-ment grant.

"The Overthrow of Individ ualism."

Mr. J. J. Worley (Productive Feder ation), speaking at the Midland Sectional Conference at Ne wark, on Saturday, said the interim report of the Food Co mmission, published that morning, represented the overthr ow of individualism, and the establishment of the co-operat ive principle in this national crisis. What was good enough i n a time of national crises was surely good enough for norma l peace times.

GRAY'S PROTEST.

Government Apathy in Regard t o Food Prices Condemned.

We have received a copy of a resoluti on which was unanimously carried at a large public meet ing held under the auspices of the educational department of the Grays Society to protest against the high food prices. Mr. J. Jones (presi-dent of the society) occupied the chair , and the resolution was spoken to by Mr. George Lansbur y, who aroused tremendous enthusiasm by a powerful spe ech. The resolution was as follows:—"That this meeting records its emphatic protest against the Government's apath y on the question of food prices; condemns the action of the shipowners and others in charging exorbitant rates, and thereby largely increasing the cost of the necessaries of life; and calls upon the Government to take over the cont rol of all shipping, together with the control of food sup plies, so that the nation's resources shall be organised and used in the interest of the community."

MUNICIPAL SHOPS.

Would They Be Able to Serve the Community Better than Co-operative Societies?

Opinions of Well-known Co-operators.

BELOW we give the views of some well-known co-operators on the report of the Departmental Committee, more particularly in reference to municipal shops.

C.W.S. President's Opinion.

MR. T. KILLON.

Mr. T. Killon (president of the Wholesale Society), when asked his opinion regarding municipal shops, said that if they could serve the community better than co-operative societies he would not have the slightest objection to the suggested departure in municipal activity. It was, however, such a big problem that he was afraid the whole system of production and distribution would have to be recast before developments in the direction indicated could take place.

Mr. Fred Hall's Views.

MR. FRED HALL, M.A.

Mr. Fred Hall, M.A. (Adviser of Studies, Co-operative Union), in course of conversation with a member of the "Co-operative "News" staff, said municipal organisation, owing to difficulties created by the war, were not in a position to open out as dealers in general commodities, but they might quite well take up the sale of certain articles, such as milk, meat, bread, and coal, and secure many advantages to the consumer by economising in distribution. He would welcome municipal shops by way of experiment, and if they were successful the co-operative movement would be free to devote its time and attention to other things. But municipal shops meant municipal production, and, to some extent, control of the means of transport; and such an extension of municipal endeavour was too large a subject to be dealt with in a brief interview.

Councillor R. J. Davies.

Councillor R. J. Davies, who presided over the working-class conference held in Manchester on Saturday, drew attention to the recommendation of the Food Prices Committee that, under certain circumstances, the municipalities should open shops for the sale of bread, milk, and meat to the people, and said the adoption of the suggestion would mean that the municipality would control the trade (retail and wholesale) through capitalistic channels, because capitalistic interests were in the majority on most, if not all, of their public bodies. Municipalities were at present utilising profits made through communal control of industry for the relief of the rates of the rich, and that principle would almost certainly be applied to profits made out of municipal bread, milk, and meat shops.

The manager of one co-operative society informed a representative of the "Co-operative News" on Tuesday that his experience was that municipalities could not carry out business undertakings as economically as co-operative societies; and the manager of another society said that, in his opinion, the Food Prices Committee had done all that could be reasonably expected of them.

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HAS THE WORKER A CASE?

WHAT HE THINKS ABOUT THE SHOPPING SIDE OF CO-OPERATION.

CONFERENCE OF WORKING-CLASS ORGANISATIONS

PRAISE FOR AND CRITICISM OF THE WHOLESALE SOCIETY.

[From Our Own Reporter.]

Why does not the average working man find his way into the co-operative ranks in bigger numbers? What are his objections? Or, as an alternative question, if he is already in the co-operative movement, why does he not take an active instead of a passive interest in its welfare?

SEVERAL of the retail societies in the Manchester area having a praiseworthy desire to find the answer to these all-important questions, invited the various social organisations in and around the city to send representatives to a conference which was held in the Mitchell Memorial Hall, Balloon-street Manchester, on Saturday last. The attendance was in every way representative of working-class thought, and amongst those present were many whose names are household words in the co-operative, trade union, labour, and brotherhood and P.S.A. movements. Councillor R. J. Davies (chairman of the committee convening the conference) presided, and with him on the platform were other members of the committee, including Mr. A. Taylor (secretary); the principal speakers, Miss Margaret Bondfield (London) and Prof. F. Hall (Adviser of Studies, Co-operative Union); Mr. W. E. Dudley, director of the Co-operative Wholesale Society; and Miss E. M. Bradley (Bolton), who recently began her duties as woman assistant on the staff of the Educational Department of the Co-operative Union.

The Average Man and Co-operation.

The Chairman, in opening the proceedings, enumerated the organisations represented, and described the conference as "probably the most unique ever held under the auspices of the co-operative movement." Proceeding, he said he had been rather surprised at times, when speaking to his friends in the labour movement, to find how uninformed they were of the aims and objects of the co-operative movement and the magnitude of its operations. The average working man seemed to regard the co-operative movement as merely an aggregation of shops, and nothing else; and there were those who believed that if the co-operative movement was going to do anything for the working classes it must stand for something more than purely and simply a shop. (Hear, hear.) The object of the conference was to bring all those movements which could be said to be working-class movements into contact with the retail societies and the Wholesale Society in the district.

Co-operation and the Family.

Miss Bondfield, who took for her subject "Co-operation, and How It Affects the Family," said: "I do not know that there is any subject which is more important to the nation at the present time than the means by which we can maintain the standard of life for the family." She was afraid family life had been disintegrated by the development of the capitalistic or competitive system. It had prevented the bread-winners from having sufficient of the wealth they produced to maintain themselves and the non-producers (the older and younger members of the family) in reasonable comfort. The competitive system, therefore, failed to meet the demands of the community, and that was why the State had to provide old-age pensions, make provision for the feeding of school children, and give financial assistance in times of sickness through the National Health Insurance scheme. The faults of the system were apparent before the war, but since the war it had completely broken down, and had had to be supplanted by co-operative methods and co-operative ideas.

Tragedies Occasioned by High Prices.

Proceeding, Miss Bondfield said the question of food prices was pre-eminently a woman's question, and one which vitally affected the working-class home. She quoted the statistics prepared by the Workers' War Emergency Committee, showing how prices had advanced since May of 1914, and asked what had been the result? Tragedies in hundreds and thousands of working-class households—tragedies which she could not describe, but which they as working men and women were no doubt very familiar with. When prices generally began to rise, co-operative societies kept their prices down until the stocks they held were exhausted, and they took steps to spread the goods they had over as wide an area of their membership as possible, in order that rich members should not have any advantage over the poorer members. She also quoted the prices of the Co-operative Wholesale Society for biscuits and soaps, which were very much lower than general prices, and expressed the belief that, much as the Wholesale Society had done in this direction, it could have done far more had it greater control over raw materials.

A Word to the Women.

The power wielded by women (proceeded Miss Bondfield) was enormous, but she was afraid it was little understood. **"We want every working man's wife to buy on principle, just as her husband as a trade unionist sells his labour on principle. (Hear, hear.) If they could get that spirit into the co-operative movement, and reflected on their boards of management, then they would be able to forge ahead much more rapidly than they had done in the past.**

A member of the audience, in the discussion which followed, said the rank-and-file of the trade-union movement distrusted the C.W.S., and on his statement being challenged he said it was perfectly true. He said the C.W.S. paid the same rate of wages to non-unionists as they did to unionists; and when the directors decided that every employé in every factory controlled by them should be a member of his particular union, then they would take the first step towards winning the confidence of the rank-and-file of the trade-union movement.

Miss Bondfield said it was lamentably true there was distrust in the trade-union movement regarding co-operative societies and the employment of labour, and suggested that, as members, they were responsible for the conditions of labour which obtained in their societies.

Co-operation and the Worker.

Prof. Hall followed with an address on "How Co-operation Affects the Worker." He asked the question, What does the working man complain about at the present time? He complained about low wages, high prices (which, after all, was only another side of the low wages question), irregular employment, and lack of control over his industrial conditions. He thought it could be safely said that the co-operative movement, so far as it had been true to its ideals and to the extent it had developed, had done something for the worker in regard to those four points. There was little doubt, for instance, that the movement had exercised a beneficial influence on prices during the last two or three years. **Only the other day a Cabinet Minister stated that the Government went to the co-operative movement for some idea as to what prices should be.** That was a significant tribute to the co-operative movement; and showed that the prices charged by co-operative societies were neither inflated nor exaggerated; and, after all, why should prices be inflated in the co-operative movement? They would only be deceiving their own selves by so doing.

Proceeding, Mr. Hall said that, despite temporary defects in various parts of the co-operative movement, wages paid to co-operative employés were higher than those in similar business undertakings outside the movement. He thought it could also be safely said that employment was more regular inside the co-operative movement than outside; that there was greater desire on the part of co-operative societies to fill in slack times for employés than there

CONSTITUTION OF THE CONFERENCE.

The conference was attended by nearly six hundred delegates, and its constitution was as follows:—

CO-OPERATIVE ORGANISATIONS.

General committees of societies.
Educational committees of societies.
Federal institutions.
Branches of the Women's Guild.
Branches of the Men's Guild.

OUTSIDE ORGANISATIONS.

Executive committees of the Manchester and Gorton Trades Councils and the Manchester and Salford Labour Party, and the branches of the various trade unions affiliated to those organisations.
The Women's Trade Union Council, Women's Trade Union and Labour Council, and the Women's Labour League.
Various P.S.A.'s, Brotherhoods, and Adult Schools in and around the city.
Trade Unions and Friendly Societies which have their central offices in Manchester and Salford.

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was on the part of private firms. In regard to conditions of labour, the co-operative movement might not be as far ahead of outside organisations as it ought to be, but—and he now spoke as one who had visited many undertakings in various parts of the country—he believed the conditions of employment in co-operative establishments were better than those which prevailed in workshops privately owned.

Appeal to the Workers.

Towards the close of his address Mr. Hall ventured to remark that he was inclined to believe that the workers were in the subordinate position they found themselves in to-day because they had not realised the power they possessed, and did not take advantage of opportunities for improving their economic conditions as they came along. Judging by the applause which followed, the audience quite agreed with the remark; in fact, one delegate went so far as to say, "Serve them right."

Concluding, Mr. Hall appealed to the workers of the country to be no longer indifferent to their own welfare, but to intelligently use the force they undoubtedly possessed to effect improvements in their social, economic, and industrial conditions.

Discussion.

Another critic of the Wholesale Scoiety—or rather of its directors—revealed himself in the discussion. He said he had occasion to go on a deputation to the directors, and "they did not seem to think I was much." They gave him the impression that they were a lot of autocrats.

A subsequent speaker stated that in many cases working men could not afford to purchase at the co-operative stores —(hear, hear)—because their prices were much higher than in the ordinary retail shops.

Cries of assent and dissent came from all parts of the room, and before the speaker could resume Mr. Yates (manager of the Failsworth Society) appealed for the quality of co-operative goods to be stated as well as price.

The speaker who raised the question of prices admitted that the quality of goods sold at co-operative stores was excellent, but maintained that the average working man could not afford the price. There was the dividend, but the man could not wait until the end of the quarter for the return on his purchases.

Finest Thing Ever Done.

Mr. Purcell (Manchester and Salford Trades Council) said the finest thing ever done in this country, from an industrial point of view, was done by the Wholesale Society, and that was the sending of a food ship to Dublin. (Hear, hear.) Co-operative societies were not beyond criticism—there were many societies buying goods from blacklegging firms—but that should not discountenance what they did in other ways.

Mr. Sutton (platform) said he realised there was distrust amongst the workers towards the co-operative movement, and that was one of the reasons why they had called that conference. They found it very difficult to deal with that want of confidence because it kept in the background; it did not show itself in the quarterly meeting, and they had to hunt it. He gave instances where the prices of co-operative societies were lower than private traders, and challenged any man in the room to go into the best grocer's shop in the town and spend 10s., and do the same at a co-operative store, and find more than a copper difference between the two transactions.

Mrs. Gordon said it was not only a question of price at the co-operative store; there was also sometimes a want of ordinary civility.

Mr. Hall, in reply, asked those who had criticisms to make regarding the co-operative movement not to stand outside and criticise, but come inside and help to put things right there.

PRESENTATION TO A C.W.S. PRINTER.

An interesting ceremony took place at the C.W.S. Longsight Printing Works premises on Friday evening, September 29th, when the members of the compositors' companionship showed their appreciation of Mr. A. Venn's comradeship. Mr. Venn, who is retiring, has been a member of the companionship for upwards of eleven years. Mr. Hill (father of the chapel) presided. Mr. James Smith (overseer), in a few well-chosen remarks and the recital of some appropriate verses of poetry, presented Mr. Venn with a beautiful lamp (C.W.S.), suitably inscribed, and half-a-pound of tobacco. Mr. George Brearley (manager), as is his wont whenever old employés are leaving, also spoke in the highest terms of Mr. Venn, and recalled the fact that they had worked together some thirty-three years ago. Messrs. Waddington (deputy overseer), W. Frost, and J. Nicol also bore testimony to Mr. Venn's popularity amongst his fellow-workers, and wished him long life and happiness in his new home in Oxfordshire. Mr. Venn thanked them all for the present, and also for their appreciative remarks.

HOW PRICES OF PRIVATE TRADERS ARE CHECKED.

President of the Board of Trade and Co-operation.

The President of the Board of Trade (the Right Hon. W. Runciman, M.P.) paid another tribute to the co-operative movement at Dewsbury last week. Mr. Runciman was dealing with food supplies and prices, and said they (the Government) checked the prices that the private shopkeepers sold their goods at by the prices that were charged in the co-operative stores, and they would be the last to admit that the prices in the co-operative stores were excessive. (Laughter.) Mr. Runciman had for his chairman, by the way, Mr. George Thorpe (director of the Co-operative Wholesale Society).

The Municipality, the Retail Trader, and the C.W.S.

Municipalities might buy more advantageously than the ordinary retailer, but I doubt (says "Dux," in the "Sunday Chronicle") whether they could buy more advantageously than the Co-operative Wholesale Society, and the fact that the co-operative societies can sell at only a fractionally lower price than the ordinary trader (discounting the amount returned in "dividend") is clear evidence that, as a rule, it is not the retailer who is the daylight robber.

Miss Margaret Bondfield.

Miss Margaret Bondfield (London), who was one of the principal speakers, said the chairman had referred to the likelihood of municipal shops being a menace to co-operative trading. It was just possible, if the co-operative movement was sufficiently extensive to have butchery and grocery shops in every town, village, and hamlet, its machinery would be used by the State for distributive purposes. That would be a very practical and a very sensible thing, but in the absence of that extension (for which the working classes themselves were mainly responsible), and in the absence of that complete machinery, she doubted whether it would be wise to set themselves against the idea of municipal trading.

THE CO-OPERATIVE PRESS IN WAR-TIME.

Owing to the pressure of the reports of many conferences this week and the Government restriction on the supply of paper, we are reluctantly compelled to hold over several special articles, a number of reports, and many letters, whilst the reports appearing have had to be curtailed according to the space at our disposal.

We want societies to realise the position in which the "Co-operative News," in common with all other newspapers, is placed at present, and how impossible it is to carry out the improvements and developments which were in contemplation when the war broke out.

When more normal times come round, however, we shall have several proposals to place before societies with a view to making the "Co-operative News" into an organ fully representative of the movement in every sense. Meanwhile, we have to solicit the forbearance of correspondents and readers until these better times are with us.

At the same time we want societies to realise the increased need there will be, after the war, for a strong co-operative press to resist the efforts which capitalism will make to get its strangle-hold upon the great mass of the workers.

Co-operators should now be considering how best to increase the circulation of the "Co-operative News." We shall have something to say on this point very shortly.

ROCHDALE PIONEERS.—The committee wish to thank all applicants for the position of butchering department manager, and to intimate that the vacancy has now been filled.

ROYAL ARSENAL.—The committee desire to thank all applicants who responded to the recent advertisement for a chief clerk to the society. An appointment has now been made.

HOURS OF LABOUR.—With the putting back of the clock to normal time, the employés of the Andover Society (Hants) have had their hours of labour reduced. In future the shops will be closed half-an-hour earlier on Monday, Tuesday, Thursday, and Friday, and an hour sooner on Saturday. The difference for the week is three hours. For this concession the employés have expressed their thanks to the committee.

Mark Lane Express.
9.10.16

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KENT.

EXECUTIVE MEETING.

Mr. B. Champion presided at a meeting of the Kent Executive of the National Farmers' Union held at the offices of the Kent Branch, Maidstone, on Thursday. There were also present Messrs. W. H. Skinner (Boughton Monchelsea), T. E. Clifford (Eastchurch), H. Stonham (Plaxtol), S. H. Little (Borough Green), W. Reaveare (Staplehurst), W. A. Judge (Tenterden), R. S. Stroute (Ashford), J. A. Raynham (Marden), W. F. Wood (Sittingbourne), W. Goodwin (Leigh), E J. Overy (Paddock Wood), C. Simmonds (East Peckham), E. W. Wood (Rochester), A. J. Hickman (Egerton), Jesse Weeks (Cranbrook), J. Fife (Kemsing), R. Mitchell (Sevenoaks), J. Dyson Laurie (Sevenoaks), P. B. Cardwell (Edenbridge), H. Steven (Edenbridge), John Watson (Rochester), and A. Skinner (Cranbrook), with Messrs. H. G. Chambers and P. W. Cox (hon. secretaries).

The Sheep Dipping Order.

Mr. Cox having read a letter from the clerk to the county council, stating that the Sheep Dipping Order had been revoked.

Mr. Stroute said his point at the last meeting was that the Order had been relaxed in some districts. He was pretty certain that a great many lambs sent to the sales at Ashford this year had been dipped.

The Chairman: Do we as a body of farmers want the authorities gingered up in this matter?

Mr. Stroute: Personally I am very strongly in favour of the Order.

After some discussion it was agreed that Mr. Cox should communicate with the Board of Agriculture, asking for the enforcement of the Order next year, so as to prevent the exposure of undipped sheep and lambs at sales.

The Price of Milk.

A letter was received from Mr. H. W. Palmer, General Secretary of the Union, on the question of the price of milk. It was generally agreed, he said, that any retail price above 6d. per quart would be fatal, not only from the economical point of view, but also because public opinion in that case would compel the Government to step in. The difficulty was that wholesale merchants were determined not to give more than 1s. 3d. per gallon, and farmers would not take less than 1s. 5d. He suggested a compromise at 1s. 4d., which, if agreed to, would save trouble.

One or two members stated that 1s. 6d. per gallon was now the wholesale price in their districts, the retail price being 6d. per quart. Some of the retailers could not get enough even at 1s. 6d.

It was agreed that Mr. Palmer's letter should lie on the table.

The Valuers' Association.

The Secretary reported that Mr. Clements, of Ashford, was willing to act as a delegate from the Union to the Valuers' Association, but Mr. Rogers had demurred on account of the conditions.

Mr. Rogers was pressed to accept nomination, but finally declined to do so.

The Military and Farm Labour.

Mr. Cox having reported the result of an interview he had had with Mr. Acland with regard to the taking of farm hands for military service,

The Chairman remarked that if there was to be substitution, farmers did not want a young skilled wagoner taken and replaced by a wounded or unfit man who perhaps had never had anything to do with horses. They wanted to get their own men back on the farms if they were not required for foreign service.

The Secretaryship.

Mr. H. G. Chambers having, to the great regret of the whole of the members, intimated his intention to relinquish the hon. secretaryship at the end of the year,

Mr. Stroute, on behalf of the Ashford Branch, reopened the question of the appointment of a paid secretary. He said the opinion of his branch was just as strong as it was in March last, when they first brought the question forward. They felt that if they could not pay a man sufficient to devote his whole time to the work they ought to come to some arrangement for paying a sum for clerical assistance. The work of the Union had become very big, and there were a number of district branches that needed to be helped up. If they had a paid secretary he would be able to go round the country doing propaganda work, with the result that their membership would increase and subscriptions would be got in more satisfactorily than was the case at present. He moved a recommendation to the annual meeting to the effect that a secretary be appointed to undertake the collection of outstanding subscriptions attend branch meetings, and carry out propaganda work generally, and that he be paid £75 per annum for clerical assistance, a small sub committee to draft a report on the details of the duties to be undertaken. The speaker added that the Ashford Branch desired to see the present assistant hon. secretary (Mr. Cox) appointed if he would take the office.

Mr. Wood seconded the motion.

Mr. Chambers spoke in support of the resolution, and endorsed the suggestion that Mr. Cox, who had practically done all the work for six months, should be appointed. His (the speaker's) only doubt was as to how they were going to continue paying a secretary with their present subscription of ½d per acre. He suggested that the subscription should be doubled.

The Chairman said that whatever happened they could not afford to lose the services of Mr. Chambers, who had done more for the National Farmers' Union in Kent than any other member. He thought, therefore, that they should ask him to accept the vice-chairmanship at the annual meeting (Hear, hear)

Mr. Cardwell said the Edenbridge Branch considered that they must be prepared to pay £150 per year in salary, to say nothing of the provision of a motor bicycle.

Mr. Judge did not agree that the present subscription was not sufficient to justify them in paying a secretary. The weakness of their machinery at present was that the ½d per acre was not collected. The speaker gave details of the financial position of the Ashford Branch, and added that he did not think there could be better evidence that ½d. per acre was sufficient.

Mr. Dyson Laurie suggested that £50 should be allowed purely for clerical assistance, and that over and above that sum the secretary should receive out-of-pocket expenses.

After some further discussion Mr. Cox intimated that he would be prepared to accept the appointment and do his best at £75. He said he had the interests of the Farmers' Union very much at heart, but he confessed that, as a man with his own business to look after, his conscience was not quite easy with regard to what he was now doing.

The Chairman having said that the £75 must be regarded as a payment for clerical assistance, and that out-of-pocket expenses must be met, the resolution was carried by a unanimous vote, the chairman and vice-chairman (Mr. Wood), and the chairman and secretary of the Ashford Branch, with Mr. Dyson Laurie, being appointed the sub-committee.

Parliamentary Representation.

The following resolution from the Sevenoaks Branch was next considered: "That the Sevenoaks Branch of the National Farmers' Union, realising the paramount necessity of direct representation in the House of Commons, urges that immediate steps be taken by the County Executive so as to guarantee an adequate Parliamentary Fund being available for the purpose of supporting one or more suitable representatives of the National Farmers' Union at the next General Election, and recommends that a minimum subscription of 1s. per member be levied for the current year." In moving the resolution, Mr. Dyson Laurie, said that in April, 1914, a circular was sent out appealing for subscriptions to the Parliamentary Fund, and the sum of £19 was collected, but in 1915, apparently, nothing at all was received. The Sevenoaks Branch felt that there should be a national fund, and that every member should contribute something. They had made a start at Sevenoaks, and had not met with a single refusal.

Mr. Judge undertook that the Ashford Branch would do its utmost in support of the Parliamentary Fund. The next two or three years would be fraught with the biggest problems for agriculture farmers had ever had to face, and yet they had not a single direct representative in the House of Commons.

The Chairman pointed out that they could not legally make a levy for a Parliamentary Fund; any contributions from members must be voluntary.

Mr. Cardwell suggested that members should contribute at the rate of 10 per cent. of their subscriptions to the Union.

Mr. Hickman seconded the resolution.

Mr. Skinner moved that the word "raised" should be substituted for the word "levied."

The amendment was agreed to, and the resolution, as amended, was eventually carried.

Air Raid Damage.

A member having asked for information as to the position of a tenant farmer holding a repairing lease in the event of his buildings being damaged or destroyed during an air raid, it was agreed that the point should be placed before the hon. legal adviser for his ruling.

Trained or Untrained Women.

Miss Edith Bradley, the official organiser of women's labour for Kent and Sussex, invited an expression of opinion from the meeting as to desirability or otherwise of women being trained for farm work. Addressing the members, she explained that the question had arisen in connection with the work of the Women's County Committees. There was to be a conference in London of representatives from the counties of Kent, Surrey, and Sussex, at which it was desired to outline their future policy, and it was hoped there would be a federation of the three counties for the purposes of future action. In Sussex, Miss Bradley added, there was a desire that there should be an arrangement for training women, but in West Kent a different view prevailed.

The Chairman thought that where there were cows to be milked the training of women was desirable, but he did not think training was necessary in a general way.

Mr. Judge took the same view, while Mr. Raynham expressed himself in favour of general training.

Mr. Chambers said his experience was that women needed very little training. Set to do certain work and shown how to do it, they succeeded very quickly.

Mr. Wood expressed himself in agreement with the chairman's view, holding that women did not need training for general work, but Mr. Hickman thought that a little training for women, whatever they had to do, was better than no training at all.

On a show of hands the majority of the members declared themselves in favour of training.

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no date given

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SOLDIERS' WIVES WANT MORE MONEY.

NOT ENOUGH TO FEED THE CHILDREN.

OUT-OF-DATE SCALE.

The War Workers' Emergency Committee have just appointed a sub-committee to consider the question of increasing the separation allowances to soldiers' wives, with a view of initiating a campaign in this direction.

It is contended that the scale of allowances which was fixed in 1914, when the cost of living had increased only 17 per cent., were either too high then or was too low now, when the cost of living has increased 68 per cent. among the working classes, who, unlike the well-to-do, cannot effect any material economies by lopping off the superfluities of pre-war days.

"Something must be done for the great army of brave, self-denying women," said Miss Mary R. Macarthur (wife of Mr. W. C. Anderson, M.P.), hon. secretary of the Central Committee of Women's Employment, and a member of the Prince of Wales' Committee, to a "Daily Express" representative.

"A serious domestic crisis confronts the country to-day, and unless the State, even for the State's sake—to say nothing of the nation's obligation to the soldiers' families—enables the mothers to nourish their children properly and bring them up respectably, then the physical and moral fibre of the race must deteriorate.

"The hardest case, strange as it may seem, is that of the woman with one child, who has no margin for the exercise of ingenuity in 'making a little go a long way.'

"You cannot properly feed a child a year old to-day on less than 7s. a week, of which 4s. 6d. will go probably in milk alone—and I know what I am talking about, for I have one. I could read you extracts from hundreds of letters—pitiful human documents—in which mothers beg for work so that they may feed their little ones better; and, of course, if a soldier's wife goes out to work, she must either neglect her children or pay some one to look after them.

"The following is the scale of allowances as last adjusted in February 1915:—

Private or corporal's wife	12s. 6d.
With one child	17s. 6d.
With two children	21s. 0d.
With three children	23s. 0d.

"After that she receives 2s. for every other child under the age of sixteen, and in London there is an additional grant of 3s. 6d. a week for rent. Included in these allowances is 3s. 6d. taken off her soldier husband's pay.

"With staple food at normal prices, this would barely suffice for health and comfort, but considered in connection with the great rise in the cost of living, it is sadly inadequate.

" not whining or exaggerating. The for themselves. It is the cry of I hear—the children who are f the State. tell me that attend

STARVED BY THE STATE.

FOOD PRICES RISE; SEPARATION ALLOWANCES DO NOT.

A large number of soldiers' wives and widows have written to the "Daily Express" supporting the statement made by Miss Mary R. Macarthur in our issue of Monday last regarding the insufficiency of separation allowances, in view of the greatly increased cost of living.

"A Widow of War" writes from Hayes End that she is allowed 12s. 6d. for herself and 10s. 6d. for her three children, and asks: "How is it possible for me to clothe, shoe, and feed them on that money and make them strong now that food is so dear? It takes half the money to pay the baker, and then there is the weekly rent.

"A poor woman gets little to heal her wound after giving her all to the country. When I had my husband we all had good food, and it grieves me much to see my children living so poorly."

A Norwich soldier's wife says: "I have three big growing children, and all our days are meatless. We never know the taste of butter. With milk at fivepence a quart, I have to make a small tin of condensed milk do all the week, and never have a penny over to pay for a tram fare, let alone to go to pictures."

Writing on behalf of his wife and family, "Joined up—1914" says: "I have three children, one four years, the other two at school. My wife receives 24s. 9d. per week, including my weekly allotment of 5s. 3d. Out of this she has to pay 5s. rent and 2s. 6d. week clothing club. Can anybody tell me how she can feed four persons—except in semi-starvation fashion—on 17s. 3d. a week, including coal and lighting?"

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A minor controversy has arisen on inferiority in the Somme battles. T paper called this General "von Ar proving conclusively that the name v afterwards War Minister at the time now in command of the Germans at the names are at

Morning Post
26. 2. 17

WOMEN AND RATIONING.

THE BREAD ALLOWANCE FOR THE POOR.

A conference of working women on the question of "Food Rationing" was held on Saturday at the Central Hall, Westminster. Mrs. J. H. Barker, who presided, said this was a question between the State and the individual and not one in which the co-operative societies could do much. If it was really true that there was no more grain and flour in the country than would admit of an allowance of more than 4lb. of bread or 3lb. of flour for each person, they must make up their minds to grin and bear it, but when the brewing of 10,000,000 barrels of beer was to be allowed annually it did not seem reasonable to limit the supply of bread and flour to the amounts suggested. People who could afford 2½lb. of meat per head per week could manage with 4lb. of bread a week, but for the poor who could not afford to buy meat the bread allowance was absolutely insufficient. It was also essential that adequate arrangements should be made for the distribution of three-quarters of a pound of sugar per head per week on an equitable basis. (Hear, hear.)

Mrs. M. Clarke (Women's Labour League) moved a comprehensive resolution, declaring that the proposed meat ration is more than the majority of working class families can afford, though not greater than their needs; that there is urgent necessity for improving the present system of distributing sugar; that the ration of 4lb. of bread per head per week is far less than sufficient, and that as the provision of substitutes would entail expenditure of fuel and time which working women can ill afford, it is necessary that available supplies of bread should be distributed in such a way as to give a larger share to working class families where there are many children or workers engaged in heavy physical toil. (Hear, hear.)

Living by Bread Alone.

She said that in the East End of London many of the people lived by bread alone with a little margarine spread on it now and then, and mothers and children frequently went short of food in order to keep up the strength of the hard-working father. Poor persons could not afford to pay the present prices, exceeding a shilling a pound for such meat as neck of mutton and shin of beef which they could formerly get for a few pence per lb.; nor could they afford to pay as much as 2s. apiece for rabbits. In these circumstances the bread ration of the poor should be doubled, and raised to at least 8lb. per head per week. In view of his attitude towards the dockers in the past and of the fact that he was head of a great food-producing firm, no confidence was felt in Lord

once there would be trouble in the poorer districts of London similar to that which was being experienced in Germany and America. (Hear, hear.)

An amendment sent in the name of the Kensington Branch of the Independent Labour Party urging that in view of the world shortage of food the Government should without delay obtain peace by negotiations was ruled out of order on the ground that the meeting had been convened with the special object of discussing the question of the feeding of the nation and not the question of a possible peace by negotiation.

After considerable discussion, in the course of which adverse personal experience of the rationing system was expressed, the resolution was adopted unanimously.

Municipal Milk Supply and Kitchens.

A second resolution was also passed at the instance of Mrs. Hood, representing the Women's Co-operative Guild, urging the Government to take over the milk supply and arrange for its distribution by municipalities in conjunction with co-operative societies; that it should be made compulsory for municipalities to provide dinners and milk for mothers and young children on the order of a doctor, and that the Government should immediately bring in the Bill promised last autumn, as the delay is causing great suffering and injury to health.

Another resolution adopted suggested that in order to secure the more economical use of the available supplies municipal kitchens at which food could be bought at cost price should be established.

Weekly Dispatch
25. 2. 17

FOOD PROBLEM COMES HOME.

Working women demanded at Westminster (1) better sugar distribution, (2) more bread for working-class families engaged in heavy toil, (3) a Government milk supply, and (4) municipal kitchens.

Miss Mary MacArthur said she was convinced that the present system of voluntary rationing was no good whatever.

She wished she could command words sufficiently grave to convey her fear for the future, and especially in regard to the children.

People
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WORKING WOMEN & FOOD RATIONS.

Meat Allowance Declared to be More than They Can Afford—Bread Allowance Said to be Inadequate.

Specially Written for "The People" by Dr. MARION PHILLIPS, Secretary of the Women's Labour League.

Within the last few weeks the nation has approached a food crisis of the most serious kind. Everywhere there is talk of the possibilities of the food supply running short. So far as the working people are concerned there are many families which have gone short for a long time because the high cost of foodstuffs has been prohibitive. The faulty distribution of sugar, with the iniquitous system of selling it only to those who buy a certain supply of other goods, has created something very near sugar famine, although at the same time we have been told that there is enough for each of us to have 1lb. a week and sweets and beer and jam and aerated waters as well! Milk has gone up in price so that it has become still more of a luxury for the children in working-class families than it was in the bad old days before the war that was to make us all brothers and sisters sharing equally in the country's wealth.

Poor People Hit Hard.

The rising price of bread has hit the people very hard. With the cost of other foods at famine rates, bread has become more than ever the staple of the meals of the poorer folk. It means a saving of fuel as well as

Dr. Marion Phillips.

money; it saves time, too, where a mother has had to go out to earn, or is already overdriven by work at home. The Women's Labour League felt as soon as Lord Devonport's proposed system of voluntary rationing was made public that the time had come for working women to meet together and discuss the situation. From this resolve the conference of representatives of women's industrial organisations, which took place yesterday, quickly grew. I think the view of the league itself may be put very briefly and simply in these terms: If it is true that there is only enough of the staple foods in the country to go round in this way, then we have to consider in the first place how working people are going to manage on it.

Working Woman's "No!"

There will always be much less difficulty for the well-off. Rations are not going to cover every kind of expensive food, but only the staple foods. The well-off people can use substitutes for three reasons; first, they can pay high prices for them; second, they can spend the necessary money in fuel; third, they can pay for the labour and time spent in their preparation. But the working people are handicapped in all these ways, and they depend so largely for their supplies on the staple foods themselves that any system of rationing, if it is to keep them in health, must allow sufficient under the rations themselves to do that. Do these proposals of Lord Devonport do that? The working woman's answer, so far, is a very definite "No."

The meat is more than she can afford to buy in an ordinary case. The sugar she could do with well enough, if only she could get it, but the bread simply doesn't go round.

Take, for instance, an inquiry recently conducted by the Women's Labour League into bread consumption. The League asked, "Can you do with less bread?" The answers were invariably, "No, because owing to the high price we have cut it down as far as we possibly can." The consumption of bread amongst healthy working-class children and workers, especially those engaged in physical toil, is often double the proposed ration.

Meat and Milk.

There are many cases where there is practically no consumption of meat, but where the bread is more than 8lb. per person per week. On the other hand, amongst well-to-do people the 4lb. ration, even though it include flour, is more than the usual amount save where wasteful methods are rampant. The working woman is ready enough to have any modifications made in the wheaten loaf. But what she wants is a good nourishing food ready cooked and at a reasonable price in the form of bread of some kind. If there is not more than enough to do this 4lb. a person ration, then she is of opinion that the hard workers and the children should have first say, and that the rest should have a smaller amount. As to meat, she would like to be able to buy more, but is so used to doing with less that she is not anxious about it. But she does want to feel some security as to the milk supply. This is of such importance to the young of the nation that she wants to see it given freely to those who cannot afford the present price, and who have real need, for health's sake, of regular supplies. The nursing mothers and the infants are the first consideration here and the others should get only what is left over if scarcity exists.

Communal Cooking.

There is, however, one way in which an enormous saving of essential supplies might well be made, and that is by the institution of communal cooking by the municipalities. By means of this system, the municipalities would establish central kitchens and distributing centres at which cooked food would be sold, without profit, to all who wished to buy it. Porridge, soups, stews, puddings would be the main supplies, and the kitchens could also have experimental and advisory sections for encouraging the use of foods that could best be spared from our national store. The saving in quantities, costs, fuel and time would be enormous, the difficulty of popularising new foods would be minimised, because they would be properly cooked from the first, and the Food Controller would have a ready means through them of recommending all sorts of economies. To these communal kitchens the League looks with great hope. They appear to them to supply a much needed help to the situation without in any way injuring the comforts of home. The food would be carried there and made hot there, and the workers of the family and the children would thus get what they needed and yet have the quiet and controlling influence of the home unimpaired. The scheme is thus wholly different from the many ideas put forward for feeding the people (meaning always the poorest of the people, since the others would avoid it), in great common dining-halls.

A Fair Distribution.

The Women's Labour League is by no means blind to the necessity for care and economy. Its members have always, in peace as well as in war, had to practise it.

But they are cautious now that the available supplies shall be made to go as far as possible, and they are convinced that in any ordinary scheme of rationing the hardship falls too heavily on the working folks and too lightly on others.

They want equality of sacrifice as far as possible, for the working people depend for their livelihood upon strength of body, and food is essential to maintain it. They recognise however that food tickets may well be a necessity for the chief articles of diet. They have long urged that they should be used for sugar, and they fear that for bread they will be necessary too. But let the distribution be fair and take in the special needs of the small wage-earners, the young children, the large families, and the hard workers!

Middlesex county rate is up to 3d.

The Duke of Connaught has presented a memorial bedroom in the extension of the Union Jack Club.

Morning Post
2-7-17

662/37 662

PREMIER'S WARNING.

FOOD PROFITEERING TO BE STOPPED.

GOVERNMENT ACTION.

NECESSARY WAR SACRIFICES.

The Prime Minister was on Saturday presented with the Freedom of Dundee. The ceremony took place in the Kinnaird Hall, which was filled with an audience numbering about two thousand. Lord Provost Don presided, and among others on the platform were Mrs. Lloyd George, Mr. Winston Churchill, Senior Member for the City, Mr. Robert Munro, M.P., Secretary for Scotland, Mr. Ian Macpherson, M.P., Under Secretary for War, Mr. J. W. Pratt, M.P., and Mr. MacCallum Scott, M.P. The Lord Provost, in presenting the Freedom, spoke of Mr. Lloyd George's eminent services to the State, particularly since the outbreak of war.

THE SPEECH.

Mr. Lloyd George, on rising to reply, was received with great cheers. He said: I have first of all to thank you for the great honour you have conferred upon me in making me a citizen of your famous city. It is indeed a distinction to have your name inscribed in that book—the oldest book of citizenship I have had the privilege of signing—containing such distinguished names in the past history of this country. The Lord Provost, in the much too kind words he has used about me in concluding his speech, referred to the noble part which Dundee had taken in the great struggles of Scottish freedom; and freedom is a refrain which is constantly repeated in the rugged music of Scottish history. He has told you that William Wallace started his great struggle here. We in Wales are accustomed to boast that William Wallace was really William of Wales—(laughter)—and that he came from that part of the world. (Renewed laughter.) However that may be, it is appropriate that at a time when the whole forces of this country are engaged in the greatest struggle for human freedom that the world has ever witnessed, that I should come here to Dundee—the home of freedom, the citadel of freedom—which during the whole of its career has devoted its strength to every struggle for freedom that Scotland has ever taken part in. (Cheers.) The Lord Provost has been good enough to refer to two or three of the operations in which I have been engaged, and in which I took a leading part in the prosecution of this war—the part I took in the great financial crisis which threatened us at the beginning of the war. I think the lesson of the measures we took then was this: that in war you must not be afraid of doing things which have never been done before. (Cheers.) After we have learnt that in war I hope we will remember that perhaps there is a lesson even for peace. (Cheers.)

Sufficient Reserve of Munitions.

The boldest measures are often the safest. With regard to munitions, the story—which, I think, in the words of Dr. Addison is a romantic story, of the way in which the people of this country organised and mobilised their resources for war—was told by my friend, the Minister of Munitions, in the House of Commons the other day. We have now such a reserve where at one time we were short that even the German submarine, whatever it does, cannot deprive us of the necessary munitions for prosecuting the war to a successful termination. (Cheers.) As an old Minister of Munitions, as well as the head of the Government, I take this opportunity of thanking officials and employers and workmen for the great part they have taken in the successful gathering together of a sufficient stock of ammunition to make the prospect of this country secure throughout the war. (Cheers.) Especially I thank that large body of volunteers, men drawn from every kind of business and profession throughout the land, and from every corner of the land, who, when I began organising the Ministry of Munitions, came freely and without reward, except that which comes from a sense of having discharged your duty to your country, came and placed their services at the disposal of the State and helped us to organise that great effort. (Cheers.) Naturally there were a good many Scotsmen amongst them. (Laughter.) We cannot get on without them—(hear, hear)—this race which, by its virility and intelligence, has taken a part in the government of the Empire and the fashioning of its destinies far beyond its numbers. Sir William Weir, Sir Ernest Moir, John Hunter, Sir William Stevenson, and, I believe, Sir Eric Geddes is also a Scotsman. (Cheers.) There is a list of men who rendered conspicuous service to the British Empire, and I am very glad to repeat their names in the presence of their fellow-countrymen. (Cheers.) It is my special pride, in reference to munitions, that from the first I advocated a great programme of big guns and superabundant missiles for the purpose of destroying the barbed wire and the trenches of the enemy. As Minister of Munitions I had to make enormous arrangements for manufacture on a great scale. At the time it was subject to a good bit of criticism, much of it rather forceful, but I think that is past. (Cheers.) There is no doubt that the fact that we have got such a number of big guns of the heaviest necessary that we should have a sense of unity in the nation—a sense of unity which makes us feel that every man in it ought not merely as a sense of duty, but ought to be delighted to do what he can to help the nation in the hour of peril to achieve its greatest purpose. (Cheers.) If the objectives of the war are imperative enough and exalted enough to justify us in calling upon our best young men, the flower of our land, to risk terror, torture, and death on the battlefield, yea, and the dreary discomfort of the life behind the battlefield, then surely it is enough to justify us, who are living comfortably at home, being summoned by the State to make any sacrifice within our power to assist these gallant fellows who are fighting for us. (Loud cheers.) I draw a distinction between privation and deprivation. There have been no privations in this country yet. (Cheers.) There are in Germany; there are in Austria, and they are still fighting. Is British patriotism of a poorer quality than the patriotism of Germany?

No Cause for Complaints at Home.

What do I mean by drawing a distinction between privation and deprivation? I will give you a simple illustration what is a deprivation. Let us say a man was in the habit of getting three glasses of whisky a day—(laughter)—and owing to Government regulations he can only get one. Well, that may or may not be a deprivation. (Laughter.) I express no opinion. (Laughter.) Supposing that a man were in the habit of getting three meals a day and he were reduced to one—now that is a privation. (Laughter and cheers.) Don't let us mistake and confound the one for the other. When we are restricted, when we are limited in our luxuries, because I assume Scotch whisky is a luxury—(laughter)—when we are limited don't let us give ourselves the airs of the men who are enduring insufferable tortures for the sake of our native land. The complaints are not coming from the men who are facing real sacrifices. (Cheers.) They are full of joy, they are full of cheer—yes, when they had a worse time even than they have now. If you drove through France and saw them—their faces were like stars in a black wintry night—full of brightness and cheer. These are not the men who are growling, and when you get these men, facing death every day, full of heart, full of confidence, full of everything but complaints, we ought to be ashamed that there are any complaints at home. (Cheers.) But the country is entitled to ask from the Government under those conditions at least three things: That its commands and restrictions, and limitations shall have a genuine war purpose—(cheers)—that they shall not be imposed merely for ulterior purposes, associated with some theory or conception, the way in which the world ought to be run under normal conditions—(hear, hear)—the measures must be war measures, and in war measures I include demobilisation after the war because I consider that an essential part of the war purpose.

War Measures.

I will give you an illustration of what I mean. We have practically stopped house-building. Well, now there is no man in this country who thinks that house-building is a bad thing in itself. I have heard of many associations for all kinds of impossible purposes, but I never heard of an association to stop house-building. (Laughter.) Therefore, I take it that there is something that everybody agrees is in itself a beneficent object. We have had to stop it. Why? It takes too much labour. It takes material which is essential for war purposes. It takes transport, which you cannot possibly spare. If you permit house-building it interferes with the prosecution of the war. Therefore, to stop that is an essential war measure. I apply the same principle to every restriction which is introduced. Take, if you like—it is rather a debatable restriction—that in regard to horse-racing. There are people, I believe, who disapprove of horse-racing. I neither approve nor disapprove. I have absolutely no views of any sort or kind on the subject of horse-racing. But the question whether it is good or bad in itself has nothing to do with the action of the Government. It is entirely a question of the extent to which you can permit it without interfering with the war work and war activity of the country. Anything beyond that is irritating and mischievous. Anything short of that is not adequate to the needs of the case. The one test is—is it necessary as a war measure? I dare not mention the other topic. (Laughter.) But if you apply these principles to the question of drink you will find that these principles will work out all right. The whole question is now. After the war is a different matter. We can discuss afterwards our theories. The whole test now of any proposal made by the Government with regard to drink is to what extent it is necessary for the prosecution, the successful prosecution, of the war. That is the test we propose to apply. To a certain extent we have applied it. To what greater extent we have to apply it will depend entirely upon the way the food of the country stands at a given moment. No man in his senses would sacrifice the food of the people to any drink, however alluring it may be. (Cheers.) The second condition which I think the country is entitled to ask from the Government is that they will not permit the burdens of the country to be increased by what they call profiteering. (Cheers.)

Profiteering.

Although I have been criticised for using that word—I believe on the whole it is a rather good one—(laughter)—it is profiteering as distinguished from profiting. (Laughter and cheers.) What do I mean by profiting? Profiting is fair recompense for services rendered either in production or distribution. Profiteering is an extravagant recompense given for services rendered. I believe that to be unfair in peace. In war it is an outrage. (Cheers.) That is why we have taken action, very necessary action, to restrict the profits of shipping—which I think were a perfect scandal in the first two years of the war—profits in mines, and we propose to deal very drastically with unfair profiteering in food. (Cheers.) That brings me to the third condition. Food must be brought within the reach of the people. The worst method of enforcing economy is by extravagant prices. It means provoking discontent. It means, in addition to that, that the poorer the people the more they will suffer. High prices are inevitable in war—nothing you will do can prevent that. One reason is many have gone up very the glorious splendour of spring was upon the earth, and I knew France was free. I tell you now, although the winter tarries the springtide of victory will come. (Loud and prolonged cheers.)

TRIBUTE TO WOMEN WAR WORKERS.

The Prime Minister was subsequently entertained at luncheon in the Albert Galleries. Mr. Ian Macpherson, Under Secretary for War, replying to the toast of the Imperial Forces, expressed his own personal feeling of pride in what the War Office had done. In three short years we had created the greatest Army, the most efficient Army, the most daring Army, and the most brilliant Army which was fighting for us in every corner of the world. (Cheers.)

Mr. Lloyd George, responding to the toast of "Our Youngest Burgess," said: One of the pleasantest memories of my life will be my trip to Scotland on this occasion, when the citizens of the great city of the West—Glasgow—gave me a reception of the kindest and warmest and most cordial description. When I came to your great city I found the same kindly welcome that is always associated with Scottish hospitality. The Lord Provost has said you are proud of your city. You may well be. It is not merely its fame in history it is great for. It is associated with great events in Scottish history. In this war you have made a contribution in material and in men. As far as the material is concerned, I believe a great deal of work has been done by the women of Dundee. The sandbags which have been turned out at Dundee have been about the most valuable protectors of the lives of our fellows at the front, and the shell factory at Dundee, with which I had something to do in the starting, has been one of the great successes of the war. Not only has it come up to the quota we laid down for it, but has considerably exceeded it. I congratulate those who are associated with that institution for the great success of the work which they have turned out there. I believe the factory is worked by women operatives. It is surely part of the debt which we owe to the women of this country in this war. (Cheers.) I do not know what would have happened to this land when the men had to go away fighting if the women had not come forward and done their share of the work. (Cheers.) I have always been in favour of giving them the vote, though they used to worry me a good deal when I said so. (Laughter and cheers.) But I am more convinced than ever that I was right then. Their contribution to the defence of the country has been simply incalculable. (Cheers.) It would have been utterly impossible for us to have waged a successful war had it not been for the skill, the enthusiasm, and the industry which the women of the country have thrown into the work of the war. (Cheers.)

The Black Watch.

But Dundee has made a great contribution in men. No city in the Empire has made a greater contribution. (Cheers.) This is the home and the centre of one of the most famous fighting regiments in the world, the Black Watch. (Cheers.) I do not think throughout the world there is a better known name than that of the Black Watch. They are known for deeds and achievements which are part of the history of this country. It is a great record. There has hardly a great battle been fought in France but the men of Dundee have achieved distinction and fame, not merely for themselves and their native country, but for the Empire. That is true of the Scottish regiments throughout. (Cheers.) How proud Scotsmen must be of their gallant sons in the war. Well have they upheld the fame of their native land. It is not merely the Allies who know what Scotsmen have done. Our enemies know it, too, and they know it to their cost. (Cheers.) There is a temple—I think it is in Italy—where the marble has been drawn from many lands. The temple of liberty is now being constructed. The marble out of which it is built is drawn from many countries, and cemented by blood of men of many races. But for ever in that fabric conspicuously will stand granite hewn out of the rocks of Scotland. (Loud cheers.)

Mr. Churchill and the Nation's Strength.

Mr. Winston Churchill, replying for the Houses of Parliament, said he had been asking himself what was the personal quality and characteristic which the Prime Minister had displayed during this war which had enabled him to render the services he had done. In his view it was his power of not allowing himself to be diverted by the innumerable multitude of superficial incidents and phenomena which in every direction, on every hand, confused and baffled the eye, and on being able to search patiently and penetratingly for those deep underlying causes which far beneath the surface were affecting the movement and decision of the events of the war, and would ultimately settle the fate and destinies of the nations of the world. (Cheers.) This was a time when public men in official situations required and had a right to the help, comfort, the sympathy, and support so far as it might be rightly given of all. The Houses of Parliament had from the beginning of the war—he did not speak of cliques or factions, but of the Houses of Parliament—had had since the beginning of the war only one object in view, namely, to provide a stable and sure platform for wise and valiant executive action. And so there was no opposition. His right hon. friend was fortunate in having as leader of the party of those who sat opposite to him a man like Mr. Asquith. (Cheers.)

The Situation Reviewed.

Proceeding, Mr. Churchill said: The situation in which we stand is a grave one, and it would be foolish not to look it plainly and boldly in the face. If we look back on the position as it was when I last had the honour to address you in Dundee, a little more than two years ago, we can see how great and serious many of the changes have been. In those days the Russian Government included all their great system of strategic railways, radiating from Warsaw, and they stretched into Hungary as far not only as Lemberg, but as Przemysl, and they backed that mighty line with their great and active armies. In these days there is the submarine attack on commerce, on merchantmen, on peaceful merchantmen—that outrage and barbarity as I shall never cease to brand it. (Cheers.) That first attack had been so signally repulsed that Grand Admiral von Tirpitz, father of the German Navy, was actually driven from his office by his despairing colleagues, who were wishing to continue it and to renew it. In these days we still had the opportunity and the power, if we had only used the means that were available either at the Dardanelles or at Salonika, to have dominated the situation in

As Minister of Munitions I had to make enormous arrangements for manufacture on a great scale. At the time it was subject to a good bit of criticism, much of it rather scornful; but I think that is past. (Cheers.) There is no doubt that the fact that we have got such a number of big guns of the heaviest calibre and abundance of ammunition has not merely enabled us to triumph over our cruel foes, but it has also saved life. You have heard of Hill 60, I have no doubt; I rather think the Scottish regiments were there. In 1915, I think about the end of April or beginning of May, we attacked that hill, and after days of the fiercest fighting we were unfortunately driven back. A few weeks ago, merely as an episode in a greater battle, we captured that hill in about half an hour or three-quarters, and the losses were only one-fourth what it cost us to be beaten from that hill a year before. (Cheers.) That was due to the fact that when the first attack was made we had an inadequate supply of heavy guns and ammunition, whereas when the attack was made this year we had an overwhelming supply of both, and that made all the difference. (Cheers.)

German Army's Humiliation.

We have driven the great Army of Germany underground. (Laughter and cheers.) It must be a humiliating thought for that proud Army that it has to dig in the ground to hide itself from an Army that it despised a year or two ago. (Cheers.) Can you imagine the Kaiser before the war in one of his swaggering speeches saying to the Prussian Guard: "My gallant warriors, descendants of the men who fought under my ancestor Frederick the Great, the time has come for you once more to face the foes of the Fatherland. When that time comes I will see to it that deep caverns are made in the ground to hide you from all your enemies, and especially from that very contemptible British Army which is seeking your life. But I will do more than that. Should they by some diabolical machinery be able to destroy these shelters, I will see that you have got behind other shelters to which you can run. And if you cannot take your guns with you, leave them behind." (Laughter and cheers.) When an Army, a proud Army that talked for years of trampling down the legions of Europe, is driven to these tactics it is the beginning of the end. (Cheers.) They are rabbit tactics, and it means that we are pounding a sense of inferiority into every pore of the German military mind. That is good for the war; it is even better for after the war. (Cheers.) It was one of the things that was necessary as long as the Prussian had got that idea in his mind. Europe was not a place for decent people to live in in peace; it will be easier after this. (Cheers.) The Prussian has many virtues, but a sense of humility has never been amongst them. Now they have been taught that virtue with a fierce and relentless lash it only requires that we should hold fast and hold together. I was glad to hear the note struck by the Lord Provost that this is not the time for party distinctions and disputes. (Cheers.) Unity is essential to victory. Every land has discovered it. In France you have got Republican, and Monarchist, and Imperialist, Conservative, and Socialist all working together, and in the same Ministry complete co-operation. France realises that unity is essential to its very life. The same thing applies to Italy. I am glad to say that the same thing is realised in Russia. Men of every shade of opinion are co-operating together in order to ensure victory against the common enemy. There is one special reason why unity in war is more essential than in peace.

Sacrifices of War.

In a war people are called upon to make all kinds of sacrifices and to face every kind of hardship. In war people are called upon to make the greatest sacrifice of all. You cannot have that except with a perfectly united people, with one common purpose and common will, one common enthusiasm animating them all. (Cheers.) When you are calling upon people to make sacrifices it is easy to persuade some people that it is not necessary, and it is still more easy to persuade them that it is the duty of someone else to do it—that there is a greater call for someone else to do it. War takes us out of our habits, out of our comfortable habits, rouses us up, summons us to do things, and to suffer and endure things we never thought possible before. When you are called upon to do that, you rather resent it. At six o'clock this morning I was roused by a summons, which I believe you must have heard many a time before—(laughter)—to all the inhabitants of Dundee to rouse themselves from their slumbers and betake themselves to work. Well, I did not find it easy to respond at that time of the morning—(laughter)—and I thought to myself, supposing this came to me on a cold, wintry morning, and I was invited to go out into the bleak, raw air, I should have felt in the mood to join in an association to protest against everybody, and to abolish everything. (Laughter.) War is the great shrill syren that calls the nation out of its slumber and ease to face the cold, bleak, bitter facts of the winter of history. (Cheers.) You don't do it with pleasure. It is nothing but the sense of duty or sense of discipline that makes you do it, and it is easy to persuade men under these conditions that it is not their turn to get up. That sort of appeal, that sort of feeling if encouraged, if it is disseminated, is fatal to the energy, and the determination, and the activity, and the success of any land when it has undertaken a great and dangerous task like ours. (Cheers.) Let me say this—men who set themselves to spread that feeling are doing more harm to their country than the Prussian cannon. (Cheers.) The Prussian cannon cannot defeat us. A feeling of that kind, if it become universal, could. Therefore, it is to the third condition. Food must be brought within the reach of the people. The worst method of enforcing economy is by extravagant prices. It means provoking discontent. It means, in addition to that, that the poorer the people the more they will suffer. High prices are inevitable in war—nothing you will do can prevent that. One reason is, wages have gone up very considerably. At first, I do not say in the long run, but at first high wages mean high prices of commodities. The cost of material has gone up, and there is another circumstance which I should like the community to bear in mind—that as far as food is concerned the great bulk of it is purchased abroad, where we have no control over prices. Four-fifths of the wheat supply of this country is brought from lands across the sea. We have no control over the prices beyond the seas. (A Voice: "You ought to have known that two years ago.") My friend here says we ought to have known that two years ago. All I can say is that we have taken steps at the present moment so that next year we shall be producing sufficient stuff in this country so that we need not depend upon abroad. (Cheers.) I agree with him you might have done all that two years ago, but that is what they call in London jobbing backwards. (Laughter.) Let us march breast forward. Lord Milner in the House of Lords the other day gave a detailed account of the steps we are taking to make this country self-dependent as far as the food is concerned. I hope we shall be able to do it, but for the moment—and that is what I have got to deal with—you cannot live for twelve months on nothing in the hope that in the harvest of 1918 you will have plenty to eat. Therefore we have got to deal with the prices for the moment, and those are dependent largely upon prices over which we have no control. President Wilson—(cheers)—has taken measures to deal with this problem, and I am perfectly certain that in the action which he takes he will deal fairly with the Allies who are fighting under such trying conditions for their lives in Europe. (Cheers.)

The Government and Food Prices.

The Government are taking steps within their power to keep prices of food within bounds. They are first of all taking strong action to prevent unreasonable profits swelling the price of food, and if necessary we shall even go to the extent of resorting to the Exchequer in order to see that at any rate the price of bread is within the compass of the bulk of the people. (Cheers.) It is vital, in war as well as in peace, that if the people are to be kept up to the efficiency which is necessary in order for them to carry through their task, they should have abundance of the essentials of life and that these should be at a price which will be within the reach of every class of the community. (Cheers.) When we think of the great task which we have undertaken, don't let our minds be distracted by subsidiary things. In every great struggle there are tiring and squalid details that wear out the hearts of the stoutest men, and when men feel faint under the wearing process they should lift up their eyes to the great purpose of that conflict. That is what we have to do. Do not sink under a burden of the details of the struggle. Lift up your eyes to the purpose of the goal; yea, I say it with reverence, as the Lord Provost said, to the God that rules the destinies of men and mankind. (Cheers.) Our purpose is clearer than ever. Were there ever any doubt, the speech of the Austrian Premier two days ago makes it quite evident what we are fighting for. When he with disdainful emphasis rejected the notion that the wishes of the people in any land had anything to do with the government of their choice he made clear what we were fighting for. Alsace Lorraine? "What have the people got to do with it?" says the Austrian Premier. "This is the divine right of Kings." It is true that in 1870 they protested against being taken away from the French household they loved and forced into a family they detested. They protested. What did that matter? They were like cattle, who are the mere spoil of war. The doctrine of 1870 is the doctrine of to-day, and is the doctrine we are fighting for. The world and we mean to eradicate it. (Cheers.) The Poles want to live their lives; they want to resume the thread of their national independence. "Who are they? It is our will," say the two Kaisers, "that they should be our subjects." Arabs in Mesopotamia or Palestine—it is all the same; these men are just the dumb driven cattle that can be transferred at the will of Emperors. That is what we are fighting for—for the rights of men as men; and we shall win. (Hear, hear, and cheers.)

A Prolonged Struggle.

I know the struggle is a prolonged one. I always knew it would be. I said so. I have always urged plans on the assumption that it was going to be a long one. The evil was a great one, and you don't root great evils out of the earth without great struggles. All the same, with a continuous, persistent, unflinching, unfaltering will, we shall win. (Cheers.) There are occasional discouragements; there are occasional disappointments. So there are in every great struggle. The end seems to be postponed. I remember in the early days of April attending a conference on the Italian frontier. I passed through lands that ought to have been green with springtime. They were bleak and grey. There was not a bud to be seen. The land was still locked in the cells of winter. All was cold and forbidding. I entered the warm valleys of Savoy and they were blind with a driving blizzard, and I said: "Will the winter ever cease? Will the spring ever come? Shall we ever see the summer sun and the harvest again?" For the moment I had a thrill of horror that some visitation had come upon the earth. I came back in a fortnight, and the sun was shining; the trees were in bud; the earth of France had burst the shackles of winter. The almond was in bloom,

That first attack had been so signally repulsed that Grand Admiral von Tirpitz, father of the German Navy, was actually driven from his office by his despairing colleagues, who were wishing to continue it and to renew it. In these days we still had the opportunity and the power, if we had only used the means that were available either at the Dardanelles or at Salonika, to have dominated the situation in the Balkans, to have united in one solid block the Christian States of the Balkan Peninsula against their natural and hereditary enemies in Turkey and Austria. In those days Serbia was still unconquered. Roumania was still inviolate, and Bulgaria, most important factor of all, was still a potential Ally. You can see, looking over these facts, and one must face the facts, that the road we have travelled in these two terrible years of effort and sacrifice has been a stony and painful one.

America's Intervention.

What have we on the other side. Let us not underrate the facts. What have we got to set against all this loss? We have a deep wound inflicted upon Germany by the terror of the British Army. We have what under Providence we must regard as our mainstay—the strong right arm of Britain's might in this great war, even after all these months of struggle, not yet arrived at its culminating point. We have the soul of France. We have the active energies of Italy. We have all this, and, I was delighted to hear, we have hope for a revival of Russian energies in a new and healthier form. Most precious of all, most potent of all, making amends for all, we have the accession to our cause of the United States of America with its measureless and untouched resources in men, in material, in money, in *moral*, in virtue, and encouragement of inventive ingenuity. But time is requisite to realise the full power of these overwhelming forces that are coming to our assistance. (Cheers.)

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THE CONTROL OF HUNGER.

WORKING WOMEN & LORD RHONDDA'S POLICY.

By MARION PHILLIPS, D.Sc. (Econ.).

Lord Rhondda's food policy has shed a ray of light into the homes of working people; though if we have grown a little wary of congratulating ourselves before a promise has been carried into practice no one can blame us. So we cannot receive a statement of policy made by Mr. Clynes and Lord Rhondda with too ready a satisfaction.

So far as promises go, the proposals are good. We still await their fulfilment. Three main points stand out which are of special importance to working women. The first is the control of meat prices; and on this Lord Rhondda's policy appears to be entirely sound. He will control prices right through; and a progressive reduction in the cost of meat can be looked for with certainty. The policy is of value also in laying down principles for other commodities; and for such action the people will look forward eagerly.

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The compulsory reduction of the cost of bread, the second important feature of his policy, will be of a value that few people realise to the poorer members of the community. For these bread even at 1s. per quartern was still the cheapest form of food; but though it was the cheapest its price was so high as to place many families on short commons.

Less satisfactory than the reduction in the price of bread is Lord Rhondda's insistence on the food value of the present flour; but whatever the experts say, the facts remain that war bread goes bad quickly, and frequently upsets children and delicate grown-up people. It is hard and coarse and sour; and the number of people who have to bury mouldy pieces of old loaf in their gardens for fear of being detected in wasting it, is probably more than Lord Rhondda guesses.

The sugar scheme is somewhat puzzling, and until further details are issued it is impossible to say whether it will meet the needs. At first sight Lord Rhondda appears to have accepted the method of registration of customers, which has been advocated for a long time by the Workers' National Committee; his whole scheme has been adopted very largely from their program. On close examination, however, it is not clear whether he means that the customer should be supplied according to a fixed ration or no. If inequality of supplies for each family are to be allowed, irrespective of numbers, the rich will still gain at the expense of the poor—and gain the more from the regularity of distribution which the scheme will secure. It is quite certain that working people will not be satisfied if this is the case. They rightly hold that they have at least an equal claim upon the supply of one of the most important staple foods.

These are the three foods with which Lord Rhondda's scheme deals; but he holds out a hope of extending his methods to cover the whole field of important supplies. For this purpose he is setting up quite sufficient machinery; and it is the machinery the Workers' Committee have advocated for so long.

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With great satisfaction the working people see the end of the War Savings Committees as food administrators. Committees of the local authorities are the right thing to have, and representatives of labour and of working women should serve upon them; but the basis laid down by the Food Ministry of one representative of each is nothing like high enough. Working men and working women are above all those whom the new regulations concern, and they can scarcely be satisfied with so small a representation as this.

On communal kitchens Lord Rhondda has taken the advice frequently advocated in these columns, and made their establishment one of the duties of the Municipal Food Committees for food control. He has still, however, to find the amount of support and encouragement of supervision and control which the central authority will exercise. Such kitchens are the most important method of accomplishing true food economy; but they will do little unless established on right lines under well standardised regulations. They should be in working order before the winter comes; and no time is to be lost now if this result is to be attained.

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There is some account of the intentions

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FOOD CONTROL.

WOMEN AND THE LOCAL COMMITTEES.

By MARION PHILLIPS, D.Sc. (Econ.)

The worst of it is that the food difficulties are growing and not decreasing. We suppose that the efforts of Lord Rhondda are some time going to become effective, and of course it is nice to know that the customers of Selfridge's and Harrod's are getting their bread cheap. But that doesn't help the ordinary every-day working woman. The intentions of the present Food Ministry are good. We believe in them all right. But when are they going to materialise in hard, concrete facts?

Bread we wait for patiently. We know that it is going to be cheaper; and, to be quite fair, its quality is rather improving. Meat is still intolerably dear, and as to bacon! And the tea prices are awful! The quality of everything that we buy is deteriorating, and things do not keep well, so that economy is too often a disappointment, saved food going bad before it is eaten.

Just at the moment, fruit and vegetables are cheap and plentiful, but the lack of sugar makes the glut of plums a fearful and exasperating irony; and no one can live on raw fruit unless they have been brought up to it. The people of this country certainly cannot, for fruit is too much of a luxury most of the year for the habit to be a common one. In any case, fruit is a thin diet for a cool climate, and not the thing to work hard on.

More Troubles.

To add to the general bother of things comes the threat, which is sometimes more than a threat for the individual, of a match famine. Not to have as many matches as you want, not to have them, no matter how economical and steady a match-user you may be, is an inconvenience that those who have always a fire at hand do not realise. And little inconveniences like this become very serious troubles when you are doing your best to economise on fuel, and using oil or spirit for the little cooking that is absolutely necessary. Two shops in my village to-day were short of matches. One had a very few that they were distributing in driblets. The other, a tobacconist, had five boxes left, and no idea when he would get more.

What no one who shops can help noticing is that there is a fast-growing scarcity of all the accustomed articles of food. Maize and other unaccustomed foodstuffs there may be. But the usual thing is more often absent than not. Eggs, e.g., are up to the absurd price of 3d. each for a very uncertain and over-hoarded article. Jam is going to be so scarce that many grocers simply cannot get in new supplies. Golden syrup has become an occasional "find."

These difficulties are what the ordinary retail buyer finds, and whether or no this represents the wholesale shortage the ordinary woman has no way of discovering. But for her it means continual worry and need of experiment which she has not time, and often not skill, to make. She looks out on the rain to-day with real fear and anxiety, wondering whether it may mean a shortage in the main potato crop. and the consequent cutting off of the friendly supply that is now coming to her. Her feelings towards the potato this year are not of the quality that usually greets a foodstuff. It is almost with affection that she scrapes the mud off and puts them on to boil. The rain is making her frightened about the most precious part of the food supply after bread.

Representation of Women.

Yet it is just this woman, with all her perplexities and troubles, the only class in the community that knows day by day the position of the retail buyer, that is being less represented than any other on the Food Control Committees that are being set up. The food seller in every form, wholesale, retail and manufacturing, is being placed upon these Committees, but the representatives of the housewife are almost entirely absent. Co-operators are having some small show upon them (though far less than they ought to have), but the working woman is being entirely unrecognised by the whole official hierarchy, and the local authorities are only too ready to follow this bad example.

WOMEN & COMMITTEES.

The Value of Association with a Working Class Organisation.

So far as the Women's Labour League is aware, among the scores of Food Control Committees already appointed only two, both in the North-Eastern Counties, include representative working women in their membership.

The immense importance not only of electing women (beyond the minimum of one insisted on by the Food Controller), but also of electing the right sort of women, was insisted on yesterday by the secretary of the League.

"Merely to co-opt the Mayoress or a couple of members of the War Savings Committee doesn't meet the case at all," she said. "These people, however well meaning, are generally quite out of personal touch with the problems that face the working-class housewife from day to day. The ideal member of a Food Control Committee is undoubtedly a woman who has some working-class organisation behind her from which she can draw both information and support. Such a woman focuses the real feeling and experience in the homes of the people, which is what every Food Control Committee ought to want to know."

In the view of the League, one of the easiest ways out of the difficulty created by the appointment of thoroughly bad committees would be to increase the membership from twelve to, say, fourteen, additional members to have certain qualifications for their office.

true food economy; but they will do little unless established on right lines under well standardised regulations. They should be in working order before the winter comes; and no time is to be lost now if this result is to be attained.

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There is some earnest of the intentions of the new Food Ministry to be gathered from recent appointments to its staff and recent resignations from its directorships. The new Costing Department belongs to the first class. The resignation of Mr. Kennedy Jones to the second; for with the passing away of the Director of Food Economy we hope we have seen the last of the lecture campaigns and economy exhibitions. Nothing has so much reduced confidence in the Ministry among working people as the time wasted in advising them to eat less, while the food profiteer still went his way unharmed. The Ministry now seems to be settling down from the era of newspaper "stunts" to a period of solid work, with the object of getting to the people as much food as possible at as low a price as can be achieved.

The old motto of the Ministry appears to have been to control food so as to prevent the mass of the people getting too much of it. It is to be hoped that the motto of the new Ministry will be to control hunger by supplying as much food as the country can provide.

entirely absent. Co-operators are having some small show upon them (though far less than they ought to have), but the working woman is being entirely unrecognised by the whole official hierarchy, and the local authorities are only too ready to follow this bad example.

How, indeed, can she be helped? At least distribution should be made as good as possible. There should be no failure here so far as goods are available, and it would also be well worth while to let her voice be heard as to what goods are felt by her to be most important. The match difficulty, e.g., has been talked of as though the only person that suffered from it was the smoker. He, however, can get over some of the difficulties by a flint light. But let us ask any man to go through a day's house work without a match at hand, and suggest to him to set his flint going whenever he has to boil a kettle or fetch the milk from the larder, or go to see what is wrong with a child crying in bed upstairs. The Industrial Commissioners found that much of the labour unrest was due to worry and anxiety. Imagine what the worry of the unresting mother in a working-class home is to-day with every single moment some difficulty to meet, and you will be surprised that she bears along at all.

To Meet the Demand.

But however good the distribution of food supplies, and other commodities, there is shortage of many goods, and this shortage ought to be made thoroughly well known. People should know what it is that they cannot get because there is none in the country, and so be able to distinguish between the necessary and the unnecessary inconveniences. And what there is should be made the most of; and this making the most of it should not be left to chance and the individual housekeeper.

The Public Kitchen can alone meet this demand properly, and Lord Rhondda has placed upon these Food Control Committees the duty of developing these. But how are they to proceed unless they have the advice and knowledge of the working woman to go upon? Who else knows what kind of food is wanted, and how it should be prepared, and how it should be served, and the times at which it is to be served? The whole science of working-class housekeeping is so far undiscovered. The women themselves are the only people who have, up to now, taken any interest in it, and to make their knowledge available they must be asked to serve on these Committees which are to help solve the difficult problems of the distribution of food in the localities.

Food Control Committees cannot do their work unless they control food for the benefit of the consumer and not for the benefit of the food seller. That is elementary, simple, common sense. The pity is that Lord Rhondda, starting with the goodwill of the community behind him, should have foreseen so little the effect of his first circular to the local authorities. He has disregarded the primary importance of ensuring the presence of the right kind of representative upon the Food Control Committee, has demanded a maximum number for each with a minimum representation for women and labour, and the result is that the minimum for the latter has become the maximum. The only way left for him out of the muddle is to raise his maximum and require the addition of representatives of the principal consumers, the working women.

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FOOD CONTROL COMMITTEES

South London Boroughs' Meagre Recognition of Women Representation

NOW FOR LOWER PRICES?

During the past few days the Borough Councils of South London have had under consideration the appointment of committees to deal with the distribution of food, the control of prices and the prevention of profiteering. The probable taking over of all foodstuffs by the Government and the relegation to the local committees of increased powers and duties imparts more than ordinary importance to the constitution of the committees but general approval of the membership will be accorded.

An important part of the duty of the new committees will be the registration of retailers and the enforcement of the conditions under which card-holders register with them. The keeping down of prices by fixing maximum standards according to districts and the all-important but difficult problem of equitable distribution will also form part of their functions.

On Wednesday evening Camberwell appointed its committee giving only one seat to a woman and two to Labour whilst Lambeth on the same evening selected for its committee two women, two direct labour representatives, two tradesmen and six members of the Borough Council. Southwark the previous week, as already reported in these columns, elected its committee consisting of one woman, one direct Labour representative, two former members of the Council and eight present members of the Council, whilst Bermondsey constituted its committee wholly from members of the Council, one of whom is Mrs. Richmond.

CAMBERWELL'S COALITION COMMITTEE.

Eleven Men but Only One Woman to Regulate Prices.

The Mayor (Ald. Thos. Coomba, J.P.) presided over a special meeting of the Camberwell Borough Council on Wednesday evening.

At the outset Clr. Pexton remarked that the composition of the committee was an important matter. It should be representative of the whole of the people of the borough. He hoped that when the Council came to the nominations they would take care that there was not the slightest tinge of party.

Ald. St. Cadd said he would like the Council to send a resolution to the Local Government Board recommending them to insist upon the gentlemen charged with this business to take steps at once to take care of the immense amount of foodstuff which the land was producing.

Clr. Shrimpton complained of the inequality of distribution. Take the case of sugar, for instance. It was well known that anyone who had plenty of money could get any amount. (Cries of "No, no.") He protested against local committees being appointed unless they were given powers to insist upon an equality of distribution.

Clr. O'Neill said it did not look as though the committee would be a very energetic one, seeing that the nominations came from one particular party. He thought such a committee should be dissociated from party.

The Mayor assured the speaker that there was no question of party in the selection of members.

Clr. O'Neill: The names, as they appear on the paper, would lead one to think that they were of party origin.

Ald. Molony remarked that before they appointed the committee they ought carefully to weigh the position. Apparently all the committee would be able to do would be to carry out the instructions of the Local Government Board and the Food Controller. He thought that the committee should have power to call people who were dealing with foodstuffs before them and to go fully into the question of the profits that were being made. He would like to see an end put to profiteering.

WHAT IS THE COMMMITTEE TO DO?

Clr. Dowton moved that the appointment of a committee be deferred until a deputation had waited upon the Food Controller and had ascertained from him what the powers of the committee would be.

Clr. Haile seconded.

Clr. Meade observed that as matters stood the committee would have little more power than school managers—they would have power to make recommendations but no power to see that they were enforced.

Clr. Newton-Knights pointed out that the circular stated that powers in regard to the distribution of foodstuffs and other matters would be given to the local committee and that it would be their first duty to safeguard the interests of consumers.

Ald. Brenchley followed on similar lines.

The amendment having been negatived, The Mayor moved that the committee be composed of the following:—The Mayor, Aldermen Molony and Cudd, Councillors Daly, Vicary, Shrimpton, Aldridge and Dobbs, Mr. A. C. Warwick [illegible] and Labour Party, and Mr. [illegible] shall be coal overseer. It is suggested that there shall be a reserve stock of 1,000 tons of coal at each of the following depots:—Grove-vale, Peckham Park-rd., Glengall-rd. and Addington-sq.

Clr. Newton Knights said the committee had no wish at all to interfere with the business of coal merchants. All they desired was to store coal in the most populous parts of the borough, in order that they might be able to dole it out if necessary to small consumers. The Council would make no profit out of the matter and all their facilities for cartage would be placed at the disposal of the people of Camberwell if necessary.

LAMBETH REPRESENTATIVE COMMITTEE.

Two Women and Two Labour Members Appointed.

The Lambeth Borough Council sat for two hours on Wednesday evening to consider the appointment of a local Food Control Committee and a local Coal Overseer in accordance with the Household Coal Distribution Order.

The Mayor (Ald. C. H. Gibbs) presided and there was a large attendance.

The Mayor explained what was proposed to conform to the wishes of the Local Government Board. The committee was to consist of twelve members, and it was provided that it must include at least one representative of Labour and one woman. The Council was directed to take full advantage of the experience of representatives of co-operative societies and other trades in the borough. His worship pointed out that the duties of the new officials should be carried on at the Town Hall, and he suggested that the rooms now occupied in the basement by the military authorities should be utilised, the present occupants finding accommodation in the library, Brixton-rd. A special staff would be needed to cope with the work which the committee would have to carry on, and their remuneration, together with other necessary expenditure of the committee, would be a charge on the Exchequer. Provision would be made for the advance of expenses at the disposal of the local authority. The committee would have to deal with the sugar problems at the earliest possible opportunity. Lambeth had a population of [illegible] and it would therefore be seen that the work would be of a stupendous character, especially when it was remembered that sugar cards would have to be prepared by September 15. During last week he had consulted several members of the Council regarding the constitution of the committee. A Labour organisation had suggested that it should be represented by 75 per cent. of the members, but he thought that number was excessive. On matters appertaining to food two well-known local tradesmen, Mr. William Hayden and Mr. C. Partington, had been asked to give the committee the benefit of their experience.

A REPRESENTATIVE COMMITTEE.

The Mayor suggested the following should form the committee, the particular interests represented being indicated against the name of the member:—

Ald. George Hinds. The Council, particularly the North Lambeth Division.

Clr. Geo. Brittain, J.P. The Council, the Guardians of Lambeth, and the Kennington Division.

Clr. F. William. The Council, the [illegible]

WOMEN AND LOCAL COMMITTEES.

By MARION PHILLIPS, D.Sc. (Econ.).

There is Lady A., who has always taken a really intelligent and sympathetic interest in the life of working women; there is Mrs. B., the Bishop's wife, who has by marriage, as we may say, an interest in the subject; there is Miss C., who has positively devoted herself to helping the poor women of the East Ends of all our cities; and yet with not one of them is the working woman really satisfied as her representative. This dissatisfaction has reached a high point since the Food Control Committees began to be formed, and is showing itself by the efforts that working women's organisations are making to obtain representation thereon. But still many people consider that the failure to accept the estimable Lady A. and Mrs. B. and Miss C. and the Lady Mayoress is strange and incomprehensible. So many are these doubters that it is worth while explaining the matter a little more fully.

What Working Women Want.

The first thing that the working woman wants is that she should be represented by someone who knows through and through the conditions under which she lives. But she wants more. She wants that representative to take views as to their alleviation which seem good to the working woman herself. The small political powers hitherto in the hands of women have influenced her readiness to take part in public affairs, and organisation amongst them for political and social purposes has been slow. But the fact remains that the only way in which the opinion of a class can be discovered is through the organised or associated groups of that class. To know many individuals is not sufficient. The associated individuals have an organised opinion that is often wholly different from that gathered by the visiting of the separate individual. Moreover, it must be the opinion gathered up as a result of discussion and intercourse amongst equals. That is why the opinion of the women who attend a meeting of the Mothers' Union is not representative in anything like the same sense as that of those meeting in, say, the Women's Co-operative Guild or the Women's Labour League. In the one case, the meeting is organised for the women who attend it. In the others, the women who attend the meeting are themselves the organisers.

The Important Question.

This is really the fundamental question. The woman, no matter what her economic or social position may be, who genuinely stands as the representative of a working woman's self-governing organisation, can speak for her fellow members. The woman who is an outsider, no matter how generous in spirit and how varied her experience as an outsider may be, cannot speak with any certain voice for others than herself. Her knowledge of the working woman's life, for instance, may be wide, or it may be small, but it will have been gained not in an atmosphere of equality of membership, where each stands on her own merits, but by the fortune of her tact and understanding. The representative must speak in the name of those she represents, and cease to represent them if she fails in that duty. The woman chosen for her individual quality of knowing "all about working-class life," may even know what is best for the working woman; but it is doubtful whether she has any certainty as to what the working woman thinks best for herself. And that, after all, is a still more important question for a democracy.

The Industrial Organisations.

The only sure way, therefore, of representing working women on Local Government Committees of this kind is to choose them through their own bodies. The only women who are organised in any considerable numbers are working women; and those whose organisations are affiliated to the Standing Joint Committee of Industrial Women's Organisations are well over [illegible]. This is not inconsiderable when the obvious difficulties in the way

cillors Baty, Vicary, Shrimpton, Alfd. Green and Ogdon, Mr. A. C. Warwick (Camberwell Trades and Labour Council), Mr. W. Kelly (Royal Arsenal Co-operative Society), Dr. Helen Hatton, and a representative of the Amalgamated Society of Engineers. The Mayor declared that in making those nominations he had no regard to party.

Clr. Perton thought there should be a greater representation of outsiders who were consumers.

Clr. Vicary nominated Clrs. Haile, Doughty and Collins as members of the Committee.

Clr. Dyer expressed the view that the Town Clerk and not the Borough Treasurer should be the executive officer.

COUNCILLOR MOSS HAS HIS DOUBTS.

Clr. Moss remarked that if it could be shown to him that any of the proposed members of the committee would be able to cut down the price of any commodity he would be very glad to vote for the whole of them. He saw, however, no reasonable probability of their being able to do that.

Clr. O'Neill suggested that the ladies should be more fully represented on the committee, seeing that they were even more interested in prices than men.

Clr. Shrimpton agreed with that view.

Clr. Hearn regarded it as an utter insult to the other sex to set up a Food Committee of 12 members and only put on one lady. To have a perfectly satisfactory committee they should have two more ladies and another Labour member.

Clr. Oscar Rose pointed out that the committee would have power to appoint sub-committees, and in that way provision could be made for the co-operation of ladies.

Clr. Dowton nominated Mrs. Phillips and Mrs. Morris as members of the committee.

Clr. Alfd. Green nominated another Labour member, Mr. Geo. Holloman.

Clr. Keyse suggested that four members of the Council should be appointed on the committee and the remaining seats should be given to outsiders.

A ballot was taken, with the result that the committee was constituted as follows:—The Mayor, Dr. Helen Hatton, Alderman Evan Cook, Councillors Alfd. Green, Shrimpton, Baty, Vicary, Ogdon, Haile, Doughty and Collins, and Mr. W. Kelly. Clr. Collins is a prominent Trades Unionist and the Council regarded him as a fitting representative of Labout.

COAL DISTRIBUTION.

3,000 Tons to be Kept in Store in the Borough.

The Special Coal Committee reported that in order to give effect to the Coal Order, they had passed a series of resolutions and had forwarded them to the Local Government Board. It is proposed that the borough shall constitute one coal district and that Clr. H. Newton Knights

nington Division.

Clr. P. Willson. The Council, the Lambeth War Savings Committee, and the Brixton Division.

Clr. Geo. H. Mallinson, M.A. The Council, the Lambeth Distress Committee, and the Norwood Division.

Mr. W. Prosser. Labour (nominated by the local branch of the National Union of Railwaymen).

Mr. Henry A. Urie. Labour and Trades Unions.

Mr. William Hayden. Wholesale and retail butchers.

Mr. C. F. Partington, J.P., wholesale and retail provision trade.

Clr. W. E. Green. Lambeth War Savings Committee.

Mrs. Alice Bond. Women and North Lambeth Citizens' Association.

Mrs. J. Dewar Robertson. Women and nominee of the L.C.C. on the Kennington After-Care Committee.

Ald. Charles H. Gibbs, J.P. Mayor of Lambeth.

Clr. Iremongh congratulated the Council upon taking Labour into its confidence. The co-operation of labour was most essential where the question of the saving of food was concerned. It was proposed to appoint a sub-committee to assist the committee, and it was on that body that useful purpose could be served by representatives of labour.

Ald. Evans moved the appointment of the nominees of the Mayor

Clr. Mills, in the discussion which followed, said it was of the utmost importance that any person connected with the trades that would be concerned should in no way be connected with the committee He thought it would be better to have a committee which had not a single representative upon it who had indirect dealing with the foodstuffs concerned.

Clr. Rice thought that Clr. Hawes should be appointed to the sub-committee in order that his long experience as a butcher should be utilised.

Clr. Gough Cook presumed that the Committee would be subject to the Council; if not the latter would be taking upon themselves a serious responsibility because the ratepayers might hold the latter liable, if matters went astray.

The Mayor replied to the criticisms regarding the constitution of the Committee. The duties of its members, he pointed out, might occasionally be of an unpleasant character and realising that fact he had suggested a list of representative men and women whom he was convinced would loyally and fearlessly discharge their duties. (Hear, hear.) If Clr. Gough Cook had only complaints to make his best course would be to attend before the Committee.

The Committee as suggested by the Mayor was agreed to.

Ald. Evans moved that the details regarding office accommodation for the proposed new Committee should be referred to the General Purposes Committee of the Council and this was agreed to.

Mr. C. H. Edwards (the borough engineer) was invited to discharge the duties of coal overseer.

over 300,000. This is not inconsiderable when the obvious difficulties in the way are thought over. Amongst them are a small, a very small number of women who by good fortune have that education and comfort of surroundings which gives them the despised title of middle-class. But so far as these are chosen as representatives by the members of their organisations, they are chosen because they make good use of their advantages in being able to put their thoughts clearly and in using administrative machinery to help forward their fellow members' desires. They help to think out reforms that are needed; they are often more skilled in fighting a difficult battle in public work; but they must come to their fellow members who have the rich experience of life that working women get, for the knowledge without which their technical training would be of little avail.

The Ideal Representative.

And because they share in the management of their associations, the attitude of the working woman to these colleagues is a very different thing from their attitude to the innumerable middle and upper class women who come in contact with them in other ways. In the one case, all are going in the same direction; in the other, who knows? As a woman once explained to the present writer in discussing a very pleasant health visitor, whose visits she quite enjoyed, "Of course, I couldn't tell her all the truth. I didn't know what she was at. I wouldn't dare take the risk." That expresses just the relationship which is so frequent between those whom the ordinary conditions of daily life have so widely separated. It can only be broken down by a real bond being formed between them such as membership of a common organisation can give, expressing as it does similarity of aim and outlook.

But the ideal representative is to be found in those women who have been able to train themselves for public life while remaining of the working class, for in them there is a keen edge of personal exasperation with the confused muddle of national organisation that gives a deeper significance and a more trenchant vigour to their advocacy of the interests of the home makers they represent.

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YOUR·HOUSEHOLD·BUDGE

GET AHEAD of the GOVERNMENT and SOLVE the PROBLEM by CO-OPERATION.

by Mary Delaney

THE cost of every article of food has risen enormously since the outbreak of war. But our breakfasts and our dinners and our suppers are going to cost still more in the future. Before that wonderful, happy day when victory for the Allies is shouted in ringing tones throughout the civilised world, milk may reach eightpence a pint, meat two shillings a pound, while butter and bread tickets may be doled out to us by a careful Government—as in Germany.

The Government has already been accused of callous indifference to the heavy cost of living. A certain Minister has proclaimed his lofty ignorance of the price of tea. Helpless, impotent, dismayed, the women of England demand bitterly that action should be taken to prevent a further increase in the price of vital foodstuffs.

It is very understandable. It seems such an unnecessary evil that the middle-class woman is called upon to endure. It is impossible not to sympathise very deeply with women who believe that those who have in their hands the destinies of our land have failed hopelessly in their great task.

But one has to remember that if economy in spending is urgently necessary, so is economy in time. It is a wise policy for any Government to adopt that, in times of immense stress and strain, matters that can be safely left to private effort and enterprise should not divert the attention of Parliament from the big business in hand.

Voluntary effort has won crowning victories during this war. The care of thousands of our wounded men is in the hands of voluntary workers. Voluntary societies sent women to toil on the land long before the Government made their appeal. All the canteens and clubs that make for the happiness, and so for the efficiency of our fighting forces, are directed by voluntary effort.

So, also, it has been in endeavours for personal advancement. The energy of trade unionists has accomplished more than the beneficence of members of Parliament. If the man at the machine had waited for the Government to do something—well, he might be waiting still for his better conditions and his higher pay.

The women of England, if they organised themselves on a business-like footing, could, in a week, bring down the cost of living, and make abnormal profits out of the sale of foodstuffs utterly impossible. The individual woman can do nothing. As a part of an enormous, relentless organisation for killing the food profiteer she could do undreamt-of wonders. Here is a chance for a leader, a woman with a big heart and a fine brain and a great determination to win through. She could do some of the best constructive work for her country that has ever been done—by man or woman.

Milk has been raised almost everywhere to sixpence a quart. You probably protested to your dealer. He shrugged his shoulders and made the conventional reply about the high price of everything. You ordered half a pint less if there were no children to consider—and the matter ended.

If your neighbour, Mrs. Jones, and her neighbour, Mrs. Smith, and all the anxious housewives in your village or suburb or country town had banded themselves together and refused to pay sixpence a quart for milk, the price would have come down immediately.

Foodstuffs must inevitably be dearer in war time. But there is no reason why they should rise periodically to provide a little extra profit for some grasper whose pockets are already bulging out with money won at the expense of your babies' health.

There exists in America a very effective housewives' league, the object of which is to prevent the exploitation of the household purse. On one occasion eggs suddenly rose to an absurd price. The league got going, as they say across the Atlantic. A certain number of eggs were secured by post from remote country districts. Shop dealers were banned. Within a few days the price of eggs was normal. If ever the strike weapon is justified it surely is in a campaign against abnormally and unnecessarily high food prices.

We are wanting very badly the woman leader to whom I have referred. We want a Mary Macarthur in the domestic world who can pick up the stray ends of various societies, knit them together, and turn them into one vast organisation for the speedy end of food profits in war time. Meanwhile, there is not a woman in the land who cannot make a beginning. And it is the country woman who has the best chance.

In a small village most of the women know each other. Perhaps there is only one grocer's shop, one butcher. The lack of competition may be an inducement to charge fancy prices. Here is your chance. Canvass all the women you know, get them to make an organised protest. If that is not effective—and probably it won't be—ban the particular dealer who is to blame—and do without.

It is not fair, of course, that an innocent tradesman should suffer. If he is a victim of grasping wholesalers he can do little. But I am thinking of men who, for instance, paid the old pre-Budget prices for matches, and instantly increased them when the tax was announced to secure profits for themselves. That sort of thing is likely to occur again, and it can be stopped by women, if they have the common sense to combine.

Manufacturers of tinned salmon, sold in huge quantities, will not be greatly concerned if one dealer in some far-off village announces a domestic ban. But your farmer, who has raised the cost of milk and is too far from a station to sell it at a profit in town, will be very greatly concerned if there is a village strike. Milk won't keep, and every day of the housewife's strike means a loss to him, and a gain to the makers of condensed milk.

These are only beginnings, but they hint at the greater things that could be achieved, under powerful leadership, without necessity of Government action. It is a time-tattered truism that a Government cannot legislate in advance of public opinion. Women can create that opinion by strong action, and the Government will follow very respectfully in days to come.

More personal and certainly less drastic is domestic co-operation in buying things in bulk. A side of bacon, shared out amongst neighbours, is much less costly than buying rashers by the pound. Canning rashers by the pound. Canning rashers by the pound. Canning

The Northampton Co. C.
9/6/15

WAR BONUS.

ANOTHER SHILLING A WEEK FOR SHOE OPERATIVES.

As the result of the meeting of the committee of the Northampton Arbitration Board on Tuesday, Northampton shoe operatives have secured war bonuses.

All male operatives over 18 years of age will, from June 6, receive a war bonus of a shilling a week whatever their usual minimums are. This, of course, is additional to increases at the beginning of the year.

The Union authorities are contending that the increases granted some months ago should be regarded as permanent increases in wages, and not as war bonuses, but that is not the view that has been, so far, taken by the masters. The question is still in dispute, and is to be settled at a further meeting of the parties. The new advance of a shilling is a war bonus pure and simple.

The girls over 18 will also receive more. Those engaged on first-class operations will have a war bonus of 1s. 6d. a week, and the others 1s. a week.

The Daily Mail
9/7/15

P.O. WAR BONUSES.

HALF INCREASES FOR WOMEN.

Sir James Woodhouse's decision as arbitrator gives increased wages to two of the three grades of postal servants claiming them The increases are styled war bonuses.

Men receiving up to 40s. a week claimed 4s.; they are awarded 3s.

Between 40s. and 65s., claim 3s. more; 2s. allowed to those up to and including 60s. a week. There is no reference to the claim to 2s. extra for those receiving up to £210 a year.

The increases date from March 1 last. Women are to receive half these increases, and part-time workers proportionate amounts. The increases also go to wives of men on active service

It is estimated that the award will add a million pounds to the wages bill.

Financial News.
11.2.15.

AN EXCELLENT EXAMPLE.

The following notice has been issued by the Dunlop Rubber Co., Ltd.: "In view of the increased cost of living, and with the object of encouraging their employés to do everything possible to meet the present demand, the directors have decided to pay until further notice a bonus on wages to all rubber workers, both male and female. The amount of the bonus will be 10 p.c., or 2s. in the £, and it will be earned each week by those who have not lost more than one hour in that week except through sickness. Absentees through sickness who claim their bonus must produce a doctor's certificate.—By order. February 8, 1915." Employers who treat their staff in such a generous manner are certain to be well served.

The Guardian
Feb. 24 1915

MORE WAGES TO MEET RISE IN PRICES.

WAR BONUS MOVEMENT.

COTTON WEAVERS' APPLICATION.

The number of semi-public and important private concerns which have raised the wages of or granted bonuses to their workpeople to mitigate the hardships involved in the rise of the cost of living was yesterday strengthened by the addition of several large firms:—

The British-American Tobacco Company and the Imperial Tobacco Company are both giving emergency allowances to employees who receive not more than £200 a year. The workpeople of the latter also receive an annual bonus on wages, which this year amounts to 9 per cent.

The directors of the Manchester Brewery Company and of Messrs. Walker and Homfrays, brewers, have spontaneously given an increase in wages of 3s. a week to all employees earning less than 30s. a week.

The North-Eastern Railway Company have also granted their employees virtually the same war bonus terms as have been conceded by other railway companies in Great Britain.

Other labour developments include the following:—

On behalf of the Operative Weavers' Amalgamation, the secretaries of the Cotton Spinners' and Manufacturers' Association have been approached with a view to a joint meeting to discuss a rise in wages.

The Clyde strikers number, roughly, 10,000. Yesterday some men resumed work, while others joined the strikers.

Elswick engineers, who were to have gone on strike to-day, have suspended their notices, and it is believed that there will be no stoppage.

The Dockers' Union have offered on behalf of London dockers that if the employers will confer with them—as it is complained they have shown no disposition to do—and no settlement is reached, they will submit their case to an independent Government tribunal.

The President of the Miners' Federation yesterday declared at a conference of that body that if the cost of living went up or remained up it might become necessary for the miners and other workers in this country, wage agreements notwithstanding, to seek relief by demanding an increase of wages.

The British-American Tobacco Company, Limited, announce that in view of the general increase in the cost of living owing to the war, each of their employees in the United Kingdom whose earnings do not exceed £200 a year will, each four weeks, dating from the 1st of this month, receive an emergency allowance of

1s. a week in the case of those whose wages do not exceed 10s. a week.

2s. a week in the case of those whose earnings are between 10s. and £1 a week.

3s. a week in the case of those whose earnings exceed £1 a week but do not exceed £200 a year.

Allowances to piece workers calculated on their average weekly earnings.

The allowances will not be paid to any employee who has not been continuously at work for the four weeks preceding any date of payment.

A deputation from the National Federation of Labour Exchange and Unemployment Insurance Clerks' Associations, which met at Leicester recently, interviewed the General Manager of Labour Exchanges in London yesterday, and presented a requisition for increased salaries, in view of the additional cost of living. The proceedings were private, and nothing was disclosed as to what occurred at the interview.

COTTON WAGES.

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COTTON WAGES.

WEAVERS APPLY FOR AN ADVANCE.

A few days ago it was reported that operative cotton weavers in certain parts of Lancashire were pressing the trade union leaders to consider the question of an application to the employers for an advance in wages to meet the higher food prices which now prevail. Mr. Joseph Cross, the secretary of the Operative Weavers' Amalgamation, has now sent a communication to the secretaries of the Cotton Spinners' and Manufacturers' Association asking for a joint meeting to discuss a rise in wages. Mr. Cross, who is away from home for a few days, has not yet received a reply, but as a matter of course the masters will arrange a date, whatever their opinions may be with regard to higher wages.

The joint conference will be held in Manchester at the end of this week or at the beginning of next. In view of the success which has attended the efforts of workpeople in other industries, the action of the trade union has not occasioned much surprise, but employers on 'Change in Manchester yesterday were unanimous in stating that the condition of affairs would not stand a further increase in the cost of production. There is little probability of the masters agreeing to a definite rise on the standard lists (writes a cotton correspondent), but some compromise may be arranged in the way of a special bonus for a few months. It is estimated that between 180,000 and 200,000 workpeople would be affected.

Northampton Daily Echo
21/3/15

WAR BONUS.

TEN PER CENT. FOR BOZEAT AND WOLLASTON WORKERS.

The boot and shoe manufacturers of Bozeat and Wollaston have decided to grant a bonus of 10 per cent. to all male workers in their employ.

The decision was come to at a meeting held at the Nag's Head, Wollaston, on Tuesday, over which Mr. A. W. Partridge presided. The following resolution was passed and sent to the National Union of Boot and Shoe Operatives:—

"That owing to the increased cost of living and other causes a bonus of 10 per cent. on their wages be paid to all male workers from March 29th, 1915, such bonus to be paid monthly, as an emergency bonus only, during the continuance of the war, and to be calculated so that any increase in wages given since January 1st, 1915, shall be considered as part of, and included in, the 10 per cent. bonus referred to.

Further, that the advance in wages due in July next under the agreement made on March 27th, 1914, shall not be paid until the end of the war so far as males are concerned. To females the advance in July shall be paid as specified in the agreement."

The Glasgow Herald,
3-4-15.

BONUS FOR FOUNDRY WORKERS.

The foundry workers of Falkirk and district, with the exception of the members of the Central Ironmoulders' Association, are to receive war bonuses as from Monday first. In the case of male employees over 18 years of age the bonus will amount to 6d per day, and for those under that age the advance will be 3d per day. Female workers are to be given 3d per day. Any advance in wages given since the commencement of the war will be calculated as a portion of the bonus. Negotiations are in progress between the employers and the Central Ironmoulers' Association whose members are at present excluded from participation in the bonus.

The pattern-makers, who are among the workers to receive the bonus, have intimated a demand to the employers for an advance on their present rate of wages of 2d per hour, to come into operation on April 19.

The following firms in Bonnybridge district have intimated to their employees that they have decided to institute the payment of a war bonus:—Messrs John G. Stein and Co. (Limited), Castlecary and Milnquarter Brickworks; Messrs Smith and Wellstood (Limited), Bonnybridge Foundry and Columbian Stove Works; Messrs Bonnybridge Silica and Fireclay Company; Messrs James Dougall and Sons (Limited), Bonnyside Brickworks; and Messrs George Turnbull and Company, Bonnymuir Brickworks. The average rate of payment will be 2s per week on wages over £1 and 1s per week on wages under £1. The management committee of Bonnybridge Co-operative Society have agreed to give a war bonus to the whole of their employees as follows:—Married employees, 2s per week; unmarried employees, 1s per week. All over the concessions have given entire satisfaction.

Textile Mercury.
3.4.15.

of these men in their old employments Thousands have been so shaken out of their old selves in their service with the Colours that they will not tamely return to their old rounds. It is still debatable whether the effect of the war will be to cause a dearth or a surfeit of male labour in this country. Efforts are already being organised to attract the time-expired to agricultural work in the new countries, and if these succeed the provision of new industries expressly for the absorption of surplus labour loses some of its urgency. Evidently one of the specific questions upon which answers were sought from individual manufacturers referred to the subject of establishing in this country industries at present domiciled in Germany. It gives no surprise to read that in so many instances the capture of German trade involves the purchase of special and expensive machinery, and that outlay upon the new plant could only be justified by protection against German competition for a term of years. Had the Germans themselves not been protected it is likely that several of these same trades would never have grown up in their country at all.

It is easy enough to dismiss demand for import tariffs as those of a section, and abundantly clear that upon this subject manufacturers are not all of one mind Circumstances vary, and tariffs are obviously of more potential use to some than to others. Tariffs of course are not recommended, and could not be sought, by those to whom they are of no use. They are wanted purely for their utility, and it is a matter not of opinion but of fact that tariffs could be made the means of stimulating a great new activity in the development of our dormant resources. There is the certainty of much higher taxation and the prospect of higher wages in this country. In Germany there must also be higher taxes and perhaps lower wages, with greater desperation to secure foreign orders for goods. The position of our established industries is touched; and in view of the need for developing new wealth and consulting the wishes of those who are partners, doctrinaire opinions cannot be allowed to debar departures from a policy in which very large gaps have already been opened.

COTTON AND COLOUR WORKERS AND WAR BONUSES

The members of the Amalgamated Weavers' Association pride themselves, no doubt, upon the vigour and the perseverance of their officials, but they will assuredly derive little satisfaction from the result of the repetition of the demand for a "war bonus" to meet the increased cost of living. They cannot complain of any lack of doggedness on the part of their leaders, but they must realise by now that the energy devoted to pressing forward the demand for increased pay has been used in an unproductive channel. When the original application for the war bonus was made three or four weeks ago the employers' representatives made it clear that, not only could they not agree to grant an advance of 10 per cent., but they could not give a "war bonus" of any kind in the then existing state of the cotton trade. On Friday of last week the weavers repeated their application, and it was considered at a joint conference of representatives of the Amalgamation and of the be taken over from the first moment of their deposit. It would never occur to a manufacturer to hold customers liable for the loss of his goods through fire while in course of their processes, although there is just as much to be said for that practice as for the claim of the War Office. Possession implies its own responsibilities, whether the goods are only on order or are passed, sealed, and accepted. Not least of the responsibilities that it imposes is one of giving a clear intimation whether goods held in trust are or are not protected against a contingency of common enough occurrence.

Further Objection to Female Piecers

Trade-union leaders in the Lancashire cotton industry appear to be divided on the question of the employment of females as mule piecers. The tendency to reintroduce women for this work has increased as boy piecers have become scarcer. At one time females in mule-spinning rooms were almost as numerous as males, but their numbers diminished until, thirty years or so ago, they were to be found almost only in the non-trade union mills. Of late years, however, they have been readmitted to the spinning rooms, and a protest is now being made against their employment. Trade unionists in the Bolton district appear to have no objection to females being employed as piecers, but the Oldham Operative Spinners' Association have recently condemned such employment, and have received the support of Mr. James Billington, of the Preston Operative Spinners' Association. Mr. Billington is the vice-chairman of the Operative Spinners' Amalgamation, and he objects to female piecers on moral and physical grounds. He states that he would regret the stoppage of any mills through shortage of labour, but he has "no hesitation in declaring that this is preferable to going back to the days of fifty years ago, when female labour at a time of trade depression. The weavers, like other operatives in the cotton industry, are now being paid at a rate which is equal to 5 per cent. above recognised list prices.

The cardroom workers' application for a ten per cent. increase of wages, to which reference was made in our last issue, came before the general committee of the Federation of Master Cotton Spinners and Manufacturers' Associations—also on March 26th—and the committee eventually decided to confer with the representatives of the workpeople on Tuesday of this week.

At the conclusion of the conference the representatives of the Federation informed the Cardroom Workers' Amalgamation that they could not agree to the request for a ten per cent. bonus.

Employers in the dyeing and kindred trades have also received applications for war bonuses. The demand in this case was of a widespread character, and concerned workers in Yorkshire, Lancashire, Derbyshire, Cheshire, and some parts of Scotland. The application for an advance of one penny per hour to time workers, and 15 per cent. for "piece" workers, was addressed to the Bradford Dyers' Association, the British Cotton and Wool Dyers' Association, and the Calico Printers' Association. The employers have offered certain concessions, which were considered at a conference of workers' representatives (drawn from twelve trade unions) at Bradford on Saturday. The report of the

662 A.

662a/6

Liverpool Courier.
27. 4. 15.

LIVERPOOL TELEPHONE GIRLS.

No War Bonus, No Charity.

The telephone girl operators at the Liverpool General Post Office are making a determined protest against the refusal of the Government to grant a war bonus to postal employes.

When the decision of the Government became known seventy out of a staff of over a hundred trunk telephonists intimated that owing to the low wages they receive and the increased cost of living they could not afford to continue their contributions to the Post Office Relief Fund for the dependents of Post Office employés killed or wounded in action.

Inquiries go to show that the protesters earn on an average considerably less than 20s. a week, and they feel quite honestly that they ought not to continue to make voluntary contributions to charity when the calls upon them in respect to the necessities of life are increasing week by week. The bonus that was asked for by post office employés was 4s. a week to an individual earning under 40s. a week and 3s. to those in receipt of between £2 and £3.

Girl telegraphists are now reported to be following suit, and postmen in the outdistricts are similarly and for the same reason ceasing to make contributions to the fund.

The protest, it appears, has not in any way been engineered by the post-office trades union associations, but is quite unofficial and spontaneous.

34,000 Recruits from Post Office.

The liberal support which the Post Office Relief Fund has met with from the staff has enabled the committee to give assistance on a wide scale in necessitous cases arising from the absence or death of Post Office servants with the colours. The number who have joined the forces now exceeds 34,000. Among many other forms of assistance, some 400 maternity grants of 30s. have been made to wives who could not benefit under the National Health Insurance Act. Regular weekly grants have been made in cases where the dependents were not eligible for separation allowances, and special grants have been made to dependents of men who have lost their lives in the war in lieu of grants which would otherwise have been borne by the the Royal Patriotic Fund. There are on the books of the fund 417 widows and other dependents; and 624 children.

Yorkshire Eo: Post.
21. 4. 15.

THE WAR BONUS IN THE CLOTHING TRADE.

It is complained that there is an absence of uniformity in regard to the war bonus paid to Leeds clothiers' operatives. That is explained by the fact that there are a number of firms who are outside the Wholesale Clothiers' Association, and who are in some cases exceeding the bonus recommended by four-fifths of the trade.

The bonus adopted by the Association is an allowance to all factory workers (other than piece-workers) under the following scale: Sixpence weekly to boys and girls under 18 years of age; 1s. weekly to youths and girls of 18 and over with less than 30s. a week wage; 2s. weekly to men and women with wages of over 30s. and under 50s., and to all married men over 18 years of age. In regard to the question of extra payment for overtime during the war it has been decided by the Association "that we pay time and a quarter for overtime to time workers after 49½ hours per week."

Inasmuch as piece workers have lately been earning from 40 to 50 per cent. more than they do in normal times, no bonus is being paid to them, nor does it appear to be expected.

Northern Daily Telegraph.
17. 4. 15.

CHURCH FIRM'S WAR BONUSES

Messrs F. Steiner and Co., calico printers and dyers, of Church, have decided to give a war grant to a large number of employees at their various works. Women and girls will get 1s 6d per week extra; males under 18 years of age, 1s 6d per week; all males over 18 years of age, and earning under 20s, 2s 6d per week; males receiving 20s and under 35s get 2s per week.

Birmingham Post.
14. 4. 15.

A determined spirit was shown last night at mass meetings of pottery operatives held at Burslem and Tunstall on the questions of an all-round advance in wages and the employment of female labour.

At both meetings a resolution was passed demanding an immediate advance of 10% to male and female operatives in all branches of the industry, and calling upon employers to grant an immediate conference. A further resolution was passed approving of the principle that where female labour was employed to do work which would ordinarily be done by men the same rate of wages should be paid.

Mr. A. Hollins, assistant secretary of the National Society of Pottery Operatives, speaking at the Burslem meeting, explained the negotiations which had taken place with employers. The latter had promised that women employed in the place of men should be paid as far as possible the same price, provided that such work had been generally regarded by the trade as men's work. It was the qualifying words "as far as possible" to which the union officials objected. The question of female labour was of the greatest importance and was likely to lead to an acute crisis in the trade. As to the demand for an increase of wages, the employers held that they recognised the trade custom that the only time at which an increase could be demanded was at the annual bargain time on March 25.

Several operatives expressed the opinion that the ordinary rules and regulations as to the annual bargaining could not be held valid at the present time. The conditions caused by the war were extraordinary, and workers n almost every industry had secured advances to meet the increased cost of living.

The proposal of the union officials for a 10% advance was also criticised as being too moderate, and an amendment was moved that an advance of 20% should be demanded.

Another operative suggested that no further conference should be held with the employers, but that the 10% increase should be demanded at once and without negotiation.

Mr. S. Cowes, organiser of the union, urged the meeting to support the officials. They had said 10%, and they meant to get 10%. He urged also that they should adhere to the proposal for a conference. When they had exhausted every reasonable means of settling the dispute, then would be the time to consider other measures. The amendment was lost and the resolution carried by a large majority.

Yorkshire Observer.
12. IV. 15.

WAGES IN THE HEAVY WOOLLEN DISTRICT.

WAR BONUSES GRANTED.

As the result of further negotiations between representatives of the Heavy Woollen District branch of the General Union of Textile Workers and the Heavy Woollen District Manufacturers' Association a higher scale of wages has been arranged to meet the increased cost of living. The agreement will remain in operation until three months after the termination of the war. The increases offered by the employers and refused by the workers a fortnight ago ranged from 6d. to 2s. per week. An all-round improvement has been secured except in the case of the very small number of young people who are earning not more than 10s. per week.

The amended offer of the manufacturers was considered at a crowded meeting of members of the Textile Workers' Union held at the Town Hall, Dewsbury, on Saturday under the presidency of the Mayor of Batley (Mr. Ben Turner), who together with Mr. Allen Gee (Huddersfield) had been mainly responsible for the negotiations.

Mr. Ben Turner, in the course of an opening speech, remarked that during the last few weeks working people had been lectured considerably with respect to alleged time-breaking in consequence of indulgence in drink. Many of the allegations were unfounded, and certainly the charge that the output had been restricted owing to drinking habits could not be applied to the textile industries of the Heavy Woollen District, which contained a sober and hard-working population, among which there was practically no time-breaking because of alcoholic excess. Referring to the new terms to be submitted to the meeting by Mr. Gee, the chairman said there had been no attempt on the part of the union officials to bring about a breach of the existing agreement, which would naturally come to a termination on October 1. They did not regard agreements as mere scraps of paper, but as bonds to be honoured and kept. It was a matter of gratification, therefore, that they and the representatives of the employers had been able to arrive at an amicable arrangement with respect to changes which were due solely to the increased cost of living caused by the war.

Mr. Allen Gee reported that the revised terms offered by the Manufacturers' Association included advances of 2s. 6d. per week to all men now in receipt of wages of between 20s. and 30s.; 2s. per week to those with wages between 30s. and 40s.; 1s. to "liggers-on," condenser minders, burlers, knotters, &c.; and 6d. per week for young people earning between 10s. and 20s. With regard to the weavers, it had to be recognised that at present 75 per cent. of the cloth produced in the district was either khaki or blue-grey, and that weavers' wages for those fabrics had been increased 7½ to 10 per cent. in the last few months, but a bonus of an extra shilling per week was to be given. All the advances would be in the shape of war bonuses, and would be continued until three months after the declaration of peace. The bonuses would be payable upon the normal wages of a fifty-five or fifty-five and a-half hours' week would apply to both night and day workers, and would be irrespective of overtime pay. Next Friday the extra wages were to be paid as from the first pay day in April.

There was considerable discussion of the employers' offer, and some regret was expressed that the highest advance had not reached three shillings per week, but eventually the terms were accepted by a large majority, and the officials were authorised to sign the agreement on behalf of the union.

Daily Express
22. IV. 15.

NIGHT WORK ON TELEPHONES.

WOMEN WORKERS REJECT GOVERNMENT APPEAL.

The refusal of the Government to allow Post Office employees any war bonus to meet the extra cost of living is not the only matter which is causing considerable friction.

Trouble which may become serious is arising in connection with the night work of the telephones.

"The Post Office authorities," Mr. Newlove, the secretary of the Postal Telegraph Clerks' Association, told a "Daily Express" representative, "are trying to make girls work the night exchanges. Previous to the war this work was done by men, who were paid thirty shillings a week with a chance of rising to thirty-five shillings.

"The authorities insist that they cannot get men, and so they have issued an appeal to the women day workers to change to night work at wages averaging a pound a week. The women workers are refusing to do this.

"We deny that it is impossible to get the necessary men. In answer to an advertisement the authorities received more than 400 replies. Trials were given to 200 applicants. When trained and expert, they were paid 25s. a week.

"Each week large numbers leave because they cannot live on the money. From inquiries made we know that they would remain in their positions if the old wage of 30s. a week were paid."

Statements were made at the meeting of the London section of the association, held on Tuesday, that unless the authorities were willing to reconsider their attitude on this and the bonus question much more serious measures would be taken by the association.

Bradford Daily Argus
22-5-16

THE HEALTH DANGERS OF WAR WORK.

"Washing Blankets Often More Injurious":

—Miss Clementina Black.

THE health of the hundreds of thousands of women who have taken the place of men gone to the war has become a problem of immediate interest. A famous specialist remarks that unless the community is careful and considerate in its treatment of these women workers, a large proportion of whom are doing work to which they have been wholly unaccustomed, there is danger of serious breakdowns and, what is equally important, the health of the future mothers of the race will be gravely undermined.

Miss Clementina Black.

No one speaks with greater authority on all matters connected with women in the industrial world than Miss Clementina Black, whose work and writings on the Woman's Movement are so well known, and in an interview with a *Weekly Dispatch* representative she said it was very desirable that information on this subject of the health of the women workers should be collected in order that those occupations which were having a deleterious influence on the health of those employed in them should be known.

"At present," added Miss Black, "there is no data to guide us, but I believe that steps to bring about the necessary investigation are likely to be taken before long, and then we shall know where we stand in this matter. It is no secret, of course, that certain lead processes in pottery manufacture are injurious to women as potential mothers, and this is the only ground for differentiating between man and woman when we come to consider questions of health.

NOT ALL PROSPEROUS.

"In many firms, I am glad to say, welfare secretaries are doing admirable work in suggesting improvements in the conditions under which women are working, and

steps to bring about the necessary investigation are likely to be taken before long, and then we shall know where we stand in this matter. It is no secret, of course, that certain lead processes in pottery manufacture are injurious to women as potential mothers, and this is the only ground for differentiating between men and women when we come to consider questions of health.

NOT ALL PROSPEROUS.

"In many firms, I am glad to say, welfare secretaries are doing admirable work in suggesting improvements in the conditions under which women are working, and this care must have a salutary effect. Again, a large proportion of the women workers are earning to-day wages that permit them better food. This coupled with the more sensible clothing that women wear must tend to conserve their health.

"On the other hand, it is a mistake to suppose that all the women are prosperous. There have been munition workers earning as little as 2½d. an hour, but I believe this rate of pay no longer obtains. There are girl clerks earning 35s. a week and supposed to be doing well, but in their case it is forgotten that the purchasing power of the sovereign to-day is only 11s. 9d.

"Some of the occupations which women have undertaken obviously are healthier than others. The woman omnibus conductor, for instance, seems to find her duties and the open-air life agree very well, and I have only noticed one woman conductor who looked pale and tired. The lift girls in charge of lifts that work easily also seem to enjoy good health.

INJURIOUS HOME WORK.

"Occupations that we think dangerous to women are not necessarily so. The washing and wringing by hand of blankets and other heavy things often does more harm than other work which we think dangerous, and often domestic work as it is carried on in some of the poorer homes has a more injurious effect on women as mothers than many occupations that are often quoted.

"Unduly long hours and ill-ventilated workshops along with under-feeding are the main sources of injury to women's health. In the past it was considered the correct thing for women to be very genteel in their appetites, and the present generation to some extent is suffering from that folly; but, generally speaking, the modern girl is more robustly built than her mother and inherited influences are gradually being eliminated.

"Again, the larger opportunities for work for women are certainly improving the health of a certain class of girls, the daughters of fairly well-to-do parents, who have suffered in the past from underwork, which can be quite as injurious to health as overwork. Formerly women were reproached for going into work; now I expect women will be reproached for staying at home, for undoubtedly they have proved their capacity in the industrial world.

"I think that relaxing the regulations of the Factory Acts was a mistake. Experience has proved that if you work people unduly long at a stretch you do not, except for a few weeks, increase the amount of their output, and there is no doubt that women's health has suffered as a consequence of these abnormal demands on their vitality. Nevertheless, I think it only fair to say that I have not heard during the [illegible] of any woman dying from overwork."

Newcastle Chronicle.
14.4.15

TRAMWAYMEN AND THE WAR BONUS.

Resolution to Take a Strike Ballot.

The Board of Trade to be Approached.

A mass meeting of Newcastle tramwaymen was held in the Temperance Institute, Rutherford Street, on Sunday morning, for the purpose of considering the recent decision of the City Council on the question of war bonuses. It will be remembered that the tramwaymen first approached the Council for a 5s. a week bonus all round, but the Council met this with an offer of 2s. 6d. a week to men earning less than 30s. a week, 1s. 6d. to those earning 30s. or more but less than 40s., and 1s. to boys of 18 years of age. That scale came into force on April 1, and has given rise to dissatisfaction among the men, with the result that at the last meeting of the City Council a further deputation from the Newcastle branch of the Amalgamated Association of Tramways and Vehicle Workers waited upon the members, and asked for the matter to be reconsidered. They urged that the scale hit the older men of the service unfairly.

Yesterday's meeting was presided over by Mr. P. Millane, and there was only a small attendance. The Chairman announced that the local committee had not been able to arrive at any satisfactory settlement, and had passed a resolution to be submitted for the approval of the mass meeting. The facts were that there were men of certain departments who were receiving war bonuses of 2s. 6d, 3s., and 4s a week, while the tramwaymen were singled out for a bonus of 1s 6d. They did not wish to take any hostile action, but they were out to demand equal treatment for all traffic employes. ("Hear, hear.")

Mr. H. Goodhead, secrteary of the branch, reported upon the negotiations with the City Council ant the Tramways Committee. He considered that the chairman of the Tramways Committee and the manager throughout the whole business had treated the men in the most callous manner. ("Hear, hear." They had not treated the men as they should have done in times such as they were living in. The men had been made a laughing stock, and had been fooled long enough. The ballot had already gone against the Council's scale, and it was for that meeting to consider the resolution passed by the branch committee. That resolution was as follows:

"That this meeting calls upon the City Council to grant 3s. bonus to all tramway employes over 21 years of age, to be paid pro rata; and that unless this be included in the wages paid on Friday, the 23rd of April, the men withdraw their labour as from midnight on Friday, the 23rd. That a ballot be taken on Monday, the 19th of April of all grades of tramway employes."

Mr. Goodhead then referred to the possible introduction of female labour on the tramcars, and what he called the pessimism of Alderman Rodgers. He said that at one time the men agreed to stop the cars if women were introduced, but since then matters had changed, and they did not yet know what they might have to face. Accordingly, they were prepared to meet the City Council so long as their own interests were safeguarded. If the Tramways Committee would consult the branch, he felt sure the officials were quite prepared to do all in their power to assist in any genuine attempt to help the country. They must see, however, that the women received the man's wage for the same work, and that the women were members of the trades union. (Applause.) Those were the only conditions they would make. He contended that before any employer changed the personnel of any labour, the trade union organisation affected ought to be consulted. If the Tramways Committee consulted them they would assist the women.

In reply to a question, the Secretary said the permission of the Executive of the Association had not been sought to press the proposed resolution to its extreme.

It was moved, as an alternative to the proposed resolution, that the Board of Trade should be asked to intervene with a view to the matter being settled by arbitration, but this was not seconded.

Another member suggested that in any case the Board of Trade would step in, and it was for the men to take some drastic action, and show they were going to stick up like men. He moved the resolution as submitted by the Branch Committee, and this was seconded by another member.

A member of the last deputation suggested that if Monday's ballot was in favour of a strike the secretary should be empowered to open up negotiations with the Board of Trade for a settlement by arbitration. He said that this course would avert a strike on Friday.

[redacted]

Nottingham Guardian
13.4.15.

662A.

662a/8

WAR BONUS FOR DERBY MILL GIRLS.

After the 250 girls employed at Mr. A. Green's tape and gimp mills, Agard-street, Derby, had been granted a war bonus of 1s. a week yesterday, a number of them came out on strike on the question of overtime rates. They returned, however, on a promise being given that the matter should be discussed with a deputation. Government contracts are being executed at the mills.

Yorkshire Observer.
1.2.15

THE WOOLLEN CLOTH TRADE

BATLEY MILLS BUSY ON WAR CONTRACTS.

PROFIT-SHARING FIRM'S INCREASED BONUS.

As managing director of the profit-sharing firm of Messrs. J., T. and J. Taylor, Ltd., woollen manufacturers, Mr. Theodore C. Taylor delivered an important speech at the twenty-third annual meeting of the company, which was held in the Victoria Hall, Batley, on Saturday night. The chairman was supported by Mrs. Taylor and Messrs. A. Medway (London), F. Bean (Bramley), Montagu Crothers, W. Barron, R. Simpson, Hamilton Crothers, H. Binks, J. W. Barrow, W. Rushby, T. Smithson, R. B. Hocknell, J. W. Simpson, N. Grimshaw, A. Hampshire, A. H. Bird, A. P. Bland, E. Kirk, J. Isles, T. H. Sykes, H. Brook, and others. There was a crowded gathering of employees, who received with enthusiasm an announcement of a cash dividend of 12½ per cent. on the shares, as compared with 10 per cent. twelve months ago, and single and double wage bonuses of 7½ per cent. and 15 per cent. respectively, as against 5 per cent. and 10 per cent. last year.

Mr. Theodore Taylor stated that the firm began business seventy years ago with a capital of £120 subscribed by John Taylor, £80 by James Taylor, and £50 or £60 by Joshua Taylor, the speaker's father; but the family had been engaged in the cloth making trade for 150 years, including ninety-four years at the Blakeridge Mills, which were bought by his grandfather in 1820. Twenty-three years ago, when the speaker took over the business from his late partners and placed it on a profit-sharing basis, there were 600 employees, and now there were 1,800 in the Batley mills alone. During last year the firm had purchased premises and machinery at Bramley for the extension of their business.

The year 1914 would always be memorable, Mr. Taylor went on to say, as that in which the greatest war in the history of the world began, and no one knew the year in which it would cease. Already the cost, the destruction, the ruin, and the horrors of the war had amply justified those who had made it part of their life's mission to work for peace, and there could be no better reason for fighting through to the end than the belief that they were fighting for an ultimate and permanent peace, not based on military despotism but on liberty. Those who were engaged in manufacturing and trading concerns must recognise that in the long run they would lose by the war. The enormous sums now being spent by the nations which were fighting, and by other nations in preparing for war, were for the most part being borrowed—less in proportion, he believed, by England than any other country—and later on they would have to be repaid out of the toil of a poorer world. It was an absurd and false doctrine that wealth could be increased by the destruction of property, and it was deplorable that intelligent nations were engaged not only in killing each other but in ruining each other and themselves. Not only from a Christian and humanitarian point of view, but on economic and financial grounds they must believe in, pray for, hope for, and work for the coming of a world-wide peace.

In the meantime all should do their utmost to secure victory for the cause of justice and truth. In this connection Mr. Taylor stated that, in spite of the fact that almost ever since the war broke out the firm had been so busy, no fewer than fifty-two of their men had volunteered for military or naval service or to assist in the care of the wounded. He most heartily approved of the compilation of rolls of honour, and therefore he would give the names of all those who had gone from the company's mills to take part in the war. Having read the roll of honour, Mr. Taylor said that as half the employees were women or girls, and a large proportion of the men were over the military age, he thought the firm's contribution was not a bad one. (Hear, hear.) He was very glad that the funds of the company would permit of all the dependents of those who had gone away being so provided for that they would be no worse off than if their menkind had remained at home—(applause)—and that this would be done without any call upon the local war relief fund. He hoped that in Batley there would be periodical free conversaziones for the wives of soldiers and sailors, and he suggested this as an addition to the excellent work which the Mayor and Mayoress were doing.

CLOTHING THE BRITISH FORCES.

Proceeding, Mr. Taylor observed that the firm's greatest contribution to the war was the manufacture of cloth for the Government. From the first he and all his colleagues in the management felt that nothing could be too good in the way of food, clothing, and equipment for our fighting men. Therefore they decided that if the Government would pay a price for cloth made entirely of wool they would [redacted]

superior technical training, partly to commercial enterprise, and partly to monopolist methods, the Germans had captured 90 per cent. of the dyewares trade. The British Government had been preparing plans for meeting the difficulty, but their first scheme was thoroughly impracticable. The scheme as amended was much improved, but he would strongly advise the Committee to learn a lesson from those of the English working-classes who were looking after their own interests by co-operation and "divi." He was pleased to see that the President of the Board of Trade had secured the services of Sir Mark Oldroyd on the Committee, the recommendations of which he hoped would include the provision that profits should be distributed largely in the shape of dividends on customers' purchases. The users of dyewares should be asked to co-operate in the scheme, and they should be rewarded in proportion to the practical co-operation which they gave as customers.

DIVIDEND AND BONUSES.

In conclusion Mr. Taylor said he supposed the workpeople for the firm would expect a dividend based on the conditions of things which had lately prevailed, but he was afraid they would be disappointed. He hoped, however, that the directors and managers would not be considered unworthy of confidence when he announced that they could not pay a dividend of more than 12½ per cent. on the shares. (Applause.) He was glad to learn from the reception given to the statement that the workpeople could be so reasonably satisfied. (Laughter.) The dividend on the shares would be in cash. The bonus on wages would be 7½ per cent. to employees who had been with the firm for a year, and a double bonus of 15 per cent. would be given to those not less than 21 years of age who had been employed by the company at least five years and owned shares to the value of half a year's wages. The bonuses would be given in fully-paid shares, which would participate in any future cash dividend. (Applause.)

[illegible] strike on Friday
[illegible] was a good deal
[illegible] of the present time,
[illegible] was going to be a struggle the
[illegible] Committee should be made responsible for it. They were ready for arbitration, and had a good case for arbitration.

An addition was made to the resolution empowering the secretary to approach the Board of Trade after the result of the ballot was known, and the resolution in the amended form was carried.

A ballot for or against a strike will be taken amongst the tramwaymen to-day.

greatest contribution to the war was the manufacture of cloth for the Government. From the first he and all his colleagues in the management felt that nothing could be too good in the way of food, clothing, and equipment for our fighting men. Therefore they decided that if the Government would pay a price for cloth made entirely of wool they would make it of nothing else, and, as those in the audience knew, they had done so. If they had not made as much profit as otherwise they might have made they had the satisfaction of knowing that some hundreds of thousands of British soldiers were wearing cloth which, he ventured to say, was more durable than soldiers had ever worn before. Now that the needs of the Army were being more fully met and the requirements of the Government might be somewhat relaxed it was hoped that the firm would be able to serve better those ordinary customers who had shown such loyal patience in forbearing to press for the execution of orders.

Before leaving the question of Army and Navy orders, Mr. Taylor said he wished to say that so far as his own knowledge went there was no foundation for rumours that the Government had accepted inferior or rubbishy cloth. There was no doubt that such cloth had been made, and he believed it had been used by the Territorial Forces and not ordered directly by the Government. In the early days of that firm the Government adopted a foolish policy of demanding from each firm a declaration that no shoddy should be used in the cloth. The only result was to put a premium on lying and to place orders with the worst rather than with the best of the manufacturers. Now the British Government, like all others who understood their business, had adopted the much better plan of a strength test, which was the best which could be applied to the wearing qualities of cloth. It was possible to make cloth of tender or even rotten wool, and in that case it would be worse than that produced from good waste or good shoddy. Of course there was nothing to beat wool if it was new and sound, and it was from such material that the firm were supplying the needs of the Government.

In regard to the matter of equipment the speaker said we could always afford to admit the truth, and there was no doubt as to the thoroughness of the Germans. They were thoroughly wicked, thoroughly cruel, and they were thoroughly intelligent, educated, and prepared for war. When comparisons were made, however, it should be remembered that the German preparations had extended over many years, while ours had not—his being one of the best proofs that England did not intend war and that Germany did. (Applause.) The manner in which Lord Kitchener and his colleagues had overcome the difficulties with which they were confronted at the commencement of the war was one of the most creditable stories in the history of the War Office. When victory was achieved, as it surely would be, it would be due not only to the bravery of our forces and the tactics of our generals and admirals, but to the fact that our soldiers and sailors had been properly fed, clothed, and armed.

SACRIFICES OF THE WORKERS.

Mr. Taylor next expressed his thanks to the employees for the willing manner in which they had worked overtime. He said he had seen in the press statements, which he hoped were exaggerated, as to excessively long hours and the bad effects on the health of the workers. He was sorry that women should have to work overtime, but he knew they had done it cheerfully for the sake of the soldiers and the sailors. When he heard the girls singing as merrily as larks in the mill at 7 o'clock at night he had said, "Those girls know they are doing their duty to the country," and they were. (Applause.) The speaker proceeded to refer to the agitation for the subduing of the lights at the mills in view of the possibility of Zeppelin raids, and said the firm had decided to provide blinds which would give a proper degree of darkness, and tend to safety from the attacks of aircraft. Turning to the measures taken in connection with the firm under the Insurance Act, Mr. Taylor said that in two years over £1,000 had been disbursed in sickness and maternity benefits, and he estimated the sanatorium benefits at about £800. The firm paid death benefits of £5 to the relatives of deceased employees, and paid half the workpeople's insurance contributions as well as the whole of the employers' contributions.

As to the course of trade in the past year, Mr. Taylor traced the gradual revival during the first six months, and agreed with Sir Edward Holden that the curious slackening in July was due to the action of the German financiers, who must have been secretly informed of Germany's intention to commence war, and accordingly cleared the decks by realising securities in this country. By the end of July the crisis had come. The immediate results of the declaration of war were disastrous, and for a time many otherwise sane and sober men of business lost their heads. Very soon there followed similar results to those which attended the Franco-German war forty-four years ago. Notwithstanding the fact that England was now one of the fighting nations the woollen trade for the time being—and he used that qualification advisedly—had gained as greatly as it did from the last great Continental war. Following the scarcity of wool the difficulties of manufacturers had been increased by the dyewares problem, which had become acute. Owing partly to

Manchester Guardian, May 1st. 1915:

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COTTON TRADE DISPUTE.

CARDROOM DEMAND FOR BONUS.

A DIFFICULT SITUATION.

An endeavour by the Oldham Cardroom Association to secure the payment of a 10 per cent bonus on wages at two Oldham mills has assumed a large importance in the cotton industry. The Emergency Committee of the Federation of Master Cotton Spinners issues the warning that if the cardroom workers persist in their demand the dispute will not be fought out sectionally but by the trade as a whole. In other words, the whole strength of the Masters' Federation will be employed to resist the payment of the bonus.

The language is ominous, and it is significant of the gravity of the situation that the Masters' Federation puts its case forward so fully. But it is apparent that the controversy need not have reached a final stage. That depends, at the moment, on the wisdom and tact exercised by the Cardroom Association. If the workpeople at the termination of the notices begin a strike, the area of the dispute will at once be made trade wide. If, however (to use a phrase prompted by the times), the beginning of hostilities can be deferred and opportunity given for the claims to be investigated, it may be possible to reach a peaceful settlement of the trouble.

The Master Spinners decline to reopen the question of the payment of a war bonus, and they repeat their statement of the reasons why the trade is unable to bear the charge which a bonus would lay upon it—"After the war commenced many firms continued running their mills simply for the purpose of finding the workpeople employment; many took orders at unprofitable prices; and, at the present time, taking the trade as a whole, financial sacrifices are being made by employers in order to keep their mills running." If it is not a war bonus but a bonus on coarse counts which is wanted the employers point to the lists and agreements which govern such questions. But there is, in the Federation's statement, a suggestion that perhaps it is neither of these things which the workpeople specifically want, and that if it is a case of claiming a share in "more than normal profits" resulting from the fulfilment of War Office contracts the Federation will be prepared "very favourably" to consider the claims. It is on this by no means sure ground that a way out of the difficulty may be found. We understand that the Cardroom Association has not made quite clear what are the grounds upon which the bonus is asked for.

The Masters' Position.

The following is the statement issued by the Master Cotton Spinners' Federation:—

A special meeting of the Emergency Committee of the Federation of Master Cotton Spinners' Associations (which represents all the districts in the Federation) was held on Thursday under the chairmanship of Mr. J. B. Tattersall for the purpose of considering what action should be taken in connection with the claims for a 10 per cent bonus made by the Cardroom Association on Messrs. the Forge Mill Company, Limited, Oldnam, and Messrs. James Stott, Limited, Oldham. Similar claims, it was reported, were being made on three firms spinning 36's counts and below. The ground on which the claims were made on the two firms was that they were spinning coarse counts. The claims had been dealt with by the Joint Committees in Oldham without any settlement being come to.

The matter was very carefully discussed by the Emergency Committee, and it was the unanimous opinion of that Committee that these and similar claims, if persisted in, should be unitedly resisted by the whole force of the Federation. The following resolutions were unanimously adopted:—

1. If these claims are made simply because the firms are spinning coarse counts, by which we understand you to mean 36's and below, which definition we cannot accept, we emphatically decline to agree to them. An acceptance of such claims would mean the abrogation of all agreements and lists where provision is already made for the payments of coarse counts and would be a grave injustice to firms who are engaged on this work, which would inevitably lead to widespread trouble. If the claims for bonuses for coarse work are persisted in steps will be taken for dealing with the same.

2. If the claims are made on the grounds that these two firms are working on direct War Office contracts and, as firms, are making more than normal profits as a result of such contracts we are prepared, if these points can be proved, to very favourably consider the claims and if possible arrange the payment of a bonus during the continuance of such contracts, but claims made on any other grounds will be viewed as a sectional attack upon our members, and as such will be unitedly resisted.

3. The Committee wish to point out that after the war commenced very many firms continued running their mills simply for the purpose of finding the workpeople employment, when, if they had considered the question from a business point of view only, they would have closed their mills. Very many firms took orders at unprofitable prices in order to provide employment, and at the present time, taking the trade as a whole, financial sacrifices are being made by employers in order to keep their mills running. If, notwithstanding these facts and the existence of lists and agreements, the Cardroom Amalgamation persist in attacking the trade sectionally, then the trade as a whole will be forced to deal with the situation.

Fruitless Joint Meeting.

A special sub-committee of the Federation was also appointed to meet the Cardroom representatives at a joint meeting yesterday. At this joint meeting no agreement was come to, and the resolutions of the Federation Emergency Committee were communicated to the Cardroom representatives.

The Federation intends to make an investigation into the position of Messrs. the Forge Mill Company, Limited, and Messrs. James Stott, Limited, for the purpose of ascertaining if they come within the terms of the second resolution of the Emergency Committee.

It was also decided to issue on Monday next the following circular to the Federation members:—

"Dear sir or sirs,—I am instructed to inform you that in some districts of the Federation the local Cardroom Association has made claims for a 10 per cent bonus on wages notwithstanding the refusal by the Federation on March 30 to grant such bonus. Arising out of claims made on two firms in the Oldham district (Messrs. James Stott, Limited, and Messrs. the Forge Mill Company, Limited) the matter has engaged the attention of the Emergency Committee of the Federation. The claims on these two firms are made on the ground that the firms are spinning coarse counts, and similar claims are being made on firms spinning 36's counts and below.

"The Federation Emergency Committee take a very serious view of these claims, as it is obvious that if concessions were agreed to by the Federation at these two firms solely on the grounds that they were spinning coarse counts the same concessions must apply to all other firms in the Federation engaged on similar work, quite irrespective of lists, agreements, or whether the firms are profitably engaged or not, and the claims would undoubtedly extend to and affect firms spinning finer counts. In effect such claims constitute a sectional attack on the Federation members, which your Emergency Committee feel should be strongly resisted. After full consideration your Committee has unanimously adopted the resolutions printed on fly-leaf hereof. These resolutions have been communicated to the representatives of the Cardroom Amalgamation at a joint meeting held on Friday.

"In pursuance of these resolutions all members are advised and warned not to make any private arrangements with the Cardroom organisation, but to refer any claims made upon them to the local employers' secretary. If the claims for a bonus for coarse counts are persisted in and any mill is put on strike for non-compliance with such claim the Federation will issue a recommendation on the action to be taken by the members, and it is confidently hoped and expected that your firm will loyally carry out such recommendation."

Manchester Eve. Chronicle, May 7th. 1915:

COTTON TRADE BONUS.

Workers Persist in Demand.

CRITICAL SITUATION.

Important Conference Held To-day.

The position in the Lancashire cotton trade, caused by the threat of the Master Cotton Spinners' Federation to lock out the whole trade if any strikes were declared on the war bonus question, has been made acute by the fact that notices have and will be served at a number of cotton mills in Oldham and the Manchester district.

The cardroom operatives, from whom the claim originated, now point to the fact that the recent returns show spinning mill profits to be well up to the average, and they contend that a bonus can be easily paid.

The amalgamation, it is officially stated, intend to pursue the policy they had adopted unless the employers are prepared to become amenable to reason.

The position to-day is that the federation has threatened to take drastic action if any mill was stopped. The Cardroom Amalgamation has replied by serving notices which expire a week hence. At the end of that time unless there is intervention there will be grave trouble in the cotton trade.

Notice has been handed in at three mills, one in Oldham, where the Federation Committee had refused the bonus, and two in Rochdale.

The monthly meeting of the federation was held this afternoon, and, in view of the decision of the Emergency Committee that the united forces of the federation would be employed to prevent any firm being harassed by such applications, it is expected that the whole federation would agree to pursue the attitude taken up by the committee. The Oldham Master Spinners' Association meet this evening to discuss the matter, and in view of the attitude of the federation the decision of the association is a foregone conclusion.

The question as to whether firms against whom claims have been made are engaged, partially or wholly, on Government work has had close investigation, and it has been found difficult to estimate the probable amount of work being carried out. But it is a curious coincidence that the demand is being made at mills spinning coarse counts.

BOTH SIDES FIRM.

In the Oldham district developments are awaited with anxiety, and as both employers and operatives are showing the utmost firmness, the situation is extremely grave. There is hope, however, that some compromise will be effected which will prevent a general strike or lock out, now threatened.

To-night additional claims for a war bonus for the cardroom operatives of two Royton mills will be presented to the local Employers' Association, but the application will be only a formal matter in view of the general attitude of the Employers' Federation.

Mr. James Crinion, president of the Cardroom Amalgamation, in an interview with an *Evening Chronicle* representative, to-day, said the Amalgamation intended to pursue the policy they had adopted unless the employers were amenable to reason and dealt with cases on their merits. He regretted that up to the present the employers had not shown themselves amenable, and had not even attempted to open up any discussion which would show reason why the claims of the cardroom people should not be persevered with.

He could not understand why there should be differential treatment between male and female employes in federated mills. They could take it from him that the females who did a heavy portion of the work in the cardroom were not likely quickly to allow their male colleagues [illegible] of the same trade union, so long

fully. But it is apparent that the controversy need not have reached a final stage. That depends, at the moment, on the wisdom and tact exercised by the Cardroom Association. If the workpeople at the termination of the notices begin a strike, the area of the dispute will at once be made trade wide. If, however (to use a phrase prompted by the times), the beginning of hostilities can be deferred and opportunity given for the claims to be investigated, it may be possible to reach a peaceful settlement of the trouble.

The Master Spinners decline to reopen the question of the payment of a war bonus, and they repeat their statement of the reasons why the trade is unable to bear the charge which a bonus would lay upon it—"After the war commenced many firms continued running their mills simply for the purpose of finding the workpeople employment; many took orders at unprofitable prices; and, at the present time, taking the trade as a whole, financial sacrifices are being made by employers in order to keep their mills running." If it is not a war bonus but a bonus on coarse counts which is wanted the employers point to the lists and agreements which govern such questions. But there is, in the Federation's statement, a suggestion that perhaps it is neither of these things which the workpeople specifically want, and that if it is a case of claiming a share in "more than normal profits" resulting from the fulfilment of War Office contracts the Federation will be prepared "very favourably" to consider the claims. It is on this by no means sure ground that a way out of the difficulty may be found. We understand that the Cardroom Association has not made quite clear what are the grounds upon which the bonus is asked for.

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The matter was very carefully discussed by the Emergency Committee, and it was the unanimous opinion of that Committee that these and similar claims, if persisted in, should unprofitable prices in order to provide employment, and at the present time, taking the trade as a whole, financial sacrifices are being made by employers in order to keep their mills running. If, notwithstanding these facts and the existence of lists and agreements, the Cardroom Amalgamation persist in attacking the trade sectionally, then the trade as a whole will be forced to deal with the situation.

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"Dear sir or sirs,—I am instructed to inform you that in some districts of the Federation the local Cardroom Association has made claims for a 10 per cent bonus on wages notwithstanding the refusal by the Federation on March 30 to grant such bonus. Arising out of claims made on two firms in the Oldham district (Messrs. James Stott, Limited, and Messrs. the Forge Mill Company, Limited) the matter has engaged the attention of the Emergency Committee of the Federation. The claims on these two firms are made on the ground that the firms are spinning coarse counts, and similar claims are being made on firms spinning 36's counts and below.

"The Federation Emergency Committee take a very serious view of these claims, as it is obvious that if concessions were agreed to by the Federation at these two firms solely on the grounds that they were spinning coarse counts the same concessions must apply to all other firms in the Federation engaged on similar work, quite irrespective of lists, agreements, or whether the firms are profitably engaged or not, and the claims would undoubtedly extend to and affect firms spinning finer counts. In effect such claims constitute a sectional attack on the Federation members, which your Emergency Committee feel should be strongly resisted. After full consideration your Committee has unanimously adopted the resolutions printed on fly-leaf hereof. These resolutions have been communicated to the representatives of the Cardroom Amalgamation at a joint meeting held on Friday.

"In pursuance of these resolutions all members are advised and warned not to make any private arrangements with the Cardroom organisation, but to refer any claims made upon them to the local employers' secretary. If the claims for a bonus for coarse counts are persisted in and any mill is put on strike for non-compliance with such claim the Federation will issue a recommendation on the action to be taken by the members, and it is confidently hoped and expected that your firm will loyally carry out such recommendation."

has been made acute by the fact that notices have and will be served at a number of cotton mills in Oldham and the Manchester district.

The cardroom operatives, from whom the claim originated, now point to the fact that the recent returns show spinning mill profits to be well up to the average, and they contend that a bonus can be easily paid.

The amalgamation, it is officially stated, intend to pursue the policy they had adopted unless the employers are prepared to become amenable to reason.

The position to-day is that the federation has threatened to take drastic action if any mill was stopped. The Cardroom Amalgamation has replied by serving notices which expire a week hence. At the end of that time unless there is intervention there will be grave trouble in the cotton trade.

Notice has been handed in at three mills, one in Oldham, where the Federation Committee had refused the bonus, and two in Rochdale.

The monthly meeting of the federation was held this afternoon, and, in view of the decision of the Emergency Committee that the united forces of the federation would be employed to prevent any firm being harassed by such applications, it is expected that the whole federation would agree to pursue the attitude taken up by the committee. The Oldham Master Spinners' Association meet this evening to discuss the matter, and in view of the attitude of the federation the decision of the association is a foregone conclusion.

The question as to whether firms against whom claims have been made are engaged, partially or wholly, on Government work has had close investigation, and it has been found difficult to estimate the probable amount of work being carried out. But it is a curious coincidence that the demand is being made at mills spinning coarse counts.

BOTH SIDES FIRM.

In the Oldham district developments are awaited with anxiety, and as both employers and operatives are showing the utmost firmness, the situation is extremely grave. There is hope, however, that some compromise will be effected which will prevent a general strike or lock out, now threatened.

To-night additional claims for a war bonus for the cardroom operatives of two Royton mills will be presented to the local Employers' Association, but the application will be only a formal matter in view of the general attitude of the Employers' Federation.

Mr. James Crinion, president of the Cardroom Amalgamation, in an interview with an *Evening Chronicle* representative, to-day, said the Amalgamation intended to pursue the policy they had adopted unless the employers were amenable to reason and dealt with cases on their merits. He regretted that up to the present the employers had not shown themselves amenable, and had not even attempted to open up any discussion which would show reason why the claims of the cardroom people should not be persevered with.

He could not understand why there should be differential treatment between male and female employes in federated mills. They could take it from him that the females who did a heavy portion of the work in the cardroom were not likely quietly to allow their male colleagues, members of the same trade union, to have a bonus when they themselves were denied.

"EXTREMELY BUSY."

One large spinning concern in the federation had paid extra for that kind of work now in question, ever since they got the order for that work, and if one firm could do it why could not other firms engaged on the same class of work?

An important point was that the organ of the employers admitted that "firms engaged on coarse numbers are known to be extremely busy, and are engaged on profitable yarns." The Cardroom Amalgamation were only asking such firms to pay the bonus. There were firms in the Oldham district, who were declaring from time to time dividends up to 20 per cent.

The Cardroom Amalgamation this afternoon made an application to the hard cotton waste trade for a ten per cent. war bonus.

Manchester Evg Chronicle,
May 7th. 1915.

THREATENED LOCK-OUT.

Cotton Spinners' Firm Stand.

WORKERS' DEMANDS.

Masters Adhere to Policy of Resistance.

The Lancashire Cotton Spinners' Federation this afternoon decided unanimously to support the Emergency Committee in its threat to lock out all card-room workers if any mills were to be on strike through non-payment of war bonus.

The meeting passed the following resolutions:—

(1) That a special sub-committee, consisting of Messrs. Tattersall, P. Ashworth, W. Hamer, J. M. Thomas, R. Worswick, J. M' Connell, H. Cliffe, and F. Holroyd, be and is hereby appointed with plenary powers, to take all steps for resisting the Cardroom Amalagamation demands for a 10 per cent. bonus on 36 counts and below.

(2) That in the event of the Forge Mill Company, Limited, being put on strike, the meeting pledges itself loyally to carry out any recommendation the above-mentioned committee may make to the members of the Federation.

It was also decided to issue a circular to members convening a meeting to be held in the Coal Exchange, Market-place, Manchester, on Friday next, the 14th inst., at which the above two resolutions will be submitted for approval or otherwise.

The General Committee endorsed the view that all claims made on firms, on the grounds that they were spinning coarse counts from 36's downwards should be resisted, and that if any claims made on individual firms on the grounds that they were, on War Office contracts, making more than normal profits, that all such claims should be dealt with on their merits.

It was recognised that the Cardroom Amalgamation might find it difficult, and even impossible, of themselves to prove those two points, but the Federation never intended to leave the question of proof to the Cardroom Amalgamation alone, but will jointly assist in any investigation in order to ascertain what were the actual facts of the particular case where a claim on this ground had been made.

Manchester Courier,
May 8th. 1915.

TROUBLE IN COTTON TRADE.

MASTERS TO RESIST A STRIKE.

GENERAL ACTION PLEDGED

An important meeting was held in Manchester yesterday of the Committee of the Lancashire Cotton Spinners and Manufacturers' Federation, Mr. J. B. Tattersall presiding, when a report was discussed of the Emergency Committee on the question of the Cardroom Amalgamation's claim for a 10 per cent bonus on 36 counts and below. It was reported that two cases had been dealt with—Messrs. Stott Ltd. and the Forge Mill Company Ltd. In the case of the former, investigation showed that the firm came within the terms of the Emergency Committee's resolution dealing with War Office contracts and profits, and the 10 per cent bonus will be paid. In the case of the Forge Mill Company, the conditions were different and did not warrant the payment of any bonus. The bonus at this firm was, therefore, declined, and the operatives on Wednesday tendered notices to cease work, and these terminate on Wednesday next.

In view of this fact the committee considered what steps should be taken for dealing with the situation that would arise if the Forge Mill Company be put on strike, and the following resolutions were unanimously adopted:

1. That a special sub-committee, consisting of Messrs. Tattersall, P. Ashworth, W. Hamer, J. M. Thomas, R. Worswick, W. McConnel, H. Clift, and L. Holroyd, be and is hereby appointed with plenary powers to take all steps for resisting the Cardroom Amalgamation demands for a 10 per cent bonus on 36 counts and below.
2. That in the event of the Forge Mill Company Limited being put on strike, the meeting pledges itself loyally to carry out any recommendation the above-mentioned committee may make to the members of the Federation.

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The General Committee endorsed the view that all claims made on firms on the grounds that they were spinning coarse counts from 36's downwards should be unitedly resisted, but if any claims were made on individual firms on the grounds that they were on War Office contracts, making more than normal profits, that all such claims should be dealt with on their merits.

It was recognised that the Cardroom Amalgamation might find it difficult, and even impossible, of themselves to prove those two points, but the Federation never intended to leave the question of proof to the Cardroom Amalgamation alone, but will jointly assist in any investigation in order to ascertain what were the actual facts of the particular case where a claim on this ground had been made.

NO WAR BONUS.

EMPLOYERS' REPLY TO THE WASTE SPINNERS.

A joint meeting was held in Manchester yesterday between representatives of the Cotton Waste Spinners' and Manufacturers' Association and the Amalgamated Association of Card and Blowing Room Operatives to discuss an applica-

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Manchester Guardian,
May 14th. 1915.

SALFORD TRAMWAYS

ARBITRATION ON THE WAR BONUS.

The Salford Tramways Committee, at the instance of the Mayor of Salford, agreed yesterday to accept the suggestion of the men that the subject of an advance in wages to meet the increased cost of living due to the war should be referred to arbitration. They express regret at the attitude the men have taken up at this time, and make it clear that their action is without prejudice to any similar claims that may be made in the future. This decision changes the entire aspect of the dispute between the Tramways Committee and the men.

The dispute had reached an acute stage yesterday. The original demand of the men was for a 15 per cent rise in wages. By a resolution of the Salford Council the Tramways Committee, in common with other Committees of the Council, was empowered to decide what war bonus it should pay its employees, and it offered a bonus of 2s. a week on wages less than 28s. The men argued that this form of bonus would have the effect of bringing the wages of newly engaged employees, working overtime, up to, if not beyond the level of wages paid to men of senior service. They threatened to strike if this inequality remained unadjusted, but they were persuaded by the leaders of the Tramway and Vehicle Workers' Union to suggest to the Tramways Committee that the matter should be referred to arbitration. The Tramways Committee held that this course was not justified since the Salford men represented only one-quarter of those employed on tramway work in the area of Manchester and Salford. They felt that any arbitration entered upon should apply to the whole area of Manchester and Salford. Thereupon a ballot of the men was taken to decide whether or not they should withdraw their labour. The result of the ballot was yesterday submitted to the monthly meeting of the Executive Committee of the Tramway and Vehicle Workers' Union, and it was stated that it resulted in a large majority being in favour of a strike. The action of the Tramways Committee in submitting the case to arbitration may, however, be taken as nullifying the importance of this somewhat serious attitude of the men.

Women as Tram Guards.

While this dispute has been developing the men have shown resentment against the action of the Tramways Committee in employing women as conductors on the tramcars. This resentment is probably no more than a strong prejudice against the innovation, and there is every likelihood that, if the bonus is satisfactorily settled, the men will accept women as co-workers without making actual trouble. At any rate, sixteen women have been appointed, and some of them are to begin their training on Monday. A uniform is being selected for them. It will probably be of blue serge, the jacket being cut in the "Norfolk" fashion.

be and is hereby appointed with plenary powers, to take all steps for resisting the Cardroom Amalagamation demands for a 10 per cent. bonus on 36 counts and below.

(2) That in the event of the Forge Mill Company, Limited, being put on strike, the meeting pledges itself loyally to carry out any recommendation the above-mentioned committee may make to the members of the Federation.

It was also decided to issue a circular to members convening a meeting to be held in the Coal Exchange, Market-place, Manchester, on Friday next, the 14th inst., at which the above two resolutions will be submitted for approval or otherwise.

The General Committee endorsed the view that all claims made on firms, on the grounds that they were spinning coarse counts from 36's downwards should be resisted, and that if any claims made on individual firms on the grounds that they were, on War Office contracts, making more than normal profits, that all such claims should be dealt with on their merits.

It was recognised that the Cardroom Amalgamation might find it difficult, and even impossible, of themselves to prove those two points, but the Federation never intended to leave the question of proof to the Cardroom Amalgamation alone, but will jointly assist in any investigation in order to ascertain what were the actual facts of the particular case where a claim on this ground had been made.

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In view of this fact the committee considered what steps should be taken for dealing with the situation that would arise if the Forge Mill Company be put on strike, and the following resolutions were unanimously adopted:

1. That a special sub-committee, consisting of Messrs. Tattersall, P. Ashworth, W. Hamer, J. M. Thomas, R. Worswick, W. McConnel, H. Clift, and L. Holroyd, be and is hereby appointed with plenary powers to take all steps for resisting the Cardroom Amalgamation demands for a 10 per cent bonus on 36 counts and below.
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NO WAR BONUS.

EMPLOYERS' REPLY TO THE WASTE SPINNERS.

A joint meeting was held in Manchester yesterday between representatives of the Cotton Waste Spinners' and Manufacturers' Association and the Amalgamated Association of Card and Blowing Room Operatives to discuss an application for a bonus of 10 per cent on the wages of card and blowing room operatives for the period of the war.

At the close a representative of the "Courier" was informed that the employers had made the following reply to the application: "While the employers have every sympathy with the workpeople in the hardships which they have had and are still having to face in consequence of the increased cost of living, they desire to point out that many of the firms engaged in the hard-waste trade continue running their mills with the object of keeping their workpeople engaged, and have taken orders at unprofitable prices in order to provide such employment. Employers themselves have suffered very severely from the extra cost of working their mills, and at the present time financial sacrifices are being made by the employers in order to keep the mills running. The employers, therefore, regret that it is impossible for them to accede to the application for a war bonus to the card and blowing room operatives."

the Council, was empowered to decide what war bonus it should pay its employees, and it offered a bonus of 2s. a week on wages less than 28s. The men argued that this form of bonus would have the effect of bringing the wages of newly engaged employees, working overtime, up to, if not beyond the level of wages paid to men of senior service. They threatened to strike if this inequality remained unadjusted, but they were persuaded by the leaders of the Tramway and Vehicle Workers' Union to suggest to the Tramways Committee that the matter should be referred to arbitration. The Tramways Committee held that this course was not justified since the Salford men represented only one-quarter of those employed on tramway work in the area of Manchester and Salford. They felt that any arbitration entered upon should apply to the whole area of Manchester and Salford. Thereupon a ballot of the men was taken to decide whether or not they should withdraw their labour. The result of the ballot was yesterday submitted to the monthly meeting of the Executive Committee of the Tramway and Vehicle Workers' Union, and it was stated that it resulted in a large majority being in favour of a strike. The action of the Tramways Committee in submitting the case to arbitration may, however, be taken as nullifying the importance of this somewhat serious attitude of the men.

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While this dispute has been developing the men have shown resentment against the action of the TramwaysCommittee in employing women as conductors on the tramcars. This resentment is probably no more than a strong prejudice against the innovation, and there is every likelihood that, if the bonus is satisfactorily settled, the men will accept women as co-workers without making actual trouble. At any rate, sixteen women have been appointed, and some of them are to begin their training on Monday. A uniform is being selected for them. It will probably be of blue serge, the jacket being cut in the "Norfolk" fashion.

The Textile Mercury
12/6/15

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£73,713 per week being awarded to 446,257 workpeople. The engineering and shipbuilding industries accounted for £48,297 of this, those of transport for £4,982, and the textile industries for £4,876. During the three months ending March 31st changes in wages affected 792,003 workers, who received in the aggregate a net weekly increase of £108,809. These figures are high compared with the changes effected during the first three months of 1914, when 129,854 workpeople were concerned, and the net aggregate increase of wages amounted to £1,910 per week.

The advances were continued in April, in which month 192,655 workers benefited to the extent of £12,894 per week. In the first four months of the present year nearly a million working men and women (982,740 to be exact) received increases amounting in the aggregate to £133,537 per week—the equivalent of nearly £7,000,000 a year; and no doubt the record for May will shew further increases. During the first four months of 1914, changes in wages affected 342,046 workers, who suffered a net aggregate decrease in wages amounting to £6,126 per week. This year, despite the enormous cost of the war, wages will shew a net increase quite outdistancing that of any ordinary year; and it may be affirmed with confidence that this has been obtained mainly as the result of Government contracts, and has come out of the cash-boxes of the Treasury at a time when economy and personal sacrifice were called for in the interests of the country.

In view of the present dispute in the Lancashire cotton industry, it may be interesting to trace the increases and war bonuses that have been granted in the textile trades. According to the latest Board of Trade returns, 5,138 card and blowing room workers, frame tenters, and spinners (ring spinners, no doubt) in Oldham and district, obtained a ten per cent. war bonus from certain firms in Oldham and district, on the 21st and 28th of April. Changes of wages in other textile trades have been as follow:—

March 5: 1,400 warehousemen in Bradford district, 2s. per week increase; 1,650 linen and jute preparers, spinners, winders, weavers, etc., in Arbroath, increase of 5 per cent.

March 13: 250 willeyers and fettlers in Leeds district, increase of ½d. per hour; 10,000 bleachers in Lancashire, Cheshire, and Scotland, war bonus of 1s. per week to women and girls, and youths under 21 years of age, 3s. to men earning less than 20s., and 2s. to men earning 20s. and less than 40s. per week.

March 19: 36,000 linen and jute preparers, spinners, reelers, winders, and weavers in Dundee district, war bonus of 2s. per week.

April, 1st Pay Day: 50,000 woollen and worsted operatives in Huddersfield, Morley, the Heavy Woollen District, and the mungo and shoddy district, war bonus of 6d. per week to persons earning 10s. and under; 1s. to those earning over 10s. and up to 20s.; 2s. 6d. to those over 20s. and up to 30s.; 2s. to those over 30s. and up to 40s.; all women workers earning over 10s. to receive 1s.

April: 5,000 woollen and worsted operatives in Yeadon district, war bonus of 1s. per week to women and youths; 2s. to men earning up to 23s. per week; and 2s. to those earning over 23s. and up to 40s. per week.

April 5: 3,000 fustian workers in Lancashire, war bonus of one penny on each 1s. earned.

April 7: 3,750 slipper makers in Rossendale, war bonus of 2s. 6d. per week to male operatives of 18 and over earning less than 25s.; 2s. to those earning 25s. and over; 1s. 6d. to females of 18 years of age and over; and 1s. to youths and girls of 16 and under 18 years of age.

April 15: 500 linen and jute workers in Blairgowrie, war bonus of 1s. per week.

It will be seen from the foregoing details that each trade has had to adapt its war bonus to its own peculiar conditions. The net increases in the textile industries for the first four months of the present year amounted to £12,925 per week, most of which consisted of temporary "war bonuses."

The Yorkshire Observer
14/5/15

A WAR BONUS FOR HUDDERSFIELD CLOTHING OPERATIVES.

At a meeting of the Amalgamated Union of Clothiers' Operatives at Huddersfield last night the offer of a war bonus made by the Huddersfield Wholesale Clothiers' Association was accepted. The employers offered a war bonus of 2s. extra per week (or ½d. per hour) to men earning 30s. and under 50s. per week, time less than forty-eight hours to be deducted at the rate of ½d. per hour, and time worked more than forty-nine and a-half hours to be paid for at the rate of time and a-quarter; married men under 24 years of age to receive the 2s. bonus on the same conditions, and unmarried men under 24 to receive a bonus of 1s. per week, with a reduction of ¼d. per hour for broken time and overtime rates; youths under 18 to receive 6d. per week bonus, with pro rata reduction for broken time and overtime rates. There was no offer for women workers. The present arrangement is to remain in force until the end of the war, or until some other decision is arrived at between representatives of the employers and employed. The operatives had asked for advances ranging from ¾d. to 1¼d. per hour, overtime at time and a-quarter, tea money unless notice of overtime working was given, and 10 per cent advance for women.

Manchester Courier,
May 20th. 1915.

COTTON TRADE CRISIS

CARDROOM PRESS CLAIM FOR WAR BONUS

DANGEROUS SITUATION.

That this representative meeting, having heard the report of the Executive Council, desires to express its appreciation of the work done by them in their efforts made to obtain an advance of 10 per cent of wages as a war bonus for members working on 36 counts and below, and instructs them to press the claim made, and we promise our heartiest support whatever be the result.

In these terms the Cardroom Amalgamation can be said to have thrown down the gauntlet to the Federation of Master Cotton Spinners on the war bonus question. The crisis in the Lancashire cotton trade thereby reaches an extremely acute and certainly grave stage. The unanimity with which the foregoing resolution was approved at a fully representative meeting of the Amalgamation held in the conference room of the British Cotton Growing Association offices last night causes a deadlock that can only apparently be got over by two methods; either one or the other of the contending parties must climb down, or, alternatively, there must be Government intervention. The latter contingency is decidedly the more probable, as it is unlikely that the Government will permit such a catastrophe as a strike or a lock-out in the cotton industry at a critical time like the present.

The Federation of Master Cotton Spinners have met several times, and have made offers for a settlement of the difficulties, none of which have been entertained by the Executive Council of the Amalgamation of Cardroom Workers. Not only so, but recently a mass meeting of cotton employers was held in the Coal Exchange, and they unanimously instructed the Emergency Committee of the Federation to resist the claims for a 10 per cent bonus on firms working 36 counts on Government contracts, and they pledged themselves to act loyally to the Federation in whatever action they may take.

In face of this attitude the foregoing resolution points to a definite rupture, for which a solution seems difficult. A fortnight ago notices were handed in at the Forge Mill, Oldham, but twice, in view of possible settlements, they have been post-dated, the last time yesterday, for one week. This means that they will expire on Wednesday next week. Exactly what course will be taken on this matter will probably be decided to-day, when the Advisory Committee of the Cardroom Amalgamation are to meet.

THE THREAT OF A LOCK-OUT.

If the Advisory Committee allow the notices to take effect and put the Forge Mill on strike, as now seems probable, then the next move will no doubt come from the Master Spinners' Federation, who have not cloaked their intention of meeting a strike at any one mill in the Federation with a general lock-out, with its consequent stoppage of the industry.

The cardroom workers have so far only based their claim for a bonus on the grounds that the firms were earning above normal profits as a result of war contracts. This principle the masters do not apparently dispute, but they do dispute that all such firms as are working 36 counts or under are earning abnormal profits. They showed at a recent conference between the two parties that they were agreeable to consider individual claims on firms in the Federation, and to give [illegible]

Leicester Mail,
May 21st. 1915.

HOSIERY WORKERS' NEW DEMANDS.

Ultimatum by the Union.

WAGES TO BE INCREASED OR WEEK'S NOTICE GIVEN.

Trouble looms ahead in the Leicester hosiery trade.

The Hosiery Union recently asked the Manufacturers' Association to grant a 15 per cent. war bonus, but the Association could not see its way to countenance this request, and the Union was obliged to negotiate with individual firms. A number of the latter suggested a war bonus of from 5 per cent. to 10 per cent.

The whole position was laid before a meeting of the Hosiery Union members held last night at the Corn Exchange. Considerable discussion ensued, and it was ultimately decided to withdraw the demand for a 15 per cent. war bonus. Instead, a resolution was unanimously passed calling upon the employers to give a penny in the shilling increase on all male operatives' wages up to £2 8s. per week, female operatives' wages up to 30s. per week, and also on helpers' wages, with a minimum increase of one shilling per week for all workers.

The Union also decided to request the first payment of the increase on May 28th or 29th, and should the increase not be granted a week's notice will be given either to-day or to-morrow.

We understand that the Manufacturers' Association is to meet this afternoon to consider the position.

Manchester Courier
May 24th. 1915.

WAR BONUS PROBLEM

MR. CRINION AND THE WORKERS' CLAIM.

THE OPERATIVES' ATTITUDE DEFENDED.

The new headquarters in Dickinson-street, Manchester, to house the staff employed under the Insurance Act in connection with the Amalgamated Association of Card, Blowing and Ring Room Operatives, were formally opened on Saturday by Mr. James Crinion.

Mr. W. H. Carr, who presided, referred to the progress of the insurance section of the association and appealed to the sick visitors to carry out their duties as fairly as possible. They were not only appointed for the purpose of "knocking off" members. It was their duty to present a fair report to the Board as to whether, in their opinion, a member was malingering or not.

Mr. Crinion, who was presented with a gold key by Mr. S. Lenegan, the contractor, alluded to the increase in the membership of the approved society. At the present time they had 31,000 members, of which 26,000 were females, and it was agreed that the difficulties in an approved society composed chiefly of women were far greater than in a society consisting of males. It was a huge undertaking to accept all members. They had paid to the men in sickness benefit £6,810, maternity benefit £1,836, women's sick benefit £28,400, maternity £3,326, making a total of £31,726, or over £40,000 in two years and four months, or about £17,000 per annum. Seventy members were receiving a disabled benefit of 5s. per week.

Mr. W. Schofield complained of the attitude adopted by the doctors in regard to certificates, many of which they could not read, and it would be of great assistance to the approved societies if they would carry out their work in a more satisfactory manner.

MR. CRINION'S HOPE.

After the opening ceremony the delegates adjourned to the Star Hotel, where dinner was served. Mr. W. Schofield, who presided, declared that the insurance section was making great progress, and he hoped the officials would still continue to do their duty in regard to the question of membership. They did not want to deprive other trade union societies of members, but it was the desire of the association that all employees in the cardroom should become identified with their own approved society. He hoped that ere long they would receive an advance in wages in order that they could live more comfortably in view of the increased cost of living.

In reference to the war bonus question Mr. Crinion declared that in the trade union movement they had to be prepared to receive hard knocks. At the present time there was in the air a threatened lock-out of cotton operatives. He hoped, however, that such a state of affairs would not occur, and that there would not be a dislocation of the cotton industry. At the same time he was not one who believed that they should not take part in what was a general demand for an increase in wages to enable them to cope with the increase in the price of commodities.

He knew of few trades where employees had not received advances varying from 5 to 20 per cent, and why the cotton trade should not be included was beyond his compresension. In his opinion employers were never willing to yield when it was a case of money—(hear, hear)—and it was only by the strength and power of the purse that the workers possessed that they could ever hope to get any help from the employing class.

In regard to the recent application for an advance in wages, the employers had stated that an agreement was signed which was to remain in operation for five years. That agreement, he declared, expired in August, but when it was signed they never anticipated that they would be faced with a war like the present. They had never on a single occasion attempted to depart from the agreement, and he would never encourage anyone to do such a thing. And they had not departed from it to-day.

NOT A NEW QUESTION.

The question of a bonus was not a new one. The employers also told them that they were prepared to consider the application if it could be shown that they were making over or above normal profits. This was a difficult matter to prove, and would involve the examination of books and accounts. Professional accountants would have to be appointed, and it was not altogether possible for this class of men to know the whole of the dealings of an employer. They did not know whether correct results would be declared, because if a higher profit was shown the shareholders would demand a higher percentage. As workers, they held the view that the question of profit should not be too seriously considered, but if employers were holding their own in the trade they were not bearing their proportionate share of the burden as compared with the operative.

Owing to the increased cost of living the members were 25 per cent worse off than before the war, and if they received the 10 per cent bonus they would still have to bear a burden of 15 per cent. In view of this they were entitled to some consideration. They considered that their demand was a reasonable one, and their attitude was justified. He would deplore any rupture at a time like the present, because they did not want to handicap or hinder in any way the Government or those who were fighting at the front, but seeing that the scavengers, the coal miners, and the allied trades had been given a bonus, they could not for a moment understand why they should be asked to stand down. He hoped that some satisfactory decision would be arrived at, because they felt they had a just cause, and when the public knew the facts they could not quarrel with them. (Applause.)

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In these terms the Cardroom Amalgamation can be said to have thrown down the gauntlet to the Federation of Master Cotton Spinners on the war bonus question. The crisis in the Lancashire cotton trade thereby reaches an extremely acute and certainly grave stage. The unanimity with which the foregoing resolution was approved at a fully representative meeting of the Amalgamation held in the conference room of the British Cotton Growing Association offices last night causes a deadlock that can only apparently be got over by two methods; either one or the other of the contending parties must climb down, or, alternatively, there must be Government intervention. The latter contingency is decidedly the more probable, as it is unlikely that the Government will permit such a catastrophe as a strike or a lock-out in the cotton industry at a critical time like the present.

The Federation of Master Cotton Spinners have met several times, and have made offers for a settlement of the difficulties, none of which have been entertained by the Executive Council of the Amalgamation of Cardroom Workers. Not only so, but recently a mass meeting of cotton employers was held in the Coal Exchange, and they unanimously instructed the Emergency Committee of the Federation to resist the claims for a 10 per cent bonus on firms working 36 counts on Government contracts, and they pledged themselves to act loyally to the Federation in whatever action they may take.

In face of this attitude the foregoing resolution points to a definite rupture, for which a solution seems difficult. A fortnight ago notices were handed in at the Forge Mill, Oldham, but twice, in view of possible settlements, they have been post-dated, the last time yesterday, for one week. This means that they will expire on Wednesday next week. Exactly what course will be taken on this matter will probably be decided to-day, when the Advisory Committee of the Cardroom Amalgamation are to meet.

THE THREAT OF A LOCK-OUT.

If the Advisory Committee allow the notices to take effect and put the Forge Mill on strike, as now seems probable, then the next move will no doubt come from the Master Spinners' Federation, who have not cloaked their intention of meeting a strike at any one mill in the Federation with a general lock-out, with its consequent stoppage of the industry.

The cardroom workers have so far only based their claim for a bonus on the grounds that the firms were earning above normal profits as a result of war contracts. This principle the masters do not apparently dispute, but they do dispute that all such firms as are working 36 counts or under are earning abnormal profits. They showed at a recent conference between the two parties that they were agreeable to consider individual claims on firms in the Federation, and to give every assistance in the appointment of fully qualified accountants—one to represent the Federation and the other the Amalgamation—so that the books of firms on which claims are made can be thoroughly examined and the profits earned arrived at. They then offer to meet the Cardroom Amalgamation to decide whether those profits justify the payment of a war bonus.

This offer the workers declined to consider, and the Federation left the matter at that.

The whole position is one, therefore, to give anxiety. The Cardroom Workers' Union have been successful in getting a war bonus from firms not in the Federation, and, indeed, with the sanction of the Federation, obtained a 10 per cent bonus from Messrs. J. Stott and Co., Oldham, whom, the Federation agreed, were earning such profits as to justify its payment. It was because they declined the

payment of the increase on May 28th or 29th, and should the increase not be granted a week's notice will be given either to-day or to-morrow.

We understand that the Manufacturers' Association is to meet this afternoon to consider the position.

Manchester Courier
May 24 th. 1915.

WAR BONUS PROBLEM

MR. CRINION AND THE WORKERS' CLAIM.

THE OPERATIVES' ATTITUDE DEFENDED.

The new headquarters in Dickinson-street, Manchester, to house the staff employed under the Insurance Act in connection with the Amalgamated Association of Card, Blowing and Ring Room Operatives, were formally opened on Saturday by Mr. James Crinion.

Mr. W. H. Carr, who presided, referred to the progress of the insurance section of the association and appealed to the sick visitors to carry out their duties as fairly as possible. They were not only appointed for the purpose of "knocking off" members. It was their duty to present a fair report to the Board as to whether, in their opinion, a member was malingering or not.

Mr. Crinion, who was presented with a gold key by Mr. S. Lenegan, the contractor, alluded to the increase in the membership of the approved society. At the present time they had 31,000 members, of which 26,000 were females, and it was agreed that the difficulties in an approved society composed chiefly of women were far greater than in a society consisting of males. It was a huge undertaking to accept all members. They had paid to the men in sickness benefit £6,810, maternity benefit £1,836, women's sick benefit £28,400, maternity £3,326, making a total of £31,725, or over £40,000 in two years and four months, or about £17,000 per

knocks. At the present time there was in the air a threatened lock-out of cotton operatives. He hoped, however, that such a state of affairs would not occur, and that there would not be a dislocation of the cotton industry. At the same time he was not one who believed that they should not take part in what was a general demand for an increase in wages to enable them to cope with the increase in the price of commodities.

He know of few trades where employees had not received advances varying from 5 to 20 per cent., and why the cotton trade should not be included was beyond his comprehension. In his opinion employers were never willing to yield when it was a case of money—(hear, hear)—and it was only by the strength and power of the purse that the workers possessed that they could ever hope to get any help from the employing class.

In regard to the recent application for an advance in wages, the employers had stated that an agreement was signed which was to remain in operation for five years. That agreement, he declared, expired in August, but when it was signed they never anticipated that they would be faced with a war like the present. They had never on a single occasion attempted to depart from the agreement, and he would never encourage anyone to do such a thing. And they had not departed from it to-day.

NOT A NEW QUESTION.

The question of a bonus was not a new one. The employers also told them that they were prepared to consider the application if it could be shown that they were making over or above normal profits. This was a difficult matter to prove, and would involve the examination of books and accounts. Professional accountants would have to be appointed, and it was not altogether possible for this class of men to know the whole of the dealings of an employer. They did not know whether correct results would be declared, because if a higher profit was shown the shareholders would demand a higher percentage. As workers, they held the view that the question of profit should not be too seriously considered, but if employers were holding their own in the trade they were not bearing their proportionate share of the burden as compared with the operative.

Owing to the increased cost of living the members were 25 per cent worse off than before the war, and if they received the 10 per cent bonus they would still have to bear a burden of 15 per cent. In view of this they were entitled to some consideration. They considered that their demand was a reasonable one, and their attitude was justified. He would deplore any rupture at a time like the present, because they did not want to handicap or hinder in any way the Government or those who were fighting at the front, but seeing that the scavengers, the coal miners, and the allied trades had been given a bonus, they could not for a moment understand why they should be asked to stand down. He hoped that some satisfactory decision would be arrived at, because they felt they had a just cause, and when the public knew the facts they could not quarrel with them. (Applause.)

The Manchester Eve. Chronicle,
May 27th. 1915.

COTTON LOCKOUT

Spinners Demand an Advance.

REPLY TO MASTERS.

Breach of Five Years' Agreement?

THE LEGAL POSITION.

Something in the nature of a sensation was caused in cotton circles to-day when it became known that the spinners had practically joined hands with the Cardroom Amalgamation on the question of the payment of a war bonus.

The threatened lock-out placed the operative spinners in a peculiar position, in view of the five years' agreement, and a claim has been made for a general advance of 10 per cent. on the present wages.

The demand, we understand, has been sent to the employers' offices which, however, are closed this afternoon, and no action on the matter can be taken at present.

The members of the Employers' Federation have each received a circular giving an instruction to declare a lock-out. This circular instructs the members to put up notices in their mills on the making up day in the week commencing Monday June 7, and states that:

On the termination of such notices the mills will be closed until the operatives at the Forge Mill, Oldham, who went out on strike yesterday, and the operatives of any other mill who in the meantime may have been put on strike, have returned to work.

The men on strike at the Forge Mill are the cardroom workers, and their discontent is the firm's refusal to pay a 10 per cent war bonus on 36's counts and below.

The Forge Mill closed down yesterday at noon, when the strike notices expired. About 200 people are employed at the mill. Should the threatened lock-out occur 48,000,000 spindles and 140,000 workpeople will be affected.

It will be remembered that the employers, some days ago, took the view that a strike at any individual mill would be a breach of the existing understanding, and would be met by a general lock-out.

SPINNERS TO TAKE ACTION.

Mr. J. Mullin, J.P., the general secretary of the Cardroom Workers, stated at noon to-day that there was no new development and no change in the position.

The Spinners' Amalgamation take the view that a general lock-out would be a breach of the five years' agreement now in existence, and declare that it would be met by a demand for a 10 per cent. advance in wages to cover the cost of living at the present time.

Without entering into the merits of the policy of either side the general view of businessmen seems to be that a great cotton strike or lock-out at the present time would be nothing short of a disaster, and a disgrace to all parties, no matter who might be concerned with it.

There is, indeed, a general feeling that the Government should deal promptly and in drastic manner with any such possibility as is threatened.

SPINNERS' POSITION.

The Legality of a Lock-Out May be Raised.

Manchester Guardian,
May 28th. 1915.

The Cotton Trade Dispute.

WE are heading for a general stoppage in the Lancashire cotton industry, but it cannot come about for two or three weeks, during which period we may decide to settle our own affairs instead of asking the Board of Trade to do it for us. If the Cardroom Amalgamation persists in its policy of encouraging its members to strike at particular mills—and its president has announced that it will persist,—the Masters' Federation will lock out the cardroom operatives at all the mills it controls. A necessary consequence would be that the spinning operatives would have to stop work too, and when the spindles stop the looms cannot go on very long; they would not all stop at once, but gradually, as the stocks of yarn became exhausted. This is looking some distance ahead, and most people believe that we shall never get so far; yet it is an anxious question how far we are to go. Both sides appear to be determined, but perhaps there would be less appearance of determination were it not for this general belief that the Government would bring strong pressure to prevent any general stoppage. And granting that one side is right and the other wrong, it is to be feared that if, through any lack of conciliatory effort or even of possible concession, the stoppage came, both sides would be involved in something like general execration. One probable result of a lock-out or strike in Lancashire would be large additions to the recruits, and so some little good might come out of the evil; but the Lancashire industry now has a double function, for besides its constant and necessary contribution to the requirements of the nation it is engaged to a considerable extent on supplies for the army. We simply cannot afford to let it suffer the mighty dislocation of a long stoppage.

The operatives' case is a fairly simple one. They want a war bonus such as those in other trades have been getting, and as they know that some sections of the cotton trade are doing badly they confine their demands to that engaged on the coarse counts, which are used largely in the cloths bought by the various Governments. Mr. CRINION, the president of the Cardroom, is sometimes regarded as the villain of the piece, but we may have some sympathy with his position. "Those who "employ the trade union leaders and pay "them their wages," he said the other day, "expect full value for what they pay"; it is one of the chief duties of the union leaders to press for advances of wages whenever there is a chance, and if they neglected to do this they would soon have to give way to others. Mr. CRINION, we are sure, is doing what he conceives to be his duty, but one of the remarkable points about the dispute is the complete separation in policy between the two sections of the operatives. It is reasonable to suppose that the spinners would be just as glad to have a bonus as the cardroom workers, but they have not made any application for it. The "Cotton Factory Times," which is commonly regarded as their organ, said a week or two ago that "in view of the "nearness of the expiration of the five years' "truce re general advances and reductions of "wages, which takes place in August next, "the spinners have evidently not thought it "worth while to make any move at present." It was objected, too, that a claim for advanced wages in cases of abnormal profits would prejudice the claim for a general advance when the agreement terminated. To this Mr. CRINION has replied that a general advance in war-time is impossible; he wants to do the best for those he represents, and the only chance of doing anything, he be-

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Manchester Guardian,
May 28th 1915.

THE COTTON TROUBLE.

DRIFTING TOWARDS A LOCK-OUT.

NEED FOR INTERVENTION.

It is not likely that any further move will be made in the cotton dispute until next week. The lock-out notices are not to be posted until eleven days hence, and in the meantime there will be opportunity for a renewal of negotiations or for intervention by the Government. It is inconceivable that matters can be allowed to drift to the point of a general stoppage of work, and judging by the temper of both employers and men at the moment the sooner the Government department takes the question in hand the better.

The Cardroom Amalgamation knew what the reply of the employers would be when they allowed the Forge Mill notices to take effect and presumably their policy in insisting on the 10 per cent war bonus in mills spinning 36's counts and below is fixed. The decision of the Employers' Special Committee to issue instructions to members of their Federation to post lock-out notices has now brought the Operative Spinners' Amalgamation definitely into the field (as was pointed out in these columns yesterday) with demands which increase the gravity of the position. Their five years' agreement with the Master Cotton Spinners' Federation does not expire until July 15, and no request for increased wages was contemplated before that date. When the lock-out threat was made the Executive of the Spinners' Amalgamation revised their policy and informed the employers that in their view a lock-out arising out of the dispute with the cardroom operatives would be a breach of the agreement.

Mr. W. Marsland, the general secretary of the Operative Spinners' Amalgamation, was in London yesterday, and in an interview he stated that the operative spinners were now being instructed to make an application immediately for a general advance of 10 per cent in wages. "We feel that we are no longer bound by the agreement," he said. Mr. Marsland strongly criticised the action of the employers. "Our Association," he said, "resent strongly the attitude taken up by the employers in recent years of declaring a general lock-out on every kind of pretext. Such methods make agreements between men and masters of no avail—in fact, the employers would make them mere 'scraps of paper.'"

There was no activity on the employers' side yesterday, and several of the leading members of the Federation were away on holiday. It was said on behalf of the employers generally that an all-round wages advance of 10 per cent could not possibly be paid, having regard to increases in the price of coal and cost of production.

Mr. W. Mullin, the general secretary of the Cardroom Amalgamation, stated yesterday that no further development had taken place so far as the cardroom operatives are concerned. He said that he was not surprised at the action taken by the operative spinners. "The employers are all too ready when we make a move," he added, "to reply, 'Very well, a general lock-out.'"

In the Oldham district holidays began last night, and the operatives did not appear to be much perturbed at the prospect of a lock-out.

The general opinion is that Government intervention must come. At present there is no prospect of agreement between the parties; in fact, the demand of the spinners almost precludes the possibility of a settlement by mutual consent. The action of the Government in connection with the recent coal-mining dispute is at once a precedent and a good augury for ending the cotton dispute without a general stoppage of work.

NOTICES SERVED AT A HEYWOOD MILL.

A week's notice to cease work has been served by the cardroom operatives employed at the Heywood Spinning Company's mill, Heywood, in connection with the agitation for a war bonus of 10 per cent. The application for a bonus

question of a special tax on profits made during the war. Profits, no matter whether made or caused by the war, should have a good big proportion taken by the State towards the cost. Anyone doing well at a time like this can afford to pay. Let each year stand alone for the special tax, and make it a penal offence to falsify returns or bookkeeping. We should hear less of the labour unrest if labour knew that an extra 5s. in the pound on profits, on the top of the 2s. 6d. income tax, was going back to the State. We are no doubt fighting for the good of posterity, but our descendants can with justice say we got into the trouble and we had no right to leave too much of the burden to be carried by them.

Cloth made from counts of yarn round about 36's is not only not good and profitable to sell at the present moment, but is really bad.—Yours, &c.,

F. ARROWSMITH.

Astley, May 27.

the Government should deal promptly ... in drastic manner with any such possibility as is threatened.

SPINNERS' POSITION.

The Legality of a Lock-Out May be Raised.

Our Oldham representative states that no further developments are expected until the Whitsuntide holidays, which begin to-night, are over. There are other mills in the district where the cardroom operatives propose tendering strike notices, but these will not be delivered till the making-up days next week.

Mr. James Crinion, president of the Amalgamation, is at present in London on other trade union business, and is not expected to return until early next week.

The crisis is not likely to affect the spirit of the operatives who go on holiday to-night. Although the outlook is depressing the feeling is strong that the threatened general lock-out will not be allowed to be put into execution.

Such a disastrous step as a wholesale stoppage under present circumstances is inconceivable to the average person, and, if necessary, some outside intervention must be obtained if the employers and operatives are unable to come to an agreement.

The Operative Spinners' Amalgamation, though taking no part in the dispute, have considered their position in view of the threat of the employers to call a general lock-out.

The Amalgamation, adds our representative, strongly resent the drastic action of the employers, and if a general lock-out takes effect there is a suggestion that the legality of the matter shall be questioned. The dispute is on a matter of wages, and there is a wages agreement, signed by both employers and operatives, which is in force till August next.

The spinners have abided by this agreement, have made no application for a war bonus, and they contend that the employers have no right to lock their members out on a wages dispute when it cannot be said that the spinners have in any way violated the wages agreement in force.

ROCHDALE DISPUTE.

Notices Tendered at Two Mills.

Last night the officials of the Rochdale Cardroom Association served a week's notice on two large firms in the town. The notices will expire at noon on Wednesday next.

The notices have been served after a refusal on the part of the concerns to pay the operatives a war bonus of 10 per cent. A fortnight ago two other Rochdale firms were served with similar notices, and at the last moment the concession was granted.

The whole of the four firms concerned are engaged on Government contracts, and it is presumed that the margin of profit is sufficiently wide to allow the bonus to be paid.

The firms on which notices were served yesterday are the Era Mill and Messrs. John Pilling, Ltd. The latter firm employ between 600 and 700 operatives, and on behalf of the firm Alderman W. Pilling states definitely that they will refuse to pay the bonus, and at the end of the week's notice unless the notices are withdrawn in the meantime, they will close the mills.

The Cardroom Association officials propose to take a further step unless the war bonus is paid. At present their members are allowed to work overtime in order to keep other sections of the mill at work.

After the Whitsuntide holidays, at the end of this week, the whole of their members will refuse to work overtime unless the payment of the bonus is made. This is likely to have a serious effect upon the restriction of the output.

"worth while to make any move at present." It was objected, too, that a claim for advanced wages in cases of abnormal profits would prejudice the claim for a general advance when the agreement terminated. To this Mr. Crinion has replied that a general advance in war-time is impossible; he wants to do the best for those he represents, and the only chance of doing anything, he believes, is to press for a war bonus on the coarse counts that are now profitable. The leaders of the Spinners' Amalgamation do not agree with him, and they have had to consider what their policy is to be if they are locked out through no fault of their own. They have told the employers that if they are locked out this must be considered to break the five years agreement, which has still nearly two months to run, and that they will immediately claim a 10 per cent advance for the whole of their members.

The employers' position is a difficult one, and they have not simply advanced the wages agreement as forbidding any advances while it exists. It is natural that they should not take very kindly to the idea of a bonus, but they have recognised the exceptional circumstances of a war that has greatly advanced the cost of living, and they have made a concession. They would not grant the bonus on the ground that profits were good, or even abnormally good, because this would be throwing over the wages agreement. They were willing, however—following, we suppose, the indications given by the Government with regard to claims for higher wages in other trades,—to consider favourably the claims made for bonuses where firms were making more than normal profits as a result of "working on direct War Office contracts." As a matter of fact, the spinners can hardly be said to work on these contracts at all, because the War Office does not buy yarn, but only cloth, and one objection of the operatives to restricting the bonus is the difficulty of determining what yarn is to be used for the Government contracts. But there is something in the contention of the operatives that whether the particular coarse counts of yarn are used for the Government contracts or not their market price is determined by this Government demand, or rather by that from several Governments. We should suppose that the operatives cannot, on any account, sustain their claim for a bonus on counts as high as 36's, which do not come within the usual category of coarse counts at all, but perhaps it would help to a settlement if the employers determined that a logical consequence of the concession they have already made would be to pay the bonus on the counts earning abnormal profits, whether directly from Government contracts or not. If they were able to do this, would it be possible for the Cardroom to remove a most formidable source of danger to the trade by abandoning their policy of striking piecemeal? It is natural that the employers should object most strongly to this, for it aims indirectly at the principle of collective bargaining, which neither party should wish to endanger. The strike against a mill at a time is a most insidious form of attack, and now it would be particularly efficacious, because in the present shortage of labour operatives out of work would be snapped up eagerly by firms which have no use for a self-denying ordinance. It is not surprising that the Federation should contemplate even a general lock-out rather than the disorganisation that would follow upon piecemeal concessions to the attack on single mills. But is there no possible compromise or arrangement that may save us from the humiliation of Government interference at such a time? It is easy for us, outside the stress of the dispute, to suggest that here is the opportunity for magnanimity, and magnanimity is a doubtful virtue on the part of those who are in the position of trustees. Yet we cannot believe that the difficulties are insuperable and the differences irreconcilable; a settlement has to be made, and it is only a question of who is to make it.

is at once a precedent and a good augury for ending the cotton dispute without a general stoppage of work.

NOTICES SERVED AT A HEYWOOD MILL.

A week's notice to cease work has been served by the cardroom operatives employed at the Heywood Spinning Company's mill, Heywood, in connection with the agitation for a war bonus of 10 per cent. The application for a bonus was made some weeks ago, and was refused. About 100 operatives are employed in the cardroom department, and altogether over 200 employees are engaged in the mill.

BURNLEY HOLIDAY EXTENDED.

Several of the Burnley weaving sheds did not resume operations after the Whitsuntide holiday until yesterday morning, and others will remain closed the whole of the week. In normal times the stoppage would have been for Whit-Monday only, but owing to the serious condition of the cotton manufacturing industry fully half the operatives in the town have had an extended holiday, varying from two days to a week. Some of the weaving sheds have been closed for two or three months.

OPERATIVES' POLICY CRITICISED.

To the Editor of the Manchester Guardian.

Sir,—The regrettable position which is arising in the cotton trade must raise widespread interest not only in Lancashire but in the whole country. Our men at the front, as shown by letters from them in the papers and some which I have received, are disgusted at the talk of strikes and actual strikes which are taking place, and so are many more of us. Now that we in the cotton trade are in it, it is necessary carefully to examine and make clear our position. In the first place, at the crowded meeting at the Coal Exchange, we appointed an Executive Committee and unanimously agreed to carry out their instructions. There is no doubt that this will loyally be done; and the reason is that, even if the employees are prepared, as they have done in this case, to start tackling one mill at a time, we are not going to have it. Personally I consider they are extremely foolish to start this policy. It would undermine the whole system of collective bargaining and settling which has been so satisfactory in the cotton trade. It starts a system which the trade union leaders have been exceedingly keen (and rightly) to condemn in employers,—viz., the taking away and whittling down of privileges, comforts, or wages at any one mill.

The demand for a war bonus on 30's and below is either right or wrong. If it is right and worth fighting for, then it should be fought for in the proper clean, straightforward way, not by a notice at any one mill. The whole matter is very plain and easy to see through. The cardroom officials knew, and still know perfectly well, that the employers would not agree to this hole-and-corner work, deliberately forcing them to take on the odium of declaring a lock-out, sincerely believing, as has immediately been suggested by the press, that the Government will step in and arbitrate on the matter, believing, as has so often been done, that if they ask enough they will get some part of their request. It is a policy of opportunism which is little to the credit of the responsible leaders, and one which I do not for a moment think will succeed.

Sympathy and help must be felt and given to the smaller wage-earners in the present high cost of living, but all classes in the present great struggle must be considered, and among the others the shareholders. Many of these people, though not spending all they got in their younger days (thus foregoing certain pleasures and luxuries), have invested their money in cotton mills and retired, relying on the return on their investments to keep them. My own point of view is that the shareholder is entitled to a fair return on his money, and that after that fair return any greater profits both workpeople and shareholders should profit by.

It is about time the Government tackled the

Trans Weavers
N. 9.15

Woollen Workers' Demands.

The woollen workers in the Mossley and Saddleworth valley are agitating for a war bonus of 2s. 6d. a week for men and 2s. for women. The application was made some weeks ago, and some firms made offers which were not accepted by the operatives. The Northern Weavers' Association, with which the local association is affiliated, has now given them power to take action with a view to forcing their demands. About 2,000 operatives are affected.

Daily News. 27.5.16.

BIGGER WAR BONUS.

The Amounts Nearly Doubled

Good News for Heavy Woollen District Textile Workers.

The question of increased war bonuses was the subject of a conference at Dewsbury Town Hall on Tuesday between the Heavy Woollen District Manufacturers' Association and the Heavy Woollen District Section of the General Union of Textile Workers.

Sir Mark Oldroyd (President of the former) was chairman, and the Labour representatives included Councillor Ben Turner (secretary of the workers' organisation).

Discussion ensued on the Huddersfield dispute regarding war bonuses (settled by the recent award of Sir Geo. Askwith); and the conference, which lasted nearly two hours, resulted in an agreement. The scale of allowances will be as follows:—

To wages of 10s. a week or under will be added a bonus of 2s. instead of 1s., irrespective of the sex of the worker;

To males who earn over 10s. and not over 20s., a bonus of 3s. instead of 1s. 6d.;

To males with 20s. and not more than 30s., a bonus of 5s. instead of 3s.;

To males with over 30s., a bonus of 4s. 6d. instead of 2s. 6d.

By this agreement the restriction by which men in receipt of more than 40s. were not entitled to war bonus is removed.

The increased allowances are in recognition of the rise in cost of living, and will come into operation on pay-day next week. The agreement is to remain in force until the expiration of three months after the declaration of peace, and at the end of that period it is expressly agreed that the original rates of wages shall be reverted to.

Earnings are to be calculated upon the nominal rates of wages paid per week of 55½ hours, overtime being excluded from the calculation.

The terms differ somewhat from those decided upon for Huddersfield area, the differences being in favour of the latter as regards males with 10s. and 20s., and in favour of the Heavy Woollen District as regards males with more than 20s. a week.

A CHAT WITH WOMEN WORKERS.

The terms of the agreement were explained on Wednesday night to a meeting of women workers in Dewsbury Town Hall, by Councillor Ben Turner. In March, 1915 (he said) the Union of Textile Workers approached the Employers' Association, and asked them, in view of the increased cost of living, to consider the claim of the workers either to an advance in wages or to a war bonus. As a result they secured 1s. for women, and 2s. 6d. for men.

They then reckoned up to whom it applied. Only one in ten of the women workers were members of the Association. Since then many of them, especially the weavers, felt they ought to support the organisation, and when the second bonus was obtained in January, two out of nine were members. Since then many more had enrolled, and at the recent conference the Union could speak for a much greater proportion than before. But if there were two-thirds in the Union instead of two-thirds outside still more satisfactory terms could be got.

The Conference on Tuesday was the final act in the negotiations, for they had previously arrived at terms in Morley, Huddersfield and the Colne Valley. In the latter case the bonus applied only to members of the Union. But considering that it was war-time they could not pursue the narrow policy of working only for members, although he was sure that that policy would be reverted to after the war.

FOODSTUFFS 52 PER CENT. DEARER.

When they met the employers and Sir Geo. Askwith they had to give reasons for an increase of war bonus. They did so, and proved their case conclusively, on the score of the rise in cost of foodstuffs. They showed by the Board of Trade returns that the general rise was not less than 52 per cent. Then they took the prices at local shops and proved that flour had risen 65 per cent., sugar over 100 per cent., cheese 50 per cent., treacle 55 per cent., onions 200 per cent., butter 48 per cent., milk 45 per cent., coal 30 per cent., lentils 55 per cent., tea 32 per cent., and other articles from 20 to 120 per cent.

They also showed that the state of trade continued fairly good. The export trade was well maintained, there was a continued demand for blankets and military and naval cloth, and the home trade was good. That there was middling prosperity in trade at home was shown by the new mill extensions at Savile Town, Dewsbury, Batley Carr and elsewhere in the district. Everywhere there were signs of prosperity from the employers' point of view. They also produced the balance sheets of firms in the locality and throughout Yorkshire, indicating progress in profits.

[illegible] per cent.

blankets and military and naval cloth, and the home trade was good. That there was middling prosperity in trade at home was shown by the new mill extensions at Savile Town, Dewsbury, Batley Carr and elsewhere in the district. Everywhere there were signs of prosperity from the employers' point-of view. They also produced the balance sheets of firms in the locality and throughout Yorkshire, indicating progress in profits.

They asked, therefore, for a 25 per cent. bonus in place of the old one. The offer of Tuesday night meant a bonus for women earning up to 10s. a week of 2s. instead of 1s., and for those earning 10s. a bonus of 3s. instead of 1s. 6d. This meant 3s. for "now't" for non-members, and in fairness they ought to join and defend this 3s.

There were a few firms who were not members of the Employers' Association. One of these, on knowing of these offers, had put up a notice at the mill indicating that they would pay their weavers 2d. in the 1s. as against 1d. paid before, which was about the same average as the terms agreed to by the Association.

WEAVERS' WAGES "SCANDALOUSLY LOW" IN SOME MILLS.

When they secured in 1913 a wages advance for women there was a clause in the agreement applying to weavers to the effect that during the next two years an effort should be made to establish a uniform tariff for weavers. He found that with four first-class firms who could not be classed as either poor or mean there was a difference of 12½ per cent. between the highest and the lowest. It was up to the Association to secure a uniform price, as had been done in the Lancashire weaving towns. It was possible here, but only if the workers showed they wanted it.

He found some weaving shops where the prices were scandalously low. No one ought to go home at the week-end with less than £1, but lots were going with 15s. and some with even less. That was not good enough.

FEMALE WORKERS FROM THE SEASIDE.

In the Huddersfield district there was an arrangement for importing women from the seaside and country places as piecers, condenser minders, and feeders. The bargain as to these inexperienced girls was that they should have not less than 18s. 6d. and bonus, after six weeks working, and not less than 14s. 6d. to start with. If they could afford to pay this to women from Bridlington and other places who had never seen a mule gate, they ought to pay adequate wages to women of the district.

Besides the war bonus there was a war question which affected the women of Yorkshire. There was an agreement in the county for the dilution of labour and the introduction of women into men's jobs. When the soldiers came back they ought to be entitled to resume their work at the places where they were formerly employed, and to be paid the standard rate of wages. The agreement of February 24th, made between the various associations, provided for this, but how did it apply to women?

The agreement was that the women should be paid at the same rate as the men for piece work, if they were members of the association. As to time rates, they had made a bargain which he was told was the best made in all England. Women replacing men were to be paid the same rate for an equivalent amount of work. Thus if it took 13 women to do the work of 10 men, it was provided that the women were to have not less than four-fifths of what the men had.

But there was a danger that non-members might injure the position of members. Some women working at rag-grinding were being paid 45 per cent. less than the men. Under the rules of Munition Works the minimum for women was £1.

That was Empire Day. People differed in their views as to Empire, but his ideal was an Empire made up of happy men, women and children, well fed, well clothed and well housed. Otherwise it was not a successful Empire. It was a patriotic duty to remove causes of discontent. It was now a time for wise spending and wise saving, and he hoped one of the ways of wise spending would be to ensure protection of wages, and to aim at a minimum rate of wages for women—similar to the 25s. a week which had been secured in Lancashire. (Applause.)

After a few questions had been put and answered, the meeting closed

Leister Mail

5. 6. 15.

HOSIERY TRADE WAR BONUS.

Satisfactory Result of the Conference.

TERMS OF AGREEMENT.

The representatives of the Hosiery Manufacturers' Association and the Hosiery Union, resumed their conference at the Town Hall, Leicester, yesterday afternoon. The following agreement was arrived at after three and a half hours' sitting:—

It is hereby mutually agreed that a special bonus be paid to all male operatives of one penny in each shilling on wages earned in any one week up to a maximum of 40s.; no bonus to be paid on wages earned above 40s. in any one week.

To female operatives of one penny in the shilling on wages earned in any one week up to a maximum of 20s., no bonus to be paid on wages above 20s.

To helpers (male or female one penny in each shilling on each helper's weekly wage.

The said bonus to be paid to all operatives as on and from the date of this agreement (June 4th).

This special bonus shall cease to be paid at the end of the present war, but shall be competent for either side to give a month's notice to the other side for a re-consideration of the question, having regard to the conditions prevailing at the termination of the war.

The signatures of Mr. H. Howe, Messrs. W. Raven and Co., Ltd., and Mr. J. H. Quilter (secretary) were attached to the agreement on behalf of the Manufacturers' Association, and those of Mr. J. Capenerhurst, Mr. G. Bailey, and Alderman J. Chaplin on behalf of the Hosiery Union. Alderman T. Smith counter-signed on behalf of the Board of Trade as independent chairman.

An expression of thanks was passed to Alderman Smith at the close of the conference, on the proposition of Mr. Howe, seconded by Mr. Capenerhurst.

Southwalk Recorder 5. 6. 15.

War Bonus for Women Workers.

The hard-worked women at Southwark Infirmary are to have a war bonus of 2s. a week each, providing they work a full week. Whilst one cannot help approving of the action of the Guadians in granting to the scrubbers, washers and laundry women this war bonus, the restriction that only those working a full week shall receive it is laying down a hard and fast rule that may work injuriously to the women, and the Guardians, who have hitherto acted in a humane manner towards their employees, cannot desire that. As a general rule these women are widows with children, and it is this class of people who are feeling the high prices of food more than any other. If a woman is away ill for a day under this regulation of the Board she loses her extra 2s., thus punishing her children for something which their mother cannot help. A modification of the law as laid down by the Guardians would meet the circumstances in such a case as this, but as it stands at present the infirmary steward is bound to withhold the war bonus from the woman who has had a day's illness in the week, which means that she is doubly punished for presuming to be ill.

* * * * *

The Leicester Mercury
5/6/15

further conference between representatives of employers and employed in the local hosiery trade yesterday resulted in an agreement that a special bonus of a penny in the shilling be paid to all male operatives on wages earned in any one week up to a maximum of 40s.; also to female operatives up to 20s. a week, and to helpers male or female. This means that the lowest paid workers, who feel the pressure of high prices most, will get the help they need. It seems to be a fair arrangement, and the agreement was a mutual one. The question did not go to arbitration.

The recent claim of the scourers and kindred workers for a 20 per cent. permanent advance in wages did go to an arbitrator, and Ald. Smith has decided that the demand for a permanent increase has not been established. His decision is that the terms and general conditions of the agreement in relation to increased wages or war bonus mutually arrived at between the Master Dyers' Associations of Leicester and Loughborough, and the Trimmers' Association and other organisations, be applied to the Leicester Auxiliary Workers' Association of Bleachers, etc., as from May 22.

At Hinckley the boot and shoe operatives, in common with their fellows in Leicester, have obtained a war bonus, females and youths up to 21 years of age a shilling a week; male operatives of 21 years of age and over, earning under 35s. a week, 3s. per week; between 35s. and under 45s. a week, 2s. 6d.; and 45s. and upwards 2s. per week. Here again the greater amount is paid to the workers in receipt of the smallest wages, and a distinction is very properly drawn between youths and adults. It would be absurd, of course, to give boys and girls the same increase as men and women with larger responsibilities. It is also justly stipulated that operatives who deliberately abstain from working full time in any week will have to forfeit the bonus for that week.

6 62 a.

The Manchester Guardian 12/6/15

91/28/16

NO COTTON TRADE STOPPAGE.

INTERVENTION OF THE GOVERNMENT.

SCHEME FOR SETTLEMENT.

PROGRESS AT THE JOINT CONFERENCE.

There will be no stoppage in the Lancashire cotton trade on the question of a war bonus. This fact, it is understood, has been made clear by the Board of Trade, which last night announced a scheme for settlement. Apart from the intervention of the Board of Trade the opinion was strongly held on the Manchester Royal Exchange yesterday that a settlement is in sight, and although nothing was divulged as to the nature of the deliberations at the joint conference of master and operative spinners it is believed that satisfactory progress was made towards a solution of the dispute.

The following is the statement issued by the Board of Trade last night:

The Board of Trade have under consideration the position which has arisen in the cotton trade, and the President, Mr. Runciman, has to-day communicated with the Master Cotton Spinners' Federation, the Cotton Spinners and Manufacturers' Association, the Cotton Waste Spinners and Manufacturers' Association, the Amalgamated Association of Card and Blowing Room Operatives, and the Operative Cotton Spinners' Association requesting them to accept the following suggestions for a settlement of the matter, viz.:

That it be referred to the Committee on Production to decide whether any, and, if so, what alteration should be made in the spinners' wages, and in the wages of the classes of operatives covered by the Card and Blowing Room Operatives' Association.

Any alteration made by the award to come into force as from the first settling day following the acceptance of this reference, and to continue for such period as the Committee on Production shall determine.

It is understood that the acceptance of the reference would be accompanied by a resumption of work at the mills where a stoppage has already taken place and the withdrawal of notices on both sides.

THE JOINT CONFERENCE.

It was hoped as a result of the joint conference in Manchester yesterday between the Master Cotton Spinners' Federation and the Operative Spinners' Amalgamation that some definite statement would be made as to the prospects of an early termination of the trouble. The conference was attended by the Emergency Committee of the Federation and the Executive Council of the Association, and was held at the offices of the Federation in Cross-street.

The proceedings lasted about an hour, but at the close a representative of the "Manchester Courier" was informed that there was no communication to be made to the Press. It is understood, however, that a resolution was

the executive council of the Association, and was held at the offices of the Federation in Cross-street.

The proceedings lasted about an hour, but at the close a representative of the "Manchester Courier" was informed that there was no communication to be made to the Press. It is understood, however, that a resolution was passed, the nature of which was not divulged, and, as previously stated, that great progress has been made towards a satisfactory solution of the wages problem of the spinners. Representatives on both sides were pledged to secrecy.

A critical stage in the dispute has been reached. In fact general notices have been posted in nearly all the Federated mills to close down, and unless some arrangement is decided upon by Wednesday next thousands of mill operatives will be out of employment. It is, however, possible for a number of Federated firms who spin their own yarn to run for 27½ hours per week even if a lock-out occurs, a rule to this effect having been formulated by the Federation. Manufacturers in this position, especially those engaged on Government work, will no doubt take advanage of this rule, but it has been openly declared by many Lancashire manufacturers that they were running their mills at a loss at the present time.

TRADE MUST NOT STOP.

There is an opinion in some circles that a compromise will be reached, and a "Courier" representative learned yesterday that leaders of the various associations had been called together by the Board of Trade, and that they have been definitely instructed that under no circumstances must the cotton trade be allowed to be stopped. It will not be the first occasion that an eleventh hour settlement has been reached in the cotton trade, and at a time when the Govrnment requires the united support of all industries it is to be hoped a dislocation of the trade will be avoided. It is suggested that a compromise will result in the operatives working on 36's counts and below being offered a bonus of 5 per cent.

Mr. Marsland, secretary of the Operative Spinners' Association, returned from London yesterday, but when asked for his views on the situation he declined to make any statement.

The spinners' ballot is practically complete on the question of ceasing work to press forward the demand for a 10 per cent increase, and the figures are likely to be made known this weekend.

A meeting was held in Manchester yesterday between the representatives of the Weavers' Amalgamation and the Lancashire Manufacturers and Spinners' Association to consider the question of war bonuses at a number of firms reported to be engaged on war contracts, but nothing was made known regarding the deliberations.

Labour News,
June 6th. 1918.

Girls Demand War Bonus.—Government intervention has been decided on in the dispute at Messrs. McCorquodale's printing works, Wolverton (Bucks), where the girls are on strike owing to the refusal of the firm to consider an application for a war bonus. After twice making unsuccessful attempts to open negotiations with the management, Mr. Fred Roberts, of the National Executive of the Typographical Association, and Mr. Albert Evans, organizing secretary of the Printers' Warehousemen and Cutters' Union, who is conducting the strike, wired the Treasury pointing out that the workers were engaged in Government work, and explaining the firm's stubbornness. They received a reply two hours afterwards saying that the matter would be dealt with by Sir George Askwith, who asked for the fullest particulars. Meanwhile the strikers are holding enthusiastic meetings, and the local lecture hall has been lent to them by Councillor George Barker, a prominent Potteries Labour leader. The strikers have been assured of moral support from printers' chapels at London houses, who resolutely refuse to touch work from Wolverton, and the workers at Crewe factory are all joining the Union; and, if need be, they are prepared to strike in support of the Wolverton girls' demands.

The Manchester Guardian 9.6.15 662a/18 662 a.

COTTON TRADE CRISIS.

THE LOCK-OUT: SPINNERS' RETALIATION.

HARD WASTE TRADE INVOLVED.

The general outlook in the cotton trade of Lancashire becomes graver every day, and the need for intervention by the Government could hardly be more urgent. The issues have widened and increased considerably in the last few days. In addition to a war bonus of 10 per cent required by the limited number of cardroom operatives working on 36's counts and below, a general advance of 10 per cent in wages is now demanded by some 70,000 operative spinners in retaliation on the lock-out notices which are being posted up in the mills of the Master Spinners' Federation.

Strikes at four mills in Haslingden and Bury drove the hard-waste spinners and manufacturers to the decision to post up notices yesterday, which in ten days will have thrown 10,000 workpeople out of employment.

The expiration of post-dated strike notices at a Rochdale mill connected with the Cotton Spinners' and Manufacturers' Association may involve some 200,000 weavers, chiefly in North and North-east Lancashire, sooner than they would have been affected by the running out of stocks of yarn naturally consequent on a stoppage of spindles.

In making their demand for increased wages the Operative Spinners' Amalgamation are taking a ballot of all their members as to whether they are in favour of pressing it, if necessary, by ceasing work. The ballot papers are expected to be returned by Friday. In a circular which has been issued to district and provincial officials, Mr. William Marsland, the general secretary, writes:—"Under ordinary circumstances the application would not have been made until after the expiry of our five years' agreement with the employers on July 15, 1915. But at present the employers are threatening a general lock-out in the spinning trade, and the Executive Council take the view that if the employers attempt to put the lock-out into operation they will have broken the spirit of the five years' agreement, and we shall be entitled to make immediate application for an advance. You are, therefore, requested to be prepared to take action in your district or province in the event of circumstances making it necessary. When once the notices have been given, their withdrawal must on no account be agreed to locally, but the matter left entirely in the hands of the Executive Council of the Amalgamation."

In an interview yesterday, Mr. Marsland admitted it was deplorable that this dispute should have arisen during the war, but added: "We should have been sadly wanting in our duty tamely to accept a general closing of 48 million spindles and expend our funds for six weeks before applying for an increase of wages." The Amalgamation had clearly intimated that they would apply for an advance of wages at the end of the five years. Their members had suffered keenly through the increased cost of living, but would have loyally held to the five years' truce if the Federation had not declared a lock-out. Mr. Marsland also expressed his fear that one result of the struggle would be that if agreements could be set aside just when it pleased anyone to do so, they would not be looked upon favourably in future.

The Waste Trade.

The following official statement was issued yesterday by Mr. F. A. Hargreaves, secretary of the Cotton Waste Spinners' and Manufacturers' Association:—"A largely attended meeting of the members of the Cotton Waste Spinners' and Manufacturers' Association was held in Manchester on Tuesday, June 1, to consider the application for a bonus of 10 per cent on the wages of card and blowing room operatives for the period of the war, and to determine what action should be taken in connection with the notices tendered by the card and blowing room operatives at Messrs. William Robinson and Co. (Haslingden), Limited, Union and Victoria Mills, Haslingden, and at Messrs. Samuel Renshaw and Sons, Limited, Britannia and York Street Mills, Bury. The members considered that the action of the Card and Blowing Room Operatives' Association, in tendering notices at the mills of the chairman and vice chairman of the Employers' Association on a question affecting the whole trade, was most unwarranted, and after a long discussion the following resolution was passed:—

"That the application of the Amalgamated Association of Card and Blowing Room Operatives for a war bons of 10 per cent to their members be not acceded to, and if the notices tendered at Messrs. William Robinson and Co. (Haslingden), Limited, Union and Victoria Mills, Haslingden, and at Messrs. Samuel Renshaw and Sons, Limited, Britannia and York Street Mills, Bury, which expire on Saturday next, June 5, are not withdrawn in the meantime, but are allowed to take effect, the whole of the members of this Association be recommended to post up notices on Wednesday, June 9, of their intention to close their mills at the expiration of the period required to terminate their respective contracts of employment with their workpeople; and the members present pledge themselves to adopt this course if called upon to do so."

"At the joint meeting at which the application for a war bonus of 10 per cent was previously considered the employers, after having given careful consideration to the application, stated that, whilst they had every sympathy with the workpeople in the hardships which they have had to face and are still having to face in consequence of the increased cost of living, they desired to point out that many of the firms engaged in the hard waste trade continued running their mills with the object of keeping the workpeople employed, and took orders at unprofitable prices in order to provide such employment. The employers themselves had suffered very severely through the extra cost of working their mills, and at the present time financial sacrifices were being made by employers in order to keep the mills running, and they therefore regretted that it was impossible for them to accede to the application for a war bonus of 10 per cent.

"Since the members' meeting on June 1 efforts have been made to arrange for the further post-dating of the notices, but without success. The notices took effect on Saturday last, and the above four mills are now stopped.

Lock-Out Notices To-day.

"In consequence of this action and in pursuance of the above resolution all the other members of the Cotton Waste Spinners' and Manufacturers' Association will post up notices to-morrow (Wednesday) of their intention to close their mills at the expiration of the period required to terminate their contracts of employment with their workpeople.

"A joint meeting was held in Manchester on Friday last between the Committee of the Cotton Waste Spinners' and Manufacturers' Association and the representatives of the Northern Counties Textile Trades Federation—which Federation embraces weavers, winders, beamers, twisters and drawers, overlookers, and cloth-lookers,—when the employers explained their intended course of action and the reasons which led them to recommend a lock-out at the mills of the members of the Association. After some discussion the following statement was made by the operatives' representatives:—

"'We protest against the proposed action of the employers, which is calculated to punish workers with whom there is no quarrel, and we shall regard a lock-out as a hostile act which will justify us in taking any steps we may determine upon in the interests of our members. We shall further consider all joint arrangements at an end if lock-out notices are tendered.'

"A joint meeting was also held in Manchester yesterday between the Committee of the Cotton Waste Spinners' and Manufacturers' Association and the Amalgamated Association of Operative Cotton Spinners, when the employers explained their intended course of action and the reasons which had led them to recommend a lock-out."

Danger from the Weavers.

Mr. Hargreaves added that as there had been some misunderstanding he wished to point out that the Cotton Waste Spinners' and Manufacturers' Association has no connection with either the Federation of Master Cotton Spinners' Associations or the Cotton Spinners' and Manufacturers' Association, which was formerly known as the North and North-east Lancashire Cotton Spinners' and Manufacturers' Association. The Norwich Street Mills of Messrs. John Pilling, Limited, Rochdale, are connected with the Cotton Spinners' and Manufacturers' Association and not with the Spinners' Federation. At those mills the notices of the cardroom operatives, post-dated a week ago in order to facilitate further negotiations, will expire in the ordinary course to-day if they be not withdrawn. The negotiations have failed, and if the operatives cease work the employers' Association will consider what action they will take in reply. The operatives employed in the weaving sheds of this Association number about 200,000.

At the two Haslingden and two Bury mills the stoppage has involved about 1,000 workpeople. The threatened lock-out by the hard-waste employers will increase that figure to about 10,000.

Reynolds Newspaper.
8.8.15.

LABOUR TOPICS.

THE CONCESSIONS TO L.C.C. TRAM EMPLOYEES.

RESULT OF THE BALLOT.

Woolwich Strike Over: Men Resume Work.

At the request of a number of the tramwaymen in their employ, the London County Council Tramway Department has held a ballot of the men on the concessions offered to them under the award of the Tramway Conciliation Board. The result shows a majority of 980 in favour of accepting the award, and against having Board of Trade arbitrations. The figures were: For the Conciliation Board award, 2,606; against, 1,626.

The award offered the men a war bonus of 3s. a week, or 6d. a day, to men earning 40s. a week or under. The claims of the men for a permanent increase of wages of 1s. a day, overtime at the rate of time and a half, an extra allowance of 2s. 6d. a day to motormen on trailer cars, and a reduction in the number of hours of labour to eight daily; were refused by the Conciliation Board.

— X —

A SECOND STRIKE.

Owing to alleged unfairness on the part of a foreman and the discharge of a section foreman the men employed in building munitions workers' houses near Woolwich struck work. This was the second strike in three months. In May a rise in wages was demanded.

It was stated after negotiations had taken place on Wednesday that Messrs. Leslie were prepared to remove the foreman to another part of the work and to reinstate the section foreman who had been discharged. On these terms the men agreed to resume work.

Woolwich is a difficult place to reach rapidly from London. Therefore the Government undertook a housing scheme, with the result that a little village for war-workers is growing within easy reach of the arsenal.

— X —

STRIKER'S PROTEST IN COURT.

Thirty coppersmiths employed in Fairfield ship yard, Govan, who had struck work over a demarcation dispute with the plumbers, were arraigned before the General Munitions Tribunal for Scotland at Glasgow, and charged with having infringed the provisions of the Munitions of War Act by leaving their employment, and taking part in a strike while engaged on munitions work. Evidence was taken at some length. Mr. Alexander Cleghorn, a director and engineering manager of the Fairfield Company, spoke as to a shortage of labour in the coppersmiths' trade, and also as to correspondence he had had on the question.

Professor Cloag, K.C., who presided over the Tribunal, pointed out that what concerned the Court was whether the men actually struck or not. The Court was adjourned to allow the parties affected to consider the position, and on resumption the general secretary of the Coppersmiths' Society intimated that after consultation with members of other Trade Unions he would undertake strongly to advise the men to return immediately on condition that the Court insisted on the *status quo* being maintained. It was later intimated that an agreement had been come to which carried with it a recommendation for the resumption of work. As a result the accused were only fined 2s. 6d. each. The Trade Unions paid the men's fines.

While some talk took place regarding the terms of settlement, several strikers interrupted, whereupon the Chairman remarked: "Remember, this country is at war. Does that never occur to you?" One of the strikers rose and said: "I think I am as patriotic as any man in this room. I have seven relatives in the trenches, and one at sea. No man dare tell me I am sacrificing their lives by remaining out. I am standing out for the Trade Union cause—a perfectly legitimate proceeding. The whole fault of this lies with the Fairfield management. I can prove that there is work going out of Fairfield to six or seven different shops, and men are standing idle in the shops."

Loud applause greeted this speech.

— X —

THREATENED STRIKE AT OLDHAM.

A strike, affecting practically all the departments of the Corporation, is threatened in Oldham, as the result of the refusal of the Council to grant a war bonus to their workmen. The original claim was for an advance of 5s. per week on behalf of the members of the Gasworkers' and General Labourers' Union and the Municipal Employees' Association, but the Corporation absolutely refused to concede any advance or to agree to the claim being submitted for arbitration.

At a mass meeting of the men it was unanimously agreed to ask the Town Council to meet representatives of the men with a view to an early settlement of the question or to refer the claim to arbitration, and if the Council again refuse this request the men will tender strike notices on dates to be fixed by the branches.

Mr. J. R. Clynes, M.P., said the Oldham Corporation thought that because there was a war on their workmen should be quiet, and not only quiet but submissive, and indeed servile, to the extent of tolerating conditions which public servants elsewhere had successfully revolted against. The Corporation had sheltered behind the war in order to protect themselves against meeting public duties which had been met in other Lancashire towns, and towns in other parts of the country. This could no longer be tolerated. The Corporation had decided not to reopen the question, and had declined to listen to an appeal to submit the claims for arbitration. If the Corporation were determined to refuse to meet them fairly the Trade Union were equally resolved to back up the men with its fullest resources of money and personal support in forcing forward what they considered was a just claim. There was not another Corporation in that part of the country comparable in size and population to Oldham which had taken up the same position as Oldham had. He said, with a full sense of his responsibility, that the men had been provoked, and in whatever steps they decided to take they would have the full financial and personal support of their Union.

— X —

LABOUR SHORTAGE IN COTTON TRADE.

A Conference between employers and workmen in the cotton trade was held at Manchester to consider the serious situation which has arisen from the shortage of labour in the mills. Little hope was entertained of an increase in the number of women workers, as most of the trained women who care to return to the factories have already responded to the calls which have been addressed to them. The suggestion was made that for the period of the war half-timers should be allowed in the mills at the age of eleven instead of twelve, and full-timers at twelve instead of thirteen.

— X —

HOURS OF WOMEN SHOP HANDS.

In furtherance of their efforts to secure a compulsory closing of shops at an hour not later than eight o'clock on three nights a week, the Board of the Early Closing Association have submitted a statement to Mr. W. Brace, M.P., Under-Secretary of State for the Home Department, on the subject of women employees. The document points out that as the result of the Premier's appeal to proprietors of large retail establishments to encourage and assist men still in their employ—no fewer than 350,000 shop assistants having hitherto joined the forces—to enlist, there had been a considerable increase in the number of women employed. Overwork of women in shops is stated to be a serious menace to national health, and attention is drawn to the fact that employment after eight o'clock on three nights of the week is unnecessary, "late shopping being a habit and not a necessity."

The Board have evidence that shop assistants who have joined the forces do not intend returning to their former occupations, and in view of the possible extension of female labour they seek the assistance of the Government to safeguard the health of women in shops and their offspring, and ask for similar protection to that already afforded by the Factory Acts to women employed in workrooms—that is, that the Government should at once prevent women being employed in shops after eight o'clock on three nights, after nine o'clock on Fridays, and after ten o'clock on Saturdays. They believe that no opposition would be offered by members of any party to a measure embodying such reasonable proposals.

Globe
20/11/15

P.O. WAR BONUSES.

Sir,—It is so unlike *The Globe* to condemn without a hearing that I venture to reply to your remarks on the P.O. war bonus.

The P.O. is not, as a rule, noted for undue generosity compared with other less useful departments which are not revenue earning. Seeing that the Government have practically forced employers to pay a war bonus to thousands of workmen receiving higher wages than many P.O. servants, there seems no reason to grudge it in this case.

The possibility of a small pension if a man lives beyond the age of 60 does not help him to maintain a large family on a small salary when every sovereign is worth only 15s.

Summarised, the war bonus—payable only during the war—is as follows:—3s. increase on wages up to 40s.; 2s. on wages 40s. to 60s. Females half above rates. Small increase to sub-postmasters receiving not more than £169 10s. per annum.

It will not be granted to single men, married men receiving full civil and military pay, or to commissioned officers. It will be withdrawn on enlistment, and will not be considered in calculating Sunday duty, overtime, pensions, or gratuities, and will apply only to those above 18 years of age.—Yours, &c.,

A SYMPATHETIC BOSS.

The Yorkshire Observer.

2.10.15.

WAGES OF WEAVING OVERLOOKERS.

A request was recently made by the weaving overlookers in the Bradford district for a 10 per cent. advance in wages. This application has been considered at a meeting of the Central Board of the Bradford and District Manufacturers' Federations, who passed three resolutions declaring that no advance could be granted other than the 5 per cent. war bonus recommended on March 10, 1915; that all members of the federation who have not already done so are requested to pay their overlookers the 5 per cent. war bonus authorised; and that failing agreement the federation is prepared to submit the matter to the arbitration of the Board of Trade.

Manchester Guardian.
November 4th 1915.

WEAVERS' WAGES.

BONUS OF 5 PER CENT GRANTED.

FINAL SETTLEMENT TO-DAY.

The dispute in the weaving sections of the cotton trade of Lancashire was practically ended yesterday. The employers conceded the much-discussed war bonus of 5 per cent to the operatives connected with the Northern Counties Textile Trades' Federation. It is expected that the dispute will be ended entirely to-day by the Federation of Master Cotton Spinners' Associations making a similar concession to the weavers employed in the sheds of those of their members who have looms as well as spindles.

The bonus will not be payable until the first week in January next, and it will not be given to workers who have already received a war bonus or an increase of wages since the outbreak of the war. It will automatically cease thirteen weeks after peace is signed, and then for twenty-six weeks the existing rates of wages are not to be altered by either side.

The Terms.

After separate meetings earlier in the day representatives of the Cotton Spinners' and Manufacturers' Association and of the various weaving trade unions affiliated with the Northern Counties Textile Trades' Federation met together in the rooms of the Manufacturers' Association in Exchange Street, Manchester, and after less than an hour's consultations, separately and collectively, the following settlement was accepted by all concerned:—

"The employers agree to give a war bonus of 5 per cent on the prices paid for weaving by the Uniform List and the Colne Coloured Goods List, and a similar bonus to those engaged in the weaving of towels, quilts, sheetings, and cotton blankets, and to winders, reelers, and beamers whose wages rise or fall with weavers' wages.

"The employers also agree to give a war bonus of 5 per cent to twisters and drawers, overlookers who are paid standing wages, cloth lookers, warehousemen, and other odd hands employed in the warehouse in the weaving section of the trade.

"Where the wages are paid on the basis of a list the war bonus will be an addition of 5 per cent on such list. Thus, in the case of weavers in the grey trade who are paid by the Uniform List the weaving price (while the bonus is in operation) will be Uniform List plus 10 per cent; and in the case of weavers in the coloured trade who are paid by the Colne Coloured Goods List the weaving price for coloured stripes will be the Colone Coloured Goods List plus 12½ per cent, and the weaving price for coloured checks will be Colne Coloured Goods List plus 7½ per cent while the bonus is in operation.

"It is agreed that the bonus now granted shall not apply to weavers paid by the Bury Fustian List nor to any other employees in any of the above occupations who are already receiving a war bonus or who have received an advance in wages since the commencement of the war.

"It is also agreed that the war bonus shall be paid for the first time on the first pay-day after January 1, 1916, and shall remain in operation until the expiration of thirteen weeks after an official Declaration of Peace has been signed on behalf of his Majesty's Government; that at the end of such period of thirteen weeks the bonus shall automatically cease and wages shall revert to the rates existing before this war bonus was granted; and that when the wages have reverted to the rates existing before the granting of this war bonus there shall be a further period of 26 weeks during which the rates of wages shall not be altered by either side.

"The war bonus is granted on the understanding that the operatives' representatives

first week in January next, and it will not be given to workers who have already received a war bonus or an increase of wages since the outbreak of the war. It will automatically cease thirteen weeks after peace is signed, and then for twenty-six weeks the existing rates of wages are not to be altered by either side.

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"The war bonus is granted on the understanding that the operatives' representatives will seek to secure a similar bonus from all cotton employers (whether members of an employers' association or not) in all of the districts covered by the Northern Counties Textile Trades' Federation."

The Parties.

This settlement was signed by Mr. John Taylor and Mr. F. A. Hargreaves, joint secretaries of the Cotton Spinners' and Manufacturers' Association; Mr. Thomas Shaw, secretary of the Northern Counties Textile Trades' Federation; Mr. J. W. Ogden, president, and Mr. Joseph Cross, secretary of the Amalgamatel Weavers' Association; Mr. E. Duxbury, secretary of the General Union of Associations of Loom Overlookers; Mr. W. C. Robinson, general secretary of the Amalgamated Association of Beamers, Twisters, Drawers, and Machine Workers; and Mr. E. Strong, secretary of the General Amalgamation of Cloth Lookers' and Warehousemen's Associations.

Birmingham
18.11.15

ER 5. 1915. 662A

FIVE PER CENT WAR BONUS GRANTED.

MANUFACTURING SECTIONS RECEIVE CONCESSION.

PAYMENT POSTPONED.

SUCCESS OF TEXTILE FEDERATION.

The application of the Northern Counties Textile Trades Federation for a war bonus of five per cent has been granted by the Cotton Spinners and Manufacturers' Association and the firms in the Master Spinners' Federation who weave.

The decision was announced at joint meetings on Wednesday and Thursday.

Twisters, drawers, and overlookers who are paid standing wages, clothlookers, warehousemen, and odd hands are also included in the bonus.

The bonus is to be payable on the first pay day in 1916, and is to "automatically cease" thirteen weeks after the declaration of peace has been signed on behalf of the Government, and it is granted on the understanding that the operatives' representatives will endeavour to secure a similar bonus from all employers in the area of the Northern Counties Textile Federation.

THE TERMS.

DETAILS OF THE EMPLOYERS' CONCESSION.

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The Signatures.

This settlement with the Cotton Spinners' and Manufacturers' Association was signed by Mr. John Taylor and Mr. F. A. Hargreaves, joint secretaries of the Cotton Spinners and Manufacturers' Association; Mr. Thomas Shaw, secretary of the Northern Counties Textile Trades' Federation; Mr. J. W. Ogden, president, and Mr. Joseph Cross, secretary of the Amalgamated Weavers' Association; Mr. E. Duxbury, secretary of the General Union of Associations of Loom Overlookers; Mr. W. C. Robinson, general secretary of the Amalgamated Association of Beamers, Twisters, Drawers, and Machine Workers; Mr. E. Strong, secretary of the General Amalgamation of Clothlookers and Warehousemen's Associations.

662a.

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The Yorkshire Observer.
17. 12. 15.

HEAVY WOOLLEN DISTRICT WAGES.

WAR BONUS CONCESSIONS OFFERED BY MANUFACTURERS.

An adjourned conference between representatives of the Heavy Woollen District Manufacturers and Shoddy Manufacturers' Association and the Heavy Woollen District branch of the General Union of Textile Workers was held yesterday at the Town Hall, Dewsbury, under the presidency of Sir Mark Oldroyd. The subject under consideration was an appeal made on behalf of the operatives that the war bonuses granted last April and which it was then agreed should constitute a wages agreement not to be disturbed until three months after the declaration of peace should be increased in order to meet the higher cost of living.

Sir Mark Oldroyd explained that manufacturers were not in such a good position as was generally believed. Heavy increases of assessments had been made with respect to mill premises, and in many other directions there had been considerable additions to expenses. The employers' representatives, however, after full consideration of the circumstances, would recommend the members of the two associations to increase the war bonuses from the first pay day in January.

Mr. Ben Turner (Batley) having intimated that the offer would be submitted to a meeting of operatives next day, the conference was again adjourned. If the revision of bonuses is carried into effect it will benefit about 10,000 workpeople.

Daily Mail. 28. 12. 15.

Textile workers at Huddersfield are to receive a war bonus of 3s. a week for men and 1s. [illegible] for women and young persons.

Textile Mercury
29-1-16

Textile Workers' Increased Earnings

Increases expressed in permanent rates of pay and in war bonuses continue from month to month. The Board of Trade returns shew that in December workers in Lancashire, Nottingham, and the North of Ireland obtained similar benefits to those derived by other textile workers during the past year. On the first pay day in December 3,000 velvet weavers, winders, loom overlookers, twisters, drawers, dressers, and slashers were paid a war bonus of five per cent., with revision of prices for certain extras for overlookers, estimated to result in an additional increase of 1s. to 2s. per week. Other advances were made to Nottingham lace makers: in the curtain section a war bonus of 2s. 6d. per week was conceded, and in the plain net section a war bonus of 1s. 3d. per man per machine on mosquito nets, and five per cent. on bobbin nets. These changes affected 800 workers, and came into force on the first pay day after December 11th. New wages arrangements came into operation in the linen industry of the North of Ireland on December 1st, affecting 12,000 workers. For dressers, roughers, preparers, spinners, doffers, weavers, and others, there was an increase of 2s. per week to men over eighteen years of age, and 1s. per week to youths, women, and girls, with an equivalent advance in piece rates.

Yorkshire Herald · 31·5·16

WOMEN WORKERS' COMPLAINTS

To the EDITOR of the YORKSHIRE HERALD.

Sir,—It came to my notice some time ago that Messrs. Rowntree refused to pay a war bonus to anyone who was receiving an old age pension or a separation allowance. I wonder if Mr. Rowntree has ever read the separation allowance forms, which state that the Government grants the money independent of any money earned by employes. I wonder if they ask Mr. Arnold Rowntree when he receives his £400 per year as a member of Parliament whether any of his relatives receive an old age pension or a separation allowance. This matter came to my notice some time ago, and I have travelled nearly all over England since then. I have made inquiries, and I find that Messrs. Rowntree are the only firm in England who have refused to pay a war bonus to anyone who is receiving an old age pension or separation allowance.

So far as the men are concerned, they have behaved very well to them, and have increased their wages from 26s. to 30s. per week, with a 3s. bonus, which makes their total earnings 33s. per week. Some of the men have families; some have none; some of the men take the bonus home; some don't.

Now in regard to the poor girls. Many have widowed mothers and homes to support. These poor girls have quite as much to do for their homes as many men. They have the same prices to pay for food, the same for rent, the same for everything. How is it these poor things have been left out in the cold? Several of the girls have told me they fully expected they were going to receive a war bonus when the men got one, as they had as much right to it as the men, who have received an advance of 7s. per week since the war broke out. They have not received a penny advance. In fact, they are getting less. How do they expect them to live? In fact, some of them are not living, they are only existing. I know many of them had a hard struggle to keep their homes going before the war; it must be much harder now.

Now Messrs. Rowntree, I want you to pay these poor girls the war bonus they are entitled to in the future, and also the money they should have received in the past. I am sure it will help them.—Yours, etc.,

"LIVE AND LET LIVE."

To the EDITOR of the YORKSHIRE HERALD.

Sir,—Would you please allow us a short space in your valuable paper to state the way in which the girls at Messrs. Rowntree's Works are being treated. A girl who has been at the Cocoa Works for six years or over has to be pushed out to let another take her place. That is what we think, because they are asking for more girls and giving them employment, and yet cannot keep those already employed fully in work. When we have to have work we cannot maintain ourselves, so are nothing at a

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SOME OF THE SUFFERERS.

Birmingham Post 4-4-16.

WAGES IN THE POTTING INDUSTRY.

DISPUTE TO BE ARBITRATED UPON.

There was a long conference yesterday between representatives of the Pottery Workers' Union and the manufacturers concerning the wages dispute in the potting industry. The union has demanded an extra war bonus of 5%, the same wages for women as for men when doing equal work, and minimum rates of pay for female labour, ranging from 6s. per week at 14 years to 14s. at 20 years.

The manufacturers at yesterday's conference stated that they could not improve upon the offer they had made of a 2½% war bonus and a minimum wage of 5s. for girls of 14, cases of hardship amongst the older girls to be considered by a conciliation committee.

The representatives of the union stated in reply that they were unable to accept these terms, and suggested arbitration on the points in dispute.

The manufacturers accepted the suggestion of arbitration, but expressed the hope that before the parties proceeded to arbitration the operatives' representatives would submit modified proposals, so that if possible an amicable settlement of the differences might be made.

Kentish Independent. Oct 14, 1916

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WOMEN AND A WAR BONUS.

PETITION TO THE MINISTER OF MUNITIONS.

We understand that a petition has been forwarded to the Minister of Munitions (Mr. E. S. Montagu) by women workers employed by the Ministry at Armament Buildings and other offices protesting strongly against the distinction made between men and women in the matter of a war bonus.

The petitioners express the opinion that such discrimination is both invidious and impolitic—invidious because the continued increase in the cost of living is as great a burden on women as on men, and tradesmen do not regulate their prices according to the sex of their customers. The women also consider it impolitic in view of the fact that the trade union objection to the policy of dilution is the suspicion that women will be gradually used as substitutes for men; "if this suspicion becomes certainty (and this differential treatment of women practically means that) there will undoubtedly be a recrudescence of the hostility to further employment of female labour."

It is understood that the petition, which was extensively signed, will be considered by the Ministry at an early date.

Daily Argus, Bradford. 22-6-16.

WOMEN NIGHT WORKERS.

Bradford Woolcombers Reject Home Office Proposals.

Demand for 5s Advance.

Mr. C. F. Wright, His Majesty's Superintending Inspector of Factories, attended a special meeting of the members of the National Society of Machine Woolcombers held at the Palace Theatre, Bradford, yesterday. As reported in the "Argus" last week, the object of Mr. Wright's visit was to lay before the woolcombers, on behalf of the Home Office, proposals for introducing women as night-workers in the woolcombing industry.

After nearly two hours' discussion, during which there were some lively passages, a resolution was passed by a large majority, refusing to agree to the introduction of women on the night shift, thus rejecting the Home Office proposals.

Mr. Richard F. Smith, the secretary of the union, stated after the meeting that other unions concerned with the local textile trade would support the woolcombers in the matter. Mr. Smith said that in the voting on the resolution yesterday the men were unanimous and the women about equally divided. The women comprise about 70 per cent. of those engaged in the industry.

The meeting afterwards resolved to make an application for an advance in wages of 5s per week, to begin on June 10. A war bonus of 2s per week has previously been granted, but it is suggested that this should be included in the 5s, and the whole considered as a permanent advance. It was agreed by the members that double contributions should be paid during the period of the war.

Daily Mail 6/11/16

WOMEN'S WAR BONUS.

MORE PAY FOR WORKERS ON THE RAILWAYS.

Mr. J. H. Thomas, M.P., addressing a meeting of railwaymen at Aberavon yesterday, said that when the time came they would make it perfectly clear that they saw no reason or logic why railways should ever revert to the old position of private ownership.

On the question of women labour on the railways, he said he did not believe that when the war was over all women who had been brought into industry would suddenly be turned out of it. If they believed that, they were living in a fool's paradise. "What you have got to prevent is women's labour being exploited in order to lower the standard of wages of male labour. A bonus for railway women is being arranged. I believe that before this day week there will be an announcement that railway women's claims are fully recognised and that the settlement will date back to the same day as the men got their last bonus."

The Textile Mercury
22. IV. 1916.

THE COTTON WAGES DISPUTE

The Amalgamated Association of Card and Blowing Room Workers have now decided to apply for an increase of ten per cent. in the rates of pay. They take up an attitude similar to that of the Amalgamated Association of Operative Cotton Spinners whose demand for a ten per cent. advance has been before the Federation of Master Cotton Spinners' Associations for two or three weeks. On Friday of last week the application of the operative spinners was considered at a joint meeting of representatives of their Amalgamation and of the Masters' Federation. The proceedings ended in the officials of the workers disagreeing with the proposal of the employers to submit the situation to the Government Committee on Production, with the object of obtaining the Committee's ruling on the award made last year in reference to the granting of a five per cent. war bonus. The question to be decided is whether it was the intention of the Committee that the concession then given should not be followed by further applications during the period of the war. The view of the operatives is that they are entitled to seek a change in rates of pay within any reasonable time, we presume, from the last award, and in accordance with the state of the trade. It was agreed in June, 1915, that the last award (granted in July) should "continue for such period as the Committee on Production shall determine." The Committee, however, did not fix any period—a course which they have adopted with the settlement of disputes in other trades—but decided that the advance should be granted on terms "dependent on the existence of the abnormal conditions now prevailing in consequence of the war."

The employers are willing to leave the meaning of this with the Committee on Production, and have declined to deal with the operative spinners' application till the ruling has been given. The same attitude will be taken with respect to the demand of the cardroom workers. The Committee on Production are in favour of hearing the case of each party concerned in the dispute. The official report of Friday's proceedings, as given by Mr. J. Smethurst, the secretary of the Masters' Federation, was as follows:—

Mr. B. Tattersall, president of the Federation, presided, and the following gentlemen represented the Federation:—Messrs. William Hamer, J. M. Thomas, Harold Cliffe, Percy Ashworth, R. H. Jackson, William Howarth, F. Holroyd, R. Worswick, and the secretary.

A long discussion took place, and the Federation representatives submitted the following offer:—

The Federation of Master Cotton Spinners' Associations and the Amalgamated Association of Operative Cotton Spinners having agreed in June, 1915, to the following terms of reference to the Committee on Production—namely:—

"That it be referred to the Committee on Production to decide whether any and, if so, what alteration should be made in the wages of the classes of operatives covered by the Card and Blowing Room Association and the Amalgamated Association of Operative Cotton Spinners; any alteration made by the award to come into force as from the first settling day following the acceptance of this reference by the operatives' associations and to continue for such period as the Committee on Production shall determine."

and as, by the award of the Committee on Production dated July 21, 1915, a definite date has not been stated up to which the award should continue, and a difference of opinion between the Federation and the Spinners' Amalgamation having in consequence now arisen, and the Committee on Production having expressed its willingness to hear the views of the parties on the particular point and to give a ruling on the same, we hereby, on behalf of the Federation, express our willingness to submit the point for definite ruling to the Committee on Production. Pending such ruling we cannot deal with the claim for a further alteration in wages now put in by the Spinners' Amalgamation.

The operatives declined to accept this offer, and the meeting terminated with a vote of thanks to the chairman.

On the day following the above report (Saturday), the two operatives' Amalgamations met separately and discussed the wages question. The Executive Council of the operative spinners gave no official report of their deliberations, but intimated that a representative meeting of the Amalgamation would be held to-day (Saturday). The whole of the situation will be reviewed by the delegates, who will, no doubt, decide on what future action should be taken. The Cardroom Workers' Amalgamation held their quarterly meeting in Manchester. We understand that very much was said about the alleged large margins of profit now being made by employers in the spinning trade. Subsequently the following resolution was adopted:—

That this representative meeting is strongly of opinion that the margins between cotton and yarn have so improved as to warrant an advance of wages of not less than 10 per cent. being paid to our members; and instructs the Executive Council to give notice to the employers' associations for an advance of 10 per cent. in wages at the earliest opportunity.

The resolution was afterwards forwarded to the headquarters of the Masters' Federation.

Since the meetings of last week-end, the Operative Spinners' Amalgamation have issued a circular to members, and from this we learn that at their meeting to take place this week-end the following question will be discussed:—

Shall a ballot of the members be taken as to whether they are prepared to strike work if necessary to enforce the advance of wages which has been asked for?

Reference is made in the circular to the joint meeting which took place last Friday week, and the writer brings against the employers a charge of wanting to delay the advance by proposing to submit the question to the Committee on Production. There is no foundation for this accusation, and it must be well known that the Government Committee are constantly dealing with wages questions and renewing or increasing bonuses that have been granted since the war commenced. During the past few months many of the war grants in the textile trades have been revised and increased. With regard to the refusal of the Masters' Federation to go into the operatives' application until the Committee on Production have reported upon the meaning of the last award, Mr. Marsland (the operatives' general secretary) makes the comment quoted below:—

In the opinion of your Executive Council this is mere quibbling on the part of the employers, the object apparently being to try to stave off for some time the advance which has been asked for, and which is abundantly justified by the state of trade. The abnormal conditions prevailing in regard to food prices when the last advance was obtained are even more abnormal to-day, while the state of trade, upon which the present application is made, is infinitely better. Your Executive Council cannot, under the cir

The Times
7-7-16.

WOMEN RAILWAY WORKERS' CLAIM.

Sir G. R. Askwith, Sir D. Harrel, and Sir George S. Gibb, of the Committee on Production, to which body was referred the claim by the National Union of Railwaymen against the Great Western Railway (announced in *The Times* of July 15) for the payment of a war bonus to the company's female employees, have decided that the claim has not been established.

The Union contended that the female employees should receive a war bonus of 5s. per week paid by the company, in common with other railway companies, to their male servants. In view of the large number of women now employed on the railways the decision is regarded as of considerable importance.

Railway Review
21-7-16.

WOMEN'S WAR BONUS.

APPLICATION REFUSED.

OFFICIAL STATEMENT.

The following statement, dated July 13th, has been issued by the Committee on Production :—

FEMALE EMPLOYEES, GREAT WESTERN RAILWAY COMPANY.

The following finding is in respect of an application made to the Great Western Company by the National Union of Railwaymen for the payment of a war bonus to the company's female employés.

The application was not acceded to by the company, and the matter was referred to the Committee on Production for decision. Representatives of the parties were accordingly heard on July 10th.

The union's claim is that female employés should receive the war bonus of 5s. per week at present being paid by the Great Western Railway Company, in common with other railway companies, to their male servants.

The company claim that in August, 1915, when the war bonus to male workers (which then was at the rate of from 2s. to 3s. per week and is now 5s. per week) was in operation, they arranged with the National Union of Railwaymen to grant considerable increases to women, and it was agreed that the pay of women employed in grades in which they had not hitherto been employed should, for the duration of the war, be in each case the minimum pay of the grade.

The Committee have given careful consideration to the statements and arguments submitted to them, and their finding is that the claim of the union for the payment of the war bonus to the women employed has not been established.

G. R. ASKWITH.
D. HARREL.
GEORGE S. GIBB.

Aberdeen Express
2-10-16.

AWARD TO EAST OF SCOTLAND SHOEMAKERS.

On Saturday ex-Baillie Smith, secretary to the Arbroath branch of the National Union of Boot and Shoe Operators, received the award by Mr John L. Ward, Leicester, in the claim by the East of Scotland shoe makers for an advance of 20 per cent on their wages. Mr Ward grants 1s 6d per week to men and 1s 6d per week to women, payable from September 23 last. The total war bonus now paid, including the award, is 4s 6d per week to men and 2s 6d to women. The new rates affect both civilian and military work.

The Times.
7-10-16.

662a
662a/28

MORE WAR BONUSES.

A third war bonus has been offered by the Employers' Joint Committee to the members of the Amalgamated Union of Operative Bakers and Confectioners, who put forward a demand for a minimum wage of £2 a week for men working in the London district. The men have already received bonuses of 3s. and 1s., and the employers now offer, in place of a minimum of £2, an additional bonus of 4s., thus making a total bonus of 8s.

The London branch of the Paper Workers' Union have agreed with the Newspaper Proprietors' Association and the Federation of Wholesale Newsagents for an increased war bonus of 2s. a week.

At a meeting of the Tin Box Trade Board (Great Britain), yesterday, it was resolved to issue a proposal under the Trade Boards Act to vary the minimum rate for female workers of 18 years of age and upwards from 14s. 1d. to 16s. 3d. a week, and for male workers of 22 years of age and upwards from 26s. to 30s. 4d. a week.

At a meeting of the Bookbinding Section of the London Chamber of Commerce yesterday the minimum wages of women, both time and piece work, were increased by 10 per cent. The higher rates will be paid as from next week.

Evening News
11-10-16

INADEQUATE SALARIES.

Are Women Clerks Being Exploited by the Government?

Why should a woman clerk's war-bonus be half that of a man clerk?

This is the question Miss Isabel Basnett, Secretary of the Association of Women Clerks and Secretaries, is asking on behalf of her members.

"Women in the Ministry of Munitions and other Government offices, earning less than £2 per week are to get 2s. (on account of the cost of food)," said Miss Basnett to a representative of *The Evening News*, "and those earning over £2 a week 1s. 6d. The men get 2s. and 3s. bonus.

"The fact is, a great many educated women are being exploited by the Government. They cannot live on the 30s. offered for the better posts, except in the most restricted way.

"After paying for lodgings, food, and fares, there is barely anything left of this sum for clothes.

"Women are not less patriotic than they were, but they are leaving the Government posts of 30s. to 35s. for others at £2 10s. and £3 a week. The private employer has been obliged to raise his scale of pay."

Labour Leader.
2/11/16

Railway Women's Bonus.

We rejoice to learn from Mr. J. H. Thomas, M.P.'s straightforward speech at Aberavon, on Sunday last, on the question of State ownership of the railways and the wages of the workers, that the claim of railway women workers to a war bonus equal to that of the men workers has practically been established, and that there is good hope that it will be made retrospective.

* * *

Railway News.
4/11/16

MIDLAND RAILWAY: WOMEN WORKERS' WAR BONUS.

As the result of a conference held in London recently between the officials of the railway and of the National Union of Railwaymen and the Workers' Union, women workers over eighteen years of age employed in Midland Railway shops at Derby have been granted a war bonus of 3s. per week, and those under eighteen 1s. 6d. per week, the concession to be retrospective from the time the men in the shops received a bonus.

Yorkshire Even. Post.

6.9.16

MURMURS AMONG WOMEN TRAM CONDUCTORS.

STRIKE TALK IN LEEDS.

CITY COUNCIL AND QUESTION OF A WAR BONUS.

At the Leeds City Council meeting this afternoon,

Alderman G. H. Wilson explained at some length the reasons which had guided the General Purposes Committee in alteri.. the scale of war bonus to Corporation workers so as to give 2s. per week to those with less than 20s. per week, and 3s. to those with 20s., and not exceeding 60s. per week. Just about the time the Committee were considering the question the Corporation, said the Alderman, received a windfall—he would not say how much—and this enabled the Committee to make the increased allowances without adding a penny burden on the ratepayers.

The employees' claims had now been practically all dealt with, but there remained the women conductors. These, it should be remembered, constituted a temporary staff; they came into the Corporation's service after the war, and had therefore never been paid a war bonus. He did not think there were many men in that Council who would be prepared to argue that these women were underpaid, when they received 27s. 6d. per week and overtime.

Mr. G. H. Pearson. Hadn't you better say they receive 5½d. for an hour's work? It is not correct to say they receive 27s. 6d. per week.

Alderman Wilson: It is nearly 30s. per week all round.

Mr. Pearson: It is less many times.

Alderman Wilson reiterated that the average was nearer 30s., and he added that the women got two uniforms each year as against the male conductor's one. The women had, he went on, only been with the Corporation a comparatively short time, and surely they were in a bit of a hurry to ask for increases. Many got into the service at a few minutes' notice, as it were, and yet they were holding meetings and talking of striking. He said, "Let them strike;" although that was not such an easy thing for them to do, as the tramway undertaking was a controlled establishment.

Mr. Tallant: But they can leave, can't they?

Alderman Wilson agreed, and said that was the step they ought to take if dissatisfied.

Alderman E. C. Midgley asked the alderman if he could give the annual cost of the increased war bonuses.

Alderman Wilson: I cannot tell you, but it will run into many thousands. It would have involved us in an increase in the rates had we not had the windfall I have referred to. I will explain the source privately to any member of the Council.

Alderman Midgley suggested that the annual cost would be about £4,000.

Alderman Wilson said it would exceed that.

Alderman Midgley: £8,000 or £9,000 then?

Alderman Wilson: Probably a great deal more.

Mr. G. H. Pearson stated that the tram-cars were earning 2d. per car mile more to-day than they did before the war.

Mr. J. Buckle contended that the women conductors were entitled to the same war bonus as male employees of the Corporation.

Alderman Wilson in a brief reply said the women were only engaged as temporary workers and it was not intended to continue their employment after the war.

The increased war bonus as proposed by the General Purposes Committee was adopted, most of the Labour members refraining from voting.

Birmingham Post.

19. 4. 16.

POTTERY TRADE DISPUTE SETTLED.

The wages dispute in the pottery industry of North Staffordshire, which affected 40,000 operatives, has been settled. As from May 1 there is to be an increase of 2½% in the war bonus, making a total war bonus of 10%. Minimum rates of wages are fixed for certain women workers. A conciliation board is to consider cases of hardship among women pieceworkers, fix prices for casting, and fix a line of demarcation between the classes of work to be performed by men and women. Certain male operatives are to receive an increase of 3d. per day besides the increased war bonus.

Reynolds Newspaper.

16-6-16.

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WOMEN'S BONUS.

I referred a few weeks ago to the strong dissatisfaction that existed with regard to the women employed on railways not receiving a bonus. I now hear that matters were brought to a head during the past week by the Committee of Production hearing both sides of the matter. Although only one railway case was argued, namely— the Great Western, there can be no doubt that the general principle must affect the whole. The National Union of Railwaymen are adopting the very wise policy in connection with this matter in standing out for the same rate of pay for women as for men. This is the only way both to protect their own labour and to help their female Trade Unionist comrades.

— x —

WHITE SLAVES IN LAUNDRIES.

A week or two ago I published in this column the grievances of laundry workers, whom I described as "white slaves." A Labour leader now asks to be put in touch with the correspondent who furnished me with the information I used. Will she kindly forward her address, which has been mislaid, so that I can send to her the letter I have received from the gentleman who is desirous of taking up her case? Meantime, I have received a large number of letters complaining of the rates of pay in laundries. "We cannot all do war work," says "Constant Reader." "Someone must do the washing and ironing, but we ought to get a fair price for our work. This we do not get now." "Best Ironer" writes: "It is high time something was done for us poor souls who have to earn their daily bread at laundry work. I have to work many hours ironing wet clothes. . . . I am sure it is time the Government took the matter up."

— x —

Dublin Evening Mail.

30.8.16

CITY STRIKE

NEARLY 200 GIRLS OUT OF WORK

As a result of their demand for a war bonus being refused between 150 and 200 girls, in the employment of Messrs. Armstrong and Co., paper manufacturers, ceased work yesterday.

The premises of the company are temporarily situated at Seville place, their former building in Abbey street having been burned down some time ago.

It appears that the girls yesterday made application to the management for a war bonus all round of 2s. a week. This the company refused, and the girls, to the number mentioned, at once left work. The manager informed our representative to-day that the application could not be considered or complied with.

To-day pickets were stationed in the vicinity of the premises. No steps towards a possible settlement of the dispute have yet been made.

Evening News. 662 A.

11-9-16 662a/30

250 GIRLS TOLD TO GO HOME.

The machinery was stopped at Messrs. Brown, Son, and Co.'s clothing factory at Peterborough to-day and 250 girl employees, who had asked for a war bonus, which was refused, were told to go home.

Daily Mail

29.9.16

ONE-THIRD MORE FOR PRINTING

The Master Printers' and Allied Trades' Association, meeting in London yesterday, passed a resolution granting until six months after the declaration of peace advances of 3s. per week to compositors, readers, machine-minders, binders, machine rulers, warehousemen and cutters, and platen minders, and 1s. 6d. per week to members of the women's branch of the National Union of Paper Workers.

It was urged that increased charges must be made to customers to meet these extra wages and the higher cost of material, amounting to 30 and 40 per cent.

Labour Leader.

28.9.16

Railway Women Left Out.

In the official reports of the result of the conference on railway workers' wages only men and boys are mentioned as receiving the increased bonus. What of the women? The omission is "twice cursed." Many of them have loyally joined the Union, and their desertion (for it is no less, if the official reports are correct) by their men comrades is disloyal to them and fatal to wage levels after the war. We hope it is not too late for the omission to be made good.

Eastern Daily Press.

Oct. 10 1916.

GIRLS ON STRIKE IN NORWICH.

WAR BONUS AND UNEMPLOYMENT INSURANCE.

All the girl and women workers employed at Messrs. Harmers' clothing factory in St. Andrew's Street, Norwich—some 300—came out on strike yesterday morning. From inquiries the strikers' case appears to centre round the demand for a war bonus. In view of the increased cost of living the girls' leaders say that a war bonus ought to be given. It has been asked for several times. No definite sum, however, was mentioned. Now it is stated that a deputation will approach the management to ask for a bonus of two shillings a week. The strikers met at the Labour Institute yesterday afternoon to draft their case and appoint their deputation.

Apparently some feeling has been aroused on the subject of the compulsory unemployment insurance. There are five weeks arrears, and the management, so the female workers say, are deducting these arrears from their wages. This is a minor grievance, and our representative gathered that those affected do not object to this if they are met by their employers with regard to the war bonus.

In the afternoon the strike extended to Chamberlins' factory in Botolph Street, where 50 girls left work in sympathy with those at Messrs. Harmer's establishment. Their demand, we understand, is practically the same. Mr. W. J. Bunting, the manager, informs us that the girls were perfectly happy until they were approached by the others. The firm, he says, have never been asked by the girls for a war bonus. They have never been approached, and not a word has been said on the subject, either of the war bonus or the compulsory unemployment insurance.

Daily Express
8-1-16

WAR BONUS FOR WOMEN.

Sir William Beardmore, opening a canteen for girl workers at Messrs. Beardmore's munition works, in Renfrewshire, yesterday afternoon, stated that his firm have decided that a bonus of 10 per cent. on the total wages earned by women workers shall be paid as from January 1 until the end of the war, on condition that the girls keep regular time and work steadily.

Daily Mail
26.7.16.

Yorkshire dyers have been awarded a further advance of 4s., making a total war increase of 7s. Women and boys have been given an extra 2s. 8d., bringing their total advance up to 4s. 8d.

Reynold's Newspaper
29-10-16

VOMEN'S BONUSES.

Considerable friction has arisen in consequence of the large and growing numbers of women employed on railways in the country being left out of the recent agreement. Whilst it is true that the minimum wage was agreed upon some fifteen months ago, the whole position has changed today because of the large number employed and also because by the decision of the Committee of Production they were ruled out of the recent bonus. Negotiations, however, have been opened up, and I gather that arrangements have been made for a meeting to be held to discuss the whole question, when it is hoped that a satisfactory settlement will be effected, and so ease what looks like becoming a very dangerous question.

The Times.
6/11/16

RAILWAY WOMEN'S BONUS.

Mr. J. H. THOMAS, M.P., addressing a mass meeting of railwaymen at Aberavon yesterday, said that a bonus for railway women was being arranged, and he was justified in saying that they had now succeeded in establishing the point that there was a claim for a bonus for women. He believed before that day week there would be an announcement stating that the railway women's claims for a war bonus were fully recognized, and he had the strongest ground for believing that whatever the settlement might be it would be retrospective, and date back to the same day as the men got their last bonus.

In regard to the suggested food and wage sliding scale, he had rejected the proposal first because he did not accept the pre-war standard as being a correct basis to calculate railwaymen's wages. In 1914 railwaymen were in the midst of their national programme, which included an all-round advance and a reduction of hours, and to have accepted the principle on that basis would have been to admit that that basis was a fair standard. They had met again during the past week and had agreed on joint proposals which did not accept the pre-war standard. These proposals were being submitted to the companies, and, he added, "I hope we will stand together in trying to bring it into operation."

Tramway and Railway World 21.10.16
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Leeds Award on Women's Wages and Bonus. Mr. E. Forbes Lankester, of the Board of Trade, has issued his award in the arbitration in regard to wages of women conductors on Leeds city tramways and the question of their participation in the war bonuses. The Tramways Committee, holding that the engagement of women was a temporary measure, refused to put them on the men's graduated scale of wages. The women's rate was fixed at 5½d. per hour, the commencing rate for men, and they were not given the war bonus of 2s. (since increased to 3s.) per week. The decision of the arbitrator is against the union on the question of the rate of wages, but all women conductors with three months' service are to receive half the bonus and those with twelve months' service the full bonus, payments to be retrospective from the time of qualification.

Nottingham Guardian
25/10/16

TEACHERS' WAGES.

THE WAR BONUS QUESTION IN DERBYSHIRE.

Derbyshire teachers were never so disappointed or in such an ugly mood, the County Education Committee were assured at their meeting at Derby yesterday, as they are over the war bonus question. In accordance with the decision of a joint conference of North Midland county education authorities, a bonus of £7 10s. per annum has been granted to married masters whose salaries do not exceed £120, and of £5 to unmarried mistresses receiving £60 who are not living at home or who have dependents.

Mr. S. Wright (Duffield), the teachers' representative on the committee, declared that some of the authorities had already departed from that agreement, and increased the maximum salary on which the bonus was based. He specially pleaded the cause of the supplementary teachers living at home, challenging any member to say that their rate of pay, which worked out at 15s. 4d. per week, was a living wage for a woman. The committee were shirking their responsibility and throwing it upon the parents or other relatives of these women. While warning his fellow-members in the terms already quoted, and contending that the teachers had not been treated with the consideration they deserved, he intimated that in present circumstances they would not descend to such tactics as "going slow" or to drastic action. Mr. Wright also disagreed with the estimate that the bonus would involve an additional expenditure of £5,000 per annum in the county.

The Chairman (Ald. J. Oakes) said the committee had ever sympathy with the supplementary teachers, a very useful class, which the Teachers' Association at one time wanted to abolish. He pointed out that teachers' salaries had automatically increased thrice during the war.

Canon Molineux (Staveley) also declared that the committee sympathised with the teachers, to whose influence in the past the loyalty and chivalry now being shown by the soldiers were largely due.

Mr. E. Wallis (Long Eaton) reminded the committee that in many cases the teachers' income was diminished, owing to the discontinuance of evening schools. He considered the teachers were being treated very badly, and not encouraged to put forth their best efforts. The effect upon the future supply would be very unfortunate.

No motion being submitted, the committee proceeded to the next business.

FARMERS AND FEMALE LABOUR.

The Agricultural Sub-Committee reported that an 18 weeks' course of instruction in agriculture had been arranged at the Midland College for women, and also for men not eligible for military service. Women taking the three weeks' course were to be paid 2s. 6d. per week as wages during training. It was also proposed to hold classes for women in thatching, hedge-cutting, bending, and other work approved by the Women's Farm Labour Committee. An offer by Ald. Fitz-Herbert Wright, M.P., to train a limited number of women on his farm for two months had been accepted, the committee to pay the sub-agent £2 for the whole period, a forewoman £1 a week, and the students 15s. a week for food and laundry, together with one return railway fare where necessary, and health insurance charge.

The Chairman said it was unfortunate that farmers seemed to think that women could not be of assistance to them, and that they did not show themselves more anxious to take advantage of what the committee were doing for them. Women were undertaking all sorts of tasks in the ironworks, but apparently it was more difficult to train them for agricultural work than for any other industry.

Mr. J. Brown (director of education) agreed that women seemed reluctant to attend agricultural classes.

Railway News
11/11/16

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WAR BONUS FOR WOMEN.

As recorded in our last issue, a conference recently took place between a Committee of general managers and the National Union of Railwaymen and the Associated Society of Locomotive Engineers and Firemen. The subjects discussed were: The practicability of a sliding scale based on cost of foodstuffs being applied to the war bonus, and the question of extending the bonus to women railway employés.

Addressing a meeting of railwaymen at Aberavon on Sunday last, Mr. J. H. Thomas, M.P., said that a bonus for railway women was being arranged, and he was justified in saying that they had now succeeded in establishing the point that there was a claim for a bonus for women. He believed that before that day week there would be an announcement that the women's claim for a bonus was recognised, and he had the strongest ground for believing that, whatever the settlement might be, it would be restrospective, and date back to the same day as the men got their last bonus.

We understand that this statement is correct, and that practically all the companies now under Government control have agreed to grant a bonus to women. The amount has been fixed at 3s. per week in the case of individuals of eighteen years of age and upwards, and 1s. 6d. per week to those under eighteen years. The precise details of the arrangement have yet to be announced, but it may be taken that other understandings in regard to women railway employés will not be altered in any way.

The present, therefore, is opportune for recalling the history of the entry of women into railway war work and what has happened in connection with that development. Soon after the war commenced it became apparent that the railways would be called upon to release a considerable number of their men for service with the Colours. This led to the appointment of women, who were trained as ticket collectors, carriage cleaners, engine cleaners, etc. This was not done alike by all railway companies. In fact, a recent issue of "The Board of Trade Labour Gazette" directed attention to the differences which exist as between the action of one company and that of another. Whereas one company has a large staff of women ticket collectors and a relatively small staff of women carriage cleaners, another has no women ticket collectors nor porters, but a large number of carriage cleaners. Another with no women engine cleaners or labourers has many ticket collectors. In one respect, however, all companies acted alike. We refer to the fixing of wages for women on a slightly lower basis than for men. In so doing they were acting on well-established lines. The wages of women have never been precisely the same as for men, even when employed on like work. A reason for this was assigned in the report of the Select Committee of 1913 on the wages and conditions of employment of Post Office servants. This was that "the services of women were not as valuable as a whole to the Post Office, because they cannot perform work dealing with heavy weights, and they are not as useful in times of pressure and cannot do night work."

But the war has changed many things, and the substitution of men by women has brought into prominence the old trade union principle of safeguarding the rate of a particular job. Thus, in June, 1915, the President of the National Union of Railwaymen said: "We view the employment of women at less rates than those paid to men in positions where the rates have been the subject of agreements as highly prejudicial, and the protection of the standard wages for these positions is a principle to which we shall tenaciously cling."

Acting on these lines, the National Union of Railwaymen made representations to the railways, and in July last year a conference took place between representatives of the Union and of the companies. It was explained that the meetings had been arranged to afford an opportunity to the representatives of the men to discuss questions which had arisen in regard to the employment of women on the railways. The Union asked for and the companies gave an assurance that the employment of women in capacities in which they had not formerly been employed was an emergency provision arising out of the circumstances created by the war, and would not prejudice in any way any undertaking given by the companies as to the re-employment of men who had joined the Colours. It was also agreed that the employment of women during the war in capacities in which they had not previously been employed was without prejudice to the general question of the employment of women.

To make their claim clear, the representatives of the National Union of Railwaymen intimated that they desired that women employed for the duration of the war should be paid the minimum pay of the post they fill, but did not ask that grade increases as settled by the Conciliation Boards or otherwise should apply.

The outcome of the conference was an arrangement that the pay of women employed in grades in which they were not employed prior to August, 1914, should be, for the duration of the war, the minimum pay of the grade. At the time this understanding was come to a war bonus was being paid to railwaymen, and it was quite understood by all parties that it would not be extended to women employés.

Following the increase of the men's bonus to 5s. per week, however, a number of women applied for the bonus. This was in October, 1915, and certain carriage cleaners employed by the Great Western Railway went so far as to strike in order to force their application. They, however, resumed work unconditionally. But ultimately the parties agreed to submit the matter for decision to the Committee on Production. This was in July last. The Union's claim was that the female employés should receive the war bonus of 5s. per week then being paid to the men. The Company's claim was that in August, 1915, when the war bonus to men was in operation, they arranged with the National Union of Railwaymen to grant considerable increases to women, and it was then agreed that the pay of women employed in grades in which they had not previously been employed should be the minimum pay of the grade. The decision of the Committee on Production was that the claim of the Union for the payment of the war bonus to women had not been established.

Although not argued as such, the Great Western case was a test, the result of which applied to all the companies. Accordingly nothing more was heard of the desire to secure a war bonus for women until recently, when the men's bonus was increased to 10s. per week. There was, of course, something to be said in favour of the claim that that fact called for reconsideration of the women's remuneration. The settlement on the terms set out above is, in our opinion, a fair one. We cannot give a precise estimate of the expenditure involved, but there is no doubt that it will be chargeable as working expenditure in the accounts as between the railways and the Government.

Railway Review
1/12/16

WOMEN'S WAR BONUS.

SETTLEMENT.

The following is a copy of the agreement between the representatives of the N.U.R. and the railway managers with respect to payment of war bonus to railway women workers:—

"Memorandum of Agreement made at a meeting between the Committee of General Managers of Railways and Representatives of the National Union of Railwaymen on November 2nd, 1916.

"Present.—Railway Companies: Messrs. Potter (in the chair), Calthrop, Matheson, Sir H. Walker, Mr. Clower, secretary. M.U.R: Messrs. Bellamy, Thomas, Cramp, Morris, Ellison, Allen.

"The meeting was held for the purpose of considering an application made for an increase in the pay of females employed by the railway companies in the manipulation of traffic.

"The representatives of the National Union of Railwaymen stated that they do not desire to disturb the arrangement entered into in August, 1915, under which it was agreed that the rates of pay of women employed in grades in which they were not employed prior to August, 1914, should, for the duration of the war, be the minimum pay of the grade, but suggested that the present request be met by the granting of a war bonus.

"After discussion, it was agreed that, beginning with the week ending September 16th, 1916, females employed in any of the grades referred to be paid a war bonus as under:—

"If 18 years of age or over, 3s. per week; if under 18 years of age, 1s. 6d. per week. Provided—

"(a) that if an employee is now receiving either a war bonus or a rate of pay in excess of the minimum rate for her grade, the bonus to be given under this agreement shall be such a sum as is necessary to make up the total weekly increase to 3s. for adults and 1s. 6d. to juniors: and

"(b) that the bonus is not to be given to females not wholly occupied in railway duties, such, for instance, as wives or relatives of railway employés living in gatehouses and receiving an acknowledgment for attending to the gates.

The North-Eastern, Great Northern, South-Eastern and Chatham, Barry, Brecon and Merthyr, and Scottish Railway Companies are not parties to this agreement.

For General Managers' Committee:—
F. POTTER, Chairman.
W. CLOWER, Secretary.

For National Union of Railwaymen:—
A. BELLAMY, Vice-Chairman.
J. H. THOMAS, Secretary.

Railway News
11/12/16

RAILWAY WOMEN'S BONUS.

Mr. J. H. Thomas, M.P., addressing a mass meeting of railwaymen at Aberavon on Sunday, said they had never admitted that women on railways were permanently employed, and that was the reason why they were treated as casual labour and received minimum rate. They had no right to quarrel with women merely because work was being performed by women, but what they had got to prevent was women's labour being exploited in order to lower the standard wages of male labour. A bonus for railway women was being arranged, and he was justified in saying that they had now succeeded in establishing the point that there was a claim for a bonus for women. He believed before that day week there would be an announcement stating that the railway women's claims for a war bonus were fully recognised, and he had the strongest ground for believing that whatever the settlement might be it would be retrospective, and date back to the same day as the men got their last bonus. Before the war there were no greater hypocrites than the railwaymen of this country, for while they condemned the unscrupulous attitude of employers, yet they were no worse employers than any others, and the real cause for which they had sought to blame others was at their own doors, due to the apathy, selfishness, and indifference of railwaymen themselves. In regard to the suggested food and wage sliding scale, he had turned the proposal down, first because he did not accept the pre-war standard as being a correct basis to calculate railwaymen's wages. In 1914 railwaymen were in the midst of their national programme, which included an all-round advance and a reduction of hours, and to have accepted the principle on that basis would have been to admit that that basis was a fair standard. They had met again during the past week, and had agreed on joint proposals which did not accept the pre-war standard. These proposals were being submitted to the companies, and, he added, "I hope we will stand together in trying to bring it into operation."

No Name Given.

662.a.

662a/34

WAR BONUS TO IRISH NATIONAL SCHOOL TEACHERS.

MADAM,—May I ask for space in your paper to call attention to the Government proposals regarding Irish National School teachers? These proposals form an instructive comment on the supposed desire of the Government to recognise the value of women's work.

Briefly, the position of Irish female teachers in primary schools is this. They hold certificates equal to those of men: their qualifications have to reach as high a standard as those of men: the latter have to reach a higher standard in mathematics; but, on the other hand, women teachers have to qualify in cookery, laundry, and needlework, and teach these subjects in addition to those required from male teachers. As regards salary and expenditure, the male teacher has a much larger salary than the female. Men principals receive an average salary of £114 a year, women an average of £90; men assistants receive an average of £88 a year, women an average of £74; women teachers commence at £24 a year, men at £28 a year. The average pension given on "compulsory retirement" to men teachers is £56, to women it is £34 odd.

Now consider the undertaking given by the Chancellor of the Exchequer to the deputation from the Irish National Teachers' Association. He promised a grant of 4s. to men teachers in receipt of salaries under £100 a year, and of 3s. a week to all receiving salaries above that amount. Female teachers in receipt of salaries under £100 are to receive a grant of 2s. a week, and those receiving over £100 a grant of 1s. 8d. a week.

These figures require no comment: the flagrant injustice involved has roused a storm of protest. A large and representative meeting, convened by the Belfast National School Teachers' Association, was held in the Ulster Hall, Belfast, on October 26th, at which the following resolution was carried unanimously: "That in view of the important services rendered to the State by the women teachers, we claim that their bonus should not be less than that granted the men teachers. . . . "

It was satisfactory to note the expressions of indignation from the speakers of all parties at the unjust discrimination between men and women. I may quote especially the remark of Mr. Joseph Devlin, M.P., "that he felt women would have to play a larger part in the government of the country in the future than they had done hitherto," and of the ex-Moderator of the Presbyterian Church, that "if this sort of thing is going on we shall all be Suffragists."

DORA MELLONE, Hon. Press Secretary,
Belfast Suffrage Society.

MADAM,—I am requested by my Committee to send you the following resolution passed by the Joint Committee of the Irish Women's Local Government Association:—

> "That this Joint Committee strongly protests against the proposal to give to Irish women teachers a War Bonus half as great as that to be given to men, and desires to support any demand the women teachers may make for equal treatment, in view of the fact that they have to meet the present high cost of living with salaries already smaller than those of the men."

The following Women's Societies were represented: Alexandra College Guild, Church League for Women's Suffrage, Conservative and Unionist Franchise Association, Irish Women's Franchise League, Irish Women's Reform League, Women's National Health Association, World-Wide Christian Temperance Union, United Irishwomen.

EDITH SANDERSON, Hon. Secretary.

No Name Given.

GOVERNMENT CLERICAL WORKERS.

MADAM,—The serious warnings uttered by the Committee reporting on the health of munition workers should, one would think, make all employers of labour do their best in every way to minimise the strain on the health of their employees, brought about by hard work and long hours. One of the ways in which the strain on the health of the worker can be lessened is by giving a generous meal-time allowance during the hours of work. An hour for a mid-day meal and half-an-hour for tea is the minimum which should be allowed, and indeed *is* the minimum under the Factory Acts which the factory owner is compelled to give his workers.

The clerical worker is surely entitled to adequate meal times as much as any other worker, but in many offices but scant time is allowed for lunch or for tea in a day which is often longer than a factory day.

The Government acts with considerable harshness in this respect, and breaks its own laws without compunction. In the sub-recruiting offices in the London area twenty-five minutes only is allowed for a mid-day meal, and even five minutes more taken means deduction of one hour's overtime pay. As the salaries in the Government offices are on a very low scale, deduction of any overtime pay is a serious matter to many workers. In these offices the staffs are composed chiefly of women and girls. But the Government acts in a still worse manner towards the clerical staff at the Headquarters of the London District (Horse Guards). Here the staff, which is composed of elderly civilian men and girls, is penalised for daring to eat at all. No time is allowed for a mid-day meal without deduction of overtime pay. The hours in some of the departments are from 9 to 7.30 or later, and in none are they much less. Tea-time is not allowed, but needless to say the clerks take time for tea, to keep themselves going, though they know still more overtime pay may be deducted at any time.

If the public were aware of the treatment of these workers, many of whom are economically helpless, surely it would be able to raise a sufficiently strong protest to have this wrong put right.

ISABEL BASNETT, Secretary,
Association of Women Clerks and Secretaries.

Irish Independent
16/11/16

Women Teachers.

The Chancellor of the Exchequer announced in the House of Commons on Tuesday that, after consultation with the Chief Secretary, he found that the position of women teachers in Ireland was such as to justify the payment to them of a war bonus at the same rates as in the case of men teachers. On no ground could the differentiation at first made between men and women in regard to the bonus be justified. Under the original arrangement the women teachers would have received only a paltry and almost worthless bonus. Mainly through the vigorous action of the teachers, and, particularly, owing to the strength of the case presented by the women themselves, has the grievance been remedied. In the Press also the claim of the women teachers was strongly supported. By a coincidence which will not surprise anyone who observes the devices of politicians for booming themselves, three Party organs claimed the concession as a success exclusively for Mr. Devlin. His "watchful advocacy" is belauded in the three journals in terms practically identical. We do not desire to disparage the efforts of Mr. Devlin, although he came somewhat late upon the scene, but we do think that some credit is due to the teachers themselves and to those journals which from the very first moment strenuously advocated their cause.

Glasgow Herald
Nov 27, 1916

RAILWAY WOMEN'S BONUS.

RETROSPECTIVE AGREEMENT.

Speaking at a sale of work in aid of the orphan fund of the National Union of Railwaymen, held in the Central Halls, Bath Street, Glasgow, on Saturday afternoon, Mr Albert Bellamy, president of the union, announced that negotiations were now completed with reference to the position of women in regard to the bonus demand of the railway employees. The concession to male employees, it will be remembered, was announced some time ago. Mr Bellamy reported that it had been agreed that a war bonus of 3s per week should be paid to women workers over 18 years of age. Girls under 18 years would receive a bonus of 1s 6d per week. In each case the payment of the bonus would date as from the week ending September 16. As regards the orphan fund, on behalf of which the sale of work was organised, Mr Bellamy pointed out that their liabilities were still heavy. During last quarter 152 additional children came on to the fund, and during the preceding quarter 156 additional children. It would thus be seen, he said, that war conditions were bringing extra burdens on them which they would have to prepare to meet.

Daily Mail
12-1-17

WAR GIRLS' SALARIES.

DEMAND FOR BONUS AND EQUAL PAY WITH MEN.

The girl clerks of the Munitions Department, whose comeliness aroused the envy of other Departments last year, are in revolt over their pay and war bonus. Last night a meeting held at the Fabian Hall, Tothill-street, S.W., showed that the movement had spread to all the other Government Departments and that many thousands of women are concerned.

It was stated by Mr. H. H. Elvin, general secretary of the National Union of Clerks, that the rate for senior women clerks in the Departments is 30s. a week and for senior men 40s. a week. The men receive 4s. a week war bonus and the women 2s. The present demand is for the full bonus to be given to men and women alike and for its payment to be made retrospective as from September 1915, when the first demand was made. The women are also asking for equal pay for equal work with the men.

"There are women in this room," said Mr. Elvin, "who have to teach men their duties but are in receipt of lower salaries than their pupils."

A special committee was appointed to organise the girl clerks and to arrange for the demands being brought before the special Arbitration Tribunal that has been set up.

Reynolds Newspaper
18/2/17

No settlement having been reached concerning the Kirkcaldy textile workers' demand for a rise of 5s. for men and 2s. 6d. for women, a strike is almost inevitable.

Evening News
2.3.17

BOOT AND SHOE TRADE WAGES.

Boot and shoe operatives are asking for a bonus of 15s. weekly for adult males, 7s. 6d. for youths and women, and 3s. 9d., for boys and girls instead of the present war bonus.

Electricity 9.3.17

Accrington.—At a meeting of the Electricity and Tramways Committee on March 1, a letter was read from the Secretary of the Lancashire District Council of the Amalgamated Association of Tramway Workers, making application for the payment of a war bonus of 6s. 6d. per week to females employed as conductors and in the shed. The Committee decided that the question of advance in wages and the payment of war bonus having been referred by the Amalgamated Association of Tramway Workers and this Corporation to the Committee on Production for arbitration, and such Committee having by their award, dated January 3, 1917, expressly decided to make no changes in the wages or war bonus at present being paid to females, this Committee cannot depart from the terms of the award.

Tramway & Railway World
24.3.17

Women Conductors Claim the War Bonus.—The women conductors in fourteen towns in Lancashire and Cheshire have applied for a war bonus of 6s. 6d. a week, the amount recently awarded men employees by the Committee on Production. So far the women have received no favourable response to their application, and they have therefore sent in notices to cease work on April 10. The matter is to be brought to the notice of the Committee on Production.

Electrician
30.3.17

Tramway Women's Wages.—In Lancashire and Cheshire the women tramway workers are demanding an increased war bonus varying from 2s. or 3s. to 6s. 6d. per week, and formal notice has been given of intention to cease work at the end of the month unless the demand is granted by the tramway authorities.

Manchester Guardian
22.3.17

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TRAMWAY WOMEN.

A THREAT TO STRIKE.

Some thousands of women workers, including about eight or nine hundred in Manchester and Salford, are affected by a notice of the Amalgamated Association of Tramway and Vehicle Workers that their labour will be withdrawn at the end of the present month. On February 10 the officials of the Association requested practically all of the tramway authorities in Lancashire and Cheshire to place the women workers on the same terms as the men by increasing their war bonus—which in most cases is either 2s. or 3s. a week—to 6s. 6d. a week. The request was refused, and on March 11 formal notices of the intention of the women to cease work at the end of the month were sent to the authorities concerned. Both the Board of Trade and the Committee on Production have been notified, but so far have made no move beyond a formal acknowledgment of the notification.

In an interview with a representative of the "Manchester Guardian" yesterday Mr. T. Neafsey, president of the Amalgamated Association, said that nobody regretted the present position more than the officials of the Association, but they had done all they could to induce the local authorities to carry out the promises they made when the Association agreed to women being employed on the tramcars and in the depots and had failed. "It is unfortunate," he continued, that instead of being run by corporation committees our tramway undertakings are left to the control of a federation of managers and chairmen who are acting together in these matters. The refusals we have had have been couched in similar terms. This federation is of quite recent establishment. We have no objection to dealing with such a federation, of course, but much trouble might be saved if they would adopt our suggestion to establish a wages board, consisting of delegates from both sides, to which all disputes could be referred.

The Same Terms as Men.

"The reason for the application," Mr. Neafsey continued, "is that the most definite promise was given that the women should be placed on terms identical with those of the men. By making the women wait twelve months before getting the first advance under the sliding scale the tramway authorities have been saving money, for the men who have gone to the war would have been getting maximum rates. There is no reason why the men should be receiving a 6s. 6d. war bonus and the women substantially less for the same work. As compared with before the war the work is heavier, for owing to the shortness of labour the cars are more loaded and the takings per car mile are greater."

The attitude of the tramway authorities appears to be that since the Committee on Production considered the application in January and decided to make no change no new circumstances have arisen to justify an increase in the bonus to women.

Electrical Review
13.4.17

Lancashire.—FEMALE EMPLOYES AND BONUS.—Considerable interest will attach to the forthcoming decision of the Committee on Production, concerning the application made on behalf of the female tramway employés for a 6s. 6d. war bonus to 14 Lancashire and Cheshire undertakings. The application was made on the grounds that where women were doing men's work they should be paid men's wages, and that the increased cost of living had made the bonus necessary. On behalf of the authorities it was pointed out that the average wage paid to tramway women was considerably higher than the average rate for women operatives; that many of the women were in receipt of separation allowances, and that if the bonus was granted, the cost would fall on the rates.

Railway News
14-4-17

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horses and tractors for the use of the armies, the loading and unloading of trucks has become much slower, and great congestion has resulted at the stations and on the lines. A further interesting factor is that "not every substitute metal has been able to resist the effects of the long spell of cold weather." The expenditure in connection with the renewal and repair of the rolling stock, which before the war had averaged £11,800,000, rose to £13,400,000 in 1914, £13,450,000 in 1915, £15,350,000 in 1916, and is estimated to reach £21,450,000 in 1917. In 1914, 1,260 new engines had to be acquired: in 1915, 1,711; in 1916, 1,658; and for 1917, 1,854 have been ordered, together with 21,000 trucks. The intention of the Prussian Railway Administration to abolish the first class has called forth an emphatic protest in the Upper House of the Diet, where Count Mirbach used the following characteristic arguments: "Such a measure will be a heavy blow for many people, who would find it extremely disagreeable to travel if they had no first class. Nor is it in the interests of the railway that the rich and the well-to-do should travel by motor car even more than they used to."

RAILWAY EMPLOYES' WAGES: THE NEW AGREEMENT.

An agreement was on 12 April come to between the Railway Executive Committee and the various trade unions representative of railwaymen, under which the war bonus granted to male employés of eighteen years of age and upwards is to be increased from 10s. to 15s. per week, and from 5s. to 7s. 6d. per week in the case of lads. The terms of the agreement are as follows:—

(a) That the war bonus now paid by the railway companies under agreements in September last shall be increased as follows: Employés, eighteen years of age and upwards, 5s. per week additional war bonus; employés under eighteen (except boys engaged since 1 January, 1915, at rates of pay which exceed by 7s. 6d. or more rates usually paid to boys occupying positions similar to those in which such newly-engaged boys are working), 2s. 6d. per week, provided that the weekly amount of any increase in the rates of wages or bonus which may have been given to any grade of employé on any railway by any arbitration since the agreement of September last was concluded, shall be treated as part of the additional war bonus now agreed to be given.

(b) That the war bonus paid to female employés under the agreement made in November last shall be increased if eighteen years of age or over, by 2s. 6d. per week; under eighteen years of age, 1s. 3d. per week, provided that the war bonus is not to be given to females not wholly occupied in railway duties such as wives or relatives of railway employés in gatehouse and receiving an acknowledgment for attending to the gate.

(c) That an employé working on Sunday and having been available for duty on the previous six week days shall receive for each Sunday turn an allowance of one-sixth of the amount of addition to the weekly bonus under this settlement.

(d) That the first payment of the revised bonus shall be in respect of the week commencing 9 April, 1917.

(e) That the truce entered into between the General Managers Committee and representatives of Trade Unions, 1 October, 1914, continue in force.

THE SECOND AGREEMENT.

The parties to the second agreement were the Railway Executive Committee and representatives of the Railway Shops' Organisation, the Committee of Crafts Unions, and the National Union of Railwaymen. The terms of the agreement were that the war bonus now granted shop employés be increased in the case of male employés of eighteen and upwards by 5s. per week; under eighteen, 2s. 6d. Female employés, eighteen and upwards, 2s. 6d.; under eighteen, 1s. 3d. per week. That the war bonus be not paid in any shop employés who are in receipt of recognised list rates of wages and who may benefit under the terms of the award issued by the Committee on Production on 1 March last, upon an application made to them by the engineering and foundry trades. The first payment of revised bonus to be in respect of week commencing 9 April.

This settlement was arrived at as the result of an adjourned conference held at St. Pancras Hotel on 12 April, and following upon conferences which took place last week. The Railway Executive Committee were represented by Sir Herbert Walker, K.C.B. (Acting Chairman of the Railway Executive Committee, and general manager of the London and South-Western Railway), Mr. Frank Potter (general manager of the Great Western Railway), Mr. I. T. Williams (acting general manager of the London and North-Western Railway), Mr. Tatlow (acting general manager of the Midland Railway), Mr. Matheson (general manager of the Caledonian Railway), and Mr. A. Watson (superintendent of the line of the Lancashire and Yorkshire Railway). As on former occasions, Mr. W. Clower acted as secretary. The trade unions with which the agreement was made were the National Union of Railwaymen and the Associated Society of Locomotive Engineers and Firemen. In the present case, however, a second agreement has been entered into as the result of direct negotiations between the Railway Executive Committee and representatives of the Railway Shops Organisation Committee of Craft Unions and the National Union of Railwaymen. This has reference to workshop employés, and provides for the payment of a corresponding increase in the war bonus to that granted to railwaymen proper.

It will be seen, therefore, that the new agreements are of very wide application. In fact, practically the only sections of the employés who are not specifically dealt with are clerks and supervisory grades, to whom, however, we have no doubt the bonus will be voluntarily extended. The addition to the railway wages bill will be not less than £6,000,000 per annum, making with the war bonus already granted an increase of not less than £18,000,000 per annum as compared with the year 1913. It has been officially stated that the Railway Executive Committee undertook the negotiations at the request and on behalf of the Government, and, therefore, the expense involved will be included in the railway companies' working expenditure as a charge to be borne by the Government.

THE 1915 BONUSES.

It will be recalled that the first war bonus was granted in February, 1915, to male employés of eighteen years of age and upwards, and was at the rate 3s. per week in the case of men whose wages were less than 30s. per week, and 2s. per week to those whose wages were 30s. or more per week. In June, 1915, a war bonus of 1s. 6d. per week was granted to lads. In October, 1915, the bonus to male employés of eighteen years of age and over was increased to 5s. per week, and to 2s. 6d. per week in the case of lads, whilst in September last it was advanced to 10s. per week in the case of men, and to 5s. per week in that of lads. These amounts were granted to employés embraced in the Conciliation Scheme, i.e., those concerned in the manipulation of traffic.

THE CRAFT UNIONS.

As regards the Craft Unions, it is understood that, with certain exceptions, the first war bonus was very generally extended to railway shopmen, but was subsequently converted into an advance of wages, the amount ultimately fixed either voluntarily or by reference to the Committee on Production being 4s. per week and 12½ per cent. on piece work prices. In September last, however, when the war bonus to railwaymen was increased from 5s. to 10s. per week, a war bonus of 5s. was also granted to the workshop staff, and, as already stated, the Craft Unions, through the medium of the Railway Shops Organisation Committee, have now negotiated with the Railway Executive Committee, and will participate in the further extension. The general position of the Craft Unions is that men of eighteen years of age and upwards will now receive a war bonus of 10s. per week, in addition to the 4s. advance of wages and corresponding increase of piece work prices referred to above.

It may be of interest to place on record a statement of the Craft Unions who are parties to the Railway Shops Organisation Committee, and,

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therefore, to the new agreement with the Railway Executive Committee, as well as those who are parties to the agreement with the Engineering Employers Federation and the recent award of the Committee on Production, to which we referred in our last issue. The particulars are as follows:—

TRADE UNIONS INCLUDED IN RAILWAY SHOPS' ORGANISATION COMMITTEE OF CRAFT UNIONS.

Name.	No. of Members, December, 1913.
Amalgamated Society of Engineers	161,055
Steam Engine Makers' Society	16,000
United Machine Workers' Association	9,944
United Kingdom Society of Amalgamated Smiths and Strikers	7,765
United Journeyman Brassfounders, Turners, Fitters, etc., Association	5,933
National Brass Workers and Metal Mechanics ...	12,947
Electrical Trades Union	7,272
Associated Blacksmiths' and Ironworkers' Society ...	7,903
Society of Amalgamated Toolmakers	11,488
United Patternmakers' Association	8,477
Friendly Society of Ironfounders	26,279
Amalgamated Machine, Engine, and Iron Grinders' and Glaziers' Society	752
Operative Stonemasons	11,204
Scottish Painters	5,592
Ship Constructors and Shipwrights	26,719
Amalgamated Farriers	2,347
Amalgamated Furnishing Trades	15,707
United Kingdom Coachmakers	12,377
Boilermakers and Iron Shipbuilders	66,288
Amalgamated Carpenters and Joiners	80,927
Amalgamated Painters	30,158
Sheet Metal Workers	2,351
Amalgamated Wood-cutting Machinists	8,625
Railway Vehicle Builders	3,248
British Steel Smelters	34,795
Associated Plumbers	12,923
Saddlers and General Leather Workers	733
Amalgamated Moulders	
Locomotive Engineers and Firemen	52,200
Amalgamated Cabinetmakers	3,137
General Union of Carpenters and Joiners	8,733
West of Scotland Brass Turners	
Total	640,449

TRADE UNIONS PARTIES TO THE AWARD OF THE COMMITTEE ON PRODUCTION OF MARCH, 1917, IN THE CASE OF THE ENGINEERING AND FOUNDRY TRADES.

Name.	No. of Members, December, 1913.
Amalgamated Society of Engineers	161,055
Steam Engine Makers' Society	16,000
United Machine Workers' Association	9,944
United Kingdom Society of Amalgamated Smiths and Strikers	7,765
United Journeyman Brassfounders, Turners, Fitters, etc., Association	5,933
National Brass Workers and Metal Mechanics ...	12,947
Electrical Trades Union	7,272
Associated Blacksmiths' and Ironworkers' Society ...	7,903
Society of Amalgamated Toolmakers	11,488
United Patternmakers' Association	8,477
Scientific Instrument Makers' Society	1,902
Friendly Society of Ironfounders	26,279
Amalgamated Society of Core-makers	2,527
Iron, Steel, and Metal Dressers' Trade Society ...	1,990
Amalgamated Machine, Engine, and Iron Grinders and Glaziers' Society	752
National Amalgamated Union of Enginemen, Firemen, Mechanics, Motormen, and Electrical Workers ...	16,209
Dock, Wharf, Riverside, and General Workers' Union	51,755
National Amalgamated Union of Labour	60,003
National Union of General Workers	
Workers' Union	91,000
Total	501,861

FEMALE EMPLOYES.

It will be noted that the new agreement grants to female employés an increase in the war bonus of 2s 6d. in the case of women of eighteen years of age and upwards, and one-half that amount to girls under eighteen years of age, provided that the war bonus will not be given to women who are not wholly occupied in railway duties. To make the matter clear, it is necessary to recall that when women began to be employed by the railway companies, in order to release men for service with the Colours, the trade unions pressed for an understanding as to the rate of wages they were to receive, the result of meetings held in July and August, 1915, a memorandum was placed on record setting out that an assurance was asked for, and given, that the employment of women in capacities in which they had not formerly been employed was an emergency provision arising out of the circumstances created by the war, and would not prejudice in any way any undertaking given by the railway companies as to the re-employment of men who had joined the Colours on the conclusion of the war, the pay of women employed in grades in which they were not engaged prior to August, 1914, to be the minimum pay of the grade. Although not specifically stated, it was understood that women would not be granted the war bonus. Last year, however, application agreement was arrived at in November, 1916, providing for the payment of a war bonus to female employés in grades in which they were not employed prior to August, 1914, of 3s. per week in the case of women of eighteen years of age and over, and 1s. 6d. per week to those under eighteen years of age, with a proviso that if an employé had already received either a war bonus or an increase of wages which raised her rate of pay to an amount in excess of the minimum rate for her grade, the war bonus was to be such a sum as was necessary to make up the total weekly increase of 3s. for adults and 1s. 6d. for juniors. The women, therefore, will now receive 5s. 6d. per week and the juniors 2s. 9d. per week.

SUNDAY DUTY.

A clause in the agreement with the National Union of Railwaymen and the Associated Society of Locomotive Engineers and Firemen which will be noted with some interest is that which provides that an employé who works on Sunday and who has been available for duty on the previous six week days shall receive for such Sunday duty an allowance of one-sixth the amount of the addition made to the weekly bonus under the settlement. In other words, men who qualify for the full bonus during the week and who work on Sunday will be paid an additional sum of 10d.

We understand that this represents a compromise between the negotiating parties upon an application that men who work on Sunday should receive pro rata payment of the war bonus. Any such arrangement, however, would be at variance with the whole basis on which the war bonus has been granted, viz., that it has been conceded to all men alike to enable them to meet the increased cost of living, and is not proportionate either to their weekly rate of wages or to any variation between the different grades in the standard hours of duty.

"TRUCE" AGREEMENT.

The "truce" agreement entered into at the meeting between the General Managers' Committee and representatives of the National Union of Railwaymen and the Associated Society of Locomotive Engineers and Firemen on 1 October, 1914, is to continue in force. This "truce" provides that, notwithstanding the notice to determine the Conciliation Scheme, it was to remain in operation, and that the men's side of the Boards on each of the several railway companies should continue to act. Further, that all existing contracts and conditions of service were to remain in operation, and that no agreements should be made by the companies either with deputations or Conciliation Boards during the suspensory period.

As in the case of the last agreement, there is no clause as to the duration of the settlement. No doubt this is the result of the experience of the railway companies in regard to the non-observance of the pledge given by the trade unions in October, 1915, when they undertook not to present any fresh demands for an increase of bonus or wages, nor to give countenance or support either to a demand on the part of any of their members to reopen the settlement or to any strike that might be entered into in furtherance of such a demand.

MR. J. H. THOMAS' VIEWS.

Mr. J. H. Thomas, M.P., who left a sick bed to attend the conference, said after the proceedings, "While it is true that we did not secure all we asked, it is true to say that, in my judgment, it is a good settlement, and one which I have no hesitation in feeling will be accepted by the men. My message to the railwaymen is, 'accept the position, as I am sure you will, and continue to keep in mind, as you have done all through, the good work you are doing in the national interest.'"

Tramway & Railway World
14-4-17

LANCASHIRE WOMEN'S DEMAND.

Deputations representing the Lancashire Tramway authorities and the Amalgamated Association of Tramway and Vehicle Workers attended before the Committee on Production on April 3, in reference to the demand of the Lancashire women tramway workers for a war bonus of 6s. 6d. per week, which has been awarded to the men and is to be included in any further advance or war bonus granted to the men. The matter was submitted to arbitration last December, and the Committee on Production then awarded the men 6s. 6d., but decided that the women's wages should remain as they were. The women are receiving the same wages as the men, with the exception of a war bonus, and the average for twelve months' service is 30s. a week. They are practically all conductors and cleaners, only four being drivers. The committee consisted of Sir George Gibb, Sir George Askwith, and Sir David Harrel, and in re-opening the question they exercised their power under the Munitions Act. The application was opposed by representatives of tramway committees or companies from the following towns:—Accrington, Ashton, Bolton, Bury, Birkenhead, Manchester, Oldham, Oldham, Ashton, and Hyde Tramway Companies, Preston, Rochdale, Salford, Stockport, Stalybridge, Hyde, Moseley, and Dukinfield Joint Board, Warrington, and Wigan. Mr. Jeeves, barrister, appeared for the Corporations not represented. Officials of the union represented the employees. In opposing the application Mr. Jeeves said, that the women were in an entirely different position from the men, who were practically all married and had far more responsibility. It was imperative for the undertakings to resist the demand, as they were already in a difficult position owing to the cost of the war allowances to dependents, the increased cost of materials, and the Board of Trade prohibition of increasing fares above a penny a mile. If the bonus was granted the cost would fall upon the rates. The Committee reserved their decision, which will be announced next week.

For the women the contention was advanced that they were doing the work of men and should receive equal pay, and that owing to the increased cost of living the bonus is necessary for their maintenance.

Electrician
20-4-17

Women Tramway Workers' Bonus.—The Committee on Production has awarded a war bonus of 3s. 6d. a week to the women tramway workers employed by Lancashire and Cheshire Corporations and private tramway companies as conductors, trolley girls and cleaners, but those under 18 years of age only get 2s. a week.

The Manchester and Salford conductors had already been granted a war bonus of 2s. and the trolley girls of 1s., and the demand made by the workers' organisation was for a war bonus of 6s. 6d., which would place the women workers on the same rates as men. The Blackburn Corporation is the only Lancashire authority to give a war bonus of 6s. 6d. to men and women tramway workers.

There are between 4,000 and 5,000 workers concerned, and the towns involved in the award are as follows: Manchester, Salford, Rochdale, Oldham, Stalybridge Accrington, Ashton-under-Lyne, Birkenhead, Bolton, Bury, Hyde, Preston, Mossley, Dukinfield, Stockport, Warrington and Wigan. The award operates from the beginning of the first full pay week after March 12.

Tramway & Railway World
21-4-17

Women Drivers; Two Grades for Conductors.—In reporting to Newport Corporation on the unjustifiable strike of many of the tramways employees against women drivers, Councillor J. Moxon, chairman of the Tramways Committee, stated that the undertaking was still short of motormen although the manager had advertised far and near for discharged soldiers. Nothing like a sufficient number could be obtained and they would have to consider the question of the further employment of women drivers. The Ministry of Munitions had complained of the employees losing time and not conveying the war workers to the factories in time. The committee had now received further instructions from the Ministry of Munitions to further dilute labour by the employment of women. It had been suggested to them that women should now be classed into two grades, and they hoped by giving higher wages to get efficient women conductors and get rid of those who were inefficient. The council adopted the report. At Blackpool the Tramways committee have hitherto been opposed to women drivers, but in view of the departure of motormen for the army they have agreed to Mr. C. Furness, the general manager, training a number of women at once, in order to deal with the increased tramway traffic required in the summer. There is no lack of applicants.

Tramway & Railway World 21-4-17

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BONUS AWARDED TO TRAMWAY WOMEN.

As a result of the rehearing of the application of the women tramway employees of Lancashire and Cheshire to be granted the war bonus of 6s. 6d. per week allowed to the men, the Committee on Production issued on April 13 the appended award: "From the beginning of the first full pay week after March 12, 1917, such further increase shall be given as will bring the advance already given since the outbreak of war, whether by way of permanent increase of wages, or war rate, or war bonus, up to 3s. 6d. per week in the case of women of 18 years of age and over, and to 2s. per week in the case of girls under 18 years of age, such further advance to be regarded as war bonus and recognised as due to and dependent on the existence of the abnormal conditions now prevailing in consequence of the war."

The Manchester and Salford conductors having already received 2s., and trolley girls 1s., will be entitled to an extra 1s. 6d. or 1s. according to their grade.

The towns affected by the award are Manchester, Salford, Rochdale, Oldham, Stalybridge, Accrington, Ashton-under-Lyne, Birkenhead, Bolton, Bury, Hyde, Preston, Mossley, Dukinfield, Stockport, Warrington, and Wigan.

John Bull
5-5-17

Without question, some of the women war workers are badly treated. The matter has been raised by us before, and a factory near Sheffield provides another illustration. If a woman loses one day's work here, they stop on the next pay-day all her overtime and war bonus, "to the tune of sometimes 12s." It goes without saying that, in similar circumstances, men would not stand that sort of treatment—if the firm tried it on with them, the whole factory would stop pretty soon.

Yorkshire Observer
30-6-17.

The Halifax Town Council will be asked on Wednesday by a special committee to increase the war bonus of all female employees of the Corporation, other than those engaged in the education, tramways, and health departments, from 2s. to 4s. per week as from April 1 last.

Liverpool Evening Express. 22-12-16

BIG WAR BONUS SCHEME.

SLIDING SCALE ON THE COST OF LIVING.

A war bonus agreement which, as an example, may have far-reaching effects in the present changing phases of industrialism was reached yesterday in Manchester.

By the agreement the war bonuses of approximately 60,000 miscellaneous workers in Lancashire, Cheshire, and Derbyshire will in future be regulated on a sliding scale reviewed every three months according to the Board of Trade figures as to the cost of living. It is the first attempt on a large scale to adopt a scientific method of regulating wages according to the cost of living.

Briefly, the scheme is that when the Board of Trade figure for the increased cost of living is 75 per cent. (which was the figure when negotiations began) the war grant for all males of 18 years and upwards shall be 4d. per hour, for females 18 and upwards 2½d., for males and females of 16 and under 18 2d., and for workers under 16 1½d. Every three months a joint committee will meet, and on the basis of the last published figure of the Board of Trade will alter the rate of war grant in proportion to the rise or fall. An exact schedule of variations based on rises and falls of 1 per cent. has been prepared, and by this means both employers and workers will be able to reckon their new scale of war wages as altered at each quarterly review.

The agreement remains in force for a period of twelve months (or until the declaration of peace if that event takes place earlier) and is terminable by three months' notice from either side. It embraces practically all classes of workers in the industry except mechanics and others engaged in the maintenance and repair of plant, machine printers, etc., whose war earnings are already fixed under agreement.

Yorkshire Observer
21-9-17.

BRADFORD CORPORATION WOMEN EMPLOYEES' BONUS.

An application from 1,400 women employees has been presented to the committees of the various departments of the Bradford City Council asking for an early revision of the scale of bonus at present being paid to them, and that the present and any future scale of bonus operating for men shall apply equally to women. Facts and figures in support of this have also been submitted.

A deputation of women from the Council of Municipal Women Employees waited on the Bradford and District Trades and Labour Council last night to ask for their support. It was urged that the cost of living was the same for women as for men, and yet the women only got a 6s. bonus while the men got 12s. The Council unanimously decided to support the application.

Leicester Post
24.-9.-17.

WAR BONUS AND ALLOWANCES.

Women Tram Conductors & Engineers

The Special Committee of the Council appointed to go into the question will report that after laying all the circumstances before Sir George Askwith and obtaining from him a letter with reference to the war bonus to be paid to women conductors in the employ of the Leicester Town Council, they are of opinion there is no alternative but to pay women conductors the war bonus at the rate of 12s. per week, the same as the men. The increased cost involved in the payment of the additional 2s. a week to the women conductors is estimated at £1,128 per annum.

An award having been made by the Committee on Production that men employed in engineering and foundry trades shall receive 3s. a week advance from August 1st to assist in meeting the increased cost of living, applications have been made by Corporation workmen in these employments for the further advance on the award, and the committee recommend that the addition be allowed. The estimated annual cost in respect of 174 men in the Sanitary, Gas, War and Tramways Departments is £1,357 4s.

Engineer 21-12-17

BONUSES, on account of the increased cost of living in France, at the rate of 1f. per day, have been granted to female workers earning less than 9f., and 50 centimes per day for female workers earning from 9f. to 12f. daily. Specially skilled workers wili receive a minimum wage of 70 centimes per hour. The wages of specialised female workers, which had not previously formed the subject of a special scale, have now been laid down, and will be, broadly, the same as those of men equally skilled. Male workers earning less than 10f. aer day will have a bonus of 1.50f. per day to cover increased cost of living. This bonus will be 1f. per day for workers earning from 10f. to 12f. daily, and 50 centimes for those earning from 12f. to 15f. This ministerial decision secures, for the lowest paid workmen, a wage of 9f. 50 centimes per day, and for female workers of the same category 7.50f. per day the day covering 10 hours in each case. The award is to date from 1st September last, and holds till April 30th next.

WAGES IN THE HARNESS FURNITURE TRADE.

Application for a Ten per Cent. Increase.

AND "TIME AND A QUARTER" FOR OVERTIME.

Local Union's Annual Meeting.

At the annual meeting of the Harness and Saddlery Furniture Trades Association, held at the Co-operative Hall on Tuesday evening, it was decided that application should be made for a 10 per cent. increase in wages and for time and quarter pay for overtime.

The President (Mr. W. Duck) occupied the chair, supported by Mr. J. Taylor, of Dudley (secretary of the Midland Counties Trades Federation), Mrs. A. Lowin, of London (Women Workers' Federation), Messrs. C. J. Wright (secretary), W. Thornley and H. Newby (auditors), W. Bentley, J. Matthews, Kirby, Purcock, and others.

A SOUND POSITION.

The Chairman said that when they started the union five years ago, they were pooh-poohed, and it was prophesied that the association would die a natural death in a short time, but at the present time they were not only still alive, but in a sound position. They had met with success all along the line, and the workers in the trade were better off than they had ever been. To cite only one instance, it was well known that the spring hook makers had for years been working for very low wages. About eight months ago, however, they were organised and joined the society, with the result that to-day they were enjoying a 20 per cent. increase in their wages. Such success fully justified the society's existence, and other instances could be given of the good work accomplished. Through their efforts the polishing shops had been made better and brighter, and fans had been provided to give proper ventilation. It behoved all the men, and especially the younger ones, to take an interest in the society. (Hear, hear.)

Numerical and Financial Progress.

The Secretary presented his annual report, which stated:—

"Both in members and finance there has been great headway made during the year, the members themselves having, on the whole, taken a greater interest in their society, an improvement which it is hoped will be continued during the coming year, thus strengthening the hands of our officials in the work which they are doing on your behalf. If we take a brief survey of the work done, and improvements brought about, both in wages and conditions, during the year, one finds it very difficult to understand how any sensible-minded man can remain outside the ranks of the trade union movement. As is well known, we opened the year in a struggle that was unique in the history of trade unionism in the Midlands. Happily, this struggle was brought to a close in the second week of the year, after lasting forty-three weeks, during which time the society stood close to the men as the men stood close to the society, backed up by the whole of its members. There have been several other struggles during the year, when we have been compelled to withdraw our men and advise them to cease work in order to obtain what was considered just on their behalf, same only lasting a matter of a few days, and in no case extending over a week, but in every case ending in the demands of the men being met. I very much regret that in one instance, after we had had considerable trouble and work in organising the men employed at one of the firms, and gaining for them an increase of 10 per cent. on their wages, that they should be so careless of

lines. Our advice to our members over twenty-one years of age is that they should refuse to work with any fresh hands brought into their shops under this rate. We have had during the year a considerable number of our old members come back again into the trade and the society, who have been charged various amounts as re-entrance fees ranging from five shillings up to as much as fifty shillings, according to what was considered warranted, taking into account each individual case on its merits. Another item of interest during the year was the conference of the Midland Counties Trades Federations, and while I am dealing with this I must take this opportunity of again expressing the thanks of myself and committee for the very able help and advice which we always seem to look forward to on any matter we have to decide, and up to now have never done so in vain. This especially applies to the Secretary, Mr. John Taylor, J.P., who I know has very often, at great sacrifice and trouble to himself, put himself at our disposal.

Workers and the War.

Referring to the war, the report stated: "England never was engaged in a more just struggle, and while we are trade unionists we must also remember we are Britishers, a fact that some of the capitalist and financing classes appear to have overlooked. I look upon the struggle as a fight against militarism, and, while our union has kept loyally to their pledges on the matter, I am afraid some of the so-called upper classes have not, but are seeking to make profit out of the workers by increasing the cost of the necessities of life. There can be no one-sided truce of this character, and unless the Government immediately take some drastic measures in order to right this evil, then I for one, say that the workers have only one course open to them—that is to demand an increase on their wages equivalent to the increased cost of living. As workers, we are prepared to bear our share of the cost of the war, but for the life of me I cannot see why we should bear the share of the capitalist, who would have the most to lose should we fail to come out victorious. Further, we can look with pleasure on the stand trade unionists have made on behalf of just pensions to our soldiers and sailors, who are doing their duty so well, and their dependents—never was such just treatment as is now recognised, solely brought about by the workers of this country on behalf of their own class themselves.

One Hundred Members with the Colours.

"We are proud of the noble sacrifices being made by the workers in this fight, which includes in their ranks a matter of 100 of our members. Your committee have decided that the contributions of [illegible] members shall be paid while [illegible] with the colours, which means that in case any of them should be laid low their dependents will be paid the benefits due to them; and if they return, which we hope they will, they will be enabled to resume their places in our ranks in the same position as when they went away. Again, your committee and officials have been in constant touch with the officials of all the other unions in the district, who are gradually being brought closer together under the auspices of the Walsall Trades Council, who must be given praise for the work which they are doing on behalf of the working classes generally, together with the Workers' War Committee. In conclusion, may I be allowed to refer to the insurance section of the Midland Counties Trades Federation, who, if not already, very soon will, I hope become an approved society itself. I think that our members will agree that their interests in this direction is a matter in which the trade union movement can render them a lot of assistance, in seeing that they have all and every benefit it is possible for them to obtain from it. At present the majority of our members are taking their benefits through their union, and we think that this could be greatly extended."

Balance of £400.

The statement of accounts showed that the income amounted to £1,200 6s. 6½d., made up as follows:—From Members: Entrance fees, £104 5s. 6d.; contributions, £987 6s. 0d.; levies, £11 13s. 0d.; fines, £2 1s. 0d. Received from other Societies [illegible]

when the war was

An Appeal to Workers.

Mr. Taylor said the workers probably would not mind whether it was a war bonus or not so long as they got it. The committee had considered this question of an advance, and, seeing that in other trades increases of wages had been obtained in consequence of the excessively high cost of living, they believed that similar concessions should be obtained for those in the harness furniture trade. The advance would cover all sections of the trade except spring hook makers, who recently had a 20 per cent. increase. As regarded the higher rate for overtime, that matter had never before been considered in their industry, and it was difficult to see why they should not enjoy the same privilege as those in other trades in which no greater skill was required. Fifty-four hours a week should be the limit for ordinary time. In other trades time and a half was paid for Sunday work, and he considered that those who worked on Saturday afternoons were entitled to the same consideration. If this application were successful, he hoped the men would give no cause for complaints by losing time. One of the reasons urged against advances of wages was that some men who were earning more money than usual neglected their work through drink. That, he knew, only applied to a few—the majority were sober, and took care of the money they earned—but, unfortunately, it was the few who brought condemnation on the others, and made it difficult to obtain the benefits to which they were entitled. "I ask you to see to it that there shall be

women would be taking work formerly done by men. There were instances of that in Walsall to-day, and the women got about a third of the price that had been paid to the men. That was the fault of the men, who, while having an organisation of their own, had never troubled about the women. The resolution was carried unanimously.

Election of Officers.

The following were elected as officers for the ensuing year:—President, Mr. Duck; vice-president, Mr. Bentley; treasurer, Mr. Wilkes; secretary, Mr. Wright; money steward, Mr. W. Scott; auditor, Mr. Newby; trustee, Mr. Kirby.

Medals to Workers.

The Chairman said he had been asked to suggest to the Secretary that he should make an application, on behalf of the men engaged in Government work, for the medals which were to be distributed.

Fliers' Wages.

In reply to Mr. Matthews, the Secretary said that an application had been made to Mr. Eglington to bring the wages of fliers up to the standard. He had stated that he could not agree to that, but he was willing to refer the matter to the Employers' Association, a course to which the workers' representatives had agreed. Mr. Eglington had raised the wages of his polishers to, and in some instances above, the standard, but so far he had not taken a similar course with regard to the fliers. They had written to the Secretary of the Employers' Association, but as yet no arrange a conference, but as soon as they replied. An application would also be made on behalf of the piece-workers.

The meeting concluded with a vote of [illegible] the Chairman.

their own interests as to allow their membership to lapse, and, while wishing them no harm, I am sadly afraid their loss will be greater than ours.

Twenty per Cent. Increase for Spring Hook Makers.

"Another matter for congratulation is the spring hook trade, which, for some considerable time, has been in a sad state of disorganisation. Efforts were made to bring them together, which were successful, and, upon the men becoming full financial members, an application for an increase in their wages was made, and, after a series of negotiations with the employers in their trade, we were successful in gaining for them an increase of 20 per cent. on present wages, commencing with a 10 per cent. on November 30, 1914, with a definite agreement for a further 10 per cent. on March 1, 1915. Thus, in a few months, by combination, we have accomplished what the men themselves, acting individually, could not accomplish for twenty years, during which time their wages have been going down. There are several other gratifying features of the year's work, such as price lists being arranged for filing and polishing military bits, spurs, and stirrups, to which has been added 10 per cent., and also military hame forging, filing and polishing; and, although we have not secured all that we thought we were entitled to, it must be admitted that they have been a big improvement on what has been paid in the trade generally. Again, efforts have been made to bring up the lower-paid men, taking as a minimum 6d. per hour plus 10 per cent., as the rock bottom price which a man should work for. At one firm alone this meant an increase on the average wages of forty men of 4s. 6d. per week each. At the time of writing, negotiations are in progress with another firm on the same

ties: Strike-pay, Midland Counties Trades Federation, £5 5s.; grants, re Withers' strike, £27 12s. 9d.; Loan to Insurance Committee returned, £30; Insurance Committee (for rent, gas, and other expenses), £9 17s. 11d.; Lockmakers' Society, re out-of-work pay, £2 0s. 6d.; cash in hand January 1, 1914, £27 16s. 3d.; bank interest, 18s. 1d. The expenditure was as follows:—Strike pay, £60 3s. 6d.; out-of-work pay, £62 1s. 3d.; deaths, £16 10s.; special grants, £21 15s.; payments to other societies (including £182 14s. 7d. to Midland Counties Trades Federation), £193 15s. 1d.; management expenses (including £112 10s. secretary's salary and £78 12s. 11d. shop collectors' salaries), £255 4s. 3½d.; printing, stationery, and postages, £45 7s. 7d.; meetings, deputations, and conferences, £137 8s. 4½d.; sundry expenses, £12 15s. 5d.; total £805 0s. 6d. The balance at the end of the year was £401 6s. 0½d.

Minimum of Sixpence an Hour.

A member, referring to the suggestion that 6d. an hour should be the minimum for fresh hands over twenty-one years of age, said that at the present time some were working at from 4d. to 5½d. an hour.

The Secretary said that efforts to fix the minimum were proceeding, by dealing with each particular.

Another member asked whether the committee considered sixpence an hour was sufficient.

The Secretary replied that they did not, but for years a majority of the men had been working for considerably less, and the sixpence was agreed upon as a basis to start with. When that was recognised, they could make an effort to raise the minimum to 7d. and 8d. an hour.

A Member: Sixpence an hour is not a living wage at the present time; why not go in for 7d. at once?

The Secretary said it was a matter for the members, but if some could not yet get sixpence, what was the use of demanding sevenpence.

The Chairman: We must learn to walk before we can run.

Military Work for other Countries.

"We are doing tons of military work, and it is not for the British Government," remarked another member of the audience, who suggested that price lists should be fixed for other countries. "You know what they say," he added; "Tariff Reform—tax the foreigner."

The Secretary said that meetings had been held in this connection with a view to the drafting of a price list to cover every country so far as the stirrup trade was concerned. When that had been done, a similar course would be taken with regard to other sections of the trade.

After considerable criticism with regard to items in the statement of accounts, the report was adopted on the proposition of Mr. Purcock, seconded by Mr. Williams.

Ten per Cent. Advance.

Mr. Matthews proposed a resolution instructing the committee "to make an immediate application for a 10 per cent. advance on present wages and for time and a quarter for overtime." He said it must be admitted that the demand for such an increase was a reasonable one; indeed, was not really sufficient to meet the increased prices they had to pay for food and other necessaries. Referring to discontent among workers, the speaker said this was created by capitalists and those who formed "rings" in wheat and other commodities needed by the workers. But for such people, the workers would be more contented and have better wages.

The resolution was seconded by a member, who remarked that they did not want

[illegible] cated," added Mr. Taylor, who went on to congratulate the association on the success of the past year's work. They knew something about strikes in Walsall, and he was glad to acknowledge that employers in their industry were very much wiser than they were three years ago. Employers were realising the men's organisation was conducted on reasonable, fair, and just lines. They could now meet the employers in conference and settle difficulties in a friendly spirit. That had not been possible in the past. Many societies which had been in existence much longer than theirs had not obtained such advantages for its members. The society did a great deal of good work in a quiet way, settling disputes and dealing with complaints of which those outside the particular works concerned heard nothing. That day, for instance, they had dealt with a complaint, and, as a result of their intervention, 3s. more a dozen for the making of certain articles had been obtained for the men. (Applause.)

Women Workers.

Mrs. Lewin, supporting, said she wished the advance had been one of 20 instead of 10 per cent., and that it had been for women workers as well as the men. The increased prices of food affected women as much as men, and she appealed to every man to bring the women workers in his factory shoulder to shoulder with him, so that when the men applied for advances it would be possible for the women to do the same. (Hear, hear.) It was to the interests of the men to help the women workers, because, if they were not careful, the

HER MAJESTY'S THEATRE.

There is in the plot of "The Angelus Bell," a new play, which has been produced this week by the Repertory Company, something which is in a small way reminiscent of certain well-known romantic dramas. In this case, however, none of the royal characters has a double, and in some other respects there is not much similarity. The story concerns a princess who becomes the Queen of Sardonia, and sets convention at defiance by wedding an English soldier of fortune who holds the rank of captain in her army. There are plots to secure the throne by the Prince D'Asturios, and suspicion of treachery, both as subject and husband, are cast upon the soldier hero. But right triumphs, and instead of being banished from the country, he is proclaimed as its king. Miss Ada M. Ryder takes the part of the queen distinctly well, and Mr. John B. Shinton as the hero, Mr. Beckett Bould as the villain, and Miss Enid Ross, get through some heavy work very creditably. We have previously remarked that Mr. Bert Atherton may be relied upon to create fund out of almost any material, and this week his success merits special praise. Other parts in the cast are well sustained by Miss Poppy Lytton, Messrs. Jack Bland, H. Kenneth Barton, Norman Tracy, Ernest Regent, and Sydney Bryant.

Next week the company will present another new play, "The Maid of the Mill."

WARNING!

TO FURNITURE BUYERS.

DON'T blame WOODFIELD BROTHERS IF YOU LOSE MONEY by missing their GREAT REMOVAL SALE.

FULL PARTICULARS were given in this paper last week.

THESE ARE THE LAST DAYS, and because WOODFIELD BROTHERS are determined to remove nothing to their new premises, unheard-of bargains are to be obtained for cash or deferred payments.

WOODFIELD BROTHERS,
Complete House and Cottage Furnishers,
8 and 9, Smallbrook Street,
BIRMINGHAM.

Come To-day.

Yorkshire Observer
29. 8. 15.

DYERS' WAGES.

OFFERS OF WAR BONUSES.

CONFERENCE IN BRADFORD.

A conference representing twelve trade unions whose members are engaged in dyeing and kindred industries in Lancashire, Yorkshire, Cheshire, Derbyshire, and Scotland was held in Bradford on Saturday to consider offers of war bonuses to their workpeople by the Bradford Dyers' Association, the British Cotton and Wool Dyers' Association, and the Calico Printers' Association. It was reported that the Bradford Dyers' Association had made the following offer: Women, boys, and youths, 1s. per week; men over 20 years of age earning in any week not exceeding 28s., 3s. a week; 28s. 1d. and not exceeding 40s. a week, 2s. in such week; regardless of the basis of payment. The first payment of the grant, if accepted, will be made on the first pay day in April and continued until the last pay day in September next, but the position will be reconsidered before that time. Employees losing time on their own account (sickness excepted) may have the grant sent to their society for investigation of the circumstances, the grant to be returned to the association if the employee is found to be at fault.

It was stated that the British Cotton and Wool Dyers had agreed to make the same offer as the Bradford Dyers' Association. The Calico Printers' Association had offered a war grant as follows: All women and girls, 1s. 6d. per week irrespective of time worked or earnings received; youths under 18 years of age receiving less than 20s. a week and not engaged on men's work, 1s. 6d. a week irrespective of earnings; youths under 18 years of age engaged on work formerly done by men, whatever their rates of wages n. ? be, and all male employees over 18 years of age receiving in any week less than 20s. a week, 2s. 6d. a week; men receiving 20s. and up to 35s. a week, 2s. a week, provided their total earnings, including the grant, do not exceed 35s. a week. It was decided to leave for the present the consideration of those employees receiving over 35s. a week.

The conference on Saturday lasted for over six hours, and at the close Alderman Joseph Hayhurst (general secretary of the Amalgamated Society of Dyers) made the following official statement:—

The meeting was held to consider the offers of war grants by the Bradford Dyers' Association, the British Cotton and Wool Dyers' Association, and the Calico Printers' Association in response to our application on behalf of the workpeople employed by about 600 firms for an advance of a penny per hour for time workers and 15 per cent. on piece rates. Meetings have been arranged throughout Yorkshire, Lancashire, Cheshire, and Derbyshire, and it has been found impossible to come to a decision until these meetings have been held. The conference invited the meetings, in view of the many complications between the various associations and private firms, to give representatives full power to arrange satisfactory terms with the employers.

The meetings are to be held between now and Wednesday, and the conference will be resumed in Manchester on Wednesday next. A decision will then be arrived at based on the feeling expressed at the meetings and the circumstances attending each case. The answer will be telegraphed to the various associations, and if satisfactory the advances will come into operation next week. The feeling of the conference was that if the offers made were accepted by the men then no terms less favourable should be accepted from private firms, and failing the private firms agreeing to give similar grants as the associations the delegates felt they would be justified in advising their members to hand in a week's notice.

Manchester Courier.
1.4.15

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BLEACHERS' & DYERS' WAR BONUS.

OPERATIVES TO MAKE NEW DEMANDS.

ABORTIVE OFFERS.

WORKERS' CONFERENCE IN MANCHESTER.

Sixty thousand workers in the dyeing and bleaching trade were represented at a conference of delegates which met in Manchester yesterday to consider the offers of increased wages as a war bonus made by the Bradford Dyers' Association, the Calico Printers' Association, and the British Cotton and Wool Dyers' Association Ltd.

A conference had previously been held at Bradford (Yorkshire), when it was decided to take the opinion of the men in the various districts and to hold the further conference.

An application was made some time ago on behalf of the workpeople engaged by about 600 firms in the North of England for an advance of one penny per hour in the wages of time-workers and of 15 per cent in piece work rates. The employers in certain sections of the trade offered a graduated bonus during the continuance of the war, and this has been thoroughly discussed separately by the members of the trade unions concerned.

The final sectional meeting was held yesterday at the offices of the Bleachers and Dyers' Mutual Indemnity Co. Ltd., Cooper-street, Manchester, and it is understood that the conference was abortive, neither side being able to come to terms. The operatives are to formulate fresh proposals and submit these at another meeting to be arranged for a later date.

POSITION OF PRIVATE FIRMS.

The conference of delegates representing a dozen unions was held last evening in the clubroom of the Engravers' Society, Market-street, Manchester. The proposals of the three dyers' associations mentioned were under discussion. It is understood that the general feeling was that should a settlement be arrived at no terms less favourable should be accepted from private firms outside the association. If there is failure to reach agreement with these private firms there is every reason to fear that the workers will be recommended to tender their notices.

The unions represented by delegates were as follows: The Amalgamated Society of Dyers, Bleachers, Finishers, and Kindred Trades; the Operative Bleachers, Dyers, and Finishers Association (Bolton Amalgamation); National Society of Dyers and Finishers, Gas Workers and General Labourers Union, Stuff and Woollen Warehousemen's Union, Yeadon and District Factory Workers' Union, Bradford and Halifax Stuff Pressers Trade Union, the Leeds and Huddersfield Federated Cloth Pressers, No. 1 Makers-up Trade Sick and Burial Society, Radcliffe and District Dyers and Sizers, the Rochdale Warp Dyers, Bleachers and Sizers, and the Amalgamated Union of Engravers to Calico Printers and Paper Stainers.

The terms offered by the Bradford Dyers' Association were as follow: "(1) Women, boys and youths, 1s per week; (2) Men over 21 years of age earning in any week not exceeding 28s., 3s. in such week; earning in any week 28s. 1d. and not exceeding 40s., 2s. in such week, regardless of the basis of payment; and (3) the first payment of the grant will be made on the first pay day in April, and will be continued until the last pay day in September next, but the position will be reconsidered before that time. "It is understood that employees losing time on their own account (sickness excepted) may have this war grant sent to their society for investigation of the circumstances, such grant to be returned to the association if the employee is found to be at fault."

These terms were accepted. The offer of the British Cotton and Wool Dyers' Association was similar to that of the Bradford Dyers' Association, and this has been accepted.

CALICO PRINTERS' OFFER.

The application for one penny per hour on

was similar to that of the Bradford Dyers' Association, and this has been accepted.

CALICO PRINTERS' OFFER.

The application for one penny per hour on time rates and 15 per cent on piece rates was refused by the Calico Printers' Association, who made the following offer:

1. All women and girls to be granted 1s. 6d. per week, irrespective of time or earnings received.
2. Youths under 118 years of age receiving less than 20s. per week and not engaged on men's work, a grant of 1s. 6d. per week irrespective of earnings.
3. That where youths under 18 years of age are engaged on work formerly done by men, whatever their rate of wages may be, they shall come within the operation of clause 4.
4. That all male employees over 18 years of age receiving in any week less than 20s. shall be granted 2s. 6d. per week.
5. That all those employees receiving over 20s. and up to 35s. per week shall be made a grant of 2s. per week provided the total earnings, including the grant, do not exceed 35s.
6. It was decided to leave for the present the consideration of those employees receiving over 35s. per week.

The terms were considered, and refused, with a view to a further conference.

A conference will be held this morning at eleven o'clock of the engravers to calico printers, including the Calico Printers' Association, with a view to considering the terms for the operative engravers.

The terms offered by the Yorkshire Indigo and Scarlet Colour Dyes, Ltd. and the Leeds and District Worsted Dyers' and Finishers' Association were considered and refused, and the secretary was instructed to write both firms offering counter proposals, and if these are not entertained a meeting of the employees will be held and an endeavour made to come to terms. If this is unsuccessful seven days' notice to cease work will be handed to the employers.

Both these firms, we are informed, are engaged on war contract work.

The whole conference was then adjourned until Saturday next, at three o'clock, and will be resumed at Bradford, Yorkshire.

BLEACHERS' WAR BONUS.

The Bleachers' Association Ltd. have offered a special war bonus to their employees, numbering 10,000, in Lancashire, Cheshire, Nottingham, and parts of Ireland and Scotland.

This bonus allowed all women and girls 1s. per week, and the same amount to youths under 21 years of age, all men over 21 years of age earning less than 20s. a week 3s., and those earning 20s. and under 40s. 2s. per week.

This arrangement was intended to apply to piece-workers and day-workers. It stipulated that employees losing time on their own account, except in cases of sickness, would be disqualified from receiving the bonus during that week.

"This bonus," ran the statement issued by the association, "is for the period commencing the week ending March 20th to the week ending June 26th, 1915. Before the expiration of this period the managing directors will reconsider the question further, and will reserve to themselves the right to continue, suspend, or vary the arrangement, according to circumstances."

Yorkshire Observer
10.4.15.

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DYERS' WAGES.

FURTHER EXTENSION OF THE WAR BONUS.

A conference of representatives of dyers' trade unions was held on Saturday in Bradford to consider further replies to the demand for a war bonus on behalf of 60,000 workpeople in Yorkshire, Lancashire, Cheshire, Derbyshire, and Scotland. Up to Saturday's conference concessions ranging from one to three shillings per week had been made to about 40,000 of the workpeople concerned. The conference was held in private, and at the close Alderman Joseph Hayhurst (general secretary of the Amalgamated Society of Dyers, Bleachers, &c.) made the following official statement:—

The National Society of Dyers have been authorised to accept the terms of the Huddersfield Woollen Manufacturers and Spinners' Association and the Fine Cloth Manufacturers' Association, which, summarised, are: Persons earning 10s. and under, a bonus of 6d. per week; males earning over 10s. and not exceeding 20s. per week, 1s.; over 20s. and not exceeding 30s., 2s. 6d.; over 30s. and not exceeding 40s., 2s. All women workers earning over 10s., a bonus of 1s.

Earnings to be calculated upon the nominal rate of wages paid per week of 55½ hours, overtime not included.

The war bonus to be made a separate payment and not to be included in the wages, and to be paid fortnightly.

In case of broken time caused by the default of the workman or woman the bonus to be given in proportion to the time worked.

The war bonus to be given as and from the first pay day in April, 1915.

The employers will continue the war bonus until the expiration of three months after peace is declared.

The acceptance of the war bonus constitutes an agreement to revert to the original basis of wages three months after peace is declared.

Disputes as to the interpretation of the agreement to be submitted to a joint committee of the associations and the unions for settlement.

The offer, Alderman Hayhurst explained, affects the whole of the workpeople in the Huddersfield and Colne Valley area.

The Yeadon Factory Workers' Association were authorised by the conference to accept terms, granted last week, similar to those of the Bradford Dyers' Association for the whole of the textile workers in Yeadon and district.

Lister & Co., Limited, Manningham Mills, have granted to all their employees terms similar to those of the Bradford Dyers' Association. Some 4,000 workpeople employed by this firm, but not represented at the conference, will benefit by the grant.

The conference decided to recommend all societies again to write those employers who have not yet conceded terms equal to those of the Bradford Dyers' Association, giving them seven days' notice that unless they comply at once and grant the terms their employees will be recommended to hand in notices to terminate their labour.

The Leeds Cloth Dyers' Association, which includes the Indigo, Scarlet, and Colour Dyers' Association, the Leeds Manufacturers' Association, and the Worsted Dyers' Association—all mainly engaged on war contracts—are to be written to, demanding that the wage limit of 40s. shall be removed. This demand is to be made in consequence of the employees working overtime. Failing compliance it is proposed to hand in notices to terminate employment.

BRADFORD TEXTILE WORKERS.

HOURS AND WAGES DISCUSSED.

A mass meeting organised by the General Union of Textile Workers to protest against "the refusal of the textile employers to give an advance in wages" was held on Saturday night in the Mechanics' Institute, Bradford. Mr. J. H. Watson (secretary of the local branch), presided, and he was supported by the president of the union (Mr. Ben Turner, Mayor of Batley), Mr. Allen Gee (general secretary of the union), Mr. W. H. Leach, Mrs. Hillas, and Miss Jessie Cockerline.

The Chairman said that not only did they protest against the scanty response of the employers to a request for an advance in wages, but against the refusal of the employers' federation of the district to recognise their union. If all the weavers and burlers and menders of the Bradford district were of the same mind as he was the weavers would not put in another pick, the burlers and menders would not deal with another piece until the employers' federation recognised their union. In reference to the question of a war bonus he expressed the opinion that the 5 per cent. offered by some employers was an insult. Since last August the cost of food had increased by 25 per cent., so that even with a 5 per cent. wages bonus the employees would be 20 per cent. worse off in respect of the power to purchase

accept the terms, which are to take effect as from April 7. The terms are similar to those given in the report of the dyers' conference.

A HUDDERSFIELD SETTLEMENT.

A meeting attended by about 1,000 members of the General Union of Textile Workers was held yesterday in the Town Hall, Huddersfield, to hear a report as to the terms which had been offered by the three employers' associations in Huddersfield district with reference to the granting of a war bonus. The three employers' associations concerned were the Huddersfield and District Fine Cloth Manufacturers' Association, the Woollen Manufacturers and Spinners' Association, and the Yarn Spinners' Association.

The terms had been the subject of negotiation for several weeks, and a final offer was made by the employers on Wednesday last, when the operatives' representatives agreed to submit it to a meeting of the workpeople.

Mr. Ben Turner presided at yesterday's meeting, and the terms were read by Mr. Allen Gee (secretary of the union), being similar to those given in the report of the dyers' conference.

The terms were put to the vote and agreed to by a very substantial majority, only a very few hands being held up against the proposition.

Manchester Guardian.
5.4.15.

DYERS' WAGES.

ADVANCES FOR 25,000 MEN.

The sub-committee appointed at a conference in Manchester last week to review the progress of the movement for an advance in dyers', bleachers', and finishers' wages, met in Bradford on Saturday, when it was announced that a large number of firms had agreed to grant terms to the employees similar to those offered by the Bradford Dyers' Association—namely, an advance of 3s. to persons over 21 years of age earning up to and including 28s.; an advance of 2s. to those earning more than 28s. and up to 42s. per week, and an advance of 1s. to women, boys, and youths.

The associations and firms which had agreed to these terms are the Bradford Dyers' Association, the British Cotton and Wool Dyers' Association, the Yorkshire Fraternity of Dyers (including about fifteen private firms), the Calico Printers' Association, Messrs. Alfred Priestman and Co., Bradford; Messrs. Richard Taylor and Son, Scholes; Messrs. J. Mandleberg and Co., Pendleton; Messrs. Arthur Harrison and Co., Leeds; Messrs. Jobson, Bardsley, and Jobson, Nelson; Messrs. Copley, Marshall, and Co., Holmfirth; and Messrs. Hodgson and Taylor, Blackburn.

All the Bradford cotton warp and hank dyeing firms have replied that they will pay the B.D.A. terms from April 9. The Yorkshire Indigo and Scarlet Colour Dyers, Limited, have made offers similar to those quoted above, and also the Leeds and District Worsted Dyers' and Finishers' Association, Limited. Negotiations are still in progress between representatives of the unions concerned and these associations, and there will be interviews in the course of this week.

The Bleachers' Combine has not yet offered satisfactory terms, but new proposals are to be submitted by the men asking for advances in wages slightly modified from the original demands. A conference has been arranged to be held this week.

It was decided to send out further circulars to all firms with whom interviews have not yet been fixed up or from whom satisfactory replies have not been received, and the representatives of the unions have been recommended in the event of satisfactory terms not being arranged, to hand in seven days' notice wherever possible. It was officially announced that settlements have been arrived at with associations and firms employing 25,000 trade unionists. The original demands were made on behalf of 60,000 trade unionists employed by about 600 firms. Another conference is to be held in Bradford next Saturday.

federation recognised their union. In reference to the question of a war bonus he expressed the opinion that the 5 per cent. offered by some employers was an insult. Since last August the cost of food had increased by 25 per cent., so that even with a 5 per cent. wages bonus the employees would be 20 per cent. worse off in respect of the power to purchase the necessities and comforts of life than they were before August. If the employees of Bradford were organised as were their fellows in the Huddersfield district and the Heavy Woollen District, the employers would recognise them. The organisation was ready for a fight if only the rank and file would support it. They wanted, not a 5 per cent. bonus, but a 10 to 15 per cent. bonus. Up to now the employers had been making large profits, and were practically bleeding and sweating the workers with long hours of overtime in order to make profits out of them.

The Mayor of Batley, advocating closer organisation among local textile workers, said they had heard a great deal lately about the failings of working folks, but he had not heard much about the races at Wetherby or at Ascot, or the boxing match in London. He was tired of being lectured by those who set a bad example. He contended that the textile workers of Yorkshire were an exceedingly sober class, and entailed no loss upon their employers through drinking habits. He could understand the employers exhibiting shyness in the face of a demand to meet the employees to discuss a claim for increased wages if they were poor, but most of the employers were rolling in wealth. During the last five or six months they had been absolutely swimming in gold; they were nearly as well off as they were in the great days after the Franco-German war. Concluding his speech, the Mayor of Batley said that after the war the textile workers of Bradford ought to agitate for a uniform price-list, after the fashion of the textile workers in Lancashire.

Mr. W H. Leach said that the current issue of "The Board of Trade Gazette" showed that 36,664 Yorkshire textile workers in the week ended March 27 earned £31,772. This meant an average of 17s. 4d. per week per head. Take out the higher-paid men folk what was there left for the women? Now remember that the week was a good one; 12 per cent. of the workpeople reported upon were working overtime. Knocking off the overtime, the average fell to 15s 6d. for a normal week. What would the average be for weavers? Probably 12s. But put it as high as they could reckon it, they could not by any conceivable stretch of imagination make it a living wage. They could therefore accuse the textile trade of Bradford of sweating its workpeople. Government orders had been obtained under practically non-competitive conditions; anyone could obtain Government orders so long as he could guarantee a certain quality and rate of delivery. Therefore the manufacturer who said that he had had to cut his prices fine because of competition was either lying or proving his utter incompetence as a business man. The trade in Bradford could afford to pay the workers more, but was apparently not willing to do so until the workers forced it. "My suggestion to you," he said, "is to get on and force it." The Bradford trade, he added, could afford to reduce hours from ten to eight per day without the slightest hardship being involved for anyone.

Mr. Allen Gee said he knew a firm which was dealing with an order for 100,000 yards of khaki, and not a woman working on the job would get less than 24s. a week while the job was on. "And you in Bradford," he said, "get a miserable 12s. a week and you are satisfied." They had no desire, he proceeded, that anyone fighting the battles of the country should go without clothing; but if the workers would only back them up they hoped at least to compel the Government to intervene.

Mr. Hillas, dealing with the grievances of burlers and menders, said that one of the great evils was the amount of commission burling that was done in Bradford. There were burling and mending shops in Bradford run by butchers and milkmen.

MORE MONEY FOR THE MORLEY TEXTILE WORKERS.

On Saturday night a largely attended meeting of the Textile Union members in Morley and district was held in the Co-operative Hall, Morley, for the purpose of receiving the proposals of the Morley Manufacturers' Association for a war bonus to textile workers. Mr. Ben Turner presided, and he and Mr. Allen Gee (secretary of the union), explained the terms of agreement which had been agreed upon by a joint committee of the executive of the association and of the union respectively, and after some discussion it was resolved by a large majority to

The Yorkshire Observer
1. 11. 15

WAGES IN THE DYEING TRADE.

STRIKE BALLOT TO TAKE PLACE.

20.000 EMPLOYEES INVOLVED.

Disagreement has arisen between the employers and employees in certain sections of the dyeing trade in Lancashire and Yorkshire, and in the course of this week about 20,000 workpeople will be called upon to decide by ballot whether they shall hand in their notices.

The issue has arisen regarding the amount of war bonus to be paid and the conditions under which it shall be operative. In the case of the Bradford Dyers' Association a satisfactory agreement, the terms of which have already been published in "The Yorkshire Observer," was arrived at about a fortnight ago. Since then other associations of employers have made offers, and these were the subject of discussion on Saturday at a conference held in Bradford of representatives of various unions in the dyeing and kindred trades.

A tentative agreement arrived at between the Hebden Bridge and District Master Dyers' Association and the National Society of Dyers and Finishers provided that the following alterations in wages should be made on the first pay-day in November, 1915: Girls and women, an advance of 2s. per week; boys under 18 years of age, 2s. per week; all male employees 18 years and over, 3s. per week. Employees paid on piece-work rates are, according to the agreement, to receive advances as follow: Ten per cent. on all piece rates for dyers; 7½ per cent. for cutters, menders, and stovers. These advances are to be regarded as war wages and recognised as due to and dependent on the existence of the abnormal conditions now prevailing in consequence of the war; and neither party shall, before the signing of peace terms, seek to alter this agreement except on the ground of material alteration in the cost of living. This arrangement shall thereafter be terminable by three months' notice in writing from either party. In the event of advances being granted and accepted at lower rates in the Lancashire districts (including Manchester, Middleton, and Littleborough) the above advances are to be reduced accordingly.

The Leeds Manufacturers' Association have made an offer very similar to that of the Bradford Dyers' Association.

Saturday's conference decided to recommend the acceptance of these two offers.

Offers were also submitted from the Lancashire Federation of Dyers, the Calico Printers' Association, Limited, and the Employers' Federation of Bleachers, but the conference decided unanimously in each case to reject the offer.

The Lancashire Federation of Dyers (Piece Goods Section) offered a war bonus as follows: All women and girls, 1s. 6d. per week; youths under 21 years of age, 1s. 6d. per week; men over 21 years of age, 3s. per week. They offered besides a grant of war bonus for eight weeks if off sick, and payment of war bonus during slack periods.

The Calico Printers' Association, Limited, offered to increase the war grant and to extend it as follows to all works' employees paid weekly: Men and youths over 18 years of age, 3s. per week; boys unde. 18 years of age, 1s. 6d. per week; girls and women, 1s 6d. per week; any half-timers, 1s. per week. The following conditions were specified: Recent advances in lieu of war grant will be taken into consideration; overtime rates to be calculated as before; production bonus to be paid in full without respect to grant; holiday weeks to be paid for in full; short time to be paid for pro rata to hours worked; in case of shortness of work employees to be paid in full for odd days, but if no wages are due for a working week no grant will be paid; piece work to be calculated and divided as before, than 1s., 1s. 6d., or 3s. granted to each person as above.

The Employers' Federation of Bleachers were prepared to give—to all women and girls, 1s. 6d. per week; to youths under 21 years of age, 1s. 6d. per week; to men over 21s. and earning 33s. or less, 3s. per week; to men earning over 33s., 2s. per week. These arrangements are to apply to both piece and day workers and also to any week which includes recognised holidays, or any week where no wages are payable owing to slackness of trade. Employees losing time on their own account in any week, except by reason of sickness, will be disqualified from receiving the war bonus during such week. Cases of sickness must be reported to the management as early as possible, and if proved to be legitimate the war bonus will be paid for a period of eight weeks.

These rejected offers concern about 20,000 workpeople, who will be balloted this week as to the handing in of notices; and a sub-committee has been appointed to meet as soon as notices have been sent in with a view to terminating employment.

The conference also had before them the question raised by the Factory Inspector for Manchester district, who was authorised by the Home Office to negotiate with the trade unions regarding the em-

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Cotton Factory Times
1. 11. 15

WILL BLEACHERS AND DYERS STRIKE?

DEADLOCK IN WAGE MOVEMENT IN LANCASHIRE.

YORKSHIRE CONCESSIONS.

CASE FOR THE MEN.

Unless the unexpected happens there is likely to be trouble in the bleaching and dyeing trade of Lancashire.

The Operative Bleachers' Association (Bolton Amalgamation) has joined with other societies in the trade in seeking a wage advance in lieu of the war bonus now being paid. The unions are asking that the present payment of a war bonus of 1s. 6d., 2s., or 3s., according to grade or sex, should be superseded by a 3s. advance put on wages to day workers and a 10 per cent advance to pieceworkers, and also for payment to be made for overtime. After various conferences with the employers the Bradford Dyers' Association (Yorkshire branches), and several other associations in Yorkshire, along with the British Cotton and Wool Dyers' Association and a large number of private firms conceded an advance of wages in place of the war bonus, as follows:

3s. per week to all workmen of 18 and over; 2s. per week to all youths under 18 and to women and girls; and a ten per cent advance on the earnings of pieceworkers.

Overtime is already paid for by these associations. These offers have been considered and accepted by the Joint Wages Board, and will come into operation on the first pay-day in November. It was also arranged that no society engaged in the movement would accept any terms less favourable than these.

Lancashire Outside.

The three principal federations of employers operating in Lancashire have not yet seen their way to offer the same terms as have been accepted by the Joint Wages Movement Board as a compromise, but have merely varied the war bonus payment. The present offers are:—

The Calico Printers' Association:
1s. 6d. per week to women and girls.
1s. 6d. „ to boys under 18.
3s. „ to youths and men over 18.
1s. „ to half-timers.
(To apply to pieceworkers and dayworkers.)

The Federation of Bleachers (including the Bleachers' Association, Ltd.):
1s. 6d. per week to all women and girls.
1s. 6d. „ to youths under 21 years of age
3s. „ to men over 21 years of age, earning 33s. or less per week.
2s. „ to men earning over 33s. per week.
(To apply to pieceworkers and dayworkers.)

The Federation of Bleachers, Printers, etc. (piece goods):
3s. per week to males 21 years of age and upwards.
1s. 6d. „ „ under 21 years of age, and to all women.
(To apply to pieceworkers and dayworkers.)

It must be noted that the offers of the three associations named above are in the nature of a war bonus, and are not an advance placed upon wages, and the offer does not contemplate in any case the alteration of any piecework rates.

The Bolton Amalgamation, at a special delegate meeting held at Bolton on October 28th, unanimously rejected the offers as unsatisfactory, and this decision was confirmed on Saturday last by a joint meeting of the whole of the societies interested in the movement, which was held at Bradford. The Bolton Amalgamation consists of 20 branches in various parts of Lancashire, Cheshire, and Derbyshire, and has about 12,000 members. During the present week the whole of the members have had the opportunity by ballot vote of saying whether they are willing to strike or not.

The Executive Council have issued a full statement of the position in a circular letter, which is now in the members' hands. It shows that the Yorkshire branches of a certain federation have conceded the terms, viz 3s. and 2s. to dayworkers and 10 per cent to pieceworkers. In Lancashire (being members of the Piece Goods Federation) they offer 1s. 6d. under 21 years and 3s. above it

be legitimate the war bonus will be paid for a period of eight weeks.

These rejected offers concern about 20,000 workpeople, who will be balloted this week as to the handing in of notices; and a sub-committee has been appointed to meet as soon as notices have been sent in with a view to terminating employment.

The conference also had before them the question raised by the Factory Inspector for Manchester district, who was authorised by the Home Office to negotiate with the trade unions regarding the employment of women in the place of men, and a meeting with the inspector was fixed to take place in Manchester early this week.

During the present week the whole of the members have had the opportunity by ballot vote of saying whether they are willing to strike or not.

The Executive Council have issued a full statement of the position in a circular letter, which is now in the members' hands. It shows that the Yorkshire branches of a certain federation have conceded the terms, viz 2s. and 3s. to dayworkers and 10 per cent to pieceworkers. In Lancashire (being members of the Piece Goods Federation) they offer 1s. 6d. under 21 years, and 3s. above 21 years, but no alteration in piecework rates.

Doubly Justified.

The circular continues: "With regard to other associations and private firms, if the workers in our trade were justified in asking them for an advance in March last they are doubly justified now. The cost of living has greatly increased in the intervening months. Many large organisations have succeeded in obtaining advances in wages for their members far in excess of what we are asking, and we believe our case for an advance is an unanswerable one. The issue rests with you. If you are in earnest about the matter you will take pains to record your vote. It has been stated in some quarters that you are satisfied with the war bonus. This we know is not the case, and we hope that no indecision on the matter will be shown. If we are united we shall stand, and stand firm. If we are divided we may fall. Let us then show our unity and determination."

In the event of the vote being in favour of a strike—and there is little hope of any other decision—the whole of the members of the Bolton Amalgamation employed by the above associations and by private firms who have not conceded the advance will tender notice next week. The other societies interested have already received a mandate from the members concerned to hand in notices at the same time.

The men feel that the advance asked is small. Already in many cases men are receiving 3s. as war bonus, and all they ask is for that sum to be recognised as an advance in wages and for payments to be made for overtime. When it is said that 10 per cent. is a large order the men point out that at the present time they are receiving the war bonus. Thus the advance, after elimination of the war bonus, is very small indeed.

Manchester Guardian
10.11.15

LANCASHIRE DYEING TRADE.

20,000 WORKERS DECIDE TO STRIKE.

NOTICES TO-DAY.

A strike involving between 20,000 and 22,000 workers in the Lancashire dyeing, bleaching, and finishing trades was decided upon at a meeting in Manchester yesterday of the Wages Sub-committee of the twelve or more kindred trade unions affiliated together for common purposes.

At a conference held in Bradford on October 30, offers of war bonuses from the Bleachers' Association, the Calico Printers' Association, and the Lancashire Federation of Piece Goods Dyers were considered and referred to the members to be balloted upin. The Wages Sub-committee met yesterday to receive the returns, and on their behalf Alderman Joseph Hayhurst, of Bradford, announced that 16,000 had voted in favour of refusing these offers and handing in notices to cease work and 3,000 against such a course; 1,000 had not voted, and there were still a few hundred votes to come in. As a result, he added, notices to cease work would be handed in to-day and on successive making-up days, with the result that if the employers did not concede the demands of the workers there would be a complete stoppage next Friday week in the premises of the three combines named and of a large number of private firms in Scotland.

Concessions in Yorkshire.

The claims made by the allied unions are an advance of 3s. a week for men over 18 years of age, 2s. a week for women and girls and for youths under 18 years, and a 10 per cent advance on piece rates. These, we are informed, have been conceded to about 40,000 employees by virtually all of the woollen firms in Yorkshire, the British Cotton, Wool, and Hank Dyers' Association, and—during the last few days—by five private firms in the Lancashire Federation of Piece Goods Dyers. But from the outset of the wages movement Lancashire employers have pointed out that the woollen trade of Yorkshire has been far more prosperous since the outbreak of the war than has the cotton trade, and that "the losses and risks caused by the war to the calico printing industry have been increased by the counter-attraction of those industries which temporarily benefit by the war."

The offers of the three combines which have been rejected were of the nature of war bonuses instead of advances of wages, and varied in detail from one another.

The Calico Printers' Association's terms included a bonus of 3s. a week to men and youths over 18 years of age, 1s. 6d. a week to boys under that age and to women and girls, and 1s. to half-timers, with overtime rates and piecework "calculated as before." Those of the Bleachers' Association were a bonus of 3s. a week for men over 21 years of age earning 33s. or less per week, one of 2s. for men earning more than that amount, and 1s. 6d. for women and girls and for youths under the age of 21 years; whilst chief among the terms of the Federation of Piece Goods Dyers were a bonus of 3s. a week for men over 21 years and 1s. 6d. for other workers. In each case there were varying provisions for such events as holidays, slackness, and sickness.

It should be added that the members of the Union of Engravers to Calico Printers and Paper Stainers are not concerned in the strike decision, as they are bound by special agreement with their employers to give three months' notice in the event of a dispute, but all the other kindred trades are involved, including the Gasworkers' and General Labourers' Union.

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Manchester Evening Chronicle
10.11.15

BONUS OR WAGE?

Threatened Strike of Dye Workers.

NOTICES THIS WEEK.

25,000 Employes Affected in Lancashire Dispute.

A strike of operatives engaged in the dyeing, bleaching, and finishing trades of Lancashire is threatened. Beginning on Wednesday next and continuing until the following Friday, strike notices will expire at the works of the Calico Printers' Association, the Lancashire Federation of Piece Goods Dyers, and the Bleachers' Association. In all something like 25,000 workpeople are concerned, 17,000 being members of the Bleachers', Dyers', and Finishers' Association (Bolton Amalgamation), and the remainder members of the Amalgamated Society of Dyers and Gas Workers' and General Labourers' Union.

The trouble has arisen owing to the refusal of the three combines, Bleachers' Association, Calico Printers, and Federation of Piece Goods Dyers, to pay a permanent advance of wages to workpeople, viz.: 2s. per week for all women, 3s. for all men over 18 years of age, 2s. for all youths under 18 years of age; 10 per cent. advance for all piece workers, and overtime at the rate of time and a quarter for the first and time and a half for overtime beyond the first hour.

Against these demands the employers have offered war bonuses instead of permanent advances. The offer was rejected by the unions.

As already stated in the *Evening Chronicle* the Calico Printers offered a 3s. bonus for employes over 18 years of age, 1s. 6d. to youths, women, and girls under 18 years of age, and 1s. to half-timers. The Bleachers' Association offered a bonus of 3s. for those above 21 years of age and earning less than 33s. per week, and 2s. for men earning more than 33s., and 1s. 6d. for women and girls and for youths under 21 years of age: the Piece Goods Dyers offered 3s. to those over 21 years, and 1s. 6d. for all others.

It was contended to-day by a union official that the dyeing trade was one of the worst paid in the whole country, despite the fact that it was a trade requiring perhaps the greatest skill. Practically all the firms in Yorkshire had given the permanent advance, and he believed that there was every prospect of the whole of the Lancashire firms following suit. In all some 300 works would be affected in Lancashire, but a great number of private firms, 50 perhaps in all, had conceded the advance.

LAST WORDS SAID.

"We have said our last word on the question," he added, "and after weeks of negotiation we are entitled to an answer one way or another. If the advance is not granted we shall allow the notices to expire."

To-day a meeting of the firms interested in the dispute was held in Manchester, but it was stated that no information could be given. It is understood, however, that the increasing price of raw materials is one of the reasons why the increase is withheld.

It is interesting to note that firms engaged in the trade have decided not to issue further lists owing to the advance. One firm of colour dealers, Messrs. Javeri and Co., inform us that they sold a keg of colour 224lb. in February last at 52s. 6d. per lb., the total for 2 cwt. being £588. Since that time prices have advanced considerably. A keg of methyl blue sold by the Midland Railway Company realised 36s. per pound.

This afternoon it transpired that strike notices were served at a few firms, and

Manchester Guardian
17. 11. 15

NO STRIKE.

TROUBLE AVOIDED IN DYEING TRADE.

AN AGREEMENT.

The strike of 22,000 operatives in the dyeing, bleaching, finishing, and kindred cotton trades of Lancashire, which was to have begun today, has been averted. After separate and joint conferences extending over most of yesterday Mr. F. B. Knott, secretary of the Allied Trades Committee of the employers' organisations concerned, issued the following announcement:—

"An agreement has been reached. Notices to be withdrawn. A ballot will be taken of the works at once."

In answer to questions, Mr. Knott explained that terms had been drawn up which were considered satisfactory by the representatives of both sides, but that it was necessary to submit them for confirmation by the employers and workers concerned. For the present those terms were not to be published.

The dispute was originally part of a general movement among these trades throughout Lancashire and Yorkshire, and in some districts of Cheshire and Scotland, for an advance of wages in consequence of the higher cost of living. The woollen dyeing firms of Yorkshire granted an advance of 3s. a week to all men over the age of 18 years, 2s. to women and girls and to youths under 18 years, and a 10 per cent advance on piece rates; and these figures were made the substance of the demand by the workers in Lancashire and elsewhere. The Lancashire employers, in resisting this demand, pointed out that the cotton trade has not enjoyed the same prosperity as the woollen trade since the outbreak of war.

Admitting, however, the hardship caused by the war, the employers made counter-offers of war grants or bonuses. These differed from one another, but were slightly lower in amount than the advances claimed. The operatives rejected them, and decided a week ago that their claim should be enforced by the tendering of notices. Last Friday the Allied Trades Committee of the employers' organisations held another meeting, and offered to submit the dispute to the arbitration of the Industrial Council. Since then negotiations have been continuous, with the result which we now announce.

Daily Dispatch
18. 11. 15

DYERS' BONUS.

Addition of 3s for Both Day and Piece Workers.

The basis of settlement of the dispute in the Lancashire, Cheshire, and Derbyshire dyeing, bleaching, and finishing trade, were announced last night.

The terms offered by the employers are as follow:—Day workers to receive a bonus of 3s.; all male workers under 18 years of age and women and girls to receive 2s. The bonus will also operate in regard to overtime. Any man who works more than a full week of 55½ hours will receive a bonus at the rate of ⅗d. per hour, plus time and a quarter for the first two hours, and time and a half for subsequent hours of overtime.

Piece workers will receive 3s. per week, and boys under 18 and women and girls 2s. They will also receive a flat rate for overtime at the rate of ⅗d. per hour, irrespective of the earnings on piece rates. This would place piece workers on the same level as day workers.

A ballot of the workers on the question of accepting or refusing the terms is to be taken this week.

6623

6626/5

Daily Dispatch

22. 11. 15

DYE TRADE DISPUTE.

Terms of Settlement for Lancashire.

COLNE VALLEY TROUBLE.

Conference With Factory Inspectors as to Labour Shortage.

A conference of representatives of twelve trade unions catering for dyers, finishers, bleachers, and kindred trades was held at Bradford on Saturday to consider the new terms offered with a view to settlement of the wages dispute by the Calico Printers' Association, the Bleachers' Federation, and the Lancashire Dyers' Federation (piece goods section). The conference sat for about four hours, and at the close Alderman Joseph Hayhurst stated that reports were given of meetings with the above employers' associations in Manchester last week, and the terms agreed upon at those meetings were submitted. In the end the conference recommended that the whole of the members concerned, numbering between 20,000 and 25,000, should vote for their acceptance.

The Terms Offered.

The terms offered by the Calico Printers Association, the Bleachers' Federation, the Bradford Dyers' Association (respecting their Lancashire branches), the Lancashire Dyers' Federation (piece goods section), and the English Velvet and Cord Dyers' Association are as follow:—

To day workers: A war grant at the rate of 7-16d. per hour for every hour worked to all women, irrespective of age, and to all youths under 18 years of age. A war grant of 21-32d. per hour for every hour worked to all male workers 18 years of age and over. Time and a quarter for overtime up to 7-30 p.m.; after 7-30 p.m. time and a half.

To piece workers: All women, irrespective of age, and youths under 18 years of age, a war grant of 2s. a week. All male workers 18 years of age and over 3s. a week.

The bonus to be paid in full to all employes who have worked the number of hours requested by the employer. Time lost will be deducted *pro rata* to the grant. Piece workers to be paid an addition on their earnings of 2½d. an hour for each hour worked after the usual stopping time.

These advances are to be regarded as war grants and recognised as due and dependent on the existence of the abnormal conditions now prevailing in consequence of the war, and neither party shall, before the signing of piece terms, seek to alter the arrangement, except on the ground of a material alteration in the cost of living.

The new arrangement is to come into force on the first pay day after the announcement of the result of the ballot by the workpeople, which is to be announced on Wednesday next.

All notices are to be withdrawn at once, and the agreement is to be terminable by three months' notice in writing by either side.

It is pointed out that 7-16ths of a penny is equal to 2s. a week, and 21-32nds of a penny to 3s. a week of 55 hours.

Threat of Strike.

The Gasworkers' and General Labourers' Union reported that the firm of J. and J. Longbottom, Birstall Dyeworks, near Leeds, a branch of the Scarlet and Colour Dyers' Association, had not yet granted the terms agreed upon, and a resolution was carried unanimously that the union instruct their members to give a week's notice at once so that the firm give the same terms as others in the same combine.

The Huddersfield Manufacturers' Association have refused to give the same terms as other firms in the same trade in Yorkshire, and the members of the National Society of Dyers, and the Leeds and Huddersfield Federated Cloth Pressers' Society, had already ordered their members to hand in their notices, and this action was endorsed by the conference. This will affect the whole of the Huddersfield and the Colne Valley trade, and will bring out about 2,000 workers.

A meeting is to take place in Glasgow on Friday next for dealing with the wages of dyers, bleachers, &c., in Scotland. Representatives of all the great combines in the trade and the whole of the private firms will be invited to be present. Mr. Hayhurst said that no difficulty was anticipated with the Scottish employers.

Alderman Hayhurst added that the conference had had under consideration the question of the shortage of labour in the

the Colne Valley trade, and will bring out about 2,000 workers.

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Alderman Hayhurst added that the conference had had under consideration the question of the shortage of labour in the trade, which is regarded as the most serious question the unions have yet had to deal with, not excepting the wages question. It was decided to accept the proposal of the Chief Inspector of Factories in Manchester that a conference of the executives of the societies be held with the factory inspectors present for the purpose of arriving at methods of dealing with the shortage of labour when the various works become so depleted as to interfere with the carrying on of business. Following this a meeting is to be arranged with the employers throughout the country in the dyeing trade, with the view to making such arrangements as will prevent a disturbance of business.

APPEAL TO WOMEN.

The Shortage of Labour in the Cotton Trade.

The shortage of labour in the cotton trade has become so acute at Rochdale that the employers and representatives of the men's union have had a conference, and the result is that an appeal has been issued to women in the district to resume work at their former occupations in the mills.

The appeal, which is signed by the chairman of the Rochdale branch of the North and North-East Lancashire Cotton Spinners' and Manufacturers' Association, and the representatives of the various unions affected, points out that there has been a continued and increasing shortage of female workers in many of the cotton mils, and that it is of the utmost importance, in the general interests of the country, that the shortage should as far as possible be made up. For this purpose an appeal is being made to those women workers who have had previous experience in the card room, ring spinning room, reeling, winding, and warping room, and weaving shed, to take up work again in the mill during the continuance of the war.

"We feel sure," continues the appeal, "there are hundreds of skilled women cotton workers at home with time to spare who, if they were convinced that their work would help to win the war, would at once render their services in the department of the mill in which they are skilled. We therefore earnestly and confidently appeal to you to offer yourself for work in the mills, and so do your bit in this time of national crisis."

In order to induce operatives to return to work, employers are offering wages which have never previously ruled in the trade. One firm are offering wages from 25s to £2 to weavers, and "irreproachable working conditions." Young girls, from 13 to 14 years of age, can earn from 11s to 12s. a week, and youths from 18s. to £1 a week.

Textile Mercury
29-7-16

DYERS' WAGES

The award resulting from arbitration with regard to the application of the operatives in the dyeing industry was received in Bradford on Tuesday. Under the award the following advances are granted on the present rates:—4s. per week to all men 18 years of age and over, 2s. 8d. to all youths under 18 years of age and women and girls, and the usual equivalent advances to piece-workers. These advances are to take effect from June 2, and are to be regarded as war wages and recognised as due to and dependent on the existence of the abnormal conditions prevailing in consequence of the war. The award in the case of the dyers in Lancashire, Cheshire, and Derbyshire is as follows:—

DAY WORKERS.—(*a*) That 1d. be substituted for 7-16d. granted under the previous agreement to all women irrespective of age, and to all youths under 18 years of age; (*b*) 1½d. to be substituted for 21-32d. per hour to all male workers 18 years of age and upwards.

PIECE WORKERS.—That all women, youths, and men be given an advance of 10 per cent. on earnings, exclusive and irrespective of the war grants of 2s. and 3s. per week. The respective war grants of 2s. and 3s. to continue to be paid on the same terms as heretofore.

That such advance be deemed to come into operation on June 2, 1916, and be regarded as war wages and recognised as due to and dependent upon the existence of the abnormal conditions prevailing in consequence of the war.

The arbitrator disallows the claim of the Lancashire operatives to be put on the same level as the Yorkshire workers in the matter of overtime rates and hours. In Yorkshire the weekly hours are 54 and the overtime rate 3d. an hour extra. For Lancashire the corresponding figures are 55½ and 2½d.

Manchester Evening Chronicle
20-6-17

RISE OF 15s. FOR BLEACHERS.

All-Night Arbitration in Manchester.

50,000 HANDS AFFECTED.

Advance to be Payable from June 9.

A remarkable arbitration on a wages application was concluded in Manchester this morning, the proceedings extending throughout the whole night, and resulting in a substantial advance for the operatives.

Some time ago, on behalf of the Amalgamated Society of Dyers, Bleachers, Calico Printers, and Paper Stainers, the National Society of Dyers and Finishers, the Amalgamated Union of Engravers to Calico Printers and Paper Stainers, an application was made to the Employers' Association for an advance of 65 per cent. in wages upon pre-war rates, and finally arrangements were made by Mr. F. B. Knott, secretary of the Employers' Federation, and Alderman Joseph Hayhurst, secretary of the Operatives' Amalgamation, met Sir George Askwith, to hold arbitration proceedings in Manchester on the 19th and 20th inst.

Yesterday the parties met at the Queen's Hotel, Manchester. Preliminary gatherings were held of the various parties, and at 4 p.m. Sir George Askwith, the chief Industrial Commissioner, who presided, called upon Alderman Hayhurst to state the case for the operatives. He based the claim on the high cost of living. Mr. Shaw, on behalf of the National Society of Dyers, supported the claim.

EARLY-MORNING SETTLEMENT.

Mr. Davies, chairman of the Federated Association, and Mr. T. Robinson, of the Bradford Dyers' Association, stated the case on behalf of the employers. The proceedings went on hour after hour, and there was every appearance of a deadlock.

At midnight the parties were still in negotiation. At two o'clock there was little prospect of a settlement, but shortly after three o'clock Sir George Askwith made a suggestion to the employers, and this led to a final offer being made and accepted at 4-30 a.m. The proceedings had extended over a period of fifteen hours.

The following settlement was arrived at:

Increased wages to be paid: Day workers and piece workers over 18 years of age, 3½d. per hour.

Females over 18 years of age, 2d. per hour.

Males and females under 18 years of age 1½d. per hour.

Piece workers to be paid in accordance with the above scale, up to any standard week in any given works, and to receive the full amount if the person works 45 hours, the hours worked over a standard week to be paid at the same rate, plus overtime rates.

Non-process men, firebeaters, and labourers to be dealt with apart from this arrangement on Friday.

The advance shall be payable from June 9 for the previous week.

Engravers employed by the firms represented at this conference shall receive the above advance.

At the last moment Alderman Hayhurst wanted the Bolton Amalgamation to tabulate their claim, and the agreement also affects that body.

The new award means an increase to day workers of at least 15s. per week, and to a large number of calico print workers 6s. and upwards per week. In all 50,000 workpeople in Lancashire, Cheshire, and Derbyshire will receive the advance.

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Leeds Mercury. 3.1.18

DYEING TRADE WAGES.

HEBDEN BRIDGE EMPLOYEES AWARDED INCREASES.

Members of the National Society of Dyers and Finishers at Hebden Bridge have obtained another considerable addition to their wages. In connection with their application, a difference arose between the society and the Master Dyers' Association, and it was agreed to refer the matter to Sir George Askwith, and Mr. Wm. Alexander Robertson, London, was deputed to decide the matter.

Mr. Robertson, after meeting the parties at the Bradford Town Hall, has issued his award, and has decided that in substitution of any war grant or bonus there shall be paid to day workers:—

To all males and females under 16 years of age, an increase of 1½d. per hour.

Males and females of 16 and under 18, an increase of 2d. per hour.

Female workers 18 and upwards, an increase of 2½d. per hour.

Males 18 years and upwards, an increase of 4d. per hour.

An exactly similar award has been made to the piece workers, who, whether male or female, are to be paid increased rates per hour up to the standard week in any given works, but not to receive less than the full amount if 45 hours have been worked. Hours after the standard week to be paid the same rates of increase plus the usual overtime allowance.

Standing wage men are to be dealt with by the employers.

The advances are to be payable as from the nearest pay day to 9th November, 1917, and shall be for the full pay week preceding that date. They are to be regarded as war wages.

Respecting the award to piece workers, both masters and men have agreed to the payment of the following percentages instead:—

Netterwood cutters, 52½ per cent.; hand cutters, 47½ per cent.; menders, 40 per cent.; all other piece workers, 45 per cent.

For Government contracts now going through a clause affecting fine and medium cords is to be substituted by a flat rate of 1s. 6d. for a 40's reed; and 1s. 8d. for a 41 and 42 reed.

Daily Express. February 9th. 1915.

WOMEN TO FILL THE PLACES OF MEN.

GOVERNMENT APPEAL TO THE TRADE UNIONS.

OUR ARMY'S WORK.

By Our Parliamentary Representative.

HOUSE OF COMMONS, Monday.

We want more men.

Women should be employed to serve in shops, releasing men for the front.

The trade unions should relax their rules, such as those about hours and "qualifications," and let off large numbers of fit men of military age, and allow men not fit for the front or women to take their places.

That was the gist of the appeal of the Government to-night, the outstanding feature of the speech of the Under-Secretary for War, Mr. Harold Tennant, in introducing the annual debate on the Army Estimates.

There was a debate, but no estimates. There were two reasons for giving no detail as to military strength and expenditure; first, that such information would be of great help to Germany, and, second, that no figures could be given with any exactitude. "We do not know," said Mr. F. D. Acland, Financial Secretary to the Treasury, "whether we shall return to peace expenditure during the financial year" (ending March 31, 1916).

MRS. ASQUITH A LISTENER.

Mr. Tennant had his sister, Mrs. Asquith, listening to him from the ladies' gallery, his brother-in-law, the Prime Minister, stayed beside him on the bench to listen, and his brother, Lord Glenconner (formerly Sir Edward Tennant) listened from the Peers' Gallery.

He made a clear and pleasing exposition of the obvious. For national reasons he gave, of course, none of the usual facts about the numbers of men in the Army, or the money to be spent on the various Army services.

"I have to remember," he said, "that my words might reach, and certainly will reach if they are sufficiently indiscreet, the Chief of the Staff at Berlin," and in grave tones he warned any member who might be in possession of the figures against divulging them.

He told of the difficulties experienced in organising the equipment and housing of the great New Army, and of how they had been overcome. There was the question of huts, for instance. Contractors had been behind, the great rainstorms of December had intervened, but now a very large number of troops were comfortably housed in huts, and before long the accommodation for all would be available.

Loud cheers went up when he paid a tribute to the householders who had so willingly billeted the troops, to the good behaviour of the men, and to their cheerfulness in times of discomfort. Then he turned to the question of recruiting.

"Recruiting has been very satisfactory," he said. "Of course, it varies from week to week. Possibly at the present moment if a little more energy were put into recruiting it would not be out of place. But we have no cause for discontent or disquiet.

"But we want more men. Every man will be needed in this great life-and-death struggle.

"The time approaches when we may have to make inroads—in fact, they are being made—into important industries on which large populations depend. Important issues must be involved in the denudation of the labour market of large numbers of men of military age and military physique.

APPEAL TO LABOUR.

"I would appeal to the Labour party," said the Government spokesman, turning round to the two benches of trade union leaders, "to help us to organise the forces of labour. I would ask them to help us so that when one man goes to join the colours his place may be taken by another man neither of military age nor physique, or by a woman. I believe that may be able to be done.

"I would ask them to assist the Government by allowing some form of relaxation of their rules and regulations.

"In many firms—not so much armament

men at the front, and added that measures were being taken to prevent these effects of the wet and cold work in the trenches.

"I am glad to say," he continued, "that cases of enteric are rare, and the evidence is accumulating that inoculation ought to be made compulsory.

"The absence of inoculation so vitally affects the fighting efficiency of the force in the field that it is not one of those subjects which ought to be settled by prejudice. A leaflet, with a prefatory note by Lord Kitchener impressing the great value of inoculation, has been published, and is sent to every soldier.

"The preventive measures which I should like to mention, because they are new features, are the sanitary squads, the water-purifying sections, and the travelling hygiene and bacteriological laboratories.

"It has not been possible for me," he concluded, "to make a review of all the operations in the field, or of the truly marvellous achievements of the British Army in the last six months; nor am I able to make any forecast as to what may be in front of us.

"The variations and vicissitudes in this great struggle may call for even greater sacrifices from the nation as a whole more than any they have yet had to make. But I do not believe there is a single man in the House who is despondent—(cheers)—nor that there is a single man who is not determined that this matter shall issue in one way only, and that is that the Allies must dictate the terms of peace."

MR. WALTER LONG.

MR. WALTER LONG said that in his concluding remarks Mr. Tennant faithfully represented the spirit which animated the entire nation.

"I remember," he continued, "when I was in South Africa General Botha informed me that among all the experiences of the Boer war, one fact which impressed him above all others was the personal character of the British private soldier. would like to hear his tribute to the Britis rank and file who throughout this cam paign have given abundant proof that thei hearts are as brave and their hands as clea as those of the men who have fought i any of the great wars of the past. 'Th Opposition will not offer any criticism of a hostile character," continued Mr Long, "so long as they are assured tha the Government are prosecuting the wa with a steadfast determination to bring i as spedeily as might be possible to a suc cessful conclusion, and are giving the fullest measure of support to the Commander-in-Chief and the troops in the field

"In regard to the operations in the field and the progress of recruiting at home," he added, "the Government might with advantage have given more information to the public than they have seen fit to do. This is a matter, however, upon which private individuals cannot decide. The Government alone know the facts, and are able to judge of the prospects and of the effect of divulging information which they possess. I hope that the effect of this reticence may not prove unsatisfactory. If it does not have an unsatisfactory effect on the country, it will be enormously to the credit of our people.

"I have a shrewd suspicion—which I know is shared by many people—that the enemy has fairly accurate knowledge of the number of troops we are raising, and if I had to choose between the risk of telling the enemy something he does not know and the risk of discouraging our own people, I would rather choose the former."

WILLING VOLUNTEERS.

Mr. Long pleaded for the recognition of the volunteer forces. "There are thousands of men in the country," he declared, "who cannot go to the front who are fully capable of taking a share in home defence. The Government can get as many men as they want without pay. But they do ask that they should be told who is to lead them, and they also ask that they should be properly organised and trained as a military force.

"It is a great opportunity which shou' not be lost, because even with our gre Navy there are risks of invasion. Who is in supreme command of home defence?"

MR. TENNANT said Sir Ian Hamilton was commander-in-chief of the central force.

MR. W. LONG asked, Was he responsible for the internal defence of the country in the event of invasion? His information was that Sir Ian Hamilton's command covered only one portion of the country, and that there were other independent commands. He understood from the Under-Secretary that this was incorrect, and he hoped that in the course of the debate the House would have more definite information on the subject.

MR. J. HODGE (Lab.) declared that every demand made by employers of labour upon their workers to provide equipment and munitions of war had been cheerfully complied with. He did not think any body of men had been more patriotic than the trade unionists had been. They realised that in what they were doing they were serving their country as much as the men at the front.

LORD CHARLES BERESFORD urged the Government to take more vigorous action to get information as to officers and men who were returned as missing. The question of the missing was one of the saddest features of the war. Many of these men would never be heard of, but every effort should be made to get information whether they were alive or dead.

SIR COURTENAY WARNER urged that the services of more women nurses should be engaged for the care of the wounded, espec-

APPEAL TO LABOUR.

"I would appeal to the Labour party," said the Government spokesman, turning round to the two benches of trade union leaders, "to help us to organise the forces of labour. I would ask them to help us so that when one man goes to join the colours his place may be taken by another man neither of military age nor physique, or by a woman. I believe that may be able to be done.

"I would ask them to assist the Government by allowing some form of relaxation of their rules and regulations.

"In many firms—not so much armament as clothing firms—the rules have been largely abrogated already. I would ask my friends whether they could not prevail upon the trade unionists of this country to take measures, entirely of a temporary kind, for the relaxation of some of their more stringent rules.

"Would it not be possible for hon. members to induce such a union as the Shop Assistants' Trade Union to say that all male workers of age and physique fit to join the Army should be replaced by women workers?

"I do not say that this is a possible thing to do; I only throw it out tentatively.

"Many men are anxious to serve in the Army, and many are restrained by the urgent representations of their employers that they cannot be spared. Many have joined the colours without the permission of their employers.

MEDAL FOR WORKERS.

"In the case of the armament firms some of such men have already, on the instructions of Lord Kitchener, been brought back from the front in order to keep the works going at full strength.

"Lord Kitchener is considering the possibility of issuing at the termination of the war a medal to certain technical workers in the armament firms who have served so faithfully and well in the manufacture of those articles which are required, and by whose skill and zeal the army in the field has been supplied."

Then Mr. Tennant turned to the Army abroad.

"Troops have been brought from many parts of the world," he declared, proudly "without, as far as we know, a single casualty. When the numbers come to be known, that, I believe, will be regarded as one of the most extraordinary feats in history."

In a few words he declared that all had been well with the provisioning of the troops and with the supply of munitions of war, and in eloquent words he praised the efficiency, conduct, and value of the Territorial Forces, who in overwhelming preponderance had volunteered for service abroad. He continued:—

"I come now to the Flying Corps. I think that it has been proved beyond doubt that the British design of aeroplane has proved its superiority to that of any other nation. That is due to the Royal Aircraft Factory initiated by Lord Haldane, and the fact that so much progress has been made in the design is largely due to the late Secretary of War, Colonel Seely.

"The workmanship and material put in are so good that our aeroplanes last almost twice, if not quite twice, as long as those of any of the other Powers concerned. We have to acknowledge the valuable assistance the French Government have rendered in the matter of aeroplane engines.

"But we are now becoming self-supporting in this matter, and the first British-made aeroplane engines are now in use, and it will not be long before a considerable number of them reach the front.

"I may say that the British pilot, in the operations so far, has proved himself on every occasion without exception superior to the German pilot."

The medical service also came in for lavish praise from Mr. Tennant. "This is the first war," he said, "in which there has been an organised sanitary service." He described how rheumatism and frost-bite had been the principal sicknesses of our men had been more patriotic than the trade unionists had been. They realised that in what they were doing they were serving their country as much as the men at the front.

LORD CHARLES BERESFORD urged the Government to take more vigorous action to get information as to officers and men who were returned as missing. The question of the missing was one of the saddest features of the war. Many of these men would never be heard of, but every effort should be made to get information whether they were alive or dead.

SIR COURTENAY WARNER urged that the services of more women nurses should be engaged for the care of the wounded, expressing the view that partly trained nurses were better than male hospital orderlies.

MR. CURRIE considered that if a larger number of soldiers than that mentioned in the vote should be found necessary, the Government would be obliged to introduce some form of conscription in conjunction with a scheme of industrial regulation.

The appeal of the Government to the Labour representatives was not gone into in detail to-night, the Army discussion becoming general and discursive.

Mr. G. H. Roberts (Lab., Norwich) and Mr. Tyson Wilson (Lab., Westhoughton) are going to speak to-morrow (Tuesday), and they will ask the Government what exactly Mr. Tennant meant.

The Times, March 18th 1915. 6b

WAR SERVICE FOR WOMEN.

GOVERNMENT SCHEME.

INDUSTRIAL MOBILIZATION.

Prominent attention has been called in *The Times* to the problem of getting women to fill the places of men as far as possible in the ranks of trade and industry, and so at once release more and more men for the Army and maintain in full activity the supply of those necessaries without which, as Lord Kitchener said, our soldiers in the field cannot fight. We are glad to learn that the Board of Trade in behalf of the Government have been at work on the problem and have now framed a scheme with a view to dealing with it. The scope and character of the Government scheme is set out in the following official statement :—

WAR SERVICE FOR WOMEN.

The President of the Board of Trade wishes to call attention to the fact that in the present emergency, if the full fighting power of the nation is to be put forth on the field of battle, the full working power of the nation must be made available to carry on its essential trades at home. Already, in certain important occupations there are not enough men and women to do the work. This shortage will certainly spread to other occupations as more and more men join the fighting forces.

In order to meet both the present and the future needs of national industry during the war, the Government wish to obtain particulars of the women available, with or without previous training, for paid employment. Accordingly, they invite all women who are prepared, if needed, to take paid employment of any kind—industrial, agricultural, clerical, &c.—to enter themselves upon the Register of Women for War Service which is being prepared by the Board of Trade Labour Exchanges.

Any woman living in a town where there is a Labour Exchange can register by going there in person. If she is not near a Labour Exchange she can get a form of registration from the local agency of the Unemployment Fund. Forms will also be sent out through a number of women's societies.

The object of registration is to find out what reserve force of women's labour, trained or untrained, can be made available if required. As from time to time actual openings for employment present themselves, notice will be given through the Labour Exchanges, with full details as to the nature of work, conditions, and pay, and, so far as special training is necessary, arrangements will if possible, be made for the purpose.

Any woman who by working helps to release a man or to equip a man for fighting does national war service. Every woman should register who is able and willing to take employment.

By setting up this "Register of Women for War Service" the Board of Trade hope in the first place to obtain a census of all the available female labour supply, and then, from this reserve, to make good in some measure both the existing shortage in specific trades and any future shortages in the labour market that may be created by new demands on the manhood of the country. They will endeavour to ascertain as exhaustively as possible the occupations in which women have previously been engaged and in which they could and would be ready to engage again, as well as those in which fresh volunteers could do very well, with a little training. Having ascertained what the supply is, and classified it, they will be in a position to give reasonable assurances to employers in various trades and occupations that if patriotically they allow their men to go women can be supplied to take their place.

The 400 Labour Exchanges throughout the country have received, or will presently receive, instructions and registration forms. In the forms applicants, after entering their name, age, and whether they are married, single, or widow, will be invited to answer such questions as these :—

"Have you ever done any paid work, and, if so, what?" "If so, when; what kind, employer's name or names?" "Are you free to work—(*a*) whole time; (*b*) part time; (*c*) to leave your home for work if pay is sufficient, and housing satisfactory?" "Is there any other kind of work which you are willing and able to do?" "Are you prepared to be trained for work which you have not previously done?"

There are also a series of questions for persons willing to do agricultural work. All the women's societies, political, educational, and social, have been invited to lend their aid and cooperation in making known and promoting the success of this side of the scheme, and a great number have promised to do so. There is every reason to hope that the end of next week will see a large number of names entered on this register of women for war service.

With the enormous demands on the war industries women who want to work can get work, and remunerative work too. For light machine work for armaments and making of cartridge cases and shell cases there is almost no limit to the number of hands that could be employed. In engaging for this sphere women may feel that they are doing something to relieve what Lord Kitchener has described as his "very serious anxiety." The Army clothing factories require all the recruits they can get. The Prime Minister himself has endorsed and emphasized the call of the farmers for more labour on the land.

The case of the country woman presents a little difficulty. Where her husband has joined the Army she has in her separation allowance more money coming in than in many cases she ever had before, but the Board of Trade hope that through this scheme country women will patriotically come forward in greater numbers to take the place of their husbands who have gone to the front. In this connexion it may be stated that the agricultural colleges have undertaken to train women in suitable branches of farm work.

A MOBI... NATIO...

CALL TO ... AND SOBR...

MR. LLOYD G... APPEAL

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General Union of Textile Workers.
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Parliamentary Committee Trades Union Cong...
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WAR SERVICE FOR WOMEN.

GOVERNMENT SCHEME.

INDUSTRIAL MOBILIZATION.

Prominent attention has been called in *The Times* to the problem of getting women to fill the places of men as far as possible in the ranks of trade and industry, and so at once release more and more men for the Army and maintain in full activity the supply of those necessaries without which, as Lord Kitchener said, our soldiers in the field cannot fight. We are glad to learn that the Board of Trade in behalf of the Government have been at work on the problem and have now framed a scheme with a view to dealing with it. The scope and character of the Government scheme is set out in the following official statement :—

WAR SERVICE FOR WOMEN.

The President of the Board of Trade wishes to call attention to the fact that in the present emergency, if the full fighting power of the nation is to be put forth on the field of battle, the full working power of the nation must be made available to carry on its essential trades at home. Already, in certain important occupations there are not enough men and women to do the work. This shortage will certainly spread to other occupations as more and more men join the fighting forces.

In order to meet both the present and the future needs of national industry during the war, the Government wish to obtain particulars of the women available, with or without previous training, for paid employment. Accordingly, they invite all women who are prepared, if needed, to take paid employment of any kind—industrial, agricultural, clerical, &c.—to enter themselves upon the Register of Women for War Service which is being prepared by the Board of Trade Labour Exchanges.

Any woman living in a town where there is a Labour Exchange can register by going there in person. If she is not near a Labour Exchange she can get a form of registration from the local agency of the Unemployment Fund. Forms will also be sent out through a number of women's societies.

The object of registration is to find out what reserve force of women's labour, trained or untrained, can be made available if required. As from time to time actual openings for employment present themselves, notice will be given through the Labour Exchanges, with full details as to the nature of work, conditions, and pay, and, so far as special training is necessary, arrangements will if possible, be made for the purpose.

Any woman who by working helps to release a man or to equip a man for fighting does national war service. Every woman should register who is able and willing to take employment.

By setting up this "Register of Women for War Service" the Board of Trade hope in the first place to obtain a census of all the available female labour supply, and then, from this reserve, to make good in some measure both the existing shortage in specific trades and any future shortages in the labour market that may be created by new demands on the manhood of the country. They will endeavour to ascertain as exhaustively as possible the occupations in which women have previously been engaged and in which they could and would be ready to engage again, as well as those in which fresh volunteers could do very well, with a little training. Having ascertained what the supply is, and classified it, they will be in a position to give reasonable assurances to employers in various trades and occupations that if patriotically they allow their men to go women can be supplied to take their place.

The 400 Labour Exchanges throughout the country have received, or will presently receive, instructions and registration forms. In the forms applicants, after entering their name, age, and whether they are married, single, or widow, will be invited to answer such questions as these :—

"Have you ever done any paid work, and, if so, what?" "If so, when; what kind, employer's name or names?" "Are you free to work—(*a*) whole time; (*b*) part time; (*c*) to leave your home for work if pay is sufficient, and housing satisfactory?" "Is there any other kind of work which you are willing and able to do?" "Are you prepared to be trained for work which you have not previously done?"

There are also a series of questions for persons willing to do agricultural work. All the women's societies, political, educational, and social, have been invited to lend their aid and cooperation in making known and promoting the success of this side of the scheme, and a great number have promised to do so. There is every reason to hope that the end of next week will see a large number of names entered on this register of women for war service.

With the enormous demands on the war industries women who want to work can get work, and remunerative work too. For light machine work for armaments and making of cartridge cases and shell cases there is almost no limit to the number of hands that could be employed. In engaging for this sphere women may feel that they are doing something to relieve what Lord Kitchener has described as his "very serious anxiety." The Army clothing factories require all the recruits they can get. The Prime Minister himself has endorsed and emphasized the call of the farmers for more labour on the land.

The case of the country woman presents a little difficulty. Where her husband has joined the Army she has in her separation allowance more money coming in than in many cases she ever had before. But the Board of Trade hope that through this scheme country women will patriotically come forward in greater numbers to take the place of their husbands

A MOBILIZED NATION.

CALL TO WORK AND SOBRIETY.

MR. LLOYD GEORGE'S APPEAL.

Mr. Lloyd George, in opening a conference of representatives of trade unions at the Treasury yesterday, made an earnest appeal to employers and workmen to sink their differences and to concentrate on a larger, increase in the output of munitions of war.

A sub-committee of the Labour representatives afterwards met and drafted a report recommending that the Government should appoint an Advisory Board, to consist of an equal number of representatives of employers and workmen, to assist in securing the greatest possible acceleration in the output of war materials.

A conference of representatives of Trade Unions met the Chancellor of the Exchequer and the President of the Board of Trade at their request at the Treasury yesterday, for the purpose of discussing certain matters of importance to labour arising out of the recent decision of the Government, embodied in the Defence of the Realm (Amendment) Act, to take further steps to organize the resources of the country to meet naval and military requirements.

Representatives of the following trade unions were present :—

Friendly Society of Ironfounders.
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Amalgamated Society of Engineers.
Federation of Engineering and Shipbuilding Trades.
National Transport Workers' Federation.
General Union of Textile Workers.
Amalgamated Society of Carpenters and Joiners.
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There were also present :—

The Right Hon. A. J. Balfour, M.P., the Right Hon. Edwin Montagu, M.P., Dr. Macnamara, M.P., Mr. Harold Baker, M.P., General Sir J. Wolfe Murray (Chief of the Imperial General Staff), Rear-Admiral Tudor (Third Sea Lord), Rear-Admiral Morgan Singer, Captain Greatorex, Captain Dumas, Sir Hubert Llewellyn Smith, Sir George Askwith, Sir Francis Hopwood, Sir George Gibb, Sir Charles Harris, Mr. W. H. Beveridge, Mr. Isaac Mitchell, Mr. Cummings, Mr. Shackleton.

The Chancellor of the Exchequer, in opening the conference, said :—

Gentlemen,—I am exceedingly obliged to you for responding to the invitation which was sent to you by the President of the Board of Trade and myself to come here to-day. Lord Kitchener wishes me to apologize for his inability to be here, inasmuch as he had fixed an inspection some time ago, and he could not possibly put it off. Otherwise he had intended to be present in order to discuss the matters which I propose to put before you. He is represented here by General Wolfe Murray, the Chief of his Staff, and the Admiralty is also represented.

The President of the Board of Trade and myself, on behalf of the Government, have invited you here not to consider any particular trade dispute, but to consider the general position in reference to the urgent need of the country in regard to the large and a larger increase in the output of munitions of war, and the steps which the Government propose to take to organize the industries of the country, with a view to achieving that end. You know that the position is a serious one. You know it by the speech delivered by Lord Kitchener in the House of Lords, I think on Monday last. In every country engaged in the war they have discovered that the expenditure of war material is considerably in excess of any anticipation ever made by any General Staff; so that, even in the best-prepared countries, the pressure is beyond anything that anyone ever expected. In France they have met it by organizing the whole of the industries of the country. In this country we have had the additional difficulty of having to increase our Army too fast, and therefore the pressure upon this country is greater, in consequence of that fact, than upon any other country engaged in the war. The position of the

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MORAL OF NEUVE CHAPELLE.

I have no doubt you have read the account of the battle which took place last week, which gives you a very good idea of what the increase in the output of munitions means, not merely from the point of view of success, but from the point of view of the lives which you save if an army is well equipped. The position for the attack was prepared by the most tremendous concentration of artillery fire that has probably been witnessed upon any given point during the whole of this war. What was the effect of that? It was not merely to ensure success, but, what was equally important, its effect was to save the lives of British soldiers in the attack that was made. The French told me in France when I was there that by a concentration of fire upon a particular point they were able to achieve their purpose with one-tenth of the loss of life which they otherwise would have needed to accomplish that object. So that the turning out of munitions of war not merely means success, but it means the saving of lives; and as we are all making our contribution in that respect from every class, without distinction, in sending those who are related to us to the war, we are anxious to see our country win, and we are also anxious to save the lives of our people. That is why it is not merely urgent that we should get an increased output; it is urgent that we should accelerate it. Every month that there is delay in the output may mean two or three months added to the duration of the war, with all its horrors.

The Government have, therefore, decided to take action—absolutely unprecedented action—in organizing the industries of this country for the purpose of increasing the output, in order to give support to our gallant countrymen when they advance to the attack against the enemy. It is an absolutely unprecedented action so far as this country is concerned. I think that organization has already been achieved in France. It was achieved, I think, voluntarily there; but it was done there under the pressure of invasion. In this country we have the Defence of the Realm Acts. The last, and perhaps the most drastic of them, was carried yesterday, and I believe the Royal Assent was given to it last night. Under those Acts of Parliament we have the power to assume control or to take over any works in this country which are either turning out munitions of war or which are capable of being adapted for that purpose. That is what I want to consult you about.

Although we have the power, we cannot exercise it unless we have the complete cooperation of employers and workmen. What does it mean? I do not want to use the term "taking over" without explaining that it is capable of an interpretation which I do not wish to put upon it. By taking over a works we do not mean to establish an admiral or a general in command of the works, turning adrift those who are managing them at the present moment. That is an impossible task. Our admirals and generals have as much to do as they possibly can, and, with the greatest confidence in them, we do not think they would manage works of this kind with the skill of those who are accustomed to that kind of task. That is not what we mean.

LIMITATION OF PROFITS.

We mean to assume control of works which are now being exclusively devoted to that purpose. There are certain works which are not adapted for that kind of control, but there are others which are, and the great works which are now being used for the purpose of the production of munitions of war are eminently works of that kind. Above all, we propose to impose a limitation of profits, because we can quite see that it is very difficult for us to appeal to labour to relax restrictions and to put out the whole of its strength unless some condition of this kind is imposed. The workmen of the country, I am perfectly certain, are prepared to put their whole strength into helping the war, so long as they know that it is the State that is getting the benefit of it, and that it does not merely enure to the profit of any particular individual or class. If we are merely to take over the works and assume control and guarantee profits within that limit, you will realize that means that the employer has not quite the same interest

as he has now in limiting expenditure. Therefore, we might be face to face, not merely with the employees making demands upon the State which we for the moment might regard as unreasonable, but we might find the employers in combination with them, and therefore we should have employers and employed combining to bring pressure upon the State, and we should not be in a position to deal with it unless we had a complete understanding in advance. That is exactly what we want. Before we undertake the control and direction of these works and undertake the responsibility for them we must have a complete understanding with the employers and the employed.

What understanding can be asked for? The understanding we must get with the employers is an understanding with regard to the limitation of profits; that we must get, and an understanding, of course, that whatever the State wants done that shall be done. I do not dwell upon these two points; those are matters which I shall have to put before the employers when the time comes, but these are the points I wish to put before the representatives of the workmen. For the moment we are liable to have important work interrupted by labour disputes. As I have said before, it is not a question of who is to blame there The question is, How is the interruption of work to be prevented whilst you are settling the dispute? That is the matter which is important to us to consider. Speaking on behalf of the Government, we do not say that the workmen ought never to complain, or that the workmen ought never to ask for an increase of wages; that is not our point. Our point is that during the time the questions at issue are being adjudicated upon the work shall go on. The first proposition, therefore, which I shall put before you for your consideration is this:—

> With a view to preventing loss of production caused by disputes between employers and workpeople, no stoppage of work by strike or lock-out should take place on work for Government purposes. In the event of difficulties arising which fail to be settled by the parties directly concerned, or by their representatives, or under any existing agreement, the matter shall be referred to an impartial tribunal nominated by his Majesty's Government for immediate investigation and report to the Government with a view to a settlement. All this is purely during the continuation of the war, and does not bear on anything that might happen after the war.

THREE SUGGESTIONS.

There are three suggestions which I put forward for the settlement of disputes. The first is that a single arbitrator agreed upon by the parties or appointed by the Board of Trade should adjudicate. The second one is the Committee on Production. I think that consists of Sir George Askwith, Sir Francis Hopwood, and Sir George Gibb. The third proposition is that a Court of Arbitration shall be set up upon which labour is represented equally with the employers. Those are the three methods I put before you for your consideration. That is my first proposition. I should like, on behalf of the Government, to establish an understanding with labour that in works which are turning out munitions and equipment for the war, where there is a dispute occurring there shall be no dropping of tools, but that some means shall be established by which the dispute shall be settled without any interruption of the work.

The second point is a very difficult and a very delicate one to handle, as I know. I am very glad at this point to be able to give you good news from the Clyde. There are some of you here who know it, but there are others who perhaps have not heard it. I believe there has been a ballot on the Clyde, which began about a week ago, and I understand that although the ballot is scarcely completed, the result is overwhelmingly in favour of accepting the Government's proposals for arbitration in the matter. (Cheers.) We are exceedingly grateful to those who have assisted to bring about this end. We know how difficult it is under those conditions to face men who are pressing forward their grievances and who are always rather inclined to doubt the zeal of those who counsel moderation.

The second proposition is the suspension, where necessary, during the war of restrictions of output. Here again I want to make it perfectly clear that I am only discussing this suspension during the war. The increase in output is so essential to us where we have to turn out munitions of war, not merely for ourselves, but to help our Allies, that I do hope you will assist us for the moment by suspending the operation of any rules or regulations which tend to diminish the output. I know it is a very difficult question for you to decide upon, but it is very very important for the State at the present juncture.

EMPLOYMENT OF FEMALE LABOUR.

There is the question of the number of machines which one man is permitted to attend to. There is the question of the employment of semi-skilled labour, where under normal conditions you could not assent to it: and there is the question of the employment of female labour. In France there is a vast amount of work being done by women and by girls in the ammunition factories. In that country they have suspended all these rules and regulations for the time being because they realize that the ecurity of their country depends upon it.

I have pointed out that in the factories where munitions of war are made there is a very considerable employment of women labour. They are employing semi-skilled labour where before the war the workmen would not have assented to it, and for the same reason as we are making an appeal here. The way in which France has met her responsibilities is one of the most astonishing chapters in the history of any country, and it is something of which democracy can be proud. The French Government has shown that democracy, when put to the test, is quite equal to any strain placed upon it, and that is exactly what we have to prove in this country.

These are the two propositions which I put before you with regard to the increase in the output. The first is that there should be a means, and a summary means, of settling disputes as they arise, without resort either to strikes or lock-outs. The second is that there should be, during the duration of the war, a complete suspension, where necessary (I do not want it except when it is necessary), for the purpose of increasing the output, of all rules and regulations that have the effect of restricting the output.

THE MINORITY AND DRINK.

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is very difficult to talk about it without creating an impression which is not very helpful for the moment. But it is very much better that you should understand entirely what the position is. (Hear, hear.) The resources of this country are enormous: in fact, the resources of this country are greater than those of any other country in this war, and the ultimate triumph of the cause of the Allies will depend, I think, upon the way in which we mobilize the whole of those forces.

There are two alternatives before this country, and they are alternatives which must be presented to every class here. At the end of this war we shall either be the vassals of the German military caste, drunk with success, or we shall have broken militarism for ever. (Cheers.) It is because I realize as a democrat how very important that is that I am making this appeal to the leaders of the workmen to assist us to organize our industries.

The President of the Board of Trade and myself will make exactly the same appeal to the employers—that it is important for us to mobilize to the last the whole of our resources, so that we shall be able as a nation, perfectly united, to march to a victory, which is essential, I can assure you, to human liberty. (Cheers.)

After a short discussion the trade union representatives consulted among themselves, and a further meeting with the Government representatives took place in the afternoon, after which the Conference adjourned until to-day.

In the event of difficulties arising which fail to be settled by the parties directly concerned, or by their representatives, or under any existing agreement, the matter shall be referred to an impartial tribunal nominated by his Majesty's Government for immediate investigation and report to the Government with a view to a settlement. All this is purely during the continuation of the war, and does not bear on anything that might happen after the war.

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Those are the two propositions which I put before you with regard to the increase in the output. The first is that there should be a means, and a summary means, of settling disputes as they arise, without resort either to strikes or lock-outs. The second is that there should be, during the duration of the war, a complete suspension, where necessary (I do not want it except when it is necessary), for the purpose of increasing the output, of all rules and regulations that have the effect of restricting the output.

THE MINORITY AND DRINK.

I am sorry to say that I have to refer to another question of a totally different character, and I hope no one will misunderstand me when I drag it in. It has absolutely nothing to do with the first part of the proposition, but at the same time it is a question where we must have the influence and support of the leaders of organized labour behind us. I am referring now to the effect which excessive drinking amongst a minority of the workmen in some districts has upon the output. Believe me, I am very loth to mention it; one is so apt to be misconstrued. It may be said, "You are bringing a charge against the working classes." I am doing nothing of the kind. I am referring to a minority. But, as you know perfectly well, where the minority do that, they may throw the whole works out of gear, and very often they prevent men who are anxious to go on with their work from continuing that work.

I am sorry to say that I am acting upon reports we have got both from the Admiralty and the War Office. In some districts it is very serious. In some areas it is interfering with the amount of the output, and gravely interfering with it. In other areas it is interfering with the transport. Transport has been delayed where we are sending not merely munitions of war, but necessaries to our troops at the front. I am sure you will prefer I should talk quite plainly about it. (Cheers.) It is very much better that we should do it, whatever the misconstruction is.

I think you will agree with me that that is a very disastrous thing to happen during the period of the war, and it involves very strong action on the part of the Government. But we cannot take action effectively unless we have the support of the Labour leaders throughout the country. I am sure we shall get it in whatever action we think necessary to apply to that state of things.

GRAVITY OF THE SITUATION.

I have this to say in conclusion. The Government would not have summoned this conference unless they knew the gravity of the situation. It

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Those are the two propositions which I put before you with regard to the increase in the output. The first is that there should be a means, and a summary means, of settling disputes as they arise, without resort either to strikes or lock-outs. The second is that there should be, during the duration of the war, a complete suspension, where necessary (I do not want it except when it is necessary), for the purpose of increasing the output, of all rules and regulations that have the effect of restricting the output.

THE MINORITY AND DRINK.

I am sorry to say that I have to refer to another question of a totally different character, and I hope no one will misunderstand me when I drag it in. It has absolutely nothing to do with the first part of the proposition, but at the same time it is a question where we must have the influence and support of the leaders of organized labour behind us. I am referring now to the effect which excessive drinking amongst a minority of the workmen in some districts has upon the output. Believe me, I am very loth to mention it; one is so apt to be misconstrued. It may be said, "You are bringing a charge against the working classes." I am doing nothing of the kind. I am referring to a minority. But, as you know perfectly well, where the minority do that, they may throw the whole works out of gear, and very often they prevent men who are anxious to go on with their work from continuing that work.

I am sorry to say that I am acting upon reports we have got both from the Admiralty and the War Office. In some districts it is very serious. In some areas it is interfering with the amount of the output, and gravely interfering with it. In other areas it is interfering with the transport. Transport has been delayed where we are sending not merely munitions of war, but necessaries to our troops at the front. I am sure you will prefer I should talk quite plainly about it. (Cheers.) It is very much better that we should do it, whatever the misconstruction is.

I think you will agree with me that that is a very disastrous thing to happen during the period of the war, and it involves very strong action on the part of the Government. But we cannot take action effectively unless we have the support of the Labour leaders throughout the country. I am sure we shall get it in whatever action we think necessary to apply to that state of things.

GRAVITY OF THE SITUATION.

I have this to say in conclusion. The Government would not have summoned this conference unless they knew the gravity of the situation. It

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The Standard, March 18th. 1915.

TO RELEASE THE MEN.

REPLACEMENT BY WOMEN.

STRONG APPEAL BY THE GOVERNMENT.

DETAILS OF SCHEME.

TRAINING IN ALL KINDS OF INDUSTRIES.

By a direct appeal to women to free men for the fighting line the Government has brought to every home recognition, as never before, of the immense gravity of the present national crisis.

"Are you able to work and free to work, but not working?" is the question addressed today to every woman in the United Kingdom by the Government, which has officially inaugurated a "War Service for Women" movement which is of the utmost importance and significance. It is officially recognised that there are thousands of women able, and probably in most cases eager, to perform the work in various industries which is now performed by men, of course for payment, and thus to free those men for enlistment in the King's forces. To facilitate the employment of women to carry on "business as usual" when more and yet more men are required for the Army and Navy the Government Labour Exchanges have opened special registers of women for war service. It is not a question of employing women who must work for their daily bread, but of inducing all idle women to work to their utmost capacity to get the nation's needs supplied.

RATE OF WAGES PROBLEM.

The chief problem of this vast undertaking is the difficulty of maintaining rates of wages. There are some industries in which a woman can do a man's work as well as he can, but not many. Grasping employers may in some cases seek to exploit the relative inefficiency of women's labour by paying women disproportionately low wages, and labour interests will naturally be keenly on the look-out for such conduct. The introduction of women of all classes in large numbers into occupations of all kinds involves an appeal to the patriotism not only of the women themselves, who are asked to undertake daily tasks possibly quite uncongenial, but to the men who will gradually be enabled or forced to recognise that they are more needed in the firing line than at home, and to employers who will be perplexed by the adjustment of wages, and will be disinclined to allow men who know their work to be replaced by women who have much to learn, and, perhaps, in the employers' opinions, can never be "quite so good."

The Government—which is as much as to say Our Country—wants a steady supply of men for the Regular Forces, and means to have it. Any man eligible for "the front" must expect to be asked, sooner or later, to fulfil his patriotic duty, for which all women are essentially ineligible, by taking his place in the firing line. It is the duty of every woman, if she is not already completely occupied by household or other duties, to qualify for performing some man's work, to free a man, sooner or later, for "the front."

HOW TO HELP.

"Every woman who can work and is free to work should come forward," says the Board of Trade, speaking for the Government. "Women are wanted at once for farm work, dairy work, leather stitching, brushmaking, clothing machining, and light machining for armament. If you have no experience of this work you should nevertheless register. It may be possible to train you. It is certain that as more men join the forces more women will be wanted to work while they are away. Even if you can work only half of each day you may be useful. Any woman who by working helps to release a man or equip a man for fighting does national war service."

This is an appeal of tremendous force and authority, and there can be no doubt at all that women will respond to it in tens of thousands. Forms for filling up can be obtained at any post-office or Labour Exchange. After personal particulars of name, age, and so forth, a woman is asked to state whether she has ever done any paid work, and, if so, what (and when), and whether she is free to work her whole time or part of her time, and to leave her home for work "if pay is sufficient and housing satisfactory." If a woman has never done paid work she is asked to state what kind of work she is best suited for.

TO ALL CLASSES.

"This is an appeal to women of all classes," said a Board of Trade official to a representative of *The Standard* yesterday. "If the full fighting power of the nation is to be put forth on the field of battle, the full working power of the nation must be made available to carry on its essential trades at home. Already in many important occupations there are not enough men and women to do the work. As more and more men join the fighting forces this shortage will certainly spread to other occupations. The Government wants, therefore, particulars of all women prepared, if needed, to take paid employment of any kind, industrial, agricultural, clerical, or any other, and women are therefore asked to register themselves at once. Special training may be given, if required. The primary object of this movement is to get the nation's work efficiently done, and especially the armies in the field supplied with equipment and munitions of war, while freeing the greatest possible number of men for active service.

AGRICULTURAL LABOUR.

"If farmers tell us that they don't want women to work for them, and that it is 'all rubbish,' well, that will show that for the moment it is true that they can do without the women. They would be only too glad to employ women if there were no men to employ. The time will come, sooner or later, when they will feel the dearth of men more than they do now. Women can do milking, dairy work, market gardening, and poultry farming, and look after live stock, almost as well, if not quite as well, as men. We want to be able to say to employers of all kinds: 'We have this woman who will work for you if you can get your man to enlist.'"

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The Daily Dispatch, March 18th. 1915.

WOMEN'S AID

To Release Men for the State.

GOVERNMENT CENSUS.

Registration of Offers of Service.

NEW PROPOSALS.

Labour Exchanges To Be Utilised.

An appeal to the women of the country to come forward for war service employment was issued last night by the Board of Trade. The President, it was stated in the document, wishes to call attention to the fact that if the full fighting power of the nation is to be put forth on the field of battle, the full working power of the nation must be made available to carry on its essential trades at home. Already in some important occupations there are not enough men and women to do the work. This shortage will certainly spread to other occupations as more and more men join the fighting forces.

In order to meet both the present and the future needs of national industry during the war the Government wish to obtain particulars of the women available, with or without previous training, for paid employment. Accordingly they invite all women who are prepared, if needed, to take paid employment of any kind—industrial, agricultural, clerical, etc.—to enter themselves upon the register of women for war service which is being prepared by the Board of Trade Labour Exchanges.

Registration forms can be obtained through the Labour Exchanges, the local agencies of the Unemployment Fund, a number of women's societies, or the general manager of the Board of Trade Labour Exchanges.

The object of registration is to find out what reserve forces of women's labour, trained or untrained, can be made available if required. As from time to time actual openings for employment present themselves notice will be given through the Labour Exchanges, with full details as to the nature of work, conditions, and pay, and, so far as special training is necessary, arrangements will, if possible, be made for the purpose.

Any woman who, by working, helps to release a man or to equip a man for fighting does national war service, and every woman should register who is able and willing to take employment.

Women Tram Conductors?

Our Bradford correspondent learned on inquiry last night that this will have little effect on Bradford, as practically all working women are absorbed by the textile industry, and work could be found for more were they available.

There is a shortage of men in the tramway and railway services, owing to so many men having joined the colours, and the suggestion has been made that women be employed as tram conductors and as carriage cleaners.

On the railways there would, however, probably be some difficulty with railwaymen, who are strongly organised, and might object to work alongside of women at the same job. As a matter of fact, Bradford railwaymen have a grievance about a proposal to employ Belgian refugees as carriage cleaners on one of the lines, and a local Belgian refugee committee will meet a deputation of the men to-day to discuss the matter.

Substantial Sacrifices Necessary.

Speaking on behalf of the Women's Defence Corps, Mrs. Verity, of Whalley Range, a prominent member of the committee, said she welcomed the announcement of the Board of Trade. That defence corps has over 300 members, and they are all enthusiastic about their work.

Amongst them there are women and girls who are typists and shorthand writers who (she thinks) are able to take the place of men who might offer their services to the Government. They were, she believed, quite willing to fall in with the scheme, and expressed her willingness of laying the matter before them at an early meeting.

Speaking generally on the duties of women, Mrs. Verity said:—"I believe they will have to be prepared to make substantial sacrifices now. The country obviously wants all the men it can get, and women will have to look out and see what they can do to help in this emergency. The existence of a corps like ours will, of course, help to focuss their efforts and place members in proper touch with such work as they are able to undertake.

"Some of them," she added, "are sufficiently well educated to undertake foreign correspondence, whilst others have business capabilities and could relieve men in that capacity."

She instanced cases in which that had already been done, and with the greatest satisfaction to employers.

Authorities Hitherto Not Sympathetic.

Mrs. E. D. Simon, a well-known Manchester lady, who is a member of the Executive Committee of the National Union of Women Workers, interviewed last night by a *Daily Dispatch* representative, thought the idea of the Board of Trade would have good results if properly worked. "It seems to be an excellent idea," she said, "if they can get hold of the women available.

"I find that large numbers of women are willing to help the nation at this time as far as they possibly can. The municipal authorites, at any rate in Manchester," added Mrs. Simon, "have not been very ready to employ women instead of men, and I think a good deal more might be done in that way.

"Women might be employed in many capacities in place of men, such, for instance, as tram conductors and for clerical work. Now that the Board of Trade has brought the matter forward, perhaps the municipality may be more inclined to take it up."

Daily Express, March 18th. 1915.

Women and the War.

The Board of Trade have evolved a scheme for enlisting women in the war—not by sending them to the front, but by inviting them to accept employment which will release men for fighting purposes. We may be sure that the appeal will meet with a substantial response, because the women are as wholeheartedly in this enterprise as the men, and, incidentally, we may be sure that the supporters of the enfranchisement of women will make the fullest possible use of it when the war is over. The Board of Trade has been considering this question for some time, indeed, women have already been transferred from some industries where work is slack to neighbourhoods where armaments are being manufactured. The appeal, therefore, to women to register themselves for service is frankly based upon the belief that more men will be released for fighting purposes. To be effective it needs doing on a large scale, and the Government first of all desire to know what reserve force of women's labour there is available. When that is ascertained they will be in a position to act, and employers of labour, who would be quite willing to encourage their young men to join the colours if they were sure of being able to "carry on," will be re-assured. At any rate the appeal is now made, and the women are informed that any of their number "who by working helps to release a man or to equip a man for fighting does national war service."

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Pall Mall Gazette, March 18th. 1915.

Women's Chance.

It is clear that the response to the Government's appeal to women will be principally a middle-class one. The reason, of course, is that in that class there are more unoccupied and capable women than in any other. All over the country are thousands of women, well educated and eager to be helpful, but hitherto denied the opportunity. It has come now; and, as a result, in London alone, in the first few hours of yesterday, over seven hundred gave in their names as willing and able to help. The various women's social and political societies have also taken up the effort in a spirit both helpful and enthusiastic; and there is every sign that within the next few months we shall see thousands of able and intelligent women helping the country in countless ways to "keep going" while our men are at the firing-line.

The most tragic thing in life is the intelligent unoccupied woman of small means or entirely dependent, who goes drifting through life, hugging perhaps some impracticable ideal, but doing and earning nothing. No life is so drearily frittered away, no powers are so disastrously wasted, as hers. Here comes her chance. She is educated, she is intelligent, she has good manners and a pleasant appearance. Let her give in her name. A thousand positions will soon be open to her as clerk, secretary, bookkeeper, railway and tube ticket clerk, toy-maker, gardener, tram conductor, taxi-driver, shop-assistant, typist, and so on. If in any of these capacities she can give honest work and receive honest pay, will her dignity be lessened? It will be heightened, and life will become a practical instead of a weary and empty thing.

We notice here and there the demand being made that the women who take up these positions shall receive precisely the same wages as the men who have temporarily left them vacant. Where the newcomers' qualifications and experience are the same she is obviously entitled to the same wages. But where the engagement is necessarily somewhat experimental, as it will be in many cases, such a demand would manifestly be excessive. We are, however, entirely on the side of those who, like Mrs. FAWCETT, are labouring to raise the standard of women's work and wages; and we may be sure that the Government will use its influence in the same direction. Once again, in this war as in others, England owes much to her women. Indeed, in the present case, their work and their influence have, we think, been more splendid than they have ever been before. Now, therefore, that we are offering them the work which men have hitherto done (and which men will do again when they return from the war), the guarantees for their fair treatment should be incontestable.

Evening Standard & St. James's Gazette, March 18th. 1915.

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WOMEN FOR MEN.

LABOUR VIEWS ON PROPOSED SUBSTITUTION.

40,000 UNEMPLOYED.

MISS MARY MACARTHUR'S QUESTIONS.

The Government's scheme to mobilise women for war service is being taken up enthusiastically by the various organisations of women and by the women themselves. At the Central Office of the Board of Trade Labour Exchanges at Queen Anne's Gate alone, between 30 and 40 women registered themselves this morning, the first calling as early as 9.40.

Whilst there can be no question as to the readiness of women to continue to help the nation to carry on its industries, the proposal of the Board of Trade to institute a "Register of Women for War Service" is one which raises questions of importance to organised labour, and Miss Mary Macarthur points out that organised labour must be satisfied on points of difficulty before the scheme can be wholly successful.

Generally speaking, the idea of the Government to mobilise women who will take the places in various trades and industries of men who have joined the Army is received with favour. The Government proposes that all women who are ready to take paid employment of any kind should enter themselves on the register at the Labour Exchanges, so that our resources in this direction may be known.

"Any woman who by working helps to release or equip a man for service does national war service," says the President of the Board of Trade in his circular. Registration forms invite information as to what kind of paid work, if any, has been done by the person registering, and among the questions are the following:—

Are you free to work (a) whole time, (b) part time, (c) to leave your home for work if pay is sufficient and housing satisfactory?

Is there any other work which you are willing and able to do?

If you have never done paid work, what kind of work are you best suited for?

Are you prepared to be trained for work which you have not previously done?

Difficult and Delicate.

Some of the questions involved in the proposal were mentioned to one of our representatives by Miss Mary Macarthur, who, as the secretary of the Women's Trade Union League, represents 240,000 organised women workers.

"The Government," she said, "would have been well advised before issuing an appeal of this kind to take into consultation the representatives of the organised trade workers, men and women. This question of shortage of men in any particular trade and substitution of women for them is a most difficult and delicate one, and one in which the advice and co-operation of the organised workers is essential.

"I feel that the circular may give a false impression of the actual industrial situation at the moment. I can only imagine that it has been drafted rather with a view to possible eventualities than a present crisis. Whilst we are, of course, aware that there is a shortage of men in many industries, and even a shortage of women in some industries, it is by no means a simple matter to arrange for the transference of labour with different experience or in different areas.

"These difficulties apply to men, but they apply with double force to women, who are naturally less mobile. As I understand this appeal, it is made to women who are not normally wage-earners, and even to women who have not previously been wage-earners.

Assurances Wanted.

"Knowing as I do that at present there are at least 35,000 or 40,000 women who are normal wage-earners unemployed throughout the country, I should like some assurance that the practicability of the adaptation of these women has been fully considered before the introduction of new and presumably economically independent women is contemplated.

"There can be no doubt that the trade unions, even if convinced of the necessity of this innovation, will require a satisfactory guarantee on the various aspects of the proposed substitution."

On what conditions are these women to be substituted for men?

Are they to receive the same wages for the same work?

What guarantee is to be given to men that, when they return to civil life, their situations will be open for them, and that the standard of conditions in their trade remain unimpaired?

And if the men receive satisfactory guarantees, what is to happen to women who have taken their places when they return, if in the meantime the women have become self-dependents?

"The appointment of a national representative committee, including a strong representation of industrial interests, to lay down the conditions of transference is one of the first safeguards which must be insisted upon. The composition of this committee must be such as to inspire confidence in the minds of the working people."

Value of a Register.

Lady Bamford-Slack, the well-known advocate of women's causes, approved of the proposal to obtain the help of women.

"One cannot help feeling," she said, "that it is very essential that men should be set free to join the Army, and that the various industries of the country should also be maintained.

"Women are eminently fitted for many industries. I believe in a register because it is likely to ensure capable and well-trained people for the positions which require such. It is most important to get the right women for the particular positions. Even after the war there will be a certain shortage of men, and, therefore, this work which women have begun to do now they might be required to carry on.

"Of course, the Government should consult the recognised organisations representing the workers, and they should not forget, as they are apt to do, that women are capable of looking after their own affairs, and know something of their own needs and capacities."

Yorkshire Post, March 18th. 1915.

The new move of the Board of Trade regarding women labour is not a surprise. As I indicated the other day, women have already been transferred from some industries where work is slack to neighbourhoods where armaments are being manufactured. These women have proved so adaptable, after a few days' training, that many employers, and even the War Office, are prepared to extend the experiment. In many parts of the country employers are still, to say the least, not encouraging their men to go to the colours, because they do not see where they are to get fresh labour. This is the impelling reason for what is really the beginning of a mobilisation of the women for war service. The Board of Trade cannot do much in a large way until they know exactly what number of women would be prepared to take this war emergency service. Hence the appeal issued to-night. Experience has shown that in moving labour to a new place the housing difficulty is often serious, but it is never so serious in the case of women as of men, who have their families to think about. But the Board of Trade believe that a woman who takes the place of a man who has gone to the front might well live with the wife of the soldier whom she is replacing.

Pall Mall Gazette, March 18th. 1915.

WOMEN WORKERS.

RESPONSE TO THE CALL.

A GOOD START.

EMPLOYERS AND THE SCHEME.

The work of registration in connection with the Government scheme for effectively mobilising the women workers of the country for war service opened yesterday, and satisfactory progress was made.

"Enlistment" is a simple process. Any woman who is ready to take up work has only to register herself at the nearest Labour Exchange. If a visit to the exchange is not convenient a form for registration can be obtained from a post office. It should be filled up and forwarded to the local Labour Exchange.

More than seven hundred women registered in London yesterday.

While there has not yet been time for employers generally to make considered statements about the scheme, there is a distinct disposition to view it favourably. In one quarter it was suggested that the Government themselves might lead the way by releasing the army of second division clerks and copyists.

WOMEN'S VIEWS.

Some interesting views have been expressed by well-known leaders of opinion.

LADY RANDOLPH CHURCHILL.

The women of England are strong and healthy, and now is their great opportunity.

Mrs. HUMPHRY WARD.

Women must, of course, help the Government to the utmost. I think that special organization would be wanted for the middle-class. I would gladly help personally.

Mrs. DACRE FOX.

The proposals are admirable. They provide the first practical opportunity by the State to help women.

Mrs. BRAMWELL BOOTH.

I have not the slightest doubt that middle-class women will do their part in the Government's eminently practical suggestion.

Miss LENA ASHWELL.

The women of England will respond if the Government's offer is genuine and their labour is protected.

Lady MOND.

Farming, dairy work, horticulture, poultry-farming are especially women's work, the opportunity for which should be welcomed with open arms by middle-class women, always provided that the remuneration is the same as that to male workers.

The Daily Express, March 18th. 1915. 663/6 663.

THE APPEAL TO LABOUR.

NATIONAL CONFERENCE MEETS TO ORGANISE THE RESOURCES OF THE COUNTRY.

STATE CONTROL OF PROFITS AND NO STRIKES.

An important conference on the mobilisation of the country's industrial resources was opened yesterday at the Treasury, and was attended by nearly 100 trade union leaders.

Mr. Lloyd George outlined the Government's plans. These include:—

The limitation and guaranteeing of the profits of factories taken over for making munitions of war.

The prohibition of strikes or lock-outs which would hinder Government work. All disputes are to be settled by compulsory arbitration.

The suspension, where necessary, of all regulations restricting output.

The Government have also adopted the "Daily Express" scheme for employing women workers wherever possible. Mr. Lloyd George referred to what France is doing in this direction, and the President of the Board of Trade has issued an appeal to women willing to help to register their names at once at Labour Exchanges.

INTEMPERANCE.

Towards the close of his speech Mr. Lloyd George referred to Admiralty and War Office reports on the results of intemperance, and plainly hinted at "very strong action."

Following the departure of Mr. Lloyd George from the conference, a committee of seven was appointed by the Labour representatives to draft a report embodying the views of the conference.

The sub-committee met and drafted a report, in which the principal recommendation was a proposal that the Government should appoint an Advisory Board, to consist of an equal number of representatives of employers and workmen, to assist them to secure the greatest possible acceleration in the output of war material.

Another important point was a suggestion for safeguarding the interests of members of the skilled trades at the end of the war.

This report was submitted later in the day to Mr. Lloyd George and the Government representatives.

OFFICIAL STATEMENT.

The following official statement was issued last night:—

A conference of representatives of trade unions met the Chancellor of the Exchequer and the President of the Board of Trade at their request at the Treasury to-day for the purpose of discussing the position in regard to the output of munitions of war.

The President of the Board of Trade and myself, on behalf of the Government, have invited you here, not to consider any particular trade dispute, but to consider the general position in reference to the urgent need of the country in regard to the large and a larger increase in the output of munitions of war, and the steps which the Government propose to take to secure that increase.

Parliament we have the power to assume control or to take over any works in this country which are either turning out munitions of war or which are capable of being adapted for that purpose.

That is what I want to consult you about. Although we have the power, we cannot exercise it unless we have the complete co-operation of employers and workmen in the various trades concerned.

We have had a very full discussion with the Admiralty and War Office, and I am bound to say that the information which they have given us has filled us with grave concern. We are all making our contribution in that respect, from every class, without distinction, in sending those who are related to us to the war, we are anxious to see our country win, and we are also anxious to save the lives of our people.

That is why it is not merely urgent that we should get an increased output; it is urgent that we should accelerate it. **Every month that there is delay in the output may mean two or three months added to the duration of the war, with all its horrors.**

The Government have, therefore, decided to take action—absolutely unprecedented action—in organising the industries of this country for the purpose of increasing the output, in order to give support to our gallant countrymen when they advance to the attack against the enemy. It is an absolutely unprecedented action so far as this country is concerned.

I think that organisation has already been achieved in France. It was achieved, I think, voluntarily there; but it was done there under the pressure of invasion.

In this country we have the Defence of the Realm Acts; the last, and perhaps the most drastic of them, was carried yesterday, and the Royal Assent was given to it last night. Under those Acts he had fixed an inspection some time ago, and he could not possibly put it off. Otherwise he had intended to be present in order to discuss the matters which I propose to put before you. He is represented here by General Wolfe Murray, the Chief of his Staff, and the Admiralty is also represented.

G. R.

WAR SERVICE FOR WOMEN.

The President of the Board of Trade wishes to call attention to the fact that in the present emergency, if the full fighting power of the Nation is to be put forth on the field of battle, the full working power of the Nation must be made available to carry on its essential trades at home. Already in certain important occupations there are not enough men and women to do the work. This shortage will certainly spread to other occupations as more and more men join the fighting forces.

In order to meet both the present and the future needs of national industry during the war, the Government wish to obtain particulars of the women available, with or without previous training, for paid employment. Accordingly, they invite all women who are prepared, if needed, to take paid employment of any kind—industrial, agricultural, clerical, etc.—to enter themselves upon the Register of Women for War Service which is being prepared by the Board of Trade Labour Exchanges.

Any woman living in a town where there is a Labour Exchange can register by going there in person. If she is not near a Labour Exchange she can get a form of registration from the Local Agency of the Unemployment Fund. Forms will also be sent out through a number of women's societies, and can be obtained by post from the General Manager, Board of Trade Labour Exchanges, at the address below.

The object of registration is to find out what reserve force of women's labour, trained or untrained, can be made available if required. As from time to time actual openings for employment present themselves, notice will be given through the Labour Exchanges, with full details as to the nature of work, conditions, and pay, and, so far as special training is necessary, arrangements will, if possible, be made for the purpose.

Any woman who by working helps to release a man or to equip a man for fighting does national war service. Every woman should register who is able and willing to take employment.

Board of Trade, March, 1915.

lock-outs which would hinder Government work. All disputes are to be settled by compulsory arbitration.

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OFFICIAL STATEMENT.

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A conference of representatives of trade unions met the Chancellor of the Exchequer and the President of the Board of Trade at their request at the Treasury to-day for the purpose of discussing certain matters of importance to labour arising out of the recent decision of the Government, embodied in the Defence of the Realm (Amendment) Act, to take further steps to organise the resources of the country to meet naval and military requirements.

Representatives of the following trade unions were present:—

Friendly Society of Ironfounders, British Steel Smelters' Association, Amalgamated Society of Engineers, Federation of Engineering and Shipbuilding Trades, National Transport Workers' Federation, General Union of Textile Workers, Amalgamated Society of Carpenters and Joiners, Boilermakers and Iron and Steel Shipbuilders' Society.

Ship Constructors' and Shipwrights' Association, National Amalgamated Sheet Metal Workers, United Operative Plumbers' Association, Gasworkers' and General Labourers' Union, Parliamentary Committee Trade Union Congress, Boot and Shoe Operatives' Society, Miners' Federation of Great Britain, United Machine Workers' Association.

Associated Iron and Steel Workers of Great Britain, Amalgamated Society of Wood-cutting Machinists, National Amalgamated Union of Labour, the Workers' Union, Amalgamated Toolmakers, Shipbuilding Trades Agreement Committee, General Federation of Trade Unions, General Union of Textile Workers.

There were also present:—

Mr. Balfour, M.P., Mr. Edwin Montague M.P., Dr. Macnamara, M.P., Mr. Harold Baker, M.P.

General Sir J. Wolfe Murray (Chief of the Imperial General Staff), Rear-Admiral Tudor (Third Sea Lord), Rear-Admiral Morgan Singer, Captain Greatorex, Captain Dumas.

Sir Hubert Llewellyn Smith, Sir George Askwith, Sir Francis Hopwood, Sir George Gibb, Sir Charles Harris, Mr. W. H Beveridge, Mr. Isaac Mitchell, Mr. Cummings, Mr. Shackleton.

CHANCELLOR'S SPEECH.

The Chancellor of the Exchequer, in opening the conference, said:—

I am exceedingly obliged to you for responding to the invitation which was sent to you by the President of the Board of Trade and myself to come here to-day.

Lord Kitchener wishes me to apologise for his inability to be here, inasmuch as

WAR SERVICE FOR WOMEN.

The President of the Board of Trade wishes to call attention to the fact that in the present emergency, if the full fighting power of the Nation is to be put forth on the field of battle, the full working power of the Nation must be made available to carry on its essential trades at home. Already in certain important occupations there are not enough men and women to do the work. This shortage will certainly spread to other occupations as more and more men join the fighting forces.

In order to meet both the present and the future needs of national industry during the war, the Government wish to obtain particulars of the women available, with or without previous training, for paid employment. Accordingly, they invite all women who are prepared, if needed, to take paid employment of any kind—industrial, agricultural, clerical, etc.—to enter themselves upon the Register of Women for War Service which is being prepared by the Board of Trade Labour Exchanges.

Any woman living in a town where there is a Labour Exchange can register by going there in person. If she is not near a Labour Exchange she can get a form of registration from the Local Agency of the Unemployment Fund. Forms will also be sent out through a number of women's societies, and can be obtained by post from the General Manager, Board of Trade Labour Exchanges, at the address below.

The object of registration is to find out what reserve force of women's labour, trained or untrained, can be made available if required. As from time to time actual openings for employment present themselves, notice will be given through the Labour Exchanges, with full details as to the nature of work, conditions, and pay, and, so far as special training is necessary, arrangements will, if possible, be made for the purpose.

Any woman who by working helps to release a man or to equip a man for fighting does national war service. Every woman should register who is able and willing to take employment.

Board of Trade, March, 1915.

The President of the Board of Trade and myself, on behalf of the Government, have invited you here, not to consider any particular trade dispute, but to consider the general position in reference to the urgent need of the country in regard to the large and a larger increase in the output of munitions of war, and the steps which the Government propose to take to organise the industries of the country with a view to achieving that end.

You know that the position is a serious one. You know it by the speech delivered by Lord Kitchener in the House of Lords.

In every country engaged in the war they have discovered that the expenditure of war material is considerably in excess of any anticipation ever made by any General Staff; so that, even in the best prepared countries, the pressure is beyond anything that any one ever expected. In France they have met it by organising the whole of the industries of the country.

In this country we have had the additional difficulty of having to increase our army tenfold, and therefore the pressure on this country is greater, in consequence of that fact, than on any other country engaged in the war.

The duration of the war, and therefore its cost, not merely in money, but in lives and in suffering, and even the success of this country in the war, depend on our increasing and accelerating the output of munitions of war.

I have no doubt you have read the account of the battle which took place last week, which gives you a very good idea of what the increase in the output of munitions means, not merely from the point of view of success, but from the point of view of the lives which you save if an army is well equipped. The position for the attack was prepared by the most tremendous concentration of artillery fire that has probably been witnessed on any given point during the whole of this war.

What was the effect of that? It was not merely to ensure success, but, what was equally important, its effect was to save the lives of British soldiers in the attack that was made. The French told me in France when I was there that by a concentration of fire on a particular point they were able to achieve their purpose with one-tenth of the loss of life which they otherwise would have needed to accomplish that object.

So that the turning out of munitions of war not merely means success, but it means the saving of lives, and, as we of Parliament we have the power to assume control or to take over any works in this country which are either turning out munitions of war or which are capable of being adapted for that purpose.

That is what I want to consult you about. Although we have the power, we cannot exercise it unless we have the complete co-operation of employers and workmen.

What does it mean? I do not want to use the term "taking over" without explaining that it is capable of an interpretation which I do not wish to put upon it. By taking over a works we do not mean to establish an admiral or a general in command of the works, turning adrift those who are managing them at the present moment; that is an impossible task.

Our admirals and generals have as much to do as they possibly can, and, with the greatest confidence in them, we do not think they would manage works of this kind with the skill of those who are accustomed to that kind of task. That is not what we mean.

CONTROL OF WORKS.

We mean to assume control of works which are now being exclusively devoted to that purpose. There are certain works which are not adapted for that kind of control, but there are others which are, and the great works which are now being used for the purpose of the production of munitions of war are eminently works of that kind.

Above all we propose to impose a limitation of profits, because we can quite see that it is very difficult for us to appeal to labour to relax restrictions and to put out the whole of its strength unless some condition of this kind is imposed. The workmen of the country, I am perfectly certain, are prepared to put their whole strength into helping the war, so long as they know that it is the State that is getting the benefit of it, and that it does not merely enure to the profit of any particular individual or class.

If we are merely to take over the works and assume control and guarantee profits within that limit, you will realise that means that the employer has not quite the same interest as he has now in limiting expenditure.

Therefore we might be face to face not merely with the employers making demands on the State which we for the moment might regard as unreasonable, but we might find the employers in com-

(Continued on Page FIVE.)

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The Daily Express, March 18th. 1915.

THE APPEAL TO LABOUR.

(Continued from Page ONE.)

bination with them, and therefore we should have employers and employed combining to bring pressure on the State, and we should not be in a position to deal with it unless we had a complete understanding in advance.

That is exactly what we want. Before we undertake the control and direction of these works, and undertake the responsibility for them, we must have a complete understanding with the employers and the employed.

What understanding can be asked for? The understanding we must get with the employers is an understanding with regard to the limitation of profits; that we must get, and an understanding, of course, that whatever the State wants done there shall be done.

For the moment we are liable to have important work interrupted by labour disputes. As I have said before, it is not a question of who is to blame there. The question is, how is the interruption of work to be prevented while you are settling the dispute. That is the matter which is important to us to consider.

Speaking on behalf of the Government, we do not say that the workmen ought never to complain, or that the workmen ought never to ask for an increase of wages; that is not our point. Our point is that during the time the questions at issue are being adjudicated on the work shall go on.

NO STRIKES.

The first proposition, therefore, which I shall put before you for your consideration is this:—

With a view to preventing loss of production caused by disputes between employers and workpeople, no stoppage of work by strike or lock-out should take place on work for Government purposes. In the event of difficulties arising which fail to be settled by the parties directly concerned, or by their representatives, or under any existing agreement, the matter shall be referred to an impartial tribunal nominated by his Majesty's Government, for immediate investigation and report to the Government with a view to a settlement.

All this is purely during the continuation of the war, and does not bear on anything that might happen after the war.

There are three suggestions which I put forward for the settlement of disputes.

The first is that a single arbitrator agreed on by the parties or appointed by the Board of Trade should adjudicate.

The second one is the committee on production; I think that consists of Sir George Askwith, Sir Francis Hopwood, and Sir George Gibb.

The third is that a court of arbitration shall be set up, on which labour is represented equally with the employers.

That is my first proposition. I should like, on behalf of the Government, to establish an understanding with labour that in works which are turning out munitions and equipment for the war, where there is a dispute occurring, there shall be no dropping of tools, but that some means shall be established by which the dispute shall be settled without any interruption of the work.

THE CLYDE.

The second point is a very difficult and a very delicate one to handle.

I am very glad at this point to be able to give you good news from the Clyde. I believe there has been a ballot on the Clyde, and I understand that although the ballot is scarcely completed, the result is overwhelmingly in favour of accepting the Government's proposals for arbitration in the matter.

We are exceedingly grateful to those who have assisted to bring about this end.

The second proposition is the suspension, where necessary during the war, of restrictions of output. Here again I want to make it perfectly clear that I am only discussing this suspension during the war.

The increase in output is so essential to us where we have to turn out munitions of war, not merely for ourselves, but to help our allies, that I do hope you will assist us for the moment by suspending the operation of any rules or regulations which tend to diminish the output. I know it is a very difficult question for you to decide, but it is very, very important for the State at the present juncture.

There is the question of the number of machines which one man is permitted to attend to. There is the question of the employment of semi-skilled labour, where under normal conditions you could not assent to it; and there is the question of the employment of female labour.

In France a vast amount of work is being done by women and by girls in the ammunition factories. In that country they have suspended all these rules and regulations for the time being, because they realise that the security of their country depends on it.

WOMEN WORKERS.

I have pointed out that in the factories where munitions of war are made there is a very considerable employment of women labour. They are employing semi-skilled labour where, before the war, the workmen would not have assented to it, and for the same reason as we are making an appeal here.

The way in which France has met her responsibilities is one of the most astonishing chapters in the history of any country, and it is something of which democracy can be proud. The French Government has shown that democracy, when put to the test, is quite equal to any strain placed on it, and that is exactly what we have to prove in this country.

Those are the two propositions which I put before you with regard to the increase in the output. The first is that there should be a means, and a summary means, of settling disputes as they arise, without resort either to strikes or lock-outs. The second is that there should be, during the duration of the war, a complete suspension, where necessary (I do not want it except when it is necessary) for the purpose of increasing the output, of all rules and regulations that have the effect of restricting the output.

I am sorry to say that I have to refer to another question of a totally different character, and I hope no one will misunderstand me when I drag it in I am referring now to the effect which excessive drinking among a minority of the workmen, in some districts, has upon the output.

Believe me, I am very loth to mention it; one is so apt to be misconstrued. It may be said, "You are bringing a charge against the working classes." I am doing nothing of the kind. I am referring to a minority.

But, as you know perfectly well, where the minority do that, they may throw the whole works out of gear, and very often they prevent men who are anxious to go on with their work from continuing that work.

I am sorry to say that I am acting on reports we have got both from the Admiralty and the War Office. In some districts it is very serious. In some areas it is interfering with the amount of the output, and gravely interfering with it.

In other areas it is interfering with the transport. Transport has been delayed where we are sending not merely munitions of war, but necessaries to our troops at the front. It is very much better that we should do it, whatever the misconstruction is.

I think you will agree with me that that is a very disastrous thing to happen during the period of the war, and it involves very strong action on the part of the Government. But we cannot take action effectively unless we have the support of the Labour leaders throughout the country. I am sure we shall get it in whatever action we think necessary to apply to that state of things.

The Government would not have summoned this conference unless they knew the gravity of the situation. The resources of this country are enormous; in fact, the resources of this country are greater than those of any other country in this war, and the ultimate triumph of the cause of the Allies will depend, I think, on the way in which we mobilise the whole of those forces.

TWO ALTERNATIVES.

There are two alternatives before this country. At the end of this war we shall either be the vassals of the German military caste, drunk with success, or we shall have broken militarism for ever. It is because I realise as a democrat how very important that is that I am making this appeal to the leaders of the workmen to assist us to organise our industries.

The President of the Board of Trade and myself will make exactly the same appeal to the employers: that it is important for us to mobilise to the last the whole of our resources, so that we shall be able as a nation, perfectly united, to march to a victory which is essential to human liberty.

After a short discussion the trade union representatives consulted among themselves, and a further meeting with the Government representatives took place in the afternoon, after which the conference adjourned until to-morrow.

Daily Express

LONDON, THURSDAY, MARCH 18, 1915.

The Morning Post, March 18th 1915.

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MATTERS OF MOMENT.

Women and the War.

"Any woman who by working helps to release a man or to equip a man for fighting does national war service." That is the note of the remarkable appeal to the women of the nation issued last night by the Board of Trade. The country must realise that the enemy cannot be defeated unless its full strength is thrown into the struggle. Voluntary enlistment has given us a wonderful new army, splendid in quality, unrivalled in enthusiasm. The task before that army, acting with the French and Belgians, is to drive the Germans back to the Rhine, and to inflict on them such overwhelming losses that the Kaiser will be forced to accept peace on the terms the Allies dictate. Last week the comparatively small British victory at Neuve Chapelle was bought at a heavy cost of men killed and wounded. It is well for us to stay and consider what the loss will be before peace is signed in Berlin. The gaps in the ranks must be filled. When the New Army goes to the front a newer army must be training at home. Before the end is reached the nation will need every able-bodied man, but at the same time the commercial and economic machine must be kept going, and, in order that this may be done, the Government has now begun to mobilise the women. For the first time in history women are given the same patriotic privilege as men.

Abraham Lincoln, when the existence of his country was in the balance, had the courage to commandeer the manhood of the Northern States. Mr. Asquith has not yet found that courage. It is evident that he and his colleagues are now convinced that we are still faced by a long, wearing struggle, and that there is an urgent necessity for tens of thousands more recruits. It is possible that this mobilisation of women is preparatory to some sort of compulsory service. On the other hand, it may be intended as an alternative, the Government hoping that wives or sisters may shame their men into the realisation of their duty. If that is the idea we regard it as inadequate, and we seriously doubt its success. Halfway measures and futile secrecy have hampered the Government and discouraged the country for seven months. The moment Ministers take the public into their confidence the result is electrical. Lord Kitchener's appeal to the workers was open and candid. Months ago in these columns we predicted that if employers were allowed to make fortunes out of the war their men would naturally demand higher wages. Lord Kitchener recognised that this was perfectly natural and fair. He told the men that without them the war would continue indefinitely, and might be lost. The answer is a pledge of stern, hard work. If the country is frankly told its military necessities it will not be frightened by universal service.

WAR SERVICE FOR WOMEN.

MOBILISATION OF LABOUR.

THE GOVERNMENT SCHEME.

An effort is to be made by the Government to mobilise women for war service. There are many things they can do which would directly help our Navy and Armies, and many more which they can do which would release men for military service. There are several industries, particularly agriculture, which are already very short of labour, because so many of the workers have enlisted. It is, for example, said that herds of cows are having to be killed because there is no one to milk them. Women could keep this sort of industry going if their labour were available. If the farmers are hard hit they will be glad to take the women, if they can get them, and the Board of Trade are proposing to try to get them. There are other industries of the same sort which it is vital to keep going, and in which the additional labour necessary could be supplied by women. Then there is another type of industry where more labour is wanted, where men cannot be found, and in which women could do the work. Perhaps the most surprising work of this type which is even now being done by women is the making of shells for big guns. Already the Board of Trade Labour Exchanges have been able to supply armament firms with women from such districts as the Potteries, where employment is not good, and the women have proved most adaptable. The demand for women who can do this work is enormous, and will continue to be enormous. The big armament firms could at this moment absorb 10,000 more women if they could be found. In transferring labour from one area to another where there is a sudden demand it is often found that housing is a difficulty. That is not so much a trouble in transferring women even in ordinary times. Still less will it be a trouble in cases where women go to take the place of a soldier with the Colours, for the obvious place for them to live is with the soldier's wife.

The Labour Exchanges are to-day issuing the following official circular:

WAR SERVICE FOR WOMEN.

The President of the Board of Trade wishes to call attention to the fact that in the present emergency, if the full fighting power of the Nation is to be put forth on the field of battle, the full working power of the Nation must be made available to carry on its essential trades at home. Already in certain important occupations there are not enough men and women to do the work. This shortage will certainly spread to other occupations as more and more men join the fighting forces.

In order to meet both the present and the future needs of national industry during the war the Government wish to obtain particulars of the women available, with or without previous training, for paid employment. Accordingly, they invite all women who are prepared, if needed, to take paid employment of any kind—industrial, agricultural, clerical, &c.—to enter themselves upon the Register of Women for War Service which is being prepared by the Board of Trade Labour Exchanges.

Any woman living in a town where there is a Labour Exchange can register by going there in person. If she is not near a Labour Exchange she can get a form of registration from the Local Agency of the Unemployment Fund. Forms will also be sent out through a number of women's societies, and can be obtained by post from the General Manager, Board of Trade Labour Exchanges, at the address below.

The object of registration is to find out what reserve force of women's labour, trained or untrained, can be made available if required. As from time to time actual openings for employment present themselves, notice will be given through the Labour Exchanges, with full details as to the nature of work, conditions, and pay, and, so far as special training is necessary, arrangements will, if possible, be made for the purpose.

Any woman who by working helps to release a man or to equip a man for fighting does national war service. Every woman should register who is able and willing to take employment.

Board of Trade, Queen Anne's-chambers,
Broadway, Westminster, S.W.

On the reverse side of the form for registration is the following:

THE SPECIAL REGISTER.

Are you able to work and free to work but not working?

You should have your name entered at once on the Special Register of Women for War Service which is being prepared by the Government Labour Exchanges.

Women are wanted at once to work in the following (among other) occupations: Farm Work, Dairy Work, Leather Stitching, Brush Making, Clothing Machining, Light Machining for Armament.

But even if you have no special experience of any of this work, you should register. It may be possible to train you. It is certain that as more men join the forces, more women will be wanted to work while they are away. Even if you can work only half of each day, you may be useful.

You can register either by going to a Labour Exchange, or by filling up the form on the back of this, and posting it to the nearest Labour Exchange. If you do not know where the Exchange is you can post the form to the Central Office for Labour Exchanges and Unemployment Insurance, Queen Anne's-chambers, Broadway, S.W. No fees are charged.

Any woman who by working helps to release a man or equip a man for fighting does national War Service. Every woman who can work and is free to work should come forward.

The particulars asked for in the form of registration are thus set out:

(1) Surname, other names; (2) full address; (3) age; (4) married, single, or widow; (5) have you ever done any paid work, and if so, what? (6) if so, when? Giving date as nearly as possible, what kind? Employer's name or names; (7) are you free to work: (*a*) whole time, (*b*) part time, (*c*) to leave your home for work if pay is sufficient and housing satisfactory? (8) is there any other work which you are willing and able to do? (9) if you have never done paid work, what kinds of work are you best suited for? (10) are you prepared to be trained for work which you have not previously done?

Special questions are asked of women willing to do agricultural work:

Have you ever worked at any of the following branches of work: (*a*) milking, (*b*) dairy work, (*c*) care of live stock, (*d*) light farm work, (*e*) market gardening, (*f*) poultry farming, (*g*) ordinary gardening. If you have not, state which branch you think you would be suited for.

It is felt that if there were a known and ascertained supply of women labour employers in every class of trade might be more ready to encourage their men to enlist. It is known that employers in many trades are discouraging their men from enlisting because they do not know how to supply their places. In agriculture, too, the Board of Trade strongly feel that the farmer ought to use up the available supply of women before he begins to employ the children. The first object of this new and interesting move on the part of the Board of Trade is to get to know exactly what women are willing to accept this war service. In other words, it is a mobilisation of women labour to help the country to win the war. As an official of the Board said to a representative of the *Morning Post* yesterday: "Until we know what women are to be had it is impossible to approach the employers with any suggestions. What can be done depends directly on the response to this appeal."

The Morning Post,
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WOMEN LABOUR IN WAR TIME.

Another step has been taken by the Government in the endeavour to utilise to the utmost the full resources of the country, which, as our public men are never tired of pointing out, is the only way of bringing the war to a successful and speedy conclusion. There is already a shortage of labour in many of our most important industries, so that the directors of great manufacturing concerns engaged on Government orders, which they find it impossible to deliver to time, are discouraging enlistment. This shortage will spread to other occupations as more and more men join the fighting line, even if those left behind work to the utmost of their powers. Can it be met to any extent by the increased employment of women? Many manufacturers believe it can; and competent authorities say that work could to-day be found for ten thousand of them if the supply were available. In normal times the idea of engaging women to do men's work would be scouted everywhere; but in a struggle of this magnitude nothing must be neglected to divert every unit of the national strength to the accomplishment of the national task; and as it is necessary for more and still more men to train for the front, the places of these must be taken somehow. So to-day the Board of Trade will issue, broadcast, a circular, with the object of finding out what reserve of female labour exists in the country. It will offer facilities for training, where this be practicable, try to bring the workers so registered and trained into touch with the employers, and help to assist in finding housing accommodation in those cases where it is necessary to move them from the districts in which they live. It is a big scheme; and if it is to be successful the co-operation of every section of our people is necessary. On paper—and the full text of the circular, with its accompanying questions, will be found in another column—it looks simpler, in spite of its magnitude, than is really the case. An initial difficulty, it seems to us, is to get at the people to whom the communication is addressed. They are not of the class who, as a rule, read the notices exhibited at Labour Exchanges or post-offices; and they are but slightly under the influence or supervision of the many Women's Societies. In some measure this obstacle may be overcome if women in other walks of life—especially those who have voluntarily engaged themselves in the many associations which have been called into being by the social and economic circumstances arising out of the war—make themselves acquainted with the circular, and see that it obtains the widest possible publicity. There is another difficulty. The increased provision which has rightly been made for the wives and dependents of our soldiers and sailors has diminished the extent of available labour. There are thousands of women who are better off now than they were before the war; and, in consequence, they have either given up outside employment altogether or work irregularly. We allude to these matters not by way of criticising the action of the Board of Trade, but to emphasise the need of co-operation of endeavour. The Labour Exchanges were of little economic value before the war, and signally failed to justify either the anticipations of their founders or the public money that was expended on them. If they can render assistance now the public will be inclined to forget the previous failures. There are now in the North of England a great many women engaged in the armament factories who, thrown out of employment by the partial stoppage of the pottery trades in Staffordshire, were introduced to this new and highly important national work, largely through the instrumentality of the Labour Exchanges. The occupations especially mentioned in the circular are farm and dairy work, leather-stitching, brush-making, clothing machining, and light machining in armament works. For all these female labour is suitable, and for the majority little preliminary training is necessary. Moreover, they are operations to which women could devote all or part of their time—a not unimportant matter where there may be one or two children or an aged relative to look after. This experiment to relieve the shortage of the labour market deserves, and should have, the support of every patriotic man and woman.

Evening News, March 18th. 1915.

CALL TO WOMEN WORKERS.

Leaders' Views on the State Scheme.

HOW TO HELP.

The Government has to-day taken the initial step in its second great manœuvre in organising English industries to cope with the war needs. A circular has been issued calling on women who are willing to work to release men for the war or equip men who have enlisted, to enrol their names with the Labour Exchanges.

The recipients of the forms are asked to say whether they can give whole or part time, what work they can undertake, and whether they are willing to be trained for work they have not previously done.

The Evening News **understands that the Board of Trade is conferring with leaders of the trade unions in connection with this great scheme, registration for which is expected to begin formally next Monday. Notices of vacancies for women will be made known through the Labour Exchanges.**

The official notice adds that the object of registration is to find out what reserve of women's labour, trained and untrained, can be made available if required.

MISS MACARTHUR'S VIEWS.

Miss Mary MacArthur, the secretary of the Women's Trade Union League, expressed surprise to-day at the haste with which the Government were acting in a matter of such great social complexity.

"In the banks at the present time women at £2 a week are doing the work of men who were paid £250 a year, and I can name restaurants where women at about 12s. weekly have filled the places of men who earned £2. Unless there is a guarantee that the men shall return to their places men who have families to keep will, after the war, be faced with a serious outlook, should that tendency be widely encouraged.

"The Government talks about women being paid ordinary industrial rates and speaks of pay ranging from 32s. a week, including overtime, in some of the munitions of war factories. I know of a war factory where the girls are working twelve hours a day with a break of only one and a half hours for meals, and the scale of pay is as follows:—

Girls of 17, 8s. a week.
Girls of 18, 9s.
Girls of 19, 10s.
Girls of 20, 11s.

"There is a bonus, which girls lose if they take Sundays off. In another factory making khaki thread girls are working very long hours for under 10s. a week, and their health is suffering from the continual strain.

"As I understand the appeal it is made to women who are not normally wage earners, and knowing as I do that 40,000 women normally wage earners are out of employment I should like some assurance that the possibility of training and using these women has been fully tried before the introduction of new and presumably economically independent women is contemplated.

"The appointment of a representative committee, including a strong proportion of representatives of the working classes, to lay down the conditions of the transference of women from one industry to another or the subsitution of women for men must be insisted upon as an essential feature of the plan."

The following further views have been given to *Evening News* representatives:—

LADY FRANCES BALFOUR.

I think the Government scheme is admirable. It is good to make use of women citizens as they are making use of men citizens. The women are ready for it, although they have hitherto been steadily discouraged from taking their part.

LADY MUIR MACKENZIE.

It is a great opportunity for women, but I think we must be very careful to safeguard women's interests. Women's trade unions will need to watch that proper wages are paid to women. I understand from the Government scheme that men's wages are to be paid, but women are always cheated in the end, and it is no use trusting to men entirely.

I think there should be a woman on the Central Board to look after women's interests, and I think a great many women factory inspectors must be appointed.

MISS SYLVIA PANKHURST.

I regard the scheme as industrial conscription for women, as I presume that women who sign the register may be called up by the Board of Trade.

We approve of the scheme if it will help women to get the vote. It requires other safeguards—such as equal pay for men's work.

I think a conference of women's societies—political, industrial, and social—should be called on the subject, and with that object in view I am getting into touch with several organisations.

THE COUNTESS OF LIMERICK.

I am perfectly sure that the women of Great Britain will respond to the Government's call. The woman of to-day is a different being from her sister of the Dickens' novel. Her power of endurance is as wonderful as her enthusiasm for work.

To quote one instance. Some West End shopgirls tramped seven miles of London's streets with my shamrocks early yesterday morning before they started work. That is the spirit of woman to-day, and the Government will not call upon her for assistance in vain.

THE HON. MAUDE PAUNCEFOTE.

It is the beginning of a very good idea. Anything that will free the men for service is to be welcomed. Women are very adaptable, and they are suited to many kinds of work hitherto done by men, particularly work which requires skilful fingers.

I do not feel that the new scheme will be any hindrance to our emigration plans. There is room for both. When the men come back, many of them unwilling to do clerical work, they will be glad to join the women who have in their absence settled in the Colonies.

"THE EVENING NEWS" BUREAU.

Those two successful organisations conducted by *The Evening News*—the Employment Bureau for Soldiers and Sailors and the Lonely Soldiers Guild—will now enlarge their spheres of usefulness in connection with the Board of Trade's appeal for women to take employment.

An enormous number of women—there are 105,000 on the books of the Guild—have written expressing their earnest desire to help in any direction possible, only asking for some outlet for their energies.

One lady wrote from East London, Cape Colony, offering her services "as interpreter and general help in hospital or anywhere I might be of use."

In connection with the Employment Bureau, there are now 800 fighting men who want work, and of these 600 have asked for employment for their wives. These will also be sent to the Board.

As women are wanted to take the place of motor drivers, it is noteworthy that a London motor instructor has offered to teach a limited number selected by *The Evening News*.

The Daily Telegraph, March. 18th. 1915.

WOMEN AND THE WAR.

Now that the Ministry has seriously addressed itself to the problem of getting the nation's energies organised for war, it is attacking its task with vigour and boldness. The setting up of Government control over the industries capable of providing munitions of war, the straightforward appeal of Lord KITCHENER to the manhood and patriotism of the men engaged upon Government work, have abruptly shattered the much too widespread delusion that Great Britain had, apart from the efforts of her fighting men by land and sea, no particularly strenuous part to play in the carrying on of the war. To-day we announce the first steps in another emergency-measure of an importance that it would be difficult to exaggerate: the enrolment of the women of the country for service in connection with the war. The Board of Trade circular, which we reproduce to-day, makes its appeal to all classes. The plan is to discover, by means of voluntary registration, what reserve force of women's labour, trained and untrained, can be made available wherever and whenever it is required; and to organise the employment of that force. We find the principle of the new measure aptly expressed in the last paragraph of the circular: "Any woman who by working helps to release a man, or to equip a man, for fighting does national war service." This appeal, we need scarcely say, is not made without knowledge of the admirable work which many thousands of women are doing for their country at this moment, or of the many private organisations already existing for the direction of women's energies to tasks directly or indirectly useful in the nation's emergency. What the new departure means, at bottom, is that the carrying on of certain trades and occupations is essential to the well-being of the country in this hour of its fate; and that there are not enough men and women to do the work in those trades and occupations. In the deciding of what most urgently needs to be done, the Government is the only judge. It calls for women recruits to the first-line forces of industry; and the call will surely not be in vain.

In this way the women of Great Britain can do, and will do, what hundreds of thousands of their menfolk have done: put themselves freely at the disposal of their country, and serve, forgetful of all the little distinctions and amenities of peace, where they are called to serve. All who are prepared to take paid employment of any kind, whether with or without previous training, are invited to enter themselves upon the Register of Women for War Service now being prepared by the Board of Trade Labour Exchanges. Any special training a woman may have that can be of use to the country will find due employment; for those without such special training there is work that they can do; and it is also intended to provide training, for those who desire it, in some of the indispensable forms of industry. Many such trades have been seriously hit by the loss of male employés who have enlisted. There are many others in which employers would encourage more of their men to enlist, if they were satisfied that women would be forthcoming who could and would do the work. Above all, there are industries to which the Government is now looking, with "very serious anxiety," for the provision of equipment and munitions of war; industries in which the lack of sufficient labour is a prime difficulty, in which many women are already employed, and in which there is room for thousands more. If the women of the country will make this registration scheme the success it ought to be at the beginning, there are possible further developments which should make it more successful still. There is no reason, for example, why the principle of the so-called "pals' battalions," which have done so much for the new Army, should not be applied in the enrolment of the new reserve-force of women-workers. We earnestly commend the scheme, and the opinions upon it which we publish to-day, to the consideration of women in any and every position of life. It is an indispensable part of that great task of organising the non-combatant effort of the nation which the Government has now undertaken, and of which we see another aspect in yesterday's conference at the Treasury between members of the Imperial Defence Committee and a large body of representatives of organised labour. We are confident that the women's part in this great movement, called forth by the needs of the war and of the world's future, will be taken up with enthusiasm from one end of the country to the other.

The Pall Mall Gazette, March 18th. 1915.

THE CALL TO WOMEN WORKERS.

WHAT THE BOARD OF TRADE IS DOING.

A NATIONAL MOVEMENT.

HELPING THE MEN TO FIGHT.

"P.M.G." Special.

The great Government scheme for the recruiting of the women of the country for war service has three main objects:—

(1) To make good as far as possible the existing shortage of labour in certain trades and industries.

(2) To assist employers to release men for enlistment.

(3) To train untrained women for particular classes of work.

At the present moment there is a big demand for women's labour in the following, among other occupations:—

Farm work	Clothing machining
Dairy work	Light machining for armaments.
Leather stitching	
Brush making	

What the Board of Trade proposes to do in the first instance is to prepare a register of women who are prepared to accept war service.

THE FORM.

For this purpose the form to be issued, in addition to the usual questions as to name, age, etc., sets out the following:—

Is there any other work which you are willing and able to do?

If you have never done paid work, what kinds of work are you best suited for?

Are you prepared to be trained for work which you have not previously done?

SPECIAL QUESTIONS FOR PERSONS WILLING TO DO AGRICULTURAL WORK.

Have you ever worked at any of the following branches of work?—

(a) Milking.
(b) Dairy work
(c) Care of live stock.
(d) Light farm work.
(e) Market gardening.
(f) Poultry farming.
(g) Ordinary gardening.

If you have not, state which branch you think you would be suited for.

AT THE BOARD OF TRADE.

At the offices of the Board of Trade to-day a representative of the "Pall Mall Gazette" was informed that it was the intention and purpose of the Board to ascertain as exhaustively as possible the occupations in which women have previously been engaged and in which they would be ready to engage again, as well as those in which fresh volunteers could do very well with a little training.

The agricultural colleges have already undertaken to train women in suitable branches of agricultural work. The appeal to wives of soldiers and other women who have ceased to be employed to go back to work is a patriotic appeal which is expected to meet with an enthusiastic response.

Where the question of wages is being discussed some doubts are expressed.

"Will minimum rates be fixed?"

The reply is that the women who register themselves will be free to accept or reject the terms offered by employers. If an employer is in need of women's labour the Board of Trade, through the Labour Exchanges, will be the means of placing him in

663/11 663.

The Star, March 18th. 1915.

CALL TO WOMEN.

Thousands Wanted for War Work.

HUGE LABOUR RESERVE.

State Scheme to Replace Men on Service.

A remarkable step has been taken by the Government in relation to the mobilisation of women's work during the war.

The President of the Board of Trade has issued to-day through the Labour Exchanges an appeal to women who are prepared to undertake paid employment of any kind—industrial, agricultural, or clerical—to enter themselves upon the Register of Women for War Service, which is being prepared.

Occupations Open.

Women are wanted at once to work in the following occupations:—

Farm work.
Dairy work.
Leather stitching.
Brush making.
Clothing machining.
Light machining for armament.

The object of registration is to find out at once what reserve force of women's labour, trained or untrained, can be made available if required.

Questions.

Special questions are asked of women willing to do agricultural work:

Have you ever worked at any of the following branches of work: (a) milking, (b) dairy work, (c) care of live stock, (d) light farm work, (e) market gardening, (f) poultry farming, (g) ordinary gardening? If you have not, state which branch you think you would be suited for.

The next question is how to help, and any woman living in a town where there is a Labour Exchange can register there at once.

Women's Societies to Help.

If she is not near a Labour Exchange she can get a form of registration from the local agency of the Unemployment Fund. Forms for registration will also be sent out through a number of women's societies, and can be obtained by post from the

General Manager,
Board of Trade Labour Exchanges,
Queen Anne's-chambers, Broadway,
Westminster.

The forms to be filled up state what paid work the registering woman has previously done, and at what date. It also asks whether she can accept whole time or part time work.

Government's Anxiety.

Very opportunely on this new development comes the special report of the Fabian Women's Group on unemployment among women wage-earners. It is the more interesting because the report is concerned to insist upon the Government and the local authorities providing work for unemployed women, while to-day's Board of Trade announcement seeks to do that very thing.

So far from shirking the necessity of finding work for women, the Government is onl anxious to obtain more of them to work.

The Toiling Millions.

From the 1911 census it appears that there were 5,854,000 females over ten engaged in "gainful operations" in England and Wales alone. This does not include those engaged in unpaid domestic work in their own homes.

In addition, there are 593,000 working women in Scotland and 430,000 in Ireland, so that by the present year the number of working women and girls in the United Kingdom must be at least 7,000,000.

Great Reserve of Labour.

Here are a few figures which indicate the extent of the reserve of female labour on which the Government hope to draw. The figures are from the 1911 census, and refer only to England and Wales:—

Domestic service (indoors)	1,260,673
Cotton manufacture	372,834
Dressmaking	333,129
Teaching (all branches)	211,183
Local Government (including Police and Poor Law Services)	176,450
Wool and worsted manufacture	127,637
Tailoring	127,527
Drapery	110,955
Inn or hotel service	110,506
Agriculture	94,841
Printing, bookbinding, and stationery	87,609
Grocery	58,935
Boot and shoe making	45,986
Laundry	167,052
Metal trades	101,050
Charwomen	126,061

It was calculated by Mr. Sidney Webb in 1912 that 1,000,000 women were averaging 9s. a week, 1,500,000 more were averaging 13s. a week, and 500,000 averaged 17s. per week.

In addition there were 100,000 casual workers, such as charwomen, who earned an average of 8s. 6d. per week, and 1,300,000 girls whose earnings averaged 7s. 6d. per week.

Not a Remedy.

The Fabian Women's Group urge that the philanthropic ladies who in August, 1914, started workrooms for unemployed women, did absolutely no good to women as a whole.

The work done in these workrooms, whether it consisted of shirts for soldiers or of work for private individuals, was only diverted from the ordinary channels of trade, and during that very month shirtmakers and tailoresses and dressmakers were being discharged all over the country because the usual orders had been greatly reduced.

The Group agree that if women can take up new trades which would make their labour self-supporting, this should be done. They state that it "requires no little ingenuity to discover any new manufacture or service that is both practicable and profitable," and that it is difficult to overcome the inertia and resistance of the ordinary wholesale trader or shopkeeper, and that railway rates make such experiments costly.

Problem of Training.

Here, then, we have met the ideal answer to the riddle that is puzzling the Women's Group. The "inertia" of the wholesaler is already overcome, for the Government will do that, and it will not only find out what lines of service are practicable, but it undertakes to bring the willing woman worker and the raw material together.

As to the question of training women workers, the Group declares that it offers fewer difficulties than the problem with regard to men.

Already the following occupations have been undertaken by women since the war began:—

Bookstall girls at Willings's and Smith's stalls.
Girl clerks in London banks.
Increased number of women in grocers' shops.
Girls as lift attendants.
Girls in Vickers, Maxim's shops.
Increased number of women postal servants.
Women tram conductors in the provinces.

These occupations will soon be added to if the Government registration scheme is responded to by women generally.

The scheme is being taken up enthusiastically by the various organisations of women and by the women themselves.

At the Central Office of the Board of Trade Labour Exchanges at Queen Anne's-gate alone to-day between 30 and 40 women registered themselves, the first calling as early as 9.40 a.m.

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Where the question of wages is being discussed some doubts are expressed.

"Will minimum rates be fixed?"

The reply is that the women who register themselves will be free to accept or reject the terms offered by employers. If an employer is in need of women's labour the Board of Trade, through the Labour Exchanges, will be the means of placing him in communication with the class of labour required, and it rests with himself whether he obtains it or not.

THE CLASSES OF WORK.

If the wages and conditions are regarded as satisfactory there will be no difficulty; but if they are not then he will not be able to obtain what he needs.

When some preliminary training is essential the conditions may vary. There is at present, it is asserted, an imperative demand for the labour of 10,000 women in connection with the machining of clothing and light armaments. This class of work is readily learned, and while a comparatively low rate of wages may be paid for the first fortnight there is no reason why as much as 28s. per week should not be earned after that period.

In the cotton trade there is a great shortage, and in the lighter forms of agricultural work women are also urgently needed.

The women's organizations of the country have been appealed to without distinction, and many have promised their assistance. Already women are inquiring for full information about the work offered, and to-day, at the central office of the Board of Trade, a number registered during the morning.

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Yorkshire Evening News, March 18th. 1915.

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WOMEN AND WAR.

Leeds and the Board of Trade's Proposals.

WHERE LABOUR IS NEEDED.

Views of Employers and Trade Union Officials.

QUESTION OF RATE OF PAYMENT.

("Evening News" Special.)

The urgent appeal contained in the Board of Trade's announcement to-day for women to fit and register themselves ready for taking on men's occupations in order that the latter may be released for active service appears likely to receive the warm support of many Leeds employers.

Trade union officials in the city in the main do not seem disposed to cavil very much at the appeal, although there is the natural objection put forward about the possibility of women transplanting the men permanently.

There are, of course, a great number of occupations where a woman cannot take over a man's work. The heavy trades and the highly-skilled professions are barred to her. The duties that appear most likely to be open to women are those in the warehouse, the shop, and the office. No doubt—as one employer of labour pointed out to the writer—in these directions alone the employment of women would release in this city a great number of young men.

TRADE UNION STANDPOINT.

The main and perfectly legitimate concern of the trade union officials is "What about the men when they come back?" They think matters could be improved if the Board of Trade would extend the scheme when it comes into full working order by issuing some sort of guarantee on the promise of employers to the men whose jobs when they go to the front are taken by female workers.

In making inquiries in Leeds to-day our representative found that several industries engaged on important Government work are actually wanting female employes at the present time.

An engineer who employs a large number of people gave it as his opinion that a large number of clerks in Leeds could be released. "We are working at high pressure for the Government," he said, "and cannot let any of our men go. Their places cannot be taken by women."

WHERE WOMEN ARE EMPLOYED.

Mr. A. Hopper, a director of Messrs. Greenwood and Batley's, who are making ammunition for the Government, expressed himself as in favour of this or any other scheme whereby more labour could be obtained. "We have already 300 to 400 women working for us," he said, "and we shall want a great many more of them before long. Our greatest need is for skilled mechanics."

Mr. Henry Barran, head of the firm of Messrs. John Barran and Sons, Ltd., did not think the scheme would have any effect on clothiers as in the clothing industry female workers formed the bulk of the employees.

POSITION OF SHOP ASSISTANTS.

One of the branches of labour which will likely lend itself to the Board of Trade's scheme is that coming under the supervision of the National Union of Shop Assistants, Warehousemen, and Clerks.

Mr. J. D. Hooper, permanent secretary of the Union in Leeds, told the "Evening News" to-day that the grocery trade would be affected more than any other. Already they were advertising in Leeds for women to take the place of male shop assistants. The Board of Trade's suggestion would enable them to ascertain the position as to what women were available.

If employers introduced women into the grocery trade, or any other trade, they ought to be prepared to pay them the same rate of wages. Then when a man returned after the war the employer would give him his job back more willingly. "The men want to be sure of their jobs," added Mr. Hooper, in an emphatic tone.

A HARD CASE.

He then related an incident which, he said, proved that unless the Government kept a watchful eye on the employers the men would suffer very much. One of the members of his union had been reading a recruiting circular, and coming to the conclusion that he ought to join the army, informed the manager of the shop, who approved of the young man's intentions. The would-be recruit made his way to the recruiting office, but owing to a physical defect was rejected. He returned to the shop, where an inspector of the firm had arrived. The latter inquired if he had got through, and on receiving an answer in the negative said, "Well, we have no further use for you." "Injustices of this kind will have to be stopped," said Mr. Hooper.

BOOT TRADE NOT SUITABLE.

Mr. John Buckle, president of the Boot and Shoe Operatives' Union, said women could not take the place of men in the manufacture of boots. If they attempted it the women would have a physical breakdown. The only department of the trade where women could be employed was that where the boot uppers were closed. Women were already employed in that department, and they wanted more of them.

Speaking of the scheme generally, Mr. Buckle said that if it did only what it appeared it would do on the face of it, it would be all right, but if women were once installed in men's places it would be difficult to remove them. The question of paying the women the same wages as men was a grand ideal, but it would be very difficult to realise it. The physique of the two sexes was incomparable.

The men's positions would want safeguarding against the event of their returning, because once women were properly installed he thought they would be lucky if one man in three got his job back on returning from the front.

QUESTION OF PAY.

Mr. J. T. Crossland, secretary of the National Union of Clerks (Leeds branch), said that although he realised the necessity for the action taken by the Board of Trade he feared there was a danger that after the war many of the women would stick to their work and refuse to go back to their ordinary sphere.

Women who were at present taking the places of men were not being paid at the same rate as the men had been. This was not right, but he thought that many of these women would agree to remain at work for the same wages at the conclusion of the war.

MUST HAVE SAME RATE AS MEN.

Mr. Withey (secretary of the Clothing Operatives in Leeds) thought that at the end of the war a certain number of employers would seek to retain the services of women at a low rate of pay.

"You are only a woman and cannot expect as much as a man," would be the remark used by such employers, said Mr. Withey. He did not think that the scheme could affect the clothing trade, as there was at present a great shortage of female labour in that industry.

The great point was to see that those women who were now employed should receive the same rate of pay as the men.

The Daily Mirror, March 18th. 1915.

BRITAIN'S CALL TO LOYAL WOMEN.

Government Plan to Register Those Ready to Do War Work.

MEN FREED FOR ARMY.

A war service for women!

That, *The Daily Mirror* learnt yesterday, is the latest Government plan to meet the great shortage of industrial and other labour during the war, and to assist recruiting.

The Board of Trade is to-day to appeal to women to come and work in certain trades, including armament work.

"Any woman," says the Government appeal, "who by working helps to release a man or equip a man for fighting does national war service."

Every woman who can work and is free to work should come forward and have her name entered on the Special Register of Women for War Service which is to be prepared by the Government Labour Exchanges.

For a start 10,000 women are wanted for armament work—light machine and cartridge turning and shellcase filling and fusing. Their work will help the Government to meet the increasing demands for munitions of war.

For this work women need not be specially qualified. They can get two or three weeks' paid training, and then when capable can earn, with overtime pay, from 28s. to 32s. a week.

Women—20,000 at least—are wanted at once to work also in the following, among other, occupations: Farm work, dairy work, leather stitching, brush-making, clothing machining.

THE CALL.

This is the call to women as it will be issued by the Board of Trade to-day:—

The President of the Board of Trade wishes to call attention to the fact that in the present emergency if the full fighting power of the nation is to be put forth on the field of battle the full working power of the nation must be made available to carry on its essential trades.

Already in certain important occupations there are not enough men and women to do the work. This shortage will certainly spread to other occupations as more and more men join the fighting forces.

In order to meet both the present and the future needs of national industry during the war the Government wish to obtain the particulars of the women available, with or without previous training, for paid employment.

Accordingly, they invite all women who are prepared, if needed, to take paid employment of any kind—industrial, agricultural, clerical, etc.—to enter themselves upon the register of women for war service, which is being prepared by the Board of Trade Labour Exchanges.

Any woman living in a town where there is a Labour Exchange can register by going there in person. If she is not near a Labour Exchange she can get a form of registration from the local agency of the Unemployment Fund.

Forms will be also sent out through a number of women's societies. Forms, but not information, can also be obtained from any Post Office.

REGISTER OF WORKERS.

"The object of registration," adds the president, "is to find out what reserve of women's labour, trained or untrained, can be made available if required.

"As from time to time actual openings for employment present themselves notice will be given through the Labour Exchanges, with full details as to the nature of work, conditions and pay, and, so far as special training is necessary, arrangements will, if possible, be made for the purpose."

"It seems to me that this will be the first real practical opportunity which women have been given generally to help the nation," said Mrs. Dacre Fox, of the Women's Social and Political Union, to *The Daily Mirror* yesterday.

"That they will not fail the country I am convinced. Englishwomen are simply burning with patriotism. They have been waiting only for the chance to prove it, and they will rally to the call as enthusiastically as the men.

"The scheme will have our heartiest co-operation in every way. Wherever we work, wherever we speak, we shall urge women to respond to the call."

Liverpool Evg. Express, March 18th. 1915.

WOMEN WANTED

TO RELEASE MEN WORKERS FOR THE WAR.

GOVERNMENT REGISTER.

AN OPPORTUNITY FOR SOLDIERS' WIVES.

("Express" Special.)

Any woman who by working helps to release a man or to equip a man for fighting does national war service. Every woman should register who is able and willing to take employment.

This is an extract from a striking appeal to the women of the country which has been issued by the Board of Trade. Thus the Government heralds a scheme which will have far-reaching effects in the industrial field, so far as women are concerned.

The full text of what will probably prove to be an historical announcement is as follows:—

G.R.—War Service.

The President of the Board of Trade wishes to call attention to the fact that in the present emergency, if the full fighting power of the nation is to be put forth on the field of battle, the full working power of the nation must be made available to carry on its essential trades at home.

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The object of the register is to find out what reserve force of women's labour, trained or untrained, can be made available if required, as from time to time actual openings for employment present themselves. Notice will be given through the Labour Exchanges with full details as to the nature of the work, conditions and pay, and so far as special training is necessary arrangements will, if possible, be made for the purpose.

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Queen Anne's Chambers,
Broadway, Westminster.

What Class of Work?

There is a double significance in this Government declaration. It may portend a big army development. But one thing it does indicate clearly is that the women of the country are being put upon an entirely new status in the industrial sense. It is woman's opportunity. It remains to be seen whether she will realise it.

It is understood that the Government have suggested certain classes of employment in which they consider women may be useful in this emergency. They include farming, leather stitching, brush making clothing machine work, and light machine work in armament factories.

It may not be generally known that women are being employed at the present time in spheres where they have hitherto been strangers. For instance they have proved themselves very skilful in the making of instruments for field service, such as telephone equipments. It is stated from official sources that the majority of employable women are already at work.

"For whom do you suppose this appeal is intended?" our representati inquired from an official much interested in the woman's movement, and particularly as it concerns labour.

"Well, I should say the Government will prefer women who have had industrial experience," was the answer. "Of course they will have to register women who have had no experience of this character, and in their case they must make some provision for training them. Apparently there is nothing in the statement of the Board of Trade to prevent married women registering. Here, I think, is a great opportunity. Look at the wives of soldiers who have no children. They can by this scheme augment their separation allowances very handsomely, and at the same time by healthy occupation keep themselves cheerful during this time of great anxiety."

Another Industrial Problem.

An employer when questioned by our representative observed that the scheme could scarcely appeal to Liverpool so much as other parts of the country. Liverpool, he said, was not an industrial centre like the great towns, around Manchester or in the Midlands, but was a commercial and distributing centre. Consequently the response might not be very great on the part of Liverpool women. He admitted, however, that of late years the ranks of female labour had enormously increased, and he would not be surprised to find the Government's appeal inducing many other women who had kept out of the industrial arena, now coming forward in a spirit of patriotism to stand shoulder to shoulder with the male worker.

"If they do," he added warningly, "they will not return to domestic life when the war is over. And then we shall be up against another industrial problem."

The Manchester Guardian, March 18th. 1915.

The Demand for Women Workers.

In deciding to compile a register of all the women, trained and untrained, who are willing to do industrial, agricultural, or clerical work at this time the Government have taken the first step on a road that should lead far. Unemployment among men is almost non-existent. Many trades of vital importance to the conduct of the war are short of labour, and at the same time "Business as usual" is being translated into fact only by the retention of eligible recruits who could enlist if their places were filled. With a greater supply of labour it should be possible to draft men from less important work to the manufacture of war material, and to release many others for the army. This organising, irrespective of sex, of all the industry that is available to meet what must be an increasing demand is so obvious a step that it might well have been taken before. No one will seriously contend now that the terms "men's work" and "women's work" are applicable to any save a few employments, or that a city or a business would suffer if it employed women clerks, tramguards, lamp-lighters, telegraph messengers, lift attendants, or even taxi-drivers. But the obvious advantage of asking women to do "men's work" at this time must not blind us to its dangers. A woman who can take a man's place is worth a man's wage. The economic, industrial, and social results of any other view would make a tragedy of a sane policy. Against this the national character of the proposal and the fact that the Labour Exchanges will have it in charge should be a sufficient safeguard. Suffragists will hail Government activity on these lines as a great step forward, for when women have achieved the industrial status which is their due there can be no shred of a reason for continuing to debar them from the political.

663/13 663

Evening News, March 18th. 1915.

Women and War.

The scheme of war service for women which is being inaugurated by the Board of Trade is, we believe, quite new in the history of this country. There are two reasons why this scheme has been put forward, the first being the actual shortage of labour, notably in the agricultural industry, and secondly the desirability of freeing many of those who are at present detained in the Civil Service and in certain industries where women's labour could be advantageously employed.

We welcome this new move for many reasons, but not the least for the effect which it is bound to have on that section of public opinion which has failed to realise the desperate nature of the struggle in which we are engaged.

We need not here repeat what we have already said about the causes of the blindness which seems to affect a good many of us, and which is evinced by that type of optimism which causes a man to say, "The British Army is doing all right; it can do very well without me"; suffice it to say that such large and far-reaching measures as are now being put forward for the employment of women in place of men must do much to convince even the most unimaginative of the true state of the situation and must act as a useful spur to the more sluggishly minded.

As for the women of England who have already given such splendid proofs of their devotion, we cannot doubt that their response to the call will be instant and whole-hearted.

"Any woman who by working helps to release a man or to equip a man for fighting does national war service." The words of the Government manifesto embody a truth which is self-evident, and there is therefore no need to expound it. Our women will, we are sure, be the first to realise the gravity of the crisis which has made this demand upon their services not only advisable but necessary.

We have already our Regular Army and our Territorial Army and our New Army. To these we are about to add the Women's Army, a force which cannot take its part in the trenches or behind the guns, but which none the less will play a notable part in the defeat of the enemy, whose power is yet unbroken and who is straining every nerve to crush us.

In making these demands upon our women folk we are not doing any more than has already been done by Germany and by France. There the agricultural work is largely been done, and will be done, [illegible] goes on, to a still greater extent, by women and young folk. That is because the able-bodied men are all at the war and we have got to realise that that example must be followed unless we are to delay the final success and to waste many

The Manchester Guardian,
March 18th. 1915.

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G.R.—War Service.

The President of the Board of Trade wishes to call attention to the fact that in the present emergency, if the full fighting power of the nation is to be put forth on the field of battle, the full working power of the nation must be made available to carry on its essential trades at home.

Already in important occupations there are not enough men and women to do the work. This shortage will certainly spread to other occupations as more and more men join the fighting forces.

In order to meet both the present and the future needs of national industry during the war, the Government wish to obtain particulars of the women available, with or without previous training, for paid employment. Accordingly they invite all women who are prepared, if needed, to take paid employment of any kind—industrial, agricultural, clerical, etc.—to enter themselves upon the register of women for war service, which is being prepared by the Board of Trade Labour Exchanges.

Any woman living in a town where there is a Labour Exchange can register by going there in person. If she is not near a Labour Exchange she can get a form of registration from the local agency of the Unemployment Fund. Forms will also be sent out through a number of women's societies, and can be obtained by post from the general manager of the Board of Trade Labour Exchanges at the address below.

The object of the register is to find out what reserve force of women's labour, trained or untrained, can be made available if required, as from time to time actual openings for employment present themselves. Notice will be given through the Labour Exchanges, with full details as to the nature of the work, conditions and pay, and so far as special training is necessary arrangements will, if possible, be made for the purpose.

Any woman who by working helps to release a man, or to equip a man for fighting, does national war service. Every woman should register who is able and willing to take employment.

Queen Anne's Chambers,
Broadway, Westminster.

What Class of Work?

There is a double significance in this Government declaration. It may portend a big army development. But one thing it does indicate clearly is that the women of the country are being put upon an entirely new status in the industrial sense. It is woman's opportunity. It remains to be seen whether she will realise it.

It is understood that the Government have suggested certain classes of employment in which they consider women may be useful in this emergency. They include farming, leather stitching, brush making, clothing machine work, and light machine work in armament factories.

It may not be generally known that women are being employed at the present time in spheres where they have hitherto been strangers. For instance they have proved themselves very skilful in the making of instruments for field service, such as telephone equipments. It is stated from official sources that the majority of employable women are already at work.

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perate nature of the struggle in which we are engaged.

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We have already our Regular Army and our Territorial Army and our New Army. To these we are about to add the Women's Army, a force which cannot take its part in the trenches or behind the guns, but which none the less will play a notable part in the defeat of the enemy, whose power is yet unbroken and who is straining every nerve to crush us.

In making these demands upon our women folk we are not doing any more than has already been done by Germany and by France. There the agricultural work is largely been done, and will be done, me goes on, to a still greater extent, by women and young folk. That is because the able-bodied men are all at the war and we have got to realise that that example must be followed unless we are to delay the final success and to waste many thousands of precious lives as a result of our own slackness.

The women of Britain have already done much, and we have no words in which to express our admiration of those wives and mothers who, with proud hearts and dry eyes, have given their husbands and sons to this cruel war. That is the supreme sacrifice of womanhood, and in what countless instances has it been made nobly and uncomplainingly.

Soldiers' mothers and soldiers' wives are the proudest women in Britain to-day, and nothing can ever wrest that title from them. But there is other work to hand, in which all women can do their part. That it will be done gladly and faithfully we cannot for one moment doubt.

The Daily Chronicle, March 18th. 1915.

WAR SERVICE FOR WOMEN.

APPEAL TO FILL UP WORKERS' RANKS.

RELEASING MORE FIGHTING MEN.

"We desire to form a roll of honour of women who are ready to give their services to the nation."

This was given to our representative yesterday as being, in a word, the policy of the important new step which the Board of Trade is taking to meet the deficiency of labour in certain trades, and to free more men for service with the Army. It is embodied in the following official notice:—

The President of the Board of Trade wishes to call attention to the fact that in the present emergency, if the full fighting power of the nation is to be put forth on the field of battle, the full working power of the nation must be made available to carry on its essential trades at home. Already, in certain important occupations there are not enough men and women to do the work. This shortage will certainly spread to other occupations as more and more men join the fighting forces.

In order to meet both the present and the future needs of national industry during the war, the Government wish to obtain particulars of the women available, with or without previous training, for paid employment. Accordingly, they invite all women who are prepared, if needed, to take paid employment of any kind—industrial, agricultural, clerical, etc.—to enter themselves upon the Register of Women for War Service which is being prepared by the Board of Trade Labour Exchanges.

Any woman living in a town where there is a Labour Exchange can register by going there in person. If she is not near a Labour Exchange she can get a form of registration from the local agency of the Unemployment Fund. Forms will also be sent out through a number of women's societies, and can be obtained by post from the General Manager, Board of Trade Labour Exchanges, at the address below.

The object of registration is to find out what reserve force of women's labour, trained or untrained, can be made available if required. As from time to time actual openings for employment present themselves, notice will be given through the Labour Exchanges, with full details as to the nature of work, conditions and pay, and, so far as special training is necessary, arrangements will, if possible, be made for the purpose.

Any woman who by working helps to release a man or to equip a man for fighting does national war service. Every woman should register who is able and willing to take employment.

HOW WOMEN CAN HELP TO DEFEND THE COUNTRY.

Among the occupations in which there is a demand for women are the following: Farm work.

Dairy work.	Clothing machining.
Leather stitching.	Light machining for
Brush making.	armament.

Great stress is laid upon the last two occupations. It was stated at the Central Labour Exchange yesterday that there will be a still greater demand for women to work in armament factories upon work which is of the utmost importance to the defence of the country. Women can be taught this work in a fortnight, and after a month they can earn from 28s. to 32s. a week.

The invitation of the Board of Trade was warmly welcomed by the secretary of the Girls' Friendly Society, and by Mrs. Falk, the secretary of the War Emergency Corps.

"This is what we have been trying to do ever since the war began," Mrs. Falk said. "We offered 200 trained women as taxi-drivers, but Scotland Yard would not give them licenses. We have women registered who are prepared to take men's places as gardeners, tram or bus conductors, lift attendants, ticket collectors, and carriage cleaners. My committee will be only too glad to do anything they can to help the Board of Trade."

Miss Mary Macarthur, secretary of the Women's Trade Union League, took a more critical view. "While I wish," she said, "to do everything possible for the defence of the country, I think the Government would have been well-advised, before issuing this appeal, to have consulted representatives of organised workers—men and women. The substitution of women for men owing to the shortage of the latter in any particular trade is a difficult and delicate matter, and the advice and co-operation of the organised workers is essential. The circular may give a false impression of the actual industrial situation. I imagine that it has been drafted with a view to possible eventualities.

"I understand the appeal is made to women not normally wage-earners, and even to women who have not previously been wage-earners. There are now 50,000 unemployed women who are normal wage-earners, and I should like an assurance that the absorption of these women has been considered before new, and presumably economically independent, women are introduced."

Daily News & Leader, March 18th. 1915.

WAR SERVICE FOR WOMEN.

Great Scheme of National Registration.

The services which women can render to the nation in war time by helping to carry on essential trades have been a subject of discussion ever since the growing number of recruits began to cause embarrassment to certain industries; and in yesterday's "Daily News" we called attention to the need of co-ordinating and systematising the work which women would gladly perform if the opportunity were given them.

The Government has now taken the matter in hand, and last evening the Board of Trade issued a statement calling attention to the fact that if the full fighting power of the nation is to be put forth on the field of battle, the full working power of the nation must be made available at home. Already in certain important occupations there are not enough men and women to do the work. This shortage will certainly spread to other occupations as more and more men join the fighting forces.

In order to meet both the present and the future needs of national industry during the war, the Government wish to obtain particulars of the women available, with or without previous training, for paid employment. Accordingly, they invite all women who are prepared, if needed, to take paid employment of any kind—industrial, agricultural, clerical, etc.—to enter themselves upon the Register of Women for War Service which is being prepared by the Board of Trade Labour Exchanges.

The object of registration is to find out what reserve force of women's labour, trained or untrained, can be made available if required. As from time to time actual openings for employment present themselves, notice will be given through the Labour Exchanges, with full details as to the nature of work, conditions and pay, and, so far as special training is necessary, arrangements will, if possible, be made for the purpose.

The statement ends with the declaration that any woman who by working helps to release a man or to equip a man for fighting does national war service. Every woman should register who is able and willing to take employment.

Registration can be effected in person at a Labour Exchange, or a form can be obtained by post from the General Manager, Board of Trade Labour Exchanges, Queen Anne's-chambers, Westminster, S.W.

63/14 663.

The Lincolnshire Echo, March 18th. 1915.

HELP FROM WOMEN.

The utmost importance is to be attached to the document just issued by the Board of Trade dealing with the question of the employment of women in place of men who have gone to serve their country. By the natural process of enlistment the great, with the small, industries of the nation have been denuded of their men workers, and it is to be expected in the ordinary course of things that this drain will continue with ever increasing emphasis as long as the deplorable war endures. As a consequence of this, the Government has had to contemplate steps to provide for the continuance of the nation's work, and the scheme just announced is probably the only possible alternative to the attenuation of the trade and supplies of the country. Naturally, the first consideration of the Board is to preserve and indeed increase as much as possible the ability to turn out war material, and the facts illustrate the usefulness of women in some of the lighter work of the manufacture of guns and ammunition. If there is one thing England must not do, if she is to live, it is to fail in her supply of munitions. That would mean an end of our hopes. Thus do we welcome this new departure entailed by the Government scheme, and we may hope that the women of England who have not the responsibilities of a home will respond to the call for help.

The scheme is to be operated through the machinery of the Labour Exchanges, at which applicants for work may register. Women living in towns may apply personally, but those who reside at a distance may obtain a form of registration from the local agency of the Unemployment Fund, or by post from the General Manager of the Board of Trade Labour Exchanges, Queen Anne's Chambers, Broadway, Westminster, London, S.W. The forms will also be sent out through a number of Women's Societies, so that they should obtain wide distribution. The object of registration is to find out what reserve of women's labour, trained or untrained, can be made available if required, and as openings occur the Exchanges will be notified. It should be stated that women are invited to offer their services to release the men from all varieties of occupation—from clerical work to agriculture, and, as before mentioned, the making of war material. For many branches of work training is unnecessary, but where this is imperative the Board will, if possible, arrange for this to be given. It is to be hoped that the scheme will be seriously considered by those whom it affects, and that the response will be adequate.

The Evening Standard, March 18th 1918. 66:15 663.

The Field for Women.

What women can do is less appreciated than what they are anxious to do at a period of stress and strain. The Government is desirous of finding out their capacity, and to this end invites all who are prepared to take paid employment of any kind to register themselves for war service.

As the Board of Trade notice points out, "any woman who by working helps to release a man or to equip a man for fighting does national war service." This is, therefore, a channel by which any woman capable of the work required can help her country.

No doubt there will be a patriotic response to the invitation. Women have shown throughout the war that they are just as eager, and not seldom as competent, as men to carry on where needed. It is in this work of carrying on that they are now provided with their opportunity.

In France and Belgium, to look no farther afield, the work of men in peace has now been taken over, and is being effectively discharged, by women. At the same time, care will no doubt be taken not to displace men who are breadwinners for others.

Daily Graphic, March 18th 1918.

RALLYING THE WOMEN.

Admirable indeed is the step the Board of Trade has taken in addressing to the women of Great Britain a practical variant of the familiar appeal, "Your King and Country need you." Since the war began women have in innumerable ways shown their willingness and capacity to fill some of the vacancies in our economic life left by the enlistment of the men, but to make that willingness and capacity count to its utmost value in these critical days it was necessary to grapple with the question in an organised way. This is happily now to be done, and as the men have come forward in their thousands, so now the women will undoubtedly hasten to enrol themselves as substitutes for the men who have gone or for those who hesitate to enlist because they imagine they are necessary in their present occupation. This war service for women, indeed, removes the last excuse for any masculine neglect of duty, for apart from those skilled trades which are essential to the conduct of the war, and those in which sheer physical strength is necessary, there is an immensely wide field in which female labour can relieve the male worker. In carrying on the vital work of our farms, in shops, in the postal service, in clerical duties, woman, with her intuitive instinct, can readily adapt herself to new conditions and make herself an efficient substitute for the soldier who has taken up arms to defend her from the horrors suffered by her sex in Belgium and France. The Government is to be heartily congratulated on this important departure, for it is a valuable step towards that fuller organisation of the resources of the country for which Mr. Bonar Law has so often appealed.

Aberdeen Journal, March 18th 1918.

LABOUR TROUBLES IN ABERDEEN

BRUSHMAKERS ON STRIKE.

The Aberdeen Trades Council met in the Trades Hall Buildings, Belmont Street, last night—Mr David Palmer, president, in the chair.

A letter was read from Mr Andrew Young, 23 Dick Place, Edinburgh, asking the Council to petition the Government to introduce an agreed measure to prohibit the sale of distilled liquor in Scotland during the continuance of the war.

The Chairman said he knew Mr Young, who had done a lot of useful work in the co-operative and labour movements. He did not know if Mr Young was acting on his own behalf or on behalf of any organisation, but the Executive Committee of the Council thought that if such a measure was good for Scotland it would be equally good for England. (Applause.) They were at a loss to understand why it should be confined to Scotland. The Executive thought that to ask the Government to pass such a measure would be a slight to the large number of men who were mobilised. The military authorities could deal with the drink question if the situation demanded it, and the Executive recommended that the communication lie on the table. He moved accordingly.

Mr Wright (Masons) seconded.

The Chairman said the workers fully recognised the position which the country was in at present, but to ask them to petition in favour of such a measure, when the responsible authorities had indicated that the alarming rumours were without any foundation, was asking too much.

The recommendation was unanimously agreed to.

FEMALE LABOUR.

It was intimated that the brushmakers with a certain Aberdeen firm had been withdrawn from work because the firm, it was alleged, had employed female labour.

The Chairman remarked that they were sorry to learn there had been trouble in the brushmaking trade. The manager, or one of the partners of the firm, had intimated that he was compelled to introduce, or to endeavour to introduce female labour because of the pressure of orders. The Brushmakers' Society had undertaken to provide all the male labour necessary to undertake the work. No agreement had been arrived at, and the men had been withdrawn. The work was not for Government purposes at all, but they could not be too particular. The officials of the union had a strong case. (Applause.) He hoped the dispute would soon be settled. (Applause.)

CARTERS' BONUS.

Mr Fraser (Carters) intimated that the carters had got an increase in wages of 1s per week. At the start one of the firms offered 2s of an increase, but they ultimately agreed to give a bonus of 1s. This firm, however, did not give a single penny of the bonus to a man who failed to complete a week's work. If the full bonus was not paid by to-night, the men employed with the firm would cease work on Friday morning. (Applause.)

The rest of the business

Liverpool Post, Mar. 18th 1918.

LONDON, Wednesday Night.

Mobilising the Women.

Mr. Tennant, when submitting the Army Estimates, made an appeal to the Labour party to help the Government to organise the forces of labour so that where practicable women might replace men who had joined the clours. The suggestion was sympathetically received, the only conditions laid down being that the substitution of female for male labour should not be made either to depress wages or to lengthen the normal hours of employment. The women of the country have given much valuable service, most of it gratuitously, since the war began, but the time has now come to organise this service and utilise it on economic lines in carrying on our essential industries. Accordingly the Board of Trade has taken the first step towards mobilising the women. A register of women for war service is to be opened, and all women who are prepared to take paid employment of any kind are invited to place their names upon it, the object being to ascertain the amount of female labour trained and untrained that is available. The labour exchanges will in due course indicate where employment may be obtained, with full details as to the nature of the work, conditions, and pay; while arrangements will if possible be made for giving special training so far as that may be necessary. The greatest shortage of labour at this moment exists in those industries engaged in the production of munitions of war and military equipment. I am informed that thousands of women can be employed in connection with the manufacture of shells, and that in both the clothing and the leather trades there is room for a vast amount of female labour. Many middle-class women still, no doubt, wish to share in their country's work, and I heard it suggested at the Board of Trade to-day that factory and workshops life would be made more agreeable to them if they formed themselves into "Pals' battalions." They would probably be able to lodge in middle-class homes, and would thus incidentally help to solve the problem of housing accommodation, which has already become acute in the working class districts of those centres where munitions of war are produced. The vacancies for women in clerical employment increase daily, and for the robust and country bred chance of healthy occupation can be found in countless

Yorkshire Evg. Post, Mar. 18th.

WOMEN WORKING ON WAR MUNITIONS.

THE GOVERNMENT'S APPEAL.

LIGHT MACHINING AT ENGINEERING WORKS.

"Are you able to work, and free to work, but not working?" This pertinent question, addressed to the women of England, forms the keynote of the appeal which the Board of Trade makes to-day for more women workers to take up duties which will release men for the Army.

This is not the only desideratum. Women are wanted, also, to assist in the ammunition factories. Shells and cartridges are being made in Leeds in large quantities, but the output could (one expert states) be doubled if only there were more hands employed in the machining. Particularly for that work are women required in Leeds. They are wanted in the clothing factories and the woollen mills, but of first importance just now is the turning out of bigger and bigger quantities of war munitions, and women who want to be of service to their country just now could not do better than take employment in the ammunition factories.

As a Government official expressed to a "Yorkshire Evening Post" representative this afternoon, "It is the women who have never done a day's work in their lives whom we would like to appeal to. There are dozens of ways in which they might show their patriotism, but at least it would be something if they registered their names as willing to undertake clerical work."

Women who are prepared to take paid employment are invited at once for the following occupations:—Farm work, dairy work, leather stitching, brush-making, clothing machining and light machining for armaments.

In the appeal, which is made by the Board of Trade, women are urged: "Even if you have no special experience of any of this work, you should register. It may be possible to train you. It is certain that as more men join the forces, more women will be wanted to work while they are away. Even if you can work only half of each day, you may be useful. . . . Any woman who by working helps to release a man or equip a man for fighting does national War Service. Every woman who can work and is free to work should come forward."

THE RESPONSE IN LEEDS

At most of the Labour Exchanges in the city a gratifying response has been made to this morning's appeal. Presumably the women who registered their names will be at once sent to work in localities where there is a pressure of Government orders. For the time being, we understand, the demand for women labour in Leeds is more pronounced in the ammunition shops than in the khaki clothing factories. It is not reasonable to suppose that women could be employed in the ordinary work of the engineering shops, but it has been found that they are peculiarly useful at light machining. Thus, great numbers in Leeds are being increasingly employed in the making of cartridge cases and on parts of shells.

663/16 663.

The Daily Telegraph, March 18th. 1915.

9

WOMEN'S AID
IN THE
NATIONAL STRUGGLE.

GOVERNMENT'S CALL.

A WAR REGISTER
FOR
PAID EMPLOYMENT

SETTING MEN FREE.

An important step has been taken by the Government in calling upon women to register themselves for paid employment in the nation's service, to fill up ranks which are at present without sufficient labour, and also to release men for the fighting line.

What is desired at the outset is that workers should be immediately available for the production of armaments. In the manufacture of shells alone thousands more women could be employed.

On the land, too, there is urgent need for labour, and much of the daily work on farms could be performed by women. They might undertake duty in shops where men of fighting age are now detained.

The Government propose to use the Labour Exchanges as a means of bringing women into industrial service in the present emergency. They will thus know what women are available with or without previous training.

This end will be obtained by a Register of Women for War Service. How and where to register is set out below.

The scheme has the warm approval of leaders of the women's movement and representative women whose messages we are able to print.

OFFICIAL SCHEME.

TEXT OF DOCUMENT.

Below is the text of the first document issued by the Board of Trade:

The President of the Board of Trade wishes to call attention to the fact that in the present emergency, if the full fighting power of the nation is to be put forth on the field of battle, the full working power of the nation must be made available to carry on its essential trades at home. Already, in certain important occupations, there are not enough men and women to do the work. This shortage will certainly spread to other occupations as more and more men join the fighting forces.

In order to meet both the pressing

Manchester Guardian, March 19th. 1915.

THE GOVERNMENT AND WOMEN'S LABOUR.

THE NEED FOR SAFEGUARDS.

To the Editor of the Manchester Guardian.

Sir,—The Government's proposal in regard to the registration of women for war service is a most important departure which may develop into a form of industrial conscription for women. I take it that those women who register as willing to perform various services can be called up for service as the men were who filled up the army forms signifying their willingness to enlist. So important is the situation for women that it seems imperative that a national conference of women's trade unions and political organisations should be called at once with a view to formulating demands. Such proposals as the following would be discussed:—

1. That in view of the fact that the Government will at once become overwhelmingly the largest and perhaps eventually almost the sole employer of labour, with more extensive power for controlling labour than any private employer has ever had, it is imperative that the Parliamentary vote should at once be extended to women in order that they may have the same power that men have in influencing the Government which controls their labour. Otherwise the new industrial conscription will be an unjustifiable tyranny where women are concerned.

2. That as the Government proposes that all labour disputes shall be referred to a tribunal nominated by the Government, women shall have strong representation on this tribunal, and in all disputes in regard to women's employment a woman of standing and experience (the nation has many such to draw upon) shall be the chairman of the tribunal, or in the case of the appointment of a sole arbiter be the arbiter of the dispute.

3. That where a woman is employed on work hitherto done by men she shall receive the wage hitherto paid to men in addition to any war bonus or increase in wages which might have been paid for the work now in the case of men employees. That in no case shall an unskilled woman be employed at a lower wage than the current wage of a man unskilled labourer.

4. That proper safeguards in regard to hours, wages, and conditions be arranged in conjunction with representatives of the women concerned, and that no woman shall be compelled to work under conditions which the representative of the organisation to which she belongs reports to be unsatisfactory.

It is vitally important that some such regulations should be adopted by the women's organisations in order that the position of the women concerned may be safeguarded and that the introduction of women into the labour market may not so vitally lower the standard of livelihood for the working classes as to become a national disaster.

It is hoped that the various women's organisations will sink their differences at this juncture and realise that their most patriotic duty as women is to safeguard the interests of the women of the nation.—Yours, &c.,

E. SYLVIA PANKHURST.

To the Editor of the Manchester Guardian.

Sir,—The experiment which the Board of Trade is proposing to inaugurate by asking all able-bodied women to register for war service is one that will have the profoundest effects on women's labour in the future. Women of all classes will rejoice that at last it has been recognised that their King and country need them too. The danger, almost too obvious to be pointed out, is that women of comfortable circumstances, needing little or no wage, will eagerly take such work in order to serve their country, at any salary that may be offered.

Since the war started women's wages have been steadily falling. The Women's Employment Corps has been undertaking an inquiry to find in what trades women could replace men. It has not found a single instance where women's wages have been increased to meet the rise in the cost of living. In the majority of cases a

made available to carry on its essential trades at home. Already, in certain important occupations, there are not enough men and women to do the work. This shortage will certainly spread to other occupations as more and more men join the fighting forces.

In order to meet both the present and the future needs of national industry during the war, the Government wish to obtain particulars of the women available, with or without previous training, for paid employment. Accordingly, they invite all women who are prepared, if needed, to take paid employment of any kind—industrial, agricultural, clerical, &c.—to enter themselves upon the Register of Women for War Service which is being prepared by the Board of Trade Labour Exchanges.

Any woman living in a town where there is a Labour Exchange can register by going there in person. If she is not near a Labour Exchange, she can get a form of registration from the local agency of the unemployment fund. Forms will also be sent out through a number of women's societies, and can be obtained by post from the General Manager, Board of Trade Labour Exchanges, at the address below.

The object of registration is to find out what reserve force of women's labour, trained or untrained, can be made available if required. As from time to time actual openings for employment present themselves, notice will be given through the Labour Exchanges, with full details as to the nature of work, conditions and pay, and, so far as special training is necessary, arrangements will, if possible, be made for the purpose.

Any woman who by working helps to release a man or to equip a man for fighting does national war service. Every woman should register who is able and willing to take employment.

Board of Trade, Queen Anne's-chambers, Broadway, Westminster, S.W.

March, 1915.

WAR MUNITIONS.

WHAT WOMEN CAN DO.

It is announced that the King, attended by Earl Kitchener, Secretary of State for War, Major Clive Wigram, and Vice-Admiral Sir Colin Keppel, visited the Royal Gun and Carriage Factories and the Royal Laboratory at Woolwich Arsenal yesterday.

Mr. Asquith had an audience of his Majesty at Buckingham Palace.

In the Royal Arsenal at Woolwich the general feeling concerning the Government's proposals for the employment of women on the simpler processes of the manufacture of ammunition is one of approval. The men recognise that many of the operations can be performed as well by women and girls as by men or boys. In the Arsenal itself practically all the simpler work is already undertaken by boys, and the view has been expressed that the experience which these lads have gained during the past six months should fit them for more important tasks in any new arsenals the Government may establish at the shops of private engineering firms. In this event, it is realised that women and girls might well take their places.

MAKING SHRAPNEL SHELLS.

In Birmingham women are looking after automatic machines and turning out the lighter parts of machine-guns, rifles, and the firing gear even of big guns. They make excellent packers of cartridges. It will surprise many people to learn that women are capable of manufacturing shrapnel shells of all kinds, from the cold steel to the completed missile, and in fact any shell from a three-pounder to a twelve-pounder. They turn the outer shell, make the time and [illegible] fit in the bullets, and complete

country, at any salary that may be offered.

Since the war started women's wages have been steadily falling. The Women's Emergency Corps has been undertaking an inquiry to find in what trades women could replace men. It has not found a single instance where women's wages have been increased to meet the rise in the cost of living. In the majority of cases a percentage has been taken off their wages, and the amounts employers are offering for clerks, for instance, is generally about 5s. a week less than the current rates before the war.

The bugbear of the woman worker has always been the subsidised worker, who is the standard excuse for paying the whole class less. Now that so many women are receiving small pensions from the Government the appeal to women's patriotism will further reduce the earnings of women. Government action is the only thing that can keep up the standard rates.—

Yours, &c., L. E. SMITH (Chairman).
E. C. WILKINSON (Secretary).

66, Barton Arcade, Manchester, March 18.

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The operations in which women are engaged in ammunition manufacture involve no danger, and the physical labour is small, as they have not to work the machines—which are auto-

P.T.O.

THE GOVERNMENT AND WOMEN'S LABOUR.
Thursday 19th 1915.
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been all used up, and, owing to the action of the trade unions, the employers have not in all cases been allowed to supplement their staffs with women.

WOMEN'S OPINIONS.

MRS. PANKHURST GRATIFIED.

EXAMPLE OF FRANCE.

FROM OUR OWN CORRESPONDENT.

GLASGOW, Wednesday Night.

Mrs. Pankhurst is at present fulfilling a series of engagements in Glasgow. When I saw her to-night she was very enthusiastic about the step taken by the Government.

"We have asked that women should be considered a national reserve force," she declared, "prepared to take up any national work if their services were needed. It is a very wise action on the part of the Government, and they can rely upon our co-operation in every possible way to do all we can to assist. Of, course, we are tremendously pleased, as the women are only too anxious to be recruited, as the men are recruited, not for the same purpose, but for purposes equally important. Personally, I feel very keenly that there is a great need for training thousands of women who have never been trained to any calling."

Mrs. Pankhurst was asked what was likely to be the attitude of women generally on the question, and she replied that she was certain there would be a very large response. She knew personally that many women had felt disappointed because the Government had not given them a chance.

"Wherever it is possible for a woman to do work at present being done by a man," she said, "that man ought to be released for fighting purposes. I have been in France a good deal lately, and there saw women tellers in the branch offices of the banks. Women were also on the tramcars, and acting as taxi-cab drivers. Wherever one went in Paris one saw women doing work formerly done by men. In London only recently women who had trained themselves as taxi-cab drivers applied for licenses, but were refused by the Home Office, on the grounds that the public would not have confidence in them. The same argument was used with regard to women conductors on the tramcars in Edinburgh. These views are very interesting to me, because in Paris the women taxi-cab drivers and conductors on the trams have been a great success. By the way, the tram-drivers in Paris are the wives of soldiers."

REPRESENTATIVE VIEWS.

We print below short telegrams received from representative women upon the Government's new scheme:

MISS MARIE CORELLI.

Surely every capable woman in the kingdom will be proud to help in this national crisis by replacing men needed at the front in every kind of necessary labour. A register for such willing workers in all classes should prove an honour to our sex, who can desire nothing [illegible] part in the sustaining and defence of our beloved Empire.

LADY FRANCES BALFOUR.

As I understand the Government's offer, I entirely approve. Many women are ready to help the nation in these ways, and they have trained themselves in various forms of service as citizens capable of the full responsibility of citizenship. The Government recognise that sex is no bar to efficient service.

PRINCIPAL, SWANLEY COLLEGE.

We have arranged special courses under the Board of Agriculture to train women for farm work, and have also special courses for poultry, bees, and fruit-preserving.

MISS MARY MACARTHUR.

Miss Mary Macarthur, of the Central Committee on Women's Employment, was herself in consultation with the Board of Trade yesterday afternoon, and is of opinion that before launching the circular it would have been better to consult the leaders of the women's industrial movement. There are, as she pointed out subsequently, 50,000 unemployed women representing many branches of industry, and it might have been better to have seen first what could be done for them through their various organisations. The whole question she regarded as one of great complexity, and its many difficulties had not, perhaps, been fully considered. But before calling upon women to come forward and train, it would certainly have been desirable to ascertain the extent to which work was needed by women who had habitually to earn their own wages.

FORM OF REGISTRY.

[illegible]

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FORM OF REGISTRY.

CLASSES OF EMPLOYMENT.

A form has also been issued which women able to render services are asked to obtain at a Labour Exchange or local agency of the Unemployment Fund, and to fill up. It is as follows:

WAR SERVICE FOR WOMEN.

Are you able to work, and free to work, but not working?

You should have your name entered at once on the Special Register of Women for War Service, which is being prepared by the Government Labour Exchanges.

Women are wanted at once to work in the following (among other) occupations:

Farm work.	**Clothing machining.**
Dairy work.	**Light machining for armament.**
Leather stitching.	
Brush-making.	

But even if you have no special experience of any of this work, you should register. It may be possible to train you. It is certain that as more men join the forces, more women will be wanted to work while they are away. Even if you can work only half of each day you may be useful.

You can register either by going to a Labour Exchange, or by filling up the form on the back of this, and posting it to the nearest Labour Exchange. If you do not know where the Exchange is, you can post the form to the Central Office for Labour Exchanges and Unemployment Insurance, Queen Anne's-chambers, Broadway, S.W. No fees are charged.

Board of Trade, March, 1915.

REGISTER OF WOMEN FOR WAR SERVICE.

(1) Surname .....
Other names .....
(2) Full address .....
(3) Age .....
(4) Married, single, or widow .....
(5) Have you ever done any paid work, and if so, ...

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(1) Surname .....
Other names .....
(2) Full address .....
(3) Age .....
(4) Married, single, or widow.....
(5) Have you ever done any paid work, and if so, what? .....
(6) If so, when? Giving date as nearly as possible .....
What kind .....
Employer's name or names .....
(7) Are you free to work:
(a) Whole time .....
(b) Part time .....
(c) To leave your home for work if pay is sufficient, and housing satisfactory?.....
(8) Is there any other work which you are willing and able to do? .....
(9) If you have never done paid work, what kinds of work are you best suited for? .....
(10) Are you prepared to be trained for work which you have not previously done? .....

* SPECIAL QUESTIONS FOR PERSONS WILLING TO DO AGRICULTURAL WORK.

Have you ever worked at any of the following branches of work:

(a) Milking .....
(b) Dairy-work .....
(c) Care of live stock .....
(d) Light farm work .....
(e) Market gardening .....
(f) Poultry farming .....
(g) Ordinary gardening .....

If you have not, state which branch you think you would be suited for .....

*Persons answering these questions should, if desiring agricultural work only, fill up Nos. 1, 2, 3, 4, 7, and 10. Persons willing to take agricultural and other work should fill in all numbers.

The Manchester Guardian, March 19th. 1915.

WOMEN WORKERS.

THE PROSPECT OF THE NEW REGISTER.

TO FILL RECRUITING GAPS.

The announcement by the Board of Trade yesterday respecting the compilation of a special register of women who are willing to accept paid work in order to release men for the army or for the production of munitions of war has aroused great interest among women of all classes. The matter was discussed by officials of various women's organisations, and some of the questions which have been asked suggest that a more detailed explanation of the scheme would be welcomed.

In the first place, it may be pointed out that no immediate transference of men's work to women on a vast scale is contemplated. The object is to ascertain precisely the extent and quality of the women's labour which will be available, but it will only be utilised as the need arises. Judging from preliminary inquiries which were made yesterday it is expected that a very large number of women will register, and probably they will fall into three main classes. These are women workers who are at present wholly or partially unemployed; women who have not hitherto been employed but who possess qualifications which would enable them to do work of some kind satisfactorily; and women who would be willing to be trained for particular kinds of employment. The first class would possibly include a large number of married women who were formerly engaged in industrial or clerical work, and whose present circumstances permit a renewal of employment. The other two classes might be drawn to a considerable extent from the more comfortably-off women who are prepared to make sacrifices for the good of the nation.

The "register for war service" will not be associated in any way with the ordinary women's register of the Labour Exchanges, and it should be clearly understood that no woman who enters her name, or who fills up a form, is under an obligation to accept any post if the character of the work, the hours, or the pay are not satisfactory to her.

In Manchester.

It is not thought likely that many women who are ordinarily engaged in industrial work in the Manchester district will ask to be registered. The officials of nearly all women's trade unions in the city report that since the first week of the war a remarkable decrease in unemployment among their members has been recorded, so that at the present time comparatively few women who are of value industrially are out of work. The Labour Exchange statistics suggest a less favourable condition of things, but owing to special circumstances they do not afford an accurate indication of the state of trade in Manchester. In August and September last many elderly women workers, such as charwomen and office cleaners, were discharged, and very few have been taken back again. There is little prospect of new employment for them, because of their limited capacity, but registration at the Labour Exchange helps them to obtain relief.

All the skilled mechinists who were displaced at the outbreak of the war have now been absorbed in the shirt-making and clothing industries. In offices and shops girls and women have taken the places of men who enlisted, and in rubber and furniture works employment is more regular now than it was two or three months ago. Fancy leather workers are in great demand for the manufacture of belts, pouches, and other leather equipment for war purposes, and only in the shipping trade is women's employment still unsatisfactory. At one time out of 1,300 members of the union of these workers, who chiefly help in packing, 25 per cent were totally, and 50 per cent partially, unemployed.

Registration the Next Step.

It will not be possible to work out any definite scheme for the utilisation of the reserve of women workers until a sufficient number have registered to justify an analysis which will show reliable and representative results. For the reasons outlined above it may be that in districts like Manchester the proportion of women able to undertake manual labour will not be great. It has been suggested that a large number of men in Government, municipal, railway, and commercial offices could be replaced by capable women, but the possibilities in this direction are limited. Women workers in industry will probably be needed more urgently than in offices in order to facilitate the task of increasing the output of munitions of war. It may be necessary to attempt on a considerable ascale a transference of men wrom other industries to the shops in which Government work is being done, and this would only be feasible if women workers were available to take their places. Obviously men who have led sedentary lives in offices could not very well be mobilised for the production of armaments.

All these matters are now occupying the authorities concerned, and it is hoped that within the next few weeks it will be possible to formulate a more definite policy. Other important subjects, such as that of the effect on wages of increased employment of women, and the question of guarantees for the future, are also being discussed by trade union leaders. In this connection it is of interest to note that women employed in the clothing industry in Manchester have just gained—through the unobtrusive effort of their trade union—an increase of piece rates which is equal to 1s. 6d or 2s. a week on the average.

Married Women.

Mrs. H. L. Smith, the secretary of the Women's Employment Sub-committee of the Relief Committee, thinks that one likely result of the registration will be to open avenues to employment for married women. A great many women of the lower middle-class, she said, were earning their own living before they were married, and they would go back to the old employment as efficient as when they left it. If the husbands desired to enlist the wives would then be able to keep the home going. For the wives of men earning £150 to £200 a year to keep themselves and two or three children on the Government separation allowance was impossible. But if they could supplement that allowance with their own earnings they could get along all right, and they would be in a position to pay for the care of their children during the day. According to the present plan there would only be a demand wor women as more men enlisted, but if the Government ever decided to create an additional army for home defence in order to set freeall other men for service abroad, there would b a much larger field for women's work.

GS3/17 663.

The Standard, March 19th. 1915.

TO RELEASE THE MEN.

WAR WORK FOR WOMEN.

IMMEDIATE RESPONSE TO NEW SCHEME.

The Government's appeal to women of all classes who have the whole or part of their time at their disposal to undertake paid work at present performed by men, and to fill gaps which already exist in the army of labour, is meeting with cordial response. There are two primary objectives in this organisation of all the available female working power in the country:—

1. To free gradually as many men as possible for active service with the Forces, by supplying women to take their places in the industries in which they are at present engaged.

2. To train women to assist in such industries as the turning of cartridge-cases, in order that the enormous requirements of the armies in the field in respect of munitions of war may be constantly and fully supplied.

It does not matter whether a woman has been accustomed to work for her living or has never done paid work in her life; whether she is gentle or simple; whether she is young or of a certain age, married or single. The time is almost surely coming when her services for the State—agricultural, industrial, clerical, or however else she may best be useful—will be called for, and compensated at carefully adjusted market rates of wages.

WHAT WOMEN SHOULD DO.

Any woman who is willing to take a man's place, if required, and do his work while he is away fighting, should enter herself upon the Special Register of Women for War Service which is being prepared by the Board of Trade Labour Exchanges for the Government. She can obtain the requisite form at any Labour Exchange, and register there on the spot. In a day or two Post Offices will be supplied with forms, to be issued to applicants. The General Manager, Board of Trade Labour Exchanges, Queen Anne's-chambers, Broadway, Westminster, will post forms on application by letter. The Government wants to find out what reserve of women's labour is available. As openings for employment arise full particulars will be sent to the Labour Exchanges.

There is already an urgent demand for women's labour in the industries of military clothing machining and light machining for armament. Women can be trained for this kind of work even if they have no previous experience, and after a month's tuition can earn steadily from 28s. to 32s. a week. But the first thing for every woman to do is to register.

There are about 50,000 women unemployed at the present time who are normal wage-earners, and unless they are incapacitated by ill-health these women will, of course, be absorbed first into the newly opened fields of female industry. Every patriotic woman who has leisure time available will apply for one of these forms and fill it up, but by doing so she does not bind herself to accept any work offered her.

EARLY APPLICANTS.

At the Central Office of the Board of Trade Labour Exchanges at Queen Anne's Gate, between 30 and 40 women registered themselves yesterday morning, the first calling as early as 9.40. They represented all walks of life—educated ladies who desired clerical and secretarial work, and working women who desired factory employment, and so on. Many expressed their willingness to work in armament factories; one applicant wanted "decorative painting" employment; another applied for "nursing or armament work," and stated that she held a certificate for electrical knowledge; while a third asked to drive a delivery van, as she was "accustomed to horses."

The Board of Trade attaches very great im-

The Star, March 19th. 1915.

THE WOMEN ARE READY.

By LADY FRANCES BALFOUR.

The Government is making plans for a mobilisation of women for industrial work. Emergency labour to take the place of the workers who have enlisted is urgently needed in many important industries, and the nation looks to the women to step into the breach. In this article, Lady Frances Balfour indicates the complete readiness of women to respond to the call.

THE attitude of the mid-Victorian age towards women was the one Punch formulated—"See what baby is doing, and tell her not." Everything that took woman off the sofa, and from a becoming and useless seclusion, was anathema. "Tell her not," and those women who achieved with brain or muscle were called by various names which ranged from blue-stocking to hoyden, and from that to names less polite.

We may cry aloud for vanished types of men and women, but we must take the race as we find it, and we have passed from the dictum of "tell her not" to the question "Why not?" Suddenly we are encompassed by enemies. War has altered our outlook and our world. The men of the Continent and of our Dominions are all called with one great calling. The non-combatants who are left at home are busy asking and answering "Why not?"

In this war, as the first Army went forth, there sprang into line for their aid at home and abroad all the trained women in various professions and services: women doctors, nurses, suffrage organisers, teachers; every profession and craft which has been opened or forced open to women in the last fifty years poured its efficiency into the field. To the women of the country the War Office turned when it wanted clothing, which the manly forethought had never stored, and through trained organisations, and from every home in the country, capable concentrated work was at command of the Army and its office.

Filling the Blanks.

The came, and it will become still more, the question, how to fill the place of the departed men. All sorts of amusing discussions have arisen in the papers. Male editors have gravely advised women to consider the care of the cow as her especial province. Women, trained in every art except that of the dairy, are advised to offer their services—to take their milking-stools, and go forth to tend and milk the cow, and rear the calves. It would be just as reasonable to urge the crossing-sweeper to take his broom and man the trenches. There is no harder work than the efficient care of cowshed and dairy, and those who lightly tell women of all degrees to undertake it speak foolishness. Other occupations have been considered from the point of view of "why not?" and women are suggested for the light work of tram conductors, railway booking clerks, or any of the occupations given up to men. We shall not return to a normal social condition for a generation, and "why not?" will increasingly be urged on the community. When we fall back on our army of occupation—the dwellers at home—we shall find that we must use women who have steadily and surely been preparing themselves for the day, and the emergency.

Chances Missed.

The granting of the right to work, the recognition that women are fitted to work side by side with men, must not be given only in such proportion as men find certain work distasteful to themselves. In the stress of war, women have been used for every department, short of actually handling the rifle and forming part of a marching regiment. They are used in the factories that manufacture the engines of war, that clothe the soldier and feed him. How far better, and more economically to the State, would the soldier have been fed had the cooking arrangements of the camps been placed in the hands of women. We should have heard less about tea boiled in greasy stewpans or the cruel waste of good food. Had the women been called on to organise laundry work we should have heard less of verminous clothing and of avoidable filth. But use and wont have prevailed, and only in such enlightened philanthropic institutions where women have been working in their sphere, beside male fellow workers has the full use been made of their knowledge and special capabilities. For that great influx of refugees which has been welcomed to these shores women have sprung to the front in the organised work of the hospitality necessary to their well-being. The Government invited them over, but the officials of every Government department have turned to the women for the detailed work.

A Scarborough Husband.

It is possible some of that attitude of "better not," some of the teaching that women are too irresponsible to understand "affairs of State," is at the root of the evil of women shirkers who exist in our midst quite as plentifully as men. Women have not had a traditional training as responsible citizens. Even to-day they are left out of the councils of the nation which provides for the population in time of invasion.

When Scarborough was bombarded a member of a volunteer force never stopped his flight till he had reached the safety of London. His wife and children were left alone to cope with the dangers of the situation. They were, as householders, well quit of one coward, but they would have been more strengthened had they shared in such counsel as produced the National Guard, the special constables, and other volunteers. They should have assisted in the deliberations which decided what should be done with the helpless of all ages and sexes should the invader land on our shores. Why not? Women know the conditions of the mass of the population far better than any other class of citizens, and on all the Committees of Defence set up by Lord Lieutenants they should have had a place. And by all accounts the wits of the Lord Lieutenants would have been considerably sharpened by contact with some of the women citizens who reside on the coasts nearest the possible points of invasion.

Consult Them.

Why not consult women in that government which concerns the law and order of the community? Women will respond to the treatment which bids them rise to their doubled responsibilities, but the day is over and done when they can be treated as toys and playthings, or as bonded serfs. Tell the worst woman who ever haunted the camps of the armies of the world that her conduct helps to make or mar the fighting man, and you will appeal to something that never dies in the heart of womanhood, the instinct to serve, to protect and to strengthen—no branding or pillory, no flogging at the cart tail saves society from the drunken prostitute. No police surveillance, or warnings to avoid "women and wine," will serve to strengthen the ideal of comrades in arms against a common foe. Why not try the new and living way, and let the dead past of "tell her not" sink among the things which have ceased to be?

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The Daily Sketch, March 19th. 1915.

THE MOBILISATION OF LABOUR.

THE two announcements published yesterday, the first the proceedings of the Board of Trade conference on the organisation of industry, the second the trumpet call to women to rally to the industrial flag, are among the most important developments of this period of stress.

THE Chancellor of the Exchequer in his speech at the Treasury was as frank and open as Lord Kitchener was last Monday. He told his hearers that the position is so serious that the Government has decided to take "absolutely unprecedented action"—to take over factories and organise the national industries for the achievement of the national aims. Good! That he will get the whole-hearted support of the workers is almost an unnecessary assertion.

THERE was only one obstacle in the way of his attaining that co-operation, which is an essential factor in the success of the national plans. It lay in the prospect of employers making exorbitant profits out of the military and naval contracts, and the failure of the men to share in the benefits.

THAT obstacle, which must have continued to result in friction, sabotage and strikes, has been removed by the simple statement that the profits of employers are to be limited. That is to say, the Government is going to hold the balance between labour and capital. Capital is to have its percentage shorn whilst labour is to surrender any of all restrictions on output and overtime, which may tend to check the production of material, without an ample supply of which the Allies are tied to their present positions in the field.

THIS ought to mean a truce, at all events until peace is made, in the class warfare which has been so preached and promulgated of recent years, and which is to a large extent the cause of Lord Kitchener's serious anxiety.

HARDLY less important is the Board of Trade circular inviting the women of England to take a share in helping us out of the present crisis.

THOUSANDS of women can be employed at once in the ammunition, armament, and clothing factories throughout the country. In a short while, when the commandeered factories have been set going, thousands more can be used. The agriculture of this country can be turned over almost entirely to female labour, and the men now engaged in it released for service in the ranks at home or abroad.

IN this country the employment of women is by no means so general as in other countries. The visitor to Scandinavia is astonished at the extent to which the weaker sex has monopolised certain trades, especially in the fields and dairies. We are not advocating the replacement of men, either permanently or generally by women, but we are looking forward to women in these days of national emergency taking up, for the time being, some of the lighter labour which has been hitherto the monopoly of man.

THE present is an ideal occasion for women workers to step out of the sweating shops and gain a fair wage for fair work.

IT is more even than that. If the women of Britain will help the country now, the country will help them. In Finland the women won the vote by the ungrudging sacrifices they made for the country. Our women can do the same.

A GREAT many women, especially wives of men on active service, have stopped

would be welcomed.

In the first place, it may be pointed out that no immediate transference of men's work to women on a vast scale is contemplated. The object is to ascertain precisely the extent and quality of the women's labour which will be available, but it will only be utilised as the need arises. Judging from preliminary inquiries which were made yesterday it is expected that a very large number of women will register, and probably they will fall into three main classes. These are women workers who are at present wholly or partially unemployed; women who have not hitherto been employed but who possess qualifications which would enable them to do work of some kind satisfactorily; and women who would be willing to be trained for particular kinds of employment. The first class would possibly include a large number of married women who were formerly engaged in industrial or clerical work, and whose present circumstances permit a renewal of employment. The other two classes might be drawn to a considerable extent from the more comfortably-off women who are prepared to make sacrifices for the good of the nation.

The "register for war service" will not be associated in any way with the ordinary women's register of the Labour Exchanges, and it should be clearly understood that no woman who enters her name, or who fills up a form, is under an obligation to accept any post if the character of the work, the hours, or the pay are not satisfactory to her.

In Manchester.

It is not thought likely that many women who are ordinarily engaged in industrial work in the Manchester district will ask to be registered. The officials of nearly all women's trade unions in the city report that since the first week of the war a remarkable decrease in unemployment among their members has been recorded, so that at the present time comparatively few women who are of value industrially are out of work. The Labour Exchange statistics suggest a less favourable condition of things, but owing to special circumstances they do not afford an accurate indication of the state of trade in Manchester. In August and September last many elderly women workers, such as charwomen and office cleaners, were discharged, and very few have been taken back again. There is little prospect of new employment for them, because of their limited capacity, but registration at the Labour Exchange helps them to obtain relief.

All the skilled mechinists who were displaced at the outbreak of the war have now been be great. It has been suggested that a large number of men in Government, municipal, railway, and commercial offices could be replaced by capable women, but the possibilities in this direction are limited. Women workers in industry will probably be needed more urgently than in offices in order to facilitate the task of increasing the output of munitions of war. It may be necessary to attempt on a considerable ascale a transference of men wrom other industries to the shops in which Government work is being done, and this would only be feasible if women workers were available to take their places. Obviously men who have led sedentary lives in offices could not very well be mobilised for the production of armaments.

All these matters are now occupying the authorities concerned, and it is hoped that within the next few weeks it will be possible to formulate a more definite policy. Other important subjects, such as that of the effect on wages of increased employment of women, and the question of guarantees for the future, are also being discussed by trade union leaders. In this connection it is of interest to note that women employed in the clothing industry in Manchester have just gained—through the unobtrusive effort of their trade union—an increase of piece rates which is equal to 1s. 6d or 2s. a week on the average.

Married Women.

Mrs. H. L. Smith, the secretary of the Women's Employment Sub-committee of the Relief Committee, thinks that one likely result of the registration will be to open avenues to employment for married women. A great many women of the lower middle-class, she said, were earning their own living before they were married, and they would go back to the old employment as efficient as when they left it. If the husbands desired to enlist the wives would then be able to keep the home going. For the wives of men earning £150 to £200 a year to keep themselves and two or three children on the Government separation allowance was impossible. But if they could supplement that allowance with their own earnings they could get along all right, and they would be in a position to pay for the care of their children during the day. According to the present plan there would only be a demand wor women as more men enlisted, but if the Government ever decided to create an additional army for home defence in order to set freeall other men for service abroad, there would b a much larger field for women's work.

country:—

1. To free gradually as many men as possible for active service with the Forces, by supplying women to take their places in the industries in which they are at present engaged.

2. To train women to assist in such industries as the turning of cartridge-cases, in order that the enormous requirements of the armies in the field in respect of munitions of war may be constantly and fully supplied.

It does not matter whether a woman has been accustomed to work for her living or has never done paid work in her life; whether she is gentle or simple; whether she is young or of a certain age, married or single. The time is almost surely coming when her services for the State—agricultural, industrial, clerical, or however else she may best be useful—will be called for, and compensated at carefully adjusted market rates of wages.

WHAT WOMEN SHOULD DO.

Any woman who is willing to take a man's place, if required, and do his work while he is away fighting, should enter herself upon the Special Register of Women for War Service which is being prepared by the Board of Trade Labour Exchanges for the Government. She can obtain the requisite form at any Labour Exchange, and register there on the spot. In a day or two Post Offices will be supplied with forms, to be issued to applicants. The General Manager, Board of Trade Labour Exchanges, Queen Anne's-chambers, Broadway, Westminster, will post forms on application by letter. The Government wants to find out what reserve of women's labour is available. As openings for employment arise full particulars will be sent to the Labour Exchanges.

There is already an urgent demand for women's labour in the industries of military clothing machining and light machining for armament. Women can be trained for this kind of work even if they have no previous experience, and after a month's tuition can earn steadily from 28s. to 32s. a week. But the first thing for every woman to do is to register.

There are about 50,000 women unemployed at the present time who are normal wage-earners, and unless they are incapacitated by ill-health these women will, of course, be absorbed first into the newly opened fields of female industry. Every patriotic woman who has leisure time available will apply for one of these forms and fill it up, but by doing so she does not bind herself to accept any work offered her.

EARLY APPLICANTS.

At the Central Office of the Board of Trade Labour Exchanges at Queen Anne's Gate, between 30 and 40 women registered themselves yesterday morning, the first calling as early as 9.40. They represented all walks of life—educated ladies who desired clerical and secretarial work, and working women who desired factory employment, and so on. Many expressed their willingness to work in armament factories; one applicant wanted "decorative painting" employment; another applied for "nursing or armament work," and stated that she held a certificate for electrical knowledge; while a third asked to drive a delivery van, as she was "accustomed to horses."

The Board of Trade attaches very great importance to the employer undertaking to keep men's places open for them. This has the double effect of encouraging men to enlist and avoiding the permanent displacement of men by women after the war is over. As to the training of women, the view is held that in many cases the employer would be able to train them, as had been done in light armament work. With regard to agriculture, the Board of Agriculture is, with the Board of Trade, arranging for the training. The agricultural colleges are taking one or two women each for this purpose, and although in a modest way something is being done.

that took woman off the sofa, and from a becoming and useless seclusion, was anathema. "Tell her not," and those women who achieved with brain or muscle were called by various names which ranged from blue-stocking to hoyden, and from that to names less polite.

We may cry aloud for vanished types of men and women, but we must take the race as we find it, and we have passed from the dictum of "tell her not" to the question "Why not?" Suddenly we are encompassed by enemies. War has altered our outlook and our world. The men of the Continent and of our Dominions are all called with one great calling. The non-combatants who are left at home are busy asking and answering "Why not?"

In this war, as the first Army went forth, there sprang into line for their aid at home and abroad all the trained women in various professions and services: women doctors, nurses, suffrage organisers, teachers; every profession and craft which has been opened or forced open to women in the last fifty years poured its efficiency into the field. To the women of the country the War Office turned when it wanted clothing, which the manly forethought had never stored, and through trained organisations, and from every home in the country, capable concentrated work was at command of the Army and its office.

Filling the Blanks.

The came, and it will become still more, the question, how to fill the place of the departed men. All sorts of amusing discussions have arisen in the papers. Male editors have gravely advised women to consider the care of the cow as her especial province. Women, trained in every art except that of the dairy, are advised to offer their services—to take their milking-stools, and go forth to tend and milk the cow, and rear the calves. It would be just as reasonable to urge the crossing-sweeper to take his broom and man the trenches. There is no harder work than the efficient care of cowshed and dairy, and those who lightly tell women of all degrees to undertake it speak foolishness. Other occupations have been considered from the point of view of "why not?" and women are suggested for the light work of tram conductors, railway booking clerks, or any of the occupations given up to men. We shall not return to a normal social condition for a generation, and "why not?" will increasingly be urged on the community. When we fall back on our army of occupation—the dwellers at home—we shall find that we must use women who have steadily and surely been preparing themselves for the day, and the emergency.

Chances Missed.

The granting of the right to work, the recognition that women are fitted to work side by side with men, must not be given only in such proportion as men find certain work distasteful to themselves. In the stress of war, women have been used for every department, short of actually of verminous clothing and of avoidable filth. But use and wont have prevailed, and only in such enlightened philanthropic institutions where women have been working in their sphere beside male fellow workers has the full use been made of their knowledge and special capabilities. For that great influx of refugees which has been welcomed to these shores women have sprung to the front in the organised work of the hospitality necessary to their well-being. The Government invited them over, but the officials of every Government department have turned to the women for the detailed work.

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A GREAT many women, especially wives of men on active service, have stopped earning money themselves. The Government separation allowances have put them comparatively on "easy street."

THAT'S not a good reason. They must try to do their bit just as well as their man is doing his. What they may earn now will all be to the good, a little stand-by for the rainy days, for the period of depression which must inevitably follow the war, during the readjustment of the world to new conditions.

THE MAN IN THE STREET.

Daily Mail, March 19th 1915.

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WHAT THE WOMEN CAN DO.

A NOVELIST'S APPEAL.

By FLORA ANNIE STEEL.

The Board of Trade has initiated a great scheme of State-paid war work for women. The well-known novelist, Mrs. Flora Annie Steel, discusses in the following article some of the work that women can do.

Seven months have passed since August 4, 1914, found us unprepared for war. If this was true of men, it was doubly, trebly so of women. Devoid of all experience of things national, imperial, ignored by the State as a factor in the vast problem that was opening out, women stood at first at the doors of their threatened homes knitting comforters feverishly and telling themselves a trifle wistfully that the whole duty of womanhood in war time was to shed tears in secret and cosset up the fighters in public. The feet of a perplexed male patriot could at least lead him to a recruiting office; woman had no such outlet for her seething desire to help. Some few there were possessed already of necessary qualifications, many more possessed of means, position, influence, who found activity at once as doctors, nurses, organisers; but the ruck sewed and suffered in silence.

Then common sense, never very far distant from woman's practical grip on detail, suggested that the leisure of the whole adult female population ought to be in excess of the needs and nursing of a fraction of the male population, and that there was other, less *dilettante*, work to be done.

Owing to their already existing organisations the various suffrage societies were the first (outside the purely nursing associations) to enter the field. Setting politics aside definitely, they started various schemes for the relief of distress, and therefore the relief of the rates, for which every citizen should be, and doubtless is, profoundly grateful. Other organisations, such as the Women's Emergency Corps, followed suit so rapidly that now the wonder comes whether the whole world will remain the leagues that have been founded. This plethora of philanthropy is doubtless a mistake and will be rectified as time goes on and we learn to economise even charity. It marks one important phase, however—namely, woman's sudden realisation of her responsibilities for the war. She saw that through, for the sake of protection, she had delegated her duties as an independent human being to man, as principal she was still bound by the acts of her agent. Some of her activities were purely palliative, though the theory that wage and not doles was the objective obtain in all home industries, such as the toy-making industry are constructive, and to the enlargement of these the efforts of some of our most capable women are mainly directed.

* * * * *

One feature, however, pervades all; they are all—even the women's hospitals, which extend from our shores to far Serbia—devoid of any sectarian blessing. The army authorities must keep thousands of women off the rates unless for, if any, contracts for the supply of national needs. In the instance only, when Lord Kitchener's Army was shoeless, an offer to supply 1,000 a week at usual contract rates was made and refused. Doubtless with reason; but there can be no question that the persistent and consistent refusal of help on all sides lay, and still lies, heavy on many a capable woman's heart.

We realise, however, that the next seven months must bring a different policy. For if this hateful war is to end speedily we must have men and still more men. Up till now over a million have been withdrawn from civil life, without much dislocation of "business as usual," and without any call *whatever* upon the working powers of women; for our ticket collectors, a vast army of shop assistants, and the huge horde of small Government employees are still male. But men continue to go, and the women have at last been taken into the confidence of the State.

"Women," says a recent writer, "have no peers as patriots when once they understand the justice of fighting for an honourable cause."

* * * * *

So there is no cry among us for peace at any price, but peace, and that speedily, we must and will have. The wastage of life which we go down into the shadow of death to bring back for the world must be ended as soon as possible with honour. It is clear that out of every hundred males there are at least sixteen who are neither too old, too young, nor too weakly to try to bring this peace. It is clear also that the colours of our country can only command at present eight out of these sixteen. But if we women claim that England shall have the remaining eight we must be prepared to do more work than woollies! The time for these is indeed almost overpast; the summer of our discontent is at hand. But there will be no lack of work to do, and even if it takes two women to get through the work of one man there are plenty of women available. That much of man's labour is unsuitable for us we cheerfully admit, but a very simple process of levelling up would obviate this.

In some ways, of course, skilled labour stands apart, but the man of forty-five who is digging in a woman's garden would be set free to do quarryman's work if the woman handled the spade. The more, therefore, that we can do for ourselves the better it will be for our country. Let us therefore take up the woman's burden as it was in the beginning of time and be once more the tillers of the ground, the maker of the daily bread. The price we shall be paid for our labours is well worth it. Already this war is bringing about much for which woman in the past has asked in vain. The separation allowances of soldiers as they now stand pave the way for a State endowment of motherhood; the extension of them to other dependents save the monopolised woman—the wife—points the way to a keener recognition of the fact that there are other relations between men and women than those of sex.

* * * * *

It will doubtless be a little disconcerting, a little dislocating to trade union principles to see a woman painting her own house or glazing her own window. But at present it seems, at any rate to the writer of this article, that the greatest need of her country is dislocation. England needs to be roused; she needs to leave the low levels of life. Germany at this moment is sending up to the Great White Throne a spiritual force of lofty self-devotion and pure patriotism almost unequalled in the history of the world. We condemn her policy now, as it will be condemned hereafter. None the less we know that there are many good men and true, many noble women whose hearts' desire is, as ours is, for victory. We cannot afford to say as the old French lady said to her minister's reminder that prayers were also being offered up by the French in the Napoleonic wars, "Hoot awa! The Lord will no be understanding their gibberish."

No! we are face to face with a great national upheaval, a magnificent effort. Unless England can match it she will go under; for the great end of all life of ours is not conquest or country; **it is character.**

Manchester Courier, March 19th 1915

OUR LONDON LETTER.

FROM

STAFF CORRESPONDENTS.

(BY SPECIAL WIRE.)

69, FLEET STREET, LONDON.
Thursday Night.

Mobilising Women's Labour

Great interest has been aroused by the Government's tentative plans for mobilising women for war service, and employers in particular await the first results of the Labour Exchange registration scheme with curiosity. There are many trades where the services of women could be utilised with great advantage, and it is pretty well known that some of the firms engaged in them are discouraging their employees from enlisting because they do not know how to replace these workers. This applies not only to the manufacturing industries, but to agriculture, where a great shortage of labour already exists. Much has been spoken and written on the question of employing women on the land, and some farming authorities are not altogether favourable to the idea, contending that young boys would be much more suitable for the work. The Board of Trade is strongly of the opinion that the farmer ought to give the preference to women before employing children The general idea is that the object of the scheme is to ascertain approximately how many men can be released for service in the fighting forces, but there are not wanting those who believe that the appeal foreshadows the advent of compulsion in one form or another. Whether or not this is actually the case, it is clear that the Government have at last realised the necessity of taking steps to secure the release of all men of military age not employed on the manufacture of armaments and other essential work of a kind that can only be performed by highly trained artisans and workmen.

Daily Mail, March 19th. 1915.

THE CALL TO WOMEN.

WHERE TO GO TO "ENLIST."

The call to women to enlist in the Industrial Army so that more men may be released for service in the field is the topic of the hour among women. How shall I enlist? What have I to do to register myself? What does it mean? were the questions put repeatedly yesterday to men relatives.

"Enlistment" is a simple process. Any woman who is ready to take up work has only to register herself at the nearest Labour Exchange. If visit to the exchange is not convenient a form for registration can be obtained from a post office. It should be filled up and forwarded to the local Labour Exchange.

On this form "recruits" are invited to give particulars of their age and previous experience as workers. If they have not previously done paid work they are invited to suggest the kind of work for which they feel themselves best suited

The wish is expressed officially that as far as possible women volunteering their services should register personally at the Labour Exchanges.

"WOMEN RECRUITS."

Between thirty and forty women registered yesterday morning at the central office of the Labour Exchanges, Queen Anne's-gate, S.W. One said she held a certificate for electrical knowledge, and another asked that she might drive a van, as she was "accustomed to horses."

At Leeds some 200 women have responded to the Government's appeal, and many of the names registered are those of women who have not worked in a factory before.

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The Daily Graphic, March 19th. 1915.

THE WOMEN'S RESPONSE.

Eager to do Definite Work for the Country.

"Sister Susie" is responsible for a fallacy. That celebrated ditty has perpetuated the idea that women at the present time were merely sewing and knitting. Women have, in fact, felt they were not receiving credit from the public for the great variety of national service they were rendering in war-time. Not that they have cried aloud for recognition; but the idea that they were knitting and sewing only has been hard to kill. Now that the Government are inviting all who are prepared to work to come forward, and reminding them that any woman who by working helps to release a man, or to equip a man for fighting, does national war service, it is timely to remind the men that women have already put heart and soul into all sorts of activities. They have worked on relief committees, done an immense amount of temperance work, designed and distributed posters, helped in the recreation entertainments for soldiers, looked after the soldiers' families, rescued little children from Belgium, made and distributed clothes for the refugees, done any amount of nursing and looking after infirmaries, and in a hundred other ways shown their capacity and desire to serve the country. Women have volunteered as 'bus-conductors, as taxi-drivers; to go into shops, for counter-work of any sort; as booking-clerks, dispensers, chemists, couriers, interpreters, teachers, typists. A good many of them will undertake manual work, such as gardeners; while at least two are driving milk-carts, and several are clerks in London banks.

Yet organisation is needed to get further results, and as this organisation can best be done by State machinery the new scheme is warmly welcomed. If women's names are registered, it will be known that they are ready—that is the great gain to be expected from the scheme. "Crowds and crowds of better-to-do women are waiting for an opportunity," says Miss Rosamond Smith, who has been in charge of the Bureau for Voluntary Workers run by the London Society of the National Union of Women's Suffrage Societies. "We have about 2,000 women on our books, who have shown great anxiety to be of use. We have found them ordinary opportunities of social work. But they want something more definitely for the country. Many have told me they would gladly work in the ammunition factories, filling shells. Others can drive a car. They can drive delivery vans or do clerical work. Of course, there must be no lowering of wages. All women must work for wages; those who do not need the money can easily find objects to devote it to."

Problems of the Call.

"The Athenæum has got a few women in as club servants," says another leading lady worker. "Hosts of men could be released for the war if other clubs would follow suit. In preventing waste in the catering for the Home Army, also, capable women in control would be of inestimable value."

There are, broadly, two problems. One is to utilise the reserve of new workers, including those who are in an independent position. The other is to deal with the industrial workers so as to bring their labour into the channel that will be most serviceable for the needs of the crisis. Upon this latter, Miss Rosamond Smith points out, as does everyone whose opinion is worth having, that co-operation among all women who are accustomed to deal with girls will be essential. Working girls are extraordinarily loth to take up a new occupation. An effort has been made to teach dressmakers in London to do khaki work; but frequently a girl will say, after half an hour of it, "Oh, we shall never do this"; or "I've got an 'eadache already." Miss Mary Macarthur, secretary of the Women's Trade Union League, which represents 240,000 organised women workers, says on this point: "Whilst we are, of course, aware that there is a shortage of men in many industries, and even a shortage of women in some industries, it is by no means a simple matter to arrange for the transference of labour with different experiences or in different areas. These difficulties apply to men; but they apply with double force to women, who are naturally less mobile. As I understand the Government's appeal, it is made to women who are not normally wage-earners, and even to women who have not previously been wage-earners. Knowing as I do that at the present moment there are at least 50,000 women who are normal wage-earners unemployed throughout the country, it would be desirable to have some assurance that the possibility of the adaptation of these women has been fully considered before the introduction of new, and presumably economically independent, women is contemplated. There can be no doubt that the trade-union world, even if convinced of the necessity of this innovation, will require a satisfactory guarantee on the various aspects of the proposed substitution."

Miss Sylvia Pankhurst's View.

Miss Macarthur asks in this connection whether the women substitutes are to receive the same wages as men for the same work, and what guarantee is to be given to men that when they return to civil life their situations will be open for them, and that the standard of conditions in their trades remain unimpaired? And she declares that the appointment of a national committee, including a strong representation of industrial interests, to lay down conditions of transference is one of the first safeguards which must be insisted upon. Miss Sylvia Pankhurst, again, who views the new departure as a form of industrial conscription, and presumes that the women who register will be called up to work just as recruits who sign the Parliamentary Recruiting Committee's form are called up to fight, wants a national conference of women summoned to discuss it.

A Colonial lady's opinion on the question of substituting women for men is very interesting. Mrs. Graeme-Smale, the hon. secretary of the War Service Substitutes Bureau, at 125, Pall Mall, holds strongly that there ought to be a scheme to prohibit employers from preventing men joining the Army. According to her observation, banks, accountants' and mercantile offices in London could liberate far more men than they do but for the prejudice against women's work. "I am perfectly certain, if England wanted them, every man would leave the Colonies, and the women would do their work."

It is, in short, the universal view that the organisation of women for war service might have been carried out months ago; and that now it is being tackled the details of the scheme should be settled without delay.

The Times March 19th. 1915.

THE STATE AND WOMEN'S LABOUR.

TO THE EDITOR OF THE TIMES.

Sir,—The announcement by the President of the Board of Trade that a register of women for war service is to be opened at the labour exchanges throughout the country will no doubt evoke the same patriotic response to national service which has characterized the attitude of women towards the emergency created by the war. This organized effort on the part of the State to register and employ "the reserve force of women's labour, trained or untrained" will be welcomed by the many women's societies already engaged in this work of classification as an earnest of future co-ordination.

In the official statement setting out the Government scheme we find the following paragraph. "Any woman who by working helps to release a man, or to equip a man, for fighting does national war service. Every woman should register who is able and willing to take employment."

This is in fact an appeal to every able-bodied woman, not bound by family ties, to enlist in industrial war service. That women have forestalled this appeal is shown by the fact that one society alone, the Women's Emergency Corps, received 10,000 offers of personal service during the first two weeks of the war. Women doctors, interpreters, chauffeurs, motor-cyclists, gardeners, omnibus conductors, omnibus and taxi-cab drivers, lift women, &c., were ready to qualify for men's posts during the war, so as to release men for military service. That this service has not been largely utilized up to the present is attributed to the attitude of men workers, and not to the lack of response among women.

Lord Kitchener recently said, "I feel strongly that the men working long hours in the shops by day and by night, week in and week out, are doing their duty for their King and country in a like manner with those who have joined the Army for active service in the field, and I am glad to be able to state that his Majesty has approved that where service in this great work of supplying the munitions of war has been thoroughly, loyally, and continuously rendered, the award of a medal will be granted on the successful termination of the war."

To women workers engaged in war service at home, the cessation of hostilities will bring a grave dislocation of employment, and the sacrifice of their ordinary duties, for work which will necessarily only be temporary, should meet with some public recognition. It would be a cause for satisfaction among women to know that official recognition will not be denied to those women who, in the words of the Board of Trade, "by working, help to release a man, or to equip a man, for fighting." The present emergency and the Government's appeal to women form a propitious occasion for creating a precedent in the bestowal of honours in which other countries have already set us an example. In Russia all honours and decorations are conferred on women doing men's work, even the war medal is conferred on women, and King Albert of Belgium has recently bestowed the Order of Leopold on the women members of one of our field ambulances. In these circumstances it would amount to an invidious distinction were women rendered ineligible for the Industrial War Medal, and an announcement as to the Government's intentions would be welcomed by women in general.

Yours faithfully,
CONSUELO MARLBOROUGH.
Sunderland House, Mayfair, March 18.

The Times, March 19th. 1915.

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WOMEN'S WORK FOR WAR.

A GOOD START.

SEVEN HUNDRED APPLICANTS.

Throughout the country yesterday the Government scheme for ascertaining how the reserve force of woman labour, trained and untrained, can be made available if required aroused the greatest interest and appeared everywhere to be hailed with approval. There is no doubt of the great response that will be made by the women, but what, it is understood, the Board of Trade are not quite sure about is the extent of the response of employers. On them the success of the scheme will ultimately rest. Will they as a body be prepared to consider seriously the duty of substituting, as far as possible, female labour for male in the national interests?

The work of registration was opened yesterday, and a good start was made. The first announcement of the Government scheme appeared in the morning newspapers, and by 20 minutes to 10 o'clock the first applicants for enrolment presented themselves at the Central Labour Exchange, and the stream was steadily maintained throughout the day. By 3 o'clock in the afternoon, according to returns collected from the various districts of London, about 700 women had registered. There were working-class people among them, but the majority appeared to be middle-class people. On the whole, they were reported to be quite a useful class, including a lot of married women, who had done work before marriage and were willing to do it again now.

While there has not yet been time for employers generally to make considered statements about the Government scheme, there was a distinct disposition yesterday to view it favourably. In one quarter it was suggested that the Government themselves might lead the way by releasing the army of second division clerks and copyists.

NEW POSTS FOR WOMEN.

ASPECTS OF THE GOVERNMENT SCHEME.

(FROM A WOMAN CORRESPONDENT.)

There was a considerable stir among working women of all classes yesterday regarding the War Register of Women embodied in the official notice issued by the Board of Trade. The object of registration is stated to be to find out what reserve force of women's labour, trained or untrained, can be made available if required. But the proposed register is likely to achieve something far more than this; it is likely to give the nation at large an idea for the first time of the total amount of work done by women in a way which no census has hitherto revealed, and also to effect a certain mobility in women's industries which has hitherto been lacking.

Many women, already in good posts, have declared their intention of registering. One of the questions to be filled up is—"Is there any other work which you are willing and able to do?" There are plenty of capable women in uncongenial employment whose posts could be filled by other women, and whose talents and inclinations fit them for work other than that which they are doing. The register may succeed in changing women from one employment to another, always with the idea of setting men free for the work in the fighting line.

The proposed register is, of course, open to criticism, and is likely to meet with it. Already one of the suffrage societies is inviting a conference to discuss the questions of wages and political status which the entrance of women into industries or sections of industries, hitherto the province of men, are likely to make vital matters. At one of the women's societies yesterday it was stated that the question of wages would be likely to cause the most discussion. The function of the Labour Exchanges, where the register will be kept, is not to secure the best wages possible for the applicant, but to bring employer and employed together. The women must, in the interest of the men whose place they take, secure the best terms possible.

Developing the question of the substitution of women for men, raised on several occasions recently in *The Times*, it might be suggested that there is much room at the present time in the Government Departments, particularly in the Local Government Board and the Board of Education, for such a substitution. There is an enormous number of capable women coming down from the universities, employed in settlement work or "devilling" under the title of secretary for members of Parliament and other public men, who could fill such posts usually given to youths from Oxford and Cambridge with none of their experience and love of work. It was suggested incidentally yesterday by a woman educationist that the most generous move in the matter of substitution might be made at the deserted universities of Oxford and Cambridge, where elderly dons wander like shepherds without a flock, while in the women's colleges the prayer for equal academic advantages goes up daily unanswered.

Other opportunities for substitution would be found in the offices of civil engineers, in the houses where butlers and footmen are kept, among commercial travellers (where already women have made a not inconsiderable corner), in theatre box-offices, in inquiry bureaux, in the postal distributing service, as well as in the obvious ones of leather-stitching, light machining for armament and clothing.

To suggest that the many gaps in the ranks of Parliamentarians should be filled by women deputies would be perhaps hoisting the President of the Board of Trade with his own petard. But the experiment, being a temporary one, would have its useful points.

Already there is a woman governor of a prison, and the 1911 Census gives us three women grooms, nine sea pilots, four bricklayers, and one coachman. The suggested course for caterers in *The Times* yesterday shows one branch of work hitherto a male monopoly which is eminently suitable for women.

Aberdeen Journal, March 19th. 1915.

EMPLOYMENT OF WOMEN IN WAR TIME.

THE VIEWS OF WOMEN.

The Government appeal to women willing to work, and so release men for the war, to register their names with the Labour Exchanges, is having an immediate response. The Board of Trade is conferring with leaders of the trade unions in connection with this great scheme, registration for which is expected to begin formally next Monday.

Miss Mary Macarthur.

Surprise was expressed yesterday by Miss Mary Macarthur, the secretary of the Women's Trade Union League, at the haste with which the Government were acting in a matter of such great social complexity. "In the banks at the present time, she said, women at £2 a week are doing the work of men who were paid £250 a year, and I can name restaurants where women at about 12s weekly have filled the places of men who earned £2. Unless there is a guarantee that the men shall return to their places, men who have families to keep, will, after the war, be faced with a serious outlook should that tendency be widely encouraged. The appointment of a representative committee, including a strong proportion of representatives of the working classes, to lay down the conditions of the transference of women from one industry to another or the substitution of women for men, must be insisted upon as an essential feature of the plan."

Lady Frances Balfour.

"I think the Government scheme," said Lady Frances Balfour, "is admirable. It is good to make use of women citizens as they are making use of men citizens. The women are ready for it, although they have hitherto been steadily discouraged from taking their part."

Lady Muir MacKenzie.

"It is a great opportunity for women, but I think we must be very careful to safeguard women's interests. Women's trade unions will need to watch that proper wages are paid to women. I understand from the Government scheme that men's wages are to be paid, but women are always cheated in the end, and it is no use trusting to men entirely. I think there should be a woman on the Central Board to look after women's interests, and I think a great many women factory inspectors must be appointed."

Miss Sylvia Pankhurst.

I regard the scheme as industrial conscription for women, as I presume that women who sign the register may be called up by the Board of Trade. We approve of the scheme if it will help women to get the vote. It requires other safeguards, such as equal pay for men's work. I think a conference of women's societies—political, industrial, and social—should be called on the subject, and, with that object in view, I am getting into touch with several organisations.

The Countess of Limerick.

I am perfectly sure that the women of Great Britain will respond to the Government's call. The woman of to-day is a different being from her sister of the Dickens' novel. Her power of endurance is as wonderful as her enthusiasm for work.

Leeds Mercury, March 19th. 1915.

WOMEN AND WAR WORK

READY RESPONSE TO APPEAL OF THE GOVERNMENT.

Inquiries made in Leeds yesterday, by our representative, showed that several industries engaged on Government work are rquiring female workers. At Messrs. Greenwood and Batley, of Armley, who are making ammunition for the Government, about 400 women are engaged in the cartridge department. Their work is regarded as partly skilled, but unskilled women are engaged and then trained.

Mr. J. B. Hamilton (Leeds Tramways Manager) did not think women would be suitable for tramway work, but if it came to a necessity they could be used as conductors. Women could also be employed in collecting money, but he expressed the opinion that the scarcity of female labour, owing to the production of war material, was probably greater than the dearth of skilled workmen.

"It is the women who have never done any work in their lives whom we would like to appeal to," remarked a Government official. "There are several ways in which they might show their patriotism. They could be occupied in clerical work, dairy work, farm work, leather stitching, brush making, clothing, machinery, and light machinery for armaments."

There was a good response to the appeal at the Labour Exchanges yesterday, and the people who presented themselves were just the class required. The demand for female labour at the present time appears to be more pronounced in the ammunition shops than in the clothing factories. Although women cannot be employed in the heavy trades and highly-skilled professions, they could be employed in light machinery. It is probable that a great number of women will be found employment in the manufacture of cartridge cases and on parts of shells at a very early date.

THE POSITION AT HALIFAX.

That there is any considerable reserve women labour in Halifax is regarded as doubtful. It has not, as yet, been shown to exist by any rush to register under the Government scheme.

The textile mills in Halifax, if they could only secure them, could provide employment for many more women workers, so busy are they on Government work. Married women figure largely among the workers, and there are no doubt many more married women who, having no exacting home ties, could swell the number, if they could be made to realise the necessity for their labour.

In this way, some few male textile workers might obtain release, but the number of factory hands still eligible is estimated at only a few. Among the engineers there are hundreds who would readily pass the Army doctor, but they are not being accepted for the Army, having regard to their being engaged on the making of war material, and their work, in any case, could not be taken over by women.

The likely openings for any reserve women labour there may be in Halifax are, not in taking the place of men, but in services where they would be an augmentation to the existing employees.

NO SCOPE AT BRADFORD.

From inquiries made by a "Mercury" representative at the Bradford Labour Exchange, last evening, it appears that up to the present there has not yet been any appreciable response. It was not expected that there would be so soon. There has not yet been sufficient time for the women to think the matter over.

As a matter of fact, there is not much scope in Bradford for drawing upon large numbers of women, because the textile industry is already employing women labour up to the full limit.

Trade is so brisk, and enlistments have made such a big demand upon the men of the city, that there is a general shortage of labour, and practically no unemployment exists.

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Daily Citizen,
March 19th 1915.

"MELODRAMATIC."

MISS MACARTHUR ON THE APPEAL TO WOMEN.

Miss Mary R. Macarthur, secretary of the Women's Trade Union League, which represents over 240,000 organised women workers, holds that the Government would have been well advised, before issuing its appeal to women (referred to on Page 5), to have consulted representatives of the trade unions.

Interviewed by a representative of *The Daily Citizen* yesterday, Miss Macarthur said :—

"The appeal seems to have been hurriedly drafted, and has evidently not been the subject of much consideration. One would agree that in a national crisis the old ideal of 'from each according to his ability and to each according to his needs' ought to apply. That is a good collectivist principle, but it is a very difficult principle to apply to an individualistic system of industry.

"From the point of view of mobilising industry and organising production, the step taken by the Government to take over the armament factories is far more important and likely to have far greater effects than the issuing of this somewhat melodramatic appeal.

"This question of the shortage of men in any particular trade and the substitution of women for them is a most difficult and delicate one, and one in which the advice and co-operation of the organised workers is essential.

"The Board of Trade notice may give a false impression of the actual industrial situation at the moment. I can only imagine that the appeal has been drafted rather with a view to possible eventualities than to deal with a present crisis. While we are, of course, aware that there is a shortage of men in many industries, and even a shortage of women in some districts, it is by no means a simple matter to arrange for the transference of labour from trade to trade or district to district.

50,000 Unemployed Women.

"These difficulties apply to men, but they apply with double force to women, who are naturally less mobile. As I understand this appeal, it is made to women who are not normally wage earners, and even to women who have not previously been wage earners.

"Knowing as I do that at the present moment there are at least 50,000 women who are normal wage earners unemployed throughout the country, it would be desirable to have some assurance that the possibility of the adaptation of these women has been fully considered before the introduction of new and presumably economically untried women is contemplated.

"There can be no doubt that the trade unions, even if convinced of the necessity of this innovation, will require a satisfactory guarantee on the various aspects of the proposed substitution.

"On what conditions are those women to be substituted for men? Are they to receive the same wages for the same work? What guarantee is to be given to men that when they return to civil life their situations will be open for them and that the standard of conditions in their trades remains uninpaired?"

"And if men receive satisfactory guarantees, what is to happen to women who have taken their places when they return if, in the meantime, the women have become self-dependent?

"I notice in some of the daily newspapers this morning a statement that women could be taught ammunition work in a fortnight, and that after a month they could earn from 28s. to 32s. a week.

Past Experience.

"Well, in our league there are thousands of women ammunition workers, and we have yet to meet a woman ammunition worker who has earned 32s. a week. I know women who have been 20 years at the work, and they are lucky if they get 15s. a week. No; under this scheme the wages, I should say, would be more likely to be 12s. a week after the first month.

"In one of the largest munition factories in the country the following rates are paid to girls for a 12-hour day, less 1½ hours for meals :—

Age.	Weekly wage.
17	8s.
18	9s.
19	10s.
20	11s.

"I hear that some patriotic, wealthy women have registered their names as being anxious to work on shell making. I view the experiment with the greatest possible interest, and I am sure that these women will add to their experience and knowledge of industrial conditions in a way which no perusal of Blue Books will ever do.

"The appointment of a national representative committee, including a strong representation of industrial interests, to lay down conditions of transference, is one of the first safeguards which must be insisted upon. The composition of such a committee must be such as to inspire confidence in the minds of the working people.

"Another aspect which will inevitably suggest itself to the minds of working men is the question as to whether this unprecedented step does not imply an official recognition of that sinister form of conscription which is involved in economic pressure, which it is almost impossible to resist. Undisguised conscription would be less objectionable. Then, at least, we should know where we were, and all classes would be on the same footing."

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Daily Citizen,
March 19th. 1915.

ANOTHER BLUNDER.

First of all, the necessity for turning out as rapidly as possible the equipment and munitions for this war is urgent. Next, to organise the means of production is advisable. We start from these positions as outside debate, and on that footing we propose to deal with the latest action taken by the Government, including the proposed "War Service for Women." Nobody wants this war to drag on because equipment is not forthcoming. Nobody is going to risk lives for the sake of hard-and-fast regulations. The need of the time is for the practical hand and the local head. So much is axiomatic. But before going farther let us clear up a misconception. When the demand for war equipment and munitions is expanded ten times over it is not reasonable to expect our productive machinery to meet that demand without a large readjustment which is bound to present difficulties. The term "productive machinery," be it observed, includes, first, manufacturing plant and appliances; and, next, labour, skilled and unskilled. After having for eight months left matters in the hands of the contractors, "each carrying on his business in his own way," the Government have wakened up to the fact that this one-horse procedure has left them in the lurch. They have passed an Act to organise the plant and appliances. They now seek to "mobilise," as it has been called, the other part of the productive machinery—the labour.

Put briefly, that is the plain truth of the position, and we hope we have heard the last of the nonsense about the whole cause of the difficulty being Labour and trade union rules. Is it the fault of Labour that matters have been allowed to drift from the outbreak of the war until now? Has Labour made our industrial system the piecemeal and patchwork affair it is? Was it Labour that failed to foresee that ten times the quantity of equipment and munitions would be called for? Manifestly not. So manifestly not, indeed, that only a year ago the Labour Party introduced into the House of Commons a Bill for the creation of a Minister of Labour, which would have given us the very mobilisation now aspired to. It was certainly not the Labour Party which threw that Bill under the table.

Now, if capitalism, entangled in its own devices, comes to Labour to help it out it is evident to anybody that the proposal ought to be fair. Labour is not disposed at a juncture like this to drive a hard bargain. Labour, in fact, is not disposed to trade upon the country's difficulties at all. Most of the present muddle has arisen from capitalism trading on the country's difficulties and being stimulated and encouraged to trade upon them. All that Labour asks is that capitalism will not similarly trade upon Labour's disposition to pull things round. It is a perfectly reasonable condition.

In his speech to the conference which was resumed yesterday Mr. Lloyd George intimated that in the works and factories taken over the Government propose to put a limit on profits. That is a sound proposal. Next, he suggested three alternatives for the rapid settlement of disputes. To those no objection can be taken. If carried out in the right spirit, with a recognition, that is to say, of the case for a readjustment of wages to present conditions, there is no reason why all or any of them should not work well. Finally, he asked for the suspension of any trade union rights which may limit production. As we have pointed out already, that is a large concession, and it is obvious to anybody that if made it renders the case for wages readjustment doubly strong. At the same time there is a distinction between a suspension or modification of trade union rights in a works or shop under Government control and for a special purpose and a like suspension in a works or shop under private management. The concession in the one instance is to the country for the public benefit, in the other to private employers for their private benefit.

This is a thorny subject, for, as we have pointed out in this column before, trade union rights are a hard-won and precious heritage. Nobody can expect the Labour organisation of the country to cancel at a swoop all the huge past expenditure which has bought those rights. While the trade unions recognise a need of concession, it clearly lies upon the Government to assure them that the concession will not involve their injury. In a few days the Government passed an Act to take over works and factories. They can in a few days pass an Act giving trade unions the right to take back these concessions when workshops pass from under Government control and indemnifying any union for losses resulting from refusal. There is no desire to put difficulties in the way, but once for all it ought to be recognised that a man has just as much a property in his labour as in buildings and machinery, if he owns them.

In this connection, and while these efforts are being made, we deeply regret to see that the President of the Board of Trade, already responsible for so much recent muddle, has just perpetrated another blunder. Of all the ill-advised, ill-digested propositions ever made the "War Service for Women" idea is about the worst. In France, owing to the calling up of reserves, a great many women are doing what was men's labour. Without considering differences in circumstances or else ignoring them, Mr. Runciman seeks to "stimulate and encourage" a like state of things here. There is no necessity for it. If there were a necessity we doubt if he would have done anything. Since there is no necessity he is looming. As the Workers' War Emergency Committee point out, there are on the books of Labour Exchanges 60,000 men and 4,000 women in want of work. In face of that the Board of Trade circular is sheer imbecility It is impossible not to look upon it as an attempt to keep down wages and lower conditions, most of all in agriculture.

The Daily Telegraph, March 19th. 1915.

NATION'S CALL FOR WOMEN'S SERVICE

GOVERNMENT PROJECT.

CORDIAL APPROVAL.

A GREAT OPPORTUNITY.

Some days must necessarily pass before it can be known to what extent women are likely to respond to the Government's request that they should register themselves for war service.

Leaders of the women's movement are unanimous in their approval of the scheme. We are able to publish further expressions of opinion this morning.

In large centres of industry the opinion is freely held that there are few departments of work for which women are fitted in which they are not already employed; but it is recognised that the opening of additional factories will necessitate recruiting labour from a wider field.

In preparing munitions of war, in shops, on the land, and to a lesser extent in the clerical work of railways and banks, there are plentiful opportunities for women's employment.

It is anticipated that the demand for women labour that is now springing up will have the effect of raising the standard in regard both to work and wages.

WOMEN'S OWN VIEWS.

MRS. FAWCETT.

Mrs. Fawcett, who is president of the National Union of Women's Suffrage Societies, when seen by a *Daily Telegraph* representative, said: "The Government are obviously taking a step in the right direction. We have tried to induce them to do something before, but without success; and now they have made a move we shall offer them all the encouragement in our power. The one thing we are anxious to avoid, however, is to supply a cheap form of labour and undercut men. We want to provide really efficient women, who shall be worthy of good wages. With regard to employment in agriculture, there are serious difficulties in the way, on account of living accommodation. In the counties where agricultural wages are lowest the living accommodation is generally very defective, and not at all conducive to a satisfactory state of things. We are therefore not prepared to pledge ourselves definitely to this scheme until we have had an opportunity of looking into the conditions as to both wages and housing.

"But this idea of bringing in women who are ready to do definite work has been in our minds ever since the war began, and we trust that the demand which is now springing up will have the effect of raising the standard for women in regard to both work and wages. We want to introduce trained women; we want to see women efficiently trained for the occupations in which they are fitted to take part. All the experience of this war emphasises the importance of training. It is the trained woman who is now in demand in every department of life. A great many students are applying for admission to the London School of Medicine for Women. The standard there is a high one, and Sir Alfred Keogh, the head of the medical department in the Army, spoke the other day very highly of the work done by women in medicine.

"The interesting feature in the woman's movement at the present time is that the standard for work is being raised everywhere, and we have done our best to encourage it. Among other things we have started a fund, which has been invested, and used to help women in training for sundry occupations. In this matter parents must be prompted to action. Hitherto they have had their sons trained; henceforth they must have their daughters trained also. I think this war has really had a good effect in bringing men and women more together, and, making them rely more upon mutual friendship and co-operation. In these strenuous times we must all do our best to help one another."

MRS. DACRE FOX.

Mrs. Dacre Fox, the well-known official of the Women's Social and Political Union, said:

"We look upon the proposal as our own. Immediately the war broke out we initiated such a scheme as that now put forward by the Board of Trade—with which, let me say at once, we shall loyally and whole-heartedly co-operate—and I had an interview with Mr. Tennant, Under-Secretary for War. I also saw the officials of the Labour Department of the Board of Trade.

"The proposals are admirable. They provide the first practical opportunity by the State to help women.

"Now, more than ever before, it is absolutely necessary for the State to consider (1) how best women can help men in the present terrible conflict, and (2) how best they can help themselves in the new conditions created by the war. To the enormous number of women who, in normal times, have to fend for themselves, this war is going to add many thousands more through the loss of fathers, brothers, and husbands, now gallantly fighting for their country. Apart from immediate dependents—wives and children—there are many others who, through the death of a brother or other relative at the front, may be forced into the labour market How the vast and growing army of women is to be made self-supporting is undoubtedly one of the great problems of the war, and it will become even more insistent after the war.

FIRST IMPORTANCE.

"But of first importance at the moment is the question how women can help to keep certain departments of the nation's business going, so as to release willing men for the firing-line.

"As to their suitability, we believe that women can be employed—that they have already shown themselves to be employable—in almost any capacity of intellectual or physical work. Not only are they suitable for toy-making and flower-growing, and dairy farming, but they would prove efficient as tramway conductors, clerks in railway and tube ticket offices, bank clerks, and as taxi-drivers.

"Both in France and in Germany at the present time women are being employed as tram conductors and railway and tube ticket clerks. Women are also carrying on the agricultural work in rural parts. The only difficulty in the way is that of providing the training which is necessary for certain classes of work. Adaptable as women are in the highest degree, it necessarily takes some time to learn the technique or routine of certain trades, whether brush-making or agriculture. Our view is that, as the matter is a national one, grants might be made from the Prince of Wales's Fund."

Birmingham Post. 19.3.15.

LONDON, Thursday Night.

Women's Work and the War.

The Government's endeavour to mobilise women's work during the war naturally has called forth much comment to-day, but this largely has been limited, according as the feminine critic desired to push some sectional, social, or political idea. If the scheme is subordinated to any one of the three it is bound to fail, but the President of the Board of Trade is a level-headed man, who is not at all likely to be carried away by whimsies. Naturally, those who believe in emigration as the only panacea for the woman's work problem are pressing it forward even now, when the opening for female labour of all kinds—clerical, factory, domestic, and agricultural alike—is greater than has ever been known. It is not to their interest to admit that the demand for female clerks, shop assistants in certain trades, factory hands, domestic servants, and dairymaids cannot effectively be met because of that increased demand, but the Board of Trade is not likely to ignore the very patent fact, and the new scheme may frustrate the "faddists."

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Evg. Standard & St. James Gazette, March 19th. 1915.

WOMEN'S RESPONSE.

INDUSTRIAL VOLUNTEERS GIVE UP LEISURE.

LONDON REGISTER.

"Evening Standard" Special.

Before many days have passed, the Women's War Register will have assumed considerable proportions. The start given to it yesterday has been well maintained to-day, and the numbers already run into thousands.

That is the report as far as London is concerned. Few statements from the country are available yet, but in several large industrial centres the response has been equally promising.

It is evident that the women of the country realise the importance of the Board of Trade's move. Not merely are they coming forward in good numbers, but many of them belong to a class which does not usually make use of the Labour Exchanges in order to obtain employment. They are ready to work now, however, for no other reason than that the nation has need of their services.

Never Out Before.

Generally, the women do not belong to what is usually termed the working-class. That is the great feature of the registration, which shows that the object of the Government is in fair prospect of realisation.

The Government know, through existing agencies, how many normal wage-earners there are among women. What they did not know was how many women outside their ranks would be willing to work "if pay is sufficient and housing satisfactory."

This is precisely what is being established now. At the Central Labour Exchange one of our representatives learned that a "fair proportion" of those who have signed on for war service state that they have never been out to work of any kind before.

If they were girls starting life as clerks or typists, this would be of comparatively little significance; but they are young or middle-aged women, who have not known the need of employment before.

Well-educated some of them are, and all of them prepared to serve in almost any capacity in order that men may be released to take up arms. Their willingness to be trained for work which they have not previously done is another welcome sign; and the sooner the Government make a start with the training the more speedily will they be able to obtain efficient and qualified workers in those industries which need special preparation.

In Ammunition Factories.

Working women who have registered naturally prefer employment in the trade with which they are familiar. Even so, there are among them many of very adaptable capacity who give a choice of three or four ways in which they can help.

One of the most pressing demands, we have been told both by Lord Kitchener and Mr. Lloyd George, is for a vast increase of the output of war munitions, and it is well known that the big armament firms can find work for ten thousand more women at once. Upon the new list will be found a fair percentage of women ready to go into the armament factories to make shells and other ammunition.

None of them have been so engaged before, though that is not a very serious disadvantage with the class of work they would be required to do. Others again want clerical work, or service on farms, or in grocery stores, or as motor drivers, or in libraries—in short, there is a remarkable diversity of occupations desired.

When the Board of Trade are in possession of the full returns, at the end of a week or so, the task of organisation will be undertaken, after consultation with employers and representative bodies of women.

March 19th. 1915. Daily Mirror, 663/25 663.

Manchester Guardian; March 19th. 1915.

REGISTERING WOMEN FOR WAR SERVICE.

VARIED FIRST APPLICATIONS.

WOMEN WHO WANT TO WORK IN ARMAMENT FACTORIES.

The Government's plan for registering women for work during the war so as to fill the gaps made by recruiting in the ranks of labour seems likely to meet with a ready and large response. Registration began yesterday morning, and at the central office of the Board of Trade Labour Exchanges in the morning alone about 40 women registered themselves. They included a parlourmaid and the widow of an artillery officer Some were women of education who desired clerical and secretarial work. Many expressed their willingness to work in armament factories. One applicant wanted "decorative painting" employment. Another applied for "nursing or armament work," and stated that she held a certificate for electrical knowledge; while yet another asked to drive a delivery van, as she was "accustomed to horses."

The varied nature of the employment sought which was to be found even in this small batch of people supports the views expressed by leaders of women's organisations, that women, provided they are trained, can fill a much larger proportion of the posts ordinarily exclusively filled by men than is generally supposed.

"Woman's Chance to Serve the State."

Mrs. Dacre Fox gave her views on the scheme to a press representative. She said that the Women's Social and Political Union were particularly interested in it, because as long ago as August Mrs. Pankhurst urged that women should be trained so as to take the places at home of men who could be released for the trenches. "We feel that the only difficulty," she said, "is the lack of training amongst women, and we think that, just as raw recruits are licked into shape, so should women be trained for the various kinds of employment in which they are needed. It is the first real chance that women have had to serve the State. We give the scheme our heartiest co-operation. I think you will find that all classes of women will rally to the call, and even those whom we may have thought frivolous, in a sense, will serve the nation, for their patriotism will be aroused. There should be no restrictions to the scheme. There is an enormous amount of work which women can do. They can act as taxi-drivers, as 'bus conductors, on the Underground railways, and so on. They could, too, take the place of men in Government offices. There are numbers of young men, even in the War Office, whose places could be taken by women, if these men were personally able to join the army. The Government ought to be the first to set the example."

Similar views were expressed by the press department of the National Union of Women's Suffrage Societies. "We are very much in favour of women taking up any work that is available for them, especially as women are much harder hit by the war than men are. The important part of the scheme to be remembered is that women who are employed must be properly paid. They must receive the same rate as men. It is absolutely essential that that should be upheld, otherwise one can see that every sort of difficulty will arise. It is important that a training scheme should be initiated. In cases where machines have to be used it would probably be more economical for the firms to give the training, but as the Government has taken over the armament factories there seems no reason why the Government should not start a training scheme. We think women can do almost anything if they are trained, as long as it is not too heavy work. In France women are in charge of the 'Metro,' they drive taxi-cabs, and act as 'bus conductors. They can do all that here. They could also still further take the place of shop assistants."

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No woman is, of course, committed to anything by registering her name. When work is offered her she can decide whether she will take it or not, and it is believed that this safeguard, together with the vigilance of the women's organisations, will prevent women's labour being exploited.

Railwaymen are inclined to look askance upon the suggestion that the employment of women can be considerably increased upon the railways. It is urged that if women are employed

WOMEN READY TO MAKE ARMAMENTS.

Enthusiastic Support for Government's Plan to Overcome Labour Shortage and Release Men for Firing Line.

The Government scheme to mobilise women for war service is being taken up enthusiastically.

The Board of Trade Labour Exchanges in London and the country were yesterday besieged by women "recruits." The scheme, as was outlined in *The Daily Mirror* yesterday, is an effort to overcome the shortage of industrial labour and also to release more men for the firing line.

At the central office of the Labour Exchange at Queen Anne's-gate women who registered themselves represented all walks of life

Many expressed their willingness to work in armament factories; one applicant wanted "decorative painting" employment; another applied for "nursing or armament work," and stated that she held a certificate for electrical knowledge.

"NOT A SIMPLE MATTER."

"This question of the shortage of men in any particular trade, and the substitution of women for them is a most difficult and delicate one, and one in which the advice and co-operation of the organised workers is essential."

So said Miss Mary Macarthur, secretary of the Women's Trade Union League, to *The Daily Mirror*, yesterday.

"At the present moment there are at least 60,000 women who are normal wages earners unemployed throughout the country.

"It would be desirable to have some assurance that the possibility of the adaptation of these women has been fully considered before the introduction of new and presumably economically independent women is contemplated.

"There can be no doubt that the trade union world, even if convinced of the necessity of this innovation, will require a satisfactory guarantee with respect to the proposed substitution.

"On what conditions are these women to be substituted for men?

"Are they to receive the same wages for the same work? What guarantee is to be given to men that when they return to civil life their situations will be open for them and that the standard of conditions in their trade remains unimpaired?

"And if the men receive satisfactory guarantees, what is to happen to women who have taken their places when they return, if in the meantime the women have become self-dependent?

"The appointment of a national representative committee, including a strong representation of industrial interests, to lay down conditions of transference, is one of the first safeguards which must be insisted upon."

"There is undoubtedly a great body of both trained and untrained women ready to offer their services on any practical Government scheme of employment," said Mrs. E. Falk, secretary of the Women's Emergency Corps.

"Women are very anxious to serve the State, but they do not want to disorganise male labour. What do the men say to the scheme?"

South Wales Daily News, March 19th. 1915.

Mobilising the Women.

The Government has taken the first step towards mobilising the women of the country, and we may be sure they will respond to the call to join the ranks of labour just as eagerly as their brothers have come forward to take their places in the fighting line. There are many branches of industry in which women can fulfil a useful part. They are especially needed in the cloth and leather trades, and I am informed that thousands can be employed in connection with the manufacturing of shells. These occupations will bring them into direct touch with the actual preparation for war, and they will on this account engage in the work with keen zest. Many middle class women will no doubt wish to share in their country's work, and I heard it suggested at the Board of Trade that factory and workshop life would be made more agreeable to them if they formed themselves into "pals battalions." They would be able to lodge in middle class homes, and would then incidentally help to solve the problem of housing accommodation which has already become acute in the working class districts of those centres where munitions of war and military equipment are produced.

A Comparison of Average Earnings.

When submitting the Army Estimates to the House of Commons Mr Tennant, the Under-Secretary for War, made an appeal to the Labour party to help the Government to organise the forces of Labour, so that where practicable women might replace men who had joined the colours. The suggestion was sympathetically received, the only condition laid down being that the substitution of female for male labour should not be used either to depress wages or to lengthen the normal hours of employment. A pamphlet by the Fabian Women's group dealing with the economic position of women as revealed by the war makes its appearance quite opportunely to-day. This document contains a table prepared by Mr Sidney Webb, showing the estimated earnings of manual workers, male and female, in the United Kingdom. The average of the ten and a half million male workers is £1 5s 3d a week, and of the 4,600,000 female workers 10s 10½d. It is calculated that there are at least seven millions of women and girls working for gain in this country, and the difference between this figure and that given above is made up of those who work as employers or on their own account and those who, though wage earners, are not engaged in manual work.

Daily News & Leader, March 19th. 1915.

WORK IN WAR-TIME.

The Organisation of Labour Reserves.

(To the Editor.)

Sir,—There appear to be two immediate necessities:

1—To provide more labour to meet the growing requirements for munitions of war;

2—To relieve the jaded, overtaxed worker, who is beginning to feel the strain of long hours and work at high pressure.

If properly organised, I believe that adequate labour reserves exist to meet these requirements. I will take as a concrete instance my own works. I have skilled workers, mechanics, etc., in my employ who are only working normal hours, and who would be willing to work two or three hours at night in a factory pressed with Government work.

I have about 200 girls who would be willing to offer their services in the same direction, and I know many business and professional men, who, rather than go home at 5 or 6 o'clock and deplore the length of the war would be prepared to take duty on Government work, and feel a sense of real patriotism in doing so.

These industrial volunteers could be quickly mobilised in the following way:

1—By impressing upon the people generally that the output of munitions is not in any way equal to the necessities of the war, and the immediate need for help. This can be done by following up the work of voluntary recruiting organisations, speakers explaining the necessity for volunteers in the industrial army, and appealing for recruits.

2—The names and addresses of volunteers could be taken, together with their qualifications, and these could be systematised and placed in the hands of the Labour Exchanges.

3—Manufacturers could then notify the Labour Exchanges of their requirements, and an ample supply of labour would be available.

WILFRID HILL.

Chemico Works, Birmingham, Mar. 17.

Daily Express, March 19th 1915.

663/20 663

A CHARTER AND A CHALLENGE.

"SPEEDING-UP" POLICY FOR WOMAN THE WORKER.

NEW EMANCIPATION.

By EMILIE H. MARSHALL.

What can I do? is the question which every woman, rich and poor, old and young, trained and untrained, is asking herself to-day, and on the answer will depend the whole future of English-women in industry for generations to come.

The application of the Government "speeding up" policy to women as well as to men, contained in the appeal of the President of the Board of Trade to all women to enter their names on the Government Register of Women for War Service in order that men, now in employment, may be released for the Army, is at once a Charter and a Challenge to women.

Economic independence has always been, in the mind of the suffragist, the end to which the voting-paper and the ballot-box were but the means. By slow and painful stages, and after much battering at barred doors, the women of yesterday forced their way into the less-well paid branches of industry. To-day a Cabinet Minister holds wide open the doors of the labour market that all women who are ready and able to work for money may enter!

THE NEW FORUM.

Registration forms—fateful "scraps of paper," which in the course of the next day or two women will be asked to fill up with the record of their experience as wage earners, or lack of it, the time they are able to give to paid work, and their willingness to be trained for work which requires workers—will take the place of the voting-paper, and the coming battle of woman's economic independence be fought out on the floor of the labour exchanges instead of the polling booth.

Great changes in our social life have taken place in the last few eventful months, and the Government's call to women to enlist in the industrial war service is significant of these. No arbitrary limitations of age are therein laid down, there is no embargo on marriage, even training is not essential provided the willingness to learn is there. It is a frank appeal to Woman the Worker, a challenge to the women of every class to come forward and prove their worth as co-workers with men in all wage-earning pursuits.

Women are accustomed to demands upon their voluntary services, and to those entailed by war conditions they have responded both generously and efficiently. Will they be able to rise to this strange new call to take up, in the words of the Government manifesto, "Paid employment of any kind, industrial, agricultural, clerical"?

In the national stocktaking of women's attainments which is now beginning in millions of homes as a preliminary to the Government census of the reserve force of women's labour, many unexpected resources will be tapped.

MARRIAGE NO BAR.

In the ranks of the married women are large numbers who followed professional and industrial callings to which marriage put a stop, sometimes by choice, but often compulsorily, as in the case of the Government's own women employees, in the Civil Service—many of whom, by the way, are already being recalled from their homes for emergency duty in the Post Office—and teachers who were compelled by their education committees to choose between husband and schoolroom. Convention, husbands' objections, the removal of the need to earn, home duties, and a woman's own desire, have in other cases led to the renunciation of wage-earning life under the old conditions.

These are the trained women, but their numbers are far exceeded by the great army of housewives, the unpaid workers of the home. Untrained they may be, but who can say they are unskilled, for the capable management of a home calls for organising capacity and applied knowledge of household science which can be profitably employed in the new labour market now opening. In London alone in the great suburban areas are hundreds of thousands of housewives whose day is by no means fully occupied with the care of home, cooking, and house cleaning—or the supervision of these operations—entertaining, shopping, etc.

No one suggests that the calls of the home should be neglected for the call of the State, but the registration forms specifically provide for those women who can only give part time. Many of these women, leading dull and empty lives in their villa homes, find the days all too long and dreary, and would welcome the opportunity now given them of finding an outlet for their surplus energy.

THE WOMAN OF FIFTY.

The woman of fifty and over has come into her own of late. There are no irritating restrictions as to the age of candidates for the Woman's War Service to damp the enthusiasm of those who are no longer young women. The immense volume of effective war emergency work in the voluntary field during the last few months has borne abundant testimony to the value of the services of the matured woman with experience of the world, and the tact which comes of understanding.

Enterprising women who since the war have tried, and failed, to induce employers to utilise their services for work previously done by men, may point to the many difficulties in the way of women who are ready and able to release a man. There are women who would drive taxi-cabs, and become conductors on omnibuses. Others wish to act as clerks in the railway booking offices and as ticket collectors.

The charge of railway bookstalls appeals to some women, others feel quite competent to release male librarians. Very many are eager to work on the land and in the numerous lighter branches of agriculture, such as dairy work, which was once the exclusive prerogative of women, and poultry farming.

Trade union restrictions, Scotland-yard regulations, the use of the personal pronoun "he" in by-laws, old established custom, present prejudice, and all other artificial obstacles to the full utilisation of the services of competent women, will fade away if Woman the Worker responds in such force to the appeal to her patriotism that the Government is able, by means of its new War Service Register, to convince employers that industry will not suffer by the release of men from office and workshop.

THE DAILY MERCURY,

LEICESTER, MARCH 19. 1915.

WOMEN AND THE WAR.

Naturally a good deal of interest is taken in the efforts of the Government to "mobilise" the work of women so that they may render effective help to the country at this juncture. Essential as it is that the ranks at the front should be kept filled, it is not less important that there should be sufficient labour at home to produce the equipment required for the fighting line, keeping in mind always the unprecedented consumption of ammunition in this conflict. But it is pointed out that the work of women might release men from industrial pursuits so that they could join the forces, and thus both contribute to a shortening of the war, and at the same time promote its success. When the nation is subjected to the present strain we have to think not so much of what is ideal in our industrial arrangements, but of the urgent needs of the State; at the same time care must be taken lest we sacrifice too much of the future to the imperative call of the moment. It may be, for instance, that boys will have to be employed in farm work because so many labourers are in the trenches, but the future of the boys must not be ignored; and in regard to women, they may in an emergency be called to occupations in which it would not be desirable they should permanently engage. There must be some thought for the morrow as well as for to-day. Miss Mary Macarthur understands this question, and she is right in pointing to the difficulty and delicacy of substituting women for men where there is a shortage of men Unquestionably there is a deficiency of male workers in some trades. We cannot withdraw three millions of men in the prime of life from industrial occupations without feeling the pressure, but the transference of women to these trades is not an easy matter. Of the women workers to-day many are domestic servants, cotton and woollen operatives, dressmakers, and teachers. To turn these to dairy work, or to employment in clothing warehouses, or ammunition factories, would lead to the dislocation of industry; and if the idea is to employ those who at present are engaged in their own homes, helping in the household duties it is important that these should not enter into competition with women who may be at present unemployed. Miss Macarthur estimates that there are at present 50,000 unemployed women in the country, and it is desirable not to add to that number by introducing practically independent women to the labour market. It would be a mistake for well-to-do women to enter occupations to the detriment of ordinary workers. More than good intention is called for in a matter of this kind; practical knowledge is just as important. That women are anxious to do their part at this crisis is common knowledge, and they can help in many ways. There are employments suited to them just as there are others that are not, and in the organisation of women's work, and the arrangement of wages and hours and conditions it is important to take into council those who know most about these things, so that what is done shall be on right lines for the future as for the present.

ARMAMENT FACTORIES.

The Government's plan for registering women for work during the war so as to fill the gaps made by recruiting in the ranks of labour seems likely to meet with a ready and large response. Registration began yesterday morning, and at the central office of the Board of Trade Labour Exchanges in the morning alone about 40 women registered themselves. They included a parlourmaid and the widow of an artillery officer. Some were women of education who desired clerical and secretarial work. Many expressed their willingness to work in armament factories. One applicant wanted "decorative painting" employment. Another applied for "nursing or armament work," and stated that she held a certificate for electrical knowledge; while yet another asked to drive a delivery van, as she was "accustomed to horses."

The varied nature of the employment sought which was to be found even in this small batch of people supports the views expressed by leaders of women's organisations, that women, provided they are trained, can fill a much larger proportion of the posts ordinarily exclusively filled by men than is generally supposed.

"Woman's Chance to Serve the State."

Mrs. Dacre Fox gave her views on the scheme to a press representative. She said that the Women's Social and Political Union were particularly interested in it, because as long ago as August Mrs. Pankhurst urged that women should be trained so as to take the places at home of men who could be released for the trenches. "We feel that the only difficulty," she said, "is the lack of training amongst women, and we think that, just as raw recruits are licked into shape, so should women be trained for the various kinds of employment in which they are needed. It is the first real chance that women have had to serve the State. We give the scheme our heartiest co-operation. I think you will find that all classes of women will rally to the call, and even those whom we may have thought frivolous, in a sense, will serve the nation, for their patriotism will be aroused. There should be no restrictions to the scheme. There is an enormous amount of work which women can do. They can act as taxi-drivers, as 'bus conductors, on the Underground railways, and so on. They could, too, take the place of men in Government offices. There are numbers of young men, even in the War Office, whose places could be taken by women, if these men were personally able to join the army. The Government ought to be the first to set the example."

Similar views were expressed by the press department of the National Union of Women's Suffrage Societies. "We are very much in favour of women taking up any work that is available for them, especially as women are much harder hit by the war than men are. The important part of the scheme to be remembered is that women who are employed must be properly paid. They must receive the same rate as men. It is absolutely essential that that should be upheld, otherwise one can see that every sort of difficulty will arise. It is important that a training scheme should be initiated. In cases where machines have to be used it would probably be more economical for the firms to give the training, but as the Government has taken over the armament factories there seems no reason why the Government should not start a training scheme. We think women can do almost anything if they are trained, as long as it is not too heavy work. In France women are in charge of the 'Metro,' they drive taxi-cabs, and act as 'bus conductors. They can do all that here. They could also still further take the place of shop assistants."

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WORK IN WAR-TIME.

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(To the Editor.)

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By EMILIE H. MARSHALL.

What can I do? is the question which every woman, rich and poor, old and young, trained and untrained, is asking herself to-day, and on the answer will depend the whole future of English-women in industry for generations to come.

The application of the Government "speeding up" policy to women as well as to men, contained in the appeal of the President of the Board of Trade to all women to enter their names on the Government Register of Women for War Service in order that men, now in employment, may be released for the Army, is at once a Charter and a Challenge to women.

Economic independence has always been, in the mind of the suffragist, the end to which the voting-paper and the ballot-box were but the means. By slow and painful stages, and after much battering at barred doors, the women of yesterday forced their way into the less-well paid branches of industry. To-day a Cabinet Minister holds wide open the doors of the labour market that all women who are ready and able to work for money may enter!

THE NEW FORUM.

Registration forms—fateful "scraps of paper," which in the course of the next day or two women will be asked to fill up with the record of their experience as wage earners, or lack of it, the time they are able to give to paid work, and their willingness to be trained for work which requires workers—will take the place of the voting-paper, and the coming battle of woman's economic independence be fought out on the floor of the labour exchanges instead of the polling booth.

Great changes in our social life have taken place in the last few eventful months, and the Government's call to women to enlist in the industrial war service is significant of these. No arbitrary limitations of age are therein laid down, there is no embargo on marriage, even training is not essential provided the willingness to learn is there. It is a frank appeal to Woman the Worker, a challenge to the women of every class to come forward and prove their worth as co-workers with men in all wage-earning pursuits.

Women are accustomed to demands upon their voluntary services, and to those entailed by war conditions they have responded both generously and efficiently. Will they be able to rise to this strange new call to take up, in the words of the Government manifesto, "Paid employment of any kind, industrial, agricultural, clerical"?

In the national stocktaking of women's attainments which is now beginning in millions of homes as a preliminary to the Government census of the reserve force of women's labour, many unexpected resources will be tapped.

MARRIAGE NO BAR.

In the ranks of the married women are large numbers who followed professional and industrial callings to which marriage put a stop, sometimes by choice, but often compulsorily, as in the case of the Government's own women employees, in the Civil Service—many of whom, by the way, are already being recalled from their homes for emergency duty in the Post Office—and teachers who were compelled by their education committees to choose between husband and schoolroom. Convention, husbands' objections, the removal of the need to earn, home duties, and a woman's own desire, have in other cases led to the renunciation of wage-earning life under the old conditions.

These are the trained women, but their numbers are far exceeded by the great army of housewives, the unpaid workers of the home. Untrained they may be, but who can say they are unskilled, for the capable management of a home calls for organising capacity and applied knowledge of household science which can be profitably employed in the new labour market now opening. In London alone in the great suburban areas are hundreds of thousands of housewives whose day is by no means fully occupied with the care of home, cooking, and house cleaning—or the supervision of these operations—entertaining, shopping, etc.

No one suggests that the calls of the home should be neglected for the call of the State, but the registration forms specifically provide for those women who can only give part time. Many of these women, leading dull and empty lives in their villa homes, find the days all too long and dreary, and would welcome the opportunity now given them of finding an outlet for their surplus energy.

THE WOMAN OF FIFTY.

The woman of fifty and over has come into her own of late. There are no irritating restrictions as to the age of candidates for the Woman's War Service to damp the enthusiasm of those who are no longer young women. The immense volume of effective war emergency work in the voluntary field during the last few months has borne abundant testimony to the value of the services of the matured woman with experience of the world, and the tact which comes of understanding.

Enterprising women who since the war have tried, and failed, to induce employers to utilise their services for work previously done by men, may point to the many difficulties in the way of women who are ready and able to release a man. There are women who would drive taxi-cabs, and become conductors on omnibuses. Others wish to act as clerks in the railway booking offices and as ticket collectors.

The charge of railway bookstalls appeals to some women, others feel quite competent to release male librarians. Very many are eager to work on the land and in the numerous lighter branches of agriculture, such as dairy work, which was once the exclusive prerogative of women, and poultry farming.

Trade union restrictions, Scotland-yard regulations, the use of the personal pronoun "he" in by-laws, old established custom, present prejudice, and all other artificial obstacles to the full utilisation of the services of competent women, will fade away if Woman the Worker responds in such force to the appeal to her patriotism that the Government is able, by means of its new War Service Register, to convince employers that industry will not suffer by the release of men from office and workshop.

THE DAILY MERCURY,

LEICESTER, MARCH 19, 1915.

WOMEN AND THE WAR.

Naturally a good deal of interest is taken in the efforts of the Government to "mobilise" the work of women so that they may render effective help to the country at this juncture. Essential as it is that the ranks at the front should be kept filled, it is not less important that there should be sufficient labour at home to produce the equipment required for the fighting line, keeping in mind always the unprecedented consumption of ammunition in this conflict. But it is pointed out that the work of women might release men from industrial pursuits so that they could join the forces, and thus both contribute to a shortening of the war, and at the same time promote its success. When the nation is subjected to the present strain we have to think not so much of what is ideal in our industrial arrangements, but of the urgent needs of the State; at the same time care must be taken lest we sacrifice too much of the future to the imperative call of the moment. It may be, for instance, that boys will have to be employed in farm work because so many labourers are in the trenches, but the future of the boys must not be ignored; and in regard to women, they may in an emergency be called to occupations in which it would not be desirable they should permanently engage. There must be some thought for the morrow as well as for to-day. Miss Mary Macarthur understands this question, and she is right in pointing to the difficulty and delicacy of substituting women for men where there is a shortage of men. Unquestionably there is a deficiency of male workers in some trades. We cannot withdraw three millions of men in the prime of life from industrial occupations without feeling the pressure, but the transference of women to these trades is not an easy matter. Of the women workers to-day many are domestic servants, cotton and woollen operatives, dressmakers, and teachers. To turn these to dairy work, or to employment in clothing warehouses, or ammunition factories, would lead to the dislocation of industry; and if the idea is to employ those who at present are engaged in their own homes, helping in the household duties it is important that these should not enter into competition with women who may be at present unemployed. Miss Macarthur estimates that there are at present 50,000 unemployed women in the country, and it is desirable not to add to that number by introducing practically independent women to the labour market. It would be a mistake for well-to-do women to enter occupations to the detriment of ordinary workers. More than good intention is called for in a matter of this kind; practical knowledge is just as important. That women are anxious to do their part at this crisis is common knowledge, and they can help in many ways. There are employments suited to them just as there are others that are not, and in the organisation of women's work, and the arrangement of wages and hours and conditions it is important to take into council those who know most about these things, so that what is done shall be on right lines for the future as for the present.

The Daily Express, March 19th 1915. 663/27 66

WAR WORK IN WHICH WOMEN CAN HELP.

POSITIONS READY ON FARMS AND IN FACTORIES.

NATIONAL PLANS EXPLAINED.

The "Daily Express" plan, inaugurated three weeks ago, for utilising the services of women in place of men who have enlisted, receives the hearty approval of the Board of Trade Labour Exchanges, in connection with the Government scheme announced yesterday.

The Government have now adopted the "Daily Express" scheme on a wider basis, and will organise women's services, not only for agricultural work, but in all industries which are short of labour owing to the vast numbers of men now fighting for their country.

High appreciation of the useful work already performed by this journal was expressed yesterday at the central office of the Board of Trade Labour Exchanges in Queen Anne's Chambers, Broadway, Westminster. The Government scheme, it was explained, need in no way interfere with the "Daily Express" farm register, and the Department would be glad to co-operate with us if that were considered the best way of proceeding in the future.

Mr. J. S. Nicholson, of the Central Office, stated to a "Daily Express" representative:—

"With regard to women and farms, the Board of Agriculture is now arranging in each county for the local Chamber of Agriculture and the county branch of the Farmers' Union to tabulate information showing what farmers want women, how many women they want, for what jobs, and by what date.

"What we wish to do at present is to focus the demand. When we know the size of the need for women's labour on farms and obtain a notion of the number of women ready to do the work we can act.

QUICK TEACHING.

"Meanwhile, training schemes at agricultural colleges are in preparation, and a limited number of women who do not understand farm work will be able to learn it quickly. Experts hold that an intelligent woman can learn to do a great deal of farm work in a month. A woman, it is said by many who know, can learn to milk well in a week.

"No doubt many women from towns could make themselves useful on a farm, fitting in with the conditions and learning quickly. But the chief hope of the farmers is the country woman or girl.

"For instance, a girl who lived in the country formerly, and is now the wife of a town-dwelling man who has gone to the front, would be of great value now if she went back to the country life. There are many thousands of these country-bred town-dwelling women, and they will be very useful on farms.

"Well-to-do women, ladies of refinement, education, culture, and good circumstances should register. We would like them to write in their names for work—farm, factory, or otherwise—in this national need.

"The chief occupations for which women are wanted are five in number:—

Farm work (including dairying).
Leather stitching (for enormous quantities of soldiers' equipments).
Brush making (a particularly heavy demand).
Clothing machining.
Light machining for armament.

"Women should register at the labour exchanges, or a postcard to Queen Anne's Chambers, Broadway, S.W., will bring them a form to fill up."

SPECIAL FORM.

This form is as follows:—

(1) Surname.
Other names.
(2) Full address.
(3) Age.
(4) Married, single, or widow.
(5) Have you ever done any paid work, and if so, what?
(6) If so, when? Giving date as nearly as possible.
What kind.
Employer's name or names.
(7) Are you free to work:—
(a) Whole time.
(b) Part time.
(c) To leave your home for work if pay is sufficient and housing satisfactory?
(8) Is there any other work which you are willing and able to do?
(9) If you have never done paid work, what kinds of work are you best suited for?
(10) Are you prepared to be trained for work which you have not previously done?

SPECIAL QUESTIONS FOR PERSONS WILLING TO DO AGRICULTURAL WORK.

Have you ever worked at any of the following branches of work:—
(a) Milking.
(b) Dairy work.
(c) Care of live stock.
(d) Light farm work.
(e) Market gardening.
(f) Poultry farming.
(g) Ordinary gardening.
If you have not, state which branch you think you would be suited for.

Mr. Nicholson, when asked whether he thought well-to-do women of leisure would be more likely to be willing to go and fill shells and do other factory labour if bands of friends could go together, said he certainly did think so.

"Battalions of Pals," or "War Work Pal-ettes" was one of the suggestions made to the "Daily Express" yesterday. It was urged that if a woman knew she would be accompanied by half a dozen, a dozen, or a score of women friends in a war-work factory she would be much encouraged to go.

With regard to wages, Mr. Nicholson stated that the Board of Trade do not want "amateur workers" to under-cut normal woman labour. He thought the women coming forward should be paid full normal wages.

As to the number of women required, no definite figure can be given now. In one ammunition factory alone it was found some weeks ago that so much woman labour was employed there that as much ammunition was turned out in one day as was produced in normal circumstances in a year.

What is happening is this: the number and size of factories that can make the munitions of war required for our allies and ourselves is being swiftly enlarged. Much of the extra work can be done by women. Very soon the number of additional women for whom there will be room in these works will be something like 10,000, and more and more will be required.

There is not room for that number at this moment. But the work of taking over and enlarging the necessary works is to proceed rapidly, and the women should register at once in order that the Government may know the number available.

Sir George Pragnell, managing partner of Cook, Son, and Co., of St. Paul's Churchyard, believes that in this emergency many leisured women will offer their services.

Sir George brought the question of war-work for women and their use in releasing men for the front before the Queen's Unemployed Women Committee as far back as August. Since the war broke out he has found positions for nearly 1,000 women and has raised 25,000 men for the Army.

IN THE CITY.

"A very large number of women have been engaged to take the place of men in the City of London," he said to a "Daily Express" representative yesterday, "particularly in some of the warehouses, banks, and insurance offices. In one business house alone more than 100 women are employed now, against less than a dozen when the war broke out.

"The reports so far in the City are entirely favourable, but certain banks and business houses might do a great deal more in this direction, thereby releasing more men for the front. Others have already done so much that it is scarcely possible to do any more if their activities—on which thousands may depend for their livelihood—are to be continued.

"Smart boys under Army age are at a premium.

"The extra work done by the men who have not enlisted has been enormous, and has been performed without complaint. Grumblers are silenced—as they should be—and it is generally recognised that more inconveniences and even hardships will have to be borne, for whatever happens Lord Kitchener must have his men.

"There are thousands of women of good position in life who could do some of the war work so necessary to the State. The objection to strong lusty school children in the country helping in farm work is ridiculous in the circumstances, and I believe there are thousands of women and girls who will gladly do almost any kind of work anywhere if called on.

EXPERT HELP NEEDED.

"A difficulty that appeals to me as a business man," added Sir George, "is that the Government are so shy of showing their hand to business men on business subjects, and allowing them to help in more than one direction."

During the time the "Daily Express" farm register has been in operation, we have placed hundreds of women in touch with farmers who require their help on the land, and we have received many enthusiastic letters of thanks for the services which we have gladly rendered. Here are a few typical instances of successful introductions:—

A lady, writing from Bute House, W., wished for a competent woman to manage a poultry farm on her Middlesex estate. She offered 25s. a week and cottage, with a small piece of ground attached. The post was secured through the "Daily Express" register by Miss E. F., of Glen Cottage, New Milton, Hants, who writes:—"Kindly accept my best thanks for obtaining me so good a post."

Mrs. E. J. Mott, of the Homestead, East Horsley, Surrey, who has a small holding of four acres, wrote to say that she kept cows, pigs, and poultry of all kinds, and reared calves; and would like to engage a woman to assist generally. "She need not have had experience," said Mrs. Mott, "but she must be an early riser, and energetic."

A selection of applicants was sent to this lady, and she chose E. S., of Heathfield, 107, St. Helen's-road, Hastings, on terms satisfactory to both parties.

"I have engaged E. S., and thank you very much for all the applications you have sent," Mrs. Mott writes. "If I had advertised in all the papers I could not have met with a person who seems to meet my requirements as E. S. does, and I thank you much for having put me in communication with her."

Mrs. A. H. Churchill, dairy farmer, of Batchworth Heath, near Rickmansworth, asked for "a trustworthy young person as useful help on small grass farm, dairy, and willing to assist with household duties." Half a dozen applicants were referred to Mrs. Churchill, who now writes to thank the "Daily Express," adding that she has engaged Miss M. R., of Chapman Cottage, Greenford, Middlesex.

In addition to the posts actually filled, great numbers of women on our register are now in negotiation with farmers all over the country.

We still want to hear from more farmers, however. They have a wide selection of willing helpers to choose from, and we shall be glad to send a list of bright, cheerful workers—either with or without experience, as may be required—to all farmers who will fill up the form to be found below.

It is possible that women will be employed as booking office clerks at railway stations.

Hundreds of young men are thus employed, and they would certainly be serving their country better by joining the Army. During their absence their work could well be performed by women.

A "Daily Express" representative was informed yesterday at the office of the Railway Companies' Committee that the question of employing women had not yet been discussed, but that there was, of course, a possibility of such a course being taken.

The Star, March 19th. 1918:

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WOMEN'S HELP.

Representative Views on the State's Call.

The State's call to women for war service in the industrial army has been welcomed generally. It is willingly admitted by Labour leaders and sociologists that the national emergency demands extraordinary measures. Old trade rules and social conventions must go. But in discussing the question yesterday representative men and women, while conceding the urgent need, insisted on the necessary safeguards.

All the Board of Trade is aiming at for the moment is to register, as far as possible, the number of women willing to undertake paid labour of any kind, and to assort the qualifications.

According to the 1911 Census there are 5,854,000 females over ten years of age, who are wage-earners, in England and Wales alone. Of these over 1¼ millions are domestic servants. The cotton trade takes 372,834, dressmaking 333,129, and teaching (all branches) 211,183. It is estimated there are seven million working women and girls in the United Kingdom.

As an example of the possibilities in the proposed attempt of the Board of Trade to register female labour and co-ordinate it for service during the war, it may be noted that since Sept. 1 about 4,500 women seeking employment have registered with one London labour exchange alone.

NECESSARY GUARANTEE.

Miss Mary Macarthur Suggests a Representative Committee.

In labour questions in which women are concerned there is no one entitled to speak with greater weight than Miss Mary Macarthur, the Secretary of the Women's Trade Union League.

"This question," she said, "of the shortage of men in any particular trade and the substitution of women for them is a most difficult and delicate one, and one in which the advice and co-operation of the organised workers is essential.

"Whilst we are, of course, aware that there is a shortage of men in many industries, and even a shortage of women in some industries, it is by no means a simple matter to arrange for the transference of labour with different experiences or in different areas. These difficulties apply to men, but they apply with double force to women, who are naturally less mobile.

"Knowing as I do that at the present moment there are at least 50,000 women who are normal wage earners unemployed throughout the country, it would be desirable to have some assurance that the possibility of the adaptation of these women has been fully considered before the introduction of new, and presumably economically independent, women is contemplated.

"There can be no doubt that the trade union world, even if convinced of the necessity of this innovation, will require a satisfactory guarantee on the various aspects of the proposed substitution.

"The appointment of a national representative committee, including a strong representation of industrial interests, to lay down conditions of transference, is one of the first safeguards which must be insisted upon. The composition of such a committee must be such as to inspire confidence in the minds of the working people."

"A GREAT MOVE."

Lady Randolph Churchill Sees a Chance for the Suffragettes.

"It is a most opportune action," said Lady Randolph, "and will be a revelation of what women can do, and how many able-bodied women there are. The women of England are strong and healthy, and full of energy, and now is their great opportunity.

"The suffragettes in particular have their big chance. They have been pleading their right to come into line with the men, and have always maintained that women can do men's work, even to the extent of fighting. Now is the time for them to be up and doing.

"The Government have made a great move, and the women of England will be able to do what the women of France and other countries have already done automatically, without the necessity for a State appeal.

"It has been pointed out that the coming influx of women into the occupations of men will have a detrimental effect on the labour market when the war is over. I do not subscribe to this view. As a result of the war, new industries will be developed, and new markets opened all over the world, owing to the capture of German trade. Furthermore, the development of women's work should lead to fresh ideas, and there should be ample scope for all willing and competent workers.

"Whilst care should be exercised that well-to-do women should not take up occupations to the detriment of those in need of work, they should find plenty to do in other directions, and as a question of principle should accept the proper payment. If they were not in need of the money thus earned, they could devote it to patriotic purposes."

WOMEN'S EMERGENCY CORPS.

"We are delighted to know that the Government are taking up the question of co-ordination in regard to women's work," said the secretary of the Women's Emergency Corps yesterday. "In a measure our corps may be said to have anticipated their ideas.

"We take it that the Government scheme is primarily for the class of women to whom some form of labour or work would be useful as a means of subsistence. We should not like to think that voluntary workers would be permitted to fill berths that would be better occupied. The extent of unemployment among women is not fully realised, and as a first step it should be an instruction to the Labour Exchanges to send official application forms to all the women at present on their lists, in order that they may have preferential treatment."

A READY RESPONSE.

At the Central Office of the Board of Trade Labour Exchanges at Queen Anne's-gate, between 30 and 40 women registered themselves yesterday morning. They represented all walks of life—educated ladies who desired clerical and secretarial work, working women who desired factory employment, and so on.

Many expressed their willingness to work in armament factories; one applicant wanted "decorative painting" employment; another applied for "nursing or armament work," and stated that she held a certificate for electrical knowledge; while a third asked to drive a delivery van, as she was "accustomed to horses."

Applicants ranged from a parlour-maid to the widow of an Artillery officer.

WOMEN AS ROAD WORKERS.

It has been left to the Tiverton (Devon) Rural District Council to find a new outlet for women's labour. At the last meeting of the Council it was proposed by the Rev. E. E. Heathcote, seconded, and carried, that women should be employed in work on the roads.

Aberdeen Journal, March 19th. 1918.

WOMEN FOR WAR-TIME WORK.

When the history of the present war is written in detail, the part which women have taken in helping the cause of their respective countries will form the subject of a very considerable volume. Pope expressed the view that the proper study of mankind was man. Probably if he lived to-day he would courteously add, "and woman." Women in different countries vary in characteristics and in the treatment they receive in a very remarkable way. British treatment of woman may not have hit the golden mean, but at least it is better than the American plan of making her a deity, and than the German course of making her a domestic drudge. In Germany woman, as befits a military nation, has been honoured according to the number of soldiers she has been the means of placing at the disposal of the Fatherland. In France and Britain she has never been accorded honour on this particular ground, and it might have been that we should never have had the present war if the women of Germany had not been imbued in this way with the cult of militarism. In any case the women of Germany as well as the men have done much to foster the spirit which brought about the present war, and on that account there is an appropriateness in the women of all countries coming forward to assist the cause of their separate countries while the men are in the trenches or behind the guns.

The circular just issued by the Board of Trade urging the registration of women who are prepared to do work which will release men for war service is an important step in the way of organising the services of women for industrial purposes. Already young womanhood all over the country, as well as at the front, are in the nurse's garb, but there are others who can take the place of men in the shop, in the counting-house, in the work of the waiter, and on the land, and in this way free the young manhood still remaining in the country to serve in one or other of the forces. Aberdeen has suffered no particular shortage as yet, and is more fortunate than many large centres, but the Government circular now places young women in the same position as young men. There is no young, able-bodied woman now who cannot assist the country in some way. In the first place the mobilising order will naturally apply to young women who need employment. The time may come when every young man will be called on to serve his country. Should that eventuality come about, then the services of every young woman in one capacity or another may be as important at home as the services of the young men in Belgium and in France.

The Daily News & Leader,
March 19th. 1915.

WAR SERVICE FOR WOMEN.

Some Representative Views on the Government Scheme.

NEED OF SAFEGUARDS: THE BOARD OF TRADE'S AIM.

The State's call to women for war service in the industrial army has been welcomed generally. It is willingly admitted by Labour leaders and sociologists that the national emergency demands extraordinary measures. Old trade rules and social conventions must go. But in discussing the question yesterday representative men and women, while conceding the urgent need, insisted on the necessary safeguards.

A "Daily News" representative is informed that all the Board of Trade is aiming at for the moment is to register, as far as possible, the number of women willing to undertake paid labour of any kind, and to assort the qualifications.

According to the 1911 Census there are 5,854,000 females over ten years of age, who are wage-earners, in England and Wales alone. Of these over 1¼ millions are domestic servants. The cotton trade takes 372,834, dressmaking 333,129, and teaching (all branches) 211,183. It is estimated there are seven million working women and girls in the United Kingdom.

As an example of the possibilities in the proposed attempt of the Board of Trade to register female labour and co-ordinate it for service during the war, it may be noted that since Sept. 1 about 4,500 women seeking employment have registered with one London labour exchange alone.

GUARANTEES NEEDED.

Miss Mary Macarthur Suggests a Representative Committee.

In labour questions in which women are concerned there is no one entitled to speak with greater weight than Miss Mary Macarthur, the Secretary of the Women's Trade Union League, representing about 240,000 organised women workers. Miss Macarthur, in an interview with a "Daily News" representative yesterday, expressed the opinion that the Government would have been well advised, before issuing an appeal of this kind, to take into consultation the representatives of the organised trades, both men and women.

Miss Mary Macarthur.
(Photo: C. N.

"This question," she said, "of the shortage of men in any particular trade and the substitution of women for them is a most difficult and delicate one, and one in which the advice and co-operation of the organised workers is essential.

"Whilst we are, of course, aware that there is a shortage of men in many industries, and even a shortage of women in some industries, it is by no means a simple matter to arrange for the transference of labour with different experiences or in different areas. These difficulties apply to men, but they apply with double force to women, who are naturally less mobile.

"Knowing as I do that at the present moment there are at least 50,000 women who are normal wage earners unemployed throughout the country, it would be desirable to have some assurance that the possibility of the adaptation of these women has been fully considered before the introduction of new, and presumably economically independent, women is contemplated.

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WORKERS FIRST.

Views of Women's Emergency Corps.

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"We take it that the Government scheme is primarily for the class of women to whom some form of labour or work would be useful as a means of subsistence. We should not like to think that voluntary workers would be permitted to fill berths that would be better occupied. The extent of unemployment among women is not fully realised, and as a first step it should be an instruction to the Labour Exchanges to send official application forms to all the women at present on their lists, in order that they may have preferential treatment."

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Yorkshire Post,
March 19th. 1915.

The call of the Government on women to come forward and help in war work has been very well received. The only troubles regarded as likely to arise about it are from men rather than women, and they affect two points—first, wages, and secondly, guarantees that women shall not permanently replace men. The question of wages really matters only in those occupations where day pay rather than piece pay is the rule. In piece work the problem will settle itself. On the question of payment by time some difficulties are regarded as likely to occur, but experience will probably solve them. As to guarantees, the service asked for is temporary, and is intended to attract women whose own occupation has gone, or who have not previously gone out to work; and after the war conditions will be much changed. In the opinion of those most competent to judge, the men need have no fear of any permanently serious effect on the labour market.

The Star,
March 19th. 1915.

The Women's Army.

The mobilisation of the labour of women to fill up the industrial gaps left by the enlistment of men is proceeding apace, and the decision of the Government to utilise the Labour Exchanges to organise it will expedite it. On the face of it it is a good thing that women should be employed industrially to set free a man to fight, or to help to make the equipment or the armament of that man. But it is necessary to remember that the change involves tremendous problems hereafter on which the Government ought to give some light and leading now, before we have gone too far. Take the banks. So many bank clerks have enlisted that the directors cannot carry on business without filling their places, and 25 per cent. of the clerks of London banks are now women. When the war is over and the patriotic bank clerks return with roses, roses all the way, what will happen to the women bank clerks? They will have had six to twelve months' training in their duties, they will be able to accept less salary than a male clerk, because no one will expect them to marry and keep a family, and there will be a great temptation to bank directors to retain them in their service. The salaries of bank clerks are not very extravagant—£120 to £150 a year—but the certain effect of such a change will be to lower them still more. Is that a good thing for anybody but the shareholders of banks? And if that is likely to be the course of events in the banking business, it is still more probable in ammunition-making, leather-stitching, and many other occupations which the God of War now desires to feed with women and girls. All these social changes may be good things, but it is absurd to go on without considering them. The censorship has prevented the Press from discussing most foreign affairs from the Pope of Rome to the Caliph of the Faithful. Let us insist that these domestic questions shall be faced and that the authorities shall abandon their favourite policy—

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[illegible] are domestic servants. The cotton trade takes 372,834, dressmaking 333,129, and teaching (all branches) 211,183. It is estimated there are seven million working women and girls in the United Kingdom.

As an example of the possibilities in the proposed attempt of the Board of Trade to register female labour and co-ordinate it for service during the war, it may be noted that since Sept. 1 about 4,500 women seeking employment have registered with one London labour exchange alone.

GUARANTEES NEEDED.

Miss Mary Macarthur Suggests a Representative Committee.

In labour questions in which women are concerned there is no one entitled to speak with greater weight than Miss Mary Macarthur, the Secretary of the Women's Trade Union League, representing about 240,000 organised women workers. Miss Macarthur, in an interview with a "Daily News" representative yesterday, expressed the opinion that the Government would have been well advised, before issuing an appeal of this kind, to take into consultation the representatives of the organised trades, both men and women.

Miss Mary Macarthur. (Photo: C. N.

"This question," she said, "of the shortage of men in any particular trade and the substitution of women for them is a most difficult and delicate one, and one in which the advice and co-operation of the organised workers is essential.

"Whilst we are, of course, aware that there is a shortage of men in many industries, and even a shortage of women in some industries, it is by no means a simple matter to arrange for the transference of labour with different experiences or in different areas. These difficulties apply to men, but they apply with double force to women, who are naturally less mobile.

"Knowing as I do that at the present moment there are at least 50,000 women who are normal wage earners unemployed throughout the country, it would be desirable to have some assurance that the possibility of the adaptation of these women has been fully considered before the introduction of new, and presumably economically independent, women is contemplated.

"There can be no doubt that the trade union world, even if convinced of the necessity of this innovation, will require a satisfactory guarantee on the various aspects of the proposed substitution. On what conditions are these women to be substituted for men? Are they to receive the same wages for the same work? What guarantee is to be given to men that, when they return to civil life, their situations will be open for them, and that the standard of conditions in their trades remain unimpaired? And if the men receive satisfactory guarantees, what is to happen to women who have taken their places, when they return, if in the meantime the women have become self-dependent?

"The appointment of a national representative committee, including a strong representation of industrial interests, to lay down conditions of transference, is one of the first safeguards which must be insisted upon. The composition of such a committee must be such as to inspire confidence in the minds of the working people."

"A GREAT MOVE."

Lady Randolph Churchill Sees a Chance for the Suffragettes.

Lady Randolph Churchill, who has been doing admirable work in connection with the hospital section of the American Women's War Fund, told a "Daily News" representative yesterday that she was only too pleased to express her views on the Government's appeal to the patriotism of women workers.

Lady Randolph Churchill.

"It is a most opportune action," said Lady Randolph, "and will be a revelation of what women can do, and how many able-bodied women there are. The women of England are strong and healthy, and full of energy, and now is their great opportunity.

"The suffragettes in particular have their big chance. They have been pleading their right to come into line with the men, and have always maintained that women can do men's work, even to the extent of fighting. Now is the time for them to be up and doing.

"The Government have made a great

WORKERS FIRST.

Views of Women's Emergency Corps.

"We are delighted to know that the Government are taking up the question of co-ordination in regard to women's work," said the secretary of the Women's Emergency Corps yesterday. "In a measure our corps may be said to have anticipated their ideas.

"We take it that the Government scheme is primarily for the class of women to whom some form of labour or work would be useful as a means of subsistence. We should not like to think that voluntary workers would be permitted to fill berths that would be better occupied. The extent of unemployment among women is not fully realised, and as a first step it should be an instruction to the Labour Exchanges to send official application forms to all the women at present on their lists, in order that they may have preferential treatment."

A READY RESPONSE.

At the Central Office of the Board of Trade Labour Exchanges at Queen Anne's-gate, between 30 and 40 women registered themselves yesterday morning. They represented all walks of life—educated ladies who desired clerical and secretarial work, working women who desired factory employment, and so on.

Many expressed their willingness to work in armament factories; one applicant wanted "decorative painting" employment; another applied for "nursing or armament work," and stated that she held a certificate for electrical knowledge; while a third asked to drive a delivery van, as she was "accustomed to horses."

Applicants ranged from a parlour-maid to the widow of an Artillery officer.

WOMEN AS ROAD WORKERS.

It has been left to the Tiverton (Devon) Rural District Council to find a new outlet for women's labour. At the last meeting of the Council it was proposed by the Rev. E. E. Heathcote, seconded, and carried, that women should be employed in work on the roads.

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The Daily Chronicle
March 19th. 1915.

WAR SERVICE FOR WOMEN.

OPINIONS ON BOARD OF TRADE CIRCULAR.

"FIRST FIND WORK FOR 64,000 REGISTERED UNEMPLOYED."

In Labour circles the Board of Trade circular on "War Service for Women" has been received with some suspicion and criticism, but it is probable that the Government purpose will be helped rather than hindered by the practical suggestions now being made.

Several resolutions on the subject were passed yesterday by the Workers' War Emergency Committee, which met at the offices of the Parliamentary Committee of the Trade Union Congress. Mr. R. Smillie, president of the Miners' Federation, was in the chair. The resolutions agreed to were in the following terms:—

The Committee wishes to point out that there are still 60,000 men and boys and 4,000 women on the live register of the Labour Exchanges, for whom the Board of Trade has so far failed to find situations or provide training, whilst many thousands more are working short time.

It further points out that the object of the ciculars appears to be specially directed to obtain women's labour in agriculture, and that absolutely no safeguards are proposed to guarantee good conditions and fair wages.

It is of vital importance to secure that no use should be made of such action to depress the standard of conditions of employment in the various trades, or to stereotype the evil conditions and low wages unfortunately now prevailing in various trades and districts.

The Committee requests the Prime Minister to see that, on any Committee—central or local—that may be formed for obtaining additional labour, for agriculture or any other industry, there should be in all cases a sufficient number of representatives of the organised wage-earners, men and women; and that efforts should be made to find situations for those now on the register before taking steps to bring in fresh supplies of female labour.

The Committee is extremely dissatisfied with the vague and inconclusive statement sent in response to the request of the Committee for specific information as to the amounts spent on the several branches of the National Relief Fund's work, and the names of the places or bodies to which the money has been given. It points out that no information has been given as to expending on civil distress, and requests that such information be supplied, with copies of the fortnightly statements which, it is understood, are compiled.

NEED OF TRAINING FOR NEW OCCUPATIONS.

"There is no need for a man to sell ribbons," said Miss Courtney to a "Daily Chronicle" representative yesterday; "nor any reason why he should serve as a waiter."

Miss Courtney has been collecting information regarding woman's war-time work for the National Union of Women's Suffrage Societies, and in connection with the Government appeal for feminine help she emphasises the necessity for training and trade union wages.

"There is no sphere, except that calling for superior physical strength, in which a woman cannot be trained to work as efficiently as a man. But women must be trained. An employer won't put an untrained woman in the place of a trained man, but he will look very favourably at the trained woman," said Miss Courtney.

"But women who replace men must be paid men's wages, or the trade unions will object to the underselling."

According to Miss Courtney, women's unemployment has decreased considerably of late, but there are still many women to whom work not greatly needed has been given, and the National Union welcomes Board of Trade registration if it means giving these women an opportunity to do work that is genuinely needed.

"I can't see," she continued, "why the Prince of Wales's Fund and the Queen's Work for Women Fund should not be used to train women for definite work, so that they can replace men called to the front. The Government should consider the question of making a grant for the purpose of fitting women for work urgently needed."

DIFFICULTIES OF TRANSFERENCE.

Mr. Mallon, secretary of the Anti-Sweating League, believes that the question is much more difficult than the Board of Trade imagine.

"People are so apt to think that labour is infinitely mobile," he said, "and it isn't. I think the circular is extraordinarily immature. One can't make great changes at a moment's notice. It is possible that from certain slack trades women might be removed and trained for armament work. But the training would be absolutely essential, and the time necessary for it would depend very largely on the work in which the girl had been previously employed.

"There are many trades from which transference could not be made. Take dressmaking. Work is slack, but I should say that it would be impossible to turn a dressmaker into a satisfactory armament worker.

"Then there is the question of class distinction to be considered. Girls who work at armament factories, though very good sorts, are rough in their ways, and the young dressmaker, coming from a more refined class, would greatly resent working with them.

"The slackest trade at the present moment is probably the lace trade. Net-working in Scotland is at a standstill. Glove-making, in a very bad condition at the beginning of the war, has revived a little. It isn't possible to take workers from these trades and place them in other spheres of labour without a preliminary training. And it is in insinuating that this can be done that the Board of Trade circular is so very misleading."

Mr. Mallon added that in his experience, every need for machinists in armament works was not so great as has been represented.

Already in London women are acting as motor drivers, lift attendants, waiters, and bookstall clerks, while the Bank of England is employing women to fill places vacated by men.

"Many wealthy people would be glad to encourage their men servants to enlist," remarked a popular Society woman to a "Daily Chronicle" representative, "but there is always such a shortage of female domestics, and it would be difficult to replace them. It seems to me that if woman's labour could be so organised as to encourage women to take the places of male servants numbers of young men now acting as gamekeepers and grooms and footmen and valets would be asked more eagerly by their employers whether or not they ought to enlist."

In Paris, at the moment, women are employed all over the Metropolitan Railway, while there are several feminine conductors on the buses. In the Civil Service it ought to be possible to give women more work. Many post offices, in the charge of men, could be equally well managed by women. Hundreds of able-bodied young men spend their time posing hats in windows instead of learning how to pose a rifle, while railway ticket clerks would be much more useful at the front.

The crux of the problem, however, is what will be done with the women when the men come back from the war. Labour experts themselves cannot provide a solution.

"INDUSTRIAL CONSCRIPTION."

Miss Sylvia Pankhurst writes that the Government's proposal (registration of women for War Service) may develop into a form of industrial conscription for women. "I take it that those who register can be called up for service as the men who filled up the Army forms signifying their willingness to enlist." She thinks a National Conference of women's trade unions and political and social organisations should be called at once to formulate demands. Proposals to be discussed might include the following:—

1.—As the Government will become overwhelmingly the largest, and perhaps eventually almost the sole employer of labour, the Parliamentary vote should be extended to women, so that they may have the same power as men in influencing the Government. Otherwise, the new industrial conscription will be an unjustifiable tyranny where women are concerned.

2.—Women shall have strong representation on the tribunal for settling labour disputes, and in all disputes in regard to women's employment a woman of experience shall be the chairman.

3.—Women shall receive men's wages for men's work, and any war bonus or increase.

4.—Proper safeguards in regard to hours, wages and conditions.

The Morning Post
March 19th. 1915.

THE WORK FOR WOMEN SCHEME.

AN ORGANISER'S CRITICISM.

The Board of Trade scheme for obtaining women workers in industries where there is a shortage of labour and to take the places of men who desire to be released for military service was keenly discussed yesterday by officials of women's trade societies. The general view taken was that the scheme had been put forward so as to ensure an adequate supply of men for the Army. No exception was taken to what is admitted as a necessary precaution, since no one could say how long the war will last, and it was essential that there should be no lack of fighting men. With the details of the scheme, however, agreement is not general. Some critics hold that the scheme has not been thought out with sufficient care, and that before it was launched the representatives of Trade Unions should have been consulted.

This is the view of Miss Mary R. Macarthur, wife of Mr. W. C. Anderson, M.P., and secretary of the Women's Trade Union League, which comprises 240,000 organised women workers. Discussing the scheme with a representative of the *Morning Post* yesterday, she said the question of the shortage of men in any particular trade and the substitution of women for them was a most difficult and delicate one, and one in which the advice and co-operation of the organised workers were essential. "I feel that the circular may give a false impression of the actual industrial situation at the moment," she continued, "and I can only imagine that it has been drafted rather with a view to possible eventualities than a present crisis. While we are aware that there is a shortage of men in many industries, and even a shortage of women in some trades, it is by no means a simple matter to arrange for the transference of labour with different experiences or in different areas. These difficulties apply to men, but they apply with double force to women, who are naturally less mobile. As I understand this appeal, it is made to women who are not normally wage-earners, and even to women who have not previously been wage-earners. Knowing as I do that at the present moment there are at least 50,000 women who are normal wage-earners unemployed throughout the country, it would be desirable to have some assurance that the possibility of the adaptation of these women has been fully considered before the introduction of new and presumably economically independent women is contemplated."

Miss Macarthur had no doubt that the Trade Union world, even if convinced of the necessity of this innovation, would require a satisfactory guarantee on the various aspects of the proposed substitution. "On what conditions are these women to be substituted for men?" she asked. "Are they to receive the same wages for the same work? What guarantee is to be given to men that, when they return to civil life, their situations will be open for them and that the standard of conditions in their trades remain unimpaired? And if the men receive satisfactory guarantees, what is to happen to women who have taken their places when they return if in the meantime the women have become self-dependent?"

A way out of the difficulty suggested by her criticism was indicated by Miss Macarthur. She advocated the appointment of a national representative committee, including a strong representation of industrial interests, to lay down conditions of transference. This, she thought, was one of the first safeguards which must be insisted upon. As to the composition of such a committee, it must be such as to inspire confidence in the minds of the working people.

READY RESPONSE TO GOVERNMENT'S APPEAL.

At the Central Office of the Board of Trade Labour Exchanges at Queen Anne's-gate alone between thirty and forty women registered themselves yesterday morning. They represented all walks of life—educated women who desired clerical and secretarial work, working women who desired factory employment, and so on. Many expressed their willingness to work in armament factories; one applicant wanted "decorative painting" employment; another applied for "nursing or armament work," and stated that she held a certificate for electrical knowledge; while a third asked to drive a delivery van, as she was "accustomed to horses." Applicants ranged from a parlourmaid to the widow of an artillery officer.

WOMEN IN RAILWAY OFFICES.

There is certainly one very large industry in which women can greatly extend their sphere

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WOMEN IN RAILWAY OFFICES.

There is certainly one very large industry in which women can greatly extend their sphere of employment, thus releasing men of military age. That is in the railway service. The general public, which comes mainly in contact with outdoor railway workers, does not perhaps realise the enormous amount of clerical work in connection with the running of a great railway company, and there are probably few branches for which women are unfitted. A large proportion of the routine work could, it is quite safe to assert, be done by women accustomed to ordinary office employment, and this holds good of all the indoor departments of a railway. As a matter of fact, there is at least one great English railway company which has employed women clerks in its head goods offices for years.

But, apart from the clerical duties at head offices, there is a considerable scope for the employment of women in such functions as those of booking clerks. The female booking clerk has for years been utilised on the underground railways of Paris and Berlin, and it may be remembered that it was at one time proposed to employ them on the London underground lines, although the proposal, for some reason or other, came to nothing. Still, women have in one way and another so invaded the sphere of railway employment in various countries that there is nothing revolutionary in the idea that their services might be far more widely utilised in this country at a period of national emergency, even although we may not desire to go so far as to have women gate-keepers at level crossings, a common sight on the Continent.

It would be impossible to say at the moment how many men could be released for active service by employing women as substitutes, since the percentage of railwaymen who have already joined the Colours is remarkably high, and we have no definite statistics as to the average ages of those who remain behind. But it is known that a considerable number of railwaymen who desire to enlist have hitherto been obliged to continue in civilian employment because the general needs of the community, in addition to the demands made on the railways by the War Office, have made it necessary in many instances to refuse permission to enlist. A little time ago the railways and the War Office, in conjunction, were understood to have begun to consider a scheme whereby additional men within the age limits could be released, without the efficiency of the railway service being impaired thereby. So far nothing has been made public as to the methods that might be adopted, but the employment of women workers wherever possible should provide a way out of the difficulty. It is quite certain that, if a comprehensive scheme were drawn up for the employment of female work wherever it could be utilised in the railway service, many thousands of men could be released from an industry which employs about 600,000 persons in normal periods. And, in view of the many advantages of the railway service, no one need be anxious that in this sphere women would not have favourable conditions of employment. The reverse is the case, and the industry affords a better outlook for women who are economically hit at the moment than a good many others into which they are crowding.

In view of the great public interest taken in the new Government scheme, under which it is sought to mobilise women's labour for war service, Mr. Percy Alden, M.P., will speak on the subject at a public meeting to be held in His Majesty's Theatre on Tuesday next. The meeting has been arranged by the Women's Emergency Corps. The Duchess of Marlborough will preside.

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The Glasgow Herald
March 19th 1918.

Women's War Work.

The appeal by the President of the Board of Trade that the reserve forces of women workers throughout the country, trained and untrained, should forthwith be registered, and then mobilised, was preceded by an announcement, trivial-seeming, perhaps, but really of the deepest significance, as a proof of the utter collapse under the stress of war, of sex-exclusiveness and prejudice against women workers. The Athenæum Club has engaged women to take the place of some of its male servants. Not long after the breaking of the peace a London journal sent out a circular or a reporter to the leading Clubs to ask how they had been affected by the War. This haunt of Bishops and the Elder Statesmen answered, with frigid surprise, that the War had not affected the Athenæum Club in any way whatever; and this reply prompted the irreverent comment that "perhaps the dear old gentlemen had not heard of it yet." It is not unworthy of note that these women servants—whose admission to the Athenæum Club may mark a new epoch in the history of the Feminist Movement—were not engaged by the manager, upon the instructions of the committee, until the members had been formally notified and their consent obtained. No doubt the members yielded under duress; and many of them may console themselves for such a breach with convention and tradition by dismissing it as a merely temporary expedient. But it is by no means unlikely that in the Athenæum Club, as in other and more important spheres of employment now opening up to women, they will not go out when Peace returns. One reason is that the members may not only accustom themselves to endure but even to prefer being waited upon by women; and a second reason is that the War, quite apart from the drain which it makes upon the young manhood of the nation, is likely to reduce the supply of men willing to enter domestic service, as well as other forms of employment in which women have meanwhile established themselves. That, however, is an aspect of the present situation which cannot profitably be discussed at the moment. The need of the hour is that every woman able and willing to take employment should enter herself on the register which is being prepared by the Board of Trade Labour Exchanges.

"Any woman who by working helps to release a man, or to equip a man for fighting, does national war service." That is the gist of the appeal published by the President of the Board of Trade. But the question of registering women for employment is not limited by the present and future demands of Lord Kitchener for more men. There is an actual shortage of labour already in many departments. We may take our own tramway service as an example of shortage, though perhaps hardly as an occupation to which many women can readily adapt themselves. Since August the Tramway Department has lost the services of about 1000 men. At present the Department is about 300 short of its establishment, and in order to maintain facilities some men are working a seven-day week. The proposal to employ women on the tramways, which was mooted in Edinburgh some time ago, and then abandoned, is being considered by the management. The obvious objections are that while the work at both ends of the car is perhaps not more arduous than many tasks at present undertaken by women, the disorderly passenger would be a difficult handful for the woman conductor, while the kind of mistake which a woman driver might make is apt to have serious consequences. However, the woman who can drive her own motor car could no doubt look after one belonging to the Corporation or one of those light commercial vans whose number is steadily increasing. There is a serious shortage of agricultural labour to be made good, and for farm work and dairy work, as well as for leather-stitching, brush-making, the machining of clothing, and light machining for armaments, women without experience of these employments are invited to enrol their names. For one of these occupations, as Mrs Pankhurst reminded her audience yesterday, almost every woman has had some experience at home. For most of the others some training will be necessary. But it will certainly take much less time to teach an intelligent woman even light machining for armaments than it does to turn a promising recruit into an efficient soldier.

Women have been "in business" for so many years that one need merely refer to the fact that there are still thousands of men of military age in every large city who could be released from clerical work by women. The girl who has just left business training classes could not step at once into the place vacated by an insurance clerk who, at the age of 22, let us say, has had four or five years' experience. But she would be ready to take the place of a junior clerk promoted. That is merely one example of many kinds of clerical work from which it will be necessary to release men whose proper place at present is with the colours. There is scope for women as railway-ticket and parcel clerks, in many shop departments at present staffed by men, and even in the production of certain kinds of war material. A few days ago Messrs Armstrong, Whitworth and Company engaged 60 women for their armament factory at Alexandria, and there are already some women at work in certain engineering departments. It will be necessary, as Mr Lloyd George indicated on Wednesday, for Trade Unions here, as in France, to suspend their restrictions upon the employment of unskilled labour; and Trade Unionism, one wishes to believe, is at last realising that every national interest, and especially that of Labour, is bound up in the successful prosecution of this War. Yesterday, though the Board of Trade appeal had just been made public in the morning, there was a considerable response at the Labour Exchanges in the city. We shall be doing the officials there no disservice if we suggest that women should, as far as possible, avoid registering themselves "for any sort of work." They should have some kind of occupation in view, and if possible a preference for some particular occupation, before they fill up a schedule; for the best guarantee for at least some degree of efficiency is to have an interest in one's work. Mrs Pankhurst yesterday offered the sound advice to women of leisure to take up some war work, upon the lines suggested by the Board of Trade, applying the money which they may earn to relief funds or for the technical training of other women. We do not anticipate that the question of wages will be raised in any acute form. Women, like men, will be paid the market value of their work, which is ultimately regulated by the supply of competent labour. No doubt the influx of women into many new employments may raise some more or less anxious problems after the War is over. But we need not try to cross any of these bridges until we come to them, and this appeal by the Board of Trade is based upon a national necessity, which promises to declare itself more, rather than less urgently during the war-months to come.

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The Local Government Journal, March 20th. 1915.

Developments of the Week.

SOME POINTS IN THE NEAR OUTLOOK.

The reorganisation continues of a number of our local services caused by the changed circumstances under which we live, and only an unobserving mind can believe that we have yet nearly reached the limit of these changes. Perhaps the most noteworthy matter that this week denotes developments is the issue by the Board of Trade of an announcement with regard to the preparation of a register of women who can undertake certain forms of employment that have been or are now filled by men. Coupled with that, and of particular interest to ourselves, is a letter of the Local Government Board to some, if not to all local authorities advising the release from employment of employees who "are not absolutely indispensable," and who may desire to enlist, together with the transfer to arsenals or factories engaged on Government work of men fitted for that class of undertaking. We can also link with these matters the conferences held by the Chancellor of the Exchequer and the President of the Board of Trade with leading representatives of trade and labour organisations for similar purposes. On another side, or in the background of the picture there are difficulties for some of the education committees; in great towns where schools have been or are being taken over for hospitals, and thousands of children must, therefore, be largely dispossessed of their daily avocation; in the country, by the demand for youthful labour in spring work on the farms. It seems strange to us who had never been in touch with anything of the like before and who could hardly imagine, much less realise the possibilities of a great continental war which, if not fought on British fields, is still sounding hard on British shores. In our own way, as occasion served, we have endeavoured to keep in touch with forward movements as they affect the various phases of local administration and it seems certain that much will have to be done in that way yet. It is useful now to observe that a much fuller mental and organised account is being taken of the whole situation. It has come, as it was bound to do, with the opening of the new land campaign. And, for the present, it will be better to regard it as of a permanent character. That is, the conditions, so far as we can make them, should be such as will best permit of a return to the usual arrangements of life at some, necessarily now indefinite, period.

Public Schools as Hospitals.

The work of the education committees in this particular should be comparatively easy to arrange. Several prominent educationists, to whom consecutive and systematic school instruction is the be-all of young life are complaining strongly of the action of the Government in taking over school buildings and of the inaction of the Board of Education in permitting country boy labour. Not much less than that could be expected of them, and in a sense their protests may be timely as keeping in the foreground one of the permanent requirements of a useful life. But then, what they say or write must be read in the full light of the circumstances in which the country is placed. We must have hospitals. Some of these advisers say that full school duties should be carried on and hospital buildings be erected in our public parks. But that would be a work of weeks if not months, and the artillery and rifles will not wait. Men are being wounded by the thousand and we cannot let them lie on stretchers while the bricklayers and carpenters and joiners are at work with trowels and hammers on hastily prepared new buildings. The schools are light, airy, and well adapted for their new purpose. And what is more, the defenders of the country have the very first claim to public consideration. The arrangement which has been made by some of the town or city education committees under which there is to be half time occupation by one set of children of schools not taken over, and similar occupation by another set, each child thus obtaining education of half-a-day appears to be the best that could be made in this state of emergency. It will, too, provide reasonable employment for the teachers. It is said that the children may miss the good hygienic conditions of the schools and that they may suffer in health as well as from some want of instruction. In these lighter and brighter days we should not be inclined, bearing in mind all the circumstances of the case, to lay much stress on the former condition. But if it were so, ground is provided for work by the sanitary and health committees. If not immediately, then so soon as opportunity offers these insanitary quarters, scheduled as they might be at once could be made the objects of schemes that can be taken in hand at the first suitable opportunity. It will be a better plan than that of making querulous complaints against the unavoidable. Much the same thing appears to us to be the case with regard to work in the country by boys safeguarded as it undoubtedly ought to be. If care is taken that any children so employed are properly fed and tolerably housed harm may be prevented from coming near them. These, in a sense, are as important matters now as school instruction. Food maintains a marked level which is beyond the resources of low-paid labour, and coal which even with the approach of warmer weather is still a home necessity, is even more difficult to obtain. The Government requires huge quantities, and will require more as they take control of works under the latest Act, and coal, of course, is the foundation of all this kind of manufacture. It will be dearer, the Miners' Federation this week decided to claim an advance of twenty per cent. in wages; but it should not be lessened in the quantity of production, for on Thursday they also agreed on plans by which the Easter holiday may be shortened and coal-getting carried on. But we must remind ourselves that many thousands have joined the forces and are at work in the trenches.

It is not easy to assess the outlook when we come to the employment of women, directed as it is to the replacement of men. It opens out a wide prospect, as to which it would in the highest degree be foolish to attempt to dogmatise. There are, no doubt, a good many posts of different kinds in the civil and local administrative services now filled by men which could be capably held by women. Reason compels us not to deny so much as that, and we need not here go outside of these services to deal with other occupations which are not our own intimate concern. It is, perhaps, true to say that some posts have always been held by men because of a traditional belief that they are "men's work" as distinct from that of women. One difficulty, however, will consist in the discovery of where exactly to begin on the new lines, and then, where to end. According to the Board of Trade all women may enter themselves upon a register of women for war service which is in preparation at the Board of Trade Labour Exchanges if they are prepared if needed to take employment of any kind, industrial, agricultural, clerical and other. The Committee of Imperial Defence in their letter to the Local Government Board published recently suggested themselves when dealing with the "release of men of high physical quality" for service with the Colours and also for participating in the manufacture of war material that there were some posts "in which the employment temporarily of women in place of men" might be practicable. The statement gives rise to more than one cause of inquiry. Primarily there is the question of conditions of employment in whatever class the avocation undertaken by the women may be. We do not want to see introduced, even through the necessities of the war a cheapening of male employment through its supersession by that of women. If a woman can undertake duties formerly undertaken by a man she ought to be employed under the same conditions as the man. But, then, can one woman fulfil duties that have been undertaken by one man "of high physical quality?" This, in public affairs should be a matter of investigation, and it would be well if, besides the Labour Exchanges, local administrative bodies and the Local Government Board were to become concerned in any arrangement made on a considerable scale. On another point in this new system of employment, the extent of which might become of a far reaching character is to be found in a fact which, however deplorable ought not entirely to be ignored. Part of this work is to be carried on to fill the places "temporarily" of men engaged in the war. Unfortunately, it is only too clear that among the men some are destined never to return. Thus, temporary may become permanent employment, and it affords an additional reason why care should be taken at the outset as to regard to the terms. These considerations have probably been taken account of at the conference held by the Chancellor of the Exchequer this

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All things considered, it seems to be clear that local administration will in the near future—and we cannot this week go farther than that—have other new features to deal with in an as yet complicated state of things. All the Government departments, it is evident, are working together in a manner which is without precedent, just as it is without precedent for a Government to take control of works in so extensive a manner. The localities, engaged as they have been in recruiting, in hospital work, in market and other arrangements, will have new duties to perform such as the housing of transferred workmen before we can hope to see the full length of these activities.

The Daily Telegraph, March 20th. 1915. 6 3/3 663

Manchester Guardian, March 20th. 1915.

WOMEN'S REGISTER FOR WAR SERVICE

FIRST APPLICATIONS.

LETTERS FROM ALL CLASSES.

An official at the Board of Trade Central Labour Exchange, questioned yesterday afternoon at the offices at Westminster with regard to the Government's scheme of war service for women, said: "It is impossible as yet to give any definite idea as to the extent of the response to the Government circular asking for the help of women in the industrial concerns of the country; but up to this afternoon we have had over 5,000 applications for forms on which to register applications for special war service. This is very gratifying, seeing that the circular was only issued yesterday, and especially so as the applications come from all parts of the country able to reach London by a day's post, including Cornwall, Devonshire, Somerset, Hampshire, Leicestershire, Derbyshire, Bedfordshire, and the Home Counties generally.

"This morning's letters came from applicants in all classes of life—from well-to-do women who have not 'worked' for a livelihood before, to women in comfortable situations in domestic life who offer to go 'back to factory' and loom, or to dairy work, if by so doing they can help to release men for active service in the interests of the State.

"The 'tone' of many of the letters," said this official, "is obviously patriotic. Women of distinct educational abilities write offering to place their services in business houses or shops, to meet the emergency foreshadowed in the circular. Many young women engaged in comfortable domestic work desire to change their occupation, not for the sake of change, but in order to aid the scheme in the national interest. So far, there has been little response on the side of the employers. That may come later In one case, however, a large hotel proprietor expressed his willingness to substitute female for male labour, if it can be found, in order to release his staff for service at the front. A well-qualified teacher says she will work as a shop assistant or in a factory.

WORK ON ARMAMENTS.

"The idea has got about," added the Board of Trade official, "that armament work is very simple, and there will probably be many women who will wish to take up this particular branch of work, because it is remunerative, but there is no desire to boom this need for any but the qualified. It is a skilled operation, and the best positions naturally will have to be filled by trained men. But there is no reason why certain posts may not be filled by women Some towns, again, have already successfully experimented with women tram and taxi drivers.

"It would be well if applicants for employment would state more definitely than many of them have done up to the present, their exact qualifications for work, whether in factory, workshops, trade, or office; in short, that they should state their industrial or business experience. If they have neither, they may easily become proficient in large numbers of occupations, in order to release men, and there is no reason for any to keep back. They should also state whether married or single. The whole scheme is experimental, but there is every reason to believe, from the measure of acceptance already realised, that it will be successful in its object."

RESPONSE IN LEEDS.

In Leeds the response at the Labour Exchanges to the appeal of the Government for women workers has been very gratifying. The women who registered their names will, it is believed, be at once commissioned to work in localities where Government orders are plentiful. The demand for women labourers in and around Leeds is more pronounced in the ammunition shops than in the khâki clothing factories, and it is stated that it will be unreasonable to suppose that women could be employed in the ordinary work of the engineering shops. It is found that they are especially useful in light machine work, and many in Leeds can, it is said, be increasingly employed in the making of cartridge-cases and on parts of shells

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NURSES' AID

pitals taking serious cases. By this means the patients could be removed directly they were convalescent, and the beds made ready for fresh arrivals.

"If these measures were adopted I am confident we should soon have a large addition to the number of competent nurses and a conservation of the resources of the hospitals."

LADY LUGARD'S VIEW.

TO THE EDITOR OF "THE DAILY TELEGRAPH."

SIR—I imagine that there is hardly a woman in the British Isles who will not welcome with satisfaction the attempt of the Government to organise female labour with a view not only of setting male labour free for the front, but also of helping to provide our soldiers at the front with all that they need of munitions of war. It gives to women an opportunity unique in history of taking an ordered place in the public activities of a nation on trial. "Any woman who by working helps to relieve a man or to equip a man for fighting does national war service." Women in the great sieges of history have stood behind men in the fortifications, have loaded rifles, have carried food, and, so doing, have turned the scale of victory.

So, I believe, the women of England now wish to stand behind their men. The instinct of every sound-hearted woman is to "do her bit." The majority do not want to occupy themselves with changed fashions, nor with other distractions. They don't want to be distracted. They want to give the whole of their hearts and minds to the vital struggle in which the Empire is engaged.

For the first time in their lives many have felt that they would like to fight. They don't know how! They want to work. Of a large and relatively idle class it may be also said that they don't know how! It is to this class that the opportunity is given. The Government has made them a big offer. It proposes to organise their labour, and to show them how to throw the whole of their energies into the great fight. Labouring women are already at work. It is to the great body of the unemployed middle-class that the appeal must be made, and it will be profoundly interesting to watch the result. The same class is giving its men as recruits to the Army. Will its women come forward as the men have done, and offer themselves for training as recruits in a national labour reserve? If they do, and if the Government fulfil their promise of organising and training such a body, it will be an experiment worthy of the crisis.—Yours faithfully,

March 19. FLORA L. LUGARD.

WOMEN'S FREEDOM LEAGUE.

THREE GUARANTEES.

In a manifesto issued yesterday the Women's Freedom League state that they are glad to note the tardy recognition by the Government of the value of women's work brought before the country in their scheme of war service for women. They demand three guarantees:

That no trained woman employed in men's work be given less pay than that given to men.

That some consideration be given when the war is over to the women who during the war have carried on this necessary work.

That, in case of training being required, proper maintenance be given to the woman or girl while that training is going on.

Every woman should now resolutely refuse to undertake any branch of work except for equal wages with men. The men who are serving their country in the field should be safeguarded on their return from any undercutting by women. Finally, this is an opportune moment for the Government to guarantee that before they leave office they will bring before the House of Commons a measure for the political enfranchisement of women.

LAUNDRY WORKERS.

In conversation with the secretary of the Launderers' Association yesterday, a representative of *The Daily Telegraph* was informed that the new scheme suggested by the Government would not affect laundries. As men are only engaged in washhouses, where the work is of a very arduous nature, looking after the machines and lifting heavy loads of wet linen, it would be absolutely impossible to employ women to take the places of those who have joined the colours, so far as the South of England is concerned. Women, said the secretary, are not strong enough for this class of work, and, even if a sufficient number could be obtained, it would entail a heavy expenditure, as one man would do as much work as two or three women. In the North, it is true, female labour is employed in wash houses, but in these factory towns women are physically much stronger than those in London and other parts of the province.

To illustrate the difficulties laundry proprietors have to face at present the secretary said that some members of his association had been prevented from attending meetings of the society owing to the fact that they had to take the place of some of their

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...women all power.

The Mobilisation of Women.

The Board of Trade circular calling upon women to register themselves as willing to do men's work to set the men free to join the army has excited much discussion. It is quite possible that the Board of Trade may have had this idea of an industrial mobilisation of women and have carried it out without consulting other Government Departments, and it would be very interesting to know if this is the case. The result is rather unfortunate. Representative trade unionists are frankly alarmed by it. Their War Emergency Committee have decided to ask the Prime Minister to receive a deputation, and I believe it is likely that they may ask for the formation of a national tribunal, representing labour as well as employers, to control the administration and conditions of the scheme if it is to be gone on with. It is easy to understand the anxiety of the trade unionists as to what the scheme may portend immediately, and still more when the war is over and the tremendous industrial readjustment has to take place. The idea of the Board of Trade does not seem to be to fill vacancies already existing, but rather to replace employed men so that they can join the army. I hear that many well-to-do women are taking the circular as a patriotic appeal, and are registering themselves as willing to do all kinds of arduous and disagreeable work. If they are taken at their word it will have at any rate one advantage—that knowledge of the conditions of women's labour will be much more widespread among the leisured classes after the war than it is now.

Some Difficulties of the Scheme.

Miss Mary McArthur (Mrs. W. C. Anderson) has already pointed out in yesterday's papers some of the difficulties of the scheme and some of the objections which will have to be met by the Board of Trade or the Government if they are to have organised labour with them in carrying it out. Are the women, for instance, to have a man's wage for a man's work? What is to be done with them when the men they have replaced come back from the war? Or, alternatively, what guarantees can be given to the men who surrender their jobs that they will be reinstated at the old standard of wages and conditions? I may add that so far I have heard no answer to this last question. What guarantees can the Government possibly give which will bind employers when the war is over not to go on using women's labour—by that time trained to the tasks—at a lower price than men's labour? In conversation with me Miss McArthur raised a further consideration which certainly ought to be discussed. "Another aspect," she said, "which will inevitably suggest itself to the minds of the working men is as to whether this unprecedented step does not imply an official recognition of that sinister form of conscription which is involved in economic pressure which it is almost impossible to resist. Undisguised conscription would be less objectionable than that. Then at least we should know where we were, and all classes would be on the same footing." It would certainly be very unfortunate if either employers or employed misinterpreted the circular as an invitation to sack their men in order to make them enlist.

The Margin of Unemployed Women's Labour.

I have discussed the Government plan for registering women for war service to-day with men and women who are engaged in the organisation of women's labour. I gather that there is no hostility to any scheme for enlarging the avenues of women's employment, but there is some doubt whether circumstances have arisen to make the new scheme necessary. It is pointed out that in some trades men who are not available for military service are not fully employed at present, and that the object of the Government might be met to some extent by a transference of men's labour. My informants are sceptical as to whether there is much margin of unemployed women's labour at present, and it is doubted whether many women could be taken into war trades without stopping the supply of women's labour to the normal channels. The opinion is expressed that the absorption of women into new

factories, and it is stated that it will be unreasonable to suppose that women could be employed in the ordinary work of the engineering shops. It is found that they are especially useful in light machine work, and many in Leeds can, it is said, be increasingly employed in the making of cartridge-cases and on parts of shells.

A big manufacturer to-day stated that the idea of bringing back all the young married women to work has already been acted upon to the fullest extent, and that is readily endorsed.

SUPPLY OF NURSES.

REMEDYING THE SHORTAGE.

PROBATIONERS WANTED.

Much attention is being given at present to the provision of an adequate supply of nurses for our sick and wounded soldiers in hospitals abroad and at home. Necessarily there is not a sufficiency of fully-qualified nurses to meet the emergency created by the war, and the problem, which is likely to become more acute, is receiving serious consideration in many quarters.

Viscount Knutsford, whose position as chairman of the London Hospital enables him to speak with authority, was interviewed on the subject yesterday by a representative of *The Daily Telegraph*. He has given a close study to the question of the training of nurses, and spoke particularly of what has been done at the London Hospital.

"We foresaw," he said, "the demand that would take place, and at the London Hospital we have taken in seventy short-time probationers. Some have been six months with us, some only three, but they will be of great value when working in new hospitals under trained supervision. There can be no doubt that the idea of nursing soldiers only by fully-trained nurses must be abandoned. Civilians in time of peace have never been so nursed. In all voluntary hospitals untrained probationers are always to be found working under trained nurses.

"In the case of the London Hospital we have a staff of 517, of whom 335 have not yet gained their certificates. Many are very near that happy day, but until the certificates are granted the nurses may be described as untrained. That, of course, does not mean that the patients are not properly nursed, because all the untrained nurses are under trained supervision.

OPPORTUNITY FOR WOMEN.

"Now that there is so much pressure on nursing staffs, the same system will have to be introduced into hospitals where soldiers are received. In order to meet the growing need, as many women as possible should endeavour to get some hospital training, and hospital authorities should lay themselves out to assist. Women have a splendid opportunity of helping which they should not neglect. No doubt there may be difficulties of accommodation at certain hospitals, but each one should devise means to overcome them. Probationers might be allowed to go home, or lodgings might be taken close to the hospital. Neither of these plans is the ideal, but the matter is one of such urgency that we must do what is practicable. I would urge all hospital authorities to set to work at once in order to increase the nursing strength of the nation.

"There is another matter on which I think a word is advisable. It is curious how many nurses desire to nurse abroad. I would advise them to stick to the less exciting work at home.

"I should very much like also to see a better system of classification of ill and wounded soldiers at the point of debarkation. Nothing can exceed the splendid way in which the War Office is dealing with the wounded as they arrive, but I would prefer that soldiers suffering from lumbago, rheumatism, and minor ailments were not sent to hospitals fully equipped for serious cases. Hospitals taking in minor cases might be staffed by those who have retired from active nursing for some years, assisted by probationers and voluntary aid detachment members. By this means nurses whose training is up to date would be set free for hospitals taking serious cases, and here also the assistance of probationers would be useful.

"There are difficulties, I know, in securing a proper classification of patients as they come off ship, but I think they could be overcome. Certainly such a classification would husband the resources of the hospitals. Then I should

is concerned. Women, said the secretary, are not strong enough for this class of work, and, even if a sufficient number could be obtained, it would entail a heavy expenditure, as one man would do as much work as two or three women. In the North, it is true, female labour is employed in wash-houses, but in those factory towns women are physically much stronger than those in London and other parts of the provinces.

To illustrate the difficulties laundry proprietors have to face at present the secretary said that some members of his association had been prevented from attending meetings of the society owing to the fact that they had to take the place of some of their men in the wash-house whose positions they were unable to fill since they had enlisted.

"INDUSTRIAL CONSCRIPTION."

MISS S. PANKHURST'S LETTER.

To the Editor of "The Daily Telegraph."

Sir—The Government's proposal is regard to the registration of women for war service is a most important departure, which may develop into a form of industrial conscription for women. I take it that those women who register as willing to perform various services can be called up for service as the men were who filled up the Army forms signifying their willingness to enlist. So important is the situation for women that it seems imperative that a national conference of women's trade unions and political and social organisations should be called at once with a view to formulating demands; such proposals as the following would be discussed:

1. That in view of the fact that the Government will at once become overwhelmingly the largest and, perhaps, eventually almost the sole employer of labour, with more extensive power for controlling labour than any private employer has ever had, it is imperative that the Parliamentary vote should at once be extended to women, in order that they may have the same power that men have in influencing the Government which controls their labour; otherwise the new industrial conscription will be an unjustifiable tyranny where women are concerned.

2. That as the Government proposes that all labour disputes shall be referred to a tribunal nominated by the Government, women shall have strong representation on this tribunal, and in all disputes in regard to women's employment a woman of standing and experience (the nation has many such to draw upon) shall be the chairman of the tribunal, or in the case of the appointment of a sole arbiter, a woman shall be the arbiter of the dispute.

3. That where a woman is employed on work hitherto done by men she shall receive the wage hitherto paid to men, in addition to any war bonus or increase in wages which might have been paid for the work now in the case of men employés. That in no case shall an unskilled woman be employed at a lower wage than the current wage of a man unskilled labourer.

4. That proper safeguards in regard to hours, wages, and conditions be arranged in conjunction with representatives of the women concerned, and that no woman shall be compelled to work under conditions which the representative of the organisation to which she belongs reports to be unsatisfactory.

It is vitally important that some such regulations should be adopted by the women's organisations, in order that the position of the women concerned may be safeguarded, and that the introduction of women into the labour market may not so vitally lower the standard of livelihood for the working classes as to become a national disaster.

It is hoped that the various women's organisations will sink their differences at this juncture and realise that their most patriotic duty as women is to safeguard the interests of the women of the nation.—Yours, &c. E. SYLVIA PANKHURST.

USEFUL WORK WELCOMED.

To the Editor of "The Daily Telegraph."

Sir—Having read the Government scheme carefully, I feel sure there will be a hearty response from all classes of women. Thousands of middle-class girls volunteered for Red Cross work at the beginning of the war, because it seemed the only thing they could do, and many of these will welcome useful work for which they are more fitted. We are here training girls for work in gardening, dairy, and poultry keeping, and are also working three days a week on a commercial fruit farm. Two of my students can, and probably will register, and also a number of old students, but those in training are certainly better employed in finishing their training than undertaking emergency work. As long as the Government sees that the women are properly paid and housed there will be no lack of workers.—Yours truly,

J. S. TURNER.

Country and Colonial Training School, Arlesey House, Arlesey, Beds.

scheme necessary. It is pointed out that in some trades men who are not available for military service are not fully employed at present, and that the object of the Government might be met to some extent by a transference of men's labour. My informants are sceptical as to whether there is much margin of unemployed women's labour at present, and it is doubted whether many women could be taken into war trades without stopping the supply of women's labour to the normal channels. The opinion is expressed that the absorption of women into new avenues of employment since the war began has probably gone as far as is practicable for the time. In the woollen mills of Yorkshire, for example, a great many married women are known to have returned to work since the war to fill the places of men who have enlisted.

Glasgow Herald, March 20th. 1915.

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WOMEN AND WAR SERVICE.

GLASGOW'S POSSIBILITIES.

WORK IN ARMAMENT FACTORIES.

The registration of women who are prepared to take up "war service" by working in industries or occupations in which the labour supply is inadequate proceeded very briskly yesterday at all the Labour Exchanges in Glasgow. With the wider publicity which the appeal of the Board of Trade received the number of women who offered themselves was much larger than on the previous day, though on that occasion also the response was considered very satisfactory. In addition to the actual enrolments there was a large number of applications for the forms which require to be filled up, indicating that in all probability there will be a greater influx of volunteers at the beginning of the week. Letters are now coming in from women resident outside the city, and as time passes it is expected that the offers received in this way will increase largely. The Labour Exchange officials state that they will probably be in a position to give figures on Tuesday or Wednesday showing the progress made in registration up till that time.

A proportion of the women who applied during the first two days of registration are of the working class, desirous of obtaining employment for the sake of the livelihood it will afford, but the great majority are women whose activities have been confined hitherto to household duties and whose circumstances make it unnecessary for them to take part in industrial work. They have offered themselves purely from patriotic motives. It is really surprising, the officials state, how many young women of middle-class and well-to-do families have come forward, prepared to sacrifice the leisure they have previously enjoyed in order to take part in any work which may be to the advantage of the nation in the present crisis. These women, it is said, have no delusions as to the nature of the obligations which they are undertaking. They have not pledged themselves in any frivolous spirit. Some of them are animated no doubt by the prospect of novelty and adventure in the life, but generally they have shown that they fully realise that they may be asked to work at tiresome, mechanical, monotonous labour. They are in "deadly earnest," said one of the officials. He quoted as an example of the spirit prevailing among the volunteers the case of a woman who offered herself for office work—the business for which she considered she was best suited—but who added that she would readily go into an armament factory, if her work there would be of greater service. It should be pointed out that while many of the women have been offering to do "any sort of work" they are asked to state in the registration form—If they have ever done paid work before; if so, what; if not, what kind of work they are best suited for. They are asked also if they are prepared to be trained for work which they have not previously done; and, further, if they are free to work whole time or only part time, and to leave their homes for work if the pay is sufficient and the housing satisfactory.

WORK FOR A THOUSAND WOMEN.

If the women are available it is anticipated that they can easily be placed in employment, without prejudicing the position of the male operatives. The purpose of the scheme is double-edged—to make up for the loss of male labour caused by enlistments, and to meet the exceptional demand created by the war. There is a great dearth of machinists in shirtmaking factories, while there is also a demand for women for office work. These are occupations in which women could be placed immediately. The scarcity of labour, however, is most acutely felt in Glasgow in the engineering and armament works in which munitions of war are being turned out. Increased production in these factories could undoubtedly be brought about if women were engaged, and it is understood that a large proportion of the women who are now registering in Glasgow will be asked to undertake light machining work in these armament factories. A number of women are already employed in engineering works where shells and other explosives are being manufactured. The work allotted to them is usually to operate a turning lathe or other light machine, and they can become expert with very little training. It is stated that some of the women now employed were very adept at the work after only a fortnight's experience. It has been found that under the supervision of a few trained male mechanics they can turn out work very rapidly and very efficiently. Practically all the work in the making of a shrapnel shell can be done by women, while they can also assist very materially in the processes required to complete the heavier explosives used by howitzers. One large armament firm in the city, who have never previously employed women, have indicated to the Labour Exchange within the past few days that they are now prepared to engage women. The firm have found that it is practically impossible to get male labour to overtake the work for which the Government is pressing them in common with other manufacturers of war munitions. Two or three engineering firms intimated yesterday to the Labour Exchange that they would be willing to take on a considerable number of women, and it is believed that to begin with over a thousand women could be employed in engineering and armament works alone. Steps are being taken with a view to ascertaining from the employers the number of women for whom it is possible that engagements might be found in local industries.

WOMEN LIBERALS AND THE SCHEME.

A statement with regard to the Government's scheme of war service for women was made at the annual meeting of the Scottish Women's Liberal Federation, which was held yesterday in the Charing Cross Hall, Glasgow. Miss Alice Younger, organiser of women's work under the Labour Exchanges in Scotland, said the Board of Trade wished to ask all the organisations of women in the country to co-operate in the promotion of the scheme, the object of which was to enable women to give the best service in the present national emergency. She had been asked to deliver to them a message from the Board. In view of the shortage existing and anticipated it was proposed to form a special register of women for war service, i.e., women able and free to take paid employment of any kind if called upon. It was hoped to find by this means women who had previously worked and had retired, or women capable of work, but not previously having worked. The Board of Trade requested the co-operation of the Scottish Women's Liberal Federation in the distribution of the forms for registration, and in any other way possible. In the form of registration which had been issued it was explained that women were wanted at once to work in the following, among other, occupations:—Farm work, dairy work, leather stitching, brush-making, clothing machining, and light machining for armament. Even if women had no special experience of this work they might register, as it might be possible to train them. It was further pointed out that as more men joined the forces more women would be required to work while they were away. It would be observed, Miss Younger added, that it was paid employment that was proposed. Although perhaps women did not all wish to be earning more money, they could use the money they earned in any way they liked, while one important point that must be borne in mind was that women registering did not for that reason oblige themselves to accept employment. They would be free to refuse the work offered if its nature and the pay and conditions were not considered satisfactory by them. Some people feared that more leisured women were being called upon to take work for which there were sufficient industrial women already. That, however, was not in the least intended. There were the registers at the Labour Exchange, and these registers would be used first. What was proposed was to obtain a reserve register for needs that would grow greater as time went on.

THE DEMAND FOR WORK.

Miss Irwin, of the Scottish Council for Women's Trades, in discussing the Government scheme, said that it appealed to her for three reasons. It gave women an opportunity to share in the service of the nation; it would tend to break down artificial barriers which had kept women out of employments and departments of employment for which they were not disqualified by nature; and she welcomed whatever would give women a healthier ideal in life and provide the discipline of serious training. They must, however, guard against the danger of flooding the labour market with half-trained, inefficient women. There was a double danger in this, for the circumstances of many women might enable them to take work at a lower rate of remuneration than the woman who was actually depending on her own earnings for her livelihood could afford to do. The half-trained dilettante woman might have also a serious effect in lowering the standard of national industrial efficiency.

At present there were over 1000 applications for employment from women and girls in Glasgow registered officially, and every day the Scottish Council for Women's Trades were receiving applications from women, many of whom were in destitute circumstances, and for whom no work could at present be found. The council's emergency workrooms were full continuously, and there was a long list of waiting applicants. The cases were brought to their notice by the Distress Committee. At present they were giving employment to 165 women, none of the cases arising out of the war. In addition there were large numbers of unemployed women who did not register officially. They would certainly insist on work being found for these women before posts were given to voluntary workers. Miss Irwin stated also that there were certain occupations in which there was what might be described as an abnormal shortage of labour at present, agriculture standing out conspicuously in the list. While certain branches of machining were enjoying what was undoubtedly a temporary abnormal activity, a serious situation might arise at the end of the present boom through over-stocking. Careful consideration would have to be given to the relative rates of the existing

The Standard, March 20th. 1915.

TO RELEASE THE MEN.

WOMEN SEEK WAR WORK.

APPLICANTS NUMBER THOUSANDS.

The Government's appeal to women to enrol themselves upon the special registers of women available for war service, to take the places in various industries o. men who enlist, is being very cordially responded to by women throughout the United Kingdom, but is looked at somewhat askance by employers and by men's labour organisations. At the central office of the Board of Trade Labour Exchange at Queen Anne's-gate, Westminster, were received yesterday morning more than 4000 letters from women asking for enrolment forms. A large number of women applied there in person, and from the particulars they supplied the following applications may be cited as showing the ages of those who have come forward and the variety of occupations for which they offer themselves:—Married: aged 24, qualified for omnibus conductor; aged 20, to learn motor-driving; aged 30, kinema actress; single: aged 22, aged 31, to learn motor-driving; aged 17, lift attendant; aged 27, bank clerk (previously teaching).

All these women, and most of the personal applicants at the central office, were women of education.

WHERE WOMEN MAY APPLY.

Miss Robinson, assistant secretary of the London Society for Women's Suffrage, 58, Victoria-street, Westminster, told a *Standard* representative that her society was about to open a special register for women of the middle class who "would not care to join a queue at a Labour Exchange." This society has provided work for several thousands of voluntary women helpers, and paid work for about 100, and is very glad that the Government has made this appeal. "We have had a register for voluntary workers since the war began," said Miss Robinson, "and we may say that fully 99 per cent. of the women whose names have been placed upon it have proved really useful workers. I met a girl yesterday who was enthusiastic about the Government scheme, but I know she is not the kind of girl who would care to go personally to a Labour Exchange. We want women to understand that in registering here they are not binding themselves to perform any kind of paid work which may be offered them. Nor are they to expect paid work at once. Women who want immediate employment can only be sent to the Labour Exchanges."

Women who want posts as "lap-dog combers" must not assume that the Government means to provide any woman who asks for it with well-paid employment. In very many industries preliminary training will be necessary; milkmaids are needed now, but amateur milkmaids would drive any farmer crazy. Middle-class women prepared to go anywhere in Great Britain, and do any work for which they are fitted, will be highly appreciated in two or three months' time if another million men or so are enlisted—that is the plain truth of the position.

Lady Askwith, wife of Sir George Askwith, has publicly announced her intention to register for war service. Women can quickly learn to turn cartridge-cases, a branch of the "munitions of war" industry, which is at the moment short of labour. In every branch of agriculture trained women's labour can be utilised. Women need not necessarily go to Labour Exchanges to enrol. About 250,000 forms will shortly be sent to the post offices for distribution to applicants.

In compliance with a request received from the Board of Trade Labour Exchange the executive committee of the National League for Opposing Woman Suffrage has consented to co-operate with the board in obtaining the services of women for war work and to urge the league's branches throughout the country to give their assistance.

The Women's Freedom League, while noting the "tardy recognition" by the Government of the value of women's work, demands that no trained woman employed in men's work be given less pay than that given to men; that some consideration be given when the war is over to the women who during the war have carried on this necessary work, and that, in case of training being required proper maintenance be given to the woman or girl while

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The Standard,
March 20th. 1915.

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WORKERS AND THE WAR.

NO STOPPAGE THROUGH DISPUTES.

ARBITRATION.

FULL AGREEMENT WITH TRADE UNIONS.

PROTECTION FOR MEN.

The conference between the representatives of the Government and the trade unions for the mobilisation of industrial work with a view to increasing the output of war munitions was resumed yesterday, and last night an important statement was issued by the Board of Trade, containing a memorandum of proposals to which the workmen's representatives had agreed

The following trades were represented:—Ironfounders, steel smelters, engineers, engineering, shipbuilding, electrical trades, blacksmiths, ironmoulders, cabinetmakers, steam engine makers, carpenters and joiners, patternmakers, transport workers, textile workers, boilermakers, shipconstructors, shipwrights, plumbers, gasworkers, general labourers, machine workers, woodcutting machinists, toolmakers, furnishing trades, house and ship painters and decorators, railwaymen, boot and shoe operatives, braziers and sheet metal workers, Scottish painters, light platers, and the Shipbuilding Trades Agreement Committee, the General Federation of Trade Unions, and the Parliamentary Committee of the Trade Union Congress.

THE PROPOSALS.

The proposals are as follows:—

1. During the war period there shall in no case be any stoppage of work upon munitions and equipments of war or other work required for a satisfactory completion of the war. All differences on wages or conditions of employment arising out of the war shall be dealt with without stoppage, in accordance with paragraph (2). Questions not arising out of the war should not be made the cause of stoppage during the war period.

2. Subject to any existing agreements or methods now prevailing for the settlement of disputes, differences of a purely individual or local character shall, unless mutually arranged, be the subject of a deputation to the firm representing the workmen concerned, and differences of a general character affecting wages and conditions of employment arising out of the war shall be the subject of conferences between the parties.

COMPULSORY ARBITRATION

In all cases of failure to reach a settlement of disputes by the parties directly concerned, or their representatives, or under existing agreements, the matter in dispute shall be dealt with under any one of the three following alternatives, as may be mutually agreed, or, in default of agreement, settled by the Board of Trade:—

(a) The Committee on Production.

(b) A single arbitrator agreed upon by the parties or appointed by the Board of Trade.

(c) A court of arbitration upon which labour is represented equally with the employers.

3. An Advisory Committee representative of the organised workers engaged in production for Government requirements shall be appointed by the Government for the purpose of facilitating the carrying out of these recommendations and for consultation by the Government on [illegible]

The New Statesman
March 20th. 1915.

The appeal of the Board of Trade to the unoccupied women of the middle and upper classes—for that is what it really amounts to—to enrol themselves for paid employment, in order both to increase the output of war supplies and to release men for enlistment, is in some ways the most striking development of the crisis. We have in this country probably a larger proportion of women without productive occupation—daughters in comfortable homes, spinsters on independent incomes, childless wives controlling domestic service in which they do not really share—than in any other nation in the world. It would be all to the good, now that both men and women of the manual working class are, with certain exceptions, once more fully employed, if, under patriotic impulse, these millions of unoccupied women could find opportunities for useful work, whether in manufacturing or in distribution, in professional nursing or in food production. But the difficulties are great. These unoccupied women know nothing of the Labour Exchanges. A universal census of available unoccupied women, on the lines of that successfully carried out for men by the Parliamentary Recruiting Committee, would probably be a more effective way of getting hold of them. And then they will need training. The Board of Trade must see to it that they get proper wages, quick technical education, and all the direction that is possible. Any direct substitution of women for men is a ticklish business—employers will be quick to jump at cheap labour. Moreover, there are still some forty or fifty thousand wage-earning women out of work, who must have the first claim to vacancies and to any training that is offered. Still, the women to whom society has hitherto denied an opportunity have also their rights. It is a splendid chance for daughters eating their hearts out at home, who have been so far unable to overcome the prejudices of parental gentility.

Eastern Daily Press, Mar: 20th 1915

THE CALL TO WOMEN.

To the Editor.

Dear Sir—I was very glad to see the appeal made by the Board of Trade to all women—skilled and unskilled—desirous of helping their country in her need.

I hope the response will be instant and great. Are we women doing our share? Nobly and ungrudgingly we are giving our men-folk. Can we not turn to and set other men, that our soldiers' lives may not be sacrificed simply owing to the fewness of their numbers? Had I my way, there should be—as long as the war lasts—no men in shops except those unfit for service, few in rural railway stations, banks, and offices.

The postman who calls here is, in appearance at least, fit for military service; so are the baker's, butcher's, and grocer's representatives. Why not substitute women for them, and let them do their duty when and where most wanted?

There would be dislocation at first, of course, confusion, and on the part of selfish people great complaint; but if by so doing we could bring the successful issue of the war but a few days nearer, in my opinion it would be worth while.

I believe the last census showed an excess of some three million females. The next will probably show a greater, and it is no time for women, whether old, young, rich, or poor, to consider their pride, comfort, the conventions or any thing else, if they can do the least thing to help their country.

Very many are helping grandly, but there are more than a few even now who think because they sit in their comfortable homes and knit mufflers or fare forth once a week on light duties at the nearest Red Cross Hospital, they are doing all that could be required of them. They are not. It is time they awoke to the fact.—Yours truly,

A NORFOLK WOMAN.

March 18th.

parties or appointed by the Board of Trade.

(c) A court of arbitration upon which labour is represented equally with the employers.

3. An Advisory Committee representative of the organised workers engaged in production for Government requirements shall be appointed by the Government for the purpose of facilitating the carrying out of these recommendations and for consultation by the Government or by the workmen concerned.

4. Provided that the conditions set out in paragraph 5 are accepted by the Government as applicable to all contracts for the execution of war munitions and equipments, the workmen's representatives at the conference are of opinion that during the war period the relaxation of the present practices is imperative, and that each union be recommended to take into favourable consideration such changes in working conditions or trade customs as may be necessary with a view to accelerating the output of war munitions or equipments.

UNIONS PROTECTED.

5. The recommendations contained in paragraph (4) are conditional on Government requiring all contractors and subcontractors engaged on munitions and equipments of war or other work required for the satisfactory completion of the war to give an undertaking to the following effect:—

Any departure during the war from the practices ruling in our workshops, shipyards, and other industries prior to the war shall only be for the period of the war. No change in practice made during the war shall be allowed to prejudice the position of the workpeople in our employment or of their trade unions in regard to the resumption and maintenance after the war of any rules or customs existing prior to the war. In any readjustment of staff which may have to be effected after the war priority of employment will be given to workmen in our employment at the beginning of the war who are serving with the colours or who are now in our employment.

Where the custom of a shop is changed during the war by the introduction of semi-skilled men to perform work hitherto performed by a class of workmen of higher skill the rates paid shall be the usual rates of the district for that class of work.

FEMALE LABOUR.

The relaxation of existing demarcation restrictions or admission of semi-skilled or female labour shall not affect adversely the rates customarily paid for the job. In cases where men who ordinarily do the work are adversely affected thereby the necessary readjustments shall be made so that they can maintain their previous earnings.

A record of the nature of the departure from the conditions prevailing before the date of this undertaking shall be kept, and shall be open for inspection by the authorised representative of the Government.

P.T.O.

Due notice shall be given to the workmen

concerned wherever practicable of any change of working conditions which it is desired to introduce as the result of this arrangement and opportunity of local consultation with men or their representatives shall be given if desired. All differences with our workmen engaged on Government work arising out of changes so introduced, or with regard to wages or conditions of employment arising out of the war, shall be settled without stoppage of work in accordance with the procedure laid down in paragraph (2).

It is clearly understood that, except as expressly provided in the fourth paragraph of Clause 5, nothing in this undertaking is to prejudice the position of employers or employees after the war. (Signed)

D. LLOYD GEORGE,
WALTER RUNCIMAN,
ARTHUR HENDERSON
(Chairman of Workmen's Representatives),
WILLIAM MOSSES
(Secretary of Workmen's Representatives).

SLACKERS TO SUFFER.

The district secretaries of all unions embraced in the Engineering and Shipbuilding Trades Federation have been advised from their head offices to keep a close watch on the records of individual members, with a view to drastic measures being taken against those who wilfully neglect work, and so disorganise production in shipbuilding or engineering establishments.

For the convenience of the workmen engaged at Woolwich Arsenal and Dockyard the London County Council is to provide additional trailer cars on the Woolwich route of their tramway system.

LONDON DOCK STRIKE.

MANY SHIPS FOR OVERSEAS DETAINED.

The principal feature of the dispute between certain London shipping firms and the stevedores yesterday was the consent of the Canadian Pacific Railway to accept the men's agreement with the Master Stevedores' Association. The stevedores believe the decision of the Canadian Pacific Railway will speedily induce the other companies to come to a similar decision. On the other hand, the stevedores employed by the Ellerman Line were informed that the company would not continue to pay the bonus. About 50 men thereupon ceased work. Altogether over 1500 stevedores are on strike.

A meeting of shipowners affected by the stevedores' strike was held yesterday, and adjourned without coming to a decision. A conference is to be held at the Board of Trade Offices to-day.

About a dozen ships are held up in the Victoria and Albert Docks. Most of them are outward bound, and the cargoes they are ready to load are of a general description for export to the Oversea Dominions. There was considerable congestion at the docks before this dispute, but matters have now become far worse, and a great deal of inconvenience is being caused.

There is no development in the dockers' dispute with the Port of London Authority. The Dockers' Union have written to the authority asking them if they are prepared to submit the question of the war bonus to arbitration. The authority are now paying a bonus of 6d a day, but the men demand 2d an hour. Shipping companies and wharfingers have agreed to fall into line if the matter is arbitrated upon. The men complain that the P.L.A.'s

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There is no development in the dockers' dispute with the Port of London Authority. The Dockers' Union have written to the authority asking them if they are prepared to submit the question of the war bonus to arbitration. The authority are now paying a bonus of 6d a day, but the men demand 2d. an hour. Shipping companies and wharfingers have agreed to fall into line if the matter is arbitrated upon. The men complain that the P.L.A.'s bonus is smaller than that being paid by any other port authority in the country.

INDUSTRY'S NEW BASIS.

A conference arranged by the Institute of Industry and Science of Great Britain and Ireland is to be held at the Mansion House on Thursday "to discuss the working conditions in which British industry at present operates" and consider a new basis. Among those who have accepted invitations to be present are the Earl of Portsmouth, Lord Kinnaird, Sir Boverton Redwood, Sir James Heath, Sir Philip Magnus, M.P., Sir Alexander Pedler, Lieut.-Colonel Sir D. Prain, Sir Charles Behrens, Sir John Brickwood, Sir John Taverner, Hon. Sir John McCall, M.D. (Agent-General for Tasmania), Hon. T. Mackenzie (High Commissioner for New Zealand), Hon. John Howard (Agent-General for Nova Scotia), Hon. E. H. Turnbull (Agent-General for New Brunswick), Hon. Richard Reid (Agent-General for Ontario), and Lieut.-Colonel P. Pelletier (Agent-General for Quebec).

The Birmingham Distress Committee proposes to provide for 600 more Belgian skilled gunmakers. The movement, it was stated at a meeting of the committee yesterday, has the support of the Government and Labour Bureau.

FIGHTING IN MEXICO.

BRITISH PROTEST AGAINST WAR LEVY.

WASHINGTON, March 18.

The British Embassy has asked the State Department to protest against General Villa's levy of £100,000 on foreigners in Monterey. The Light Power Company there, which is owned by British capital, is taxed £3500.

Fighting started yesterday at Bano, an important oil centre west of Tampico. General Villa's forces outnumbered those of General Carranza, although the latter were strongly entrenched.—Reuter.

HUN ATROCITIES.

(From the Official Press Bureau.)

It has been brought to the notice of his Majesty's Government that a statement has appeared in the Press of a neutral country to the effect that the American Ambassador in London has been informed by his Majesty's Government that the accounts given by Belgian refugees with regard to atrocities committed by German soldiers must be attributed to hysteria or preconceived ideas. It is further alleged that the American Ambassador has sent a report to Washington on the subject. His Majesty's Government desire, after communication with the American Ambassador, to place on record that there is no truth in the statements in question.

Sir Arthur Conan Doyle is to give a lecture entitled "Great Battles of the War, Told in Detail for the First Time," in the Queen's Hall this afternoon. The Lord Chancellor will preside.

Manchester Guardian, March 20th. 1915.

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WAR SERVICE FOR WOMEN

REPLY TO THE GOVERNMENT'S APPEAL.

"THE ONE THING CLEAR."

LONDON, FRIDAY NIGHT.

The Government's proposal for registering the available women workers has met with a varying response, but the one thing clear in the minds of all women one meets (writes a London representative of the "Manchester Guardian") is that if women are to do men's work they must be paid men's wages. Another impression one gets is that the suggestion is not taken very seriously, but is regarded as tentative rather than as immediately practical, and in one quarter at least it was suggested that it was merely put forward to spur the men to greater diligence.

One of the societies most deeply interested is the Women's Emergency Corps. "The Government is eight months behind us," said Mrs. Falk, the secretary. "Within the first fortnight after war was declared we had registered the names of ten thousand women anxious for voluntary or paid work, and had classified their qualifications. They were ready then to step into employments, and so set men free to serve, and they would have helped in any other way. There was nothing they would not have attempted. It is not very clear what the Government wants now. The number of factory workers unemployed is fairly stable, and the Government knows it. What the Government does not know and we do is the extent of the reserve—the former workers who have married and the women who have never worked for money but are willing to do so. We would like to see all the women of the country employed in all sorts of work, but always at men's wages. We can supply women for any post, but we will not supply any voluntary worker for what should be paid posts or any women for under-paid work. There is an enormous number of women who would take the place of taxi-drivers or drivers of other vehicles. They are ready for rough work, too, and if the need arose would go into factories; but I think there would then be class trouble with the ordinary factory hands, and probably our women would be more successful with the lighter forms of farm work. My opinion is that these women would do their best work as independent units. They have initiative and intelligence, and could do good work without supervision. There are battalions of such women ready to come forward. We hear of them from all parts of the kingdom."

Women Want to Fill Shells.

The Emergency Corps runs a Board of Trade Labour Exchange, where ever since September 1 paid workers have registered themselves. There I was told that a number of applications had been received in answer to the Government's statement, and, curiously, the majority of women, whether clerks or nurses or factory girls, wanted employment in ammunition factories. They had evidently been deeply impressed by Lord Kitchener's statement, and thought this the best way to serve their country. Two ladies engaged in social work were anxious to give their services in some ammunition factory, and an inquiry had been received from one mistress whose maid was anxious to fill cartridges of shrapnel shells. "If you think she is really needed," said the mistress anxiously, "I'll let her go, but she is the only maid I have." There has been some idea that the women registering their names would by that act virtually enlist, and that they might be called up at any moment to go to any part of the country, an idea that probably appealed very strongly to the patriotic; but, of course, the fact of registering does not commit them to taking any work. The question of wages is never settled by the Labour Exchanges. It is a matter for the employer to decide. But it is supposed that women will receive the same wages as the men whose places they fill.

Three points of interest were these—that few working women in London offer for agricultural work, that women up to 50 years of age or more are offering their services and will be accepted, and that the conditions of women's employment have improved immensely since Christmas. Old workshops are reopening and trade is recovering its normal tone.

Continuance of Employment.

Miss Eva Gore-Booth found the new proposal very amusing. The men had always said that women were not physically strong enough to do men's work, and now, to prove how little they had really believed it, they were asking women to come forward and take the places of the fittest men. The idea on the whole was good. She had always wanted the many new occupations for which they were perfectly well fitted to be thrown open to women, and it was to be hoped that this would result in permanent benefit. But it would take time. Women could not be trained in a minute for new work. It was essential that they should receive the same wages as men, and it was to be hoped the trade unions would see to that. Also it was desirable that they should be guaranteed continuance of occupation. The dislocation of industry would in any case be enormous, but it would be pitiable if women were to be thrown out of work at the end of the war. At the same time Miss Gore-Booth hoped that the fact that women could efficiently fill men's places would not be used to force men to enlist.

Inquiries at the Central Bureau for the Employment of Women seemed to indicate that women of the professional classes will not be affected much by the Government's plans, but that these will chiefly concern the clients of the Labour Exchanges. At the beginning of the war hundreds of trained professional workers were unemployed, and were available for new employment, but since Christmas there has been an increasing demand for their services, and, though if it were a case of real emergency many of these would do any sort of work the country demanded, they will probably remain content with private employment.

A GREAT OPPORTUNITY.

WOMEN SUFFRAGISTS AND THE SCHEME.

Amongst the somewhat suspicious Labour view of the drafting of women into men's occupations, it must be said that women suffragists are inclined to welcome it as a great opportunity for women. In conversation with a representative of the "Manchester Guardian" Mrs. Fawcett, President of the National Union of Women's Suffrage Societies, presented this view very clearly.

"This step," she said, "was urged on the Government by the National Union quite early in the war, and our only regret is that it was not taken sooner so that women could have had more training and more preparation. We hope that the Government will make a great effort to be fair, and will open not only industrial occupations but also Civil Service appointments to women. We must be firm about asking for proper pay for women. They must not undercut the men. This measure will make a great difference to women in industrial and professional employment."

Our representative put to Mrs. Fawcett some of the objections which had been raised by organised Labour. She agreed that guarantees of reinstatement for the men after the war would be very dijcult to carry out. "But," she said, "from the national point of view, if you increase the productive power of the nation you increase the wealth of the nation. It cannot pay to keep half the nation unproductive, although," she said by way of qualification, "it would not be accurate to describe the household work of working-class women as unproductive, although it is unpaid."

A Comparison with France.

Mrrs. Fawcett made a very interesting comparison between the work of women in England and France, where, according to some observers, the slaughter of men in the Napoleonic wars made large openings for women that had before been exclusively men's work. "In France," she said, "there are a great number of women employed both in agriculture and business. I have been told that that dates from the Napoleonic wars. After those wars France was so drained of men that she had no choice but to encourage the employment of women. Many of the largest French businesses are now in the hands of women.

"The points we are particularly insisting upon in this matter," continued Mrs. Fawcett, "are good pay, education, training, and, in the case of agricultural employment, very great care as to housing.

"I feel personally that there are many departments of army work, what one may call the domestic departments of the army administration, which could be much better managed by women, or at all events with the assistance of women. There is the waste of food and clothing in the camps, and the often faulty arrangements for billeting. Such work could be better done not perhaps entirely by women, but with the advice and assistance of women."

Reverting to the criticisms of the trade unions on the Board of Trade's scheme, Mrs. Fawcett said: "This is such an exceptionally important crisis in the history of the nation that we are bound to utilise every kind of national strength that we have. And, after all, men have the self-protection which the franchise gives, and we have not. I think it will bring it home to the nation that if women are capable of rendering this national service they ought also to have the protection which comes from the Parliamentary vote."

Morning Post, March 20th 1915.

WORK FOR WOMEN SCHEME.

THE TRAINING PROBLEM.

The Board of Trade Scheme for employing women in industries where the number of workmen has been depleted by the war and in trades where men could be released for military service has created considerable interest throughout the country. Information which has reached the Central Labour Exchange offices, Queen Anne's Chambers, Westminster, show that numerous inquiries are being made at the Labour Exchanges throughout the country. Yesterday morning four thousand applications for the forms to be filled in by those desiring employment were received by the first post at the Central Offices. About a thousand women in London have already applied for forms. It is not yet possible to indicate the nature of the employment the women desire, as the applications have not yet been classified. The Board of Trade will not make a statement as to the result of the appeal until the lapse of a fortnight. By that time the department will be in a position to indicate the number of women who are available for war service and the nature of the employment they would like to obtain.

It is obvious that for the scheme to be successful employers must come forward with their demands, and women must undergo a certain amount of training to fit them for the work offered. The co-operation of employers is essential, otherwise it would be impossible for the Board of Trade to know what the anticipated demand for labour is likely to be. It is pointed out that the scheme for utilising women to do the work of men could be assisted if employers who expected large contracts informed the Board of Trade. The department might then endeavour to find women with suitable experience, and it is possible that they could be trained so that they could be ready when they were wanted. As to training, there are two courses open. Employers themselves might undertake to train women for certain kinds of work, or the Board of Trade might find it necessary to apply to the Treasury for a grant for this purpose. In certain branches of commerce in France the problem of employing women has been solved. Women who are the wives of men and the mothers of sons now at the front have taken their places in grocers' shops. Similar arrangements are being made in the restaurants and cafés, where women are taking the places of their husbands and sons.

THE TRADE UNION ATTITUDE.

Several Trade Union leaders have taken up a critical attitude towards the scheme. It is not that they object to women doing men's work during a national crisis. They realise that if the Germans are to be beaten adequate forces of fighting men must be raised in this country, and that Labour must make sacrifices. What they fear is that once women are trained to do work hitherto done by men employers may not re-engage the men when the war is over. They suggest that men who enlist, and whose places are filled by women, should be given a guarantee that they can go back to their old positions after they are discharged from military service. Any difficulty of this sort could be avoided by a definite understanding among the three parties concerned—the employer, the woman who has agreed to work for him, and the man who, released from work, has gone to fight for his country.

WOMEN AND FARM LABOUR.

A deputation of the Workers' War Emergency Committee, a central body representing the whole of the Trade Union bodies, has waited upon Sir Harry Verney (Parliamentary Secretary of the Board of Agriculture) and Sir Sydney Olivier (Permanent Secretary) in connection with the work for women scheme. The Board of Agriculture accepts joint responsibility with the Board of Trade for the scheme. A series of consultations has been arranged between the local branches of the Farmers' Union and the local Chambers of Agriculture. Board of Trade officials will attend these conferences and furnish the farmers with detailed information as to the available supplies of female labour registered at the Labour Exchanges. The official view is that the employment of women is the only alternative to child labour on farms.

In compliance with a request received from the Board of Trade Labour Exchange, the Executive Committee of the National League for Opposing Woman Suffrage has consented to co-operate with the Board of Trade in obtaining the services of women for war work and to urge the League's branches throughout the country to give their assistance.

The Times,
March 20th 1915.

WOMEN'S WORK FOR WAR.

NEW INDUSTRIAL ARMY.

OVER 6,300 APPLICANTS.

There was a gratifying accession yesterday to the ranks of the women who are ready to enrol for war service. The first day brought some 700 applicants to the Central Labour Exchange. The first post yesterday brought the number up to 4,000, and succeeding posts delivered letters in batches varying from 50 to 250, till before the close of the day the figures had risen to about 5,000. In addition 1,300 applications were registered at the district exchanges of London. This does not take account of the applications made to the 400 labour exchanges in the country, of which no returns have yet been received.

Throughout the day, as on the first day, there was a steady procession of callers. They were all sorts and conditions of women, although the great majority appeared to be ladies in a comfortable position of life, all animated by the one desire to be of service. The letters were from women of almost all ranks. One was from Queen's-gate, and another was dated from a country manor house. A number were from rectories and vicarages; others came from officers' widows, and wives of officers at the front. Many women had been engaged in teaching, while others had followed humbler vocations. Quite a number of the writers failed to state whether they were married women or spinsters, but it appeared nevertheless that a large proportion of the applications, probably 50 per cent., were from married women. Another interesting feature was the number of women who, while ready to be of service, wanted direction as to the kind of work which they should perform. Others, however, had very definite ideas.

To a considerable number of women the call of the land for labour had made eloquent appeal. In some cases these said they had had previous agricultural experience. A larger number had not done such work before, but being interested in gardening, offered their services. The Central Labour Exchange have had requests for female gardeners to replace male gardeners. It is stated that there will be no difficulty in complying with that request. There was quite a satisfactory proportion of girls who wanted to go into armament works.

The exchange have had a few inquiries from employers, but so far only a few, hotel-keepers and the like. It is obvious that the department will have to take in hand the problem of classifying the women, together with the more serious question of training, and then take steps to bring the scheme in some direct and systematic way before employers. As has been formerly stated, everything depends on the spirit in which it is taken up by them.

WOMEN FOR FARM WORK.

THE CUSTOM IN SCOTTISH COUNTIES.

The progress of the Board of Trade scheme for mobilizing women workers is being followed with interest in rural districts. The response to the promise of employment has been encouraging as far as numbers are concerned. In all probability not more than a small proportion have had previous experience of the work they will be asked to undertake, but willing learners will readily adapt themselves to the duties required of them.

In her letter to *The Times* of January 19 Lady Castlereagh (now Lady Londonderry) referred to the Lowlands of Scotland for an example of the efficient employment of women on the land. It might assist the progress of the movement instituted by the Board of Trade, as well as that mentioned by the Duchess of Marlborough in *The Times* of yesterday, if inquiries were made into the conditions under which women work in the Lothians and the Border counties of Scotland, particular attention being paid to the nature of the work, which, of course, would vary with the season, earnings, and modes of living. The standard where regular employment obtains

Daily News & Leader,
March 20th 1915.

WAR WORK FOR WOMEN.

Labour Disputes, Hours and Wages.

(To the Editor.)

Sir,—The Government's proposal in regard to the registration of women for War Service is a most important departure which may develop into a form of industrial conscription for women. I take it that those women who register as willing to perform various services can be called up for service, as the men were who filled up the army forms signifying their willingness to enlist. So important is the situation for women that it seems imperative that a National Conference of women's Trade Unions and political and social organisations should be called at once with a view to formulating demands. Such proposals as the following would be discussed:

1. That in view of the fact that the Government will at once become overwhelmingly the largest and perhaps eventually almost the sole employer of labour, with more extensive power for controlling labour than any private employer has ever had, it is imperative that the Parliamentary vote should at once be extended to women, in order that they may have the same power that men have in influencing the Government which controls their labour; otherwise the new industrial conscription will be an unjustifiable tyranny where women are concerned.

2. That as the Government proposes that all Labour disputes shall be referred to a tribunal nominated by the Government, women shall have strong representation on this tribunal, and in all disputes in regard to women's employment a woman of standing and experience (the nation has many such to draw upon) shall be the chairman of the tribunal, or in the case of the appointment of a sole arbiter, a woman shall be the arbiter of the dispute.

3. That where a woman is employed on work hitherto done by men, she shall receive the wage hitherto paid to men, in addition to any war bonus or increase in wages which might have been paid for the work now, in the case of men employees. That in no case shall an unskilled woman be employed at a lower wage than the current wage of a man unskilled labourer.

4. That proper safeguards in regard to hours, wages, and conditions be arranged in conjunction with representatives of the women concerned, and that no woman shall be compelled to work under conditions which the representative of the organisation to which she belongs reports to be unsatisfactory.

It is vitally important that some such regulations should be adopted by the women's organisations in order that the position of the women concerned may be safeguarded, and that the introduction of women into the labour market may not so vitally lower the standard of livelihood for the working classes as to become a national disaster.

It is hoped that the various women's organisations will sink their differences at this juncture and realise that their most patriotic duty as women is to safeguard the interests of the women of the nation.

E. SYLVIA PANKHURST.

March 18.

663/37 663.

Morning Post,
March 20th. 1915.

WOMEN AND THE WAR.

TO THE EDITOR OF THE MORNING POST.

SIR,—In this great national emergency the Government has called upon the women of this country to state whether they are willing to be employed in such a manner as will set men free to fight or set them free for labour which is necessarily male labour and essential for the highest efficiency of the industrial service of the country in time of war.

Now, there must be thousands and tens of thousands of women like myself who, through a labyrinth of custom and helplessness and ignorance, are trying to see their way clearly to their duty to their country. Picture for a moment such towns as Cheltenham, Bath, Bedford, Southsea. These are non-manufacturing centres, and in the miles and miles of villas there are thousands of women employed in ministering to the comforts of a few hundred women and children. There is hearty, healthy material in those domestic servants, but they are extraordinarily hard to rouse to unselfish effort for their country. If the Labour Exchanges could obtain even one-half the women employed in polishing silver, making beds, and brushing their mistress's clothes they would have large numbers of skilful hands for "light machine work for armaments," and the countless villas would hold busier women, but women who represented economy of labour instead of its wastage. Yet I venture to think that in nine cases out of ten the mistress of a house would read the Board of Trade appeal to deaf ears.

We know that all classes of men are represented in the New Army, and it follows that all classes of women should be represented in the forces of labour which the Government wishes to organise. Gentlewomen are giving a vast amount of voluntary work at present; no one can be ignorant of this fact who knows something of what is being done for soldiers' and sailors' wives and families, and for Belgians, and for all who are destitute and distressed, but in most towns there are still scores of strong young Englishwomen whose energy overflows into hockey and golf. Girls who have health to play hockey and golf and leisure to give to such games have health and strength and leisure that might well be organised and employed now with a view to the pressure that is coming presently with regard to agricultural work. Not willingly would we of the educated classes see our girls go forth to rough it, leaving the home circle and its safeguards, to be billeted in villages, but the fact remains that necessity knows no law, and if strong, healthy, and intelligent though unskilled labour is necessary this summer for our harvest the material is to be found in its thousands among the class I have indicated.

The mothers of every class are tied to their homes for various reasons, but where there are means to keep up a large establishment there is no valid reason why the accommodation and resources of such an establishment should not be commandeered for crèches, where little children might be left during working hours, provided that the Labour Exchange guaranteed the *bona fides* employment of their natural guardians in national emergency service. Nor, indeed, is there any reason why at a pinch the kitchen of a big country house should not be the kitchen of a community in harvest time, if such economy of domestic labour should prove a valuable aid in agricultural crisis.

Then take my own case: a married woman, without children, whose husband is on service. Handicapped by delicate health, and restricted by small means, and obliged to live where I have a cottage in a country district, how am I to answer the questions of the Board of Trade? Alas for feminine pretensions, we are the lesser sex when it comes to adaptability! While from every profession and trade men are joining the Army I remain in the restricted sphere of domestic and literary work. There must be a million like me.

But, nevertheless, I would advise all women to answer the questions set forth and leave the selection of the fittest to authority. And I would fain urge upon them to abstain from volunteering unpaid labour in this matter. Let all subject themselves to the test of being worthy of their hire.—Yours, &c.,

March 19. AN AUTHOR.

East Anglian Times, March 20th. 1915.

WAR WORK FOR WOMEN.

NO DEMAND YET IN SUFFOLK.

To assist their effort to secure more men for the fighting line and for the production of munitions of war, the Government have issued an appeal to the women of the country to register themselves as willing to take up such work as they can do, but which, up to the present, has remained outside their sphere. By doing this they will enable more men to be drafted into the more direct service of the State. Men will still be required for the bulk of the work attaching to the manufacture of munitions of war, but there are many phases even of this manufacture that are well within the ability of women to carry out.

With regard to the important matter of food supply, it is acknowledged that women can make themselves of the greatest possible use. To give a few instances of farming operations in which women can be of service, there is stone picking, singling roots, weeding all kinds of corn in season, pea-picking, strawberry and small fruit picking, cabbage planting, assisting in haysel and harvest work, milking and tending stock, etc. Then again women could well take the places of many men at present engaged in shops or offices. It is true that in many cases some training would be necessary, but this could be as easily got over as it has already been done in connection with light armament work. There are ways almost innumerable in which women can help their country by releasing men for other work.

It is estimated that there are 7,000,000 working women and girls in the United Kingdom. According to the last census in 1911 there were 5,854,000 females over ten years af age who are wage earners in England and Wales alone. Of them over 1,250,000 are domestic servants, 372,834 in the cotton trade, 333,129 in dressmaking, and 211,183 in the teaching profession.

What the Board of Trade is aiming at now is to register as far as possible the number of women willing to undertake paid labour of any kind and to assort the qualifications. No woman is, of course, committed to anything by registering her name. When work is offered to her she can decide whether she will take it or not, and it is hoped that this, with the vigilance of women's organisations, will prevent women being exploited by being paid low wages. The Board of Trade attaches very great importance to the employer undertaking to keep men's places open for them. This will have the double effect of encouraging men to enlist and avoid the permanent displacement of men by women after the war is over.

Already large numbers of women all over the country have registered. At the Ipswich Exchange a number of women, many of them in employment, have intimated their willingness to assist, the majority of them machinists, willing to tend any machine they are capable of looking after. As yet, however, the new scheme has not become sufficiently known, but when it has there is no doubt the Government will have plenty of offers of assistance from the women of Suffolk, who are quite eager to do their share in this great emergency. So far Suffolk employers have not been asking for female labour, but with the shortage of labour that is bound to come sooner or later they will have in the present scheme a valuable source from which to draw.

The Leicester Post, March 20th. 1915.

THE MOBILISATION OF WOMEN'S LABOUR.

Mr. Percy Alden is to explain the Government proposals for mobilising women's labour at the meeting which the Women's Emergency Corps is holding at His Majesty's Theatre on Tuesday. The meeting was arranged some time ago in aid of the funds for a canteen at the front and the multiform activities of the Corps at home; but the new development will, I am told, receive most attention from the speakers, who include Lord Charles Beresford, Prebendary Carlisle, Miss Compton, and Miss Decima Moore, the Duchess of Marlborough presiding. On the whole, the tendency among the women's organisations is to welcome the Board of Trade circular as a recognition of the status of women in the industrial field, but misgivings are entertained on some of the details. It is not quite certain to what extent it is proposed to introduce into the labour market women who are not ordinarily wage-earners. According to Miss Macarthur, there are at least fifty thousand unemployed women workers in the country, and it is felt that every effort should be made to utilise their labour before calling on the economically independent. The question of the wages to be paid is exciting interest in the trade unions.

The Cambrian, March 20th. 1915.

WORK FOR WOMEN.

IMPORTANT GOVERNMENT SCHEME

TO RELEASE MEN FOR ACTIVE SERVICE.

The Board of Trade, on behalf of the Government, have been at work on the problem of women's help in the war, and have now framed a scheme with a view to dealing with it. The scope and character of it is set out in the following official statement:—

War Service for Women.

The President of the Board of Trade wishes to call attention to the fact that in the present emergency, if the full fighting power of the nation is to be put forth on the field of battle, the full working power of the nation must be made available to carry on its essential trades at home. Already, in certain important occupations there are not enough men and women to do the work. This shortage will shortly spread to other occupations as more and more men join the fighting forces.

In order to meet both the present and the future needs of national industry during the war, the Government wish to obtain particulars of the women available, with or without previous training, for paid employment. Accordingly, they invite all women who are prepared, if needed, to

Take paid employment of any kind

—industrial, agricultural, clerical, etc.—to enter themselves upon the Register of Women for War Service which is being prepared by the Board of Trade Labour Exchanges.

Any woman living in a town where there is a Labour Exchange can register by going there in person. If she is not near a Labour Exchange she can get a form of registration from the local agency of the Unemployment Fund. Forms will also be sent out through a number of women's societies.

The object of registration is to find out what reserve force of women's labour, trained or untrained, can be made available if required. As from time to time actual openings for employment present themselves, notice will be given through the Labour Exchanges, with full details as to the nature of work, conditions, and pay, and, so far as special training is necessary, arrangements will, if possible, be made for the purpose.

Any woman who by working

Helps to release a man

or to equip a man for fighting does national war service. Every woman should register who is willing to take employment.

Daily News & Leader, March 20th. 1915.

WOMEN'S WAR SERVICE.

Suffragists Ask for Guarantees and the Vote.

The Women's Freedom League, in welcoming the recognition of women's work given by the Government in their registration scheme, demand the following guarantees:

That no trained woman employed in men's work be given less pay than that given to men.

That some consideration be given when the war is over to the women who, during the war, have carried on this necessary work.

That, in case of training being required, proper maintenance be given to the woman or girl while that training is going on.

This is an opportune moment, they declare, for the Government to guarantee that, before they leave office, they will bring before the House of Commons a measure for the political enfranchisement of women.

The United Suffragists also call upon the Government to pass a non-party measure of woman suffrage at the earliest possible opportunity, and insist that every woman who responds to this national appeal and [illegible] work shall be paid a [illegible]

663/38 663.

Daily Chronicle, March 20th. 1915.

"WAR SERVICE FOR WOMEN."

To the Editor *Daily Chronicle*.

Sir,—As a woman who has volunteered for any service in which a knowledge of metal work may be of use, may I be allowed to protest against the remarks of Mr. Mallon, of the Anti-Sweating League, in your issue of to-day? Mr. Mallon does not seem to realise that these are not ordinary times. To talk of "class distinctions" now, and to say that the "refined dressmaker" would greatly resent working with the armament girl because, though a "good sort," she is "rough in her ways" is surely too absurd in these days when the Harrow boy and the roughest Tommy are united in the closest bonds of brotherhood against our common foe. Women are learning many lessons nowadays, and every thinking woman must rejoice if the Government realises that we too can actively serve our country. Let educated women leave knitting and shirt making to the "refined dressmakers," and train to be of some special use in this national emergency. The recent experiment at Toynbee Hall in training unemployed and even elderly men in the furniture trades to earn good wages at rivetting and leather work, shows that much can be done even with a few weeks training at a new trade.

March 19, 1915. WOMAN WORKER.

"WOMEN WAR WORKERS."

To the Editor *Daily Chronicle*.

Sir,—The advertisement of the President of the Board of Trade in to day's public Press makes interesting reading So interesting indeed that I have to-day been moved to write to him on the subject, though, doubtless, my letter will meet with the fate of thousands of its fellows on the same subject.

Women war workers are wanted. Good. The President of the Board of Trade should obtain from the War Office the number of firms who have been asked to tender for women's work, and the number of firms to whom contracts have been allocated. He should then compare the figures, through a trades directory, with the number of firms who, despite repeated applications made through every possible channel, have been given no opportun ty of tendering, and all of whom have skilled labour ready and willing. His directory would also inform him of the number of firms or individuals who have obtained contracts, but who have no workshop. These contractors have, of course, sublet the work, or else have put it out to the East End at sweated rates.

Surely, besides being instructive, the result will give us a good idea of the business capacities of the men at the helm. BUSINESS.

Hither Green, S.E., March 18, 1915.

The Yorkshire Post, March 20th. 1915.

The women's societies favourable to the Government's scheme for establishing an industrial reserve of women workers will require to be on their guard against the plan being hedged in with restrictions in the interests of the great trade unions that have the ear of the Ministry. The national Labour leaders are inclined to regard the scheme as an attempt to force down men's wages, and the anti-militarists fear that it may bring about something like compulsory military service by hastening the discharge from employment of all men of age for the Army. These two sections are combining to make representations against any scheme so ambitious as that outlined by the President of the Board of Trade, and if the Government are desired to make a stand against this alliance, it is necessary that they should have immediate indications of the extent to which they can rely on the support of representative organisations anxious to have the scheme worked free from the restrictions desired by trade unions.

The Liverpool Post
March 20th. 1915.

WOMEN'S WORK FOR WAR.

MANY ANXIOUS TO HELP IN LIVERPOOL.

The Government's call to women to help has led to many inquiries in Liverpool. Women of all classes have been anxious to hear what they can do, and they are willing temporarily to forsake the domestic circle either to help in the manufacture of war necessities, or to release men workers for the Army.

So far it would appear that the scheme is merely in an experimental stage. A Governmental official visited the city the other day and made a preliminary survey of the possible demand for the supply of these industrial volunteers, with what result is not known.

Labour exchanges have been furnished with forms, on which applicants for these duties have to give particulars about themselves, but this represents all that has been done up to the present.

From inquiries one gathers that the project is welcomed amongst Liverpool women workers, and especially do they commend the virtual offer of the authorities to train inexperienced women, especially for such diverse duties as agriculture and military clothing. Whether there are Liverpool concerns which need their assistance is not clear, but it is probable that the city can enrol a small force of women willing to go to some town where their services would be valued, provided the pay and the conditions were satisfactory.

The Government's call is not merely to the woman who is ordinarily in employment; what is wanted is women who can widen the source of supply, and this will be done chiefly by the volunteering of married women, and more especially those who were in works or offices before they took up management on their own account—in the home.

Women are urged to come forward even if they can work for half-days only. Every little will help in the great task of finding men and material for the front.

No doubt these openings will appeal particularly to the soldiers' and sailors' wives, who will thus be able to add a useful supplement to their separation allowances, and also have an interest which may serve to relieve them of anxiety and too much brooding.

The Northern Echo,
March 20th. 1915.

Women Workers.

Already in Newcastle many women are at work on distinct war service. Other work opened as emergency employment for women does not keep them long. We are assured that the superior pay enjoyed by the women who go to work in the ammunition works is a greater attraction than toy-making and other employments organised to afford remuneration for girls and women thrown out of work in other quarters. Girls who have been in domestic service, and others who have been engaged in clerical work, and as typists, have found their way to the shell works at Elswick. The special appeal which is made for assistance in agriculture requires, however, a different class of women, and is not likely to be responded to in any great numbers by women brought up in the city. The Women's Emergency Corps has, however, been steadily at work recruiting for just such a call those who can drive motor cars or perform other duties at present filled by men. Girls have also taken the places of clerks who have joined the colours and are now engaged in eagerly getting themselves fit for work at the front.

Manchester Guardian,
March 30th. 1915.

WAR SERVICE FOR WOMEN.

WOMEN'S FREEDOM LEAGUE ASK FOR GUARANTEES.

The Women's Freedom League are glad to note the tardy recognition by the Government of the value of women's work brought before the country in their scheme of war service for women. We demand from the Government, however, certain guarantees.

Firstly, that no trained woman employed in men's work be given less pay than that given to men.

Secondly, that some consideration be given when the war is over to the women who during the war have carried on this necessary work.

Thirdly, that in case of training being required proper maintenance be given to the woman or girl while that training is going on.

Recognising that the Government's scheme offers a splendid opportunity for raising the status of women in industry, we urge that every woman should now resolutely refuse to undertake any branch of work except for equal wages with men. By accepting less than this women would be showing themselves disloyal to one another, and to the men who are serving their country in the field. These men should certainly be safeguarded on their return from any undercutting by women.

Finally, seeing that the Government are now making a direct appeal to women to come forward and help in the defence of their country, and that fresh responsibilities are being thrust upon them—thousands through the loss of their husband being left to perform the duties of both father and mother—we feel that this is an opportune moment for the Government to guarantee that before they leave office they will bring before the House of Commons a measure for the political enfranchisement of women.

We urge all suffragists to support us in this demand *now*.

(Signed) C. DESPARD, President; E. KNIGHT, Hon. Treas.; F. A. UNDERWOOD, Secretary.

Sunday Pictorial · 21.3.15.

MOBILISING WOMEN FOR WAR WORK.

CHANCE FOR WHICH THEY HAVE LONG WAITED.

EFFECT ON YOUNG MEN.

(By MRS. E. PANKHURST.)

History is in the making in the State call to women for war service, and women the kingdom all over will welcome it with all their hearts. It is the chance they have long been waiting for.

The Government's decision to mobilise the

[illegible] hope that the spring will see the Russians

[illegible] timism is absurd, there is every reason to

[illegible] invaded, and, although exaggerated op-

[illegible] vince" of East Prussia is to be again

[illegible] clear that the Kaiser's precious "own pro

[illegible] carry out her own designs. It is quite

[illegible] vances, is merely using him as a tool to

[illegible] from being terrorised by Hindenburg's ad

[illegible] exhaustible and that our splendid Ally, far

[illegible] shows that the Russian resources are in

[illegible] Russians have penetrated into Mehrel. I

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[illegible] certainly the most significant news pas

RUSSIA REAPPEARS.

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[illegible] disaction the latter part of [illegible] and

[illegible] on sighting the patrol boat the latter [illegible]

[illegible] aeroplanes also took part in the "raid," but

[illegible] An Admiralty patrol boat. Three other

[illegible] He made great his escape when sighted by

[illegible] rowly missed hitting two neutral vessels

[illegible] dropped several bombs into the sea and nar

proved himself a sorry bungler, for he

Reynolds's Newspaper,
March 21st. 1915.

MOBILIZING THE WOMEN.

Criticism of the Proposal of the Government.

(Special to "Reynolds's.")

The Government's proposal to mobilize woman in the national service, and to establish a special registry for them under the Board of Trade, has been rather critically received in Trade Union circles. Interviewed by a "Reynolds's" representative, Miss Mary R. MacArthur, the secretary of the Women's Trade Union League (which represents 240,000 women wage earners), gave expression to the general feeling. She characterized the appeal to women to take the places of the men at the front as "melodramatic," and thought it had been hurriedly drafted.

Miss M. MacArthur.

"It is," she said, "a partial application of the sound communist motto, 'from each according to his abilities and to each according to his needs,' but it is impossible to apply it to a state of society such as ours. You cannot make it go on all fours.

If we were going to adopt collectivism all round, well and good; but this is the wrong end to begin. The mobilization of industry for productive work, as instanced by the Government taking over the armament factories, is far more important, and likely to be productive of far more good.

"In view of the actual position, I can only suppose that the appeal has been drafted with a view to possible future eventualities, for at present there are at least 50,000 women, normally wage-earners, who are unemployed. They should be reabsorbed, and their possibilities of adaptation to the new requirements should be tested before there is any thought of flooding the Labour market with women who are not there to earn a living, and who would be taking the bread out of the mouths of workers who would otherwise be doing the work they are appealed to to undertake. There is a shortage of men, it is true, and of women, too, in some districts, but it is by no means a simple matter to arrange for the transference of female labour from district to district or trade to trade, for women are naturally less mobile than men.

"There can be no doubt that the Trade Union world, even if convinced of the necessity of this innovation, will require a satisfactory guarantee on the various aspects of the proposed substitution.

"On what conditions are these women to be substituted for men? Are they to receive the same wages for the same work? What guarantee is to be given to men that, when they return to civil life, their situations will be open for them, and that the standard of conditions in their trades remain unimpaired?

"And if the men receive satisfactory guarantees, what is to happen to women who have taken their places when they return, if in the meantime the women have become self-depen-

Reynolds's Newspaper,
March 21st. 1915.

The Appeal to Women.

The Government, deciding to make a register of all women trained and untrained willing to work, have taken a step that may have great consequences. It certainly has great dangers. A woman who can do a man's work is worth a man's wage. But if, after the war, we find a large number of industries staffed with underpaid female labour, it will be a supreme industrial tragedy. The enrolment of women in greater numbers in the industrial ranks may be necessary in this national crisis, but the occasion should be used as a lever for placing women workers in a sound economic position.

Lloyds Weekly News, March 21st. 1915.

WOMEN'S PART IN THE WAR: Government Plan to Use Their Services.

The Government have taken an important step by calling upon women to register themselves for paid employment in the nation's service, so that they may not only fill up gaps in the ranks of men caused by the departure of so many workers to the war, but also release other men for the fighting line.

According to the official announcement, it is intended to use the Labour Exchanges as the basis for a Register of Women for War Service, and it is expected in this way to obtain a complete list of women, with or without previous training, who are available for certain kinds of work.

There is work in connection with the making of armaments that women are doing now, and at which many more could be employed; while, on the land and in shops and factories, they could take the place of men of fighting age, who might thus be at liberty to join one or other of the Imperial Forces.

That is the scheme as outlined in the Board of Trade circular, but, of course, there are difficulties, chiefly owing to the existence of some 50,000 unemployed women, whose position towards the Government scheme—assuming that they are suitable for the work required—does not seem clear.

WOMEN have done noble service in the present war. In days of old, when knights went forth to battle, their ladies stayed at home and weaved and spun and sang ballads of fighting. Many of them, however, were capable of deeds of great valour, and Boadicea, the Warrior Queen, was not the only representative of her sex who showed courage and a martial spirit when the occasion required the display of these qualities. War service of that kind, however, has never been required of women, and it is enough that they give us of their best as nurses in war time. That, in itself, demands no ordinary sacrifice and even great risk, as the death roll among nurses in the South African War so lamentably proved.

The present war had not been many weeks old before women showed not only their eagerness and desire, but their great capacity to help. The opening sentence in the official handbook of the "Women's Defence Relief Corps" reads almost like an intelligent anticipation of the Government's idea. It is as follows: "The Women's Defence Relief Corps has been formed to undertake civil or semi-military work, which will enable more men to go to the front." Then there was the "Women's Volunteer Reserve," which had the enthusiastic support of Lady Jellicoe, wife of the Admiral in command of the North Sea Fleet. The object of this organisation is practically the same as that of the Relief Corps: "to set every man free for the fighting line."

The "Women's Emergency Corps" is another body that has done splendid work for the nation. This corps was started within two days of the declaration of war with the object of organising women's help, and within two weeks over 10,000 offers of personal service had been received and dealt with.

This does not pretend to be by any means an exhaustive list of the many agencies that owe their origin to the zeal and capacity of women to help in the war. From the moment Germany started on her mad-dog campaign the women of Great Britain have shown a noble spirit, not merely in sorrow and suffering, but in service. A mere list of some of the new occupations they have taken up is sufficient to show that, in organising a war service for women, the Government is knocking at an open door. Here are a few of these new callings:—

Railway clerical work
Carriage cleaning
Grocery
Engineering
Lift attendants
Fur-making
Architectural drawing
Mail collecting
Motor driving
Banking accountancy

MISS MARY MACARTHUR,

The leading authority on women's work.

LADY ST. HELIER.

scheme, but it was a very present help to the nation in a time of emergency.

To come now to what the Government are asking women to do! The principle of the scheme is set out in the last paragraph of the Board of Trade circular as follows:—"Any woman who by working helps to release a man, or to equip a man, for fighting, does national war service." An unofficial description of the scheme is: "We desire to form a roll of honour of women who are ready to give their services to the nation."

A roll of honour for women! That is a great idea, and it might even be carried further by giving a medal in meritorious cases, just as a medal is to be given in special circumstances to workmen engaged in the manufacture of the munitions of war. Women have made splendid use of their opportunities up till now, but a greater opportunity awaits them, and there is not the slightest doubt that they will avail themselves of it. Here it might be well to quote the opening passage of the official circular:

> The President of the Board of Trade wishes to call attention to the fact that, in the present emergency, if the full fighting power of the nation is to be put forth on the field of battle, the full working power of the nation must be made available to carry on its essential trades at home. Already in certain important occupations there are not enough men and women to do the work. This shortage will certainly spread to other occupations as more and more men join the fighting forces.
>
> In order to meet the present and future needs of national industry during the war the Government wish to obtain particulars of the women available, with or without previous training, for paid employment. Accordingly they invite all women who are prepared, if needed, to take paid employment of any kind—industrial, agricultural, clerical, etc.—to enter themselves upon the Register of Women for War Service, which is being prepared by the Board of Trade Labour Exchanges.

That is, in its essence, the Government scheme. It has been received with general approval, but Miss Mary Macarthur, secretary of the Women's Trade Union League, who has an intimate knowledge of all questions affecting women's work, raised an important point—the relation to the scheme of 50,000 unemployed women. She has stated:—

> I understand the appeal is made to women not normally wage-earners, and even to women who have not previously been wage-earners. There are now 50,000 unemployed women who are normal wage-earners, and I should like an assurance that the absorption of these women has been considered before new and presumably inexperienced women are introduced.

The Ref
March 21st 1915.

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THE LADY AT THE ROUND TABLE

WOMEN AND WAR SERVICE.

FOR "HOME DEFENCE"!

AT the beginning of the war the patriotism of [illegible]tish women had an instantaneous expression in [illegible] kinds of work to which they had never before [illegible]tomed. Some men considered these offers with [illegible] albeit with a smile of unbelief.

I remember in particular one man with whom [illegible] on the advisability of training women immediately [illegible] the lifts in the large shops and business buildings. [illegible] my suggestion as a joke.

To-day women, bright, young, smartly uniformed, [illegible] running the lifts in many of the principal London [illegible] have talked with numbers of the women so engaged, [illegible] assure me the work is easy and not uninteresting, [illegible] they like it better than selling ribbon behind a count[illegible]

This is but one of a dozen innovations which the [illegible] brought about within six months. And now the Gov[illegible] has issued an appeal to the women of the Empire to co[illegible] and do National War Service, explaining that every [illegible] who helps to release a man or to equip a man for fig[illegible] renders this kind of service to her country. Women are [illegible] to register at the nearest Labour Exchange, explaining w[illegible] they can do and what they are willing to learn to do. M[illegible] particularly are they asked to offer their work in the mu[illegible]tion factories, and in payment they are offered the ordinary industrial rates.

This call to women is a welcome one, and the response cannot fail to be large, if not overwhelming. All kinds of societies composed of women are sending in their answer, and the various suffrage societies are rejoicing over this opportunity to make good their contention that "woman's sphere" can only be marked by the measure of each individual woman's capability.

Now, more than ever, it seems to me, is there little excuse for the cry of unemployment among women. Only the mentally or physically unfit ones need go workless. I understand that the Government puts no age-limit and is giving parents and guardians assurances that young women will be adequately protected and treated with all due courtesy and consideration. The Board of Trade shows true diplomacy and tact in the appeal it makes to women to take up work that must be done. The appeal has been made a call to National War Service, and I cannot fancy any woman unable to feel a thrill at this summons.

Yesterday several women were talking over this call. For an instant one of the number put a damper on the enthusiasm of the company by saying:

"What will be done with us when the war is over? Will the men be given back their work—those that return able to fill the old positions? You see, I can't help wondering——"

Then the real nobility of her nature came to the rescue. "I'm ashamed of myself!" she suddenly exclaimed. "It's a question of doing one's job at the moment, and not looking ahead, except for the good of the country."

I think the Government will find that this is the spirit of British women. They are going to attend to their "jobs," realising that this is no time for dwelling on any past injustices to women or any future ones either.

In fact, this war will mean much for women if women do but to themselves be true.

* * *

There is a great National War Service for every woman in the land, whether she responds to this call of the Government or whether she remains at home. Last Sunday Dagonet spoke of the war that Germany would wage on England when this present war had ended—the industrial war, and he advised a preparation now for this war which is sure to come.

Now, this trade war of Germany is going to be a war waged largely against women, as it always has been, or perhaps I should say it is a war to which the defence must be made by women. Women have always been the purchasers of more than two-thirds of the manufactures which Germany has sent to this country, and if Germany is to succeed in her next war it can only be for the reason that the women of Britain will lack the stamina or the inclination to make resistance.

If British women to-day make a resolve that their children shall never again play with toys made in Germany; if they go out into their kitchens, take note of all kitchen utensils, and determine that Germany shall have no part in furnishing those kitchens; if they go through their houses with note-book and pencil, jotting down the goods they already have of German or suspected German manufacture; if they look over their wardrobes with the same intention of learning to what extent they have heretofore patronised German industries, and then make their plans for a campaign against Germany, and *stick to those plans*—Germany must suffer her second and most important defeat in her contests against Britain.

In the defence against the Industrial War the men of this country will be almost helpless unless they have the co-operation of the women. Women are the buyers of the world. If women ceased to buy, most industries would go to pieces. There are really very few things of which men are the purchasers. Many wives attend even to the buying of all the wearing apparel of their husbands with the exception of suits, boots, and hats, and even in the choice of materials for most men's suits women have a word of advice. So we may say they have practically the clothing of the whole family in their hands, the furnishing of their house, and the decision concerning foodstuffs. Therefore, if British women should band themselves together for defence when Germany again makes war, there can be no question of the victory. I believe that women, if they will only combine, can revive British industries and make another German industrial invasion an impossibility.

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Carriage cleaning
Grocery
Engineering
Lift attendants
Toy-making
Architectural draw- ing
Debt collecting
Motor driving
Banking accountancy
Motor van drivers.

It must not be forgotten, too, that an important development of Vis- count Haldane's Territorial Army scheme — that scheme which has worked so splen- didly in this war— was that the British Red Cross Society took a defi- nite place in the constitution of the Territorials, and its "women's detach- ment" has proved itself to be a valuable supplement to the medical service of the new force. There are, also, the women policemen, to whose good sense and charitableness more than one London police magistrate has paid a deserved compliment. Lady St. Helier, indeed, aptly described the position of women towards the war when she wrote:

> To-day women are working everywhere, not only in their own occupations, but in hundreds of organisations which war has called into being, and doing that quietly, completely, and perfectly. It seems almost ridiculous to ask what women can do in war: the question really is: What is there that women cannot undertake suc- cessfully?

That is a true and a wise saying, and it should be an encouragement to the Government to proceed with their scheme to the utmost of the nation's require- ments. It will be ungracious, in this account of what women are doing, to omit any reference to the fine work done by them in collecting for the various patriotic funds, one of the chief of which is Queen Mary's "Work for Women Fund." That was not, of course, in line of the Government's war. Women have made splendid use of their opportuni- ties up till now, but a greater opportu- nity awaits them, and there is not the slightest doubt that they will avail themselves of it. Here it might be well to quote the opening passage of the official circular:

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Miss Macarthur, like every other patriotic woman, wishes to do every- thing possible for the defence of the country, and it can hardly be denied that her comment is a reasonable one, and is inspired by the desire to do her best for a class of deserving women to whose interest she is devoted. Lady Frances Balfour, Miss Marie Corelli (the novelist), the lady principal of the Women's Agri- cultural College at Swanley, Mrs. Falk (secretary of the Women's War Emergency Corps), and other ladies who have a keen concern in the welfare of working women, have ex- pressed their warm approval of the scheme.

In this way, then, the women of Great Britain can do, and will do, what so many thousands of their menfolk have done: place themselves freely at the service of their country and do the work that is given them to do. Their first duty will be to enter their names upon the Register of Women for War Service that is being prepared by the Board of Trade Labour Exchanges. Any woman living in a town where there is a Labour Exchange can register by going there in person. If she is not near a Labour Exchange she can get a form of regis- tration from the local agency of the un- employment fund. Forms will also be sent out through a number of women's societies, and can be obtained by post from the General Manager, Board of Trade Labour Exchanges, Queen Anne's Chambers, Broadway, Westminster.

The leading authority on women's work.

LADY ST. HELIER.

[Beresford.

Who sees infinite possibilities for women's work in war time.

for the cry of unemployment among women. Only the men- tally or physically unfit ones need go workless. I understand that the Government puts no age-limit and is giving parent and guardians assurances that young women will be ade quately protected and treated with all due courtesy and con sideration. The Board of Trade shows true diplomacy and tact in the appeal it makes to women to take up work that must be done. The appeal has been made a call to National War Service, and I cannot fancy any woman unable to feel a thrill at this summons.

Yesterday several women were talking over this call. For an instant one of the number put a damper on the enthusiasm of the company by saying:

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There is a great National War Service for every woman in the land, whether she responds to this call of the Govern- ment or whether she remains at home. Last Sunday DAGONET spoke of the war that Germany would wage on England when this present war had ended—the industrial war, and he advised a preparation now for this war which is sure to come.

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If British women to-day make a resolve that their children shall never again play with toys made in Germany; if they go out into their kitchens, take note of all kitchen utensils, and determine that Germany shall have no part in furnishing those kitchens; if they go through their houses with note-book and pencil, jotting down the goods they already have of German or suspected German manufacture; if they look over their wardrobes with the same intention of learning to what extent they have heretofore patronised German industries, and then make their plans for a campaign against Germany, and *stick to those plans*—Germany must suffer her second and most important defeat in her contests against Britain.

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This is a most important form of National Service for women, and I advise every woman to enlist at once. At first it may have some inconveniences attached to it, but it will be a most interesting and highly educative service. One day, a few years ago, I interested myself in taking an inventory of every article of clothing I had on at the time, and I dis- covered that I was wearing not a solitary thing of British manufacture—that I was actually foreign-made throughout. I first made the inventory out of mere curiosity, but I soon became something more than curious. That was the begin- ning of my very great interest in British industries, and I did not rest until I proved that British manufacturers could, if they desired, dress their own women.

Up to a very short time ago British children played almost entirely with German toys. Now, thanks to the enterprise and patriotism of the Women's Emergency Corps, we have found out that British children can be perfectly happy without any assistance from Germany in this direction.

So I say to all women, start at once with your inventories, and enlist in the National War Service for home defence.

* * *

The little Princess Marie José of Belgium has sent me a delightful message telling of her pleasure in reading my penny story, "Dik," and saying she feels sure that all British children will enjoy reading this description of a Red Cross dog's life and work on the battlefields of Belgium. The proceeds from the sale of "Dik" will be given to the little Princess for distribution to the needy children of Belgium, and she hopes that many thousand copies will be sold. Perhaps you will buy some of the new "Dik" stamps printed in Belgian colours at the price of threepence a dozen. These as well as the story can be obtained by calling on, or writing to, "Dik" (put his name on your envelope to avoid confusion), care of Canada's Grand Trunk Railway Offices, 19, Cockspur-street, S.W.

About £6 has now been received from Refereaders toward the "'Dik' Easter Gift." I thank you all, and I "solicit a continuance of your esteemed orders"!

ENID.

Edinburgh Evg. News,
March 22nd. 1915.

SCARCITY OF LABOUR.

THE MOBILISATION OF WOMEN.

Few more significant events have occurred during the present war crisis, writes a correspondent, than the issue this week by the Government of an appeal to women to register their names as being willing to undertake national service in industries and occupations where the supply of labour is short or is likely to become so. The announcement was in a sense unexpected, but the whole trend of events during the past few months has led up naturally to the present position. The shortage of men in industrial occupations alone, setting aside the further needs of the Army, is in many instances most acute. Firms engaged in the production of armaments and explosives are clamouring for more men. Labour exchanges have been utilised, trade unions have been consulted, representatives of firms have scoured the country from the Tay to the Bristol Channel, tradesmen have returned from Canada and elsewhere, and yet the shortage continues. In other occupations, such as agriculture, leather work, and even some clerical professions, the scarcity of labour is hardly less marked. The fact is that in most cases men are simply not obtainable for the work, and the truth of that statement is evidently recognised by the Government.

Experimental Work.

Ever since the outbreak of war and the transference of large numbers of men from the industrial ranks to the fighting lines the process of replacing men with women has proceeded steadily and increasingly. The Post Office, mercantile houses, insurance offices, have all been experimenting, and so far as can be gathered have met with considerable success. Latterly, firms engaged in the metal trades have been disposed to try female labour for such processes as machine minding, and ammunition firms are also endeavouring to augment their output by calling in the aid of women. This tendency will undoubtedly increase and the response to the present national appeal will be watched with the keenest interest.

Registration by Middle-Class Women.

The appeal was only issued on Thursday morning, but already, it is understood, considerable numbers of women have applied to the Labour Exchanges for schedules to fill up offering their services. While the immediate intention of registration is to ascertain what reserve force of women's labour, trained or untrained, can be made available if required, it is reasonable to suppose that the Government's object is not merely precautionary. It is thought likely that various training schemes may be started shortly with a view to equipping the applicants for the various types of work for which they are willing to offer their services. So far, the response has come mainly from women in fairly comfortable circumstances, whose main desire is to render some distinctively useful service to their country in its present need That the number of applications from working women is not so numerous may be taken as a good augury that employment amongst women generally has steadied, and that distress is therefore not so prevalent.

A Democratic Scheme.

It is to be noted that the Government do not appeal for workers on voluntary lines, but that all women register for paid work. It follows, of course, that some sort of preference will have to be given to women who are normally of the wage-earning class; on the other hand it would be a pity to exclude women more fortunately placed simply on the ground of their economic position. By reason of education, alertness, and adaptability many women of the so-called leisured class would probably prove of the utmost value in certain occupations, particularly those in which rapid training is necessary. A democratic touch has been given to the scheme, however, by the stipulation that all applicants will be dealt with through the National Labour Exchanges. It is too early yet to judge the success of the scheme, but as to the boldness of its conception there can be no question. To women generally it offers an opportunity which many doubtless will have the wisdom to accept. No matter what restrictions may be agreed to between employers and workers as to the retention of women at the close of war, the economic position of women is bound to be profoundly altered for the better by the fine services they are now rendering to the country.

The unusual course was taken yesterday of intimating in some of the churches in Edinburgh the Board of Trade announcement regarding the employment of women. At the Central Hall, where there were many women in the congregation, the Rev. A. J. G. Seaton stated that the announcement had been sent to all the churches in Edinburgh. He said some of those present might jump to the conclusion that the announcement was serious news, but he assured them there was nothing of a seriously critical nature behind the notice.

The Daily Chronicle,
March 22nd. 1915.

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WAR SERVICE FOR WOMEN.

THOUSANDS EAGER TO REGISTER.

LADY GARDENERS FOR LONDON PARKS.

Thousands of women have already offered themselves for war service, in response to the Government's appeal, to relieve men from civilian employment for sterner duties.

Over 6,000 applications have been received at the Central Labour Exchange, Westminster, alone. Applications have also been pouring in at all the 400 Labour Exchanges of the country.

At the Central Labour Exchange a "Daily Chronicle" representative was informed that the applications were coming from all classes, but mostly well-to-do, officers' wives and widows, and daughters of the clergy.

Return to Vacancies after War.

The response from employers, stating their willingness to encourage their young men to enlist, had been rather disappointing so far. Employers are being asked to say how many fit men they can spare, providing the vacancies can be filled by capable women.

As far as possible, employers should agree to find positions after the war for all their men who enlist.

It is also important that the women shall be properly, though quickly, trained to take the places of the men. Much may be done at once through the polytechnics and the schools of the central and local authorities. Further, it is suggested that employers should employ women as probationers before the men leave, and so help in the practical teaching of the women.

Many school teachers suggest that they can easily take the place of bank clerks. Other young women are ready to act as booking clerks, motor-bus and taxi drivers, tram conductors, shop assistants, and gardeners. Most applicants, however, are willing to make themselves generally useful

WOMEN ON THE LAND.

On the question of releasing male labour from the land by substituting women workers, a "Daily Chronicle" representative saw Miss Helen Colt, who, before the war, was lecturer on gardening, under the L.C.C., to school teachers. Miss Colt, herself a practical gardener, holding the diploma of the Royal Botanic Society, is lecturing and giving practical demonstrations in gardening at the society's gardens every Saturday.

She thinks it is a mistake to suppose that city-bred women, who have perhaps never put in a potato or handled a hoe, will find land work congenial, or do it well. "Also it is a fallacy that hard work, such as ground preparation, is unskilled work. Women taken from town work should perhaps begin with some of the easier and lighter sowing and planting, on ground already prepared by country women if possible.

"If there is intelligent co-operation, in farm and garden work on these lines, it will save such waste of time as I saw lately on ground being planted with fruit trees by factory girls who, through want of practice, found great difficulty in setting the lines out straight.

"As regards the proposals that women gardeners who have had a thoroughly good practical training should take the place of men, satisfactory replacement in private gardens ought to be possible. I don't think serious dislocation need be feared at the end of the war owing to this, as the land cult will have increased, and more skilled labour will be required.

IN PUBLIC PARKS AND GARDENS.

"I think we ought to urge the authorities to take on trained women gardeners in suitable departments of our parks and public gardens, and so set free many fit men for war service. It is due to prejudice that this has not been done already, only there must be no mistake about women's experience and efficiency as practical gardeners before we offer ourselves for such work.

"Very much could be done by the proper organising and training of suitable women of the industrial classes as gardeners and farmers, and they would constitute a valuable national asset and add greatly to the healthful efficiency of the whole country.

"The land problem of the future will look for its solution to a wise national action during the next few years, even to a great extent to that of the next few months. Land work is no blind alley employment. Therein lies its strength. We shall obtain the right response in this direction in proportion to the educational work which the county councils and other bodies are prepared to do for our children during their school life.

"If—to help recruiting—we want not only to send women back to the land but to keep them there, the nation, through its leaders, must see that right conditions of labour, adequate wages, and all that goes to give the worker a decent prospect of individual ownership on co-operative principles are secured.

"As secretary of the Advisory Committee of the Agriculturists' Section of the Lyceum Club, I have sent this week to all persons and bodies concerned, including every Cabinet Minister, a memorial urging that the interests of women shall have adequate representation on any body appointed by the Government to deal with schemes for land work."

SAME PAY AS MEN.

Miss Chrystal Macmillan, hon. sec. of the British committee of the coming International Women's Congress at the Hague, said it was necessary that women should be granted the same pay as the men they replaced, and that the jobs should not be merely stop-gap employment, but permanent positions.

"In the Civil Service women can largely take the place of men, and it is remarkable that the Government has not set other employers an example in this direction."

The National Union of Women's Suffrage Societies welcomes the Government scheme if necessary safeguards are secured, including equal pay for equal work, proper training, good conditions of housing, especially in agriculture.

A preliminary conference of trade union representatives will be held at General Buildings, Aldwych, to-day. A tribunal, with a woman as chairman, to consider in what trades women can be suitably employed, will probably be suggested.

Manchester Courier,
March 22nd. 1915

Women and Work.

It has been ascertained by the Fabian Society that there are seven millions of unemployed women and girls living in the United Kingdom, and as a consequence females have less voice in carrying on the national economic life than in other countries. The war has made this revelation more forcibly felt than at any other time. The Board of Trade has awakened to the crisis through which the country is passing, and in addition to stating certain plain truths on the subject has invited the co-operation of the National Union of Women's Suffrage Societies in carrying out proposals for the organisation of women's work. I am informed by Mrs. Fawcett, the president, that such organisation would be welcomed, and was, indeed, urged on the Government by the National Union at the beginning of the war. It was stated that such a step would sooner or later be necessary, and now that the Government has realised the need the National Union has expressed its willingness to help, provided that the neces-

The Dundee Advertiser, March 22nd. 1915. 663.

WOMEN AND WAR SERVICE.

In response to the invitation of the President of the Board of Trade, it is no surprise to learn women have been coming forward in large numbers to enrol their names at the Labour Exchanges in the register of those who are prepared to serve in the war, not in the field—there are nurses there facing danger and death already—but in the shop of war, in the factory or the office, or on the farm, wherever, in fact, the need is urgent and the labourers few. The invitation of the Board of Trade is comprehensive; every woman who is anxious to do what she can for the preservation of the State is asked to enlist, leaving the apportionment of her task to be decided for her later; but we would urge that the work of allotment will be incalculably facilitated if those who place their names on the register of women for war service will first think the matter over seriously and practically, and state what kind of work they can already do, or what kind of work they are willing to be prepared for. The appeal is made to women of all classes. It is not primarily an offer of work to the unemployed, but a manifesto to the whole womanhood of the country, urging upon them the necessity of carrying on the essential trades at home with the full working power of the nation, if the full fighting power of the manhood of the nation is to be put forth on the field of battle. What the women are asked to undertake is no dilettantist or amateurish effort in untried occupations, but paid employment that shall be worth its remuneration. This is a wise course in the interest of efficiency and of industrial peace. It is one of the postulates of doctrinaire Trade Unionism that women have a lower standard of comfort than men, that they seldom have to support a family, that they are often partially supported from other sources than their employment, and that all these facts render them as a class the most dangerous enemies of the artisan's standard of life. There is no indication whatever in the official statement of the Board of Trade of an intention to do anything that would violate this postulate. By giving standard pay it is anticipated that standard work will be maintained; and those who may not need the remuneration will be helping their fellow-workers and promoting efficiency by accepting it, and devoting it as they see best to the common cause. What is wanted first and foremost is the maintenance at full pitch of the industry of the nation. The high prices, which are a bone of contention, are due to limited output, to the imperfect use of the means and instruments of production. By employing women the balance may be restored without rendering in the least inequitable the distribution of a legitimate profit.

There are three different directions in which the reserve force of woman's labour can be employed. It may be directed to remove the very serious anxiety that is felt regarding the supply of munitions of war and of clothing for the army; it may be used to fill up gaps in the ranks of labour due to enlistment; it may be brought in to enable men of military age and fit for service to be released from their present occupations. The first is the most urgent use. It is probably not the sort of service that would naturally suggest itself to women of leisure anxious to be of use, casting about for ways in which to make themselves useful, and sometimes lighting upon methods that are pathetically futile. But assuming a wish to be of the greatest possible use in helping to meet a very urgent need, the making of cartridge cases and shell cases is a certain method in which the wish can be gratified. It is stated that in the West of Scotland over a thousand women can be employed in engineering and armament works; that practically all the work in making a shrapnel shell can be done by women; and that women of aptitude can become expert in the work after a fortnight's training. The Trade Unions, we understand, have consented to the admission of the labour of women, provided "it shall not affect adversely the rates customarily paid for the job." With 50,000 women, who are normal wage-earners, unemployed throughout the country, the only difficulty seems to be the reluctance of working girls to take up a new occupation. This diffidence, it would appear, applies not merely to so unusual a calling as the making of shrapnel shells, but to the making of khaki uniforms by dressmakers. A very lively controversy is in progress in the London press on the sudden change of fashion in the width of skirts. Skirts seven yards wide, according to one indignant lady, are both "absurd and unpatriotic;" and with this as a text controversialists are labouring the old point whether the gratification of feminine vanity, which finds violent fluctuations in the fashion lightsome, is a public benefit or the reverse especially in a time of war. We are not disposed to take a puritanical view of fashion or of fashion trades; but before ladies get their seven-yard skirts it is necessary that our soldiers should get their kilts, and their trews, and their tunics. The knight in the age of chivalry had his armour buckled on by his lady; but our modern soldier has to wait for his uniform because women cannot be found to put it together. This is a defect which it should not be difficult to make good. Women who are enthusiastic for the lads in khaki might find a vent for their enthusiasm in making their clothes for them.

There are hundreds of occupations for which women are fit, and which will be properly mentioned in the registration forms, which will be filled up in answer to the Board of Trade's appeal. As from time to time openings for employment occur, notice will be sent to applicants of work for which they are likely to be found suited. With regard to one employment there is likely to be controversy, and possibly opposition, on the part of Labourists. An extreme school of Socialistic thinkers holds that the brains and labour of the country could be employed to greater advantage than in growing cereals and breeding stock; that the occupations of the farm should be made exclusively Poor Law occupations, producing simply healthful occupation for paupers, the infirm, and the aged. To this school agriculture is pre-eminently a parasitic trade; and it is from the point of view that it is parasitic much of the opposition to the employment of women proceeds. It is the view of men who know nothing about agriculture or rural occupations. Doubt has been cast on the statement that there is a shortage of agricultural labour. In some districts, example being contagious, many men have without doubt joined the colours. The place of a ploughman or a cattleman cannot be filled by a woman from the town even after a short course at an Agricultural College. But women from the town might take the place of women in the cottages, who have young families to look after, or of servants at the farmhouse, who might in turn release men for the heavier work of the field and the farmyard. And the town-bred woman might not only aid in the cottage and the farm kitchen, but if she has been accustomed to look after a flower or kitchen garden of her own, she could at a push give assistance in light field work. But the difficulty of farm labour, where it exists, is not an easy one to meet. In dairy districts a woman, if she can milk, or if she can drive and is not afraid of untimely early hours, might fill the place of the dairyman; but such districts are commoner south of the Border than with us. The question raised by the Board of Trade invitation, it will be understood, is not what are suitable occupations for women, but the intensely practical one of what is to be done to meet shortages in specific trades, and future shortages which are sure to arise as more men are called to the field. The return of registration forms ought to be abundant enough to enable the Department to draw up a trustworthy list of women available for essential work.

The Times, 23rd March 1915.

WOMEN'S WORK FOR WAR.

SCOTTISH APPLICANTS.

THE GOVERNMENT OFFICES.

At the offices of the Central Labour Exchange of the Board of Trade on Saturday there were further accessions to the roll of women for war service, about 3,000 letters arriving by the first post and more coming in by later deliveries. Personal callers were also fairly numerous. The first news of the country response came in a telegram from Glasgow stating that 400 applications from the West of Scotland had been registered. From several Scottish pulpits yesterday attention was directed by Presbyterian ministers to the national call to women.

With regard to the statement in *The Times* on Saturday as to the desirability of early and systematic steps being taken to carry the appeal before employers, this side of the matter has been fully considered, and a public announcement will be made in due course.

As to the suggestion that the Government should set a good example by releasing batches of second division clerks and copyists from numerous departments, there is good ground for stating that steps are likely to be taken in this direction. A number of departments, such as the War Office, the Admiralty, the Local Government Board, and the Board of Trade, have been and are working under great pressure, but there are others in which this is not the case. The higher ranks of the Civil Service have given handsomely to the fighting services, but there are still a number of Civil Service men who are anxious to follow their example, but who, in the opinion of their chiefs, cannot be dispensed with on account of the demands of the public service. It is possible that some of these men may have their wishes gratified.

Another source of supply which might be more freely tapped is the large staff employed in municipal offices by the great local authorities. The Local Government Board, at the request of the Committee of Imperial Defence, have recently addressed a circular letter to local authorities on this subject, inviting them to consider the possibility of releasing members of their staff where the work might be carried on by female clerical labour, and the matter now rests with them.

As the scheme is developed it may have a searching effect in ways that may not be at once obvious. If employers cooperate in making it a success, as they may be expected to do, it may reveal what proportion of eligible men are sheltering under the pretext that they cannot be spared, and are really holding back because they are not willing to join the fighting forces.

While the manhood of the country has responded magnificently to the call to arms, and there are more who would like to come forward but cannot because they are wanted in the office or at the works, there are a good many more who, it is suspected, have not yet realized that the freedom from compulsory military training which they have enjoyed in this country carries with it a corresponding obligation of honour.

TRADE UNION CONFERENCE.

Many of the trade unions are greatly concerned about the proposed introduction of women into the principal industries of the country. A preliminary conference of representatives of trade unions interested will be held at General Buildings, Aldwych, to-day, to consider whether a national conference should be called to discuss the position. It will probably be suggested that a tribunal should be appointed by the Government, with a woman as chairman, to consider in what trade women could be suitably employed.

SUFFRAGE UNION RESOLUTION.

Mrs. Fawcett, president of the National Union of Women's Suffrage Societies, issued the following last night:—

The Board of Trade having invited the cooperation of the National Union of Women's Suffrage Societies in carrying out the Government proposals for the organisation of women's work at this national crisis, the executive committee states that such organisation would be welcomed and was indeed urged on the Government by the National Union as

appeal is made to [illegible] It is not primarily an offer of work to the unemployed, but a manifesto to the whole womanhood of the country, urging upon them the necessity of carrying on the essential trades at home with the full working power of the nation, if the full fighting power of the manhood of the nation is to be put forth on the field of battle. What the women are asked to undertake is no dilettantist or amateurish effort in untried occupations, but paid employment that shall be worth its remuneration. This is a wise course in the interest of efficiency and of industrial peace. It is one of the postulates of doctrinaire Trade Unionism that women have a lower standard of comfort than men, that they seldom have to support a family, that they are often partially supported from other sources than their employment, and that all these facts render them as a class the most dangerous enemies of the artisan's standard of life. There is no indication whatever in the official statement of the Board of Trade of an intention to do anything that would violate this postulate. By giving standard pay it is anticipated that standard work will be maintained; and those who may not need the remuneration will be helping their fellow-workers and promoting efficiency by accepting it, and devoting it as they see best to the common cause. What is wanted first and foremost is the maintenance at full pitch of the industry of the nation. The high prices, which are a bone of contention, are due to limited output, to the imperfect use of the means and instruments of production. By employing women the balance may be restored without rendering in the least inequitable the distribution of a legitimate profit.

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"The National Union of Women's Suffrage Societies welcome a Government scheme for the organization of women who are willing to take paid employment for war service provided that the necessary safeguards are secured.

"The points which the National Union of W.S.S. particularly wishes to emphasize are:—

"(1) The necessity of equal pay for equal work, thus avoiding the undercutting of men.

"(2) The great importance of training.

"(3) The securing of good conditions as to housing, &c., specially in agriculture."

Manchester Guardian,
March 22nd. 1915.

THE DEMAND FOR WOMEN WORKERS.

To the Editor of the Manchester Guardian.

Sir,—Referring to the letter in your issue of March 19 signed by Mrs. L. E. Smith and Miss Wilkinson, may we say as trade union officials that our experience differs from the newly formed Manchester branch of the Women's Emergency Corps? The following are only a few of the trades in which substantial advances have been given since the beginning of the war: The clothing trade, including tailoresses, blouse makers, corset makers, mantle makers, and so on; box makers, leather workers, women in the printing trade, and several branches of textile workers. We are, of course, only speaking of organised women, and if your correspondents refer to the position of women clerks, our experience, again, is that women clerks are being offered positions at better wages than prior to the war; also that girls with little experience are leaving schools and getting posts at a good commencing wage.—Yours, &c.,

SARAH DICKENSON, Co-Secretary Women's Trades and Labour Council, 5, John Dalton Street, Manchester.

MARY QUAILE, Secretary Joint Committee of Women's Trade Unions, 9, Albert Square.

To the Editor of the Manchester Guardian.

Sir,—Since the Board of Trade has issued a circular calling upon women to register themselves for war service, which says "any woman who by working helps to release a man for fighting does national service," the United Suffragists strongly desire, in the general interest, to express their views on this proposal. As the Government is appealing to women to fill the place of men, and assures them that a man's work can be adequately done by a woman, and that in doing it she is serving her country as effectively as a man, they ought in common justice also to give her the status of a man. The United Suffragists therefore call upon the Government to pass a non-party measure of women's suffrage at the earliest possible opportunity, and they further insist that every woman who responds to this national appeal and performs a man's work shall be paid a man's wages.—Yours, &c.,

BARBARA AYRTON GOULD, Hon. Sec.

March 19.

The Times,
March 22nd. 1915.

REGISTRATION OF EMPLOYERS.

TO THE EDITOR OF THE TIMES.

Sir,—I have read with great interest of the call for women workers in place of men in *The Times* of to-day's date. I am one of the army of unemployed women (would-be workers) who would welcome work, and be glad to give my services to help my country—but to whom and where shall I give them? I have registered my name at the local bureau, and was told that in the course of time if anything occurred they would let me know. Instead of taking a census of women workers, why not start with the horse before the cart and call in the registration of employers willing to employ women at a Government wage? Cannot the corporation set an example by employing women tram conductors instead of men, thus freeing men who should be serving their country? The tramway employees have responded nobly to Kitchener's call, but there is room for many more. Women there are in plenty with the average amount of common sense willing to do men's work to the best of their ability, but who will come forward and employ them?

MARGHERITA LAWRENCE.

Volkarust, Tottenhall-road, N., March 19.

The Yorkshire Post,
March 22nd. 1915.

WOMEN'S EMPLOYMENT.

To the Editor of The Yorkshire Post.

Sir,—The Board of Trade having invited the co-operation of the National Union of Women's Suffrage Societies, in carrying out the Government proposals for the organisation of women's work at this national crisis, the Executive Committee states that such organisation would be welcomed, and was, indeed, urged on the Government by the National Union at the beginning of the war. It was foreseen that such organisation would sooner or later be necessary; and now that the Government has realised the need, the National Union has expressed its willingness to help in the following resolution:—

The National Union of Women's Suffrage Societies welcomes a Government scheme for the organisation of women, who are willing to take paid employment for war service, provided that the necessary safeguards are secured. The points which the National Union of W.S.S. particularly wish to emphasise, are:—

(1) The necessity of equal pay for equal work, thus avoiding the under-cutting of men.

(2) The great importance of training.

(3) The securing of good conditions as to housing, etc., specially in agriculture.—Yours, etc.,

MILLICENT GARRETT FAWCETT,
National Union of Women's Suffrage Societies.
14, Great Smith Street, Westminster, March 20, 1915.

Daily Mail,
March 22nd. 1915.

READY WOMEN.

SPLENDID RESPONSE TO THE CALL TO WORK.

9,000 APPLICANTS.

The response to the Government's appeal to women to come to the aid of the nation by volunteering to do the work of men who are of military age has been instant and splendid.

Willing women if unable personally to register their names at Labour Exchanges were invited to apply for forms on which to state their capabilities. Friday was the first day for these applications, and on that day alone over 7,000 were received at the headquarters of the Labour Exchanges at Queen Anne's-chambers, Westminster. The first post on Saturday brought 2,000 more, all these being in addition to inquiries at local Labour Exchanges, where forms can now be obtained, and to the scores of personal applicants at headquarters.

The applicants include all classes of women. Many of them are in comfortable circumstances, and their desire to work is prompted by pure patriotism.

One woman, used to dealing with horses of her own, offers to take out a tradesman's delivery van daily and even to wear uniform if thereby she can release a man for the Army.

Many applicants are daughters of clergymen in rural districts. One such says: "I can do dairy work or am willing for anything that will help us to win in this great fight for right."

Women with small businesses, especially sweet shops, are ready to sacrifice them if their personal service is needed. A ward-maid in a London hospital writes: "I should love to make bullets to hit the Germans with."

All Saturday morning a continuous stream of well-dressed women called at headquarters to register their names. A large number offered to act as omnibus or tramway-car conductors, and there were many proficient motor drivers. Some of these applicants were the wives and in some sad cases the widows of Army officers.

After the applications have been classified employers will be put in touch with suitable applicants, and other women will be selected for training in agriculture and other work

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Manchester Eyg. Chronicle
March. 22nd. 1915.

PATRIOTIC WOMEN.

Rush To Replace Men On Active Service.

READY RESPONSE.

Thousands Of Replies To Recent Circular.

A meeting of the Women's Unemployment Sub-committee of the Manchester Relief Committee was held this morning, in Manchester Town Hall, for the purpose of considering the Board of Trade's circular regarding war service for women.

Discussion took place, and it was pointed out by a representative from the Labour Exchange that the primary object was, as far as possible, to secure women who were free to work to replace male labour.

Special consideration was invited from married women who were not, owing to the position of their husbands, compelled to follow any employment and from single young women, who, owing to the circumstances of their parents, filled positions only in the household. It was to these more than others that the circular applied.

The committee decided to issue to the various workshops copies of the circular, which states that women are wanted for farm work, dairy work, leather stitching, brush-making, clothing machinery, and light machinery for armaments.

"But," it is added, "even if you have no special experience of any of this work, you should register. It may be possible to train you. It is certain that as more men join the forces, more women will be wanted to work while they are away. Even if you can work only half of each day you may be useful."

LONDON'S RESPONSE.

In London the total number of written applications which have been made up to the present time by women is 10,000. The figures for Saturday have not yet been ascertained, but there was no diminution in the numbers.

This morning the first post alone has brought 5,000 letters, and the figures for the whole country must be very much greater. Women of all classes are offering their services for almost every variety of work. Among those who registered themselves on Saturday were women who offered themselves as 'bus conductors, for motor driving, and as lift attendants, while one lady is willing to take the place of a male orchestral conductor, volunteering for military service.

As regards the motive behind the responses, the vast majority are coming forward solely because they desire to be of service to their country. "Another matter," said a London official, "is that we do not want for an instant to suggest that, because this appeal is being made, we want anybody to accept wages which are lower than those of the ordinary industrial standard. That should be made perfectly clear."

A preliminary and private conference of various representatives of trade unions interested in the proposed introduction of women into the principal industries of the country took place in London this afternoon.

Daily Express, March 23rd. 1918.

10,000 WOMEN WAR WORKERS.

LONDON'S RESPONSE TO THE CALL.

About 10,000 women in London alone have already offered their services in response to the Government's appeal—published on Thursday—for workers to release men for the fighting line.

"I have a boy at the front: put me down to make cartridges for him."

That is typical of many of the applications received at labour exchanges all over the country.

"I am a lady orchestra conductor: let me release a man who is conducting orchestras, that he may drop his baton and take up the rifle," was the suggestion of another lady who applied at the Central Office of Labour Exchanges, at Queen Anne's House, Broadway, Westminster.

A highly trained woman wireless operator, taught at the technical college at Glasgow, was among the 3,000 London applicants yesterday. She wants to relieve a male operator so that he may go to the war.

Bevies of young women ready and willing to work as tram conductors have registered. The Glasgow Corporation are considering the question of employing women on their tramways.

University women, women of leisure, wives of lawyers and doctors, as well as large numbers of women who have been weekly wage-earners in times past, were among the applicants yesterday.

ALL CLASSES.

Women in costly furs and fashionable frocks, as well as women in plain straw hats and cheap black jackets and skirts, were in the crowds that invaded the labour exchanges.

Some put themselves down on the registration forms as willing to knit, feed poultry, milk cows, tend sheep, manage bees, or sew. Others are ready to learn to work light machines for the making of leather goods, and to do day work or night work as desired. Some offer full time, others part time.

The most popular occupation of all, however, is the making of ammunition. "Let me stuff cartridges instead of stomachs," remarked a cook at one of the labour exchanges yesterday as she reached for a form to fill up.

The chief task at the moment is to ascertain what number of women are available. Meanwhile ammunition factories and some other works are being enlarged and increased in number, and there will be room for thousands of new workers before long.

The Essex Education Committee yesterday decided to release Dr. F. S. Hawks, a school medical inspector, who wishes to take a commission in the R.A.M.C., and to appoint in his place during the war Mrs. Leitch, whose husband, a doctor, is serving at the front, and who desired herself to help the country.

THE BROOM LADIES.

WOMEN AT WORK AS RAILWAY CARRIAGE CLEANERS.

Sweep, girls, sweep,
We'll make the merry dust fly;
Sweep, girls, sweep,
Leave the train both neat and clean;
While the boys are at the war,
We'll brush the seats and floor,
And the G.C.R. will wonder
That they ne'er tried girls before.

It is a matter of pride to the Great Central Railway Company that more than 10 per cent. of its entire staff has gone to the war.

The number up to the end of January was 3,784. Since then 141 more men have joined the Army, and every week sees a few more

The Daily Telegraph, March 23rd. 1918.

APPEAL TO WOMEN FOR WAR SERVICE.

SPLENDID RESPONSE.

MAKING OF MUNITIONS.

A splendid response is being made by the women of the country to the Government's appeal to them to register for employment in view of the war emergency. How many have already applied for registration forms it is impossible to say. The distributing agencies are so numerous and widespread that it has not been possible yet to receive reports from them all. Constant requests, however, are reaching the Board of Trade for more supplies of registration forms, and it is quite apparent that the patriotic appeal to women will be a huge success.

At the central offices at Queen Anne's-mansions, Westminster, yesterday there was a steady stream of ladies all anxious to secure the forms that have to be filled up, and it was stated that the number issued from that office alone since the inauguration of the scheme was close on 10,000. An interesting feature of the applications, an official remarked, was the great number received from women of the middle class, who have never before done any work for pay. Many of these offer to drive their own motors or do whatever was suggested. One went so far as to say that she would wear a uniform and deliver milk. Numerous applicants of this class are anxious to become taxicab drivers. There are certain difficulties about this at present, but something may come of the suggestion.

Most popular of all forms of employment with the applicants is the making of munitions of war. Many soldiers' wives write: "My husband is fighting at the front, and I should like to make cartridges for him." The same idea prevails through many letters. Others report that they are not strong enough for armament work, but they are willing to undertake clerical duties and release a man for the fighting line. A lady band conductor wants to take the place of a man, and among yesterday's applicants was a trained wireless telegraph operator.

COLONIAL OFFERS.

Numerous offers have also come to hand from Colonial ladies who are in this country.

At the central offices of the Women's Emergency Corps, in Baker-street, where a Labour Exchange has been established by the Government, applicants have been pouring in, the great majority of them inspired with the patriotic desire to "fill cartridges" or do other work directly connected with the war.

"We had anticipated the action of the Government," said a prominent worker at the headquarters of the corps to a representative of *The Daily Telegraph* yesterday, "and had already made a register of women willing to work. And if women are really wanted, I think those who have been long looking for work ought to be the first to be employed, and they ought to be paid proper wages. I do not think the public have any idea of the number of women—educated women of the middle-classes—who are in want of employment. There are thousands of them. The form which has just been issued by the Government does not guarantee either work or wages. The women who have already done paid work, and done it well, ought to have the first opportunity.

"Then there are hundreds wanting work who have received a good general education, but have not received any special training. Agricultural work would, no doubt, be a splendid thing for them. Since the beginning of the war we have had ninety applications here alone from women who ask for training in agricultural work. We have been able to secure for them offers of training in agricultural and horticultural colleges; but there is the difficulty of the cost of maintenance during training. The pathetic thing is that there are so many women anxious to do agricultural work who have not the means to secure the necessary training."

CIVIL SERVICE RECRUITS.

WOMEN SUBSTITUTES.

not matter whether men or women are employed.

"We were approached by the Board of Trade and the Home Office in connection with the Central Committee for Women's Employment, and we have now succeeded in arriving at a very excellent arrangement for the training of the women. They will not be trained indiscriminately, so as to flood the market, and therefore inquiry is being made of employers to ascertain how many women, when trained, they can employ. Minimum rates have been fixed, and will be paid by the Central Committee for Women's Employment during the training. These are, for women of:

18 years	**...**	**...**	**...**	**18s**
19 years	**...**	**...**	**...**	**20s**
20 years	**...**	**...**	**...**	**22s**
21 years	**...**	**...**	**...**	**24s and 25s**

according to the capabilities of the women.

"Both Mr. Canfield, of Messrs. Lipton (Ltd.), and Mr. Sainsbury, have intimated that they will be prepared to pay as much as 35s per week for women who prove themselves efficient. The training scheme is, therefore, likely to be started in the right way, and our national treasurer is having interviews with the Central Committee for Women's Employment, arranging details. Messrs. Lipton will employ fifty women as soon as they are trained, and Mr. Sainsbury as many. A preference will be given by the latter to women who are helping to support a family from which a son or brother has gone to the front."

It may be added that in 1911 there were throughout the country 19,163 women employed in the grocery trade, and in London the number is 4,195.

SHOP ASSISTANTS' COMPANY.

The Earl of Derby yesterday made a special appeal to shop assistants to join the colours, pointing out that women could easily take their places behind the counter. He says that the four Comrades' Battalions comprising the City of Liverpool Brigade, which paraded before Lord Kitchener on Sunday, will need an ample reserve, and asks for at least another 1,000 men, adding:

"Might I suggest that shop assistants should band themselves together and form one or more companies? If I get any letters favourable to such a proposal I will call a special meeting of shop assistants to meet me one day early next week. At the same time I would earnestly beg employers to give assistants permission to join, and to reserve their situations for them on their return, and meanwhile make use as far as possible of female labour. If this were done it would give many women the chance they so earnestly desire to show their patriotism."

WORK ON THE LAND.

A PERSISTENT DEMAND.

Mr. Thomas McRow, secretary of the Royal Agricultural Society, when asked his views upon the Government scheme, replied that if women could be induced to take up farm work there would be no difficulty in finding an opening for them. For instance, in thinning turnips they were particularly useful, and in some cases were preferred to men, because they were more careful. Machinery had been largely responsible for driving women from field work, and it was doubtful if ever they could be induced to return.

All who are acquainted with farm labour know that the conditions are hard, but if in the present emergency women could be persuaded as a patriotic duty to take the place of men who have gone to the front, there is plenty of useful employment to be found for them on the farm. They must, however, be prepared for trying conditions, but, given the grit to do their part in the present struggle, there is an ample field for women workers.

Mrs. T. Chamberlain, honorary secretary of the Women's Agricultural and Horticultural International Union, which is affiliated to a number of women's organisations, was very doubtful about the ordinary town-bred woman being of much use on the land without previous training.

There must, however, she said, be a large number of country-bred women in the towns fit for work on farms and nursery gardens, and if their town-bred sisters would relieve them a large body of labour might be made available. There could be no doubt that there was a demand for women's labour on farms, because almost invariably when the men went

That they ne'er tried girls before.

It is a matter of pride to the Great Central Railway Company that more than 10 per cent. of its entire staff has gone to the war.

The number up to the end of January was 3,724. Since then 113 more men have joined the Army, and every week sees a few men leave.

That is why women carriage cleaners are now employed at Marylebone and at two or three other large stations on the Great Central system.

If you go to Marylebone you will see a squad of cheerful women with long-handled brooms and with brushes lying in wait for the trains as they come in.

As soon as the passengers have left the carriages the women cleaners step in, and then doesn't the dust fly! It has no chance against these feminine foes of untidiness and matter in the wrong place.

Men cleaners are still employed for part of the work, for some of the trains have to be cleaned on the sidings outside the station, and it is not considered safe for women to be tripping over the lines in the neighbourhood of passing trains.

Some of the women engaged are soldiers' wives, and they are glad to have the work to do. Others are women who found themselves unemployed owing to the war.

"It's much better than having no work at all," one of the women cleaners told a "Daily Express" representative yesterday, "and when you come to the station in the morning you can fancy you're going for a little trip to beechy Bucks or a week's holiday at the seaside

"But I can't stand here talking. There's the 2.43 just in, Liza. Put your bonnet straight and pass my broom!"

CIVIL SERVICE RECRUITS.

WOMEN SUBSTITUTES.

By Our Civil Service Correspondent.

The compilation by the Board of Trade of a special register of women willing to accept paid employment, in order to release men for the Army or for the production of munitions of war, is of special interest to the Civil Service, in many departments of which, shortly after the war began, further enlistment by members of the staff was forbidden. The ground for refusal was usually that the enlistments which had already taken place had so depleted the staff that any additions to their number would seriously impair efficiency. In departments where the work is of a highly specialised character, there was, no doubt, a good deal to be said for this argument, and in any case the judgment of the head of the department was regarded as final. In the present position of affairs, however, it has to be considered whether a large body of men, who are selected lives, in the insurance sense, should not, on grounds of public policy, furnish further recruits for the armed forces, especially where they are engaged on duties of a routine character, which experience has shown can be readily learned and efficiently performed by women.

Evidence given before the recent Royal Commission showed that there was in the Civil Service very considerable scope for the extension of the employment of women, and the Commissioners recommended that a committee should examine the question. The official witnesses before the Commission urged no arguments in opposition stronger than the lack of present accommodation for women clerks—a mere matter of arrangement.

WOMEN'S EFFICIENCY.

The few departments in which women have hitherto been employed as clerks can testify to their efficiency and devotion to duty. Some misgivings might be felt on the ground that if once women obtain a substantial foothold in the Civil Service they will oust a large number of men who might otherwise have obtained appointments. But it should be borne in mind that not only must there be a large expansion of the service after the war, but that many women are not, like men, lifelong officials, especially if the present regulation as to resignation on marriage be retained. Liberty to join the colours would remove an undeserved slur now resting on our junior Civil servants, as compared, for instance, with bank clerks. It is said that 25 per cent. of the staff of the London banks now consists of women, on account of the large numbers of clerks who have enlisted.

By judicious employment of women in Government offices, hundreds of Civil servants of military age who are eager to enlist could be released for the front, without any impairment of the efficiency of the public services. In launching their new scheme for the utilisation of the services of women the Government should set an example in its own house. Hundreds of male temporary substitutes have already been given employment in the various departments, in defiance of the recognised rules governing recruitment for the Civil Service. Is it only against women in this crisis that these rules are to be maintained?

TRAINING FOR SHOPS.

BEHIND THE GROCERY COUNTER

The attitude of a trades union which has both men and women as members is interesting, now that the attempt is being made to mobilise female workers. Such a society is the National Amalgamated Union of Shop Assistants, Warehousemen, and Clerks, which has a membership of 86,000, of whom 22,000 are women. The general secretary, Mr. John Turner, explained to a *Daily Telegraph* representative that 9,000 of the male members are enlisted, and the organisation feel that they can have no objection in principle to the places of those who have joined the Colours being taken by women.

"The question of introducing women has come up," Mr. Turner said, "principally in connection with the grocery trade. One non-union organisation of grocers' assistants strongly opposed the introduction of women's labour, without regard to the terms on which it is introduced, but our executive refused to take up this position. It is our duty as trades unionists to protect the conditions of employment, but so long as that is done it does not for work on farms and nursery gardens, and if their town-bred sisters would relieve them a large body of labour might be made available. There could be no doubt that there was a demand for women's labour on farms, because almost invariably, when the union was approached to find employment for someone, it was discovered that the applicant was at once picked up in her own neighbourhood.

WOMAN MOTOR DRIVER.

The first woman professional motor-driver has made her appearance in Leeds. She is a Miss Virtue, of London, and has been engaged to drive a motor delivery van for a firm of grocers in the city, having taken the place of a man who has gone to the front. The firm declined to appoint any man in his stead who was eligible for military service. Miss Virtue presented herself for the post, being anxious to liberate a man for service for his country for the period of the war.

The firm acknowledge the success of their experiment, and the manager declares that there is far less time wasted on errands, possibly because there is no flirting between the domestics and the man at the wheel.

AFTER THE WAR.

To the Editor of "The Daily Telegraph."

Sir—Stipulations that other employment must be found for women volunteers after the war ends appear to me idle, except in the case of those who are not, strictly speaking, volunteers, but workers seeking employment. Surely work that ceases automatically when no longer required is peculiarly fitted to those who have other resources, home, trade, or means, and who will thus not add to the ranks of the destitute.—Yours truly, FLORA ANNIE STEEL.

Court o' Hill, Tenbury, March 20.

CALL TO THE MIDDLE CLASS.

Sir—I venture to intrude upon your space because I believe that there are many women in the same position as myself. I have never done any paid work, nor do I wish to do such work now, if there are sufficient women who actually need the money to meet the demand. If, however, when these wage-earners have been used up there is still a shortage of labour, and the country requires such help as we can give, I am sure that there are many of us—women of the middle-class—who are only too willing to come forward, as our brothers and men friends have already done. We realise that we cannot all be bank clerks, or look for good positions, any more than all our men have obtained commissions, and many of us are prepared to serve in the way which will help our country best at the present time—in the making or packing of actual munitions of war if necessary.

We are untrained, but we think that the normal intelligence which has helped us to learn to do other things with our hands—things requiring deftness and accuracy—would enable us to learn this work within a reasonable time. We would not take any poorer woman's job from her, but we would ask the Government to remember that the men who are serving in such corps as the Artists, the H.A.C., and the Public Schools, have sisters who are ready to stand by their men folk and their country, and who could also be called out for "the duration of the war." If more and more works are opened, and there is still need of women workers, let there be corps for daughters of professional men or of income-tax payers, and let us enlist with our friends.

A MIDDLE-CLASS WOMAN.

MAIL ORDER DEPARTMENT.

Sir—As I was very much struck with the announcement, in your article respecting work for women, that they were now taking up as one of the latest developments "management of the mail order departments," I thought perhaps it would interest you to know that for some years now I have enjoyed the management of this department in one of the largest West of England drapery and furnishing establishments, whose mail order trade, both at home and abroad, represents a valuable and increasing portion of each year's business, I think I may claim with success; in addition to which I am responsible for all correspondence, exclusive of purely financial matters, and it has always been a source of wonder to me that this post, which appears to me to be essentially a woman's, in view of the minute details involved, is usually occupied by a man.

May I take this opportunity of expressing my very great appreciation of your paper (which I have taken for many years), knowing with what success you have pioneered the most difficult undertakings; and, apologising for taking up your valuable space, I remain,

MANAGERESS OF MAIL ORDER DEPARTMENT.

The Daily Sketch, March 23rd. 1915.

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WHY WOMEN SHOULD BE MOBILISED.

Germany Denies Women The Right To Speak, Or Even Think, As Independent Human Beings.

By MRS. PANKHURST.

This war has shown that Teutonism holds a special menace for the women of England, as apart from the men. Wherein that menace lies is explained below by Mrs. Pankhurst.

Apart altogether from the pure spirit of patriotism which has always animated the suffragists, we cannot doubt that it is part of the German policy to hold and maintain a low conception of the status of woman. And for that reason we are heart and soul in our devotion to the cause of the Allies.

The German has made it plain by his policy and his conduct in this war that he wishes to go back to the days of the brutal, original Adam. Force is his ideal, and to that ideal he wishes the State to be subordinated. For Germany, the man speaks. The woman is inarticulate.

So you will find that wherever his laws seem to protect the woman, they protect her only as the bearer of strong children. That is her sole service to the State, and for that service she is fostered and kept fit. But directly she seeks to express her individuality in any other sphere the German is her enemy.

The women of England, after many years of hard fighting, had begun to think that there was hope for them. Regarding neither man nor woman as the superior, we held that humanity needed both. Their qualities are complementary and equally important to the human race.

Mrs. Pankhurst.

So we claim, as they claim for women in France and in America, that woman shall have her full place in the development of the nation. But in Germany the Kaiser has already assigned woman's place to the three K's, "Kinder, Kirche, Küche" (children, church and kitchen). This is woman's sphere. The affairs of the nation are no affair of hers.

NO AUTHORITY OR INFLUENCE.

What follows then from this philosophy? Not the benefit to the State that should come from the fullest development of woman, but the ill to the State that comes from a wrong conception of her functions. Being without authority, she is without influence. She cannot bring her counsel and advice to bear upon the vicious man, nor her strength to aid the State with effective help.

Brute power and the destructive instinct go always hand in hand. Nothing is built by them, least of all the human species. We regard the highest duty of woman as the mother to be the constructive duty, the building up of the race physically, mentally and morally. And, since it has been assigned to us by nature to bring children into the world, we hold it to be no less our function to see that the minds, the bodies and the souls of the children we bear are given the full and free exercise that nature designed for them.

The German will not allow this. He is all for the man-State. Nothing else matters. He does not see that his philosophy loses the half of life. His perfect State is one in which there is continuous preparation for war. And the pioneers of this ideal, the feudal and ignorant junkers, have now drawn into their fold poet and philosopher and statesman, until all Germany stands for this ideal.

FIGHT FOR RIGHTS OF HUMANITY.

Had Germany been left to conquer, she, as well as all the rest of the world, would have fallen back behind the line where humanity stood four thousand years ago. When she acknowledges defeat, we shall have gained no more than the safeguarding of the common rights of humanity. Germany will have lost even that brute strength on which she prided herself when she set out to stamp her "kultur" on the rest of the world.

And that will go down to history as the achievement of the State whose rulers, mesmerised by the magic of false history, sought power as the end of all human endeavour and denied their women the right to speak, or even to think, as independent human beings.

Henceforth the world must hold a future for true democracy. And we owe all the ideals of real democracy to France, the "feminine" State that was held to be weak because her philosophy saw brute force in all its naked weakness. The light and glory of France has been her women, from Joan of Arc onwards. And all that France meant to the world was to be crushed and to perish, because brutality feared her! If we had no other reason to fight the Germans, their threat to France should have been enough.

FREE MEN FOR THE FRONT.

And so now we say to the men of England that their first duty is to train themselves for the fighting line, in order that those ideals for which the Allies are at war may be speedily realised, and the German menace, which threatens the whole civilised world, may be crushed once and for all.

And that is why we welcome the Government's call to women to take men's places in office and factory, and free them for the field of battle. Such State service is what we have always demanded and what the Government have always denied us. We are ready, without words, to serve wherever we may be needed in the greatest fight for liberty which the world has yet seen.

Daily Despatch, March 23rd 1915.

MANCHESTER SCENE.

Women's Rush to Help.

LABOUR EXCHANGE

Besieged by Well-dressed Crowd.

OFFICIALS BUSY.

Offer to Work in Varied Occupations.

Women were almost tumbling over each other yesterday in Manchester to be registered for war service.

There was a long queue at the women's department of the Labour Exchange in Queen-street, and the general appearance of those who composed it was much as one sees outside the theatres waiting to get to some of the better-class seats. Such young women have never before been seen lined up outside a Labour Exchange, and they would not have been there yesterday had it not been for the scheme of the Board of Trade to open a special register of women for war service.

It was found impossible to deal with all the applicants unless they were content to wait a considerable time, and as this would have caused much inconvenience to the applicants, it was deemed advisable to distribute the official forms to many of them so that they might fill them up at home. One of the more patriotic young women confessed she had "run away for a few minutes from business," whilst quite a number, t was found, had travelled specially from some of the more outlying suburbs, so eager were they to get on the register and be doing something for the good of the nation.

Several Hundred Registered.

A surprisingly large number of occupations looked upon as outside the province of women are likely to be quickly taken up by them as soon as the supply of men becomes exhausted. Already, we are told, one railway company in the city is employing women as carriage cleaners, and it is said they are "doing their work well." Other women are inquiring after similar work, and there are others who are signifying their willingness to take up work as cleaners of tramcars, and also as conductors.

Young women who have had experience of motor car driving are volunteering for such work, whilst others state they are able to take up dairy work, clothing machining, light machining for armaments, and some declare they will try and make themselves useful in whatever sphere they may be put. A very large number of young women who are comfortably off are anxious to secure clerical work. Numerous married women, too, are being registered. The applicants for registration at the city Labour Exchanges up to last night numbered several hundreds.

Too Old at Thirty.

Some of the women's societies are doing good work in this direction. Several of them were busy all day yesterday.

"We are trying to inspire them," said the official of one of these societies, "to enrol for ammunition work. Amongst employers," she added, "there is a feeling against women of about 30 years of age and over. Many women who came in that category are anxious to be of use, but employers in the main will not take them on except at a ridiculously low wage."

It was mentioned by the official that her society had already sent out a number of lady clerks to fill places that men had occupied.

Distinctly Good Class.

In another quarter it was stated that "a distinctly good class" of women was coming forward for registration. "A large percentage of them," it was remarked, "belong to the upper middle classes, and have had a good education, whilst on the other hand there are those who have had business or industrial experience. One woman wrote from Didsbury saying: 'My man is at the front, as also are two of my sons, and I am anxious to do what I can.'

It was pointed out that a large proportion of the women appeared to be labouring under a wrong impression as to the

Nottingham Guardian, March 23rd. 1915.

The Government would appear to have every reason to be gratified with the immediate response to their appeal for women labour volunteers. As far as London is concerned, at any rate, the scheme promises to prove an unqualified success, judging by the number of applications that have been made at the Labour Exchanges. It is understood that already more than 15,000 names have been put down for registration, and in addition there have been many hundreds of personal inquiries. The applicants are representative of all sections of the community, numbers of them being women of the wealthy and leisured class actuated solely by patriotic motives, and all are anxious to do something for the good of the country. Yesterday the crowd of women besieging the headquarters of the exchange at Queen Anne's Chambers, Westminster was denser than ever. Quite a large proportion of them were smartly gowned and shod, and not all of them by any means were attracted solely by the desire to secure "something light" at a substantial salary. No illusions were harboured as to the kind of workers chiefly wanted to facilitate this great work of mobilisation. Many of the women obviously in comfortable circumstances are ready to tackle anything, from working on armaments to light machining in the cloth factories, and quite a number are prepared to take up dairy work, poultry rearing, or other employment on the farms. It will necessarily be some time before the results of the scheme are known and made public, but signs are not wanting already which point to its success.

Daily Chronicle, March 23rd. 1915.

ORGANISING WOMEN'S WORK.

To the Editor *Daily Chronicle*.

Sir,—The Board of Trade having invited the co-operation of the National Union of Women's Suffrage Societies in carrying out the Government proposals for the organisation of women's work at this national crisis, the Executive Committee states that such organisation would be welcomed and was, indeed, urged on the Government by the National Union at the beginning of the war. It was foreseen that such organisation would sooner or later be necessary, and now that the Government has realised the need, the National Union has expressed its willingness to help in the following resolution:—

"The National Union of Women's Suffrage Societies welcomes a Government scheme for the organisation of women who are willing to take paid employment for war service provided that the necessary safeguards are secured.

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(1) The necessity of equal pay for equal work thus avoiding the undercutting of men.
(2) The great importance of training.
(3) The securing of good conditions as to housing, &c., specially in agriculture.

MILLICENT GARRETT FAWCETT.
National Union of Women's Suffrage Societies.

nation. But in Germany
the Kaiser has already Mrs. Pankhurst.
assigned woman's place to the three K's, "Kinder, Kirche, Küche" (children, church and kitchen). This is woman's sphere. The affairs of the nation are no affair of hers.

NO AUTHORITY OR INFLUENCE.

What follows then from this philosophy? Not the benefit to the State that should come from the fullest development of woman, but the ill to the State that comes from a wrong conception of her functions. Being without authority, she is without influence. She cannot bring her counsel and advice to bear upon the vicious man, nor her strength to aid the State with effective help.

Brute power and the destructive instinct go always hand in hand. Nothing is built by them,

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world was to be crushed and to perish, because brutality feared her! If we had no other reason to fight the Germans, their threat to France should have been enough.

FREE MEN FOR THE FRONT.

And so now we say to the men of England that their first duty is to train themselves for the fighting line, in order that those ideals for which the Allies are at war may be speedily realised, and the German menace, which threatens the whole civilised world, may be crushed once and for all.

And that is why we welcome the Government's call to women to take men's places in office and factory, and free them for the field of battle. Such State service is what we have always demanded and what the Government have always denied us. We are ready, without words, to serve wherever we may be needed in the greatest fight for liberty which the world has yet seen.

Daily Chronicle,
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National Union of Women's Suffrage Societies.

so that they might fill them up at home. One of the more patriotic young women confessed she had "run away for a few minutes from business," whilst quite a number, t was found, had travelled specially from some of the more outlying suburbs, so eager were they to get on the register and be doing something for the good of the nation.

Several Hundred Registered.

A surprisingly large number of occupations looked upon as outside the province of women are likely to be quickly taken up by them as soon as the supply of men becomes exhausted. Already, we are told, one railway company in the city is employing women as carriage cleaners, and it is said they are "doing their work well." Other women are inquiring after similar work, and there are others who are signifying their willingness to take up work as cleaners of tramcars, and also as conductors.

Young women who have had experience of motor car driving are volunteering for such work, whilst others state they are able to take up dairy work, clothing machining, light machining for armaments, and some declare they will try and make themselves useful in whatever sphere they may be put. A very large number of young women who are comfortably off are anxious to secure clerical work. Numerous married women, too, are being registered. The applicants for registration at the city Labour Exchanges up to last night numbered several hundreds.

Too Old at Thirty.

Some of the women's societies are doing good work in this direction. Several of them were busy all day yesterday.

"We are trying to inspire them," said the official of one of these societies, "to enrol for ammunition work. Amongst employers," she added, "there is a feeling against women of about 30 years of age and over. Many women who came in that category are anxious to be of use, but employers in the main will not take them on except at a ridiculously low wage."

It was mentioned by the official that her society had already sent out a number of lady clerks to fill places that men had occupied.

Distinctly Good Class.

In another quarter it was stated that "a distinctly good class" of women was coming forward for registration. "A large percentage of them," it was remarked, "belong to the upper middle classes, and have had a good education, whilst on the other hand there are those who have had business or industrial experience. One woman wrote from Didsbury saying: 'My man is at the front, as also are two of my sons, and I am anxious to do what bit I can.'

It was pointed out that a large proportion of the women appeared to be labouring under a wrong impression in regard to registration. "They have an idea," it was said, "that they are wanted immediately. They do not appreciate for a moment that the register is to be a census of women who would be available if the necessity arose. The necessity has not arisen yet, but there is no telling how soon it may, and it is well to be ready for it. There are those of the women who are prompted to register partly out of patriotism and partly out of a desire to supplement their income, even though it is already above the subsistence level. There is a danger, in that sense, that the register may ultimately give an inflated idea as to the extent of unemployment amongst women."

The Object Explained.

The Board of Trade's circular regarding war service for women was considered at a meeting of the Women's Unemployment Sub-committee of the Manchester Relief Committee, held at the Manchester Town Hall yesterday.

The primary object of the circular is, so far as possible, to secure women who are free to work to replace male labour, and special consideration is invited from married women, who are not, owing to the position of their husbands, compelled to follow any employment, and from single young women, who owing to the circumstances of their parents, filled positions only in the household.

Women are required for farm work, dairy work, leather stitching, brush making, clothing machining, and light machining for armaments, and it is desirable that women should register even if they have no experience of the work, as it is possible for them to be trained.

The Glasgow Record,
March 23rd. 1915.

SUPPLIES FOR THE ARMY.

THE CALL FOR WOMEN WORKERS.

NUMEROUS VOLUNTEERS IN GLASGOW.

OFFERS BY LEISURED WOMEN.

Although the actual figures are not yet available, it was learned, on enquiry at the Labour Exchanges in Glasgow yesterday, that a considerable number of women have already registered themselves in response to the Board of Trade's appeal for women workers to replace men who have enlisted, and that large numbers have also made application for the registration form.

Quite a large number of these women are workers who are out of employment, but a surprisingly large number of applications have been received from women of the middle and leisured classes. Applicants are requested to state what kind of work they are capable of doing, and if they are willing to undergo training for any particular industry, but many have stated their readiness to undertake any useful work.

A considerable number of machinists could be employed in shirt and clothing factories which are engaged on Government orders, and it is believed that fully a thousand women could be started almost immediately in the engineering shops which are turning out shells and other munitions of war.

Many of these establishments are suffering from a shortage of male labour, and already some have experimented with success in the employment of women, who are quite able, after a very brief tuition, to attend to some of the lighter machines. Steps are being taken to approach employers with a view to ascertaining how many women can be employed in this manner.

The only point upon which fears are expressed is the effect this employment of female labour may have upon the labour market generally, and several people, interviewed on the subject yesterday, insisted that it must not be allowed to bring down wages or worsen conditions for those who are obliged to earn their livelihood.

MANY WOMEN UNEMPLOYED.

Mrs. Irwin, secretary of the Scottish Council for Women's Trades, approached on the subject said:—"Of course the scheme has some fine points. The suggestion that women of every class should come forward and help their country in her hour of need naturally makes a strong appeal to women with patriotic ideals and some imagination.

"There are certain economic points, however, which must not be disregarded, or very grave mistakes may be made, involving hardship and injustice to the legitimate working woman. At present there are large numbers of women and girls whose circumstances are very urgent, who are out of employment, and for whom, apparently, no work can be found. Crowds of these women and girls come every day to the office of the Scottish Council for Women's Trades and are passed on by them to the Labour Exchange in the hope that the latter may be able to provide work for them.

"We have at present 165 girls and women in our emergency workrooms, and these we are passing out as rapidly as we can to permanent employment, but it is quite evident that, at the present at least, there are not enough jobs to go round. People are apt to be misled by the cry of a shortage of labour in certain trades. They forget that workers are capable of taking up only their own industry, and that a boom in the shirt-making trade is not of much use to the unemployed golf ball maker or confectionery worker.

"Women's employments have suffered more than any others from the competition of the partially supported or voluntary worker, and while I do not think it right to prevent any woman desirous of working from entering the labour market she must see to it that she does not do so under unfair conditions. The competition of workers of this class has almost invariably a tendency to lower wages, and therefore to make the struggle harder for the woman who has to depend on her own earnings for a livelihood.

THE WEST-END WOMEN.

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The Times,
March 23rd. 1915.

WOMEN'S WAR SERVICE.

NUMEROUS AND VARIED APPLICATIONS.

MOTOR-VEHICLE DRIVING.

Some 5,000 new applications by women for war service were received by the Central Labour Exchange of the Board of Trade yesterday morning. This brings the total up to over 12,000, exclusive of those sent in to the various metropolitan exchanges and the great provincial centres.

The applications made to 20 district exchanges of London up to Saturday make up a total of 1,447. Of these the largest contributors were Camberwell and Woolwich, with 282 and 217 respectively. The only other districts where the number of applications ran into three figures were Holloway (126) and Lewisham (112); the lowest, curiously enough, was Bermondsey, with only 10. The letters received yesterday direct came from all parts of the country, a large proportion of the volunteers being from agricultural districts. Yesterday also the Department was very busy with callers, the stream growing steadily in volume as the day advanced.

The offers of service were very varied, but the majority were remarkable less for precision than for the spirit of willingness. Many were ready to do "anything." A married woman informed the authorities that she had a small baby, but thought it "a pity to be kept at home by a trifle like that." She was willing "to work on a night shift," because, she said, "I could leave the baby with older childen." Quite a number of women between 50 and 60 years of age said they had not done work before, but would be only too glad to be of use.

WOMEN DRIVERS AND CONDUCTORS.

A younger and more numerous class appears to be much attracted by the idea of helping in the manufacture of munitions of war. Several young women stated that they could drive a motor-car and were anxious to be omnibus or taxicab drivers. Hitherto the Home Office and the police have absolutely refused to grant licences to women to drive motor vehicles plying for hire. At the garages of one large firm a qualified woman driver was informed that 300 taxis were lying idle because there were no men to drive them, and that the firm would very willingly employ women-drivers if the police would permit it.

In spite of statements to the contrary, it is well known that many women are competent to do all running repairs, such as a taxicab driver might be called upon to do. It is possible, however, that in the present circumstances they may waive their objection in the case of taxicabs.

Some women, again, have offered to act as tram-car conductors. The question of such employment for women was raised before Christmas by the Women's Social and Political Union, but the men's trade unions opposed it strongly, and the Government officials who were approached thought that public opinion would be hostile. Early in February the attention of the London County Council Tramways Department was directed to the matter, and the reply was given that "if special circumstances should arise the Council might consider it advisable to adopt your suggestion." There is now some prospect that the Council may consider that the special circumstances have arisen, and a representative of *The Times* was informed yesterday that some action would probably be taken in the course of the next fortnight.

So far the responses from employers have been few. The chairman of one great railway yesterday expressed a decided repugnance to seeing the sexes mingled at clerical work in railway offices and banking establishments, though he admitted that it was not an unusual sight in brokers' and other offices on the other side of the Atlantic.

663/46 663.

The Standard,
March 23rd. 1915.

WOMEN'S WAR WORK.

COUNTRY'S RESPONSE TO OFFICIAL APPEAL.

The response to the appeal to women to take up work which will release men for enlisting has been prompt and extensive. Special forms, which are issued through the various Labour Exchanges, have been prepared, and thousands of women have applied for them.

There was an abnormal run yesterday on the Central Exchange at St. James's Park. Women of all ages, from girls in their teens to mature matrons—some of whom had children in their charge—presented the forms, duly filled in, and left fondly hoping that something might result. The work applied for varied. Several women wanted to handle, make, or pack ammunition. Three wished to become tramway-car conductors, and a very large proportion volunteered for farm or dairy work. One applicant gave the assurance that she had "perfect control over horses," could milk cows, and "look after a litter of pigs." Another offered to act as an orchestral conductor.

The applicants came from every part of the metropolis, including places as far out as Balham, Tooting, Harringay, and Clapton. Some already had husbands or brothers in the Army, and each and all indicated their anxiety to help their country in its hour of need.

"There is no ground for complaint concerning the readiness of women to help," said an official. "The marvel is the versatility they show and their adaptability for all kinds of work." From details of the applications he gave it appears that on Thursday, when the appeal was published, there were 700 applicants in London alone, by Friday morning's post 5000 letters of application arrived from women in all parts of the country, the number of women registered that day was 1270, and the first post yesterday brought 3000 more letters.

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To the Editor of "The Standard."

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Quite a large number of these women are workers who are out of employment, but a surprisingly large number of applications have been received from women of the middle and leisured classes. Applicants are requested to state what kind of work they are capable of doing, and if they are willing to undergo training for any particular industry, but many have stated their readiness to undertake any useful work.

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THE WEST-END WOMEN.

"I question very much whether employers would regard seriously the proposal that West-End women of leisure should devote a few afternoons in the week to machining in an East-End clothing factory. It seems to me that the corollary to this proposal of putting women into their trades is compulsory military service for men."

Similar views were expressed by Mrs. John, hon. secretary of the Council's Emergency Workrooms Sub-Committee. "I, too, feel very strongly," she said, "on the point that women who are obliged to work must be given work before the voluntary workers are considered at all. It will be nothing short of a catastrophe if these leisured women are practically to take the bread out of the mouths of the workers, because we know that there are large numbers of unemployed women in Glasgow at present, and they must be seen to first. We are to take up a very firm stand upon that point.

"One point which appeals very strongly to me is that this is an opportunity to train so many of the young girls who have not hitherto had a chance of getting systematic training in machining and other branches of industry. We hope the leisured women, no matter how patriotic their feelings may be, will have the grace to take a back seat until their poor sisters are provided for."

Inquiry at Swansea Labour Exchange elicited that there was a great demand among women and girls for the preliminary forms for war work. This also applies to other parts of South Wales. The applications cover all classes of workers.

Women and girls are required chiefly for light armament work, clothing machinery, and farm work.

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Lancashire Daily Post, March 23rd. 1915.

WOMEN AND WAR SERVICE.

SINCE the beginning of this world-wide conflict the women of the country have shown themselves quite as anxious as the men to rally to the support of the nation, and it is not surprising, therefore, to find that thousands of them have already registered their names at the various Labour Exchanges in response to the Board of Trade's invitation as willing to undertake any suitable kind of work during the period of the war, thereby relieving men for duties of a sterner character. The applicants are reported to be from well-nigh every section of the community, a goodly number of them being wives or widows of officers and others being the daughters of professional men. Many wealthy women have offered their services, and the middle classes are strongly represented. Probably a proportion will be found unemployable, but there can be no reason to doubt the earnestness and sincerity of their motives, and the fact that there should be such a generous and prompt answer to the appeal is a further indication of the spirit which animates the nation in these strenuous days. Some of the women specify the nature of the work for which they think themselves adapted—gardening, motor and taxi driving, assisting in shops, and clerical work in banks and offices—but others are ready to fill any post for which they may be deemed fitted.

It may be that the applicants will ultimately be more numerous than the available positions. At all events, there has not been as yet on the part of employers any great eagerness to secure these substitutes for male workers. There are, of course, difficulties in the way that may not occur to those who have no intimate acquaintance with industrial and commercial matters. Some of these are connected with the question of wages. Prominent members of the suffrage societies, while cordially welcoming the action of the Government, are insisting that women whose services are accepted should be granted the same remuneration as the men whom they replace, and others are urging that they should be given not merely stopgap employment but permanent positions. Then the lack of training will handicap a great many willing applicants. However, it should be possible to make such arrangements as will overcome these and other obstacles, and if that is done the employment of women on an extended scale should go a long way towards solving the problem of the shortage of labour in certain industries. It should also help recruiting by setting free large numbers of men who can ill be spared under existing conditions, and it should facilitate the temporary transference of workers from occupations that women can fill to factories and engineering works where reinforcements are needed for the turning out of the munitions of war.

Daily News & Leader, March 23rd. 1915.

WOMEN'S OFFERS OF WAR SERVICE.

Applicants Range from 14 to over 60.

There has been a fine response on the part of the women of the country to the Government's appeal for war service which will release more men for the front. At the Central Labour Exchange alone over 10,000 women had sent in their names up to the first post yesterday, and judging by the letters received during the day and the throng of callers the total was probably 11,000 by closing time.

Official returns from over 300 branch exchanges are not yet to hand, but, including the names on the unemployment registers at the time the Government appeal was issued it is estimated that there are available a quarter of a million women for various kinds of employment.

One of the difficulties—that of the maintenance of women during the period of training—is in process of solution. We are now informed that the Board of Trade, in conjunction with the Board of Agriculture, have in hand a scheme to deal with the question, and that within the past week some women have begun work at the Agricultural Colleges.

A striking feature of the applications at the Central Labour Exchange is the large number of patriotic young women wishing to do "real war work" in connection with the manufacture of armaments. Others have specified for work as taxi-drivers, bus and tram conductors, and railway booking-clerks. Many married women, formerly shop assistants, have signified their willingness to return to their old callings if men can be released. Among the more novel applications were those of a lady who certified herself as a fully-trained wireless telegraphist, and of another who wished to take the place of a male orchestral conductor.

Many zealous women have asked for any kind of work that may be useful, but the Labour Exchanges prefer definite requests. The applicants, so far, range from fourteen to over sixty, numerous women of sixty and more having asked for clerical work.

A preliminary conference of trade union representatives was held at General Buildings, Aldwych, yesterday, but no statement was issued for publication.

Glasgow Herald, March 23rd. 1915.

WOMEN AND WAR SERVICE.

The number of women applying at the Glasgow Labour Exchanges for registration as "war service" workers has been increasing daily since the appeal of the Board of Trade was issued last week. The number of applications yesterday far exceeded that of any of the previous three days during which the register had been open. This was due in large measure to the reference made to the scheme from the pulpits of nearly all the city churches on Sunday. Information of the proposed mobilisation of women for industrial work, with particulars as to the arrangements which have been made for registration, were given in the "intimations," while in many cases the ministers exhorted the members of their congregations to offer their services if they were free to do so. Many of those who applied yesterday stated that they were church members, while in the correspondence received a large number of the writers began by saying that they had heard of the scheme in church. The correspondence has been growing steadily in volume, and the officials at the exchanges are being kept very busy not only in registering those who are applying for "war service," but in sending out forms at the request of prospective volunteers. The officials intended originally to allow a week to run before they made up the returns of the number of women available, but registration has proceeded so successfully that in order to prepare the way for the next step which must be taken a statement showing the progress made is to be drawn up to-day.

Manchester Guardian, March 23rd. 1915.

Women and Government Labour.

The expectation that women would begin in earnest to-day to register under the new Government scheme has been fulfilled. In all parts of London the labour exchanges report that they have had a very busy day. Some say that the Government proposal has stimulated the ordinary applicants, encouraging a belief that there were plenty of openings in all industries, but by far the greater number of applications were from women who wanted to put themselves at the service of the Government. Scores of women have been of a class who had never before dreamed of becoming wage-earners, much less of seeking employment through a labour bureau. Their usual statement was that they were willing to do whatever the Government required, whether in office or factory. Many of the more leisured women were willing to train for dairy or farm work, and there were far more offers for agricultural work than had been expected in London, where the idea has not usually commended itself to women. Two women at a West End exchange, where there was a heavy rush all day, said they had some knowledge of wireless telegraphy, and would like to specialise in that. Another educated woman, for some unexplained reason, proposed to become assistant to a butcher. There were many applications for clerical or secretarial work, and the preference for employment in an ammunition factory was not so marked as on the first days, though a very large number of women were prepared to undertake it. The West End agencies comment on the number of elderly women who offered their services or applied for forms to be filled in. It was not easy by the end of the day to get details of the applications received, as the forms had not been classified, but one found that even in industrial districts where trade was brisk and there was no lack of employment the women were still anxious to serve the Government, though they had no ordered ideas about the sort of work they should do, and made the customary vague offer of "anything." In one exchange, the centre of a very poor district, 100 of these women had come forward, and one admirable soul, the mother of a family ranging in age from 11 to 17 years, suggested that she should take them all with her to the country when she went to do field or dairy work. Many married women were among the applicants, and a large proportion of them were the wives of soldiers or sailors eager to help the Government too, but a little afraid that if they received Government wages they might lose their husbands' allowances. As far as one can judge, there is not the least reason for this fear.

Morning Post, Mar. 23rd. 1915.

WOMEN'S WORK AND WAGES.

TO THE EDITOR OF THE MORNING POST.

SIR,—I regretted to see in Mrs. Fawcett's letter about Women's War Service in to-day's paper the revival of a mischievous fallacy which may cause unnecessary heart-burning and discontent. Mrs. Fawcett asks for the "necessity of equal pay for equal work." The worth of a workman is not only the worth of his work. This is specially the case in agricultural work. This makes it a matter not only of public policy but of necessity that men as men should be paid higher for agricultural and for some other classes of work. They are worth more. It is not only for their weekly work the men are paid, but for their reserve of power and for their capability of working extra hours, all night if required. The women who are now doing the work of the men who have gone to the front are not from the point of view as workmen worth as much to the country, because in no emergency could they as a body take the place of the men in the firing line.

Women's work ought to be well and adequately paid; but it is no patriotism to ask that, where they are only filling the places of the absent men, they should expect the same wages when their worth from their physical disability is not the same.—Yours, &c.,

THEODORA PARKER.

92, Campden Hill-road, Kensington, March 22.

Morning Post,
March 23rd, 1915.

WOMEN AND WAR SERVICE.

LARGE RESPONSE TO GOVERNMENT APPEAL.

There can be no doubt as to the whole-hearted manner in which the women are responding to the Government's appeal to register themselves for war service. It is early as yet to speak of the ultimate results of the appeal, but an official at the Central Labour Exchange at Westminster stated yesterday that the appeal had fulfilled the most sanguine expectations. "It was only on Thursday morning," he said, "that the appeal was published, and upon that day alone seven hundred women registered themselves throughout London, while Friday morning's post brought no less than 5,000 letters to this office from women in all parts of the country asking for registration forms and expressing their willingness to be of service. On Friday the number of registrations rose to 1,270. This (Monday) morning the first post alone brought 3,000 letters, and the figures for the whole country must be very much greater. There are women of all classes, and they are offering their services for almost every variety of work. Among those who registered on Saturday were women who offered themselves as 'bus conductors, motor drivers, and lift attendants, while one lady is willing to take the place of a male orchestral conductor volunteering for military service.

"We do not want it to be thought that we can find work for all the people who register. The idea is to obtain an index of the available labour so that one can put one's hand on them when they are wanted. As regards the motive behind the responses, it is my impression that the vast majority are coming forward solely because they desire to be of service to their country. There is another matter, however, and that is that we do not want for an instant to suggest that because this appeal is being made we want anybody to accept wages which are lower than those of the ordinary industrial standard. That should be made perfectly clear."

The London Society for Women's Suffrage has had a bureau open at their headquarters at 58, Victoria-street, ever since the beginning of the war, during which time some 2,000 applications—mostly for voluntary work—have been enrolled and posts found for nearly all applicants. The machinery for this department can now be used in furthering the registration for war service demanded by the Board of Trade. The Society considers that by opening its offices for the registration of women workers of the middle-class they may be of service to the Government and further the enrolling of the middle class and educated women, who are less likely than their industrial sisters to seek information and advice at the Labour Exchanges.

The Yorkshire Observer,
March 23rd. 1915.

Women's Work.

It will not be possible for some days to estimate the practical value of the offers made by women to the Labour Exchanges in answer to the Government's recent appeal. In London the offers are numerous enough—they amount to 8,000 so far—and the question is only how far it will be to the public advantage to accept them. It is at once a pleasant circumstance, and yet a doubtful advantage, that in London most of these offers should come from the well-to-do people. Clerical work, shop work, some transport work are asked for by a large proportion of the applicants, and doubtless a certain amount of room could be found for them in these directions. In the case of many kinds of employment, however, the Labour Exchanges hope to bring back to work women who have for one reason or another—marriage is very frequently the cause—given up external employment. This is particularly so in the case of farming, and there are unfortunately difficulties in the way of attracting competent women back to the land. The grant of separation allowances and the possibility of making money by billeting soldiers both diminish the inducement to women to do agricultural work. An even greater difficulty is the slowness of the agricultural community to accept Labour Exchanges, though I understand that it is proposed to use the new county committees to organise women's labour through a more direct and personal appeal than the Labour Exchanges can themselves contrive.

Hull Daily Mail,
March 23rd. 1915.

AN INNOVATION.

WOMEN AND WAR SERVICE.

REGISTERING AT HULL.

"Are you able to work and free to work but not working?" This is the question that is being addressed by the Government to women. Should the answer be in the negative, women are asked to have their names entered at once on the special register of women for war service, which is being prepared by the Government Labour Exchanges. The Board of Trade in their notice just issued state:—"Women are wanted at once to work in the following, among other occupations:—Farm work, brush-making, dairy work, clothing machinery, leather stitching, light machining for armament. But even if you have no special experience of many of this work, you should register. It may be possible to train you. It is certain that as more men join the forces more women will be wanted to work while they are away. Even if you can work only half of each day you may be useful." Women can register either by going to a Labour Exchange, or by filling up a register form which can be posted, in the cas eof Hull, at the Labour Bureau, in Prospect-street.

The "Mail" called at the local bureau to ascertain how Hull women were regarding the scheme, and learned from Miss Burwell, who has had this department added to her other duties, that quite an appreciable number of women were coming forward in Hull. In fact, there were 50 yesterday. The idea of the Government is to compile a census of the women who would be able to work should the necessity arise, said Miss Burwell, "but the signing of the form does not bind an applicant to accept any work."

THE OBJECTS.

The object of the registration is to find out what reserve forces of women labour, trained or untrained, can be made available if required. As from time to time employment presents itself notice will be given through the Labour Echanges with full details as to the nature of the work, the conditions,and pay. As far as special training is necessary arrangement will if possible be made for the purpose. The hours for registration at Hull are from 2 to 4 o'clock in the afternoon, except on Saturdays, when the hourse are from 10 to 12 o'clock. If more convenien, forms can be obtained and returned by post. Amongst the particulars women are asked to furnish are:

Are you married, single, or widow?

Have you ever done any paid work, and if so, what?

If so, when? Giving date or nearly as possible, what kind, employer's name or names.

Are you free to work:—Whole time, part time, to leave your home for work if pay is sufficient and housing satisfactory?

Is there any other work which you are willing and able to do?

If you have never done paid work, what kinds of work are you best suited for?

In regard to women labour generally is it difficult to meet the demand.

Manchester Courier
March 23rd. 1915.

Women Answer to the Call

A gratifying response has been made to the Government's appeal for women labour volunteers. So far as London is concerned, at any rate, the scheme promises to prove an unqualified success, judging by the number of applications that have been made at the labour exchanges. It is understood that already more than 15,000 names have been put down for registration, and in addition there have been many hundreds of personal inquiries. The applicants are representative of all sections of the community, numbers of them being women of the wealthy and leisured class, actuated solely by patriotic motives, and all are anxious to do something for the good of the country. To-day the crowd of women besieging the headquarters of the exchange at Queen Anne's Chambers, Westminster, was denser than ever.

Quite a large proportion of them were smartly gowned and shod, and not all of them by any means were attracted solely by the desire to secure "something light" at a substantial salary. No illusions were harboured as to the kind of workers chiefly wanted to facilitate this great work of mobilisation. Many of the women obviously in comfortable circumstances are ready to tackle anything, from working on armaments to light machinery in the cloth factories, and quite a number are prepared to take up dairy work, poultry rearing, or other employment on the farms. It will necessarily be some time before the results of the scheme are known and made public, but signs are not wanting already which point to its success.

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Yorkshire Observer,
March 23rd. 1915.

WAR SERVICE BY WOMEN.

LARGE NUMBER OF APPLICANTS FOR REGISTRATION.

There can be no doubt as to the whole-hearted manner in which the women are responding to the Government's appeal to register themselves for war service. It is early as yet to speak of the ultimate result, but an official at the Central Labour Exchange in London stated yesterday that on Thursday last, on the morning of which the appeal was published, 700 women registered themselves throughout London, while Friday morning's post brought no fewer than 5,000 letters from women in all parts of the country asking for registration forms and expressing their willingness to be of service. Yesterday morning the first post brought 3,000 letters.

"There are," said the official, "women of all classes, and they are offering their services for almost every variety of work Among those who registered themselves on Saturday were several who offered themselves as 'bus conductors, for motor driving, and as lift attendants, while one lady is willing to take the place of a male orchestral conductor volunteering for military service. We do not want it to be thought that we can find work for all the people who register. The idea is to obtain an index of the available labour so that one can put one's hand on them when they are wanted. As regards the motive behind the responses, it is my impression that the vast majority are coming forward solely because they desire to be of service to their country. There is another matter, however, and that is that we do not want for an instant to suggest that because this appeal is being made we want anybody to accept wages which are lower than those of the ordinary industrial standard. That should be made perfectly clear."

Inquiry at the Swansea Labour Exchange yesterday afternoon elicited that there was a great demand amongst women and girls for preliminary forms for war work. This also applies to other parts of South Wales.

A meeting of some of the leaders of the women's political and industrial organisations was held yesterday at the offices of the Parliamentary Committee of the Trades Union Congress in London for the purpose of discussing the Government's proposals for employing women in the manufacture of war munitions, &c. Among those present were Miss Mary Macarthur, Miss Sylvia Pankhurst, Miss Susan Lawrence, Mr. George Lansbury, and Mr. John Scurr. The meeting was informal, and at the close Mr. Lansbury stated that there was nothing whatever to report.

Nottingham Express,
March 23rd 1915.

WORK FOR WOMEN.

How Nottingham's Gentle Sex Can Play Their Part in War.

AN AID TO ENLISTMENT.

The Nottingham Labour Exchange has received instructions from the Board of Trade to take steps to obtain particulars of women in the city who are prepared, if needs be, to take employment—industrial, agricultural, or clerical—in order to fill the positions made vacant by men enlisting.

In certain important occupations (the Board of Trade circular points out), there are already too few men and women to do the work, and this shortage, it is stated, will certainly spread to other occupations as more and more men join the fighting forces. Women prepared to undertake work may register their names at the Labour Exchange, the object being to find out what reserve force of female labour, trained or untrained, can be made available, if required. As from time to time, actual openings for employment present themselves, notice will be given through the Labour Exchanges, with full details as to the nature of work, conditions and pay, and, so far as special training is necessary, arrangements will, if possible, be made for the purpose. Any woman who, by working, helps to release a man or to equip a man for fighting does national war service. Every woman, therefore, should register, who is able and willing to take employment.

Except in the lace trade, there is no considerable unemployment in Nottingham. There is still a shortage of workers in the engineering trades, and in the building trade work is much more plentiful than was anticipated. House painters, especially, have plenty to do, which seems to indicate that people are making no great economies in this direction.

Manchester Guardian, March 24th. 1915.

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MANCHESTER AND THE WAR.

WOMEN'S WORK: THE NEW REGISTER.

EARLIER CLOSING: NO MOVE FROM THE TRADE.

Between 600 and 700 women in the district of Manchester have signified to the Labour Exchange their willingness to accept work during the war in accordance with the scheme which is designed to set men free to enlist. The majority of the applicants are said to be drawn from the middle class, and comparatively few desire to engage in manual labour, the greater number, apparently, having clerical work in view. There are some, however, who are willing to drive motor-cars and do the more masculine kinds of work.

The statement that an agreement has been virtually arrived at among licensed traders in Manchester and Salford to take voluntary steps to shorten the hours of sale in public-houses is not accurate. At a meeting of the Central Board of Licensed Retailers, held yesterday, it was said that there is no likelihood of the trade's making such a proposal.

Well over 100 men were enlisted in Manchester yesterday, 60 more being taken to the "City" Battalions. At a meeting of the Cheshire Congregational Union it was said that 1,200 men from Congregational churches of Cheshire have joined the colours.

Operatives in the clothing trade are complaining of the great variations in piece rates paid by contractors for the making of khaki tunics and trousers. The variations are said to be as great as from 1s. 10d. to 1s. 3d., and from 6s. to 4s. for the same work. The manufacturers, on the other hand, are said to be paying at a flat rate for their material, and to be receiving flat rates from the Government. Most of the makers-up concerned are women.

THE BELGIAN SOLDIERS' COMFORTS FUND.

We have received the following further contributions to the Belgian Soldiers' Comforts Fund, whose headquarters is at Cambridge, and whose object is to provide Belgian women in this country with the means to make the comforts their army needs. To this end it ha established workrooms up and down th country, several in the Manchester distric It is still urgently in need of funds, and w shall be pleased to acknowledge and forwa contributions, which should be addressed the fund, care of "Manchester Guardia Office, 3, Cross Street, Manchester:—

	£	s.	d.
Already acknowledged	609		
A Portion of the British Staff, Fabrica da Boa Vista, Oporto	5	1	9
Edward Whitehead, Failsworth	3		
"Lancashire Woman"	1		
	£617		

THE WOMEN'S REGIST

EARLY VISITORS AT LABOUR EXCHANGES

600 OR 700 APPLICANTS.

Since the announcement was made that a women's register for war service was to be opened some hundreds of women have come forward in the Manchester district, and the officials of the Labour Exchanges have found their work very much increased during the past two days.

On Tuesday the crush was so great at the exchange for women in Queen Street that forms had to be distributed to about two hund plicants from whom there was not t obtain verbally the details necessary fo tration. Yesterday the pressure was l but no doubt the clerical work will be in arrears in a day or two when the filled i are returned. It is not possible to obt some figures officially, but judging fro

WOMEN READY TO TAKE THE PLACES OF MEN.

At the Lancaster Labour Bureau women are showing a remarkable willingness in offering their services in order to liberate men for the forces. "The patriotic spirit has been fine," said the woman manager of the Bureau. "Women occupying good positions have signified their willingness to do any sort of duty that will relieve a man for the service of his country. The response of the women of Lancaster really makes one proud of Lancaster."

Nottingham Guardian, March 24th. 1915.

There has not been much response in Nottingham, as yet to the appeal made some days ago by the Board of Trade for women to take the place of men in civil employment, in order that the men may fight. In London and some other places the response has been large, but in this city the number of volunteers has thus far been small. We believe, however, that a public meeting will be called to discuss the subject shortly, and that the assistance of representative organisations will be enlisted if possible to push the movement forward. The idea here is not merely to find employment for women who are out of work, of whom there are plenty, but to find women who by giving their services can release men. Plenty of work is now being done by men which could easily be done by women, but the movement only applies to men of military age who are willing to enlist, so that there is nothing of a very extensive character to be done at present. In Germany, where practically the entire male population is being forced into the army, women are employed instead of men in all directions. In this country we have not reached this pass as yet. There will, however, be a very large demand for labour on the land as the summer advances, and much of the work could easily be done by women. In France women gathered in nearly the whole of last year's harvest, and they have planted the seed for the harvest that is coming. And in due course they will again gather in the corn and other produce. French agriculture would have been temporarily ruined had it not been for the women, and what French women have done British women may do if they like."

The Irish Times, March 24th. 1915.

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Women and the War.

The appeal of the Government for women who are prepared to do paid work during the war has already met with an excellent response. Official figures for the whole country have not been issued, but it is known that more than twelve thousand applications have been received at the Central Labour Exchange in London alone. The offers of service are coming from all sorts of sources. Many of the applicants have no particular training and no definite idea of what they want to do, but others have volunteered for special work for which they consider themselves fitted. A large number, for instance, wish to drive motor cars, and there is no doubt that some of them are perfectly well qualified to take charge of delivery vans or taxi-cabs. With regard to the latter, there are at present difficulties about obtaining licences for women, but these may be overcome. Other applicants, many of them the wives of soldiers, wish to work in ammunition factories, where they can feel that they are directly helping the men at the front. The main point is, however, that there is a large number of women of both the middle and the lower classes who are willing to help to carry on the business of the country in every way of which they are capable. We hope that their services may be utilised. Up to the present, comparatively few applications have been received from employers, partly, no doubt, because vacancies which must be filled only occur one by one. In some quarters a repugnance is felt to the idea of men and women working together, but we are convinced that this feeling, whether it be justified or not in ordinary times, should not be allowed to interfere with the conduct of business during the war. There is no doubt that many opportunities for women exist. A large number might, for instance, be employed on the land; although this kind of work is arduous, we see no reason why women should not do the lighter forms of agricultural work at a time when men must endure the hardships of the trenches. In a higher rank of life there must be many vacancies for women of the middle classes as clerks, where the younger men in any office have volunteered for the front. In this connection one point has arisen to which we think that serious attention should be given. In many departments of the Civil Service young men are employed who are willing, often even eager, to join the Army, but are forbidden on the ground that further depletion of the staffs would seriously impair the efficiency of the departments in question. Could not the places of many of these men be taken by women? Sometimes the work is of a highly specialised kind, but in other cases, we believe, it could be done with reasonable efficiency by any educated and intelligent person of either sex. The appointment of women would, of course, be purely temporary. This appears to be a matter in which the Government should set a good example to private employers. The exigencies of warfare also call for the services of another special class of women workers. There is at present a demand for more qualified nurses for Army service both at home and abroad. It is, indeed, only too clear that they will be needed in greatly increased numbers when, with the advent of spring, we are fighting fiercely with far larger numbers of men than ever before. The call is chiefly for fully trained nurses, but it is probable that there will also be openings for two or three thousand carefully selected women who have been trained in home nursing and first aid. We have no doubt at all that there will be more applicants than are required to fill these posts.

forward in the Manchester district, and the officials of the Labour Exchanges have found their work very much increased during the past two days.

On Tuesday the crush was so great at the exchange for women in Queen Street that forms had to be distributed to about two hundr[ed] plicants from whom there was not t[ime] obtain verbally the details necessary fo[r] tration. Yesterday the pressure was r[elieved] but no doubt the clerical work will be in[tense] again in a day or two when the filled-in [forms] are returned. It is not possible to obt[ain] finite figures officially, but judging fro[m the] number who have applied personally [at the] Exchange, and allowing for the forms [which] have been sent out, it is probable that so [many] or seven hundred women in the Mancheste[r] trict have manifested a keen desire to he[lp] any way they can.

A considerable number of letters have b[een] received from women living in towns n[ear] Manchester, and some have written from pla[ces] as far away as Macclesfield. They have re[ad] about the scheme in the Manchester papers, a[nd] appear to think that registration is taking pla[ce] at the Manchester labour exchanges only, an[d] it is well therefore to point out that applican[ts] should register at the exchange which is mos[t] convenient for them. In the majority of case[s] this will be in their own town.

Few Manual Workers.

A full analysis of the registrations cannot be expected for some time yet, but it was evident from the appearance of the women who visited Queen Street on Monday and yesterday that the majority are drawn from the middle class. A certain number of women who were in industrial employment before marriage have offered their services, but they form a small proportion. This explains the fact that comparatively few of the applicants express a desire to engage in manual labour. The greater number have in view the possibility of taking the places of men who are doing clerical work.

Some of the middle-class applicants, however, are not afraid of the prospect of hard physical labour. One woman graduate who has had experience as a teacher has also learned to drive a motor-car, and she is willing to take charge of a car and do small repairing work. If this aspiration is not realised she intimates that she will accept agricultural or horticultural work with equal pleasure. Others have offered their services as chauffeurs, and machining in clothing factories is also a favoured employment, while some of the women suggest that they would be useful as railway carriage cleaners—in which capacity, it is stated, a few have already been engaged privately by the Great Central Company—and cleaners as well as conductors of tramcars. But a far greater number of applications is desired from women who are willing to undertake or to train for leather work, light machining for armaments, clothing machining, brush work, and farm work.

Many of the women who have registered were disappointed to find that under the scheme employment cannot be found for them immediately. They have failed to understand that the registration is, in the first place, a means of ascertaining the total amount of the reserve of women workers available, and that the utilisation of the supply will have to be organised later on. In some of these cases the desire to earn money to supplement moderately good incomes seemed to be stronger than the patriotic motive.

The Appeal to Leisured Women.

In the week or ten days from now it will be known what the response to the Board of Trade appeal is likely to be in Manchester. Although it has been big enough already to overwhelm

of men than ever before. The call is chiefly for fully trained nurses, but it is probable that there will also be openings for two or three thousand carefully selected women who have been trained in home nursing and first aid. We have no doubt at all that there will be more applicants than are required to fill these posts.

The Times,
March 24th. 1915.

WOMEN'S WAR SERVICE.

WORK IN ARMAMENT FACTORIES.

ENGINEERING EMPLOYMENT.

Already there has been a gratifying response from Scotland to the appeal of the Board of Trade for women workers to take the place of men released for active service. Although the figures are not yet available, the officials of the Labour Exchanges in Glasgow report that a large number of women have already registered, and that a considerable number of applications for registration forms has also been received.

When the Parliamentary recruiting circular was distributed in the north thousands of women householders offered their services to the nation in any capacity, and the present appeal gives them the opportunity they then asked for. Many of the applicants are working women who are out of employment, but a large proportion belong to the leisured and middle classes.

It is anticipated that work can be found almost immediately for fully a thousand women in the engineering and armament factories in the Clyde district. Already one or two firms have experimented with female labour, principally in the manufacture of shells and other explosives, and the women have shown remarkable aptitude for picking up the work.

Several other armament and engineering firms have informed Labour Exchanges that they are prepared to engage a considerable number of women, and steps are being taken to ascertain the views of other employers. The work which the women volunteers will be asked to undertake will be the operating of turning lathes or other light machines which require little or no technical knowledge.

The question of the employment of women tramway-car conductors has again arisen in Glasgow. When a similar proposal was made in Edinburgh a few weeks ago it was dropped because of the opposition of the male employees. The problem of filling the places of men who have enlisted has become so acute with the Glasgow Corporation Tramways, however, that the proposal has been revived, and in order to avoid trouble with the men it is suggested that the women should be engaged on the same terms and conditions as the men. So far no decision has been arrived at, but the matter is now under the consideration of the Tramways Committee.

OFFERS OF TRAINING.

EMPLOYERS AND WOMEN'S WAR WORK.

Since it has become clear that a new industrial army of women is coming forward to enrol for war service the Central Labour Exchange are beginning to receive offers to train them. An offer to place a large training farm at their disposal was received yesterday in London, and there were similar proposals from various institutions and organizations, as well as inquiries from individual employers.

Applications for registration continue to pour in steadily. Returns have not yet been received from the Exchanges throughout the country, although many women residing in the country have written to the central office direct, but it is hoped that this information showing how the movement has spread will be available shortly. The women's societies generally have shown a disposition to cooperate in the most patriotic spirit.

The work of enlisting the help of employers is gradually taking definite shape. The recruiting department of the War Office have been impressed with the growing magnitude of the women's movement and the spirit which is being shown by them, and will use it as a means of showing employers that they need have no serious misgivings about labour if they release numbers of their young men.

Daily Chronicle,
March 24th. 1915.

WAR SERVICE FOR WOMEN.

WHERE THEY MIGHT REPLACE MEN.

LADY ABERCONWAY BLAMES TRADE UNION RULES.

"There are many ways in which women could set men free for active service," said Lady Aberconway to a **"Daily Chronicle"** representative. **"All the higher branches of employment have been reserved for men, and women have been relegated to lower grades, or kept out altogether by trade union rules."**

Lady Aberconway believes that if these rules were relaxed women could be of the greatest possible use to the Government.

"There are many machines," she declared, "that are worked by men only which women could use with very little instruction. I have been round many factories—earthenware, hosiery, lace, and others—where I was greatly distressed to hear of the low wages paid to women in comparison with the wages paid to men.

"In one factory the manager pointed out a little girl who was busy picking up stitches. 'There is no an in my establishment who can do the work so well,' he said. I asked what she was earning. 'Five shillings a week,' he replied.

"In another factory I saw a woman fetching and carrying for a man who was working at a small machine. He was earning £3 per week; she was earning 10s. 'Could she not learn to work the machine as well as the man?' I inquired. 'Of course she could,' he answered, 'but she is not allowed to do so—it's against trade union rules.'

"This spirit," Lady Aberconway said emphatically, "runs through all our manufacture, and if only they were free, women could greatly increase their output of useful work. I suggest that the Government should give living wages to women while they are learning new industries. There are hundreds of women used to iron and brass work, who would soon be able to assist in producing war material.

"Then women ought to replace men in shops. Business in retail shops is by no means as flourishing as it was; yet there are still hundreds of young men behind counters doing little or nothing. If men in the lighter trades were replaced by women the number of available soldiers would be greatly increased.

"The same applies to lift attendants, ticket collectors, omnibus conductors, booking clerks and in a certain measure to motor drivers. The Women's Emergency Corps had many skilled women motor drivers at their disposal who have been refused licenses. Waiters in restaurants ought to be chiefly women.

"Thousands of women having independent incomes would gladly undertake such services in order to set men free, and they would be able (unlike the self-supporting workers), to relinquish these posts when men came back from the war. If the Government will only trust women with responsible positions, and allow them to engage in the higher branches of skilled work, I believe they could render great service to the country in its hour of trial."

663/50 663

Yorkshire Post,
March 24th. 1915.

THE WOMEN'S WAR-SERVICE REGISTER IN LEEDS.

A POPULAR MOVEMENT.

In Leeds the women's war-service register is being compiled at the bureau in Great George Street, near the Town Hall. Little knots of women stand outside all hours of the day discussing the new movement with applicants who come and go, and the constant stream of these applicants is a further proof that the idea has already "caught on" immensely. Inside, the staff of women clerks has almost more than it can do at times to cope with the rush, inclined as it is to come in waves. Up to the present about 500 women have registered, and the number is still piling up.

The most striking thing about the movement is the eagerness of the women themselves. Of course, they expect some return for their services, but with the majority money is not the main consideration. It is a sense of patriotism that animates them—the feeling that, be it in ever so small a way, they can perhaps help. Many of them are soldiers' wives, the younger ones who have no family to look after, and who, having sent their men to the front, now bravely determine to fit themselves with a reorganised system, if only as a foil to their own loneliness. Others again are middle-aged women whose families have grown up, and who may now be spared from home. In their younger days many of them were clerks or secretaries, and are now, with a little instruction, quite capable of doing book-keeping and clerical work. For the most part, however, these belong to the pre-typewriting days, and would, therefore, be at a disadvantage if this were an ordinary employment agency. Some of the applicants, again, are ex-teachers. Charwomen have been badly hit by the war, and amongst the applicants are many who think they could be of use, say, in cleaning railway carriages.

Farm-work, dairy-work, leather stitching, brush making, clothing machining and light machining for armament are amongst the occupations for which women are asked to offer themselves. It is hardly to be expected that in a city like Leeds there would be many applications for field work. Much more inviting is the prospect of taking a hand in dairy work, and about a dozen have registered for this branch of service. It is necessary that they should be young—the age limit is from 18 to 25—and active work will be preceded by a short course of instruction at the Garforth Farm. Quite a number have applied to do machining in the clothing factories, and some have an idea of being tram-conductors and motor drivers. Where instruction is necessary, it will be provided in due course, and if the idea works out on the scale that is promised it should free many men for military service, besides temporarily filling the gaps left by those who have already gone. "Any woman," says the Board of Trade, "who by working helps to release a man or equip a man for fighting does national war service. Every woman who can work, and is free to work, should come forward." It is remarkable that 75 per cent. of the women applying in Leeds have volunteered for whole-time work. Of course, the movement is still very young, and the energies of the organisers are being directed to getting the register complete to start with. Then it will be possible to gauge the proportions of the problem that has to be dealt with, and to take steps for distributing the labour, and providing instruction. Up to the present, the applicants are mostly working women. Motor-driving is an occupation that should appeal to the more leisured who have time on their hands, and who want to be useful.

663/51 663.

The Glasgow Record
March 26th 1918.

WOMEN AS WAR WORKERS.

GLASGOW RESPONSE TO APPEAL.

ALL CLASSES REGISTER.

At the Glasgow Labour Exchanges applications are still pouring in from women who are anxious to register themselves as willing to undertake work which will release men for active service or to fill up gaps caused by those men who have already enlisted.

If the experience of Glasgow holds good throughout the country, a very large number of women workers should soon be mobilised, and the result should be seen in the accession to the ranks of the army of men who were ready to enlist, but who were prevented from doing so because they were engaged at home upon work which was essential to the successful prosecution of the war.

The women who are applying for registration belong not only to the working classes, but also to the middle and well-to-do classes. They are volunteering in no frivolous mood. It has been made clear to them that they may be required to engage in hard and monotonous work, and the fact that they are coming forward in such large numbers is a tribute to the patriotism of the women of the West of Scotland.

Many of them have never before been engaged in any work other than the supervision of domestic affairs, but they declare their readiness to undergo training for any branch of service that may be of advantage to the country.

TAKING PRACTICAL STEPS.

The classification of the applicants and their allocation to the various establishments in which they will ultimately be engaged will involve a considerable amount of work, but it will be undertaken without any unnecessary delay. The co-operation of employers, of course, is absolutely necessary for the success of the scheme, and steps are being taken to ascertain how many women they will be able to employ.

As was indicated in yesterday's "Daily Record," several engineering employers and armament firms have indicated their willingness to engage female employees, and it is believed that in this branch of industry alone fully 1000 women could be employed almost immediately. These establishments require additional labour, not only to make good the losses caused by the large numbers of their employees enlisting, but also to ensure as far as possible the production of munitions of war, which are so urgently required.

Women can undertake with perfect safety almost all the processes involved in the manufacture of shrapnel shells, as well as the heavier shells fired by the howitzers, and with staffs increased by the introduction of female labour the supply of these very necessary war supplies should be materially increased.

In addition large numbers of women could be employed in chemical work, as machinists in clothing and shirt factories engaged on Government contracts, and in other branches of industry. Women can be employed either as part time or full time workers, so that their scope of service is almost unlimited.

Nottingham Guardian,
March 26th. 1918.

WOMEN WAR WORKERS.

NOTTINGHAM COMING INTO LINE.

Reference was made in yesterday's *Guardian* to the very large response which has been forthcoming in London to the Government's appeal to women to register themselves for war service.

The appeal is contained in a Board of Trade circular, which is being circulated throughout the country by means of the Labour Exchanges and other channels. So far, it has become more widely known in the Metropolis than in the provincial centres generally, and in Nottingham itself, the women who have registered, up to the present, number barely 100. Nor have those who have intimated their willingness to be called upon given any indication—as some have done in London—of any special form of employment for which they may chance to be qualified, or which they would prefer.

There are hopes, however, that when the need and nature of the call are more universally recognised, Nottingham, and the other towns and townships and villages in this district will be found to contain large numbers of women willing to answer, for, as the circular itself observes, "Any woman, who, by working, helps to release a man or to equip a man for fighting, does national war service."

The object of the movement is best explained, perhaps, by quotations from the Board of Trade circular, wherein the President points out that "if the full fighting power of the nation is to be put forth on the field of battle, the full working power of the nation must be made available to carry on its essential trades at home."

Already, in certain important occupations, there are not enough men and women to do the work, and the Government are desirous of obtaining particulars of the women available, with or without previous training, for paid employment. All, therefore, who are prepared, if needed, to take employment—industrial, agricultural, clerical, &c.—are invited to enter themselves upon the Register of Women for War Service, which is being prepared by the Labour Exchanges.

"The object of registration is to find out what reserve force of women's labour, trained or untrained, can be made available. As, from time to time, actual openings for employment present themselves, notice will be given through the Labour Exchanges, with full details, as to the nature of work, conditions, and pay, and, so far as special training is necessary, arrangements will, if possible, be made for the purpose."

An effort is to be made locally to secure the co-operation and advice of the civic authorities, and of representative men and women concerned with all branches and all grades of industry.

The Labour Leader,
March 25th. 1918.

Mobilising Women Workers. The Board of Trade has invited women who are prepared to fill the places of men who have enlisted, or may enlist, to register at the Labour Exchanges. For our part we do not share the objections of certain old-fashioned Trade Unionists to the employment of women. Wherever the work is suitable for women (and in deciding what work is suitable they should have some voice) we claim for them equal opportunity with men. But there are very grave dangers involved in the sudden flooding of the labour market with women. What wages are the women to be paid? Is the usual custom of paying them only 50 or 75 per cent. of what is paid to men to be practised? If so, the whole standard of wages will be lowered, and against that we must carefully guard. And what precautions are to be taken against overwork and bad conditions? If the Government invites women to enter the industrial world, it ought to guarantee a minimum living wage, at least, and healthy employment. In dealing with the position of workers engaged in the armaments' industry, Mr. Lloyd George and Mr. Runciman consulted the men's Trade Union officials. We suggest that in this case the Government should confer with the officials of the Women's [illegible] be, or should seem to be, a large organisation, large organisations, as often as not, are slow, proud and lethargic, their energy smothered

Glasgow Herald,
March 26th. 1918.

OVER 2000 WOMEN WORKERS.

WAR SERVICE REGISTRATION IN GLASGOW.

The returns of the number of women who have registered at the labour exchanges in Glasgow for industrial work under the "war service" scheme promoted by the Board of Trade show that up till Monday night the total was over 2000. That represents, it may be said, only three days' enrolments, because practically all the applicants accounted for in the returns were registered on Thursday and Friday of last week and Monday of this week.

The registration is still proceeding briskly, and a large number of the forms which have been distributed among prospective applicants have yet to come in. There should be, it is estimated, at least another 2000 applications before the local register is completed. The problem of placing the women in employments is one which will be considered in the first instance by the Board of Trade, but it is expected that the local labour exchanges will be authorised to approach the employers in their respective districts with a view to ascertaining how far the local supply may be absorbed by local industries. Already a number of employers in the Glasgow area have intimated that they will take female labour, and as the demand for increased war munitions has to be met it is believed that many more inquiries for women workers will be received. A large armament firm in the city have applied for 300 women, and this number will be but the nucleus of a much larger staff, if the experiment is successful.

A few complaints have been received that the Board of Trade's scheme is having a somewhat disturbing effect on certain works in which women are already employed. The workers in these factories, it is said, have been tempted to offer themselves for employment under the new scheme. This is regarded as an unfortunate development, and the labour exchange officials emphasise that only women who are not engaged in industrial work at present are asked to register. Women who leave employment in the hope of finding another situation through the new register will be in danger of being disappointed, as strict investigation will be made regarding their previous service. While this is the case, those women who have had previous experience of industrial work and who are now out of employment will receive the first chance of work offered by employers under the Board of Trade scheme. They will be selected in preference to applicants who have not been at work hitherto and whose circumstances make it unnecessary for them to enter paid employment for the livelihood it will afford.

KIRKCALDY APPLICATIONS.

Kirkcaldy Labour Exchange has made a most encouraging commencement in connection with the enrolment of women willing to render war service. The first appeal was made from local pulpits on Sunday, and about 50 women have put in applications. A feature of the response has been the number of women of the leisured class who have offered their services.

Daily Dispatch.
March 28th. 1918.

Government and Women Workers.

The appeal of the Government for women to register their readiness to perform the work of men of military age and eligibility has been so successful that a new problem has been occupying the attention of the Cabinet. It is that of absorbing the new force of labour into the industrial life of the country without unnecessary delay. The army of women workers is already many thousands strong, and additional numbers are registering each day at the Labour Exchanges. In fact, the Board of Trade has never before had such a vast supply of women's labour to offer through its exchanges.

The next step in the Government campaign, I understand, is to be an appeal to employers to avail themselves immediately of the new labour and thus release men for active service in the least possible space of time. Employers are to be encouraged by the Government in every way to avail themselves of women's labour.

663/52 663

The New Witness,
March 25th. 1915.

THE WOMEN'S "MOBILISATION"

LAST week, following the announcement that women were to be "mobilised" for "War work," there appeared in the Press two remarkable statements, not directly connected, but which, read together, are, as I think, of a strangely disquieting character. The first of these was an amazing pronouncement by Miss Courtney, who, speaking on behalf of the National Union of Women's Suffrage Societies, urged that women, not men, should act as shop assistants and waiters. There was no reason, she argued, why they should not make these occupations their own. There is in point of fact (as I shall presently show) the very gravest reason why they should do nothing of the sort. But let us note that Miss Courtney urges this step, not as a contribution on the part of her sex to the exigencies of the situation, but as something eminently desirable *per se*. Obviously, the employment of ten thousand, or a hundred thousand young women in selling ribbons, or distributing chops and cups of tea, is not in the least likely to add one single shell, or one single cartridge to our store of ammunition; nor, for the matter of that, to send one single man to the firing-line. It is because Miss Courtney thinks it a good thing for women that they should be waitresses and shop-assistants that she advocates the change—a change that cannot possibly contribute to our national efficiency, nor help us in the present crisis. So much for statement No. 1. Now let us consider the other item. It relates that there was an enthusiastic rush of women to the Labour Exchanges in a town "up North." Some few days ago about one hundred—note the stupendous total—were actually engaged by a firm employing several thousands of hands, some of whom are working day and night; a firm that is among the largest in the United Kingdom. Of that hundred we may say with certitude that at least 20 per cent. will find the strain—the intense nervous strain of working under trying conditions, and at a pressure that taxes to the uttermost the endurance and resilience of the strongest man—quite beyond their resources; and even if they are reinforced by other willing recruits we may rely upon it that, when all is said and done, the number of women "mobilised" for the actual production of the munitions of war will be fractional, however many may become waitresses, shop-assistants, typists, messengers, and the like.

Now I have taken these two statements, because they seem to me to point clearly and unmistakeably to the very grave danger that there lies in this latest spectacular attempt of the Government to impress on the people the immensity of the struggle in which we are engaged. Personally, I doubt if even the Government—who, in reality, know very little about the details of production—have persuaded themselves that this call to women-workers is going to count for much in "speeding up" the arsenals and engineering works. Members of the Cabinet have at least visited such places, and they know that to expect their already enormous output to be increased appreciably by women, who, necessarily unskilled and untrained, lack the physical endurance of strong men accustomed to the working that they know, is futile. The manifesto was probably intended to wake us up to the gravity of the situation, whose real significance the Press Bureau has been hiding from the nation for the last six months. But whether it was or not, of this I am certain: that while it will do little to add to the munitions of war, it may well have disastrous social results. For it may enormously increase one of the gravest social evils of our time—that fruitful source of sweating and unemployment—women's labour.

Let us return to Miss Courtney's statement. There is no reason, she says, why women should not make the selling of ribbons and waiting at restaurants, peculiarly their own. There is not, indeed, if that is to be the main business of their lives. But if they are going to becomes wives and mothers, then there is a very good reason indeed why they should turn their backs upon the opulent opportunities of life under Messrs. Lyons, and cease to do the Howell and James, or the Selfridge young man out of his job. Miss Courtney will find the reasons set out with great clearness by those who are entitled to speak with authority on the matter. These were stated with such force that Parliament passed a special Act insisting on the proprietors of West-End shops providing seats so that their women assistants might sit down. It is true that the measure was futile, as nearly all such measures are. The seats were never occupied—the shop-walkers saw to that. But they still remain. And the arguments that led to their provisions—they remain also. They have been urged time and again, and they have never been answered. Briefly, they amount to this: if women are going to have children, if we are to consider them as mothers and not as wage-earners, then any occupation that keeps them standing for many hours is distinctly bad for them, for the race, and for the coming generation. It may put a few extra shillings into their pockets, and allow them to buy cheap jewellery and see silly cinema shows, and may appear to achieve that economic independence which is always open to the female "blackleg," who will take a man's job at a cut price; but its ultimate results are to be seen in stunted, weakly, neurotic children; in miserably unhealthy women; in wretched homes from which sickness is never absent; in all the miasmas that have made wives shrink from motherhood, so that the procuring of abortion is a profitable industry; in a falling birth and an *increased* infantile mortality; in the displacement of men's labour, and the emergence of a new and curious type of female monstrosity called "the flapper"; in the general loosening of morals and the general cheapening of women.

Of course, if these new recruits to the army of industry were going to "quit" at the end of the war, there would not be very much in all this. But who believes that these women will surrender their work so easily; and if so, what is to become of them? The fact is that this mobilisation commits the nation to a dilemma from which there is no escape. Miss Mary MacArthur, the secretary of the Women's Trade Union, states the position with great clearness when she says:—

"What guarantee is to be given to men that, when they return to civil life, their situations will be open for them, and that the standard of conditions in their trades will remain unimpaired?

"And if the men receive satisfactory guarantees, what is to happen to women who have taken their places when they return, if in the meantime the women have become self-dependent."

There is no getting away from that difficulty. On the one hand, the women who have liberated shop-assistants and the like, and enabled them to serve their country at the front, will be sent packing, to starve or go on the streets. On the other, as seems more probable, Tommy will return to find that a woman has got his job, that he must begin life over again, and that the position he won by years of dogged hard work is to go to a woman new to the trade.

The woman's mobilisation will add, as I believe, nothing to the Army, and little to the equipment of the forces in the field. Granted that there was a shortage of labour at the docks, in the ship yards, and in the engineering shops, such shortage could have been made good by the simple expedient of paying for it. Increased wages have a wonderfully quickening effect upon the mobility of labour; and increased wages the employers would have had to pay if the Government had not entered the field against the Trade Unions. In this world you can nearly always get good service by remunerating it adequately. But cheap substitutes are frequently dangerous, and in the long run the most expensive.

C. SHERIDAN JONES.

The Christian World,
March 28th 1918.

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The Lady,
March 28th 1918.

ENGLISH WOMEN AND THE WAR.

Industrial Work They Might Do.

An Official View.

About seven million women in the United Kingdom are engaged in some occupation whereby they earn their own living. More than half the female population, between the ages of fifteen and twenty-five, is industrially employed. Therefore, the outbreak of war has caused an upheaval in women's employment and has induced many women to adapt themselves to those trades now busy manufacturing war materials, food, clothing, and equipment for the Army.

Comparing the British women with those in France, Germany and Austria, they have not as yet been drafted into men's work to any appreciable extent. True, there is an increase of twenty-five per cent. in the employment of women in banks since last August; a few women are employed in some of the male departments of the post office; there are a few isolated cases of girls managing lifts and acting as shop assistants in provision shops; but beyond these few instances female labour has not been substituted for male labour as much as was anticipated.

Women could be easily adapted for much useful work. In some cases only a little training would be required; in other instances thorough training would leave the woman just as expert as the man under similar conditions. Women could thus release men of military age to join the Army, or men to perform the work done by those already fighting which is not suitable for female labour. Production must proceed at all costs. The loss of men in factory, warehouse and workshop, on farm and land, in any branch of industry of an extractive or manufacturing nature must not be felt or allowed to curtail production. However great the dislocation of industry, those men left behind, together with women, must be prepared to be dovetailed into any available work that needs doing, enduring any hardships this may entail for the sake of the Empire.

Women could efficiently perform much more of the administrative and clerical work in the various Government departments than has been previously allocated to them, for women are methodical and accurate and possess that enthusiasm that lifts them triumphant over the monotony of close detail work. Local and municipal authorities too, could engage more women as clerks, assistants and inspectors. The public libraries could be conducted almost entirely by female librarians, assistants, with young girls in place of the boys who now sort and shelve the books. If Frenchwomen are successfully conducting the trams and omnibuses, it is time British women were installed upon these vehicles, too, thereby releasing a further thousand or so men of military age. Women might also be utilised as guards upon the underground tube railways. In railway transit work girls and women could undertake booking-office work and the clerical work in the numerous offices—parcels, clearing, managers' and head offices—even acting as ticket collectors, too, if real emergency arose. Among the city and dock warehouses there is much clerical work booking goods in and out that could be done by women. The conditions, however, are very rough along the riverside.

Women excel in the art of selling, and thousands of men might be drawn from the work of shop assistant and female labour substituted, in many cases with advantage even. In some shops the women could take entire control; in others, where heavy lifting or going to market must be undertaken, women might replace about two-thirds of the men in each business. In the large stores and drapery establishments, hairdressing, jewellery, tobacconists' and newsagents' businesses there is work quite suitable for women, and to some extent in poulterers' and fishmongers' and green-grocery, women could manage the salesmanship.

The work of insurance agent is another occupation providing thousands of young, brisk men with a livelihood. These men should either join the Army or take on other work unsuitable for women and let women do the collecting work—for the time being, anyway. One large assurance company did employ over 20,000 agents in the provinces alone, before the war. For many years a West-end dairy company has employed women to deliver milk. Therefore, if one dairy company can make a success of such a venture, other milk vendors should follow suit. Even in those trades in which women already take their part, there are many more branches that they could execute, but they are often kept out through prejudice. An instance of this occurs in the printing trade in London, where the objection to the employment of female compositors is almost prohibitive; yet in Scotland this has been lived down, and women are admitted to this branch. Under the present state of affairs, women should be offered every facility for making themselves proficient in any branch of any trade that will release men for more important work, such as the manufacture of armaments. Women should be allowed to learn to set up type, the operating of the Linotype and Monotype machines, and certain branches of the book-binding trade not done by females at present. In the boot and shoe trade, too, there is a dearth of male and female workers, so that in this branch of industry, too, women might do more of the actual manufacture than they have been in the habit of doing; and unskilled women might be taught the branches already done by women. It would be possible to mention other trades into which women might be temporarily or permanently drafted. There are trades of a very highly skilled nature where there is already every pressure being brought to bear upon the men, and where a dearth of production will be serious, in which long and careful training is essential. Girls should be apprenticed to this work immediately, for they would require at least two years' close application to learn it. Surgical instrument making is one of these trades; watch and clock making is another. Girls would need very careful selection, but the right girl should prove as adaptable as a boy.

Special attention should be paid to boy labour at the present time, and girls should be substituted for all messenger work whether under Government or for private employers. The boys should be induced to enter those trades where a dearth of men is sure to occur. This applies to all branches of engineering, the construction of railways, bridges, canals and roads, shipbuilding, railway work and every branch of farming and agricultural labour. Indiscriminate street hawking of newspapers should be abolished. Girls could preside at station bookstalls, and in the street certain stands or positions should be allotted for the sale of newspapers, to be in charge of elderly men or women only.

To thus reorganise industry and to deal with the problems that will arise during such dislocation, and afterwards, when the disbanding of the Army commences and when women must vacate much of the temporary work into which they have been dovetailed, men and women specially qualified should be appointed. Women should be well represented on such a committee, as it is largely a question of female labour and its flexibility. Leading political economists, trade experts, business men and women, and officials on the Labour Exchanges should all be appointed to serve on this "Committee for the Reorganisation of Industry During the War."

A step of far-reaching importance has been taken by the Government in calling upon women to register themselves for paid employment in the nation's service to fill up ranks which are at present without sufficient labour, and also to release men for the fighting line. The step will be welcomed by the women themselves, who have ever since the war began desired opportunities for serving their country, and have in some quarters already organised themselves for such service. To what will this mobilisation of women for industrial service lead when the war is over? It is only too clear that many men will return from the war unfit to resume their occupations, and unable for a time to support themselves. So the danger of women ousting men from the labour market is thus far remote. But it is earnestly to be hoped that the women will be paid at the same rate as the men whom they are replacing, or a very grave situation will be created. Such an excellent judge as Miss Mary Macarthur appears to think that the difficulties of the question have not been fully considered. Be that as it may, this is the most important development in the position of women in this country which this century has seen.

The Glasgow News,
March 28th 1918.

WHERE ARE THE GIRLS?

WOMEN'S WAR SERVICE.

("NEWS" SPECIAL.)

England has been quicker to respond to the demand for women for war service than Scotland, where the habit is to think things well over and to rush nothing—but it must not be supposed that Glasgow and the West are not doing well. Not only are Glasgow women coming forward in considerable numbers (between 2,000 and 3,000 have already enrolled), but many letters are reaching the Labour Exchange from outlying districts, and all the local Exchanges are busy with the war registration.

It has been stated that there are at present a thousand women out of work, and that these should have a prior claim to war openings, but it may be pointed out that this is misleading. Ordinarily this may be the number of unemployed women in the city to-day, as it was yesterday, and as it will be to-morrow. But this is the fluctuation of the labour market, its constant ebb and flow, and the women who are the outs to-day will be the ins to-morrow according to the hazards of life. Allowance must be made also for the element which is to be found in women's labour as well as in men's, the ever incompetent who drift into and out of jobs in peace and war time alike.

Obviously it is the intention of the nation to call up its fresh reserves of women. Public women and many employers of labour are willing now to admit the capacity of the woman worker. The women who are registering now belong chiefly to the middle classes or to the superior working class, and while all ages are represented, about three-fourths of the women are over thirty, and many are middle-aged. Generally speaking, they do not express a preference for any kind of work, and are willing to serve in any capacity, though a considerable number decline agricultural labour. Nearly half have had some previous business experience, and these are mostly married women or widows. They do not speak about wages, but in many cases better class working women are seeking no doubt to supplement the very meagre allowance which the Government is making while husbands or brothers are at the front. In very many cases, however, patriotism alone is the reason which has induced the women to offer their services.

Possibly war service may be required not only from women of leisure, but from other women who might be asked to leave the luxurious, inessential trades in order to work where the need for their services is more imperative. To take a possible instance—though such a thing is not at present likely—dressmakers might be asked to take up military contract work.

What we should like to know, however, is what has become now of the young lady who once was so keen on recruiting—who went about handing over white feathers? Her sweetheart, her brothers, her young husband is at the front, and what is she doing? Girls from twenty to thirty overflowing with energy, health, and spirit are surely wanted; they were eager enough to urge their men folk on. Let them come forward now.

The Dundee Advertiser, March 25th. 1915.

663/54 663.

WOMEN'S WAR SERVICE

Registration at Dundee Labour Exchange.

When the history of the great war comes to be written it will contain no brighter or more inspiring page than that which will record the part taken and the services rendered by the women of our country. In the noble and difficult task of nursing the sick and wounded their services deserve to be written in letters of gold, and in other less known fields of activity their work has been hardly less valuable, if much less conspicuous.

Their latest phase of usefulness is what is known as "War Service for Women." This is an appeal to the women to come forward, and take up men's work, to release the latter for fighting.

Women are wanted at once to work in the following occupations—Farm work, dairy work, leather stitching, brush-making, clothing machining, and light machining for armament. It must not be imagined, however, that these are all the occupations for which women workers are required. The six detailed above are urgently in need of their services, but it is open to women to volunteer for any other work. It is certain that as more men join the forces, more women will be wanted to work while they are away. Any woman who by working helps to release or equip a man for the fighting line does national war service. A special register is being prepared by the Government Labour Exchanges, and no fees are charged.

Up to the present Scotland has not done so well in this new movement as has England, the probable reason being that the women of Scotland have not yet fully grasped its meaning. It is felt to be only necessary to bring the matter under their notice, and to appeal to their patriotism in order that the disparity between the response in England and that in Scotland may be wiped out.

Within the past week numerous forms have been sent out from the Dundee Labour Exchange, and on Sunday the matter was referred to from the pulpits of the city. As a consequence there has already been a very good response in actual registration, and as inquiries for further information are pouring in, it is expected that the numbers will rapidly increase.

Two Reasons.

Two reasons, however, may militate against a very large number of Dundee women being able to register—(1) Because the majority of the educated women of the city are busily engaged in voluntary Red Cross work; and (2) because, owing to trade being so good in Dundee, there is plenty of work for industrial workers, and consequently there is no surplus whose services would be available under this new movement.

The response, nevertheless, has up to the present been very creditable and encouraging. A number of women, either already employed in some sort of work or who have not done any work, have offered to give part of their time to any work for which they might be found useful, and a good many are even willing to leave their homes to work if pay and housing conditions are satisfactory. Some who have had no special experience of any work are very enthusiastic about being trained for new employment.

Married women, with an hour or two to spare in the afternoons or evenings, have said in effect—"Anything we can do we are most willing to do." Indeed the offers of service are very varied, but the majority are less remarkable for precision than for the spirit of willingness. Many, as stated, are willing to do "anything." One or two girls have offered their services as chauffeurs. One young lady, who has practically managed a hotel, said she would like to do outside work, and suggested a tram conductor's or a chauffeur's place. Quite a number have registered for clerical work, and, of course, a good many for cooking and nursing. More than one have offered to take a chef's place. One girl, who was in a telephone office in London, offered to go into the telephone department "as a mechanic and maker-up." Several appear to be attracted by the idea of helping in the manufacture of munitions of war, and have offered to do light machining and armament work.

Light farm work seems to attract a good many, especially those who have been brought up in the country, and several young women have offered to take care of live stock, and to do light farm work. One has a fancy for poultry. Gardening seems to fascinate some, and one wants to do market gardening. A school teacher has offered to "go in for milking, dairy work, poultry farming, and gardening," and is "quite willing to be trained for any other kind of work."

The above are samples of the applications received at the Dundee Labour Exchange, and it is expected that the stream of those who are registering will grow steadily in volume as the days advance.

The Glasgow News, March 25th. 1915.

WORK FOR WOMEN.

The appeal which has been made to women by the Government, in order to increase the effectiveness of the demand for more recruits, has had an instantaneous and remarkable result. It is impossible to suggest how many women have put their names on the register for employment, as the registration forms are pouring in daily to the various Labour Exchanges throughout the country. Already, however, some ten or twelve thousand applications have been made at the central offices in Westminster, and the tota number of the names placed on the register is promising to be enormous. Whether the applicants are likely to prove immediately useful in the majority of cases is still a matter of doubt, for a very large number belong to the middle classes, and they have not been trained specially to do any work. It is fully evident, therefore, that teachers to instruct and supervise the novices must form an important part of the scheme. Yet when all the applicants are registered and classified there still remains the essential element of success—to find the work for the eager workers. So far, in town or country, there has been no demonstration of anxiety on the part of the employers to tap this new reservoir of labour. It is suggested, consequently, and the suggestion is quite reasonable, that the Government themselves ought to set the example. There are many young men still employed in the Civil Service who would be more usefully employed in the Army, and experience has proved that many posts in that Service can be adequately filled by women.

Evening Standard & St. James Gazette, March 25th. 1915.

To the Editor of "The Evening Standard and St. James's Gazette."

WOMEN AND MEN'S WORK.

Sir,—It is surely not right that women who take the place of workmen going to the front should be paid those workmen's wages.

The ordinary soldiers' pay should be quite sufficient. We shall then be able to see if women workers are really animated by patriotic feelings, instead of a desire to benefit themselves at the expense of those who are risking their lives in the trenches.

In very few spheres is a woman's work worth as much a man's, and it will be unbusinesslike and wasteful to attempt to pay them men's wages, and very unfair to the firms who had to employ this female labour.

"WATCHMAN."

North Heels Mail, March 25th. 1915.

WHAT ABOUT SAFEGUARDS?

It would, of course, be easy to raise objections to a large increase of female labour in ordinary times; but the times are not ordinary. It is a case of national emergency, in the face of which many of the objections which might otherwise be urged have to be swept aside. This is willingly acknowledged by Labour leaders, who, however, will undoubtedly ask for certain safeguards. There are also points upon which they desire further information. Miss Mary Macarthur, who is secretary of the Women's Trade Union League, asks: "On what conditions are these women to be substituted for men? Are they to receive the same wages for the same work? What guarantee is to be given to men that, when they return to civil life, their situations will be open for them, and that the standard of conditions in their trades remain unimpaired? And if the men receive satisfactory guarantees, what is to happen to women who have taken their places, when they return, if in the meantime the women have become self-dependent?" Miss Macarthur declares that a national representative committee, including a strong representation of industrial interests, to lay down conditions of transference, is one of the first safeguards which must be insisted upon. Mrs. Fawcett, who is president of the National Union of Women's Suffrage Societies, says that the one thing they are anxious to avoid is to supply a cheap form of labour and undercut men. They want to provide really efficient women, worthy of good wages. She trusts that the new demand for female labour will have the effect of raising the standard for women in regard to both work and wages.

The Nottingham Guardian, March 25th. 1915.

VOTE DEMANDED BEFORE WORK.

A meeting called to discuss the situation raised by the Government's appeal to women was held yesterday in London.

Miss Eunice Murray, of the Women's Freedom League, who presided, said that it was rather wonderful that at last the Government had found that women could be useful. When the Freedom League at the beginning of the war had offered its help, the offer was indignantly refused.

Now the Government were in despair, having discovered their mistake, and again the women were willing to help; but they did so under certain conditions. The first of these was equal wages with men, where training was necessary, proper maintenance during that period, some recognition by the Government after the war, and, since the Government called on them as citizens, they claimed their full rights as citizens, and they demanded an emergency Bill for enfranchising women before they renounced office. They did not trust the Government, and they required the vote to ensure that the women workers were properly treated.

The Government was about to become the largest employer of female labour in the country, and it was not enough that the Government should merely promise equal wages with men. There must be safeguards.

Miss Mary MacArthur had reckoned that there were 50,000 women in the country receiving relief from the rates. The Board of Trade assessed the figure still higher, putting it at 60,000, but it appeared that these women were incapable of performing the work required.

663/54

The New Statesman
27.3.15.

The compilers of the Board of Trade report on the state of employment seem to be torn between an optimistic desire to prove that all is well, and the need for making out a case for some further steps in "industrial mobilisation." As compared with July last, notwithstanding the hectic rush of Government orders, industrial employment has shrunk, in the aggregate, by about one-twelfth, which means that production is as low, and trade as "bad," as in most years of severe "slump." But as the number of men taken into military and naval pay exceeds the number turned off from industry, it is estimated that a quarter of a million additional males have been actually brought into employment since July (men then out of work or on strike, superannuated men recalled, or boys brought prematurely into industry). In addition, so hot has been the press that women have been put to men's work. In engineering, leather, woollens and hosiery, some 20,000 more women are engaged than in July last. Notwithstanding these and other transfers, however, the aggregate of women and girls in employment is less than in July by something like 30,000; and the Labour Exchanges have the names of just about that number of unemployed women and girls for whom they are unable to find any wage-earning situations whatsoever.

* * *

It is not easy to understand why, in these circumstances, the Board of Trade issued its dramatic appeal to the unoccupied women of the middle classes to enrol themselves for industrial work. The note of alarm appears in the report only in the apprehension of a serious shortage in the extra hands required by agriculture in the summer season. Already it is reported that in some counties farmers are laying down land to grass, that in Kent hops are being grubbed up and that elsewhere land is actually going out of cultivation—all owing to an actual or prospective shortage of labour. If we are to get in our harvest, from hay and wheat to hops and fruit, at least 90,000 temporary hands will be required; and these, it is feared, will not be forthcoming. Is this the "war service" for which the unoccupied women and girls are presently to be enlisted? Haymaking and hop-picking by bands of women volunteers may prove an agreeable change from amateur nursing and knitting.

The Manchester Guardian
25.3.15.

THE WOMEN'S REGISTER.

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A DISAPPOINTMENT.

Between 600 and 700 women in Manchester have so far registered themselves at the Labour Exchange as being prepared to undertake men's work in order that possible recruits for the army may be released. The number fell considerably yesterday.

Such a response cannot be considered satisfactory for Manchester, especially as some of those who have enrolled are not resident in the city. The scheme provides training in specific occupations, so that lack of particular knowledge need be no detriment to those willing to register themselves.

The Evening News 6.6.3

CALL TO WOMEN WORKERS.

Immediate Response to State Scheme.

HOW TO HELP.

The Government appeal to women willing to work and so release men for the war to register their names with the Labour Exchanges has had an immediate response.

At the Central Labour Exchange at Queen Anne's Gate nearly fifty women registered themselves in the first part of to-day. They included all classes and were ready to do any kind of useful work.

Many were willing to work in armament factories, some wanted to do nursing, and others offered to serve as drivers of vehicles, either horse or motor.

The Evening News understands that the Board of Trade is conferring with leaders of the trade unions in connection with this great scheme, registration for which is expected to begin formally next Monday. Notices of vacancies for women will be made known through the Labour Exchanges.

The official notice adds that the object of registration is to find out what reserve of women's labour, trained and untrained, can be made available if required.

MISS MACARTHUR'S VIEWS.

Miss Mary MacArthur, the secretary of the Women's Trade Union League, expressed surprise to-day at the haste with which the Government were acting in a matter of such great social complexity.

"In the banks at the present time women at £2 a week are doing the work of men who were paid £250 a year, and I can name restaurants where women at about 12s. weekly have filled the places of men who earned £2. Unless there is a guarantee that the men shall return to their places men who have families to keep will, after the war, be faced with a serious outlook, should that tendency be widely encouraged.

"The Government talks about women being paid ordinary industrial rates and speaks of pay ranging from 32s. a week, including overtime, in some of the munitions of war factories. I know of a war factory where the girls are working twelve hours a day with a break of only one and a half hours for meals, and the scale of pay is as follows:—

Girls of 17, 8s. a week.
Girls of 18, 9s.
Girls of 19, 10s.
Girls of 20, 11s.

"There is a bonus, which girls lose if they take Sundays off. In another factory making khaki thread girls are working very long hours for under 10s. a week, and their health is suffering from the continual strain.

"As I understand the appeal it is made to women who are not normally wage earners, and knowing as I do that 40,000 women normally wage earners are out of employment I should like some assurance that the possibility of training and using these women has been fully tried before the introduction of new and presumably economically independent women is contemplated.

"The appointment of a representative committee, including a strong proportion of representatives of the working classes, to lay down the conditions of the transference of women from one industry to another or the substitution of women for men must be insisted upon as an essential feature of the plan."

The Common Cause,
March 26th. 1915.

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Women and War Service.

We are on the eve of an important experiment—important even at this time of crisis and almost daily experiment. The need for men at the front has created the inevitable need for workers at home, and the Government has turned to women to meet the national crisis. We regret that the warning uttered by the National Union of Women's Suffrage Societies months ago, at the beginning of the war, was not acted upon, and their offer of help in organising and training women accepted. It is true that war on the present scale is an experience so new and so overwhelming that much dislocation and unpreparedness must be looked for and forgiven; but this was a need for which the example of France should surely have prepared us, even in a country where all the men are not taken. And now that the pinch has come, it will be a gigantic task to organise and supply the labour required. It is certain that the various women's societies, all of them willing and anxious to help, could by this time have done half this work, had they been allowed. Even without Governmental encouragement, much has been done, and well done. But the sudden demand for women's labour on an enormous scale and at the shortest possible notice, means that the supply must necessarily be less efficiently trained and organised than it might have been, had we been set to work on it eight months ago.

The problem of training and organisation must be taken in hand without any further delay. Women are being urged to train as physicians and surgeons, in view of the threatened shortage of doctors, but the expense of such training must deter many who are admirably fitted for such work, and it would be worth while to give help out of public funds to enable suitable women to qualify. Help is also needed to ensure an adequate supply of nurses. Probationers are wanted; but the number of women who can afford to train is limited, and a maintenance grant might well be offered to those who have no private means, as it has been provided out of the Queen's Work for Women Fund to girls training for clerical work and various branches of manual labour. So far women of good education have been unfairly neglected by the different Relief Committees, and it will be a shameful waste of good material if their services are lost to the State through want of the means to train for a profession.

Again, in the Civil Service, there must be many positions in which men could be replaced by women. The Report of the Royal Commission on the Civil Service recommended that greater use should be made of women's work, but since its publication, very few fresh posts have been thrown open to them. As was pointed out in *The Times* of March 19th, a number of posts in Government Departments are given to young men from Oxford and Cambridge, who have no special experience or qualifications beyond a good general education, and their work could be done quite as well by college women. There is, indeed, an increasing need for women in all Government offices, above all, at the Local Government Board and the Board of Education. When it is remembered that the former largely controls the housing question, and the latter is concerned with the training and education of children, it seems sufficiently grotesque that we should still be pleading for the co-operation of women in such matters. What we are concerned here to urge is that now is the time to put women not only in executive posts, but at the heads of departments, on equal terms with men, to frame and administer policy as well as carry out work. The admirable work done by Miss Mona Wilson as an Insurance Commissioner should embolden a timid male Government to fresh advance; and it is clear that only when women are among those at headquarters will other women work their best and under the best conditions. Constant reports of sweating, overtime, and underpay remind us that there are still (after twenty years!) only twenty women factory-inspectors. They also are being "sweated." Why not double, treble, or quadruple their numbers? The demand for women in the factories increases, and with it the work of the factory-inspector. Already large numbers of women are being employed in ammunition factories, where they have proved particularly expert in making shrapnel shells, and there is room for many more. In making uniforms, women are also doing excellent service—though it is to be feared that they are in many cases being paid a very inadequate wage—and they are now beginning to enter branches of the boot trade hitherto closed to them, in which their work is urgently needed. In agriculture, as motor drivers, omnibus conductors (of whom a shortage is now reported), lift attendants, and in hundreds of other capacities, women can quite well set men free, though in some a period of training will first be needed.

It is necessary, therefore, for women to take the matter up. The need of their country is paramount, and women themselves have much to gain, even if patriotism did not demand—as it does—the best response that they can make. There is little that men can do that women cannot, if they have equal training, wage, and opportunity. That little merely demands a certain amount of reorganization of the work, in order that work for which the muscular strength of men is necessary may be reserved for them, and the other parts of the industry in question given to the women. Here, however, a warning should be entered. There is a danger in all such reorganization, that the "plums" of the work may be taken out, given to the women, and *paid at a lower rate*. We are told that exactly this danger exists already in the shortage of agricultural labour. Dairy work is among the best-paid of such work, and already it is suggested that this should be done by women, not at the rate for dairy work, but at the rate for women—a very different matter!

If women allow themselves to be used as a means of lowering the rate of pay against men, their coming into the industries now clamouring for them will be worse than useless. It will be disastrous. Nor can we think that either the Government or other employers of labour seriously contemplate using the patriotic impulse which has taken men to the front to serve their country, as a means to lower their rates of pay when the war is over, and they return to enter the labour market again. Yet, unless it is absolutely insisted on that women must receive the same rates, this is what will inevitably happen. We cannot too strongly urge upon all concerned the principle that equal pay for equal work must be demanded and enforced.

If, however, women are to receive proper pay, they ought to be trained and efficient workers. The training which Suffragists have been demanding for women for years has too often and too generally been denied to them. Now we must all throw ourselves into the organization of such training as quickly as possible. It cannot be what it might have been; but what is possible must be done at once.

The women should also, as far as possible, be organized. We trust that, in view of the fact that their labour is being demanded, and will certainly be used, the men's unions will, in every case in which they are at present closed to women, at once make women eligible for membership. It will not otherwise be possible to prevent the lowering of rates by women, who are unorganized, unenfranchised, and therefore unable to protect themselves. The example of the weavers in Lancashire should be followed, and equal pay for equal work may be secured.

Finally, we press upon the Government the duty of enfranchising the women, whose ability and whose duty to serve their country no less than men, is now being so publicly recognised. If it is a fact that the Government intends to take over workshops in which the production of war-munitions can, if necessary, be carried on, it becomes grotesque to deny any longer the need of women for political protection. And that they have a right to it, based upon service, can no longer be denied by the most obstinate of Anti-suffragists. We commend this cause to the consideration of the Government, and we expect that, as a result of this great demand for the labour and services of women, a resolution urging their political enfranchisement will be laid before the Congress meeting to decide the settlement after the war.

NATIONAL UNION AND ORGANISATION OF WOMEN WORKERS.

The National Union having been approached by the Home Office with regard to the Government scheme as to the employment of women in the place of men, expressed its willingness to co-operate on the following terms:—

The N.U.W.S.S. welcomes a Government scheme for the organisation of women who are willing to take paid employment for war services, provided that the necessary safeguards are secured.

The points which the N.U.W.S.S. particularly wishes to emphasise are:—

(1) The necessity of equal pay for equal work, thus avoiding the undercutting of men.

(2) The great importance of training.

(3) The securing of good conditions as to housing, &c., especially in agriculture.

The Committee further decided to distribute the registration forms among the Societies, and to urge those which have offices to undertake the registration of women, and give help and advice to those who wish to offer their services. Many of the Societies, including the London Society, have already begun to do this, and the shop at 58 Parliament Street is crowded all day with women who come to register. The experience already gained in this kind of work since the beginning of the war is proving of great value.

The Common Cause, March 26th. 1915

The Government's Appeal and the Women's Response.

Both the patriotism and the need of the women of this country are being shown in their instant response to the appeal made to them for help, last week. Every kind of work is offered and asked for. It will be an anxious business organising and training the workers, but we hope it will be thoroughly done. Above all, we trust that all men's unions will act in line with (*e.g.*) the National Amalgamated Union of Shop Assistants, Warehousemen, and Clerks, whose General Secretary explains in *The Daily Telegraph* of March 23rd, that "it is their duty, as trade unionists, to protect the conditions of employment, but, so long as that is done, it does not matter whether men or women are employed." It is of the first importance that the women should receive equal pay with the men for equal work; and all who have studied this particular economic problem know how easy it is to juggle with the question of "equal work." It is constantly interpreted to mean "the same work," and with the least possible ingenuity the work can be arranged so that it is not exactly "the same." Then the excuse for lowering the rate is at once seized and acted upon.

The Consequence of Under-Payment.

If women are persistently paid less than the standard rate for men, they damage themselves, the men, and the whole standard of public efficiency. For the worker tends to be worth what she is paid; if it is little, she loses in status, she decreases in vitality and energy, she becomes less and less efficient. Her employer, disgusted with the result of his own injustice, loudly proclaims it, and proves to his own satisfaction that if he pays women very little, it is because they are worth very little. The rate for men, on the other hand, can always be kept down by the fear that if they ask for more, they will be displaced by women. So the vicious circle is complete. It can only be broken when men realise that, whatever complications are put in the way by slight *differences* of work, the principle of equal pay for *equal* work must be maintained.

Stimulating Production.

The question of stimulating production, which at this moment is so closely occupying the attention of the Government, is bound to affect women in a variety of ways. Last week Mr. Lloyd George and Mr. Runciman conferred at the Treasury with the representatives of nearly thirty Trade Unions, and in outlining the problems to be faced, Mr. Lloyd George mentioned the relaxation of Trade Union rules respecting overtime and the employment of semi-skilled labour. "The employment of women's labour," he said, "might be of great help in some cases." That the conditions under which such labour is employed will need the closest vigilance is emphasised by the statement made by Mr. Anderson in regard to sweated labour in army contracts, in the House of Commons, on March 15th.

Sweating in Army Contracts.

The girls employed at Messrs. Armstrong & Whitworth's, at Newcastle, stated Mr. Anderson, "work twelve hours per day, with one and a-half hours' break for meals, Sundays as well. They are working two shifts at present, and girls are working all night. They have been working three shifts, but the girls were half dead, and they found they had to stop it. Girls of 17 get 7s. a week; girls of 18, 9s. a week; and girls of 20, 11s. a week; and in addition to this there is a bonus, which seems largely to be used for speeding up the girls. . . . Some of the girls say they have worked twenty hours at a stretch since the war broke out. Many times they have worked ninety-five hours a week since the war broke out. If the girls take a Sunday rest, there is deducted all the bonus which the girls earn during the week."

663/57 663.

The Times, March 26th. 1915.

WOMEN AND WAR WORK.

NECESSARY SAFEGUARDS.

TO THE EDITOR OF THE TIMES.

Sir,—The women of England will certainly not lag behind the men as regards any appeal to their services and patriotism. In this supreme hour of our history as a free people no effort can be too great to meet the emergencies with which we are confronted. If it is within the power of women to assist the industrial needs of the nation, that assistance will be given wholeheartedly without the encouragement of medals or rewards.

I should like, however, to comment on certain obvious dangers to which the Board of Trade's appeal may lead, unless care and discrimination are shown in recruiting this new labour. The problem of the moment consists in providing for abnormal requirements without prejudice to those permanent industrial interests which sooner or later will have to resume their normal place. Common prudence bids us look ahead to some of the vast economic questions which must wait upon the peace; aggravated as they well may be by a period of severe industrial depression—one of the common economic sequelæ of great wars. The readjustments of labour at the close of hostilities will be formidable. The return of a million men—more or less—to ordinary industry after such an upheaval will prove no easy task. We should ill repay the services of the gallant men who stand between us and destruction if by any careless or shortsighted complication we prejudice their future position as wage earners.

The whole field of woman's employment is normally tangled, unsatisfactory, and badly paid. Owing to a variety of economic reasons, especially her frequent position as a supplementary wage earner, the unorganized woman worker is apt to fall an easy victim to sweating and extortion. But the more underpaid inefficient women in the labour market the more depressing the effect on wages as a whole. In recruiting these special women workers therefore to meet emergency national needs, it is essential that their entry into industry should be carefully safeguarded and organized on the basis of war service. Otherwise we may create a new body of semi-skilled supplementary wage earners presenting dangerous opportunities for exploitation at the hands of the less worthy type of employer. The brunt of such exploitation would fall not only on the regular women workers, but also react unfavourably on the men workers whose places the new volunteers may have been called upon temporarily to fill. An extension of cheap labour sapping the foundations of the industrial position so laboriously built up by the wage earning classes would be a deplorable consequence of the war. I feel sure it is one the promoters of the new industrial movement would desire at all costs to prevent. The whole question is largely one of organization. For this reason I regret that at the Treasury Conference no woman representative of organized women workers was invited to attend.

I venture to hope therefore that in any Government scheme the following points may be fully safeguarded:—

1. In no case should work be offered or accepted below a living wage, nor should the substitution of female for male labour be allowed to depress existing standards. The proposed limitation of war profits will do much to minimize these dangers and has the further advantage of securing greater cooperation on the part of the workers.

2. At least 50,000 women in normal industry are at present out of employment. Efforts should be made at once to see what proportion of these women can be absorbed before volunteer workers are brought in.

3. Training will often be necessary in the new processes. When this is the case an unemployed woman who has lost her work owing to the war should, when equally suitable, be preferred to a volunteer worker.

4. A national committee should be appointed to lay down the principles and examine the conditions of any transference of labour under this scheme. Women workers should receive adequate representation on this body.

Let me say, in conclusion, that I fully recognize that when the nation's very existence is at stake the first and only law is that of national necessity. In the course of this grim struggle we may be forced to suspend principle after principle to which we attach importance in normal times. Should this necessity arise the nation would shrink from no sacrifice which ensured the safety of the State. But in suspending principles let us at least be clear to what end they are normally directed. For to the wholesale destruction wrought by war, it would be lamentable to add further breaches in our social structure as a consequence of shortsighted policy, rather than of national necessity.

Your obedient servant,

VIOLET R. MARKHAM.

5, Gower-street, Bloomsbury, March 24.

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The Clarion, March 26th. 1915.

Organisation for War.

By R. B. SUTHERS.

THE GOVERNMENT seem to be beginning to realise at last that this war is on rather a different plane from previous wars in our history, and that it is necessary to conduct it on new principles.

Perhaps never before has it been precisely true to say that the nation is at war. The nation has carried on wars, and business has been much as usual, but this time the nation *is* at war, and business cannot be as usual. The nation must be organised for war.

It is true that the Government have done things which made many people gasp with astonishment and sometimes alarm, such as taking over the railways, buying up sugar, and undertaking shipping insurance; but these "heroic" measures were of a very obvious nature, and the old idea that the Government could "carry on" the war and that business could be run much as usual seems to have resumed its sway in the very early stages of the operations. This idea was fostered by the steadiness of employment caused by the enormous demand for war equipment. Nearly everyone was busy, many were working overtime, and if prices had not risen so tremendously the war might have been really "popular."

But prices rose—tremendously. Business was indeed too much "as usual," and the sharks have had a merry time. But the masses to-day are not "as usual." They are not as they were in 1814, nor even as they were in 1870, and they kicked against being bled "as usual." Agitations against high prices and strikes for higher wages expressed their views of the situation, and the Government has been compelled to recognise the seriousness of the position in the department of the production of guns and ammunition at any rate. The workshops were commandeered, and the terms of a truce have been arranged between the Government and the trade union representatives, and by this time no doubt the employers will have signified their acceptance of the agreement.

What precisely have the workers and the employers agreed to do? I have heard it said that the employers are giving up a good deal and that the workers are giving nothing. Is this true?

First, as to the employers. Their works have been commandeered by the Government, and are to be used entirely at the Government's discretion. Instead of competition or overlapping there will be co-operation of manufacture. Orders will be plentiful and profits will be high. If the Government allow the 10 per cent. suggested the employers will be doing handsomely. To make 10 per cent. out of your patriotism is surely not bad business.

As to the workers, they have agreed to give up the right to strike during the war, and to submit all disputes to arbitration. To many people this will seem a little thing, a duty rather than a concession. But it all depends on circumstances. Striking is "wicked" at any time, still wickeder when the nation is at war; but the workers have not hitherto realised that the nation is at war, any more than the profiteers have. Now that Lord Kitchener has told them the truth and that the Government has taken control of the profiteering side the workers will fall into line contentedly.

Further, in order to accelerate the production of munitions of war the workers have agreed to relax their trade rules where necessary, on condition that such relaxations shall cease at the end of the war, and that their wages rates and employment shall not be jeopardised by these concessions.

Here, again, the uninstructed public we are asked to think of the men in the trenches and to try to imagine them "reducing output."

Such a comparison is not only unfair, it is absurd. If we told the men in the trenches that as they managed to exist in the terrible conditions obtaining in the war area, and to fight well under the conditions, we should cease to provide barracks or homes for them when they returned, perhaps even they might begin to think of "restricting output."

The concessions of the trade restrictions by the workers are very real concessions, and notwithstanding the guarantees of the Government that the relaxations shall not extend beyond the period of the war, they are concessions which may have grave results on their standards of life. The introduction of women workers and the undertaking to allow semi-skilled men to perform work hitherto done by skilled men would certainly be used by employers to depress wages after the war, if they were left free to do so. So that the workers are taking great risks in making these concessions, because, after all, even the Government cannot guarantee that things shall be the same after the war as before. The only way they could do so would be to undertake the organisation of the nation for production in peace, and it is in this direction the workers ought to push them, rather than to agitate for "business as usual" after the war.

Another important step has been taken by the Government in calling upon women willing to work in occupations depleted by recruitment to register their qualifications. If the nation is at war, as it is, the whole of the resources of the nation must be made available. Women have already done splendid work in war services, but if the drain of men continues there will certainly be many opportunities for still further assistance from them. No wonder the Suffragettes are jubilant at this official recognition of their worth to the nation and that a demand for the immediate grant of the vote has gone forth. No wonder, too, that there have been signs of alarm at this new departure in the ranks of women who are already engaged in industry, when they can get work, and in the ranks of male industry which may be threatened by the influx of women.

The subject bristles with problems and difficulties, but they are difficulties which could be surmounted if the two halves of the nation could be induced to trust each other a little more, and to exercise in the affairs of industry a little of that courage which is so plentiful on the field of battle.

Miss Mary Macarthur tells us that at the present time there are, at least, 50,000 unemployed women in the country. Why, then, should the Government ask for women not usually employed in industry to register? It does seem a strange thing to do, but perhaps for once the Government have been gifted with a remarkable accession of foresight. There may be work in view for the 50,000 unemployed women and for all the others who may volunteer. On this and other points the Government ought to enlighten us.

It is to be hoped that the scheme of the Government is not one of those blunders which set the workers by the ears. It is to be hoped that it is not a scheme for getting cheap labour by appealing to the patriotism of the women volunteers, while workers dependent on wages remain unemployed. It is to be hoped the scheme will not be used to depress the wages of male workers after the war is over.

If the drain of men for the Front should continue long, women will take their places. They will learn how to from the war? Is the Government going to guarantee that things shall be the same for them as before the war? And if they do, for *how long* after the war?

All these questions would not arise if we were really a united nation organised for production in peace times. It would simply be a matter of readjustment of occupation. But we are not organised for production in peace times, and we have now to organise for war as quickly and effectively as we can. The task is difficult, but it will have to be overcome, and it can be overcome so soon as the Government and the profiteers fully realise that the nation is at war, and act accordingly.

The women volunteers will not have to be used as instruments to depress wages, they will have to be paid the usual rates. Nor will they have to be used to oust men from their occupations when war is over. If the women want work after the war, let the Government find them work. It would be an easy task. If work can be found in destroying and wasting wealth, work can be found for the purpose of saving wealth. If the Government can organise the resources of the nation for war, it can organise them for peace.

We have yet to see what the Government can do in this matter. They seem to be waking up, but they don't get a move on until the last minute. They have tackled the ammunition problem at last, but they ought to have acted months ago. They have tinkered with the question of food and fuel prices, and nothing has been done. Prices are still rising. Bread is up again, and before the winter is through the poor may be suffering still more terribly than they have done.

It will be useless to talk about truces if profiteers are to be allowed to repeat their old tricks. The Government cannot make the masses believe that our very existence depends on them putting forth every ounce of energy if at the same time the food and fuel and rent sharks are permitted to rob them of that energy. If our case is so desperate as Mr. Lloyd George asserts let the Government make strikes and industrial disputes impossible. Let them commandeer all the industries connected with the necessaries of life. If labour is to be mobilised for the use of the nation, all the products of labour should be mobilised for the use of the nation.

[illegible] by the steadiness of employment caused by the enormous demand for war equipment. Nearly everyone was busy, many were working overtime, and if prices had not risen so tremendously the war might have been really "popular."

But prices rose—tremendously. Business was indeed too much "as usual," and the sharks have had a merry time. But the masses to-day are not "as usual." They are not as they were in 1814, nor even as they were in 1870, and they kicked against being bled "as usual." Agitations against high prices and strikes for higher wages expressed their views of the situation, and the Government has been compelled to recognise the seriousness of the position in the department of the production of guns and ammunition at any rate. The workshops were commandeered, and the terms of a truce have been arranged between the Government and the trade union representatives, and by this time no doubt the employers will have signified their acceptance of the agreement.

What precisely have the workers and the employers agreed to do? I have heard it said that the employers are giving up a good deal and that the workers are giving nothing. Is this true?

First, as to the employers. Their works have been commandeered by the Government, and are to be used entirely at the Government's discretion. Instead of competition or overlapping there will be co-operation of manufacture. Orders will be plentiful and profits will be high. If the Government allow the 10 per cent. suggested the employers will be doing handsomely. To make 10 per cent. out of your patriotism is surely not bad business.

As to the workers, they have agreed to give up the right to strike during the war, and to submit all disputes to arbitration. To many people this will seem a little thing, a duty rather than a concession. But it all depends on circumstances. Striking is "wicked" at any time, still wickeder when the nation is at war; but the workers have not hitherto realised that the nation is at war, any more than the profiteers have. Now that Lord Kitchener has told them the truth and that the Government has taken control of the profiteering side the workers will fall into line contentedly.

Further, in order to accelerate the production of munitions of war the workers have agreed to relax their trade rules where necessary, on condition that such relaxations shall cease at the end of the war, and that their wages rates and employment shall not be jeopardised by these concessions.

Here, again, the uninstructed public is apt to make wrong inferences. Why, it is asked, should there *be* restrictions which reduce output at any time? And employers to depress wages after the war, if they were left free to do so. So that the workers are taking great risks in making these concessions, because, after all, even the Government cannot guarantee that things shall be the same after the war as before. The only way they could do so would be to undertake the organisation of the nation for production in peace, and it is in this direction the workers ought to push them, rather than to agitate for "business as usual" after the war.

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If the drain of men for the Front should continue long, women will take their places. They will learn how to perform the men's tasks. They will be willing, many of them, to stay in their places, after the war is over. At what salary? And what about the men back Government find them work. It would be an easy task. If work can be found in destroying and wasting wealth, work can be found for the purpose of saving wealth. If the Government can organise the resources of the nation for war, it can organise them for peace.

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The Daily Citizen,
March 26th. 1915.

MOBILISATION OF WOMEN.

ACTION BY WORKERS' COMMITTEE.

It was decided at yesterday's meeting of the Workers' National War Emergency Committee to convene a special conference of women's organisations—trade union, Socialist, Labour, and Suffragist, together with those unions catering for women membership or specially affected—to discuss the scheme recently put forth by the Board of Trade and the Board of Agriculture for bringing women into the ranks of agriculture in place of men called to the colours.

The Government scheme is chiefly designed for getting women into agriculture and such occupations as brushmaking, leather-stitching, clothing machining, and light machining for armaments.

The conference will meet in London in about three weeks' time, and will be presided over by Miss Mary Macarthur.

PENSIONERS HARD HIT.

The committee received reports of cases of distress of old age pensioners who, while able to sustain themselves prior to the war, are now unable to do so owing to the increase in food prices. It was stated that in some cases relief had been refused by local representative committees administering the Prince of Wales Fund.

A resolution was passed calling the attention of the Government to the serious hardship caused to old age pensioners owing to the rise in prices, and pointing out that the reported refusals of relief from the National Relief Fund were on the plea that although the pensioners were in distress owing to the war they were not unemployed owing to the war.

The resolution also pointed out that according to the model scale settled by the Cabinet Committee, with the recent amendments, the income of a single person might be made up to 11s. 9d. or 13s. 9d. per week, and of two people to 17s. 6d. or 19s. 6d. per week, as compared with the old age pension of 5s. It urged that in view of the fact that the National Relief Fund was intended to prevent distress during the war the Cabinet Committee and the Executive Committee of the Prince of Wales Fund be requested to issue instructions to local representative committees that old age pensioners were not ineligible for relief from the fund.

CASE OF MR. PETER LARKIN.

In connection with the administration of the Aliens' Restriction Act it was reported that Mr. Peter Larkin, brother of Mr. James Larkin, had been sentenced to a month's imprisonment for shipping under an assumed name and not giving the aliens officer his proper name. . . . Larkin, it was stated, had assumed the name to avoid victimisation a considerable period before the outbreak of the war, and the practice was a common one among seamen. The committee felt that in the circumstances the sentence was extremely heavy and decided to make representations to the Home Secretary.

ON WATCH.

A sub-committee consisting of Messrs. Sidney Webb, H. H. Slesser, H. M. Hyndman, and W. S. Sanders was appointed to report on the various enactments under the Defence of the Realm Act and similar emergency legislation.

Glasgow Evg. Citizen,
March 26th. 1915.

WOMEN AND WAR.

REGISTERING FOR WAR SERVICE.

GLASGOW'S LOYAL RESPONSE.

A gratifying response is being made in Glasgow and the West of Scotland to the Board of Trade's appeal to women to register for war service. In Scotland since Friday last over 3500 women have registered their names for service. The majority of these are in Glasgow and the West.

Mr .J Crammond, manager of the Glasgow Labour Exchange, interviewed to-day, said that women were wanted meantime in the following occupations:—Farm work, dairy work. leather stitching, brushmaking, clothing machining, and light machining for armament. All classes of women were registering. There were some of the leisured and middle classes who had no need to work, but offered to do anything in their power. Others with clerical experience, willing to give part time. All were very much in earnest. Quite a number, of course, were working women out of employment, and these had been transferred to the ordinary register for women.

"I wish to make it clear," said Mr Cramond, "that in supplying women for war service we will first exhaust our ordinary register; that is, women out of employment will be given work before we do anything in the way of utilising the services of those on the special register."

Armament Work.

Inquiries in the city showed that employers were fully alive to the possibilities of utilising the services of women where there was a shortage of male labour. One engineering firm was stated to have in contemplation the providing of a special shop for the employment of women on the making of shells. Such a project if carried out would give work to several hundred women.

Trade-unions had, of course, to be considered in taking such a step, and a "Citizen" reporter interviewed one of the men's officials as to the attitude of the Amalgamated Society of Engineers on the question. This official stated that one firm in Dumbartonshire had already in their employment about forty women working the automatic machines that were used in the making of shells, and the question had been raised by the A.S.E. in their conferences with the Government.

"We are likely to stretch as far as any other trade union," he said, "provided we have a guarantee that the employers will not gain more than 10 per cent. profit on the alteration. Anything over 10 per cent. would go to the State. We will require also the assurance that immediately the war is over we will return to the usual state of affairs."

As Car Conductors.

The men of the Tramway Department have loyally responded to the country's call, and although several hundred others have been engaged to fill the vacant places, Mr Dalrymple is still between 300 and 400 men short, which means that a large proportion are working seven days per week. Some motormen were making as much as 43s per week, and were naturally making no complaint, but the committee do not think such a state of matters is desirable if it can be avoided.

Inquiries made to-day showed that the Tramways Committee had still before them the question of the employment of women conductors, and Mr Dalrymple is making a report on the subject. In order to avoid trouble with the men, it has been suggested that the women should be engaged on the same terms and conditions as the men.

There are changes in the appearance of many large city offices, rows of desks which had hitherto been filled by men being now occupied by women. The public counters of our post-offices are now fully "manned" by women. From the Glasgow Post Office close on 900 men have gone on war service. About 100 extra women have been taken on, and about a third of the number were formerly in the service and have come back owing to the emergency. The work of these experienced women was highly praised by one of the officials who was seen to-day by a "Citizen" reporter. A skilled telegraphist was not to be got, he said, and in that department and at the counters the women's services have been invaluable.

663/59 663

The Challenge,
March 26th. 1915.

Industrial Notes.

THE Board of Trade Circular on "War Service for Women" has been well responded to in the quarter needed; and already some 6,000 to 7,000 women volunteers have offered their services. Criticism has taken shape in practical suggestions. The War Emergency Committee has, for instance, pointed out that there are still 60,000 men and boys and 4,000 women on the live register of the Labour Exchanges, and very many are working short time. Where possible their labour should be used before calling for volunteers. The employment of women in agricultural work is preferable to that of children of eleven and twelve years old—but the Board of Trade should see to it that a living wage is given. Mr. J. J. Mallon, Secretary of the Anti-Sweating League, has pointed out the necessity of training women before employing them, and Miss Courtney has suggested that the Prince of Wales's Fund and the Queen's Work for Women Fund should be used for this useful purpose. On the whole, the circular has been well received; but the general opinion is that the Board of Trade has underestimated the difficulties of transference; and the labour is not so mobile as it imagines. In London women are now acting as lift attendants, motor drivers, waiters, and as clerks at bookstalls and in banks.

* * *

The head-lines of the evening papers last week on "Labour Troubles" rivalled the war placards. The reason is not far to seek. Ever since last January well-informed people have known the seriousness of the position. It came to a point with the public utterance of Lord Kitchener, the Government Control of the Workshops, and the conference arranged by Mr. Lloyd George. Summed up as briefly as possible the position is this.

We are in the middle of the most desperate conflict of our national existence. The decision of that conflict on land (other things being equal) depends on the preponderance of men and of material the Allies can put into the field. In the western theatre the material becomes of absolutely first-rate importance. All the general staffs in Europe (except the German) underestimated the amount needed. Now, in such a crisis we find ourselves in danger of a shortage owing to a strike—a strike of which the employers have had three months' notice. Lord Lansdowne has said that the War Secretary's words were the most serious since the outbreak of the war.

In taking over the workshops full compensation was arranged for the masters—but no attention was paid to the men's demand. In consequence a working engineer protested last week in the *Times* that the men should not be treated "as fools or children or as mere muscular machines." These words represent the feeling of the engineers. It is said that the conferences have ended all further trouble. We hope so, but it is as well to remember the present temper of the men, and the fact that for the last five years or more the men do not always take their cue from their leaders.

This is evident from Lord Kitchener's letter to Mr. Sexton, the Secretary of the Liverpool Dockers. Mr. Sexton has said quite plainly that the men's action is damaging the nation, and their own union, and that the Government would soon interfere if the trouble continues.

The Daily Telegraph, March 26th. 1915.

WOMEN'S REGISTER.

FIRST RETURNS.

CHOICE OF CALLINGS.

By Our Civil Service Correspondent.

We are now able to give exact figures of the number of women who had, up to Tuesday last, registered for war service in each of the divisions into which the country is divided for Labour Exchange purposes, which correspond closely to well-marked geographical areas. For the London South-Eastern Division the numbers are 7,395, in addition to 1,871 enrolled at the Central Office, the latter total including some who have applied by post from districts outside the metropolis.

Coming to the provinces, the figures are:

South-Western Division	669
West Midlands	573
Yorkshire and East Midlands ...	1,618
North-Western Division (Lancashire and Cheshire)	715
Scotland and Northern England ...	2,689
Wales	339
Ireland	151

The grand total is 16,020, confirming the accuracy of the returns given by *The Daily Telegraph* yesterday.

This may suggest a very meagre response on the part of the women of the country, but it is explained that it is by no means indicative of the final answer which will be given to the nation's call. Under the circumstances, the Board of Trade take quite an optimistic view of the situation, and are sanguine that, given a little more time, the present numbers will be added to enormously.

WOMEN'S SOCIETIES.

It is pointed out that the scheme would not have become generally known in the provincial districts before Monday, and the returns received are regarded as practically representing only two days Nor as yet has there been time to obtain results from the work of the various women's societies, to which over 100,000 application forms have been forwarded. One society alone has taken over 25,000 forms, and another 12,000. All associations concerned with women's work have been appealed to by the Board of Trade, and one and all are eager to help, offering to arrange meetings to make displays in shop windows, and to do everything possible to further th project.

The pressing needs of agriculture are recognised. Already a scheme is in hand, in conjunction with the Board of Agriculture, for training women in the technical colleges. The number being so trained at present is small, but is expected to develop largely in the near future. Every effort will be made to give assistance to the farmers, but the difficulty in getting them to notify vacancies is complained of. In this connection it is interesting to note that the supply of women for milking is receiving particular attention. Hundreds of women have expressed a choice for agricultural and dairy work.

Many women have been already drafted to ammunition factories, where they are being trained; and, perhaps influenced by patriotic feelings, work of this kind seems to possess a decided attraction, judging by the preferences which they have expressed in applications for enrolment. Clerical work is expected to afford another wide field in which women's services can be utilised, especially where the applicants are without previous experience in any occupation and are unfitted for manual labour.

CURIOUS OCCUPATIONS.

Some of the occupations sought after denote the extraordinary range of activity and ambition of modern women. Not only have they applied to be employed as butchers' assistants and lady grooms, but some have even asked to be allowed to take charge of the wild beasts at the Zoo! More than one woman expressed a preference for wireless telegraphy—a branch of work for which they seem eminently suitable.

The question of the proper remuneration raises a very difficult problem. The Labour Exchanges, as a department, are, of course, neutral, but it is expected that the various associations devoted to women's interests will be able to bring sufficient influence to bear to secure fair treatment as between employer and employé. It is not a case of women undercutting or ousting men. It is a temporary expedient to meet an unexpected emergency

It was wise policy on the part of the Board of Trade, the first Government department to adopt the principle of equal pay for equal work, irrespective of sex, to entrust the prin-

Yorkshire Observer, March 26th. 1915.

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THE OPPORTUNITY OF WOMEN FOR SERVICE.

GOVERNMENT SCHEME EXPLAINED IN LEEDS.

The Government scheme of war service for women was expounded by Miss Hartopp, the head of the Women's Labour Exchange in Leeds, at a meeting of the Leeds branch of the National Union of Women Workers, in the Masonic Hall, yesterday, Mrs. S. Bickersteth presiding. The women of England, said Miss Hartopp, had to-day a chance to show the stuff they were made of. She thought the appeal of the President of the Board of Trade to the women of the country had been somewhat misunderstood, and it had been thought that the registration was to obtain women for immediate employment. The object was to find out what reserve of women's labour, trained or untrained, could be made use of if required. If they were to keep the national services going, in a great many cases the women would have to take the place of the men who had gone to the war, and would have to carry on, so far as they were able, the men's work. The demand for women workers now was very largely for factory work and on farms, but if they were going to spare many more men from the national and municipal services more women would be required. There were numbers of young men engaged in those services, and men in the railway service who might have to go and fight their country's battle. Women of education could certainly take on that work if the need arose, and there might be an opportunity for women of every class to show in some real, practical way what they could do.

Leeds women, said the speaker, were responding splendidly to the call, but the response was coming almost overwhelmingly from the working-classes—the soldier's wife who wanted to do her little bit, and the woman, very often over 60, whose children had grown up and were away from home. She wanted to see that spirit matched by the great middle classes of the country. There were numbers of young women of from 18 years of age to 25 or 26 who were doing nothing in all the big cities of the country. Physically they were splendid, and they were capable of training. She believed that once the possibility of the need was put before them they would register. Big political associations, women's co-operative guilds, the British Women's Temperance Association, and the churches were being circularised and appealed to, and she believed there would be a pulpit appeal made on Sunday or the Sunday after. It was not necessary, added Miss Hartopp, that women who registered should be able to give the whole of their time. They could volunteer for part-time work.

Lady Dorothy Wood said that the Lady Mayoress was proposing to hold a meeting of women in the Town Hall on Tuesday evening next at 8 o'clock in order that the position might be explained.

THE RIGHTS OF SMALL STATES.

Mr. C. E. Vaughan (Emeritus Professor in Leeds University) delivered a lecture entitled "Our Duties and Responsibilities in the New Time." Hitherto in our social and political life, he said, we had lost to an untold extent because men had kept to men and women to women too much. Nothing but good could come from throwing our minds into the common stock, for women could do very much to win and steady the judgment of men, and vice versa. The first thing that they must clearly set their minds to in making peace was not to make a peace that should leave the seeds of war behind.

Reverting to the international situation, the lecturer said it was perfectly obvious that it was a mere accident which led Germany to turn upon Belgium, and that if it had suited her convenience at the moment she would have turned upon Holland or Switzerland. The chain of smaller communities on the western frontier of Germany was in constant danger of being trampled upon by a nation which knew no such thing as international right. It must be our endeavour to make such a peace that in the future these small nations should be free from the danger and from the brutal atrocities which Belgium had suffered during the last eight months. If they looked at the eastern part of Europe they saw the same thing repeated in regard to the small nations that were clamped up to Austria. These nations could, if they battered long enough, break the Austrian Empire in pieces, and it was their duty to do so. The Allies would come to these States not as the representatives of brute force, but as liberators. It would be the duty of the Allies to start these States in a position in which they could live their own lives and work out the international qualities which had been given them.

Enrolling Women Workers.

Women volunteers for industrial war service continue to enrol themselves in large numbers at the labour exchanges, and so late as to-day at the central office in Westminster there was an unceasing stream of applicants. It was evident some days ago that most of the women likely to present themselves at the Central Exchange would be of the middle classes. From the point of view of the promoters of this war service project it would, of course, be more satisfactory if a larger number of working-class women were able to offer themselves. It is impossible to make any analysis of the class origin of applicants throughout the country, since only the gross figures are at present available, but by the end of the week there will be full returns. There was some hope that the appeal would bring in a great many of the women who have experience of farm labour although they no longer do such work. It seems likely, however, that the returns from the purely agricultural districts will be less satisfactory in the number of applicants. That was to be expected. As it is not a transference of workers which is going on, but a tapping of sources of quite fresh labour, the offers which are of real value among the great number received will be so much definite gain to the industrial strength of the country, and this will be far from negligible. In the case of London some of the most valuable offers come from women who have worked at some skilled occupation and who are quite ready in this emergency to do some job for which their old work indirectly fitted them. On the whole the reservoir of available women's labour will be an industrial asset of considerable importance.

Aberdeen Free Press, March 26th. 1915.

WOMEN'S WORK IN WARTIME.

VOLUNTEERS FOR GOVERNMENT SCHEME.

The officials of the Aberdeen Labour Exchange, in common with those of similar Government departments throughout the country, are busily engaged compiling a list of women who are willing to undertake employment in various occupations so that men may be freed to take their place in the fighting line. Women are wanted to work in the following occupations, amongst others:—

Farm work, dairy work, leather stitching, brushmaking, clothing machinery, and light machinery for armament. Circulars have been sent to all the ministers in Aberdeen asking them to make the matter known to their congregations, and the various friendly societies in the city have also been communicated with.

Up to the present over 100 women, mostly of the well-to-do classes, have signified their willingness to undertake such employment. One lady, who thoroughly understands the handling of horses, is prepared to drive any description of lorry, with the exception of one used for the transportation of coal, and states that she is quite capable of doing her own harnessing. Another lady, who possesses her own motor-car is willing to undertake the duties of a chauffeur, and another would make herself useful in an ammunition factory. Many of them are desirous of taking up agriculture in its various branches, including dairying and market gardening, while others would be willing to fill secretarial positions.

There are, however, several hundreds of women on the ordinary register of the Labour Exchange who are in need of immediate employment as a means of subsistence, and these, naturally, will receive the preference should any large demand be made for female workers. Any woman who desires to register can do so by personal application at the nearest Exchange, or by filling up a form and posting it.

Aberdeen Free Press, March 26th 1915.

of the situation, and are sanguine that, given a little more time, the present numbers will be added to enormously.

WOMEN'S SOCIETIES.

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Some of the occupations sought after denote the extraordinary range of activity and ambition of modern women. Not only have they applied to be employed as butchers' assistants and lady grooms, but some have even asked to be allowed to take charge of the wild beasts at the Zoo! More than one woman expressed a preference for wireless telegraphy—a branch of work for which they seem eminently suitable.

The question of the proper remuneration raises a very difficult problem. The Labour Exchanges, as a department, are, of course, neutral, but it is expected that the various associations devoted to women's interests will be able to bring sufficient influence to bear to secure fair treatment as between employer and employé. It is not a case of women undercutting or ousting men. It is a temporary expedient to meet an unexpected emergency.

It was wise policy on the part of the Board of Trade, the first Government department to adopt the principle of equal pay for equal work, irrespective of sex, to entrust the practical administration of this new scheme to their women officials, who are sparing neither time nor energy to prove that they, too, are prepared to do a man's part in this supreme crisis. No doubt can exist of the ultimate response to the Government's appeal if the spirit of these hard-worked, enthusiastic, and able women officials represents in any degree the feelings of the women of this country.

WOMEN WORKERS.

NATIONAL CONFERENCE CONVENED.

The War Emergency Workers' National Committee yesterday again considered the Government's proposal to introduce women's labour into various forms of industry, so as to release men for military service. Mr. Arthur Henderson, M.P., presided.

At the conclusion of the sitting it was announced that it had been decided to convene a conference representative of women's organisations, including women's trade unions, Labour, Suffragist, and other societies affected by the Government proposals. Miss Mary Macarthur will preside, and it is expected that the conference will take place in about three weeks' time.

A sub-committee, consisting of Mr. Sidney Webb, Mr. H. H. Slesser, Mr. H. M. Hyndman, and Mr. W. G. Sanders, was appointed to draw up and present a report upon the various enactments under the Defence of the Realm Act and similar emergency legislation. Attention was drawn to cases of distress amongst old-age pensioners who are unable to provide for themselves as they were before the war owing to the enhanced prices. It was decided to ask the Government Committee and the Executive Committee of the Prince of Wales's Fund to issue instructions to local representative committees that old-age pensioners are not ineligible for relief from the Fund

wanted to see that spirit matched by the great middle classes of the country. There were numbers of young women of from 18 years of age to 25 or 26 who were doing nothing in all the big cities of the country. Physically they were splendid, and they were capable of training. She believed that once the possibility of the need was put before them they would register. Big political associations, women's co-operative guilds, the British Women's Temperance Association, and the churches were being circularised and appealed to, and she believed there would be a pulpit appeal made on Sunday or the Sunday after. It was not necessary, added Miss Hartopp, that women who registered should be able to give the whole of their time. They could volunteer for part-time work.

Lady Dorothy Wood said that the Lady Mayoress was proposing to hold a meeting of women in the Town Hall on Tuesday evening next at 8 o'clock in order that the position might be explained.

THE RIGHTS OF SMALL STATES.

Mr. C. E. Vaughan (Emeritus Professor in Leeds University) delivered a lecture entitled "Our Duties and Responsibilities in the New Time." Hitherto in our social and political life, he said, we had lost to an untold extent because men had kept to men and women to women too much. Nothing but good could come from throwing our minds into the common stock, for women could do very much to win and steady the judgment of men, and vice versa. The first thing that they must clearly set their minds to in making peace was not to make a peace that should leave the seeds of war behind.

Reverting to the international situation, the lecturer said it was perfectly obvious that it was a mere accident which led Germany to turn upon Belgium, and that if it had suited her convenience at the moment she would have turned upon Holland or Switzerland. The chain of smaller communities on the western frontier of Germany was in constant danger of being trampled upon by a nation which knew no such thing as international right. It must be our endeavour to make such a peace that in the future these small nations should be free from the danger and from the brutal atrocities which Belgium had suffered during the last eight months. If they looked at the eastern part of Europe they saw the same thing repeated in regard to the small nations that were clamped up to Austria. Those nations could, if they battered long enough, break the Austrian Empire in pieces, and it was their duty to do so. The Allies would come to these States not as the representatives of brute force, but as liberators. It would be the duty of the Allies to start these States in a position in which they could live their own lives and work out the international qualities which had been given them.

WOMEN'S WORK IN WARTIME.

VOLUNTEERS FOR GOVERNMENT SCHEME.

The officials of the Aberdeen Labour Exchange, in common with those of similar Government departments throughout the country, are busily engaged compiling a list of women who are willing to undertake employment in various occupations so that men may be freed to take their place in the fighting line. Women are wanted to work in the following occupations, amongst others:—

Farm work, dairy work, leather stitching, brushmaking, clothing machinery, and light machinery for armament. Circulars have been sent to all the ministers in Aberdeen asking them to make the matter known to their congregations, and the various friendly societies in the city have also been communicated with.

Up to the present over 100 women, mostly of the well-to-do classes, have signified their willingness to undertake such employment. One lady, who thoroughly understands the handling of horses, is prepared to drive any description of lorry, with the exception of one used for the transportation of coal, and states that she is quite capable of doing her own harnessing. Another lady, who possesses her own motor-car is willing to undertake the duties of a chauffeur, and another would make herself useful in an ammunition factory. Many of them are desirous of taking up agriculture in its various branches, including dairying and market gardening, while others would be willing to fill secretarial positions.

There are, however, several hundreds of women on the ordinary registrar of the Labour Exchange who are in need of immediate employment as a means of subsistence, and these, naturally, will receive the preference should any large demand be made for female workers. Any woman who desires to register can do so by personal application at the nearest Exchange, or by filling up a form and posting it.

Morning Post,
March 26th. 1915.

WAR WORK FOR WOMEN.

ORGANISATION OF THE SCHEME.

The army of women anxious to work in industries where there is a shortage of labour and to take the places of men who are wanted at the front is being organised quietly, but none the less effectively. The returns of registrations received by the Board of Trade are very satisfactory. Women are registering at the rate of several thousand a day, and by the end of the week indications suggest that the number of registrations may be well over 20,000. Up till Tuesday night telegrams received from the Labour Exchanges throughout the country showed that 16,000 women had filled in application forms. It is expected that the first classified return will be available at the beginning of next week. It is being prepared by experts in employment, and it can be stated now that in the ammunition industry alone thousands of women will be required for the work of filling shells. The Board of Trade has standing orders to supply women for this work, and many have been placed in certain firms and have done shell-filling in ordinary times. But the need of shells is great, and consequently a very large number of women who have had no particular training will be required. Women engaged in industries which are slack—certain branches of the cycle trade, for example—have been transferred to ammunition work in the West Midlands. Firms are willing to employ them in shell-filling, to which work they soon get accustomed.

Opportunities in Agriculture.

Agriculture is another industry in which women may, to a large extent, take the places of men. It has been found that farmers cannot release men who desire to join the Army, for the reason that they are unable to replace them. The Board of Trade, in conjunction with the Board of Agriculture, is paying attention to the question of finding substitutes so that many men who are eager to enlist can be released. A scheme has been started for training women for agricultural work. The women's agricultural colleges throughout the country were approached, and at the present moment girls are undergoing a course of what is called "intensive training." It is an experiment. About one hundred girls are now hard at work, and in a few weeks it is expected that the experiment will be developed on a large scale. The Board of Trade is working in close co-operation with the Farmers' Unions throughout the country. Agricultural experts will advise the Board and indicate the needs of farmers as to the labour required through the officials of the local Labour Exchanges.

It is hoped, too, that many women will ultimately find their way into shops, thus setting free for military service a large number of shop assistants. It is understood that negotiations are going on with the Amalgamated Union of Shop Assistants to this end. In this case the women will have to undergo training, though it should be pointed out that in France the substitution of women for men in shops has presented no difficulties. Through the London County Council and the Grocers' Institute it is hope to start grocery classes for the training of women. It is suggested that the Central Committee of Women's Employment will assist women who are learning the grocery business. Many women and girls will be required for clerical work, and the Government will set the example to other employers by making temporary appointments in the various State Departments.

Engineering,
March 26th. 1915.

The Board of Trade issued last week the following statement dealing with the Government scheme for the employment of female labour in industrial concerns during the war :—

The President of the Board of Trade wishes to call attention to the fact that in the present emergency, if the full fighting power of the nation is to be put forth on the field of battle, the full working power of the nation must be made available to carry on its essential trades at home. Already, in certain important occupations there are not enough men and women to do the work. This shortage will certainly spread to other occupations as more and more men join the fighting forces.

In order to meet both the present and the future needs of national industry during the war, the Government wish to obtain particulars of the women available, with or without previous training, for paid employment. Accordingly, they invite all women who are prepared, if needed, to take paid employment of any kind—industrial, agricultural, clerical, &c.—to enter themselves upon the Register of Women for War Service which is being prepared by the Board of Trade Labour Exchanges.

Any woman living in a town where there is a Labour Exchange can register by going there in person. If she is not near a Labour Exchange, she can get a form of registration from the local agency of the Unemployment Fund. Forms will also be sent out through a number of women's societies.

The object of registration is to find out what reserve force of women's labour, trained or untrained, can be made available if required. As from time to time actual openings for employment present themselves, notice will be given through the Labour Exchanges, with full details as to the nature of work, conditions, and pay, and, so far as special training is necessary, arrangements will, if possible, be made for the purpose.

Any woman who by working helps to release a man or to equip a man for fighting does national war service. Every woman should register who is able and willing to take employment.

By setting up this "Register of Women for War Service," the Board of Trade hope, in the first place, to obtain a census of all the available female labour supply, and then, from this reserve, to make good in some measure both the existing shortage in specific trades and any future shortages in the labour market that may be created by new demands on the manhood of the country. They will endeavour to ascertain as exhaustively as possible the occupations in which women have previously been engaged, and in which they could and would be ready to engage again, as well as those in which fresh volunteers could do very well with a little training. Having ascertained what the supply is, and classified it, they will be in a position to give reasonable assurances to employers in various trades and occupations that if patriotically they allow their men to go, women can be supplied to take their place. The 400 Labour Exchanges throughout the country have received instructions and registration forms. The total number of applications sent by females has reached a high figure.

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The Langport Herald,
March 27th. 1915

What About Safeguards?

It would, of course, be easy to raise objections to a large increase of female labour in ordinary times; but the times are not ordinary. It is a case of national emergency, in the face of which many of the objections which might otherwise be urged have to be swept aside. This is willingly acknowledged by Labour leaders, who, however, will undoubtedly ask for certain safeguards. There are also points upon which they desire further information. Miss Mary Macarthur, who is secretary of the Women's Trade Union League, asks: "On what conditions are these women to be substituted for men? Are they to receive the same wages for the same work? What guarantee is to be given to men that, when they return to civil life, their situations will be open for them, and that the standard of conditions in their trades remain unimpaired? And if the men receive satisfactory guarantees, what is to happen to women who have taken their places, when they return, if in the meantime the women have become self-dependent?" Miss Macarthur declares that a national representative committee, including a strong representation of industrial interests, to lay down conditions of transference, is one of the first safeguards which must be insisted upon. Mrs. Fawcett, who is president of the National Union of Women's Suffrage Societies, says that the one thing they are anxious to avoid is to supply a cheap form of labour and undercut men. They want to provide really efficient women, worthy of good wages. She trusts that the new demand for female labour will have the effect of raising the standard for women in regard to both work and wages.

The Cork Weekly News
March 29th. 1915.

WOMEN LABOUR VOLUNTEERS

The response to the Government's appeal for women labour volunteers has been sufficiently good to justify the hope that the scheme is destined to prove an unqualified success. Many thousands of applications were received at the Labour Exchanges in London alone within a few days after the announcement was made, and it is understood that the principal provincial centres can show first results proportionately as good. No doubt some of those who are offering their services are doing so in the hope of getting a "soft job" at a good salary, but this is emphatically not the case with the majority of the women who apply. It is generally realised that the volunteers wanted are those who are willing to undertake hard work of a kind usually performed by men, and most of the women who register their names harbour no illusions on this point. The scheme is an appeal to British women's spirit of self-sacrifice, and when the results are made known there is no doubt that it will be found that the best and most capable of the sex come forward in the hour of the country's need. It is probable that this mobilisation of woman labour will effect the release of hundreds of thousands of men of military age for war service, and there are not wanting those who are convinced that this latest Government move foreshadows the coming of conscription. Whether or no this is the case, it is certain that recruiting will benefit immensely by it. Men are wanted for the new armies, and there will be no excuse for those whose places can be taken by women to remain behind.

The Co-operative News, March 27th. 1915. 663/62 663

WOMEN'S CORNER.

ALL communications intended for this Page should be addressed to the Editor of the "Women's Corner," "Co-operative News" Office, Long Millgate, Manchester.

WOMEN'S OPPORTUNITIES IN WAR TIME.

Services Under Government Mobilisation.

It will be remembered by our readers that at the outbreak of the war we commented on the opportunities that might come to women of service for the country. We had in mind at that time services which could be given voluntarily, in such ways as the various committees for relief of distress, preserving the children from exploitation, nursing the sick, and all the other ways in which women have so freely and so bravely tried to meet the calls of the country.

But it seems now that other calls are to be made upon us for definite war services under government mobilisation, into which it seems possible there will enter something of the nature of military rule.

It was obvious quite early to all thinking women that if all the young men of the country were to be made available for defence, women would have to take their places in performing the necessary work at home. This time has come, and fortunately has not found women unprepared to respond.

Very shortly forms will be available at all Labour Exchanges upon which women and girls can offer their services, in general or particular trades, and from which lists workers will no doubt be drawn as occasion requires. Fortunately, the great women's organisations of the country have been preparing themselves for this crisis, and we are glad to learn that the Board of Trade has invited the co-operation of the National Union of Suffrage Societies in carrying out the Government's proposals for the organisation of women's work. The N.U.S.S. on its part is prepared to welcome the Government's scheme, provided that the necessary safeguards can be secured. In this sentence lies an all-important principle which, firmly carried out, will bring women workers at once into line with the great organised industries of the country.

The broad safeguards which the National Union sets out as being necessary are :—

(1) The necessity of equal pay for equal work, thus avoiding the undercutting of men.

(2) The great importance of training.

(3) The securing of good conditions as to housing, &c., especially in agriculture.

Just as the Government has found it necessary that the volunteer soldier shall be well fed, well clothed, and well trained before he can be sent to the field, just so it should be brought to understand that an army of women must be efficiently equipped before it can do effective service in the industrial field.

It is greatly to be feared that for a time the country will suffer from the bad practices of the past, which have allowed girls to escape effective training in practical adaptability and the use of tools. Not one girl typist or dressmaker in a hundred, we venture to say, is ever taught as part of her business the mechanism and care of her sewing machine or her typewriter. She uses it, or abuses it, but she does not understand it. Much of this kind of ignorance must be overcome by training before women will be able to render full service in some of the work which will have to be done by them.

The question of equal pay for equal work will need close watching in the interests of the workers. This point was interestingly illustrated at the recent quarterly meetings of the Co-operative Wholesale Society. At the London meeting, for instance, several pertinent questions were asked as to the employment of women in the offices of the society—a new departure for the C.W.S. It was asked whether the women engaged to fill the vacant places of men who had enlisted would do the same work and receive the same pay.

The answer given was to the effect that in no case was the woman doing precisely the same work, and in no case was she receiving the same rate of pay, but that work was given to women which was suitable to them. For instance, typing was illustrated as work hardly suitable for men, but suitable for women. The inference being that when men did the typing some other more suitable work was added, and that readjustments were now made to enable women to do the typing—at women's rates of wages. With this explanation the delegates appeared to be satisfied, and when an additional assurance was given that if at any time it was found necessary to employ a woman on the same work as a man, she would be paid at the same rate as the man, there was sufficient applause to show that this principle would have the support of the delegates.

But even in the co-operative movement, where we have the minimum scale to begin on (a scale that is out of date now, alas ! owing to the rise in prices), the question will need watching.

The whole problem is new, and opens out possibilities for fresh exploitation of women's labour on the one hand, and fresh advances towards better conditions on the other. Co-operation must always be on the side of the better conditions, and we would like to know that if, as seems quite possible, any of our co-operative factories should be required for the purpose of doing Government work with the aid of women's labour, the conditions under which they were employed should rank as a model to the employers of the country.

This is a gigantic task which Lord Kitchener has set before us, but it is one which has already brought to the front powers of organisation, gifts of initiative, and strength of endurance which have the force of true statesmanship in women as well as in men, and he did well to appeal to " the whole nation."

Let us hope that one golden gain will rise from the testing time through which we are now passing, in the fuller realisation of the knowledge that in all things women are worthy to stand shoulder to shoulder with their brothers in the preservation of national life and the safeguarding of national honour.

The Western Press,
March 27th. 1918.

WOMEN'S WORK AND THE WAR.

It was yesterday announced that a conference will be held with the view to discuss the Government's proposals for the utilisation of women's work during the war. These proposals have already been submitted to the country, and the first results of the appeal for women applicants may be considered to be satisfactory. Up to the present it is estimated that about twenty thousand women have signified their readiness to engage in some occupation likely to have the effect of releasing men for military service. Some critics are inclined to believe that the total is a small one. So it may be; but it is necessary to recollect that the appeal has only been a few days before the country, and that it has not yet become known to many important communities. The propaganda is to be continued with vigour; and when the National Conference is held a fresh and strong impulse will be imparted to the movement. The Government, moreover, has just issued a strong appeal for more nurses from the civilian hospitals, and for the training of as many probationers as possible in these institutions. To this appeal a generous response is almost certain, for nursing is pre-eminently woman's work. But there are many other important fields open to the women who are anxious to render assistance at these critical times. Hard manual labour is not for women as a rule, though there are women who would not hesitate to undertake even that in an emergency. Numerous posts are now held by men eligible for military service that could be filled by women, and duties that could be as well discharged by women as by men. The Government proposal is that all women willing to serve at the present crisis should register themselves at the four hundred Labour Bureaux throughout the country. By this means it will be possible to find out the reserve of female employment, and to utilise that reserve as the necessity arises. All this is in natural pursuance of the scheme of national industrial mobilisation which has been lucidly explained and commented upon throughout the whole country. The "Register of Women for War Service" is rather a misleading description of the scheme. It is not exactly for "war service" that the women are required, but for service which will, directly or indirectly, as the case may be, lead to the augmentation of the British Army. When the war is over the services of these women will be dispensed with; and that may appear a rather serious difficulty which will have to be faced in due course. Therefore, it would appear to be desirable that the majority of women to be mobilised during the war should be drawn from classes not already in employment, and who would be in a position to return to their present status when the war is finished. A special appeal is thus made to the well-to-do classes of women, and more especially to married women, who have no need to seek employment now for the mere sake of the wages that they may earn. Applicants are invited to state what kind of work they would prefer to be engaged upon during the progress of the war. No hard and fast lines will be observed in the allocation of posts, and it will be the duty of those who have charge of the Board of Trade Department for the mobilisation of the working women to find as congenial employment as possible for each applicant. Advice on this special point will be taken from the executives of the many women's societies which now exist — the trade unions, the political associations, the labour societies, and all the other branches of what is really one vast organisation for the promotion of the welfare of women. Women of all grades of society have already realised, or are beginning to realise, how much can be done on their part to facilitate the augmentation of the British Expeditionary and Defence Forces to the necessary point; and in the near future we shall witness

Daily Telegraph,
March 27th. 1918.

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WOMEN AND WAR WORK.

RESPONSE TO THE APPEAL.

When the Government last week made its appeal to women to come forward and assist where labour was short, as in the making of items of armament, in leather work, and on the land, there were those who found points to criticise in detail. No doubt, with the machinery of the Labour Exchanges ready to hand, it was tempting to use them as the agents for registration. But the fact that was overlooked in selecting them was that they have never been particularly popular among women. The factory worker to some extent has availed herself of them, but the dressmaker had to be coaxed towards them, while other classes entirely avoided them.

In the 10,000 or so who have registered their names there has been not a small proportion of educated women, who have come forward from motives of devoted patriotism, and who would give their services and go anywhere if they thought it would help to end the war a day sooner. The "young lady," however, whose idea of work is something "light and genteel," as being a typist or a bookkeeper, would not only feel she had gone down woefully in the social scale if she were called upon to work in a factory, even though it brought her much higher pay, but her prejudices would be entirely against anything connected with a Labour Exchange. An appeal that came through such agencies would not move her.

Then must be taken into account the fact that in many of the less skilled trades there is abundance of work. During the present month the competitions of the various organisations of working girls' clubs have been taking place, but never has there been so much difficulty in getting the girls together for practice and drill. In South London, for instance, the packing of many different commodities in tins to go to the troops at the front demanded continual overtime work, and all who could possibly be secured for this kind of labour were able to find situations.

DOMESTIC CONSIDERATIONS.

Not to be forgotten, too, are the exigencies of domestic life, which far more often in the case of women than men prevent the entry upon new spheres of work. The Fabian Women's Group has recently brought out a pamphlet dealing with some of the economic problems that the war has emphasised in regard to employment, and a section of that is devoted to the question of the dependents of wage-earning women. Inquiries were instituted covering many thousands of cases, and in all spheres of occupation, and it was found that about half of the women were supporting wholly or in greater part children, parents, sisters, and even brothers. Among laundresses it appeared that 75 per cent. had dependents, while of cotton spinners the proportion was 66 per cent., of domestic servants 53 per cent., and nurses 52 per cent.

In the Post Office it was shown that 42 per cent. of the women of more than ten years' service had to help towards the maintenance of some relative. At the humbler end of the scale, working girls under 20 years of age were either helping the family budget with their earnings, or where their wages were very low, were contriving to keep themselves. With women of the professional classes a surprisingly large number had to help in the support of some one else.

In many such cases, experience shows that perhaps the dependent relative has brought something into the common stock, as perhaps the furniture. But the outstanding fact is that by keeping together, the home, such as it is, is maintained. To transfer a tailoress, say, from London, where she and her mother have it may be their two rooms, and are able to exist in tolerable comfort, to Leeds, where she would have to go into some sort of lodgings, would mean on a humble scale the upkeep of two homes. For that reason alone, women have much more limited scope as to how and where they can dispose of their labour.

OF GOOD SIGNIFICANCE.

Taking these and many more influences into consideration, the 10,000 already registered means a better response than appears on the surface. Miss Macarthur, with full knowledge of the female labour market, points out that there are some 50,000 women out of employment at the present time. But a very appreciable number of these are connected with what have been designated the "luxury trades." Such women have not perhaps much imagination, and they might fear the possibility of being sent, on registration, to do farm work, their minds conjuring up visions of ploughing or pitching hurdles for sheep folds.

The response is not yet adequate to the nation's requirements. That may be admitted. But in many directions it has shown that there is plenty of sound [illegible] among those who are offering their services, as in the case of the two or three who possess exceptional knowledge in regard to applied electricity. There are those again who are capable of

Yorkshire Observer,
March 27th. 1918.

WORK FOR WOMEN DURING THE WAR.

FREE FARM AND DAIRY TRAINING.

The response of Bradford women to the request of the Board of Trade for information as to the willingness of women to undertake work of various kinds, if called upon, has been moderately but not overwhelmingly good. Perhaps the request has not been clearly understood, and it is possible, if not probable, that the place for registration (the Labour Exchange in Bridge Street) has not been generally known. Nevertheless over 100 Bradford women have declared their readiness to undertake, as a special and urgent need, work in a variety of callings.

The terms of the question asked by the Board of Trade lack nothing in comprehensiveness. "Are you able to work and free to work, but not working?" Such a query should strike a responsive chord in the hearts of all earnest women whom it affects. All that is required at present is that the names and addresses of those willing to work should be registered at the labour exchanges, together with the character of the labour they are able to undertake, or for which they are ready to be trained. Farm and dairy work, leather stitching, brushmaking, machine stitching of clothing, and a variety of light machining for armament purposes, are classes of work which, it is considered, a great many girls and women could undertake, and a great deal is needed to be done in such forms of occupation in order that the military services may be kept up to concert pitch.

Some of the offers made in Bradford display a fine courage on the part of those who make them. More than one woman has declared a willingness to relieve a taxi-cab driver, and at least one is ready even to assume the rôle of a despatch rider. A number would willingly become tramway conductors and many are eager to turn to farm work of almost all kinds. Some of those who have expressed a preference for farming occupations have already had experience or training in such work. It will be an encouragement to others to know that the Board of Trade are offering free training for a fortnight, with board and lodging, at the Garforth Experimental Farm for those who are prepared to undertake work at farms and dairies after such training. It is understood that in the South of England ladies with large residences are offering portions of their houses as hostels for women farm workers.

A number of married women who formerly worked in factories have offered to go back temporarily to their old employment, and others are prepared to return to their former positions as shop assistants. Many offer, of course, to take up clerical work, and some are ready to become carriage cleaners on the railways, letter sorters, or temporary postmen. Some mistresses of households are offering to give up their maids and undertaking to reinstate them after the war. It is intended to arrange a public meeting in the course of the next few weeks and to obtain, if possible, the presence of some very prominent social worker in order to stir up greater enthusiasm.

In Leeds a good deal of interest has been aroused in the scheme, and no fewer than 500 names have already been entered on the register.

military services that could be filled by women, and duties that could be as well discharged by women as by men. The Government proposal is that all women willing to serve at the present crisis should register themselves at the four hundred Labour Bureaux throughout the country. By this means it will be possible to find out the reserve of female employment, and to utilise that reserve as the necessity arises. All this is in natural pursuance of the scheme of national industrial mobilisation which has been lucidly explained and commented upon throughout the whole country. The "Register of Women for War Service" is rather a misleading description of the scheme. It is not exactly for "war service" that the women are required, but for service which will directly or indirectly, as the case may be, lead to the augmentation of the British Army. When the war is over the services of these women will be dispensed with; and that may appear a rather serious difficulty which will have to be faced in due course. Therefore, it would appear to be desirable that the majority of women to be mobilised during the war should be drawn from classes not already in employment, and who would be in a position to return to their present status when the war is finished. A special appeal is thus made to the well-to-do classes of women, and more especially to married women, who have no need to seek employment now for the mere sake of the wages that they may earn. Applicants are invited to state what kind of work they would prefer to be engaged upon during the progress of the war. No hard and fast lines will be observed in the allocation of posts, and it will be the duty of those who have charge of the Board of Trade Department for the mobilisation of the working women to find as congenial employment as possible for each applicant. Advice on this special point will be taken from the executives of the many women's societies which now exist — the trade unions, the political associations, the labour societies, and all the other branches of what is really one vast organisation for the promotion of the welfare of women. Women of all grades of society have already realised, or are beginning to realise, how much can be done on their part to facilitate the augmentation of the British Expeditionary and Defence Forces to the necessary point; and in the near future we shall witness some remarkable changes in the industrial world. The anticipation is that large numbers of women will be drafted into agriculture and gardening, occupations which afford many important opportunities, and that more women than ever will be absorbed in the ammunition factories. Clerical work, already largely done by women, will depend on their services still more; telegraphy, both wireless and line, will more than ever become a department of feminine effort: the clothing factories will be very largely staffed by women. The female tramcar driver and conductor are already with us; and the female chauffeur has come to stay. Indeed, all round there are fields for feminine labour which will liberate the men for military service, and should ever compulsory service be enforced in this country, the reserve forces of the women in the industrial and other fields will be found to be an asset of the highest national value. Some economists may object to this wholesale displacement of men's labour. It is, no doubt, a drastic scheme: but it is necessary always to bear in mind that we are passing through a crisis unparalleled in the history of the British Empire.

much difficulty in getting the girls together for practice and drill. In South London, for instance, the packing of many different commodities in tins to go to the troops at the front demanded continual overtime work, and all who could possibly be secured for this kind of labour were able to find situations.

DOMESTIC CONSIDERATIONS.

Not to be forgotten, too, are the exigencies of domestic life, which far more often in the case of women than men prevent the entry upon new spheres of work. The Fabian Women's Group has recently brought out a pamphlet dealing with some of the economic problems that the war has emphasised in regard to employment, and a section of that is devoted to the question of the dependents of wage-earning women. Inquiries were instituted covering many thousands of cases, and in all spheres of occupation, and it was found that about half of the women were supporting wholly or in greater part children, parents, sisters, and even brothers. Among laundresses it appeared that 75 per cent. had dependents, while of cotton spinners the proportion was 66 per cent., of domestic servants 53 per cent., and nurses 52 per cent.

In the Post Office it was shown that 42 per cent. of the women of more than ten years' service had to help towards the maintenance of some relative. At the humbler end of the scale, working girls under 20 years of age were either helping the family budget with their earnings, or where their wages were very low, were contriving to keep themselves. With women of the professional classes a surprisingly large number had to help in the support of some one else.

In many such cases, experience shows that perhaps the dependent relative has brought something into the common stock, as perhaps the furniture. But the outstanding fact is that by keeping together, the home, such as it is, is maintained. To transfer a tailoress, say, from London, where she and her mother have it may be their two rooms, and are able to exist in tolerable comfort, to Leeds, where she would have to go into some sort of lodgings, would mean on a humble scale the upkeep of two homes. For that reason alone, women have much more limited scope as to how and where they can dispose of their labour.

OF GOOD SIGNIFICANCE.

Taking these and many more influences into consideration, the 10,000 already registered means a better response than appears on the surface. Miss Macarthur, with full knowledge of the female labour market, points out that there are some 50,000 women out of employment at the present time. But a very appreciable number of these are connected with what have been designated the "luxury trades." Such women have not perhaps much imagination, and they might fear the possibility of being sent, on registration, to do farm work, their minds conjuring up visions of ploughing or pitching hurdles for sheep folds.

The response is not yet adequate to the nation's requirements. That may be admitted. But in many directions it has shown that there is plenty of sound commonsense among those who are offering their services, as in the case of the two or three who possess exceptional knowledge in regard to applied electricity. There are those again who are capable of driving a horse-van or managing a motor delivery car, or who would act as checkers or timekeepers. The more educated woman moreover is not shirking the idea of working on the land as in gardening or the lighter branches of agriculture, a fact to which the rush for some elementary teaching at the horticultural colleges for the training of girls testifies abundantly. And the spirit that underlies English womanhood at this crisis is perhaps most forcibly shown in the 70,000 who are enrolled in the Voluntary Aid Detachments, ready to fulfil the hardest and most subordinate tasks at the Red Cross Hospitals.

WANTED A LEADER.

What is perhaps really wanted to start a great movement enthusiastically is a powerful and commanding woman leader. Is there no woman whose name carries real weight who could come forward and organise a force of women prepared to work in any capacity? There has been no difficulty in doing this for local movements, as in the providing of comforts for wounded men returning, or of opening recreation rooms in the vicinity of camps, or in starting clubs for girls as a counter attraction to running about aimlessly in the streets. What women can do when they throw their whole energies into an undertaking has been told this week by Lady Lugard, who in forty-eight hours called up the whole organisation which has dealt so humanely and admirably with over 100,000 Belgian refugees.

The Board of Trade to the average feminine mind is a mere abstraction. What is wanted to rouse latent goodwill and energy is a more personal note. It is all very well to say that more brushmakers are required and registration forms may be had at the nearest Labour Exchange. But it would go home much more directly if some well-known woman went to a factory turning out small arms, assumed a general sort of supervision, and publicly announced that she wanted 200 girls to fill cartridges or burnish bayonets demanded for the needs of the men at the front. Let some factory concerned with the supply of war munitions try the experiment. It would not be costly and it would probably bring in all the extra assistance required.

of the offers made in Bradford display a fine courage on the part of those who make them. More than one woman has declared a willingness to relieve a taxi-cab driver, and at least one is ready even to assume the rôle of a despatch rider. A number would willingly become tramway conductors and many are eager to turn to farm work of almost all kinds. Some of those who have expressed a preference for farming occupations have already had experience or training in such work. It will be an encouragement to others to know that the Board of Trade are offering free training for a fortnight, with board and lodging, at the Garforth Experimental Farm for those who are prepared to undertake work at farms and dairies after such training. It is understood that in the South of England ladies with large residences are offering portions of their houses as hostels for women farm workers.

A number of married women who formerly worked in factories have offered to go back temporarily to their old employment, and others are prepared to return to their former positions as shop assistants. Many offer, of course, to take up clerical work, and some are ready to become carriage cleaners on the railways, letter sorters, or temporary postmen. Some mistresses of households are offering to give up their maids and undertaking to reinstate them after the war. It is intended to arrange a public meeting in the course of the next few weeks and to obtain, if possible, the presence of some very prominent social worker in order to stir up greater enthusiasm.

In Leeds a good deal of interest has been aroused in the scheme, and no fewer than 500 names have already been entered on the register.

663/64 668.

The Peoples Journal,
March 27th. 1915.

Mobilising the British Women.

What will Happen After the War.

By A. MacCallum Scott, M.P.

WE of this generation, and, indeed, of this century, stand too close to the European war to be able to judge of the full magnitude of the great upheaval which is changing the current of world history. The war has broken up the whole political, social, and industrial structure of Western civilisation. Everything is in the melting pot. It will be a new world which will come out of it, but what the political, social, and industrial framework of that world will be is as yet incalculable.

Among those many processes of change, not the least important are those which affect women as a sex. The women of Europe are by no means mere passive onlookers amidst these tragic events. Their share in the war is not merely the anguish of the bereaved wife, or mother, or sister, or sweetheart. Nor is the problem merely that of the huge surplus of women over men, which, owing to the slaughter of so many men in the flower of their youth, will be one of the features of the first generation after the war. It is a serious enough problem in itself what is to become of all that generation of noble womanhood which is to be denied that full development and joy of life which only come with motherhood. But apart from grief and, apart from the problem of the "surplus" women, there are even now processes at work which are profoundly affecting the position of women as a whole in our society. For them the war means a new outlook, a wider mental horizon, the breaking down of closed doors, and emancipation from the bonds of inveterate social conventions and prejudices.

The Government's Appeal.

The first and most conspicuous factor in that change in this country is the Government's appeal to the women of the nation for industrial volunteers in order either to increase the supply of munitions of war or to release men to join the fighting line. In order to prevail in this war we must maintain a relentless and increasing pressure both of men and of metal on the German front. Already we have approaching 3,000,000 men in the field or in training, and we are spending one and three-quarter millions sterling a day on prosecuting the war.

The withdrawal of 3,000,000 of our best industrial producers, and the diversion of the labour of millions of others to keep them supplied with munitions of war, has dangerously reduced the producing capacity of this country in regard to the necessaries of life or other products which we can exchange abroad for necessaries of life. There are still approximately as many mouths to fill and bodies to clothe, but there is less to go round. We are spending more and producing less. That is the chief cause of the alarming rise in prices, with its inevitable concomitant of labour unrest. There is but one effective way of relaxing this pressure. Somehow or other we must increase our producing capacity. We must tap new sources of labour. Hence the appeal for women volunteers for men's work.

The most important feature of this appeal is that it is primarily addressed not to the women wage-earners who are already enrolled in the industrial army, but to the domesticated women, those who have hitherto had no call to go out into the world to work for their livings, the housekeepers and home-makers, or the idle and leisured. More is wanted than to divert women who are already industrial producers from one sphere of employment to another. We must increase the total number of producers. It is to the wife or widow in her comfortable home, to the fine, athletic girls and young women of our day whose energy is devoted to sport or hobbies or social pleasures and routine that the call has come. It is the "womanly woman" in the old conventional sense who is wanted to help the nation in this hour of peril.

A Splendid Response.

The response to the appeal was not a moment in doubt. The stream of women volunteers to register their names at the Labour Exchanges has been in its way as remarkable as the stream of men to the recruiting offices to join "Kitchener's Army." In the first two days over 6000 women registered themselves at the London Labour Exchanges alone, and there are 400 other Exchanges scattered throughout the country. And the movement is only beginning. There are hundreds of thousands of eligible women whom the appeal has not yet directly reached.

It is impossible to foresee all the results of this mobilisation of women from the homes of Britain. Who could have foretold that so simple a thing as the safety bicycle coming into vogue 30 years ago would have been the powerful lever it has been for the emancipation of the women of the middle class? It ended the age of prunes and prisms, and ushered in the age of athletic girlhood. It brought woman out of the cloistered home into the open world, and made her the companion in the sports and pleasures of man.

If the use of the bicycle could accomplish so much, how much greater are the changes which may be brought about by this war-work of women? It is not merely a matter of the sweeping away of lingering anachronisms like the refusal of degrees at Oxford and Cambridge, or their exclusion from the professions of barrister and solicitor; it means a new conception of the mutual dependence of men and women upon each other's work, and of a vast extension of women's interests beyond the home circle.

Three Important Questions.

Three interesting questions present themselves—What wages are to be paid to these women volunteers who have replaced men in the industrial army? What is to happen to them when the men return after the war? What will be the effect of this development upon the demand for woman suffrage?

It would be outside the scope of this article to labour the arguments for and against the familiar and delusive cry of "equal pay for equal work." It is sufficient to say that, while society is organised on the family system, and while the average male wage-earner supports a family, and the average female wage-earner does not, the leading economists of both sexes are agreed that it is to the interest of men and women alike that a different standard of wages should prevail in respect of their labour. It would, moreover, be inexpedient that these new women recruits to the industrial ranks should be paid on a scale much higher than the women already employed there.

After the War.

Some of the Trade Unions have very naturally been asking what is to happen after the war. Is there to be any guarantee that men returning to civil life will not find their jobs taken from them by women employed under this scheme, who will be retained because their labour is cheaper? There will be no more danger of that than there is at present. In tasks which require physical strength, sustained endurance, a long apprenticeship, or regularity of out-put men need never fear the industrial competition of women. It would, moreover, be selfish ingratitude if women as a class were excluded by law from any sphere of employment for which they had proved their aptitude.

Another safeguard for men returning to their jobs lies in the fact that the Government's appeal is chiefly addressed to those women who are not at present wage-earners, and do not require to be wage-earners. There are some women who go out to work from personal preference. They do not care for household duties. But these are the minority. The vast majority of women wage-earners go out to work from necessity, not from preference. They are either occupying the few years preparatory to marriage, or the opportunity of marriage is denied to them.

The new industrial army of women would be a temporary one, as much as Kitchener's Army. "For the war only!"

Finally, there is the question of the effect of this new development upon the demand for woman suffrage. For my own part I have opposed woman suffrage in the past, and I have not seen any occasion to alter my view. This is not the time for argument on so controversial a subject. Our first concern is to defeat Germany, and if we fail to do so votes will be of very little avail either to men or to women.

This has been fully recognised by the Woman Suffrage Societies generally. In particular the most militant of all the Societies has espoused for the time being the national cause. Miss Christabel Pankhurst has delivered a series of remarkable orations in America, which have had a powerful effect on neutral opinion there.

When the war is over we will all have clearer and larger views, and will have jettisoned much lumber of ancient conventions and formulæ.

663/65 663.

The Queen,
March 27th. 1915.

We comment elsewhere on the response made to the Government's scheme for registering women willing to take up during the war work usually done by men. We have remarked before now in these notes upon the fact that there has never been a great war in which the women of this country have had so active a part to play as they have in this war. There has never been a war in which women were less condemned to sit and wait with idle hands. There are so many organisations at work for supplying the troops in the field or in camp with comforts and necessaries that if one of them has for the moment enough in store, there is always another to which garments and presents of all kinds may be sent. And not the least interesting part of the whole business is that on the whole these activities have been so well directed. Every now and then there may have been cases in which the zeal was greater than the capacity, and a good many committees have had to endure the presence of members who had joined only because they felt they must be "in the movement," and brought neither energy nor wisdom to their task. But for the most part the impression given has certainly been one of sound sense and capable management, whether the work in hand has been the collection of socks and belts and shirts, or the supplementing of the hospital system, or the often complicated and difficult matter of dealing with refugees. Terrible as the war is, there are many aspects of it which may well lead to such a reflection as that to which the Bishop of London gave utterance at Harrow the other day, when he said that he hoped that the end of the war would not be the end of the new spirit aroused in England—a spirit the like of which the country had not known for five hundred years. One of these aspects is certainly the revelation of the change in the character of women. We may surely say to ourselves that one reason (and perhaps the most satisfactory reason) why women have had so little of the merely idle waiting at home in war-time is that they are now so much more capable of taking their share, so much more experienced in working together, so much better at the management and direction of affairs.

But at the moment when this capacity and experience has just been recognised by the new scheme of the Government, we should like to say a word for a certain sphere of work which might possibly be falling into the background. It is work which may, perhaps, suffer from being a little too like the work of the old days of peace. There never was a time when there was such a good chance for improving the conditions of life in the homes of the working people. Speaking generally, those homes are not at the moment as poor as they used to be. In very many cases where the man has gone into the Army the allowances for wife and family are actually higher than the man's wage used to be. Even where this is not the case there is the difference made by not having to keep the man, or to allow for his pocket-money out of the household funds. In other cases, where the man is still at home, the diminution of unemployment has made things better over the country as a whole. All this gives an opportunity which ought not to be lost. We hope that with all the special work which the war has given to women, some will nevertheless be paying attention to such comparatively peaceful occupations as trying to make the better conditions in cottage homes produce real good. There is so great a chance now of seeing that the young generation in those homes gets a better start in life, with better food and clothes, and of seeing that when the men do return at last they shall find their homes better and not worse than when they left them. A great deal is being done, we know; the war clubs for women are excellent institutions. But we hope that the homes are being helped, too, with advice and with the friendly watchfulness that can do so much.

The Yorkshire Post.
March 27th. 1915.

WAR SERVICE FOR WOMEN.

PUBLIC MEETING TO BE HELD IN LEEDS.

The scope of that service which is at once the privilege and the dignity of the day has been strikingly extended by the appeal of the Board of Trade to the women of England. "War Service for Women," as an historic and comprehensive proposal is shortly entitled, represents a well-intentioned, and, in the opinion of the Government, an imperative endeavour to discover how much and what kind of women's labour can in an emergency be utilised to maintain or accelerate certain productive works hitherto supported mainly by men. The huge numbers of men who have spiritedly withdrawn themselves from the ranks of peaceful industry and the professions to assume the stern and courageous work of fighting the enemies of civilisation and the Empire, have left gaps which it is difficult to fill, because in these cases men cannot come forward in the same number as the men who have gone. Nobly as women have renounced the hour of ease to immerse themselves in useful and deeply appreciated voluntary work for the comfort and consolation of their men folk, the new opportunity for war service suggests no lower conception of duty and patriotism. In its details, the project may seem a work-a-day and prosaic thing, but it demands in full measure those fine qualities of patient self-sacrifice and unswerving devotion which are especially associated with the sex to whom the appeal is directed.

The decision of the Board of Trade to open at its Labour Exchanges a register of women for war service has been announced, with the further information that women are wanted at once for such occupations as farm work, dairy work, leather stitching, brushmaking, clothing machining, and light machining for armament, but no special knowledge is needed to realise that nursing and certain clerical duties will shortly make their claims for female helpers. This is the proposition for the women of all classes who would no longer be passive patriots. It may be that these occupations denoted would not fall within the physical compass of some who are willing to give what service they can. All questions of ability, amount of time available, payment for services, will, however, be expertly dealt with by administrative officers. The use of the Labour Exchanges is doubtless convenient from the Government point of view, but is unfortunate otherwise; for the class of women now appealed to quite naturally do not care to apply at the Labour Exchanges, and a fresh scheme has to be devised for them. Leeds women may find it preferable to make their applications and inquiries at the offices of the Lady Mayoress's Committee in Basinghall Street. This Committee, which has possessed during months of valuable work a smoothly working organisation, is in complete harmony with the Board of Trade's proposal, and as an earnest of its endeavours to accomplish the desired end, a public meeting has been arranged to take place in the Leeds Town Hall on Tuesday night at eight o'clock, when all matters relating to war service for women will be discussed and explained. The Lady Mayoress (Mrs. J. E. Bedford) will preside. The Lord Mayor will also be present, along with, among others, Lady Harewood and Lady Dorothy Wood. Miss Thornton, one of the Board of Trade's chief organisers of women's work, will attend and deal with the whole subject. The present appeal is somewhat different from that which was made for voluntary helpers in August last, but as then there were 3,000 volunteers in Leeds, many of whom were given useful work to do, it is anticipated with confidence that the city has among its women residents a great number who will temporarily accept paid service, if suitable work can be found for them. Already 600 women have registered at the local Labour Exchange for war service. These are mostly young married women who were skilled clothing operatives.

The Times,
March 27th. 1915.

WOMEN AND WAR WORK.

A BIRMINGHAM CASE FOR SIR GEORGE ASKWITH.

(FROM OUR CORRESPONDENT.)

BIRMINGHAM, MARCH 26.

The letter from Miss Violet Markham in *The Times* of to-day on the subject of women and war work attracted a great deal of sympathetic attention in Birmingham, where there are a very large number of women engaged in factories and workshops. In normal times the numerous light trades carried on in the city find employment for thousands of women and girls, but during the last few weeks many more have been taken on to fill the places of men who have enlisted.

Mr. W. J. Davis, President of the Trade Union Congress, and secretary of the National Society of Brassworkers and Metal Mechanics, informs me of several instances where women are being exploited by some of the worst of the employers. He has successfully interfered in a case where women had been put to shell work, which was too laborious for them. In another case he has asked Sir George Askwith to interfere to prevent the employment of women on moulding machines.

In his letter Mr. Davis points out that this is the first time in the history of the casting trade that women have been asked to do brass moulding; that the work is altogether unfitted for them: that moulds made by women are no good unless molten metal is poured into them by men, and that their employment may bring about a national strike of brass-moulders.

Mr. Davis brought before my attention another and possibly more serious case of the exploitation of women. He showed me a letter he had received from a poor woman worker. I give it as written:—

Dear Sir,—Just a few lines begging you to look into the matter. Could you kindly see into Mr. ——. He will not pay more than 2s. 1d. for a hundred gross for drawing through soldiers' buttons and the cutting out is only 1s. 6d. I have worked there myself, but all that I can earn from Monday to Saturday was 7s. 6d., and out of that had to pay for a baby to be minded. That was 3s. 6d., so you may guess how much is left. We have to work by candle light and slave hard. It is very mean. Begging you to look into this. They stop 3d. insurance, and we do not get 2s. a week sometimes. Do look into this.

The original with the name of the firm will be submitted by Mr. Davis to the Secretary for War and to the Health Insurance Commissioners.

Yorkshire Post,
March 29th. 1915.

WOMEN'S SERVICE AND LABOUR EXCHANGES.

To the Editor of The Yorkshire Post.

Sir,—I feel I cannot allow one statement in your article on War Service for Women to pass unchallenged. Here in Hull, at any rate, there are no class distinctions amongst women who apply to the Labour Exchange. Miss Burwell, the able secretary, is personally known to the whole town, and women of all classes go to her for advice and assistance. I have made it a practice since the beginning of the war to personally register any vacancies on my staff. Miss Burwell has set aside the hours of 2—4 p.m. specially for the purpose of interviewing and giving advice to women wishing to offer their services to their country and enrol their names on the War Register, and, for the information of those who have not already paid a visit to the Labour Exchange, I might add that the Women's Department in Story Street is totally apart from the men's side, and is entirely staffed by lady clerks. Surely, when men of all classes are enrolling themselves at the same recruiting station for the defence of their country, women will be equally patriotic, and apply without hesitation to the Government Labour Bureau.—Yours, etc.,

MARJORIE NUNBURNHOLME, President
Voluntary Aid Committee.

Voluntary Aid Committee, Headquarters, 130, Spring Bank, Hull, March 27, 1915.

* We have no doubt of the strict accuracy of the statement in question. We made no sort of reflection on the officials.—Ed Y.P.

Sunday Times,
March 28th. 1915.

WOMEN'S WAR SERVICE.

This war is providing both the inspiration and the occasion for the solution of many of our most anxious problems, social, political, and international, and it is just possible that its influence will be successful in yet another notable direction. Now that we are compelled to take stock of all our national resources we have realised that there is available an immense reserve which we have hitherto never employed to the full and never really organised. The adaptability of woman to a more extensive share in our national economy is in question to-day ostensibly as an emergency measure, but in fact, as none can doubt, as a permanent arrangement. It is curious to reflect that during the last century the tendency of legislature has been to discourage the employment of women, and rightly so; for the development of our industrial system brought about the application of women's labour to many tasks for which women were clearly in the interests of the race, quite unfitted. But the tendency, checked when it turned in the wrong direction, has still to be diverted to the right direction, for it is clear that the non-domestic employment of women in some way has become a social necessity. This war, with the enormous withdrawal of male labour which it has involved, has simply made the problem acute, and the solution of it urgent. Again, the need which is now felt will be just as real and pressing when the war is over as it is to-day. Yet with all the demand that exists for new recruits to the labour market we have the apparently incompatible fact that the Labour Exchanges are at present choked with lists of unemployed women. They are the women displaced by the dislocation of a number of industries in which women and girls are almost exclusively employed; and the first problem before those who desire to mobilise women for war service is how to absorb these disbanded battalions. It would clearly be a very poor achievement to call in a host of new and untrained workers while those who are dependent for their livelihood on the work of their hands are still condemned to idleness. A system of training in the processes of those industries which now languish for an insufficiency of skilled labour is probably the first and most effective step for arriving at satisfactory results. The cost of it would be negligible in comparison with the advantages obtained, and the inevitable delay would really represent a saving of time and effort in the long run. But with regard to the immense numbers of women who have hitherto not been in employment but who are very ready to respond to the call that has been made, the problem is of another kind. It is to find where and how their services can be best utilised without injury to the men who some day will return to their normal activities. It is of no use turning women to farming, for instance. Experience proves that their labour is costly and inefficient; and in all the heavier processes of industry they would be used up in a manner which humanity would never sanction. But in every department of clerical labour they excel; and could be made available to release a large number of men for other tasks. That is the sort of readjustment that is needed, and that, once effected, is certain to become permanent, for in the long run it will be as advantageous for the men as for the women by diverting them to professions in which woman's competition will no longer have to be feared. In providing for the present emergency, the counsel of prudence is to look beyond it and to build for the future. We have to deal not only with a temporary shortage of labour, but with the surplus woman.

663/66 663

Daily Telegraph,
March 29th. 1915.

WOMEN AS WORKERS.

PATRIOTIC SPIRIT.

QUESTIONS FOR GOVERNMENT.

By Our Civil Service Correspondent.

A Scarborough woman, whose place of business was destroyed by the German bombardment, gives an instance of how the national spirit of the country is affected by the German policy of "frightfulness." Answering the Government's appeal to women, she has volunteered for war service, but only on the express condition that she is put at once to the making of shells. Nothing would induce her to think of any other form of employment, and before many days are over her ambition will be gratified. She will make shells, and shells alone, and perhaps, in the popular phrase, "get a little of her own back."

Instances like this could be multiplied showing the patriotic spirit with which women are actuated. The Board of Trade has received from a firm near London a glowing tribute to their work. This firm has engaged a large number of women in the making of surgical bandages and other appliances, and speaks of their "feverish energy" and the patriotic spirit which obviously underlies their efforts, inducing them to agree to work any hours and to submit to any sacrifice in order to comply with the demands of the War Office.

One interesting feature of the situation is that for the first time all women's societies, Suffragists and anti-Suffragists, have found a common platform and have thrown themselves heart and soul into the work of furthering the Government's scheme. If there is any rivalry existing amongst them, it is as to which will enlist the greatest number of battalions of women workers for war service. Of course, several of these societies, ever since the war began, have been helping on their own account to fill up the gaps arising out of the war, but the results of their efforts in the future will be co-ordinated by the Labour Exchanges.

WORK OF THE ASSOCIATIONS.

It would appear that the great majority of the 16,000 registered up to Tuesday last are drawn from the general mass of women, for, the time being too short, very few of the members of the various associations have yet come forward. An official of the National Union of Women's Suffrage Societies said on Saturday, "We are only now sending out the first 1,000 forms to our Edinburgh branch. Birmingham has asked for 600, and hasn't got them yet. The response of women does seem disappointing, but how many realise the extent to which women are employed already in consequence of the war? The services of over 150 of our paid organisers are being used. One, Miss Thurstan, went to Belgium as a Red Cross nurse, and organised the hospital service at Brussels and Charleroi. She was taken prisoner by the Germans, and after her release went to Russia and performed similar services at Lodz. She was wounded at Warsaw, and pleurisy supervened. She is now recruiting in this country, and is very soon going out again. Directly war broke out there was not a single woman on our books who was not doing something at maternity centres, schools for mothers, girls' clubs, or in some other way. Then you must also consider that many women will not go to Labour Exchanges, and this applies especially to professional women."

REASONS FOR A CONFERENCE.

Asked as to the reasons for desiring a conference with the Government, she said: "We must insist upon equal pay for equal work, and not have our women exploited. Secondly, there comes in the question of training. We are not going to allow a lot of untrained women to take up occupations for which they are absolutely unfitted. We expect Mr. Lloyd George to provide the money to enable them to obtain their training. Many trades are quite simple. One can learn milking, for instance, in a fortnight. Another point is, we want the Government to set the example. Here am I a university woman, highly trained, and with certainly more experience of life than the youth from Oxford or Cambridge, and yet I am shut out from the Government offices which house [illegible]

3s. 6d., so you may guess how much is left. We have to work by candle light and slave hard. It is very mean. Begging you to look into this. They stop 3d. insurance, and we do not get 2s. a week sometimes. Do look into this.

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Voluntary Aid Committee, Headquarters, 150, Spring Bank, Hull, March 27, 1915.

* We have no doubt of the strict accuracy of the statement in question. We made no sort of reflection on the officials.—Ed Y.P.

with lists of unemployed women. They are the women displaced by the dislocation of a number of industries in which women and girls are almost exclusively employed; and the first problem before those who desire to mobilise women for war service is how to absorb these disbanded battalions. It would clearly be a very poor achievement to call in a host of new and untrained workers while those who are dependent for their livelihood on the work of their hands are still condemned to idleness. A system of training in the processes of those industries which now languish for an insufficiency of skilled labour is probably the first and most effective step for arriving at satisfactory results. The cost of it would be negligible in comparison with the advantages obtained, and the inevitable delay would really represent a saving of time and effort in the long run. But with regard to the immense numbers of women who have hitherto not been in employment but who are very ready to respond to the call that has been made, the problem is of another kind. It is to find where and how their services can be best utilised without injury to the men who some day will return to their normal activities. It is of no use turning women to farming, for instance. Experience proves that their labour is costly and inefficient; and in all the heavier processes of industry they would be used up in a manner which humanity would never sanction. But in every department of clerical labour they excel; and could be made available to release a large number of men for other tasks. That is the sort of readjustment that is needed, and that, once effected, is certain to become permanent, for in the long run it will be as advantageous for the men as for the women by diverting them to professions in which woman's competition will no longer have to be feared. In providing for the present emergency, the counsel of prudence is to look beyond it and to build for the future. We have to deal not only with a temporary shortage of labour, but with the surplus woman.

...suffragists and anti-Suffragists, have found a common platform and have thrown themselves heart and soul into the work of furthering the Government's scheme. If there is any rivalry existing amongst them, it is as to which will enlist the greatest number of battalions of women workers for war service. Of course, several of these societies, ever since the war began, have been helping on their own account to fill up the gaps arising out of the war, but the results of their efforts in the future will be co-ordinated by the Labour Exchanges.

WORK OF THE ASSOCIATIONS.

It would appear that the great majority of the 16,000 registered up to Tuesday last are drawn from the general mass of women, for, the time being too short, very few of the members of the various associations have yet come forward. An official of the National Union of Women's Suffrage Societies said on Saturday, "We are only now sending out the first 1,000 forms to our Edinburgh branch. Birmingham has asked for 600, and hasn't got them yet. The response of women does seem disappointing, but how many realise the extent to which women are employed already in consequence of the war? The services of over 150 of our paid organisers are being used. One, Miss Thurstan, went to Belgium as a Red Cross nurse, and organised the hospital service at Brussels and Charleroi. She was taken prisoner by the Germans, and after her release went to Russia and performed similar services at Lodz. She was wounded at Warsaw, and pleurisy supervened. She is now recruiting in this country, and is very soon going out again. Directly war broke out there was not a single woman on our books who was not doing something at maternity centres, schools for mothers, girls' clubs, or in some other way. Then you must also consider that many women will not go to Labour Exchanges, and this applies especially to professional women."

REASONS FOR A CONFERENCE.

Asked as to the reasons for desiring a conference with the Government, she said: "We must insist upon equal pay for equal work, and not have our women exploited. Secondly, there comes in the question of training. We are not going to allow a lot of untrained women to take up occupations for which they are absolutely unfitted. We expect Mr. Lloyd George to provide the money to enable them to obtain their training. Many trades are quite simple. One can learn milking, for instance, in a fortnight. Another point is, we want the Government to set the example. Here am I, a university woman, highly trained, and with certainly more experience of life than the youth from Oxford or Cambridge, and yet I am shut out from the Government offices simply because of sex. Then, again, we must insist upon proper factory and, in the case of farm work, domestic conditions, such as sleeping accommodation, &c."

It is satisfactory to note that the number of personal applicants at the central office keeps up a steady average of about 100 a day. Since the official figures were published in *The Daily Telegraph*, the total number of women registered at the central office, from Tuesday to Friday inclusive, amounted to nearly 4,000.

WORK-ROOM PAY INCREASED.

A circular has been sent to local representative committees for the relief of distress by the Central Committee on Women's Employment, intimating that, in view of the increase in the cost of living which has recently taken place, it has been decided to vary the limits imposed so that the remuneration of women employed in women's work rooms may be raised by an increase not exceeding 15 per cent. Accordingly the maximum number of hours to be worked by any woman in any week is increased from forty to forty-six, and the maximum amount of 10s payable in any one week is now altered to 11s 6d.

Where it is not practicable to effect the increase in remuneration by an increase in the hours worked, it is open to the local committee to supply meals at a small charge and pay the cost, which should not exceed 4d per head per day, out of the grant. The difference between the value of the meal and the charge made should be equivalent to the increase in the remuneration which it is intended to allow. Where it is impossible for the local committee to undertake the catering an allowance in lieu of meals (also equal to the increase in the remuneration which it is intended to allow) may be made to the worker at the discretion of the local committee. Should neither of these alternatives be practicable, either the hourly rate of pay may be increased or a combination of any of the above methods may be adopted.

It is added that any increase in remuneration made under these regulations should have regard to the increase in the cost of living in the locality concerned, and also to the risk of diverting workers from their ordinary occupations. It should be clearly understood that any alteration made is of a temporary character, and subject to revision should there be a material variation from the present cost of living.

663/67

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Morning Post,
March 29th. 1915.

WAR SERVICE FOR WOMEN.

DEMAND FOR AMMUNITION WORK.

It is now known that over 20,000 women have filled in the registration forms in connection with the war service scheme, and it is confidently expected that when the returns are classified and the various kinds of work which women desire are made known, as they will be during the present week, applicants will come forward in greater numbers. Many women who would like to assist the Board of Trade scheme are not certain as to the nature of the employment for which they would be fitted. There is, for example, a difficulty with dressmakers, of whom, it is said, about 30,000 have been thrown out of employment through the war. It is recognised that dressmakers could not easily adapt themselves to some trades in which there is a shortage of labour. The war has also affected the employment of about 10,000 women in the textile trades, and a large number of workers in the laundry industry. Altogether it is computed that there are 60,000 women workers unemployed as a direct result of the war. The idea is to find employment for these women by drafting them into other trades, thus releasing men who up till now have not been free to join the Army.

IN ARMAMENT WORKS.

The Government is anxious that the full output of munitions of war shall be ensured, and it is interesting to note that a large number of women who have applied for work have stipulated that it shall be directly associated with the war. They think that they will be able to help the country if they are engaged in ammunition work. The work is not skilled, and women can become proficient at it in a few weeks. Employers are so confident that the work can be done satisfactorily by women that they are willing to engage them. At the present moment women are employed at large armament works in Sheffield, and more applications are being registered at the local Labour Exchanges.

Many women with motoring licences have offered to take war service, and have made suggestions to the Board of Trade that women should be employed as chauffeurs and taxi-cab drivers. The experiment has been tried in several towns in France, but it is understood that it has not been successful. Glasgow has under consideration the possibility of women serving as conductors of tramcars. Women are so employed in Germany. The Government see no reason why a large number of women and girls who have never previously done work performed by men should not find employment in offices and grocery and drapery establishments. It is admitted that a certain amount of training would be necessary, and the difficulty of the moment is as to how it can be obtained. This matter is at present under consideration.

EMPLOYERS' DIFFICULTIES.

Certain employers whose staffs have already been depleted considerably through men joining the Colours contend that it is with difficulty that they are able to carry on their business, and they are unwilling to part with more men. They do not, however, oppose the idea of substituted labour if it can be obtained. It will be the business of those who are organising the war service for women to provide this substituted labour with the co-operation of employers. When women have been trained for certain occupations in which training is necessary it is understood that openings will be found for them on the understanding that when the men replaced are discharged from military service they shall return to their old positions.

The North Mail, March 30th. 1915.

MOBILISING THE WOMEN.

BUT WHAT AWAITS THEM AFTER WAR?

By JOHN G. BAMBOROUGH.

"Why do not the Government tell us exactly what they want us to do?" Thus, apropos the mobilisation of women, a woman who is in the closest possible touch with the many manifestations of recent years. The question gave me cause to wonder.

Have the Government made it as clear as they might what is in and behind the amazing industrial and economic revolution which has been initiated without warning? When you come to think of it, the volume of knowledge on the subject possessed by the great body of the public is not remarkably great. We know one or two things. We do not know very many things. And a wise Government would have taken care that we should know all that they know. They have not done that. They have refrained so completely from doing it that one is sometimes driven to believe the Government have not thoroughly thought the matter out.

Consider what the proposal means. The Government are appealing to all women who are willing to work to come forward with a free offer of their labour, register themselves, and pledge themselves to obey the call when the call comes. It is the intention to utilise these volunteers—just as it is now proposed to utilise the members of the many volunteer training corps that have sprung up all over the country—for the purpose of releasing men of fighting age who would otherwise be debarred from playing a man's part. They are to take the place of men in shop and office and factory.

Industrial Upheaval.

Very well. But what is to be done with these women when war is over? When the war ends there will be an industrial upheaval such as the world has never witnessed. Somewhere in the neighbourhood of a million and a half of men will be—or may be—thrown into the market place to compete for work with those who have stayed behind. What will become of the women?

I say that these men "may" be launched into the market. The qualification is necessary. There has been, for some weeks, talk of a comprehensive scheme, the object of which would be to prevent, so far as preorganisation can do it, the frightful dislocation of the labour world that would be caused if all the men who have enlisted for the duration of the war only were to be simultaneously tumbled back into civil life. This scheme put briefly, is based on the idea that industrial Britain should be divided up into districts, that the labour needs of each district should be ascertained, and that when the time comes for the warriors to relinquish the firing of death-dealing shells in favour of the building of life-carrying ships the surplus labour is to be allocated to the districts in which it can be readily and profitably absorbed.

Such a plan is so obviously sensible that one is inspired to hope not only that it has been perfected, but that it is, in its preliminary stages, now being applied. It would involve, of course, the retention with the colours for a more or less prolonged period of a large number of men, for whom the community would have to provide. But the cost to the State of making provision for these supernumerary soldiers would be very much less than the cost of a sudden swamping of the labour market, with all its attendant evils and miseries.

Here again, of course, one is inclined to find fault with the Government. Has this scheme been adopted? Is it already in operation? To revert to the question asked by the woman whose wisdom gave me the text for this article, "Why do not the Government tell us?"

These volunteer women are to be set to work in occupations which have hitherto been monopolised by males. They will need some training. At the outset, however willing they may be, they will not be equal in wage value to the men whose places they are filling. They cannot, therefore, expect to be paid the same as their male predecessors were—it is sheer idealism to pretend that they should be so paid.

There is always a difficulty in the employment of women in work usually done by men. The wages of a male are roughly calculated on the assumption that he is, or will be, married—that he has to provide for a certain number of dependants. The wage of the woman worker is not so calculated. It is tacitly assumed that she will be a wage-earner only until she can marry, and enter into what a good many of us are still old-fashioned enough to regard as woman's true sphere. Her wages are lower because, being but a bird of passage, and not regarding her occupation as her life's work, she is not worth the higher rate of pay.

These women will need training, as I have said. They will get it. The employer, for his own sake, will take care that his new servants are given every facility for acquiring efficiency equal to that of the servants they have displaced. And if the war lasts, say, twelve months more, these women will have become able adequately to fill the places of the men, and will be worth equal wages.

They will not, however, be receiving them. When the men come back, what will be done with them? The employer, human nature being what it is, will want to hold on to his cheaper and equally efficient servant. One of two things will happen. Either the cheaper woman servant will be retained and the man squeezed out, or the man will be taken back and the woman thrown out of work. Has this inevitable consequence been provided for?

"Why do not the Government tell us exactly what they want us to do?" Why have not the Government made their appeal in the first instance to women of the comfortable classes?

These women are willing. They are dowered with the average modicum of brains at any rate. They have the leisure. And, above all, when the war is over, they could be discharged from the woman-workers' army not only without any dislocation or hardship, but actually with the knowledge that, though they had helped the nation, the nation had helped them in return by making them more useful and efficient than ever they could have been in ordinary circumstances. Why have the Government not mobilised these women?

We have not been told why the services of these idle hands have not been enlisted. We have, in fact, not been told anything that really matters. All that we know is that if the State scheme is fully carried out there will be an enormous shifting of the industrial burden and a change in the economic relations of the sexes so vast and far-reaching that it is impossible to predict its outcome.

Who Will Respond?

For it has to be remembered that the women workers who will be taken into the service of the State will not be merely women who have always worked. It does not mean that the unemployed dressmaker, for example, will simply become the employed shell-filler. It means that thousands of women who have not hitherto gone out into the dusty market-place of competition will now, for the first time in their lives, become direct wage-earners. And having become wage-earners—having been for months in the receipt of an earned living income, are they likely to tamely acquiesce in an arrangement which sends them back to unremunerative idleness? Will they be willing to return to economic dependence?

I hardly think so. The role of the parasite is becoming increasingly unpopular among women, and its unpopularity will grow. The State call to the army of women will increase the distastefulness of it immensely. The sensible thing would have been to mobilise, first of all, the forces of women who are not parasites—who are already, because of their birth and social status, in positions of economic independence.

The Government have not done that, and thereby, as it seems to many of us, have committed a grave blunder. But graver still is the blunder which keeps the women in ignorance of what it is that is expected of them, and what it is that is to be done with them when they have fulfilled their part of the programme.

The Morning Post, March 30th 1915 663/68 663.

WOMEN'S WAR SERVICE.

SOME CRITICISMS OF THE SCHEME.

(BY A WOMAN WORKER.)

The Government scheme for the mobilisation of women to take the places of men who have gone to the front, or those who still desire to go is, in theory, no doubt an excellent one. To help our Army and Navy and release men for military service is the most urgent need of the moment, but it is also most necessary that the Government should look ahead so as to prevent the difficulties that are bound to accrue unless certain provisions are made. Speaking from the point of view of the working women I should like to indicate some of them. Firstly, the danger of substituting women for men in any particular industry is, as has already been pointed out, that there is no guarantee that the men will find their situations open for them when they return. Unless the Government can guarantee that the women will receive the same wages as the men the chances are that the men will *not* find those situations open. It is sometimes argued that women's output is not so great as men's, and that therefore their wages should be less, but the majority of factories are working on piece rates, and if the piece rates are not tampered with the matter adjusts itself. The woman will receive a wage proportionate to her output, and the man, when he comes back, will be able to resume work upon the same conditions.

Woman's Competition.

Those who are familiar with modern industrial problems will know that the increasing number of women who have been flocking into industry during the last few years to do the work formerly done by men, and thus cutting out men, is a serious one. Machinery is becoming more and more perfect, and the work of the operative consequently simpler and more mechanical so that employers find that women's labour, which is so much cheaper, is the most profitable. In many districts it has been found that the women are going out to work, while the men are idle. Certain kinds of work may be suitable for women, but much is being done by women to-day which would be more suitable for general labourers and navvies. Women are not fitted for work at the pit brow, for brick-making and chain-making. Surely it is for the general good of the nation that men's work should be assured first, and that women's work should only be supplementary where suitable and necessary, both in the present crisis and in the future.

It would appear on the face of it that the new Government scheme is going to increase this undesirable modern tendency unless some definite safeguards are instituted. The following case is an example of the kind of safeguards necessary. A dispute arose at a silk-weaving factory the other day. The women had always been employed on two looms. To increase the output the employer ordered the women to work on four looms, offering them more wages. The women protested that for the majority of them it was physically impossible. The younger women would be capable of the work for a short time, but the strain would be so great that they would shortly have to drop out and be replaced again by younger women. Is the Government prepared to insure that the women are not only put on to suitable work, but are not speeded up to a point beyond their strength?

It has been asked whether we are to understand that the Government appeal has been made chiefly to women who are not normally wage-earners. The Board of Trade has stated that they want women for industrial, agricultural, and clerical employment, so that one can but conclude that they want preferably women who have experience of the respective industries, and at any rate women who can easily adapt themselves to them. That certainly is not the woman who has never been a wage-earner. If we may take for granted then that the majority of the women will be clerks and factory workers who are temporarily out of employment the task of transferring them from one district to another is going to prove another difficulty apart from the question of housing, which is a serious one. At what time may they expect their new employment to cease? And when it does cease what chance will they stand of getting back into their old trades? The probability is that as industry changes almost from day to day they will fall between two stools, and find when they return that other women who have been on the spot all the time have filled the vacancies in their old trades.

Training Wanted.

In concluding I should like to point out that the Labour Exchanges for the last few months have been besieged by women out of employment. Those women are prepared to turn their hand to any kind of work, but they are constantly refused on the grounds that they are unskilled, and that employers in the busy trades have neither the time nor the space to train them. The only alternative is to turn them to farm work. The experiment of taking unemployed women from the towns and putting them on the land has already been proved a failure. The Salvation Army has made several attempts and assures us that such women are quite valueless. They have neither the build nor the constitution necessary for the work. Training, therefore, in the industries which have an insufficient labour supply seems to be the keynote to the situation, and if the Government undertakes this training surely it can make some provisions as to the conditions on which employment shall be undertaken

This preliminary training, which would be so invaluable, would only occupy a few weeks; and the cost of it to the State would be more than compensated by the consequential saving on the relief of unemployed workers. If the enlistment of women in war-service is worth doing at all, it is worth doing under the only conditions that promise real success—conditions that will be as beneficial in their influence for the future as in the present emergency.

Finally, it should not be forgotten that there is the danger, by enlisting women of independent means, of keeping out of employment women who depend on their work for their livelihood. It is not merely cheaper labour, but more abundant labour that is the Government's aim; and at the present time very many women wage-earners are workless.

The whole problem of mobilising women's services has been in agitation for several months past among those who are most concerned with it; and though the Government are to be commended for taking up the question, their cognisance of fairly obvious facts would be more impressive if it were not so much belated.

TO THE EDITOR OF THE MORNING POST.

SIR,—The battle of Neuve Chapelle and the speeches and exhortations of our Ministers have brought one fact very clearly home to us all—and that is the paramount necessity of a practically unlimited supply of guns and ammunition. Not only do we need them for our own Army, but it is of vital importance that we should be able to supply our Allies with these sinews of war. Russia has an inexhaustible reservoir of men, but lacks the industrial organisation to equip them. This tremendous task therefore lies with us, and can only be speedily and triumphantly carried through if we rise to it as a nation, which means not only every man, but that every woman, of every class, upper and lower, must come forward and contribute her quota to the common cause.

During the long winter months the pent up energies of thousands of women found an outlet in the knitting and making of millions of woollen comforts for our men in the trenches. For these there will now be little or no demand, but, as this titanic struggle grows closer and yet more terrible, other and greater fields of labour are opening out. The urgent call is for skilled labour, which is practically confined—so far as women are concerned—to the industrial classes, and therefore the vast majority of the women of the upper classes who are anxious to help have no talent to offer. But if they are not afraid of work, hard work, drudgery even if need be, there is, I take it, a place for each to fill. Mr. Lloyd George tells us that in France many women are now employed in the manufacture of ammunition, and if England is to become the world's greatest arsenal—as she must if she is to win—it will be necessary for Government to draw largely on all available supplies of female labour.

Now, therefore, is the time for the women of England to come forward, putting aside all class distinctions, prejudices, and luxuries, to dedicate themselves—I use the word advisedly—to the service of their loved country so long as she has need of them. Though because of our sex we are denied the glory of dying for her, we can yet truly serve her if we rise nobly to the spirit of self-sacrifice.

I am the wife of an officer now at the front, and I appeal especially to the women of the well-to-do and upper classes to put their country's welfare before their own, and to join together to place our services while the war lasts at the disposal of Government—asking neither wage nor reward—to be employed in *any* field of labour in which they have need of us, whether it be in our arsenals, or behind the counter, or in the office, if by so doing we can release more men to fight, or semi-skilled female labour which could be utilised for more important work. As we would give our services free, for love of our country and during the war only, this would in some measure simplify the problem of unemployment after the war.—Yours, &c.,

March 29. AN ENGLISHWOMAN.

TO THE EDITOR OF THE MORNING POST.

SIR,—Your correspondent, "Theodora Parker," writes from a high dogmatic pedestal, but scarcely in accordance with commonsense.

If, as she states, male workers, especially farm hands, are paid not only in proportion to the value of their work, but with regard to their potential value in the firing line, does she not suggest inferentially that men over fifty or men who from physical disability are ineligible for the Army, should be paid less than the younger men who enlisted and whose places they are now filling? By the same argument the wages of lame shoemakers or tailors should now be reduced, and shortsighted bakers be put on lower pay, because the former could not march, and the latter could not shoot without glasses.

It is absurd to say that workers are paid upon a scale depending upon what they could do in some other calling not their own.

The actual scale is regulated partly by supply and demand, and partly by what the workers, whether male or female, agree to accept as sufficient for the support of themselves and their dependents; and at the present crisis, my advice to all women offering their services to employers of labour is: Insist upon the usual amount of payment for work actually done effectually, and if you don't need your earnings yourselves, give them to those who do, but in no case raise the enmity of male workers by offering more work than they do for a given price.

This applies especially to middle-class girls, to whom an extra sixpence or shilling may be unimportant.

Work gratis, if you like, to grow food to be *given* to those who *cannot pay* for it; but do not on any account work for employers of labour at a lower rate of pay than men would accept for work of the same quality, as, if you do so, you will injure all workers, male and female, including the men who will eventually return from the war.—Yours, &c.,

ALICE M. CHAMBERS.

Church Norton, Selsey, Sussex, March 27.

TO THE EDITOR OF THE MORNING POST.

SIR,—The Women Writers' Suffrage League, whilst welcoming the Government's call to women for war service (to which our members, in common with all women, are giving loyal response), recognises certain dangers which may result unless steps are taken to safeguard the interests of both men and women and prevent the latter from becoming involuntary blacklegs.

The best way to avoid this is, in our opinion, for men's Trade Unions to admit women as members; this would ensure them receiving the same rate of pay for equal work, and would also safeguard them from the exploitation of unscrupulous employers.

In unorganised and unskilled work the women volunteers should receive the same pay as men for equal work.

Whilst fully recognising the difficulties of such a disorganisation of the industrial world, we ask that the best consideration of economic experts should be given to the labour problems which will arise at the expiration of the war.—Yours, &c.,

C. ROMANNE-JAMES (Hon. Secretary).
M. W. NEVINSON (Hon. Treasurer).

12, Henrietta-street, March 29.

Birmingham Post,
March 30th. 1915.

WOMEN AND THE WAR.

SCHEME TO LIBERATE AND REPLACE MALE LABOUR.

BIRMINGHAM'S RESPONSE.

As was almost inevitable, the response of Birmingham women to the Government's call to register themselves as willing to assist the liberation of more men for fighting purposes by offering to take their places as far as possible in the ranks of trade and industry has been limited. The scheme formulated by the Government and worked by the Board of Trade through the various Labour Bureaux has been in existence for ten days, and the result has been that at the Birmingham Exchange the number of women who have come forward is within a couple of hundred. This figure, it should be explained, applies only to the area controlled by the Birmingham Labour Exchange. To it should be added the numbers registered at Aston and elsewhere if the exact number for the municipal area of Birmingham is to be had. Though unable to give those outside returns, it may be said that the grand total is still on the small side. Indeed, considering the special conditions of industrial Birmingham, where the percentage of females employed has never been higher than in the last six months, it was scarcely expected the number of registrations for war service by women would have been higher. Still, it must be borne in mind that the appeal is addressed to those who are able and free, but not at present working, the object, of course, being to get at a hitherto untapped source of labour so as to liberate more men for the front. The appeal, therefore, is made primarily to patriotism, and in view of the preponderance of females over males there were hopes in some quarters of a better response. If explanations are needed they are probably to be found in the fact that a very large number of women are giving their services voluntarily in various relief and charitable causes, and that others with husbands in the Army and Navy are not in such straitened circumstances financially as to make outside employment urgent or absolutely necessary.

Birmingham Registrations.

But when every allowance has been made, it is impossible to believe that Birmingham women have come forward in the numbers they should have done. Probably when the scheme is better known it will meet with greater success. Women must appreciate four things if they are really anxious to do more for their country.

(1) That the appeal to them is one of urgency; (2) that whole or part time is acceptable, and if engaged will be paid for; (3) that provision will be made for training willing women without experience; and (4) that every woman who thus helps to release a man for fighting purposes is rendering a national service.

Of these points insistence should be put on the patriotic character of the appeal to women and of the acceptability of even untrained labour. The great demand is for women to do farm work, dairy work, leather-stitching, brush-making, cloth machining, and light machining for armament, but whatever they can do—anything or nothing—they are still asked to register as willing either to help or be taught to do so.

Of the 200 women who have filled in the forms and sent them to the Birmingham Labour Exchange a rough analysis shows that the majority are those of women who hitherto have followed no occupation—educated women in whom burns the pure flame of patriotism, and who are anxious to be of some real use in these anxious hours of the country's history. Probably 40% of the registrations are by women of this character. Next come women who are available for clerical work, and the remainder are labelled as "various."

Female Labour at a Premium.

So far as the general labour market for women in Birmingham is concerned it may be said such labour is at a premium. More women and girls are employed on war munitions and equipment than in any other town in the country. For six months the Labour Bureau has been turned to by employers in various trades, while females seeking work have naturally been very few. At the present time there is a demand for far more female labour than Birmingham seems able to supply. Employment is offered to:—

Printing trade hands,	Power-press girls,
Paper-box makers,	Hand-press girls,
Leather workers,	Metal polishers,
Leather preparers,	Dyers,
Leather stitchers,	Packers,

Glasgow Herald,
March 30th. 1915.

WOMEN AND WAR SERVICE.

ARMAMENT WORK PREFERRED.

The number of women in the Scottish district who had registered for "war service" up till yesterday morning was over 6000. The large proportion of the enrolments were made at the Labour Exchanges in Glasgow and Edinburgh, the number at Glasgow being over 3000. The total for the United Kingdom had come to about 40,000 on Saturday night. Registration is still proceeding at the local Exchanges, and yesterday a considerable addition was made to the ranks of the volunteers. The majority of the women who have enrolled at Glasgow have indicated in their application forms a preference for work in armament factories. Office work comes next in popularity, to judge from the offers received, and a considerable number of women have applied for employment on farms.

Dundee Courier,
March 30th. 1915.

CARNOUSTIE MINISTER AND WOMEN'S LABOUR.

HOW TO PROMOTE RECRUITING.

The Rev. A. R. Gibson, Carnoustie, makes the following proposals on the war crisis:—

The President of the Board of Trade has sent all us ministers a request to appeal to able-bodied women to offer themselves for war service. He invites all available women with or without previous training to enter themselves upon the register of women for war service for payment. The German women are showing us a good example in this respect. They are doing the work of men, and thus releasing hundreds of thousands of men from civil occupations in order that they may join the colours. They are driving milk carts, butchers' carts, tramcars, bakers' vans, &c. They and the French and Russian women are busy as bees doing laborious work on farms and in gardens that used to be done by men, so that the men may shoulder arms and fight the battles of their country. Many thousands of them are also doing clerical work that pale, delicate-handed clerks may exchange the pen for the sword. Hosts of them also are engaged at the Krupp Works and similar places where arms and ammunition are being produced.

Many middle-class and upper-class women are releasing their domestic servants, and themselves are rolling up their sleeves and buckling to the work of washing, sweeping, cooking, and all other branches of domestic work.

Let us take this leaf out of their book. This is not a time for amusing ourselves with pianos and gramophones and afternoon teas and calls. There should be no conventional ladies at such a time, as all are ladies who do some necessary work for the State.

Rights and Duties.

In this country of late we have been hearing far too much about people's rights and far too little about people's duties. The question for us now is not what are we to get as remuneration, but what can we give, what can we do, for our country in its hour of dire necessity?

The appeal for the moment is to women to do work of any kind which they are able to do—industrial, agricultural, clerical—in order to swell the number of men at the front, where all we can send will be needed to achieve victory. Women who do this will be really fighting the battles of the country without shouldering a gun or firing a shot.

The need for this appeal is urgent. It means that we now see the chink in our armour. This chink was seen by Germany before it was realised by us. It is the industrial strife raging at the heart of Britain. Germany was mistaken in all her other prognostications. She phophesied that in the event of war there would be civil war in Ireland. There is no civil war there. She said our Empire would fall in pieces. It has not. She predicted a holy war in Egypt and India. No such war has occurred. But she was right when she pointed out that our labour unrest and all it means were the Achilles heel of Britain.

What is Before Us.

If we go under it will be because we have millions of apathetic, if not unpatriotic people in our workshops, people who wrangle about a farthing while their relations or comrades are suffering, bleeding, or dying for them at the front.

In the meantime let women volunteer to fill the places of men who are willing to join the colours, but cannot in the meantime because they are needed for war work.

The coming summer will be a terrible and trying one for us. If 3,000,000 men are fighting in a few months we shall probably lose a million by death, wounds, and disease. Their places must be filled by volunteers or conscripts if we are to be victorious. Women can indirectly help to fill these blanks.

663/69 663

The Glasgow News,
March 30th. 1915.

GOVERNMENT WORK FOR WOMEN.

("NEWS" SPECIAL.)

Crowds of women are daily thronging the Labour Exchanges offering themselves for war, and the number seems rather to grow than to diminish.

As a matter of fact thousands of women will probably be wanted for the making of shrapnel shells alone. One of the most important firms engaged in armament work has already appointed women overseers, who are learning the business, which is not a difficult one, with a view to superintending as soon as women workers are drafted in. Competent, sensible women will get these jobs; they need not previously have been manual workers, one appointment at least being filled by an ex-typist.

One firm is already asking for three hundred shrapnel shell workers, whom they are taking in and teaching in batches of from twenty to forty. Some fear is expressed that amateur workers may come in and be given a preference over the workers of normal times. Another possibility that has been suggested is that the promise of a man's wage being paid for a man's work will attract women from underpaid normal trades.

In connection with tramway work, for instance, it has been found that women of a highly superior class are offering themselves for war work. The officials book their names, but other things being equal, preference will in the first place be given to women who are actually unemployed and in need of wages. As to the other case, that of leaving one trade for another that is better paid, the attempt is already being made by women in factories at which contract work of an essential kind is being done, the attraction being the higher rates of pay, but work will not be given to women already employed especially if they are doing Government work. The hardship that this involves may lead to increased rates of payment for women all round, and these may even be continued after the war. In this respect the war may prove to be woman's opportunity.

Aberdeen Free Press,
March 30th. 1915.

WAR SERVICE FOR WOMEN.

THE ABERDEEN RESPONSE.

As was intimated in these columns last week, the officials of the Aberdeen Labour Exchange have sent out a large number of circulars asking women to register themselves as being willing to undertake various descriptions of employment, so that men may be freed to join the Army or to engage in other occupations connected with the war. So far, the response has been anything but satisfactory.

Mr Duncan, of the Aberdeen Labour Exchange, has just returned to the city after a fortnight's tour through the South of Scotland. To a "Free Press" representative yesterday he expressed surprise that the response in Aberdeen had been so poor. In Glasgow, he said, over 3000 women had already registered, including the wives of many ministers. Ladies who have servants of their own were coming forward in large numbers and expressing their willingness to undertake any employment for which they might be suited. The Caledonian and North British Railways had substituted women booking clerks at the stations controlled by these companies, and so had permitted a considerable number of young men to join the colours. In Aberdeen, continued Mr Duncan, there are many tasks which women could perform every bit as well as men. They could undertake the duties of shop assistants, or for that matter, even tram conductors. The women were not, of course, required to commence work immediately, but were to be held in reserve in case a large demand was made on the manhood of the country, which might occur at any day, when they would step into the vacant positions and so obviate any serious disarrangement in the industry and commerce of the country. Mr Duncan, however, was hopeful that the women of Aberdeen would recognise their duty and come forward in satisfactory numbers. He wishes it to be understood that women are not required to fill the positions of nurses and similar female occupations, but are wanted to fill the positions that have hitherto been mostly reserved for men.

employed on war munitions and equipment than in any other town in the country. For six months the Labour Bureau has been turned to by employers in various trades, while females seeking work have naturally been very few. At the present time there is a demand for far more female labour than Birmingham seems able to supply. Employment is offered to:—

Printing trade hands,	Power-press girls,
Paper-box makers,	Hand-press girls,
Leather workers,	Metal polishers,
Leather preparers,	Drillers,
Leather stitchers,	Solderers,
Attaché-case closers,	Dressmakers' assistants,
Capstan-lathe hands,	Bodice hands,
Stampers,	Cutting hands,
Tailoresses,	Vest hands.

These demands are quite apart from others more directly concerned with the production of ammunition, military clothing and ornaments, &c.

The Government's Object.

Reverting to the war service for women, the scope of this article, it should be pointed out that the object of the Government is to obtain particulars of the amount of female labour, trained or untrained, that is available if required in the country. If the full fighting power of the nation is to be put forward the full working capacity to carry on essential trades at home must be ascertained and organised. There is already a great shortage of male labour owing to enlistment, and, as this is bound to increase, the only way of making good the deficiency is by using what skilled female labour is available and training the unskilled until it becomes useful. All that the Government ask at present is that women who are able and willing to work should register themselves. As actual openings present themselves notice will be given through the Labour Exchanges with full details as to the nature of the work, conditions, and pay. The form such women are asked to fill up is as follows:—

Surname, other names; full address; age; married, single, or widow.

Have you ever done any paid work, and if so what, when, what kind? Employer's name or names.

Are you free to work: (a) Whole time, (b) part time, (c) to leave your home for work if pay is sufficient and housing satisfactory?

Is there any other work which you are willing and able to do?

If you have never done paid work, what kinds of work are you best suited for?

Are you prepared to be trained for work which you have not previously done?

Special questions for persons willing to do agricultural work:—Have you ever worked at any of the following branches of work: (a) Milking, (b) dairy work, (c) care of live stock; (d) light farm work, (e) market gardening, (f) poultry farming, (g) ordinary gardening?

If you have not, state what branch you think you would be suited for.

The demand for agricultural labour is not likely to appeal to Birmingham women, but it may be mentioned that the directors of the Harper-Adams Agricultural College in Salop have offered to take two parties of 30 women each for a short course of training.

The Daily Telegraph,
March 30th. 1918.

WOMEN AND THE WAR.

REGISTER OF WORKERS.

AID BY GREAT SOCIETIES.

"The mass of women are not yet reached," said the experienced secretary of a vast organisation dealing with the activities of the sex, speaking yesterday on the subject of the appeal to them to take a larger part in the labours demanded by war conditions. Among all, however, who are in touch with the general aspects of the feminine labour market there is a strong feeling that the right classes of womanhood will not be induced to come forward through the labour exchanges These have never had wide popularity among women. They have lacked that personal note that a woman wants in seeking a situation, and which the more comprehending managereses of registry offices and employment agencies have found it to their advantage to manifest. They have failed to attract more than a very restricted section of workers, and many would not resort to them under any circumstances.

But any failure on the part of the Board of Trade to reach the widest possible range of workers is being made good by the great societies concerned with women's political or social interests. The strongest body of that class is, of course, the National Union of Women Workers, which is the central organisation of every phase of women's educational, philanthropic, and progressive movements, whose representatives on its council number many hundreds of ladies. This union, at official Government request, is calling the attention of all its affiliated societies to the great importance of a ready response to the appeal, and is arranging a conference to take place about the middle of April, at which a representative of the Board of Trade will be present to give more detailed particulars as to the Government's needs and the conditions of employment.

No one, it may be said, is more keenly alive to the great social possibilities implied in such an appeal than its president, Mrs. Creighton. She is particularly anxious that the younger women of education should come forward, and is impressing especially upon the members of such societies as the "Time and Talents" the exceptional character of the opportunity now before them. Such girls, if they would come forward by groups of six or ten or twelve, could be drafted into a factory to work together. They would displace no poor woman; at the end of the war they would go back to their ordinary routine of life. Meantime they would have gained an insight into actual daily bread-winning that would widen all their sympathies, and might well have the most useful and valuable influences on the national life in the near future.

CONSERVATIVE AND LIBERAL.

To-day, when the Primrose League sends out its official communication to all its local habitations, it will draw special attention to the appeal to women for war service. The terms of the letter were considered last week at a special meeting of the General Purposes Committee, over which the Earl of Crawford presided, and the chief officers of the league will be asked to explain the requirements and urge the need for the patriotic collaboration of women.

At the Women's Liberal Federation a similar course is being pursued. Here those responsible felt strongly that the information of the circular was not sufficiently definite and that much fuller details on many points were desirable. The forms have been sent out for distribution through Women's Liberal Societies up and down the land, but to each one has been affixed the following notice:

The object of the proposed registration, as stated in the notice, is to discover what reserve force of women's labour can be made available if required. It does not necessarily follow that women who are registered can, or will, be offered employment. Nor by registering will a woman in any way pledge herself to take employment if offered, and will be perfectly free to refuse any offer if the nature of the work, the pay, and other considerations are not satisfactory.

It appears, moreover, that women themselves are very uncertain as to what the appeal really means. In one instance some ladies applied to

The Times,
March 30th. 1918.

663/70

WOMEN'S WAR WORK.

SHELL-MAKING AND FARMING.

POSITION OF EMPLOYERS.

An analysis of the applications for war work shows that out of a total of between 23,000 and 25,000 sent in about 3,600 women wish to be employed on armament work. One of the applicants, who is most eager to make shells, is a Scarborough laundress whose place was destroyed by the German cruisers in the East Coast raid.

Next to shell-making the occupation most in favour appears to be agricultural work, for which 2,400 have volunteered, or about 10 per cent. of the whole. What proportion will prove suitable remains to be seen, but a considerable number claim to have had experience in dairying, gardening, and the lighter kinds of country labour. The Board of Education and the Board of Agriculture are cooperating with the Central Labour Exchange with view to the organization of training.

There is reason to believe that the War Office are likely to make a new recruiting appeal to certain employers based on the idea of large number of women being available, and inviting them to consider the duty of releasing more of their male employees and allowing women to take their place temporarily. It is not admitted that this is a kind of "veiled and sectional compulsion." As it is put, the men will not be coerced at all; all that is intended is that employers will be in a position, if they please, to go to employees and say it is "up to them" to consider what they ought to do. The employer, on his part, will be expected to undertake to reinstate the employee who enlists at the end of the war.

Government Departments, whatever may have been their attitude hitherto, will, it is said, set an example in this direction on a large scale. The proposed appeal will only be made to those classes of labour in which female labour can be temporarily substituted.

Nottingham Guardian,
March 31st. 1918.

The movement for the employment of women to take the place of the men who are needed with the forces is gaining force. According to the secretary of a large organisation concerned with female activities, the mass of women are not yet reached, but steady progress is being made. A new recruiting appeal is expected from the War Office, inviting employers to consider the duty of releasing more of their male workers and allowing women to occupy their places temporarily, while both political parties are showing zeal in the matter. The Primrose League yesterday sent out its official communication drawing special attention to the appeal to women for war service, and the Women's Liberal Federation is adopting a similar course. In the case of the National Union of Women Workers, a conference is being arranged for the middle of April, at which a representative of the Board of Trade will be present to give detailed information as to the Government's needs and the conditions of employment. Among those who have so far made applications praiseworthy enterprise is shown. A large number wish to be employed on shell-making or other armament work, and agriculture also meets with favour. At Glasgow, moreover, an experiment is being tried in the employment of women as tramway conductors. If the experience this week is satisfactory, it will, no doubt, be extended, and it is to be noted that the hours of work and the pay are the same as in the case of men. There is no doubt that women will continue to do everything within their work to help in the crisis. From the start of the war they have, as voluntary workers, rendered splendid assistance in reducing the hardships of campaign life, while at least five military hospitals have been equipped, organised, and staffed entirely by them.

Dundee Advertiser, 663
March 30th. 1918.
The Yorkshire Observer,
March 31st. 1918.

THE NATIONAL NEED FOR WOMEN.

AN APPEAL FOR WORKERS IN LEEDS.

The Leeds Town Hall was filled to its utmost capacity last night with women who met together to pledge themselves to forward to the best of their ability the Government scheme for utilising the energies of the women of the Empire during the present crisis. The Lady Mayoress (Mrs. J. E. Bedford) presided, and she was supported by the Lord Mayor, Lady Harewood, Lady Dorothy Wood, Miss I. O. Ford, Mrs. Charles Ratcliffe, Colonel E. A. Brotherton, Professor A. J. Grant, Miss Holmes (Amalgamated Union of Clothiers' Operatives), Mr. J. S. R. Phillips, and Miss Harton.

The following letter relative to the Naval Marriages Act, 1915, has been received by the Chaplain

THE NAVAL MARRIAGES ACT.

tate as Italy does."—Reuter.

liberate. It is not permitted to Greece to hesi-

million inhabitants, has four million Greeks to

nationals unredeemed, while Greece, with five

thirty millions, has only about a million co-

Greece, and added: "Italy, with more than

tion of Italy could not be compared with that of

ing Italy, M. Venizelos declared that the situa-

Great Powers." Replying to a question regard-

would have secured the friendship of three

only one division in our army and our fleet we

In conclusion, M. Venizelos said: "With

thirty thousand square kilometres.

tory when she (Bulgaria) would acquire only some

aggrandised as to aid Greece in doubling her terri-

abandon her neutrality, but would Bulgaria be so

of Greece before acting is waiting for Bulgaria to

ern what she now possesses. The present Cabinet

of the Triple Entente she would have risked losing

decided to move, because in the event of the victory

to attack Greece had Greece

penation in exchange for her neutrality. Bulgaria

from both sides she was offered considerable com-

neutrality of not, she is certain to realise benefits.

Without some sacrifice States cannot aggrandise

themselves. Whether Bulgaria abandons her

Continuing, M. Venizelos said:—

cession of a portion of Servian Macedonia.

territorial increase according to Bulgaria by the

tions would largely compensate her for the

tion which Greece would receive in other direc-

concessions to Bulgaria, inasmuch as compensa-

Greece not to insist that Servia should refuse

contrary, the entente Powers had requested

whatever had been asked of Greece. On the

relinquishing office no territorial concession

tions, and declared that at the moment of his

M. Venizelos returned to Athens to-day from Cpessia. He landed at Phalerum in order to avoid a public demonstration which had been planned at the Piraeus, where, however, the authorities had taken measures to prevent the assembling of a crowd. Nevertheless, considerable numbers gathered at Phalerum and extended to the ex-Premier an enthusiastic reception. Cries were heard of "long live the Saviour of Greece!" The crush at the landing-stage of people eager to obtain a glimpse of M. Venizelos was so great that several persons fell into the sea, but they were rescued.

At a private meeting of Deputies and political friends held last evening M. Venizelos announced that he would make a statement in two or three days. The ex-Premier strongly protested against the terms of Saturday's official communique, which implied that M. Venizelos, in order to protect Greece from danger on the Bulgarian side, had agreed to pay ransom in the shape of the surrender of Kavalla. M. Venizelos denied these insinuations, and declared that at the moment of his relinquishing office no territorial concession

official Government request, is calling the attention of all its affiliated societies to the great importance of a ready response to the appeal and is arranging a conference to take place about the middle of April, at which a representative of the Board of Trade will be present to give more detailed particulars as to the Government's needs and the conditions of employment.

No one, it may be said, is more keenly alive to the great social possibilities implied in such an appeal than its president, Mrs. Creighton. She is particularly anxious that the younger women of education should come forward, and is impressing especially upon the members of such societies as the "Time and Talents" the exceptional character of the opportunity now before them. Such girls, if they would come forward by groups of six or ten or twelve, could be drafted into a factory to work together. They would displace no poor woman; at the end of the war they would go back to their ordinary routine of life. Meantime they would have gained an insight into actual daily bread-winning that would widen all their sympathies, and might well have the most useful and valuable influences on the national life in the near future.

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At the Women's Liberal Federation a similar course is being pursued. Here those responsible felt strongly that the information of the circular was not sufficiently definite and that much fuller details on many points were desirable. The forms have been sent out for distribution through Women's Liberal Societies up and down the land, but to each one has been affixed the following notice:

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It appears, moreover, that women themselves are very uncertain as to what the appeal really means. In one instance some ladies applied to a society, thinking that they could be given work to do at home!

SUFFRAGISTS' SUPPORT.

Outside the offices in Victoria-street of the London Union of Suffrage Societies is a large placard announcing that the names of women wishing to register for war service will be received within. The response, it appears, on inquiry, has been encouraging, but here, again, the want of more specific information, especially as to payment, is felt to be a deterrent. It is most important, say those concerned, that there shall be no under-cutting of men's wages, when women are put into the places of men, not only because that would be an injustice now, but from the temptation it might create at the close of the war to retain the women at the cheaper scale, which would obviously be undesirable from any point of view.

Taken collectively, the view is that the appeal must be made more directly to the individual woman. This can be done through such organisations as these cited, as in all cases the local or special bodies belonging to them have women on their branch committees whose words and example carry weight. But a little time must be allowed, as the central controlling body has had to decide on its course of action, and then the circulars and letters have to be sent out. The meetings of members may not take place more than once a fortnight, and thus there is further delay before the individual is reached. After Easter it is hoped and believed that the nature of the appeal will be better understood, and that the response will then be enormously greater.

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Nottingham Guardian,
March 31st. 1916.

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had joined the colours, but one could guess that at least one and a-half million had been withdrawn from the ranks of labour. As the last census showed that there were 8,000,000 adult workers, anyone could see that the withdrawal of 1,500,000, or roughly speaking 19 per cent., meant great dislocation in the industries of the country.

YORKSHIRE WOMEN PORTERS.

There was no reason, she thought, why women should not take up light machine work, as some were already engaged in the making of fuses. There was no reason either why they should not become shop assistants, bank clerks and insurance clerks, or issue and collect railway tickets. They could also do carriage cleaning or act as porters. Already at one Yorkshire station there were three women porters—(applause)—and one woman she had seen at work had taken luggage from the van as competently as a man.

Then again women could become taxi drivers, seeing that already many were expert chauffeurs and mechanics. There were still some men employed in textile mills and she felt certain that women could do their work satisfactorily. Those who would serve their country best were those who were willing to go anywhere and do anything. (Applause.) The Government were asking women to do work in exactly the same way as they were asking men to enlist. The appeal was not to women who were already working, but to the educated woman to do her share. Such women had already done much by knitting but they were now wanted to show their capacity in a wider sphere. They were wanted to undertake men's work.

THE EDUCATED WOMAN.

"We want you women to realise," she said, "that the work will be arduous and the hours long, and not to undertake the work lightly but to go forward with it, and if health permits not go back and give it up in despair." She did not see why women could not undertake certain forms of agricultural work. The lodging difficulty might be acute in this and other spheres, as women had not needed much in the past and therefore no provision had been made for them. In Coventry and the Midlands, however, where large numbers would likely be required, local committees of ladies had taken the matter in hand and were forming hostels and looking out for lodgings in clean, respectable homes. Her experience during the past few days, she added, had shown a certain amount of misapprehension, as a large number of women who had come forward to register had families to look after. "I don't want to damp their ardour," she said, "but I am sure that they would be better at home looking after the children. They would be doing equally as good work for their country as though they were working on armaments." (Hear, hear.)

Another class of women who ought not to come forward was that now engaged on good work. Those so employed ought to stick to their present tasks. The appeal was meant for educated women who had not hitherto done any work, and for those who were only engaged perhaps for one or two days a week. The appeal was reasonable, and it was for the women of Leeds to see to it that there was no failure in the city. The only place for registering, she pointed out, was at the Labour Exchange for Women, 12, Great George Street.

Mrs. Kitson Clark moved:—

That this meeting welcomes the Government plan for utilising the energies of the women of the Empire, and urges every Leeds woman to forward the scheme to the utmost of her power.

It was the duty of women, she said, to see that they lived in a manner that would prove that the blood shed on the Continent had not been shed in vain,, so as to show that the first soldier who lost his life on the soil of Belgium had won just as much as the general who joined in the "Te Deum" at St. Paul's. It was no longer possible for women to take merely the part of the chorus in Greek tragedy; the question was "Has the Government a use for my time better than that to which I am putting it?". She herself had put her name on the register at the Labour Exchange—a very humiliating task, as she felt conscious of her shortcomings. She warned her hearers that it was no use looking for "careers" in this form of Government service anymore than a university professor helped his career by going to fight in the trenches.

LOYALTY TO THE MEN.

Miss I. O. Ford exhorted women to think of their virtues, courage, strength, and power of doing work in facing this problem. Let them forget their conventions and prejudices, which were far more trying than creeds, and rally to the aid of the country. The Government were now recognising that women were quite as important in their citizenship as men, and were appreciative of the faht that women had already made immense sacrifices in the factories in order to sustain the soldiers at the front. Women had done this with that spirit which English women always showed at a time of crisis. In no circumstances, she advised, should women accept less pay than a man would get. She wanted them to remember that for two reasons—first, that it would be absolutely disloyal to those men whose places were being taken; and, second, because the action would add to the women's self-respect. (Applause.)

Professor Grant supported the resolution. He read a telegram which had just been received from the Board of Trade:—

If women register who are at present occupied in important unpaid work they will not be called up unless urgent need arises.

He emphasised the fact that woman's cause in all its different aspects, social, economic, and political, was bound up with the idea of liberty, and in the future he thought the power which the different classes exercised would to a very large extent be dependent upon the part which they had played during this unparalleled crisis. He thought the energy, sobriety, self-sacrifice, and sound sense of political penetration which had been displayed by women were splendid.

Miss Holmes and Miss Hartop also supported the resolution, which was heartily carried.

On the motion of Mr. Phillips, seconded by Mrs. Ratcliffe, the Lady Mayoress was thanked for presiding. Mrs. Ratcliffe, who was Lady Mayoress of the city last year, said that she intended registering her name to-day. In considering her qualifications, she said, she recalled that she had milked cows over a period of two months, and in that she was able to give a satisfactory account of herself, being that she had driven two cows [illegible] and [illegible]

The Daily Graphic, March 31st. 1915.

WOMEN AND TAXI DRIVING.

SCOTLAND YARD OPPOSES A NEW PROFESSION.

"The War Service march of the women is by no means going to be a triumphal pageant, even though it is under the leadership of the Government," writes a correspondent. "Barriers have already arisen in the various employments to which the sex would gladly help, and the discord anticipated by feminist leaders has started to mature. The revolt among the engineers this week against what they term female labour is not the only expression of male antagonism. Numerous other callings hitherto regarded as impregnable male fortresses remain so, even though the Government has opened up the doors to women. They are still to be made impossible or barred entirely against the invasion of the sex.

"Although the principal motor-cab companies, for instance, have taken the Government at its word and opened up their schools and garages to women in order that more men could be released for the front, every obstacle, it appears, has already been placed against their patriotic resolves. The three factions united to bar the progress of the feminine taxi driver are Scotland Yard, the trades unions, and some of the male drivers. Whether the trio will win in the face of the Government is a subject of considerable interest at the moment among the parties concerned."

A Mandate and Blessing.

When the Government sent its mandate to the women of the country to register for war service it gave its blessing on their behalf to all the professions held by men, and in the opinion of women taxi-driving is an industry which might be practised admirably by the sex. Fifty women, after the call to war service, immediately applied at one garage, asking for the teaching facilities given to men, and here and at various other motoring schools the request was favourably considered. Scotland Yard, however, declines to license the women, and these facilities are of no account. Within the next few weeks pressure, it is said, will be brought to bear on the motor licensing authorities from the floor of the House of Commons itself.

At Scotland Yard, meanwhile, a DAILY GRAPHIC representative was informed that the Commissioner of Police would not grant the necessary licences to enable women to drive taxis in the Metropolis. Deputations on the subject had met with no success, the Commissioner, though not actually stating his reasons for refusing permission, giving the women to understand definitely that there was so much against the proposal that he was not likely to change his mind. Besides, added the official, there is no shortage of taximen. The latter statement is disproved by one important motor cab company, which states that, owing to the shortage of taximen, it has lying idle in its garages some 1,600 motor cabs.

Idle Taxis.

"It has been said by Scotland Yard that the number of qualified licensed taxi drivers in London to-day is in excess of the number of licensed vehicles," explained one of the managers recently, "but this can be explained into quite a different position. The number of 'licensable' cabs very greatly exceeds the number of drivers. When the police plate is removed from the vehicle it ceases to be licensed, and our cabs lying idle (1,600 all told) through so many of our men having joined the colours, could be licensed tomorrow if we had drivers to take them out. The police plate costs 3s. 4d. a month, and it is to save this sum that we have removed the plates from our idle taxis. Thus the vehicles are not licensed, and so do not appear in the official figures.

"In addition, to say that there is no shortage of taximen in London is to cast a reflection on our motor-men who have so nobly responded to the call of King and Country. They went in hundreds with the transports or as fighters. Many of them will never come back."

Success of the Women

According to one company which is already employing half a dozen women as motor-van delivery drivers the management will take as many licensed taxi women as it can get, so successful has been the experiment with the six now employed. "They will be treated like the men," said the manager. "They will have the same regulations and the same pay. We are feeling the male shortage keenly, and where, prior to the war, we only employed men who had had two years' experience on the road, we have to be content now with a much lower standard of male efficiency. We are out to get the best. Male or female, we will pay for it, and it is up to the Government to supply the labour the country needs if it is to be run successfully."

Manchester Guardian, March 31st. 1915.

Women and the War.

Two thousand four hundred women, of whom a considerable number claim to be to some extent experienced, have applied to be employed in agriculture. There must be in truth a large number of women in the country who have some knowledge of farm work, for of recent years nothing has been more ominous than the steady drift of women from the country to the towns. Nor is the reason far to seek. The conditions of farm work have been repulsive, and the work, especially for women, has been hard, the hours have been long, and the wages ridiculously low. The French Government have been able to rely to a very large extent on women in agriculture largely because of a more extensive system of small holdings, which besides being an attraction to continue on the land is also an invaluable training ground for male and female farm workers. We are now paying the price of years of neglect. Our system of small holdings is very limited, and we have been criminally negligent of the conditions of agricultural workers. If there were some guarantee that conditions generally would be improved and that higher wages would be paid, there is no doubt that there would be a still greater number of women volunteering for farm work. There is plenty of room for them. The dairymaid is a tradition that has unfortunately been fast dying. In Scotland, however, in the East Lothians, it has been stated that some 40 per cent of the workers are women. In Fife there is also a high percentage. But if women are to be employed in agriculture their conditions must be made much more attractive. The Council of the Central and Associated Chamber of Agriculture yesterday passed a resolution approving of the Government attempt to "induce women to come to the aid of the agriculturist." The farmers, at any rate, recognise the value of women's labour; they must also realise their own responsibility. They may complain of lack of labour, but they cannot now complain of low prices. If a woman is employed to do a man's work, she ought to get a man's pay.

Daily Call, April 1st. 1915.

WOMEN'S WAR WORK PAY

MISS PANKHURST WANTS INFORMATION.

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It is important to know also whether the same time rates are to apply in the case of women as those which were paid to men, because if this were not the case employers might merely engage women to work on time

Manchester Guardian, March 31st. 1915.

The Appeal to Women.

It seems to be the general view that information of a more definite nature will have to be given before the appeal to the women workers can have its full effect. I suppose it is not to be expected that there can be any central scheme for placing women. That is a matter which must be left for each industry if any organisation is to be undertaken on a big scale, and every use ought to be made of the services of the women's representative societies. The Labour Exchanges have not proved very popular with women, and there is a large section willing to respond to the appeal who would be reluctant to register themselves at the Exchanges. This difficulty is being met by the societies, such as the National Union of Women Workers, which is calling together a conference where representatives of the Board of Trade will give more information in detail upon the Government's requirements. The wages question is one of the most important matters to engage the attention of the women's leaders, and it involves many complexities which will need careful handling. It is stated that the applications for war work from women number about 24,000 at present, and the biggest proportion express a desire to be employed on armament works. Next to them come those—2,400 in number—who claim some knowledge of the lighter sort of agriculture. It is not easy to see where women can take a part in making munitions of war, but the experiences of Russia and France show what an important and indispensable share they can have in agriculture. The Russian harvest was virtually brought in by the women, and it has been much the same in France. The trouble in this country is a lack of trained women, and the Board of Education and the Board of Agriculture are to co-operate with the Central Labour Exchange for the organisation of training.

The Schoolmistress 1.4.15.

WAR SERVICE REGISTER.

An important step has been taken by the Government in calling upon women to register themselves for paid employment in the nation's service in order to fill up ranks which are at present without sufficient labour and also to release men for the fighting line. The most pressing demand is for industrial workers to help in the production of armaments, for dairy women and farm labourers, and for women who would be willing to undertake duty in shops where men of fighting age are now detained. Clerks, leather stitchers, brush-makers, clothing-machinists, gardeners and others are also needed, and the appeal of the Government is to all women who are able and free to work, but who are not at present doing paid work, to register at once at the nearest Labour Exchange or local agency of the Unemployment Fund, in order that they may know as soon as possible what women are still available as paid workers for whole or part time work and those who are willing to undergo training.

In Birmingham women are already employed to look after automatic machines and turn out the lighter parts of machine-guns, rifles, and the firing gear of big guns. They are quite capable of manufacturing shrapnel shells of all kinds, and for many parts of this work they are peculiarly well-fitted owing to their small fingers and quick sense of touch. Their hours are from eight to five with an hour off for meals. At the Royal Arsenal at Woolwich it is recognised that many of the operations in the manufacture of ammunition now being performed by men and boys could be equally well done by women and girls.

In Paris the wives of soldiers are acting as tram drivers and conductors. Women are engaged as tellers in the branch offices of the banks. They are also driving taxi-cabs and performing many public duties formerly done by men.

The Principal of Swanley College has arranged special courses under the Board of Agriculture for the training of women for farm work, and special courses are also arranged there for training in bee and poultry keeping and fruit preserving.

Miss Mary Macarthur, of the Central Committee on Women's Employment, points out that there are 50,000 unemployed women representing many branches of industry at present in want of work. She thinks that the Government would have been well-advised to have consulted with the leaders of the women's industrial movement with a view to the employment of these workers before launching their appeal. As the situation now stands the War Emergency Workers' National Committee has decided to convene a conference representative of women's organisations, including women's trade unions, labour, suffragist, and other societies affected by the Government proposals. Miss Macarthur will preside, and it is expected that the conference will take place in about a fortnight.

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Daily Call, April 1st. 1916.

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I hope that you will be able to give me a definite answer on this point, as you will understand how anxious women are in regard to the matter.—Faithfully yours,

(Signed) E. SYLVIA PANKHURST.

The Russian harvest was virtually brought in by the women, and it has been much the same in France. The trouble in this country is a lack of trained women, and the Board of Education and the Board of Agriculture are to co-operate with the Central Labour Exchange for the organisation of training.

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Morning Post. 24. 12. 13.

WAR REGISTER FOR WOMEN WORKERS.

TO THE EDITOR OF THE MORNING POST.

SIR,—The Association of Head Mistresses has had under consideration the report of the Committee appointed by the Home Secretary to advise as to the employment of women in replacing men withdrawn for service in the military forces. The Association is anxious to assist as far as possible in finding suitable women to meet the present need, and has taken steps to ensure that this need shall be made known to former pupils of girls' public secondary schools throughout the country. In order to make the services of such women available, the Association has opened a War Register, on which will be placed the names of women who are able to undertake clerical and other work for the duration of the war. Each person registered will be recommended by the head mistress signing her application for registration as fitted by character, education, and, where such is the case, by special training, for the work she offers to do. The Registration Committee advise that, where possible, intending applicants should follow one of the short intensive courses of business training which have been set on foot by the London County Council and other Local Authorities and by certain Public Schools for Girls.

The Committee will not register any girl under eighteen; on the other hand, it will not hesitate to recommend suitable women of middle age who have had University or other good educational advantages for particular posts involving responsibility where experience of life is especially valuable. Those who are registered will not be advised to undertake any work for which adequate remuneration is not offered, unless where part of the salary is paid to some man who has enlisted, and in that case the woman's part in the arrangement should be fully recognised.

The Hon. Registrar is Miss Steele, The Grey Coat Hospital, Westminster, from whom further information can be obtained.—Yours, &c.,

A. E. ESCOTT, President, Sheffield High School.
BETA OLDHAM, Chairman, War Register Committee, Streatham Hill High School.
SOPHIE BRYANT, North London Collegiate School.
F. GADESDEN, Blackheath High School.
F. R. GRAY, St. Paul's Girls' School.
A. T. STEELE, Grey Coat Hospital.

Association of Head Mistresses, Dec. 23.

Aberdeen Free Press. 14. IV. 1915.

Over 33,000 women have had their names placed on the special register for war service. Of those, 6000 have registered for armament work, 4000 for clothing trades, 4200 for dairy, gardening, and agricultural labour, and 5000 for commercial and clerical duties, but—strange to say—only 1100 as shop assistants. These figures were given by the President of the Board of Trade at a conference to-day with representatives of women's organisations, which included suffragist and anti-suffragist societies, among the ladies being Miss Sylvia Pankhurst, who represented the East London Federation of Suffragettes, and Mrs Archibald Colquhoun, who represented the National League for Opposing Women's Suffrage. Mrs Humphry Ward appeared for the Local Government Advancement Committee, and Mrs Sarah Tooley for the Women Writers' Suffrage League. Miss Norah L. Smythe represented the "Woman's Dreadnought." Mr Runciman stated that steps were being taken, in consultation with the Home Office, to increase recruiting and the temporary substitution of women for the men leaving in a number of trades. The Labour Exchanges could not take direct responsibility as to wages and conditions beyond giving in each case such information as was in their possession, but, in regard to Government contractors, it had been laid down that the piece rates for women should be the same as for men.

Leicester Post. 17. 4. 15. 663/72 663

LEICESTER WOMEN AND THE WAR.

To Assist the Public Services.

MUNICIPAL EMPLOYES RELEASED FOR WAR OFFICE WORK.

An important movement for the organisation of women in Leicester to assist in carrying on the public services of the town during the absence of men in the field of battle, or in giving assistance in the manufacture of munitions of war, was held at the Town Hall on Thursday night.

The Mayor, who was accompanied by the Misses Jones, briefly explained the object of the meeting. The Government were most desirous, he said, that every available man should be released from the public services, factories and workshops and other employment in order that the full fighting power of the nation might be secured to prosecute the war. In Birmingham 1,100 Corporation employes had been released for enlistment, or to help in the work of providing munitions of war. In Leicester a similar appeal had been made to the men engaged in the public services, and already 400 had sent in their names. When these men were finally accepted it would probably be necessary to utilise the services of women in order to keep the public services going as well as could be reasonably expected during the absence of the men. Women would probably be wanted as tramway conductors, postmen, hospital workers, street cleaners, etc., and it was important that a register containing the names of women who were willing to do this work should be built up as quickly as possible. With the view of making the movement widely known, he moved that posters be exhibited throughout the town, that cards be exhibited in the tramcars, and that the clergy and ministers and heads of social organisations be written to and asked to describe the movement.

The resolution was seconded and carried unanimously, and Mr. Handley and Miss Storey, of the Labour Exchange, will take immediate steps to put it into operation.

The object of registration is to find out what reserve force of women's labour, trained or untrained, can be made available if required. As from time to time actual openings for employment present themselves notice will be given through the Labour Exchange, with full details as to the nature of work, conditions of pay, and, so far as special training is necessary, arrangements will, if possible, be made for the purpose. A number of women have already been registered, and it is hoped others will do so at the earliest possible moment.

Edinburgh Evening News
8 6 15

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WOMEN AND PEACE.

MRS PETHICK LAWRENCE IN EDINBURGH.

In the Freemason's Hall, George Street, Edinburgh, last night, Mrs. Pethick Lawrence addressed a meeting on the Woman's Movement in relation to the present crisis. Mr Andrew Young, who presided, said that they were fighting for freedom against oppression and tyranny, freedom to the weak to exist whether the strong liked it or not. He instanced the directions in which the world had advanced, and declared that in the greatest department of all, the department of ethics, of morality, they had made no progress during the last two thousand years, or comparatively little. He believed that his country was right—(hear, hear)—but he hoped that his country would keep the flag of toleration and justice and liberty flying. In honour we could not have escaped this war. Had he been a young man he would not have been there, and as an old man he had gone out to urge the young men to do what he considered their duty. But he was a believer in peace. (Applause.)

SANCTITY OF LIFE.

Mrs Lawrence, who was cordially received, said that the spiritual significance of the Woman's Movement was that women recognised the sanctity of human life. The Woman's Movement had accepted the principle that the human body was the temple of the Holy Spirit, and that the human soul was worth any accumulation whatever of a material character. That was not a new principle, but was there any truth more blasphemed to-day, both in peace and war? The speaker pictured the horrors of the battlefield, and declared that women must act collectively to win power to defend the sons they brought into the world. Internationally, they must organise, so that women should be admitted into the human commonwealth and have their say in all these questions of war and peace.

WOMEN'S RIGHT AND DUTY.

Referring to the Women's International Congress at The Hague, Mrs Lawrence said that some of them might doubt as to whether such a Congress at the present time was a wise or patriotic thing. To such doubters she pointed out that the resolutions passed by the Congress had been taken to every Government in Europe, except Spain and Portugal, and no word of criticism had been directed against these resolutions. On the other hand, these resolutions had been commended and accepted by all. The womanhood of the world had a separate and individual contribution as women to make to the collective thought of humanity. They had a special right and duty to contribute their opinion, owing to the fact that modern warfare affected the non-combatant even more directly than the combatant. They had the right to speak as the builders of the human race. Women had never been brought under the tradition of war. War was an anachronism. It was the destruction of the human race. War and the human race could not go on together. If scientific warfare developed at the same rate in the future, in a few hundred years the human race would be wiped off the planet.

THE CONGRESS MEETINGS.

Mrs Lawrence proceeded to describe the meetings of the Congress at The Hague. The 1500 women included representatives of nations actually at war, and the whole atmosphere, especially on the first day, was intensely electrical, but never had the chairman any difficulty in maintaining order. Everything went with the utmost harmony and peace. No one was allowed to discuss the causes of the war. These did not concern the Congress. They were there to discuss as women how causes of war could be removed in future, and arrangements made so that that great world-tragedy might never happen again. There was no idea of peace at any price. Mrs Lawrence went over the main resolutions passed by the Congress, and explained their nature and scope. The Congress appointed its personal envoys to carry its message to the Chancellors and Foreign Ministers of Europe. The embassy of the Congress was received by the authorities in England, Holland, Germany, Austria, Hungary, Italy, France, Russia, Norway, Sweden, and Denmark. The Pope had informed Miss Addams that so deeply was he moved by the terrible tragedy of the war that he would be prepared to co-operate with any neutral Powers who would submit negotiations even if there were but the smallest chance of success. Women looked for a new era based on the foundation of a constructive peace settled not by a few diplomatists but by the people, who never wanted any war. They wanted a peace heroic, passionate, thrilled with energy that would put all the devotion, which war had put into the destruction of human life, into the preservation and the culture of human life. (Applause.)

The meeting, with only two dissentients, adopted a resolution associating itself with the embassy of Miss Jane Addams to all the Governments of Europe, in which on behalf of the Women's International Hague Congress she had pleaded that they should take the necessary steps towards negotiations for a peace settlement based upon national independence, public justice, and human liberty rather than that matters should be allowed to drift into a condition which would involve the exhaustion of the peoples and the bankruptcy of the nations.

Subsequently Mrs Lawrence answered several questions. She said that the Belgian delegation at the Congress had agreed that it would be better to win back their country by means of a negotiated peace rather than by driving the Germans out at the point of the sword. The latter method would leave Belgium in ruins. In reply to another question she said that it was absolutely untrue to say that the Congress had broken up in disorder.

War Service for Women.

In the "Englishwoman" for July there are two interesting articles on war service for women. The war will change many things, and will leave a deep impression on industry. Many thousands of women have placed their names on the War Service Register, but the number utilised has, so far, not been large. Many women, however, have been engaged on war work, without being obtained from the registers of Labour Exchanges. Women have been much more generally employed in metal trades than is generally supposed. One factor which is said to have assisted to this employment is the increase of machinery and the decline of hand training. For instance, for many years women have manipulated lathes in engineering shops, and this has given them the necessary training for "turning" light shells. Mr James Haslam, one of the writers in the "Englishwoman," says that there would appear to be no regularity in the way that women are being treated in the munitions works. The cry for equal wages with men is being responded to in some instances, but in other cases the earnings of women fall much below those of men. Indeed, there seems in some directions a tendency to exploit women—to persuade them to pay no heed whatever to pay or hours of labour, but to think only of serving the country during a grave national crisis. Many women workers, it would appear, are being overworked for war purposes, and the somewhat senseless position that women are not maintaining their usual capacity and quality of production is being realised. The invasion of general industry by women has been remarkable, and Mr Haslam is himself positive that their outlook will be very much widened. Another contributor to the magazine, Mrs Rackham, doubts whether many of the women who came on the War Register are really fit for the service intended, many wanting training and physique. This writer is, however, of opinion that as a result of the considerable amount of displacement of men's labour by women—in banks, offices, railways, shops, and factories of many kinds—some of the changes in industry will be permanent. Women will prove their value in certain occupations, in which they have previously had no opportunity of testing their powers, and they will not altogether lose their footing at the close of the war. It must be remembered, Mrs Rackham points out, that the terrible loss of men now going on must increase the disproportion between the sexes in the future, and an even larger number of women than in the past must rely upon their own resources for a livelihood.

G. R.

663/74

WAR SERVICE FOR WOMEN.

The President of the Board of Trade wishes to call attention to the fact that in the present emergency, if the full fighting power of the Nation is to be put forth on the field of battle, the full working power of the Nation must be made available to carry on its essential trades at home. Already, in certain important occupations there are not enough men and women to do the work. This shortage will certainly spread to other occupations as more and more men join the fighting forces.

In order to meet both the present and the future needs of national industry during the war, the Government wish to obtain particulars of the women available, with or without previous training, for paid employment. Accordingly, they invite all women who are prepared, if needed, to take paid employment of any kind — industrial, agricultural, clerical, &c. — to enter themselves upon the Register of Women for War Service which is being prepared by the Board of Trade Labour Exchanges.

Any woman living in a town where there is a Labour Exchange can register by going there in person. If she is not near a Labour Exchange she can get a form of registration from the Local Agency of the Unemployment Fund. Forms will also be sent out through a number of women's societies, and can be obtained by post from the General Manager, Board of Trade Labour Exchanges, at the address below.

The object of registration is to find out what reserve force of women's labour, trained or untrained, can be made available if required. As from time to time actual openings for employment present themselves, notice will be given through the Labour Exchanges, with full details as to the nature of work, conditions and pay, and, so far as special training is necessary, arrangements will, if possible, be made for the purpose.

Any woman who by working helps to release a man or to equip a man for fighting does national war service. Every woman should register who is able and willing to take employment.

BOARD OF TRADE,
Queen Anne's Chambers,
Broadway,
Westminster, S.W.

March, 1915.

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(x) (74827) Wt. (3) 46 3000 3.15 W.B.& L.

663/75

G. R.

WAR SERVICE FOR WOMEN.

Are your able to work and free to work but not working?

You should have your name entered at once on the Special Register of Women for War Service which is being prepared by the Government Labour Exchanges.

Women are wanted at once to work in the following (among other) occupations :—

Farm Work.	Brush Making.
Dairy Work.	Clothing Machining.
Leather Stitching.	Light Machining for Armament.

But even if you have no special experience of any of this wo.. you should register. It may be possible to train you. It is certain that as more men join the forces, more women will be wanted to work while they are away. Even if you can work only half of each day, you may be useful.

You can register either by going to a Labour Exchange, or by filling up the form on the back of this, and posting it to the nearest Labour Exchange. If you do not know where the Exchange is you can post the form to the Central Office for Labour Exchanges and Unemployment Insurance, Queen Anne's Chambers, Broadway, S.W. No fees are charged.

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BOARD OF TRADE,

March, 1915. **W 2 & 3.**

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Register of Women for War Service.

(1) Surname ... ... Other Names	
(2) Full Address	
(3) Age	
(4) Married, Single or Widow	
(5) Have you ever done any paid work, and if so, what ?	
(6) If so, when ? Giving date as nearly as possible ... ... What kind ... ... Employer's Name or Names ...	
(7) Are you free to work :— (*a*) Whole time ... ... (*b*) Part time ... ... (*c*) To leave your home for work if pay is sufficient and housing satisfactory ?	 (*a*) (*b*) (*c*)
(8) Is there any other work which you are willing and able to do ?	
(9) If you have never done paid work, what kinds of work are you best suited for ?	
(10) Are you prepared to be trained for work which you have not previously done ?	
*Special Questions for persons willing to do Agricultural Work :— Have you ever worked at any of the following branches of work :— (*a*) Milking ... ... (*b*) Dairy Work ... ... (*c*) Care of Live Stock ... ... (*d*) Light Farm work ... ... (*e*) Market gardening ... ... (*f*) Poultry farming ... ... (*g*) Ordinary gardening	 (*a*) (*b*) (*c*) (*d*) (*e*) (*f*) (*g*)
If you have not, state which branch you think you would be suited for ..	

*Persons answering these questions should, if desiring agricultural work only, fill up Nos. 1, 2, 3, 4, 7 and 10. Persons willing to take agricultural and other work should fill in all numbers.

PTO

663/77

WAR EMERGENCY:

WORKERS' NATIONAL COMMITTEE.

CHAIRMAN:
RT. HON. ARTHUR HENDERSON, M.P.

VICE-CHAIRMAN:
JAS. A. SEDDON.

TREASURER:
W. A. APPLETON,
HAMILTON HOUSE, BIDBOROUGH ST.,
LONDON, W.C.

SECRETARY:
J. S. MIDDLETON.

TELEGRAPHIC ADDRESS:
"LABREPCOM, VIC, LONDON."

TELEPHONE: 1213 VICTORIA.

EXECUTIVE COMMITTEE:

JAS. A. SEDDON.
H. GOSLING, L.C.C.
C. W. BOWERMAN, M.P.
(*Trades Union Congress*).
J. RAMSAY MACDONALD, M.P.
JOHN HODGE, M.P.
W. C. ANDERSON, M.P.
ARTHUR HENDERSON, M.P.
(*The Labour Party*).
BEN COOPER.
BEN TILLETT.
W. A. APPLETON
(*General Federation of Trade Unions*).
ROBERT SMILLIE.
W. BRACE, M.P.
HERBERT SMITH
(*Miners' Federation of Great Britain*).
JOS. CROSS
(*United Textile Factory Workers*).
ALBERT BELLAMY
(*National Union of Railwaymen*).
ROBERT WILLIAMS
(*National Federation of Transport Workers*).
W. B. STEER
(*National Union of Teachers*).
F. W. JOWETT, M.P.
H. DUBERY
(*Independent Labour Party*).
Mrs. M. A. GASSON.
B. WILLIAMS
(*The Co-operative Union*).
H. J. MAY
(*Co-operative Congress Parliamentary Committee*).
W. H. BROWN
(*Stratford Co-operative Society*).
Miss MARY MACARTHUR
(*Women's Trade Union League*).
Miss MARGARET BONDFIELD
(*Women's Co-operative Guild*).
Dr. MARION PHILLIPS
(*Women's Labour League*).
Miss SUSAN LAWRENCE, L.C.C.
SIDNEY WEBB.
W. STEPHEN SANDERS
(*The Fabian Society*).
H. M. HYNDMAN
(*British Socialist Party*).
JOHN STOKES
(*London Trades Council*).

28, VICTORIA STREET,
LONDON, S.W.

WAR SERVICE FOR WOMEN.

Dear Madam (or Sir),

The Workers' National Committee invite your organisation to appoint not more than three delegates to a Conference of Women's Trade Unionist, Labour, Socialist, Co-operative, Suffrage and kindred Societies, to be held in the Caxton Hall, Westminster, London, S.W., on Friday, April 16th, 1915, at 10.30 a.m.

Trade Unions which include both men and women in their memberships, in addition to the Unions more closely concerned with the trades in which it is proposed women should enter, are also specially invited to appoint representatives. These industries, as announced by the Board of Trade, are :—

Farm and Dairy Work,
Leather-stitching,
Brush-making,
Clothing Machining,
Light Machining for Armaments.

Other occupations are also under consideration.

The Committee propose to submit the Resolutions on page 2 herewith for discussion, and Societies are invited to forward amendments to the above address by Tuesday, April 13th.

A fee of 2/6 per delegate will be charged to cover necessary expenditure, and it is requested that particulars of delegations should be forwarded on the attached credential form.

Yours faithfully,

ARTHUR HENDERSON,
Chairman.

J. S. MIDDLETON,
Secretary.

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National Conference on War Service for Women.

CAXTON HALL, WESTMINSTER, S.W.

ON FRIDAY, APRIL 16th, 1915.

10.30 a.m. to 12.30 p.m. 2 p.m. to 4.30 p.m.

President: Miss MARY R. MACARTHUR.

RESOLUTIONS:

I.—To be moved by Miss MARY R. MACARTHUR:

That this Conference representing the Women's Trade Union, Labour, Socialist, Co-operative, Suffrage and kindred organisations declares that as it is imperative in the interests of the highest patriotism no emergency action should be allowed unnecessarily to depress the standard of living of the workers or the standard of working conditions, adequate safeguards must be laid down for any necessary transference or substitution of labour, and it therefore urges:—

(*a*) That all women who register for War Service should immediately join the appropriate Trade Union in the trade for which she is volunteering service; and that membership of such organisation should be the condition of her employment for War Service;

(*b*) That where a woman is doing the same work as a man she should receive the same rate of pay, and that the principle of equal pay for equal work should be rigidly maintained;

(*c*) That in no case should any woman be drafted from the War Register to employment at less than an adequate living wage, and that the stereotyping of sweated conditions must at all costs be avoided;

(*d*) That adequate training with maintenance should be provided for suitable women whom it is proposed to place in employment under the foregoing conditions, and that in choosing candidates for such training, preference should be given, where suitability is equal, to the normal woman wage-earner now employed;

(*e*) That in any readjustment of staffs which may have to be effected after the War priority of employment shall be given to workmen whose places have been filled by women.

II.—To be moved by Miss MARGARET BONDFIELD:

That this Conference demands that the Advisory Committee of Workers appointed by the Government for facilitating the carrying out of the proposals for the acceleration of output on Government work should include representatives of organised women workers; this Committee should advise the Board of Trade as to detailed terms and conditions upon which arrangements can be made for the transference of women from one trade or district to another for work formerly done by men, and that before giving such advice the Advisory Committee shall consult the organised representatives of the trade or section of trade concerned, so that any action may be taken in the closest co-operation with the Trade Union interested.

III.—To be moved by Dr. MARION PHILLIPS:

That this Conference representative of the Women's Trade Union, Labour, Socialist, Co-operative, Suffrage and kindred organisations, whilst desiring to co-operate with the Government to the fullest possible extent in taking what steps may be necessary for the protection and defence of the country, and whilst welcoming the frankness with which the Government has publicly announced the co-operation of women to be essential, expresses the conviction that it would be illogical, inconsistent, and most unjust to delay unnecessarily the full rights of citizenship to women upon whom it has now been demonstrated beyond doubt, duties so heavy and responsible must fall in times of war, and calls upon the Government for a definite assurance that at the earliest possible moment the long overdue reform of universal suffrage will be dealt with.

Amendments must be forwarded to the Secretary by Tuesday, April 13th, 1915.

663/79

To

J. S. MIDDLETON, *Secretary*, Workers' National Committee,
28, Victoria Street, London, S.W.

DEAR SIR,—

I beg to enclose herewith being Delegation fees for delegates to the Conference on "War Service for Women."

Yours faithfully,

Secretary .....

Organisation .....

Address .....

.....

NAMES.	ADDRESSES.

The Church Family newspaper 663 II/1 663.
26-3-15.

Church Family newspaper
26-3-15.

OPENINGS FOR WOMEN.

GOVERNMENT ACTION.

(Specially Contributed.)

In order to meet both the present and future needs of national industry during the war, the Government have invited all women, with or without previous training, who are prepared to take paid employment of any kind, to enter themselves upon the Register of Women for War Service, which is being prepared by the Board of Trade Labour Exchange. Already thousands of women of all classes have offered themselves in response to the appeal, and the Board of Trade has invited the co-operation of the National Union of Women's Suffrage Societies. The Union welcomes the scheme, provided that the necessary safeguards are secured, and they feel that the Government itself is the body to take the lead in employing women, for if they did so other employers would very soon follow their example.

The particular point the Union would press is the absolute necessity for training the women to do the work. The whole scheme would be wrecked if women undertook new work for which they had not been properly trained. They also point out that if women are underpaid it would be most unfair to the men who are going out to fight, and therefore they should receive equal pay for equal work. Another point the Union particularly wish to emphasize is the securing of good conditions as to housing, etc., especially in agriculture.

There are many highly qualified and skilled women willing and perfectly capable of taking high positions in Government offices, and already the Union has received offers from University graduates with much experience of social, educational, and secretarial work, to fill the positions of men in higher-grade Civil Service.

The Union have applied for 25,000 copies of the form of register for distribution amongst their members, and are at the same time warning the Board of Trade of the safeguards they considered it necessary to take, especially with regard to payment and proper training. Applications for work have come from women who are willing to drive motors, act as postmen, those who wish to be trained for dairy work, market gardening and poultry farming, but up to the present very few have offered themselves for lower-grade work. The scheme is one in which the clergy and social workers might well take an active interest.

RURAL PROBLEMS IN THE WAR.

CAN THE CHURCH HELP TO SOLVE THEM?

BY THE REV. M. R. ALLNUTT, *Rector of West Lynn.*

In rural matters the effects of the war have been perhaps more marked than in any other departments of our national life. Problems are presented which involve very serious issues, and if some of them are not altogether new, these have become more complex and difficult in consequence of the war. The recent cry "Back to the land" voiced the feeling of alarm at the rapid process of depopulation of many a country side, and was made the more insistent by the political agitation which accompanied it. How far the remedies already applied, such as the Small Holdings Acts and the like, have the elements of success in them that were promised it is as yet too early to say with confidence. Some of us living in the country were hopeful of good results, and were inclined to believe that with a scheme to secure an organised system of co-operation amongst small holders, with perhaps some amount of State aid to encourage it, those results would prove substantial.

The Position of Small Holders.

But it is difficult to see how any wide-reaching scheme, involving large economic measures, can be contemplated for some time to come, certainly not during the progress of the war. The small farmers, including the tenants of small holdings, must, it is to be feared, struggle on as best they can. They are hit by the war to a greater extent than the large farmers, who when faced by shortage of labour can make more use of machinery and pay the higher wages that are being demanded. The difficulties of the smaller cultivators were great before the war, but they are seriously increased now. The question is a grave one: Can small farms pay under existing conditions? In normal times the solution would seem to be that offered by intensive cultivation, by which the number of crops for the season is considerably increased and perhaps new species of produce obtained for the market. But this involves more capital, not to speak of the training required in scientific methods. The present moment seems hardly opportune for such enterprise. All the same, efforts of statesmanship should be applied to encourage as far as possible improved methods of farming.

Women Workers on Farms.

Sir H. Rider Haggard speaks with an authority which commands more consideration than any opinion that I can offer, but my experience in this part of Norfolk differs from his with respect to women's work on the land. Women are extensively employed in the potato fields and on the fruit farms, and I have reason to know that the farms and especially the harvest fields will attract large numbers of them this year. The increased cost of living will have much weight in overcoming the reluctance of husbands to allow their wives to go into the fields—a reluctance we must respect. Often have I heard the remark, "I married my wife to keep my home, not to do farm work."

Help of the Clergy.

There are attendant evils in regard to women's and girls' employment in the fields; are we in the habit of doing all we might to help those who have their homes and their little ones? Frequent visits to the fields in which they work

A Suggestion to Meet a Difficulty.

A saving of labour might be found by stacking the corn as much as possible on the spot, and where it can be managed threshing it there. The danger of fire in stack-yards, especially where these are near farmhouses, is an additional reason for this arrangement. A way of helping our small farmers might be found in the Government *buying direct* from them for Army requirements, using their motor transports for the purpose. An immense saving of unnecessary labour in collecting and distributing might be saved in this manner, at the same time affording relief to our over-pressed farmers.

We must win through! That is the determination at which we must arrive in a great and threatening emergency. Ordinary methods will not suffice, and many a makeshift must be accepted as inevitable. Among these we must contemplate the temporary employment of *boy labour*. I believe our lads are quite keen and capable. And here, I think, the clergy might find ample opportunities of helping, among other ways, by organising their Boy Scouts and Lads' Brigades for the purpose. I am also strongly in favour of extending the summer holiday, and of allowing liberty to permit half-timers. If a lad attends school during the summer months from 9 to 12 he won't lose very much by spending the rest of the day in the fields. Those of us who know the Swiss method have seen that education need not be seriously impaired by a judicious relaxation of school demands. I remember when I was on my way to the Panossière hut I had a talk with a lad of twelve who told me that he had charge of 160 sheep. He was remarkably intelligent, and gave me the impression that he was most capable, and I wondered how many British lads could change places with him, working all day in the lonely mountains and sleeping at night in a tiny shelter! We do not want to make such demands as these on our boys, but the incident serves to show what use may be made of them in an emergency. Cannot the Church assist in organising suitable means of employment for them without injury to their future prospects?

After the War.

It is certain that after the war new conditions will prevail in our rural life. The people will not settle down into their old grooves, and a considerable amount of restlessness will be met with, not to say discontent with many things that are now accepted without complaint. We shall surely be gainers and not losers if this new impulse be rightly guided. Here, again, is the Church's opportunity. She must prepare for the time when thousands of the best of her sons will return to their village homes with new experiences of life and many new ideals. Much will depend on the way they are given scope for their ambitions, and on the sympathetic and generous manner in which their aspirations are met. Otherwise, we shall not keep them with us in our country parishes, to our own grievous loss!

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Help of the Clergy.

There are attendant evils in regard to women's and girls' employment in the fields; are we in the habit of doing all we might to help those who leave their homes and their little ones? Frequent visits to the fields in which they work and friendly intercourse with the workers would help to counteract some of the mischievous influences which attend the association of a mixed crowd of people, many of whom are often imported from the low parts of the towns. It is also possible that occasions will present themselves for instituting crèches for the little ones. In this way the families of many of the clergy will find opportunity of helping in the coming summer and autumn. I have not the least doubt that our country clergy will find means of co-operating with their farmers and of discussing with them the best way of caring for those employed in the arduous work that awaits them. They can secure greater efficiency by so doing. And it must be realised that we have not yet reached the time when the shortage of labour must call for all possible energy and sacrifice. Many villages are becoming depleted of their best workers, and perhaps the most serious loss will be found in the absence of carters and waggoners, many of whom have been pressed into the transport and veterinary departments of the Army.

ties of helping, among other ways, by organising their Boy Scouts and Lads' Brigades for the purpose. I am also strongly in favour of extending the summer holiday, and of allowing liberty to permit half-timers. If a lad attends school during the summer months from 9 to 12 he won't lose very much by spending the rest of the day in the fields. Those of us who know the Swiss method have seen that education need not be seriously impaired by a judicious relaxation of school demands. I remember when I was on my way to the Panossière hut I had a talk with a lad of twelve who told me that he had charge of 160 sheep. He was remarkably intelligent, and gave me the impression that he was most capable, and I wondered how many British lads could change places with him, working all day in the lonely mountains and sleeping at night in a tiny shelter! We do not want to make such demands as these on our boys, but the incident serves to show what use may be made of them in an emergency. Cannot the Church assist in organising suitable means of employment for them without injury to their future prospects?

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Northampton Daily Echo
31/3/15

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663 II/2

WAR SERVICE.

Call to the Women of Northampton.

HOW TO REGISTER.

The Mayor of Northampton (Councillor F. C. Parker) presided at a meeting held in the Council Chamber, Town Hall, on Tuesday evening, when the Government scheme for the registration of women for war service was explained by Miss Eleanor J. Beardsley, of Nottingham, the Assistant Organising Officer for Women's Work in the Eastern Division of the Labour Exchange. There was a good attendance of representatives of women's and girls' societies, and a committee was formed to carry out the objects of the gathering.

A Shortage at Northampton.

The Mayor explained the purpose of the meeting, and said that he was rather afraid there was not much surplus labour to draw upon in Northampton. He had been making inquiries, and his information went to show that if more female labour was available work could be found for it. The Government was endeavouring to ascertain the number of women willing to take paid employment in industrial, agricultural, and clerical work, and among the trades particularly affected, and for which women were wanted, were farm work, leather stitching, brushmaking, the machinery of clothing, and light machinery for armaments.

Miss Beardsley said the desire was to obtain a census of the female labour available throughout the country. She understood in Northampton there was not really sufficient labour to draw upon, but she wanted to appeal to all classes of women to register, so that in the event of more men joining the colours temporary labour might be drawn upon in Northampton to fill their places. Home ties were always a difficulty in regard to the movement of woman labour, and the desire was to groove certain trades to the town instead of taking women away.

Miss Beardsley read the statement issued by the President of the Board of Trade, pointing out that "if the full fighting power of the nation is to be put forth on the field of battle, the full working power of the nation must be made available to carry on its essential trades at home. Already in certain important occupations there are not enough men and women to do the work. This shortage will certainly spread to other occupations as more and more men join the forces. . . . . Any woman who by working helps to release a man or to equip a man for fighting does national war service."

Training in Agriculture.

A training scheme for agriculture, Miss Beardsley explained, had already been commenced, and women were being taught milking and general farm work, including the feeding and management of cows and calves and field operations, such as hoeing. Possibly butter and cheese making might be added. The minimum training suggested was a fortnight, and after instruction the women would be drafted to farms where labour is required. She had heard that in the Kettering and Wellingborough districts farmers had been selling their cows owing to lack of labour to milk them.

Strong, suitable women between the ages of 18 and 40 could be dealt with under the training scheme, but before they were sent into training they would have to produce a medical certificate showing freedom of infectious disease and of good personal character. Free board and lodging were provided at the Training College, which was at Kingston-on-Soar, and railway fares were paid. So far as possible work would be found for women near their homes, but they must be prepared to take up farm work wherever it was offered.

And in Ordnance Work.

Another scheme was for training women to make baskets for shells. Perhaps as many as 1,000 women would be wanted early in April for the ordnance works; at Coventry, where 100 women were employed in ordinary times, 1,000 were now engaged, and premises were being extended with a view to increasing the number of workers. It was as necessary to obtain women for that work as for men to enlist. Another branch of war service in which women could be engaged was in machining sacks, which were needed in trench warfare.

All the women on the unemployed registers throughout the country would be absorbed before the women for war service was resorted to. Women who were already in employment, particularly those engaged on Government work, were not desired to register. A good deal of Government work was being done in Northampton, and would probably continue for some time, and she did not wish to attract workers who were urgently wanted in their present positions. In some trades employers would not release men who desired to enlist, but in some of those cases women could probably help by doing the work that was necessary and so assisting men to get away, and at the same time helping to carry on business.

Registration can be made at the Labour Exchange or by filling up a form and posting it to the Exchange.

A Few Questions.

Replying to questions, Miss Beardsley said that anyone with a slight training in nursing would, by registering, be assisting to meet the shortage of nurses. Applications were being made for women workers to release clerks for service. Asked whether it would be possible for a group of women to work together, Miss Beardsley said that was a matter that could be arranged. A group of friends might be drafted to Coventry, for instance.

The following ladies volunteered to serve on the committee, of which Miss Stone, the chief women's officer at Northampton Labour Exchange, will act as secretary:—The Mayoress (Mrs. F. C. Parker), Mrs. S. F. Smith (National Women's Suffrage Society), Mrs. G. Swan (Women's Liberal Association), Mrs. J. Woods (Primrose League), Miss Shipp (Catholic Women's League), Miss Grew (Girls' War Club), Miss Denniston (Charity Organisation Society), Miss Ashford (Women's Social and Political Union), Mrs. L. T. Jones (Working Girls' Club), Mrs. Sparham (Salvation Army), Miss Wallace (Secondary Schools Association), Miss Sale (Band of Hope Union), Miss Emery (Adult Schools), Mrs. Capell (Y.W.C.A.), and Mrs. Naylor and Mrs. S. H. Smith (Women's Co-operative Guild).

Girl Telegraph Messengers?

Mr. G. H. Beasley, the Superintendent of the Labour Exchange, moving a vote of thanks to the Mayor for presiding, said he thought he could state with confidence that nearly the whole of the workpeople of Northampton are engaged on Government contracts. It was necessary, however, to have a reserve of labour available, and although it might seem foolish to ask certain people to do certain work there was no insuperable difficulty in training anyone. He hoped when the committee got into working order, work that was suitable for Northampton workers, and for which suitable pay would be given, would come to Northampton.

It did not follow that because a person registered that person would be compelled to accept the conditions offered; it would be open to them to refuse. There would be nothing in the nature of compulsion, the scheme was voluntary, and the only object was to release more men. He was having difficulty now in regard to male labour, and they might possibly see girl telegraph messengers about the streets before long, as there was a shortage of boys.

Seconded by the Rev. W. R. Harvey, the resolution was unanimously carried.

The Mayor, replying, said he did not think it would be at all difficult with the present day education for girls to undertake clerical work provided they had a little tuition in double entry. Undoubtedly in some trades men were doing work which women, with a little practical experience, could undertake, and he thought there were in Northampton many young ladies who would assist in any direction they could provided they did not have to leave the town. He had no doubt of the patriotism of the women and girls of Northampton, and was certain they would do all that was possible in the direction desired.

Northampton Daily Echo,
WEDNESDAY, MARCH 31, 1915.

War Service for Women.

A MEETING was held in Northampton yesterday in support of the effort now being made to register women for "war service." This does not necessarily mean service directly associated with the military organisation. Except as to nursing the appeal is made to women who are prepared to do farm and dairy work, and to help in other industries which are now, or may be soon, embarrassed by the loss of men who have joined the colours.

As the register of women is being organised through the Labour Exchanges, the promoters of the meeting must have been aware that in Northampton there is at present no surplus of women who ordinarily work for wages. The appeal, however, is not exclusively to them. Miss Beardsley, who expounded the scheme, asked "women of all classes to register." It requires some imagination to realise that milking a cow or doing light farm or garden work is really war service. But it is. People who have conscription on the brain jump to the conclusion that every such effort at organisation as this census is a preliminary to compulsory military service of all men of Army age, and that trades and industries will soon be in jeopardy unless there is wholesale recruiting of women for work. We do not accept that theory. So far as can be judged by observers not in the confidence of the War Office, events since August seem to show that conscription is unnecessary. Even from the strictly military point of view the objections to it in this country appear to be overwhelming. Men are still wanted, and in large numbers, but munitions and stores are wanted still more; and in its favoured position Britain is called on not only to supply the needs of its own forces but largely to provide for our Allies at the same time. That is one of the reasons why compulsory military service seems now to be out of the question for us.

But the fact remains that already two or three million men have joined the colours, and the number will increase so long as the need continues. This makes it difficult to carry on some industries, notably farming, which is of the first importance to the comfort as well as to the safety of the country. In many commercial offices there is also a troublesome shortage of clerks. The Mayor suggested yesterday that many middle-class girls would be willing to make good that deficiency. We do not doubt that for a moment, but it would mean more than good disposition. Some training would be necessary, with regular working hours and acceptance of discipline; and for the ladies whom the Mayor had in mind useful service would be impossible unless it was undertaken seriously as a duty imposed by the nation's need.

We do not enter now on the many subsidiary but important problems which this appeal opens out. First, is the essential condition that everything shall be done with the determination that the men who risk their lives in the service of the country shall not return home to find that their old positions are permanently filled by others.

Common Cause, April 1st. 1918.

Women's Register for War Work.

The first returns gave 16,020 as the total number of women on the new registers up to Tuesday, March 23rd; 4,000 more had registered by Friday, and the Board of Trade anticipates a speedy increase upon these numbers. The pressing needs of agriculture are recognised and hundreds of women have expressed a choice for agricultural and dairy work. Some of the occupations sought after show, as *The Daily Telegraph* remarks, "the extraordinary range of activity and ambition of the modern woman." There are applications for work in wireless telegraphy, in butchering, grooming, and even for the care of wild animals at the Zoo! The question of payment raises many difficulties, and we note an interesting proposal by *The Nation* that the Government should appoint an advisory Board of representative and experienced women, including Trade Unions and Suffrage Societies, to keep in close touch with the men's unions, and to confer with them and the Government as to the terms of the agreement under which registered women should engage themselves for work. It is for such a conference that the National Union is asking, in the following resolution sent to the Government: "Since the Government has invited a large number of Women's Societies to assist in the organisation and mobilisation of women's work for war service, the N.U.W.S.S. asks the Government to call a Conference of these Women's Organisations and Women's Trade Unions with a view to coming to an agreement as to the basis on which the Women's Societies and Trade Unions can co-operate with the Government in mobilising the women's labour of the country."

Women as Tram Conductors.

We learn that the Glasgow Branch of the National Women's Suffrage Aid Corps, has persuaded the local Tramways Committee to ask the general manager to submit a report on the proposal to employ women as conductors on tramway cars. This report is now in preparation and should be ready in a few days. There are many reasons why the experiment should prove successful, and we note with satisfaction that the men's minimum of 27s. is to be insisted upon for the women, who, however, are to be employed only during the war, a condition which, of course, detracts greatly from the advantages of this work regarded as an opening for women. One other drawback is the great length of the working day; and we gather that on this account the occupation is not altogether popular among male workers. It appears that 1,800 tramway men have joined the army, and there is now a shortage of 300 employees on the car service.

The Standard, April 2nd. 1918.

WOMEN'S WAR WORK.

25,000 APPLICATIONS AT LABOUR EXCHANGES.

ALL TRADES INCLUDED.

Applications by women for work so that men may be liberated to join the forces are pouring in at the Labour Exchanges in ever-increasing numbers. It is estimated that nearly 25,000 applications, the majority of which have not yet been classified, have been registered.

The smallest number comes from Ireland, where 270 are seeking appointments; 2830 are from Scotland and 7018 from the metropolitan districts. It is anticipated by the officials that the total will be doubled by the end of the month. Applications have also come from abroad. One woman wrote: "I want to help my country in any way. I will come to England at my own expense. Tell me what I may do." Some of the women applicants have husbands or sons at the front, and are anxious to take a part in, as one eager applicant phrased it, "the fight for home and freedom."

No fewer than 3000 women have applied for clerical work, and 2400 for agricultural work including dairy and ordinary farm tasks. Others wish to be drivers of taxi-cabs, chauffeurs of motor cars, lift attendants, porters, tramway conductors, barbers, and shop assistants. One woman is anxious for employment as a designer; another wants to take up engineering; a third will take the place of a night watchman.

The applicants vary from girls in their early teens to matrons with families. The more

The Times, April 1st 1918.

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THE ARMY OF WOMEN.

OVER 20,000 APPLICANTS FOR WAR WORK.

LONDON TO THE FORE.

The total number of applications received by the Labour Exchanges throughout the country in response to the appeal for women to undertake war work is 20,723. This figure is for the eight days ended March 26. Since that date a large number of applications have come to hand, totalling probably 2,000. The work of classifying these is now going on.

Of the 20,723 no fewer than 7,518 applications have been received from the London district alone. To this should be added the total for the South-eastern district—1,171.

Yorkshire compares very favourably with Scotland. The great industrial districts in the Midlands and Lancashire have done rather badly, but this is probably due to the fact that a large proportion of the women are already employed in factory and other work. Wales, too, has not done so well, only 473 women having offered their services. An appeal to women is to be made on Sunday next in the Free Churches throughout Wales. Ireland's total is also small, only 270 applications having been received.

A large number of applications from the London district are from middle-class and well-to-do women, many of whom have expressed a desire to do armament work. In several cases the women have formed themselves into little groups, so that when the time comes for them to take up the work in real earnest they may do so in company with their friends and be employed side by side in the same factories. Many applicants express a preference for motor-driving, either taxicabs or vans, while others wish to do office work.

A number of applications have been received from Englishwomen abroad. One woman in New York, a teacher, actually sent a reply-paid cable offering her services for ammunition work, and begging to be informed whether they would be acceptable. She was willing to pay the expenses of her journey out of her own pocket.

Several inquiries have been received from the big drapers and other firms, and one railway company has asked for the services of 50 ladies.

The Mechanical Mechanical World, April 2nd 1918

WOMEN IN WAR SERVICE.

To the Editor of the MECHANICAL WORLD.

SIR,—Will you be good enough to allow a woman engineer some space in your valuable journal? The subject of mobilising the women willing to work on war service, as suggested by the Board of Trade, is of interest as being in direct connection in some ways with the engineering trades. I therefore write to ask the help of your readers in letting me know in what special work in their factories they are prepared to engage women workers, and whether there is any particular method of training they would desire to fit girls for working for them. I am also anxious to find out what openings there are for lady tracers and draughtswomen. I am, of course, aware that for years past the former have been employed to a certain extent; but what works are willing to open their doors to them that have hitherto been closed to anything but male workers? Are there many consulting engineers, etc., that are willing to employ lady clerks and assistants provided they have a certain technical knowledge? If one could be assured of patriotic assistance from men in this direction, it would be a great encouragement to open out and start a scheme of training for women and girls. I do not wish to add to the numerous existing organisations for women's work, but to assist in the management, under the auspices of one of them, of a special branch for training and helping women to work during the war in the factories directly connected with munitions of war and other necessary engineering undertakings.

From the women's point of view, I am able to say exactly what work they are capable of, for having myself been through the orthodox training of workshop apprenticeship, the drawing-office, and finally a technical college course, I can truly say what work at the bench, lathe, and experimental laboratories (mechanical and electrical) a woman is fitted to undertake.

I hope to have at least one or two girls under my personal supervision in my own office, but naturally I wish to obtain sufficient interest to institute a larger scheme of training in special workshops.

C. Darrt.

62, New Bond street, London, W., March 19.

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North Mail. Newcastle.
24. 6. 15.

WOMEN AND WAR WORK.

A PLEA FOR ORGANISATION.

By MARY FRASER.

The industrial world is in a state of flux, which the French philosopher tells us is the natural process of evolution. "Shifting" is going on all round; men are forsaking callings hitherto protected by trade union regulations from female invasion, and women are slipping easily into the places thus vacated.

In the midst of the universal upheaval it is difficult to know where to take your stand. There is work to be done, and time is precious; the wasted moments mean that, in that vague strip of land in Flanders known as "the front," some man dies for lack of fighting material.

I do not believe, as so many cry, that there are millions of "slackers" in England. I believe that, man, woman, and child, we are determined to do our best to end the war. But how to commence? What is the task that lies nearest to us? How shall we best use the modicum of ability that is ours?

Ready to Help.

Since March last 60,000 women have registered at the Labour Exchanges throughout the country for war work; some of these women have been employed before, and are either tired of their present occupation or have decided that they can be of more use elsewhere.

Let them think a second time. The woman, trained and capable, who is diligently doing her daily and accustomed duty, is freeing a man for the war as much as she who, inadequately trained, rushes into a munition factory under the mistaken idea that she can be of any real use in making shells. Shells require a great deal of making. The process of manufacture is complicated, from the time the shell blank is forged until the moment that the perfected article issues from the arsenal an up-to-date instrument of wholesale slaughter.

Sir Robert Hadfield, whose great munition factory in Sheffield is a seething hive of industry, is opposed to the introduction of women into his works, and I am in perfect agreement with him. These workshops, with their machines and their furnaces, are not suitable working-places for any woman of any class whatsoever. The heat is intense, the men who work there are barely clad, sparks fly on every side, and it is innate in the roughest man to see that a woman comes to no harm.

Best Course.

This very chivalry of his must hamper his industry when a woman stands beside him in the workshop, no matter how desirous she is of effacing herself and her womanhood. Of the 700 women who have registered at the Central Labour Exchange in Sheffield for war work, not one, a week or so ago, had obtained employment in any munition factory. The decision not to admit them was taken in the best interests of both men and women.

At Sheffield University Professor Ripper will train men from other trades for munition work. In his admirably fitted workshops he has machines which will enable a man to learn to use deftly the tools that are required in shell-making. Women may learn as well as men, but as yet there are no women pupils. Professor Ripper, eager as anyone to help in the work of ending the war, only advocates the employment of women when the supply of men has failed.

There is an idea prevalent among a certain section of women that high wages are to be obtained in a munition factory. Let them disabuse their minds of this; all that they will be offered for a day of hard toil is an unskilled labourer's pay. How should it be otherwise? How can a woman expect to master in a few weeks the intricacies of a trade to which men serve an apprenticeship of five or seven years?

In the new Army, on the other hand, we hear that young and able-bodied men, who have enlisted with the object of killing as many Germans as possible, have now been enrolled in the commissariat department, and have exchanged the bayonet for the rolling-pin. They are to receive instruction in the art of preparing food economically and of serving it in appetising fashion.

Now the first "cordon bleu" was a woman, and she prepared a feast for a monarch, and the kitchen, we have been told so by the men, is pre-eminently the woman's place. Why not, then, an army of cooks for the War Office, mobilised from the kitchens of England? Teach our men to be soldiers and our women to be cooks, and we shall evolve order out of chaos.

In our great drapery establishments there are men still measuring out yards of cloth to those women who have money to spend; in our grocery stores there are young giants engaged in selling small parcels of tea and sugar to little boys and girls. Can the most ardent trade unionist tell us that this has ever been a suitable occupation for an able-bodied man?

Even the Snop Assistants' Union has protested against it. "Give us women for the distributing trades," they cry to the Labour Exchanges, "and we will give you men for the war."

No Breakdown.

In our railway offices there are women ticket clerks and on the platform women ticket collectors, and as yet I have not heard of any feminine breakdown from overstrain; showing that these occupations are well within the limit of female capacity. I would appeal to authority to allow this sifting process to continue.

This war is devastating; it has already taken the pick of our manhood; there is scarcely a woman in England who does not mourn some life laid low. Debarred from the fighting line by our sex, we, too, ask to give of our best to the nation; but we are tired of playing at tasks that are of no use.

Employ us, it is our humble petition. Let the trained and capable woman take her proper place. We cannot make shells without previous apprenticeship, but we are doctors and journalists, and nurses and cooks, and shop assistants and typists; we teach classics and modern languages and the latest Swedish drill; in fact, we are so trained and so capable that it is difficult to imagine how any man can find an excuse to stay at home.

And we are not employed! The newspaper offices do not require us, even to correct their proofs; the trained nurse sits at home, twiddling her fingers, while amateur incompetence is in charge of our wounded.

Attractive young actresses are starving while they might be selling ribbons with profit, while many a middle-class housewife to-day has nothing to cook. She has sent sons to the front, and is ready to "mother" a whole battalion, and nothing would please her better than to be allowed to look after Tommy's digestion.

Are we to stand for ever outside, asking for work for which we are fitted? Man has made this war, let him conduct it in Flanders, in Russia, and in Turkey; the everyday tasks of our national life can, with the aid of a little organisation, safely be left in the hands of the women.

Cork Examiner.
1. 4. 15.

WOMEN FOR WAR SERVICE.

Sir,—The secretary of the Irish Women's Suffrage Federation begs me to send you enclosed resolutions, sent out in answer to the Government's circular letter requesting women to come forward for war service work. This letter was sent to every Suffrage society. Thanking you in anticipation for inserting reply.—Yours faithfully,

A. HELEN.

The following resolutions were passed at a meeting of the Executive Committee of the Irishwomen's Suffrage Federation, held in Dublin on Saturday, March 29th, 1915:—(1) "That the Irishwomen's Suffrage Federation, realising the importance of the appeal to women for National War Service, would remind the Government that women's position has not yet been regularised by the State, as until they have been admitted to citizenship their opportunities for doing national service must inevitably suffer, while their industrial position cannot be safeguarded as it ought to be in the best interests of women and the nation."

(2) "That the Irishwomen's Suffrage Federation heartily respond to the Government's call for help, and they are glad to have this opportunity of being of service to their country, and they desire that every society in the Federation should work for this end. They hope with representatives of other societies to form an Advisory Committee which will be able and willing to give advice as to wages and conditions of work."

83 Grand Parade, Cork,
March 31st, 1915.

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The Manchester Guardian, April 2nd. 1915.

WOMEN AND WAR SERVICE.

RESPONSE TO THE APPEAL.

WORK IN THE ARMAMENT FACTORIES POPULAR.

The response to the appeal to women to register themselves for "war service" has varied greatly. In Leeds and in Sheffield, for instance, women have enrolled themselves freely, while in Liverpool, Birmingham, and Newcastle comparatively few have offered themselves.

The total for Scotland—over 6,000—is deceptive, because the Scottish division of the Labour Exchanges includes some of the northern counties of England and extends as far south as Middlesbrough, where many women have given in their names.

A feature of the registrations in Glasgow is the large proportion of women who are desirous of assisting directly in the manufacture of war munitions.

NEWCASTLE.

So far as Newcastle in particular and Tyneside in general are concerned, the demand for war material has been the means of providing a very large number of women and girls with employment. At the well-known Elswick works of Sir W. G. Armstrong, Whitworth, and Co., Limited, several hundreds are engaged in connection with the manufacture of shells and other war material. Nor is this the only establishment in the locality where female labour has prominence. In these circumstances, the response to the Government's appeal to women to enrol themselves as willing to assist in meeting the shortage of men available in various sections of the industrial world has not been so large as it might otherwise have been, but the officials of the Labour Exchanges in Newcastle give the assurance that their lists have already been filled to a satisfactory extent. At the central exchange in Newcastle the names run to a total of between two and three hundred, and these represent individuals who are qualified and ready to apply themselves to quite a variety of vocations. In the east end of the city, as well as in the west—where women are engaged for the Elswick Works,—equally gratifying reports are forthcoming, though there are objections to going into details of any kind.

LEEDS.

The Government's appeal for war service by women met with a ready response in Leeds, and the assistants at the Women's Labour Exchange have been kept constantly busy dealing with applications from women anxious to offer their services. On Monday of last week 500 women made inquiries at the offices, and all the week a steady stream of inquiries necessitated the officials at the Exchange working overtime.

Up to yesterday about 700 women had actually filled in the forms, although the number of forms issued far exceed that number.

The bulk of the volunteers are of the working class, and while a few are doubtless anxious to seize the opportunity of making a little extra money the majority are only too eager to do anything which will be of direct service to the nation. This spirit is indicated by the fact that many women of all classes have expressed a desire to go into an ammunition factory "to make bullets to kill the Germans," and the Exchange has already supplied the local ammunition firm, Messrs. Greenwood and Batley, with a number of women workers.

Many women have offered themselves for service with the railway companies, for clerical work in the offices, and for the cleaning of railway carriages. The latter work is regarded as very suitable for women who have been accustomed to charing.

A good many applicants, too, including a number of well-to-do suburban women, have offered to do motor-driving and later work

women. In point of fact the registration appears to have been misunderstood, and most of the volunteers have been disappointed to find that they were not offered immediate work. Those who have been enrolled comprise in the main teachers, governesses, nurses, and the like, and but few women who may be termed industrial workers. In comparison with other large centres the number of women trained to industrial labour in Liverpool is small.

SCOTLAND.

In the Edinburgh district between 2,000 and 3,000 registration forms were issued, but so far only about 400 women have registered. There are several active women's suffrage societies in Edinburgh, however, and they have thrown themselves into the movement. They have got a number of forms and are passing them round among women whom they can influence. It is expected that a number of registrations will yet come back filled up through their medium. The women who have registered mostly belong to the middle classes, and have not previously worked for their bread. A number have expressed their willingness to do whatever work they are deemed suitable for; others have recorded that they are ready to work on farms.

The Scottish division of the Labour Exchanges includes not only Scotland but Northumberland, Cumberland, Westmorland, and Durham, extending down as far as Middlesbrough, which is included in the East. A large number of the registrations came from Middlesbrough, and many of these are from women already employed. To a considerable extent this is also the case in other towns, so that the total of over 6,000 given for the Scottish district up to date does not mean that number of additional women ready for "war service." It means to some extent women who are desirous of change and are willing to work in armament factories or at other occupations than their own in the hope of better wages.

A large proportion of the women who have enrolled themselves at Glasgow have expressed a preference for work in armament factories. This employment appeals to them evidently on the ground that it affords an opportunity of assisting directly in the production of war munitions. That and the fact that there are several armament works in the district, understood to be capable of employing large staffs of women workers in the manufacture of explosives, no doubt accounts for the rush on this particular industry. It is generally known that women can be trained in a very short time to do the light machining and other work necessary in the making of shells, particularly shrapnel, and the facility with which the work can be learned may also have been a consideration influencing the women in the selection they have made. Already a number of women are employed locally in the manufacture of shells. There is a staff in at least one Glasgow engineering shop which has been adapted recently as a factory for this purpose. There is another factory in Paisley employing about twenty female hands, while Messrs. Armstrong, Whitworth, and Co. have also started 60 women in the works at Alexandria which they acquired some time ago from the Argyll Motors, Limited. This firm, it is understood, will be prepared to employ many more women as they complete their installations of new plant.

Messrs. William Beardmore and Co. are also willing, it is stated, to employ women in their large armament business at Parkhead. They are to start with a staff of 300, and if the experiment proves successful that staff will be augmented.

After armament work the class of employment most in favour with the Glasgow applicants is office work. A very considerable number have also offered themselves for service on farms.

SOUTH WALES.

The number of women who have entered their names upon the War Register in Cardiff and South Wales generally is not so large as in other parts of the kingdom. This is mainly due to the fact that labour is very scarce in South Wales, and that there are really very few women out of employment. Besides, few women in South Wales are accustomed to outdoor work. Attention is to be directed to the matter from all the pulpits in South Wales on Easter Sunday, and it is expected that the

Many women have offered themselves for service with the railway companies, for clerical work in the offices, and for the cleaning of railway carriages. The latter work is regarded as very suitable for women who have been accustomed to charing.

A good many applicants, too, including a number of well-to-do suburban women, have offered to do motor-driving and farm work. Most of these, however, will have to be taught. Apart from a few who have returned from Canada with their patriotic soldier menfolk, there are not many women in the city who know much about farming, and arrangements are being made to teach them at the University farms at Garforth and in Derbyshire.

The ages of the applicants range from fifteen to sixty years.

The response so far is regarded as satisfactory, but in order to stimulate it a public meeting was held last night in the Town Hall, presided over by the Lady Mayoress, who was supported by the Lord Mayor, the Countess of Harewood, Lady Dorothy Wood, and others.

SHEFFIELD.

The response in Sheffield to the Government's appeal to women to offer themselves for employment with a view to releasing men for service at the front has been even better than was expected. Up to the present 850 women have registered their names at the Labour Exchange, and the number is constantly growing. Though, of course, the larger proportion are of the working class, many of the women, including wives and daughters in middle-class families, do not ordinarily seek any paid occupation, and have registered simply out of patriotic motives.

The classes of occupations for which the women have offered themselves are very varied and include farm work, railway carriage cleaning, and work in the armament factories, such as varnishing the inside of shells, and shell turning and polishing. The greater number do not specify any particular form of employment, and are willing to take up whatever work they might be called upon to do.

BIRMINGHAM.

In Birmingham about 200 women have so far been enrolled on the War Register. Nearly half the number have not hitherto followed any occupation, and of the remainder the majority offer themselves for clerical work.

There are special local reasons which explain to some extent what may appear a meagre response to the Government's appeal. Birmingham trades normally find employment for a very large number of women, and since the war began the percentage has considerably increased. At the present time the demand for women and girls on the part of manufacturers is far in excess of the supply. Apart from the requirements of firms producing munitions of war, military clothing and ornaments, &c., women's labour is urgently needed by the printing trade, the leather trades, and the metal industries. Moreover, many untrained women who might be expected to register as willing to prepare themselves for occupations which would liberate more men for active service are already undertaking philanthropic work of one kind or another. Others, whose husbands are in the army or navy, are sufficiently well provided for and have not the spur of necessity which would drive them to seek employment. It is expected, however, that when the scheme is better known many more women and girls will place their names on the register.

LIVERPOOL.

The response of Liverpool women can only be described as "fair," and the explanation forthcoming is that no action of an official character has been taken by the civic authorities to bring the matter before the notice of and South Wales generally is not so large as in other parts of the kingdom. This is mainly due to the fact that labour is very scarce in South Wales, and that there are really very few women out of employment. Besides, few women in South Wales are accustomed to outdoor work. Attention is to be directed to the matter from all the pulpits in South Wales on Easter Sunday, and it is expected that the response next week will be very satisfactory.

BELFAST.

Belfast has perhaps been least affected of the chief centres of the United Kingdom, so far as the shortage of male labour is concerned. As a matter of fact a large number of men have been sent to the Clyde and the North-east Coast shipbuilding yards. Hence the necessity of employing women in the place of men has not arisen in an acute form. Nevertheless steps have been taken to meet the necessity, should it come, by the opening of a register, and a considerable number of women have enrolled themselves. Apart from numbers, which are very satisfactory, the type of volunteer is excellent. Most of the women are of independent means. Some are married, and a number of others are utilising the opportunity of finding an avenue for more remunerative employment than they have at present. While the majority of the volunteers specify the avocation they would prefer, others have expressed their anxiety to do anything, so long as it would assist the Empire at the present crisis. The words of one of the women—"Tell me what I can do, and if it is within my power it shall be done," illustrate the spirit of all who have handed in their names. Of course, with the best spirit in the world, women would not be of any use in certain Admiralty work at present being carried out in Belfast.

WOMEN WHO REPLACE MEN

TO GET THE SAME PAY FOR THE SAME WORK.

Mr. Lloyd George has sent a letter to Miss Sylvia Pankhurst in reply to her inquiry as to whether the Treasury agreement between the Board of Trade and the Labour representatives would secure that women shall receive equal pay for equal work with the men whom they may replace. The Chancellor of the Exchequer wrote:—

"Dear Miss Pankhurst,—The words which you quote would guarantee that women undertaking the work of men would get the same piece rates as men were receiving before the date of this agreement. That, of course, means that if the women turn out the same quantity of work as men employed on the same job they will receive exactly the same pay.—Yours sincerely,

(Signed) "D. LLOYD GEORGE."

Miss Pankhurst has now replied as follows:—

"Dear Mr. Lloyd George,—Many thanks for your letter with its valuable explanation that women are to receive the 'same piece-work rates as men were receiving before the date of this agreement.' I conclude that the women will also receive any war bonus and increase of wages as a result of the war which would have been paid had men been employed. It is important to know, also, whether the same time rates are to apply in the case of women as those which were paid to men, because, if this were not the case, employers might merely engage women to work on time rates to avoid paying the standard rate to men. I hope that you will be able to give me a definite answer on this point, as you will understand how anxious women are in regard to the matter.—Faithfully yours,

(Signed) "E. SYLVIA PANKHURST."

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The Liverpool Post, April 2nd. 1918.

WAR SERVICE FOR WOMEN.

AN APPEAL TO SOUTH-WEST LANCASHIRE.

TO THE EDITOR OF THE POST AND MERCURY.

Sir,—At the first outbreak of the war the women of Great Britain were insistent in demanding "What can we do to help?" Work was found for many of them, and they have performed it wisely and well, relieving distress, helping the dependants of soldiers and sailors, finding employment for those whose work had been destroyed or temporarily suspended.

But the war has gone on now for six months, and all women are not fully employed to-day. Some have completed the work they had undertaken; some who were then ineligible are now ready to accept work, and this time the insistent demand comes, not from the women, but from the Board of Trade, who in this hour of the nation's need is calling on every able-bodied woman in the United Kingdom to register at once for war service at their local Labour Exchange, where papers containing full particulars of this new branch of war service can be obtained.

There are three strong reasons for responding to this appeal. First, in order that more men may be set free to fight for their country; secondly, in order to speed up the supply of munitions and other essentials for the continuance of the war; and, thirdly, in order to prevent that waste of energy which must occur if women's work be not fully utilised.

The new recruits are asked to register for war service—that is, for the special needs of this difficult time—and we have the assurance of the Labour Exchange officials that they will only supplement, and not displace, the regular industrial worker, and that the wages and conditions of their service will be duly guarded.

Men have responded splendidly to the call of their country and their King. May we through the medium of your widely-read paper appeal to the women of South-West Lancashire to do likewise. Surely they will not and cannot fail when the call comes to them, as it now does, directly: Women! Your King and country need you!—Yours, &c.,

LYDIA A. BOOTH,
President Liverpool Branch National Union of Women Workers.
EDITH BRIGHT,
Local President League of Honour.
JESSIE J. BEAVAN,
Hon. Sec. Liverpool Women's War Service Bureau.
ELIZABETH MACADAM.
ELEANOR F. RATHBONE,
Hon. Sec. Liverpool Women's Industrial Council.
MABEL FLETCHER,
Conservative and Unionist Women's Franchise Association.
OLIVIA JAPP,
Hon. Sec. Liverpool Society for Women's Suffrage.

Daily Telegraph, April 2nd. 1918.

WOMEN'S WORK IN WAR TIME

In reference to the appeal to women to register themselves for employment hitherto undertaken by men now serving, or about to enlist, in the Army, the secretary of the Women's Social and Political Union writes suggesting that the disappointing response so far made by the women of the country is due largely to the fact that the urgency of the appeal has not been sufficiently emphasised.

It has not been made clear, the union declares, that a million more men are wanted for the Army, and that every one of these men must be replaced by a woman who will do the work the men have been doing up to the time of enlistment.

As a means of impressing the public with the seriousness of the situation, the union recommends a household canvass of women willing to register and serve, that bills on the subject should be distributed outside churches, theatres, art schools, and any place where women congregate, and that clergymen should bring to the notice of their congregations the importance of the question. The scheme, it is added, has not been nearly enough advertised by the authorities.

The Irish Independent, April 3rd 1918.

WOMEN'S WAR WORK.

Applications by women for work so that men may be liberated to join the forces are pouring in at the Labour Exchanges in ever-increasing numbers. It is estimated that nearly 25,000 applications, the majority of which have not yet been classified, have been registered. The smallest number comes from Ireland, where 270 are seeking appointments; 2,850 are from Scotland, and 7,518 from the metropolitan districts. It is anticipated by the officials that the total will be doubled by the end of the month. Applications have also come from abroad. No fewer than 3,600 women have applied for armament work and 2,400 for agricultural work, including dairy and ordinary farm tasks. Others wish to be drivers of taxi-cabs, chauffeurs of motor cars, lift attendants, porters, tramway conductors, barbers, and shop assistants. The more elderly women incline to clerical work.

Morning Post, April 3rd. 1918.

THE APPEAL TO WOMEN WORKERS.

TO THE EDITOR OF THE MORNING POST.

Sir,—There seems to be a general consensus of opinion that the response of the women of England to the Government appeal for workers is disappointing. Certainly the total reached seems small, although at the Women's Emergency Corps and at other special centres the number of women who have registered has been most encouraging. We desire to point out that the inadequate returns are accounted for by the method adopted for enrolling the women.

Women of the industrial classes are not in the habit of consulting the daily Press for guidance in the ruling of their lives—an enormous proportion of them do not indulge in the luxury of newspapers, but take their news from the headlines on the posters; certainly they do not read the admirable articles on the subject of their duties and responsibilities that followed the issue of the Government appeal in the leading papers.

May we suggest that what is wanted is a recruiting poster for women, to be as widely distributed as the Army recruiting posters for men have been, distributed not only by the women's societies but by the central political associations, the Lords Lieutenant, and other county organisations, so that it may penetrate into the remotest villages?

We further suggest that the forms should be obtainable through the post-offices in country places, which are often many miles from the nearest Labour Exchange.

The "War Service" form is admirable from the point of view of those who have to compile statistics from the returns; but the average Englishwoman is essentially a practical person, and from her point of view the document is a vague one. Women are as patriotic as men, but the number of women without domestic ties and cares is numerically negligible; those in a position to feel justified in filling up what is practically a blank cheque in the dark are necessarily a very small percentage even of the minority of the women of the country who have had the appeal brought to their notice. A poster that contained a certain amount of definite information about the work that lacks labour (the number of women required in ammunition factories, before a certain date, for instance), as well as a simple stirring appeal to women to fill the empty places, would bring forward as many women as the country requires.—Yours, &c.,

CHRISTINE MURRELL, M.D.,
Chairman of the Executive Committee.
Women's Emergency Corps, York-place, Baker-street.
April 1.

The Times, April 5th. 1918.

THIRTY THOUSAND "WAR WOMEN."

DESIRE FOR ARMAMENT WORK.

Offers of war service continue to be received in large numbers at the Labour Exchanges, and the total number already received was estimated on Saturday to have reached about 30,000. Already 20,000 of these have been classified, and during this week details of the classification will be available.

A considerable number of applications have been received from women who saw in the scheme an opportunity to change from a distasteful occupation to a congenial one. Laundresses have been very energetic in filling up forms, but as there is actually a scarcity of good laundresses it may not be deemed good policy to assist a movement out of this industry. Domestic servants, too, do not appear to be wholly contented with their lot. A great number of the women who apply personally or by letter are asking to be employed on armament work; in most cases they are not aware of the conditions, which include a 12 hour day and night shift on alternate weeks. One letter received at the Central Bureau on Saturday contained a request for work as a docker, and contained the writer's conviction that all dock labourers ought to be at the front and their places taken by women.

The Association of Headmistresses is proving very helpful. One headmistress has called a meeting of 600 of her "old" girls to explain to them the idea of war service. Another has started an Easter holiday session for her present pupils to train them in clerical work should they be required to take the place of men in offices.

The work of getting in touch with employers has not been officially begun pending the classification of the first 20,000 applicants. But on Thursday last some 63 applicants were placed with employers who had of their own initiative applied for some of these war service women. It may be noted that the Board of Trade has just given employment to 100 women to take the place of 100 men who have joined the Colours.

The Scots Pictorial, April 3rd. 1915. 663 II / 7 663.

The Woman's View BY "M.B."

WOMEN AND THE NEED OF THE NATION

How They Can Help—But Not By Crowding Out Men Nor By Underselling

A FEW days since the President of the Board of Trade, on behalf of the Government, issued an appeal to the women of the country. "In certain important occupations," he declared, "there are not enough men and women to do the work. This shortage will certainly spread to other occupations as more and more men join the fighting forces. In order to meet both the present and the future needs of national industry during the war, the Government wish to obtain particulars of the women available, with or without previous training, for paid employment. Accordingly, they invite all women who are prepared, if needed, to take paid employment of any kind—industrial, agricultural, clerical, &c.—to enter themselves upon the Register of Women for War Service which is being prepared by the Board of Trade Labour Exchanges. . . . The object of registration is to find out what reserve force of women's labour, trained or untrained, can be made available if required. . . . Any woman who by working helps to release a man or to equip a man for fighting does national war service."

Well spoken by the Board of Trade, and the response on the part of the women up till now has been satisfactory. But the working out of the scheme is surrounded by many difficulties. One of the gravest is that women who have their living to earn and who are willing to train for the employment thrown open to them by the present shortage of men will be in an awkward position when the men return. They would hardly wish, even if they were permitted to do so, to retain the places which men gave up in order to fight for their country, but will they be able to find other employment? This question is one that will have to be dealt with, for even although there is the dreadful certainty that many of the men will not return, or that they will return too maimed and broken to be equal to their former work, a proportion of them will come back, and must find their places waiting. Between them the Government, the trade unions, and the societies that look after the welfare of women will have to arrange a reasonable and a just solution, the interests of the men and the women to be equally and fairly and fully considered. That difficulty once smoothed out others may be met and dealt with as they arise.

Miss Mary Macarthur, the Scotswoman who is head of the Women's Trade Union League, and has much to do with the Queen's Work for Women Fund, sees an objection to the proposal because it will be responded to by women who are not normally wage-earners, while 50,000 women who are wage-earners in normal times are unemployed. These, she holds, should be given their chance before the introduction into wage-earning occupations of new and presumably independent women is contemplated. She is right in so contending, but her estimate of the unemployment among women appears to some who know the industrial world to be exaggerated. On all sides one hears complaints concerning the shortage of female, as well as of male, labour. A good many women who used to work in laundries, at charing, and other occupations have retired into private life because they are able to live at home in comfort on the separation allowances granted them as wives or dependents of soldiers, while the work of looking after billeted soldiers absorbs the energies of a good many other women. Moreover, there is no reason why normal wage-earners at present unemployed should not apply for whatever work is going seems to them suitable. The fact that they have had experience as workers is not likely to tell against them.

A difficulty that one hopes will be dealt with shortly and sharply is the underpaying of women. In a few of the more artistic occupations, as acting, singing, and dancing, women receive payment that takes account of what they are worth—Madame Melba and Miss Marie Lloyd, Madame Rejane and Miss Gertie Millar, and Mlle. Gaby Deslys, for instance, are not handicapped by their sex when the salary lists are made up, and a few women teachers and a few women writers are equally fortunate. Where a woman does a man's work there is absolutely no reason why she should receive less than a man's wage; that she does receive less, as a rule, is hardly to be questioned. It is sometimes urged that a woman never does a man's work as well as the man would do it, but there seems little reason why this should be true save when the work is of a kind that calls for greater physical strength than a woman can provide. Only in the rarest cases is a woman the equal in bodily strength and endurance of even the most lightly-built man, and in cases where a man's strength is looked for she cannot, in fairness, expect the pay that would be made to a man. In laundries, one is assured, a man can do the work that would require two or even three women.

There seems no reason why a woman should not preside over the ordinary shop counter just as well as a man. Grocers are chary of employing women assistants, but if a man is employed for any very heavy work necessary, the woman of mediocre powers could sell sugar and dried fruits, tea and soap, and biscuits just as well as a man. A well-known provision firm in London that employs a large number of hands has replaced most of its white-aproned young men by white-pinafored young women, and the result appears satisfactory enough. The fact that a woman can run a lift as well as a man is being demonstrated. She is much more in her place as the seller of lace window curtains, of dress materials, of china and glass than a man, and why, in shops where that most tiresome of creatures, the shopwalker, is still employed, should the shopwalker be a male? Why should men travellers sell silks and satins and fairy-like blouses, why should the waitress allow it to be said that the waiter is worth double the money she can command? Why should the man gardener be more capable than the woman, especially in small gardens where no amount of wheeling or other heavy work is required? The Board of Trade calls for women dairy workers, for leather stitchers and brush makers. There is a large demand for them in the armament factories, and they would be welcomed in some agricultural districts where men are scarce. I do not know how things stand in Ireland at present, but when I stayed there on holidays some years ago the women did most of the milking, they fed the cows and the pigs, cleaned the stys and the byres sometimes, helped in the fields and with the threshing. I have even seen a woman guiding two horses in the ploughing season, but that was exceptional, and many kinds of agricultural work would be too hard for women.

Women are showing that they can make toys as well as any German, and there is surely no reason why cheap foreign toys should flood our markets ever again. Other work that will not return to Germany ought to provide scope for female energies, and there are hundreds of ways in which the sex could help. The thing most urgently required at present, however, is that women shall come forward as far as possible to relieve men able to fight. We shall need every man before this most wicked and cruel and senseless of all wars ends as we all hope and pray and believe it will end. Faith and prayer need work to back them up, and the call is for women who can, and will, work. That the women of the country, who have not grudged the sending of their dearest to the trenches and the deep sea and the lowly grave in France, will hang back now when their efforts will enable other men to go I do not think likely. But they must have a good will and the determination to do their best for as long as may be necessary, however little of the heroic or the romantic the work has about it. And they must see that they displace permanently no fighting man who is able to return to his post after the war, nor take the bread out of the mouth of the woman who needs it more, nor undersell. The men are doing their best as honourable soldiers of the Empire, the women will surely do no less.

663 II/8

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Daily Telegraph, April 6th 1915.

WOMEN AND WAR SERVICE.

SAME WAGES AS MEN.

At the annual conference of the National Amalgamated Union of Shop Assistants, Warehousemen, and Clerks, at Manchester, yesterday, Mrs. Ward (Tottenham-court-road, London) moved:

"That this annual meeting resolves that with regard to women now entering the grocery and provision trades the three-fourths basis be cancelled, and exactly the same minimum wage be fixed for women and for men, and instructs the new executive committee, together with our National and Local Minimum Wage Committees, to act accordingly. The new minimum shall apply to all women having entered the trade since August 4, 1914."

Mrs. Ward considered the crisis had become acute because women were being used for recruiting purposes. Men were being forced out, in order that they could be pressed into the Army, and women were taking their places. Wherever this was done they ought not to be paid on the three-fourths basis, but on the full basis. (Hear, hear.)

Miss Trim (London) said women were tired of being placed in the position of blacklegs.

Mr. P. C. Hoffmann (Paddington) reminded the conference that the union had not been able to supply men for the grocery trade even before the war, and women had been taken promiscuously at sweated rates of labour. They had not succeeded in getting a minimum for men, let alone women.

An urgency resolution from the executive committee that wherever members were receiving less than the district minimum rate of wages to at once bring the fact to the notice of their branch was accepted in place of Mrs. Ward's motion.

"REMEMBER THOSE IN THE TRENCHES."

Mr. Thompson (Newcastle) said so-called patriots suggested that they should remember the men in the trenches, but whose men were they? The trade unionists were of the same class, and those employers who talked about the folly and wickedness of striking for a farthing an hour did not suggest it was folly and wickedness to reduce wages a farthing an hour. One Government organ suggested the other day that the poor should bear with exemplary patience—which was their heritage—the suffering which the war had brought upon them, but banks and railway companies could be guaranteed against loss, and contractors and shipowners could amass increased profit. He supposed that was their heritage. (Cheers.) They had read of a certain Emperor who fiddled while the principal city of his empire was burning. He trusted that on the question of maintaining their wages rate they were not going to be democratic Neros. (Hear, hear.)

Another urgency resolution was moved by Mr. Hughes (North London) in the following terms: "That this conference deplores the action of the Army Council in issuing the circular entitled 'Five Questions to Patriotic Shopkeepers,' in view of the fact that it is likely to jeopardise the position of shopworkers very seriously, inasmuch as it will place in the hands of employers a weapon that can be used to determine the duration of employment. Further, that as shopworkers have come forward in such large numbers, we believe that betters results would be obtained by less coercive advertisements and a more frank appeal to the patriotism of shopworkers." Mr. Hughes said the circular had caused dismissal of men of military age.

A Delegate: Have the Government asked shopkeepers to get rid of their assistants? (Shouts of "Yes!" and "No!")

The resolution was adopted.

Morning Post, April 6th. 1915.

THE DUTY OF WOMEN.

TO THE EDITOR OF THE MORNING POST.

SIR,—Much has been written by women on the subject of the change of fashions and the duty of supporting the dressmaking trade. To me it seems that at this time there is only one duty: To set aside all personal needs and to remember nothing but national needs, both our Allies' and our own.

An opportunity has been offered to women to work for such things as are actually essential to the very existence of our nation, on a fair living wage. Surely it would be highly suitable if those whose trades are now no longer needed would turn their attention to work that is needed? I do not think we should be asked to support dressmakers and milliners when what we need are shells and cartridges, bicycles, jam, and a hundred other commodities, in far larger quantities than can be turned out by the men still left in this country. As the Board of Trade is organising women's labour, all women whose ordinary business it is to cater for the luxuries we cannot now afford should adapt themselves to the changed conditions, after very carefully making arrangements to return to their usual work when their services are no longer required by the Government.

Better paid work is urgently needed by women. Is there any reason why certain men—the foreigners now serving in clubs, hotels, hydros, and boarding, as well as private houses—should not be sent to work on the land, to grow food for themselves and their fellow-countrymen, at present prisoners in this country? Let them also mend the roads, dig the ditches, act as builders and labourers in the Midlands, while suitable young girls from the overcrowded cities are thoroughly trained to take their places permanently as parlourmaids and waitresses, to their own advantage and to the safety of the country. Then, when the war is over, the 60,000 foreign waiters, cooks, hall porters, lift boys, &c., we are supposed to have in this country to-day could return to their Fatherland much improved in physique by reason of their more suitable work, and our labourers and yeomen would find their places waiting them on their return.

If every lady who now only thinks she would like to serve her country, and is really doing nothing of material advantage to the nation, would sacrifice a certain amount of domestic ease she might reconstruct her household in the very practical service of her country. One has only to think of the thousands and thousands of well-to-do houses where superior girls are employed, girls who would be quite able to work in the best and most fashionable hotels, to realise the gigantic work that the mistresses of these houses could do, if they would only send the treasured parlourmaid to some public institution and in her place train and patiently bear with an inexperienced girl. Let ladies persuade their butlers to train girls to replace the footmen, of whom there are still far too many—in livery! Workrooms to provide women with temporary work are no doubt of value in meeting a present need, but from these very workrooms a certain number of suitable girls could be picked out for domestic training. In this way permanent, well-paid work would be provided for the class that most needs training and financial assistance.

It seems a mere waste of energy to make work when every worker, actual and potential, is needed. What we should do is to organise the work in such a way as to save as much as possible all dislocation when the ordinary routine of life is restored.—Yours, &c.,

April 3. A WORKING WOMAN.

Aberdeen Daily Journal, April 6th. 1915.

ABERDEEN WOMEN AND W. SERVICE.

POSTMEN AND 'BUS DRIVERS

Over 200 applications have been received at the Aberdeen Labour Exchange from women who are willing to relieve men of military age from their everyday occupation during the war so that the men may join the forces of the King. It would appear, therefore, that the women of Aberdeen and the surrounding district are realising the importance of offering to do the work so that the men may be released to safeguard the Empire, and in reality to protect the homes of the country. Women who are willing to help in this great task of endeavouring to augment our military forces to the utmost extent, with as little interference as possible with the ordinary affairs of the nation, are offering themselves both from the east end and the west end.

A number of women of independent means are included among the applicants, and it is quite evident that the burden is not going to be put on the working class alone. A proportion of the applicants, of course, are from working women who are meantime out of employment and would be glad to obtain a situation. Women, however, who have never found it necessary to work for a living have sent in their names as willing to undertake, for instance, such work as light machining in engineering or armament factories. A number of married women who were formerly in employment have offered to return to their previous occupations so that more men might go to the assistance of their husbands who are meantime in the trenches.

A glance over the cards of applications shows the variety of occupations in which the women are willing to help. A number are anxious to be trained to take the places of postmen, and others would relieve commercial travellers or salesmen. One or two women who have motor cars of their own would be willing to act as drivers of motor cars. One lady, who is meantime home on holiday from India, is included among those willing to serve in this capacity. Others are ready to do field and outdoor work on the farms so that the crops may be secured, and many have declared themselves willing to be trained for anything that may be required. Almost in every case they have stated that they will be ready to give up the work immediately the war is over, so that those whose legitimate occupations they have been temporarily following may be reinstated.

Although the number on the register has been thus rapidly increasing, there seems still to be a feeling of doubt as to who should register. It should be clearly understood that every woman who can help, no matter how well-off she may be, or how few may be the hours that she will be able to work, is desired to register her name as willing to assist in the great crisis of the nation. Forms of application can be sent to those forwarding their addresses to Mr Duncan, the manager of the Labour Exchange.

Lincolnshire Echo, April 7th. 1915.

WAR SERVICE FOR WOMEN

IMPORTANT MEETING IN LINCOLN.

The special attention of Lincoln women is drawn to an announcement that the Mayoress of Lincoln is convening a public meeting to be held in Newland Lecture Hall, to-morrow (Thursday) afternoon, at three o'clock, when the Government scheme of how women and girls of all classes may help during the present crisis will be explained and discussed. It is intended that specimens of the kind of work to be done shall be on view. Amongst the classes of work in which help is urgently needed and in which it is desired that women may assist are the making of nose bushes for shells, aeroplanes, acetylene welding, to assist in banks, etc., and in various forms of agriculture.

The Mayor (Councillor M. A. Ashley) will preside over the meeting, at which the speakers will include Miss Beardsley (Board of Trade—Women's Department), the Dean of Lincoln, Mr. A. Ramsey, and Councillor A. Taylor, while amongst those who have promised their presence in support are the Rev. Canon J. W. Townroe, Rev. W. A. Purey Cust, Rev. G. Barrett, Mr. R. C. Minton, Mr. B. Spink, Mrs. Barrett, Mrs. Monks, Miss Giles, Miss E. Townsend, and Miss Connell. The attendance of all women interested very cordially asked for by the Mayoress.

Dundee Courier, April 7th. 1918.

DUNDEE WOMEN ARE MAKING

NOBLE RESPONSE TO GOVERNMENT'S CALL

FOR FEMALE LABOUR FOR WAR SERVICE.

The women of Dundee are giving practical expression to their patriotism by registering themselves for special war service under Government supervision.

When it became apparent that a large fighting force must be mobilised, and that the raising of such a force would seriously affect the industry of the country, the Government found themselves on the horns of a dilemma. Men engaged in the production of armaments and on railway service were not expected to enlist, but there existed the possibility of a dislocation of national industry through the drain upon tradesmen and others.

Active Patriots.

The solution of the problem came from the women of the nation. The "Sister Susie" type of patriotism was too passive. They cried out to the Government to use them, especially in positions where a woman could undertake the duties of a man—in the fields of non-productive industry—so that the man could feel himself free to serve with arms. And the Government heard their cry.

It was decided to take a census of the women of the country who were free and willing to take up among others the following occupations:—Farm work, dairy work, leather stitching, brush making, clothing machining, light machining for armament. The Board of Trade set about the task, and a noble response is being made.

Dundee Women's Response.

A large number of Dundee women have already volunteered their services. The female working-class labour of the city finds boundless employment in the mills and factories, which are working busily at present, but the educated woman is anxious to free as many men as possible for service with the army and navy. The majority of those who have enrolled themselves have applied for clerical work and situations in shops. Some have expressed a desire to be useful in the making of shells, and others want to put their knowledge of the working of the petrol motor to practical account. Several have registered themselves for no specified calling, but placed themselves at the disposal of the authorities declaring themselves willing to undergo training in any occupation to which they may be set.

From England come reports of women who have taken their husbands' places. One man was a Town's Officer; his wife is now performing his duties while he handles his rifle in the trenches. Another woman is sweeping chimneys, and in Glasgow there are several lady tram conductors.

Aberdeen Free Press, April 8th. 1918.

GRATIFYING RESPONSE IN ABERDEEN.

Although the response to the appeal for women to register themselves as being willing to undertake "war work" so that the men may be relieved to join some branch of His Majesty's forces was at first rather poor, the officials of the Aberdeen Labour Exchange have now no cause for complaint, and state that applications for registration are rolling in in such numbers that difficulty is being found in coping with them.

A very large number of registration forms were received yesterday morning from the surrounding county districts, as well as letters requesting forms to be sent on to ladies residing in various parts of the county. The registration roll now contains the names of some 300 women, who are willing to do what they can for the common weal.

One young woman, who is married and who was previously employed as a telegraphist in the Post Office, is willing to resume duty there. Another young woman, 23 years of age, who has never worked before, is quite confident of her ability to act as a tram conductor. Others would undertake the duties of motor car drivers, buyers, salesmen, shop assistants, typists, and railway booking clerks, while many are desirous of employment in ammunition factories.

One married woman, whose husband is at the front, would make herself useful in any capacity of which she might be fit. A strapping country lass has forwarded her photo along with a letter in which she states that if need be she would don the "breeks" and take her place in the trenches.

Many ladies who are well to do have intimated their intention of handing over any money that they may earn to funds for the assistance of soldiers and sailors.

It should be clearly understood that women are not wanted to fill positions that are already occupied by women, but to undertake employment that has hitherto been for the most part in the hands of men

Those desirous of securing registration forms should apply to Mr R. P Duncan, manager of the Aberdeen Labour Exchange.

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The Daily News & Leader, April 8th. 1918.

WOMEN EAGER FOR WAR SERVICE.

Splendid Response to Appeal of the Government.

OFFERS FOR ARMAMENT WORK.

By Mrs. RUNCIMAN.

The Government's appeal to women to enlist for war service has every prospect of meeting with a cordial response as soon as it has become sufficiently known and understood among the great number of women who do not habitually read the newspapers and are not reached by the ordinary channels of publicity. Already many women's societies and organisations have eagerly offered their help in publishing the appeal broadcast among their members. Public meetings are being held in different parts of the country, and the numbers on the new register, which in the first week reached over 20,000, will, without doubt, rapidly increase when there has been sufficient time for these efforts to have effect. Women are just as eager as men to play their part in this war; they have shown every readiness to make use of opportunities offered to them.

We like to reflect with considerable pride on the wonderful way in which our young men of all classes responded to the call for military service, even at the beginning of the war before the magnitude of the need was fully recognised, but no less remarkable was the patriotic fervour which led great numbers of women to lay aside at once all their customary occupations and interests, to plunge into any work that seemed to offer a prospect of enabling them to feel that they were taking a definite share in war service. Women and girls who had not before thought it necessary to cultivate the domestic arts, eagerly flocked to classes in ambulance, cookery and sick nursing, in order to get the training without which they could not expect to be employed in hospital work even in the humblest capacity.

EXIT THE AMATEUR "ANGEL."

The desire for war work was accompanied by the recognition of the fact that in this war there is no place for the untrained and incompetent amateur. We have for ever banished the type of ministering angel, not quite unknown in our last war, who was content to fulfil her highest patriotic aspirations equipped only with lace pocket handkerchiefs and bottles of eau de Cologne! She is replaced to-day by the short-skirted muscular young woman with a first-aid certificate and a motor driver's licence. Her one desire is to prove that she understands the meaning of a real hard day's work, and she is ready to go anywhere and face anything for the privilege of serving in the war.

A struggle so stupendous as that in which we are now engaged necessarily sooner or later drives things into their true proportion; the essentials of life stand out clearly, sincerity of purpose takes the place of vague sentimentalism, and practical possibilities more and more direct the stream of women's patriotism, which at first sometimes overflowed the boundaries of practical endeavour.

INCREASED OPPORTUNITIES.

But from the outset women's societies, with the advantage of efficient organisation, were able to turn themselves without any delay into competent and active agencies for the various needs which were continually revealed. Suffrage societies, numbering many medical women among their members, promptly laid aside for the time being their agitation for a greater share in political life, and seized the opportunity of taking a practical share in the national struggle, notably in hospital work.

Still more admirable has been the example shown by many women, who, having lost all that was most dear to them in the relentless hazards of warfare, now concentrate their efforts on helping in whatever way is open to them, the cause for which their sons and husbands have died. The war service circular now gives an additional

workers engaged in their manufacture. To secure these two objects the first necessity is that all women willing to work should register, and every effort on the part of individuals or societies to hasten registration is most valuable. It is only when the available resources of women's labour are completely known that wise distribution becomes possible.

There are some occupations undertaken by women in the past into which they can immediately be drafted. But they will be wanted for new work also, for which some training may be necessary and will be provided. There is already evidence that women are to be found quite ready to start work which under ordinary circumstances they might well consider uncongenial and even unpleasant, and they will undertake it simply because they recognise that for the moment it is the most useful thing they can do.

VOLUNTEER SHELL FILLERS.

It is true that zeal is sometimes a little out of touch with actuality. The lady who has offered to come and fill shells for a month with her maid shows a healthy spirit, but she hardly realised that her effort would have to be more prolonged to be of any value. Dexterity even in the filling of shells is not acquired in a moment. One feels more confidence in the tenacity of another woman, who was also one of the first to register for shell filling. She had good reason for her choice, because having had her laundry destroyed in one of the East Coast raids she felt she could infuse into this particular patriotic duty a special personal satisfaction.

It is certainly a remarkable fact that of the very many women who have registered under the category of "Light Armament work," by far the greater proportion have not previously done work of the kind. Considerable numbers also have enlisted for agricultural service who have formerly been otherwise employed.

Figures are not yet available for any detailed analysis of the results of the appeal. So far the response made by women workers is by no means unsatisfactory. It still remains to be seen how far employers are ready to avail themselves of women's work, and how far trade unionists throughout the country are willing to accept the intrusion of women into domains hitherto exclusively reserved for men. Employers will for the most part probably only need to be satisfied that women are competent to do the work; they need the labour, and if women can do it well enough to justify the various reorganisations which will in some cases necessarily follow the introduction of women's labour, they will be eager to accept it.

It is true that some employers are not predisposed to be convinced that women are capable of doing work which they have not previously done. There still exist men who are reluctant to believe that a woman can be trusted with anything outside what is inaccurately but tenaciously described as her "sphere"! But necessity, if she knows no law, is at least equally impatient of mere convention, and now, if ever, women will have a chance of showing their suitability for new kinds of work from which they have hitherto been excluded.

TRADE UNION NERVOUSNESS.

We cannot be surprised if trade unionists should be a little nervous over the introduction of women in new industries. Women workers have not hitherto shown a just appreciation of the value of their methods in securing good trade conditions. The trades union movement among women has disappointed many people, and women's labour has undoubtedly suffered by the absence of that power of co-operation and organisation which has done so much for men. But no woman under

...eedeen Free Press,
April 8th. 1915.

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EXIT THE AMATEUR "ANGEL."

The desire for war work was accompanied by the recognition of the fact that in this war there is no place for the untrained and incompetent amateur. We have for ever banished the type of ministering angel, not quite unknown in our last war, who was content to fulfil her highest patriotic aspirations equipped only with lace pocket handkerchiefs and bottles of eau de Cologne! She is replaced to-day by the short-skirted muscular young woman with a first-aid certificate and a motor driver's licence. Her one desire is to prove that she understands the meaning of a real hard day's work, and she is ready to go anywhere and face anything for the privilege of serving in the war.

A struggle so stupendous as that in which we are now engaged necessarily sooner or later drives things into their true proportion; the essentials of life stand out clearly, sincerity of purpose takes the place of vague sentimentalism, and practical possibilities more and more direct the stream of women's patriotism, which at first sometimes overflowed the boundaries of practical endeavour.

INCREASED OPPORTUNITIES.

But from the outset women's societies, with the advantage of efficient organisation, were able to turn themselves without any delay into competent and active agencies for the various needs which were continually revealed. Suffrage societies, numbering many medical women among their members, promptly laid aside for the time being their agitation for a greater share in political life, and seized the opportunity of taking a practical share in the national struggle, notably in hospital work.

Still more admirable has been the example shown by many women, who, having lost all that was most dear to them in the relentless hazards of warfare, now concentrate their efforts on helping in whatever way is open to them, the cause for which their sons and husbands have died. The war service circular now gives an additional opportunity to women of all kinds and classes to undertake further service for their country. If they cannot actually work themselves they can help to make the appeal known far and wide among possible workers.

UNEMPLOYMENT AMONG WOMEN.

But there were also many women who saw in the outbreak of hostilities no increased opportunities for service, but, on the contrary, their very means of existence actually destroyed. Unemployment among women was at first a serious menace. Happily the danger is rapidly diminishing, and now that there is actually a general shortage of labour, though the shortage is unevenly distributed, registration, organisation, and wise distribution ought to do a great deal to alleviate the lot of women workers still unemployed. They will not necessarily be able to get back into their own trade, but they may find work similar enough to prevent their running the danger of losing the special dexterity in their own trade to which they would naturally hope ultimately to return.

For instance, a good needlewoman might not care to enter a rough factory where her fingers would be hardened and stiffened, but she might find occupation in a drapery shop without harming her own business qualifications.

A cook might make a temporary grocer's assistant, and even gain a little technical experience meanwhile. Already it has been found possible by special classes in an Agricultural College to equip successfully former domestic servants for dairy work and as milkers on farms. Woman labour is in some ways more adaptable, because more fluid, than man's; a woman worker can more often be transferred from one district to another without involving the transference of a whole household.

It is not, however, only among women of the artisan class that unemployment has been severely felt. Women engaged in the various classes of commercial and professional work have also suffered greatly, and any comprehensive scheme for marshalling the available forces of women's labour will include the large numbers of trained and educated women eager to offer their services to fill vacancies caused by war in the higher branches of industrial life.

A TWOFOLD SERVICE.

The object of the circular is to enlist the services of all available women, firstly in order to release potential soldiers now engaged in industrial and other occupations, and secondly to ascertain the extent of munitions of war

ing had her laundry destroyed in one of the East Coast raids she felt she could infuse into this particular patriotic duty a special personal satisfaction.

It is certainly a remarkable fact that of the very many women who have registered under the category of "Light Armament work," by far the greater proportion have not previously done work of the kind. Considerable numbers also have enlisted for agricultural service who have formerly been otherwise employed.

Figures are not yet available for any detailed analysis of the results of the appeal. So far the response made by women workers is by no means unsatisfactory. It still remains to be seen how far employers are ready to avail themselves of women's work, and how far trade unionists throughout the country are willing to accept the intrusion of women into domains hitherto exclusively reserved for men. Employers will for the most part probably only need to be satisfied that women are competent to do the work; they need the labour, and if women can do it well enough to justify the various reorganisations which will in some cases necessarily follow the introduction of women's labour, they will be eager to accept it.

It is true that some employers are not predisposed to be convinced that women are capable of doing work which they have not previously done. There still exist men who are reluctant to believe that a woman can be trusted with anything outside what is inaccurately but tenaciously described as her "sphere"! But necessity, if she knows no law, is at least equally impatient of mere convention, and now, if ever, women will have a chance of showing their suitability for new kinds of work from which they have hitherto been excluded.

TRADE UNION NERVOUSNESS.

We cannot be surprised if trade unionists should be a little nervous over the introduction of women in new industries. Women workers have not hitherto shown a just appreciation of the value of their methods in securing good trade conditions. The trades union movement among women has disappointed many people, and women's labour has undoubtedly suffered by the absence of that power of co-operation and organisation which has done so much for men. But no woman under the war service scheme is going to object to the principle of equal pay for equal work, which has been already adopted in the recent Government Conference with trade unionists on this subject. And if men are satisfied that women's labour is not going to be used to undercut or oust men's labour, under the plea of war's necessities, it is hard to believe that any serious opposition will come from them.

This is not the time to discuss the possible effect that this demand for women to take the place of men may have on the development of industrial and professional openings for women in the future. No one can judge now the extent to which the present dislocation of labour will continue after the war is over. Months of open-air life, even under the arduous conditions of active service, may have a lasting effect in alienating young men's ambitions from a sedentary life indoors. It is inevitable that many men will never return to their old employment, and it may well happen that some women will find themselves ultimately invited to take permanently the places they temporarily filled to meet an emergency.

In any case, all of us who are interested in the general question of women's employment welcome any opportunity for removing even temporarily some of the artificial barriers which have stood in the way of women's industrial and professional progress. If the barriers are really artificial, due to some convention which has only needed a sudden emergency to sweep away, we may rest assured that they will not easily be set up again.

On the other hand we count on women being ready to come forward for work, attractive or unattractive, animated by no spirit of sex advantage, but urged on only by the same devotion to the national service which has sent our men in thousands to the battlefield.

WOMEN WORKERS FOR WAR.

The official organ of the General Federation of Trade Unions makes the suggestion that women who are being employed as war workers should be granted a war trade union ticket.

It is pointed out that unorganised the women workers are dangerous, and might be used by the employers to reduce the wages of the men. A conference is advocated between the unions involved in war work and the Women Workers' Federation and such unions as have women members to consider the manner in which the women who are being freshly employed should be organised.

The Daily News & Leader, April 8th 1915. 663 II 10 663

WOMEN EAGER FOR WAR SERVICE.

Splendid Response to Appeal of the Government.

OFFERS FOR ARMAMENT WORK.

(By MRS. RUNCIMAN.)

The Government appeal to women to enlist for war service has every prospect of meeting with a cordial response as soon as it has become sufficiently known and understood among the great number of women who do not habitually read the newspapers and are not reached by the ordinary channels of publicity. Already many women's societies and organisations have eagerly offered their help in publishing the appeal broadcast among their members. Public meetings are being held in different parts of the country, and the members on the new register, which in the first week reached over 20,000, will without doubt rapidly increase when there has been sufficient time for these efforts to have effect. Women are just as eager as men to play their part in this war. They have shown every readiness to make use of opportunities offered to them.

We like to reflect with considerable pride on the wonderful way in which our young men of all classes responded to the call for military service even at the beginning of the war before the magnitude of the need was fully recognised, but no less remarkable was the patriotic fervour which led great numbers of women to lay aside at once all their customary occupations and interests, to plunge into any work that seemed to offer a prospect of enabling them to feel that they were taking a definite share in war service. Women and girls who had not before thought it necessary to cultivate the domestic arts eagerly flocked to classes in ambulance, cookery, and sick nursing in order to get the training without which they could not expect to be employed in hospital—not even in the humblest capacity.

Exit the "Angel" in Lace.

The desire for war work was accompanied by the recognition of the fact that in this war there is no place for the untrained, incompetent amateur. We have for ever banished the type of ministering angel, not quite unknown in our last war, who was content to fulfil her highest patriotic aspirations equipped only with lace pocket-handkerchiefs and bottles of eau de cologne! She is replaced to-day by the short-skirted, muscular young woman with a first-aid certificate and a motor-driver's licence. Her one desire is to prove that she understands the meaning of a real hard day's work. She is ready to go anywhere and face anything for the privilege of serving in the war.

A struggle so stupendous as that in which we are now engaged necessarily, sooner or later, drives things into their true proportion; the essentials of life stand out clearly. Sincerity of purpose takes the place of vague sentimentalism, and practical possibilities more and more direct the stream of women's patriotism, which at first sometimes overflowed the boundaries of practical endeavour. But from the outset women's societies, with the advantage of efficient organisation, were able to turn themselves without any delay into competent and active agencies for the various needs which were continually revealed. Suffrage societies, numbering many medical women among their members, promptly laid aside for the time being their agitation for a greater share in political life, and seized the opportunity of taking a practical share in the national struggle, notably in hospital work.

Increased Opportunities.

Still more admirable has been the example shown by many women who, having lost all that was very dear to them in the relentless hazards of warfare, now concentrate their efforts on helping in whatever way is open to them the cause for which their sons and husbands have died. The war service circular now gives an additional opportunity to women of all kinds and classes to undertake further service for their country. If they cannot actually work themselves they can help to make the appeal known far and wide among possible workers. There were also many women who saw in the outbreak of hostilities no increased opportunities for service, but, on the contrary, their very means of existence actually shattered. Unemployment among women was at first [illegible] by actually increasing the number of workers engaged in their manufacture.

To secure these two objects the first necessity is that all women willing to work should register, and every effort on the part of individuals or societies to hasten registration is most valuable. It is only when the available resources of women's labour are completely known that wise distribution becomes possible. There are some occupations undertaken by women in the past into which they can immediately be drafted. But they will be wanted for new work also, for which some training may be necessary and will be provided. There is already evidence that women are to be found quite ready to start work which under ordinary circumstances they might well consider uncongenial and even unpleasant, and they will undertake it simply because they recognise that for the moment it is the most useful thing they can do.

Volunteer Shell-fillers.

It is true that zeal is sometimes a little out of touch with actuality. The lady who has offered to come and fill shells for a month with her maid shares a healthy spirit, but she hardly realised that her efforts would have to be more prolonged to be of any value. Dexterity even in the filling of shells is not acquired in a moment. One feels more confidence in the tenacity of another woman, who was also one of the first to register for shellfilling. She had good reason for her choice, because, having had her laundry destroyed in one of the East Coast raids, she felt she could infuse into this particular patriotic duty a special personal satisfaction. It is certainly a remarkable fact that of the very many women who have registered under the category of "light armament work" by far the greater proportion have not previously done work of the kind. Considerable numbers also have enlisted for agricultural service who have been formerly otherwise employed.

Figures are not yet available for any detailed analysis of the results of the appeal. So far the response made by women workers is by no means unsatisfactory. It still remains to be seen how far employers are ready to avail themselves of women's work, and how far trade unionists throughout the country are willing to accept the intrusion of women into domains hitherto exclusively reserved for men. Employers will for the most part probably only need to be satisfied that women are competent to do the work; they need the labour, and if women can do it well enough to justify the various reorganisations which will in some cases necessarily follow the introduction of women's labour they will be eager to accept it. It is true that some employers are not predisposed to be convinced that women are capable of doing work which they have not previously done. There still exist men who are reluctant to believe that a woman can be trusted with anything outside what is inaccurately but tenaciously described as her "sphere"! But necessity, if she knows no law, is at least equally impatient of mere convention, and now, if ever, women will have a chance of showing their suitability for new kinds of work, from which they have hitherto been excluded.

Trade Union Nervousness.

We cannot be surprised if trade unionists should be a little nervous over the introduction of women in new industries—women workers have not hitherto shown a just appreciation of the value of their methods in securing good trade conditions. The trade union movement among women has disappointed many people, and women's labour has undoubtedly suffered by the absence of that power of co-operation and organisation which has done so much for men. But no woman under the war service scheme is going to object to the principle of equal pay for equal work which has been already adopted by the recent Government conference with trade unionists on this subject. And if men are satisfied that women's labour is not going to be used to undercut or oust men's labour under the plea of war's necessities it is hard to believe that any serious opposition will come from them.

This is not the time to discuss the possible effect that this demand for women to take the place of men may have on the industrial and professional openings for women in the future. No

The Lincolnshire Echo. April 8th. 1915.

WOMEN AND WAR WORK

GOVERNMENT SCHEME EXPLAINED TO LINCOLN MEETING.

The necessity for the women of England to come forward and help the nation in the tremendous task which it has on hand was brought home to the minds of Lincoln women this afternoon, when a meeting, convened by the Mayoress (Mrs. M. A. Ashley), was held in the Newland Lecture Hall, which was filled beyond the extent of comfort. At the outset the Mayor presided, but had to leave, and left the task of guiding the meeting in the able hands of the Mayoress.

A great deal of valuable information upon the subject was given by Miss Beardsley, a representative of the Women's Department of the Board of Trade, who explained in some considerable detail the intentions and objects of the Board of Trade, and the scheme which they have inaugurated for enlisting the services of women in the work of the country to take the places of men who have gone on military or naval service, or are eligible to undertake that service. She also explained the war service list which the Board of Trade are endeavouring to compile throughout the country, and emphasised that the scheme was an attempt to see whether the women could not supply the necessary labour to carry on the work of the nation and relieve the men for service. She also emphasised that all the labour for which women registered themselves was to be paid labour, and that it was up to them to see that they obtained their full value.

The second speaker was the Dean of Lincoln (Dr. T. C. Fry), who expressed his delight at the plan of the Board of Trade. It had come out, he said, very late, but not too late. (Hear, hear.) This was the price we had to pay for our liberty and he impressed upon all the women present that we had to sink or swim together. The men must be appealed to to see that the conditions under which the women worked were kept up to the proper level. Dr. Fry dealt with what the women in Germany were doing under a military organisation and also with what was being done in other countries by the women workers. The members of the Board of Trade and the members of the great trades unions, the Dean added, could deal with any cases where promises were forgotten at all, but "in the meantime, for Heaven's sake, give your work all of you that we may maintain our liberties and help our brothers." (Hear, hear.)

Major Everitt, as one of the recruiting officers of the city and county of Lincoln, reminded the meeting that at the outbreak of the war Lincolnshire did not move as rapidly as it ought to have done. Now things were different. They had raised four and a half battalions, and the county seemed to have risen to its responsibilities. They were now recruiting on an average 140 men weekly, and in the last two weeks the number had been 150. As regarded the city itself, things were different. As soon as the war broke out a great many men came forward, but he was sorry to say things were somewhat changed, and they were getting very few men from the city. He saw a great many men about, and he could not think they were all physically unfit. He came there to try and get some of the women to be recruiters. A great many of these men he saw were accompanied by young women, and he could not but think these young women might see that the men were wearing the King's uniform. The young women could be excellent recruiters if they would not have anything to do with what were called the shirkers.

Miss Embleton, of Barnsley, followed with a speech in which she dealt with some of the work which women might undertake in war time, and also dealt with labour conditions in the Ridings of Yorkshire so far as they effected women and half-timers. She laid stress on the fact that at this time women were doing work which they were least expected to do, and then, touching on the woman in the home, appealed to her audience to keep themselves fit, to keep their homes right, and to keep alcoholic drink out of their homes. "Use your money wisely and well. Rule your lives intelligently and patriotically at this moment, and don't harm the national life."

Councillor A Taylor, in a speech from the Trade Union point of view, admitted that this movement of the Board of Trade had been looked upon with considerable suspicion by the organised men, but after having heard the scheme explained he was quite sure that misunderstanding arose because the men did not understand what the Board of Trade really sought to do.

Mr. R. C. Minton proposed, and the Rev. Geo. Barrett seconded, a vote of thanks to the Mayoress and the speakers, and this having been carried the meeting closed by the singing of the National Anthem.

An extended report of the proceedings will appear in Saturday's "Lincoln Gazette."

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A struggle so stupendous as that in which we are now engaged necessarily, sooner or later, drives things into their true proportion; the essentials of life stand out clearly. Sincerity of purpose takes the place of vague sentimentalism, and practical possibilities more and more direct the stream of women's patriotism, which at first sometimes overflowed the boundaries of practical endeavour. But from the outset women's societies, with the advantage of efficient organisation, were able to turn themselves without any delay into competent and active agencies for the various needs which were continually revealed. Suffrage societies, numbering many medical women among their members, promptly laid aside for the time being their agitation for a greater share in political life, and seized the opportunity of taking a practical share in the national struggle, notably in hospital work.

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Still more admirable has been the example shown by many women who, having lost all that was very dear to them in the relentless hazards of warfare, now concentrate their efforts on helping in whatever way is open to them the cause for which their sons and husbands have died. The war service circular now gives an additional opportunity to women of all kinds and classes to undertake further service for their country. If they cannot actually work themselves they can help to make the appeal known far and wide among possible workers. There were also many women who saw in the outbreak of hostilities no increased opportunities for service, but, on the contrary, their very means of existence actually destroyed. Unemployment among women was at first a serious menace. Happily the danger is rapidly diminishing, and now that there is actually a general shortage of labour, though the shortage is unevenly distributed, registration, organisation and wise distribution ought to do a great deal to alleviate the lot of women workers still unemployed. They will not necessarily be able to get back into their own trade, but they may find work similar enough to prevent their running the danger of losing the special dexterity in their own trade, to which they will naturally have ultimately to return.

For instance, a good needlewoman might not care to enter a rough factory where her fingers would be hardened and stiffened, but she might find occupation in a drapery shop without harming her own business qualifications. A cook might make a temporary grocer's assistant, and even gain a little technical experience meanwhile. Already it has been found possible by special classes in an agricultural college to equip successfully former domestic servants for dairy work and as milkers on farms. Woman labour is in some ways more adaptable because more fluid than man's; a woman worker can more often be transferred from one district to another without involving the transference of a whole household.

Taking the Place of Men.

It is not, however, only among women of the artisan class that unemployment has been severely felt. Women engaged in in the various classes of commercial and professional work have also suffered greatly, and any comprehensive scheme for marshalling the available forces of women's labour will include the large numbers of trained and educated women eager to offer their services to fill vacancies caused by war in the higher branches of industrial life. The object of the circular is to enlist the services of all available women, firstly in order to release patriotic soldiers now engaged in industrial and other occupations, and, secondly, to accelerate the output of munitions of war [illegible] staff work which under [illegible] stances they might well consider uncongenial and even unpleasant, and they will undertake it simply because they recognise that for the moment it is the most useful thing they can do.

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On the other hand, we count on women being ready to come forward for work, attractive or unattractive, animated by no spirit of sex advantage, but urged on only by the same devotion to the national service which has sent our men in thousands to the battlefield.

TRADE UNION TICKET.

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The New Witness
April 8th. 1915.

"THE WOMEN'S MOBILISATION"

To the Editor of THE NEW WITNESS.

SIR,—There are one or two statements in Mr. Sheridan Jones's article on "The Women's Mobilisation" which appear to me to be, in the language of Parliament, "highly controversial." He refers, for instance, to an "amazing" pronouncement by Miss Courtney to the effect that "women, not men, should act as shop assistants and waiters," adding by way of comment that "Miss Courtney urges this step . . . as something eminently desirable *per se*." This reading of the pronouncement may or may not be justified, but I am quite certain that if the duties of serving in a shop are physically harmful to women (a conclusion which the best regulated shops are rapidly rendering invalid) they are spiritually demoralising to men. This being the case I am quite prepared to back up Miss Courtney in urging the replacement of male shop assistants by females, not because such occupation is desirable *per se*, but because it is less undesirable for women than for men. The anabolism of woman, her characteristic of service, specially fit her for work of this class; the physical conditions under which such work is carried out can be improved by organisation, by legislation and by education. Even a shopwalker can be rendered susceptible to education provided the pressure be sufficient—but to suggest that we should tolerate for ever the mental, moral and spiritual degradation of men in order to avoid physical discomfort to women is to give to matter a position of superiority over mind and thus reverse the foundation of all philosophy, and all civilisation, too. Even Wilde could only make woman represent "the triumph of matter over mind" by accepting the fact that "man represented the triumph of mind over matter."

I hope I need not labour to prove the spiritual decline of men under the influence of shop life. Mr. W. C. Anderson, M.P., was, I believe, a shop assistant and should know. If he doesn't, his shop-walking superior, Mr. Ramsay Macdonald, M.P., certainly does. At any rate, I will take it for granted until it is controverted, and being so, is it possible to doubt that, with all its physical disabilities, shop life is more desirable for women than for men?

The rest of Mr. Jones's arguments can be taken *en bloc* and applied to almost any industry in which women are ousting men. They certainly do not apply exclusively to shop assistants. In any case, presuming the continuance of the monogamic order after the war, how many women shop assistants will ever have a chance to become "wives and mothers"?

I am, Sir, your obedient servant,

39, Mallinson Road, S.W., ED. J. REED.

Cotton Factory Times,
April 9th. 1915.

Women's "War Service."

DISCUSSION BY THE LEIGH TRADES COUNCIL.

Councillor J. Gregory, the president occupied the chair at the Leigh and District United Trades Council meeting at the Council Schools on Tuesday, and delegates were present from 26 trade unions, including seven textile societies.

The Ashton-under-Lyne and Dukinfield Trades Council wrote asking for information re the Leigh municipal housing, and it was decided that the information should be obtained and sent. In regard to the Tyldesley housing scheme it was stated that the Government had refused to sanction loans until twelve months after the end of the war.

Letters were read in regard to the suggestion that women workers should come forward to replace men who were wanted for army and navy work.—Several delegates thought that if the workers did not keep careful watch the practice would eventually lead to a reduction in wages.—The typographical delegate said half the members of their society were out of work. He thought that their members above military age who were drawing unemployment pay ought to be put temporarily in other trades where men were badly wanted.

Another delegate said if women did men's work they ought to receive men's pay, otherwise it would be the thin end of the wedge towards reducing wages, and a third speaker said there was a Government guarantee that women would be paid like men when they were doing men's work. The women ought to be organised.

The Chairman suggested that the secretary should write to the manager of the Labour Exchange and enquire what arrangements he had for seeing that women were paid equal to men for doing equal work, and this was carried.

A discussion took place on the drink question, and the general opinion was that men were not as a rule neglecting their work in order to get a drink.

One delegate said that there had been an increase of 568 cases of sickness in the engineering trade through overwork.

It was resolved by 24 votes to seven that the Trades Council protest against the total closing of public houses, and also against the opinion that drink was causing a dearth of labour in producing munitions of war.

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Yorkshire Observer,
April 8th. 1915.

WAR SERVICE FOR WOMEN.

REGISTRATION SCHEME AT BINGLEY.

Last night a largely-attended meeting of women was held in the lecture theatre at the Bingley Technical School in connection with the appeal being made by the Board of Trade for women workers. The meeting had been arranged conjointly by the various women's organisations of Bingley, and was presided over by Mr. T. Turner (chairman of the Bingley District Council). The chief speaker was Miss Hartop, a representative of the Board of Trade, who explained how that Board was endeavouring to organise a reserve of labour in order to meet present needs in certain industries, and any possible future emergencies In some industries, she said, there was already a shortage of workers owing to the men having joined the forces in such numbers. Agriculture was one of them, and special measures were being taken in order that women could without delay give assistance in agricultural and dairying work. The appeal was specially to the young women of the middle classes, the women who usually had not to undertake any paid work The movement was one which would require most careful organisation, and the first thing it was necessary to do was to find out the available reserve of labour, and therefore all women who could respond were asked to register their names.

After her address, Miss Harter answered a number of questions. A resolution pledging the meeting to do all in its power to further the registration of women for war service was proposed by the Rev. J. Jack, seconded by Miss Davies, and adopted unanimously. Afterwards a committee consisting of Miss Moulden, Miss Crabtree, Miss Davies, Mrs. Nunns, Mrs. Severs, the Rev. J Jack, and Mr. H. C. Sexton, was elected, wtih power to add to its number, for the purpose of canvassing the town and compiling a register of women willing to undertake work.

Daily News & Leader,
April 8th. 1915.

HE NEW WOMEN WORKERS.

The article which we publish to-day from the pen of Mrs. Runciman puts very clearly one side of the questions raised by the Government's call to women workers. Women have, as a matter of fact, responded with a wholly admirable devotion to the calls made on their services in so many unexpected directions by the exigencies of the war. It would be grossly unjust not to recognise both the enthusiasm which has prompted them to offer their services in such numbers, and the extraordinary efficiency of these services themselves. We do not doubt that Mrs. Runciman is right in assuming that the Government's appeal will meet with a very warm response. It is true also that it will go some way to solve the serious unemployment among large classes of women which threatened grave results in the early stages of the war. Yet it would be a mistake to ignore the fact that this movement may very well take a form which will aggravate intensely the anxieties and difficulties of the industrial situation after the war. If they are faced in time these difficulties may be at least greatly mitigated. To loose a vast mass of labour such as the new armies represent on a market paralysed by the exhaustion of an enormously costly war is a tremendous peril at the best; with women occupying a large percentage of the posts available, it is vastly aggravated. Yet strong forces will be at work to make for this result. Many women will be attracted by the glamour of their new independence; many more, after the war, may be really dependent on their earnings: the cheapness and docility of female labour will be an attraction to the employer. It is for the Government to see that their emergency experiment does not turn into a permanent peril, and that it does not in effect result in a lowering of the standard of living.

Derby Express,
April 9th. 1915.

WAR SERVICE FOR WOMEN.

By LILY MACARTHUR
(Of the Derby Labour Exchange).

The recent appeal of the Government to all women willing to undertake work "for the duration of the war" deserves a stirring response from all women of the Empire. Our men have freely sacrificed pleasant and profitable pursuits to engage in the bloody and disagreeable business afoot in Flanders. They go for us. That is one of the main reasons—to protect women and children at home: to redress the wrongs of Belgium and French women and children—these thoughts are in the minds of all our gallant fighters to-day.

The call of the Government is an ominous one; it evidently means that industries hitherto mainly carried on by men, and even now suffering from shortage caused by recruiting are to be still further depleted of men in their prime. The poster "Every fit man wanted," has a deeper significance in the light of the appeal for women's labour. We must believe that from now on all the able-bodied men's labour is to be bent upon carrying the war through: either as soldiers or makers of munitions and equipment. Even the latter "umbrella" is to be searched, and women employed upon the lighter munitions, as they are at present upon equipment.

The fact that emerges from these strange times is that men of all classes and grades are engaged in warfare. The working men alone cannot carry it wholly through. And just as all classes of men must serve, so we must draw upon all classes of women for this fresh demand. Working women, especially those in industry, are already working "all the hours God sends," and for them to leave one useful and necessary job to undertake another will get the country "no forrarder."

What is wanted is that those hundreds of thousands of women who so willingly offered their services to the country in any capacity at the outbreak of the war last August shall come forward now, and offer again to carry a share of the Empire's burden.

There are in Derby scores of patriotic women, eager to be useful, with trained brains and healthy bodies. Their services are needed; they could fill honourable and useful posts, and they themselves would feel that satisfaction at "doing their bit" which so evidently irradiates the consciences of the many soldiers in those dangerous and uncomfortable trenches. These men are doing things they never dreamed of being called upon to do. Yet the glorious spirit among them, so amusingly depicted in Punch's "Incorrigibles," carries them through long, difficult days with a cheer. The war mobilising of women will result in the same fellowship and stimulus if it is responded to in the same generous way.

Many women of the leisured classes, however, have now their hands full of Belgian relief work, war committees, and the like. Wherever indispensable work of this kind is being done, it would be wrong to relinquish it, but many more are only doing such work in a very casual fashion. It remains for such to gird themselves for more arduous toil for the glory of England.

The Government ask all women who have time and ability to register themselves at the local Labour Exchanges and have supplied forms there for applicants to fill up. The particulars filled in will be afterwards gone over, and lists prepared of the labour available for various kinds of industries. Some firms in the North have already experimented on putting women on in the engineering works on the Clyde; many can be employed upon shell making, light fittings, etc.; some, no doubt, will find employment in banks, insurance offices, and commercial pursuits hitherto closed to women.

There are also posts as lift attendants, waiters, ticket collectors, booking clerks, etc., quite suitable for women and girls, and no doubt these will largely be thrown open as the war becomes more exacting upon our reserves of able-bodied men.

These are the ways in which women can be useful in war time. Every woman who undertakes a post hitherto filled by a man, and thus releases or equips him, is serving her country as directly as the man is. The call for women ought to have a stirring response; it is, rightly understood, as thrilling a summons as the roll of the drums of the marching regiments. "Fall in!" We watch our soldier boys daily marching and training for the Glory of England. We need not stand any longer waving a futile handkerchief. Let every woman say "Fall in"—for the glory of England.

[Any woman by sending a postcard to the Labour Exchange, London Road, Derby, giving her name and address can have a war service form sent her, when her name will be put on the war register, and in the event of her services being required full particulars of the vacancy will be submitted before it need be accepted.]

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The Common Cause,
April 9th. 1915.

Women and War Service.

We learn with the utmost satisfaction that the Women's Conference with the Board of Trade desired by the National Union, as mentioned in our last issue, is to be held on Monday, April 12th, at 3.30 p.m., at Whitehall Gardens. Mr. Runciman invites the N.U.W.S.S. to send "not more than two representatives" to attend the Conference. On Saturday last the total number of applications received from women for war work was estimated at about 33,000.

Equal Pay for Equal Work.

The business of filling up the gaps in the ranks of labour by extending the employment of women is steadily increasing. A notable instance is the putting of women to the machinery by which the tins of Army rations and jam are hermetically soldered down. So far, this work has been exclusively done by men, but owing to a shortage of male labour to deal with the immediate pressure of work, women are now employed. We are glad to note that the men insist that the full trade union wage shall be paid to any woman employed, and accordingly these new workers are earning nearly £2 a week.

Woman and the Motor Van.

We learn that the National Motor Cab Co. now employ nearly thirty women, who are already making a success of driving motor vans about the London streets. They are paid 4s. a day when in the garage, and 5s. a day when out with the van. The driving of taxi-cabs, however, is still forbidden, and no woman can obtain a license in London. That this prohibition is based rather on prejudice than reason, is proved by the useful work of the Parisian "Chauffeuse," who is taking the place of her man at the front, and driving the car which is often his private property. She is successfully at work also on the trams and underground railways of Paris.

Women and "Economic Conscription."

About three hundred representatives of the National Amalgamated Union of Shop-Assistants assembled at Manchester on Sunday for their annual Conference. In the Presidential address a strong protest was made against a threatened "influx of cheap labour, coupled with a most invidious form of economic conscription in the shape of a suggested replacement of able-bodied male labour in the shops by female labour, a replacement which the union was asked by authority to forward by every means in its power." It is evident that only the strict application of the principle of equal pay for equal work can meet this difficulty, and, in any case, the practice of dismissing men of military age in order to force them to enlist is a form of tyranny against which we cannot too indignantly protest.

Sweated Shop Assistants.

But when the President of the Union goes on to condemn women's labour in shops on the ground of its unhealthiness, we are not deeply impressed. The conditions of women shop assistants cannot be too carefully safeguarded, but this masculine concern for the health of women competitors is too familiar a piece of bluff to be taken very seriously. We much regret that the meeting, while passing an emergency resolution to insist upon the full minimum wage for men, rejected an addendum fixing the same wage for women. It was argued that the rank and file of women had made no demand for such rates. This is an ancient argument against the rights of the sweated worker, and the women's lack of spirit is perhaps accounted for when we learn that over 1,000 women members of the Union receive less than 12s. a week.

Women Teachers' Demand.

We are glad to note the protest made by the National Federation of Women Teachers on Saturday against inequality of payment between the sexes. Miss Dix informed the meeting that she came from a city where women worked by the side of men preparing munitions of war; but they did not pay those women the same as they paid the men. A resolution was passed urging the Government to insist upon equal payment for the women who fill the places of men.

The Cotton Factory Times, April 9th. 1915:

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THE MOBILISATION OF WOMEN.

AN "EXPLANATION" THAT DID NOT EXPLAIN.

FRAUGHT WITH DANGER.

By ADA NIELD CHEW.

His Majesty's Government, concerned for the due prosecution of the European War with a view to the Allies' success, is now calling upon the help of women. Circulars headed "War Service for Women" are being scattered broadcast, and we of the weaker sex are feeling duly important as a result of the solicitations which are offered us to fill them up. I got one over a week ago, and confess that I scanned it eagerly. Readers of the "Factory Times" will not accuse me of wanting to keep women out of any employment which they can perform efficiently, nor of backwardness in grasping opportunities on their behalf. Yet I finished reading the Board of Trade's appeal to women with a dubious mind, and am uneasy still—after a week's cogitation. Naturally, therefore, I accepted with alacrity an invitation to hear an "explanation" of it from an official, which was given to a selected few of us at our Labour Exchange last night. I am now more in the dark than ever, and am only clear on one point, and that is, that unless those of us who want to prevent a lowering of the standard of living of the working class, and who even want to keep the ground already won by a century of trade union effort, are alive and active as we never were before, we shall find ourselves, at the end of this war, perhaps with a balance of power in favour of the Allies, but no less certainly with a gigantic struggle of another sort in front of us. We do not mind a struggle—it is every-day experience to the advance guard of the Labour army; but we do want it to be for a step forward, and not merely a frantic effort to get back a little of what our fathers gained for us. It therefore behoves us to watch every step of the way we tread in these difficult days.

What Does It Mean?

There is a shortage of men, and the women are now invited to take "war service." What exactly does that mean? We do not know. We only know that more bullets and shells are wanted, and that women must do what they can to release the men for making bullets to kill others the while their own comrades offer themselves to the enemy's bullets. Many questions were asked at our "explanatory" meeting, and it is true to say that not a single enlightening answer was given. We are wanted, we were told, to offer our services, and as soon as the Government knows how many of us are willing to serve we shall be told what to do. Naturally this sort of thing does not satisfy any except women who are out of work, or who have no longer vision than the delightful thought that they are "serving their country." I suggest that the proposal of the Government, without any organised plans or definite ideas of what they want or mean to do with women when they get them, is stupidly vague, and will not appeal to the best type of woman, who naturally does not want to pledge herself to she knows not what.

The official was asked whether it was proposed to pay the women the same that men had been receiving. She did not know, but supposed that it would be the same rate that women were usually paid! Everybody knows that, with the exception of doctors, university lecturers, and cotton weavers, the rate of pay for women in every trade and profession is less than that for men; and as none of the three occupations named is likely to be affected, this simply means that the worst possible calamity to Labour is going to be allowed to happen—that women are going to undercut men wholesale, under the guise of serving their country, forsooth! Whilst the men make the shells and fire them, the women are to act as traitors behind their backs!

Whose Profit?

If this is to be so, one wonders who are going to pocket the extra profit between the men's labour and the women's? During the discussion which took place on this point a lady in the meeting pointed out that employers are paying a subsidy to the men at the front, and they would not be able to afford to pay women the same wages as men! So that the patriotism of women is evidently going to be exploited to relieve the burdens cast by their patriotism on the employers, and this, unless we are "wick" enough to prevent it, is going to receive the sanction of His Majesty's Government.

Some of us were so obviously dubious, and made so many objections to this danger, that we were reminded that we were expected to "think of the country" first, and to "leave the future to take care of itself." We were actually treated to the silly threat that we may "soon have no country" if we are not willing to throw overboard all that our fathers and grandfathers suffered to get for us. I hope we shall not be blinded by "bluff" of this sort, and that we shall remember in time that we owe a duty to the past and to the future as well as to the present. There is no reason why women should not help in time of war, nor indeed is there ony reason why women should not do any or all of so-called "men's work" which they are able to do; but there is every reason, both to those whose efforts raised the standard of living to what it is for the workers, and to the army of helpless children who are coming after us, why every woman should resolutely refuse to take any work which men have done for less pay than men received. The Government ought to give a definite pledge to this effect, and the workers should see that they do it.

A Class Division.

We were informed that the "classes" will be divided, probably. That is, that well-to-do women who have ordinarily nothing to do with their time will not be expected to mix with the lower orders. The former will, presumably, be given the clean jobs. It was suggested after the meeting that they would not use the money they earned (it would not be enough for them to live on!) but would probably "give it to charity." How do working men like the idea of leisured women coming and taking the jobs which usually keep their own "house doors open" and giving the wages away as worthless? Personally, there is a side to this of which I rather enjoy the thought. All the jobs done by working men are not clean jobs, and if it is true, as was stated by the official, that most of the women who are rushing to register are "women who do not need to work" it will have to mean their taking some dirty jobs. There is great talk of drafting the women to agricultural work, for instance. I happen to know rather intimately the whole daily routine of a farm, having had a father who was a farmer, and I confess I am looking forward with some amusement to the experiment of drafting leisured ladies to take the place of agricultural labourers. I can so well picture my father having a couple of ladies who have "had no need to work" in the place of his wagoner and cowman! I know of absolutely no work on a farm which is not hard and more or less dirty, and I am sure that only people who can work laboriously and long will be welcome. It will be interesting to watch this part of the scheme.

How It Might Work.

There is nothing about farming which a woman cannot do as well as a man, but a "lady"—in the usually accepted meaning of that term—cannot do it: perhaps, however, the idea will be to get working women to clean out the cowsheds and pig-sties, and to get the ladies to learn to make the butter and cheese, and to milk the cows (with a working woman to carry the cans and clean up after them, no doubt). The farmer will be required, probably, to take two sets of women, the one who can labour and the one who can do the picturesque and decorative. In that case will the wage be equal, and what the man got? And will the "lady" do the ploughing and manuring? Otherwise, unless she can take the man's work she will not be worth the man's pay to the farmer. I am not pitying or excusing him, but merely putting his point of view.

Nothing more fraught with possibilities or dangers has the war brought on us than this last development. The women are bound to come in at a time like this. The "ladies" will be glad to return to their state of "having no need to work" when the war is over, but a number of women—how large we do not yet know—will come into the Labour market to stay. We can, if we are wise enough, prevent this being a disaster to Labour. The National Workers' War Emergency Committee is to call a conference to deal with the situation. We shall all be well advised to give it our very earnest and careful consideration.

Blackburn Weekly Telegraph April 10th. 1915:

Women and War Service.

BY A CORRESPONDENT.

The appeal of the Government to women to register their names for employment has met with very satisfactory response in the country generally. In some places public meetings have been held, and the recruiting of women volunteers for industrial service has shown that the women are not going to be outdone in patriotic effort by the young men who have left home, work, and friends to join the colours.

The intention of the Government is to mobilise women who are willing to work and to fit them in where their services are most urgently needed. Some are registering for farm work, others for work in armament firms, some for railway work, some express willingness to undertake nursing, while others are anxious to try any work which their previous training fits them for or for which training may be provided.

The appeal is not made merely to women who ordinarily work for their living, but to all women who have no definite calling who are willing to help in this time of national stress. It has already been proved that women can adapt themselves to new kinds of employment with surprising quickness. One of our leading railway companies has now over 400 women and girls employed as booking-clerks, ticket collectors, carriage cleaners, &c., positions all filled by men before the war, and the result is voted an unqualified success. Corporations are employing women in various capacities, i.e., tram conductors, clerks, school attendance officers, &c., and it is difficult to say within what boundaries women's service must be limited. If it should be necessary for the authorities to enlist further batches of men for military and naval service, we have no option but to look to our women to fill up the industrial gaps and keep industry and commerce going here while our brave lads are fighting yonder.

The Government scheme is intended to get ready for that contingency. Already there are numerous vacancies waiting to be filled, and many more are sure to occur soon. We understand that the response to this appeal locally has not been very great, but this is probably due to want of publicity. The Board of Trade has this work in hand, and women who desire to enlist for war service should call at the Labour Exchange, Darwen-street, or send a postcard to the manager, and a form of application will be sent.

It has been suggested that women who have had experience as textile workers, but who do not now follow that employment, should come forward and register for textile work. There must be hundreds of women in Blackburn who could run three or four looms. If so, by coming forward now and showing their willingness to do so, it would be possible for hundreds of men textile workers to join the colours, and let these women take their places for the duration of the war.

In some trades the work may not be exactly suitable for women; in others, long training would be necessary, while in some industries, either the employers or the unions raise various objections. In the textile trade none of these drawbacks exists. Elderly people who in youth were textile workers can do the work again, and there is no danger of the employers paying less wages, for the woman textile worker is the best-paid industrial woman employee in the country. So far as our Lancashire textile centres are concerned, the idea seems practical if only the women who have once been textile workers would take the matter up. Perhaps our local Recruiting Committee will consider this, and appeal first to the women to register, and then to the textile men to enlist. In any case, Blackburn has done her part so well for King and country in this, the biggest crisis we shall ever know, that it is only fair to assume that if further efforts are necessary, they will be made. And this is the opportunity, not only for ex-textile workers, but for all women who are not definitely employed, of whatever class. We have amongst us dozens of young women who through good fortune, accident of birth, or other favourable circumstances, have no need to go out to earn a living. These surely ought to place their services at their country's disposal now. They will honour their brave comrades of the

"explanation" of it from an official, which was given to a selected few of us at our Labour Exchange last night. I am now more in the dark than ever, and am only clear on one point, and that is, that unless those of us who want to prevent a lowering of the standard of living of the working class, and who even want to keep the ground already won by a century of trade union effort, are alive and active as we never were before, we shall find ourselves, at the end of this war, perhaps with a balance of power in favour of the Allies, but no less certainly with a gigantic struggle of another sort in front of us. We do not mind a struggle—it is every-day experience to the advance guard of the Labour army; but we do want it to be for a step forward, and not merely a frantic effort to get back a little of what our fathers gained for us. It therefore behoves us to watch every step of the way we tread in these difficult days.

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Women, your country needs your help. Register now for useful service at home while your sons, brothers, and husbands are making sure of victory in France, Belgium, and on the seas.

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The Queen, April 10th. 1915.

REGISTERING FOR WAR SERVICE.

The Government Calls on Women.

By MRS MARGARET HEITLAND.

Are you able to work and free to work, but not working? You should have your name entered at once on the Special Register of Women for War Service which is being prepared by the Government Labour Exchanges. . . . Any woman who by working helps to release or equip a man for fighting does national War Service. Every woman who can work and is free to work should come forward.

BOARD OF TRADE. MARCH, 1915.

THE GOVERNMENT has called on women—at last. Eight months ago, when the war broke out, women were not called to work—they called themselves. They registered themselves through the women's suffrage and other societies to which they belonged and organised themselves into bands of workers. They organised hospitals in France and Serbia, staffed with women doctors and nurses, they raised very big funds for Red Cross, St. John Ambulance, and other nursing societies, some of them threw up lucrative work and became nurses themselves; they started relief work-rooms and, better still, started new industries and revived stricken trades. Many of those who could not advantageously change their profession have gone on working as before, but have given their earnings to ease some national difficulty. And in addition, practically every woman has made or bought clothing for the troops or has helped to sustain Belgian refugees.

The Government's call, then, has come late. Many thousands of women have not waited for it, but have long ago found the national work which they can do best.

Coming so late, it has also to some extent come unnoticed. Every day of the week during all these anxious months of watching, women have observed in the newspapers that they were asked to render some kind of war service. They have grown accustomed to it. But they have never before been asked by any *Government* to offer their general professional and industrial services. And just for this very reason—that they never have been asked to work for their nation before and therefore never expected to be asked—they have scarcely yet realised that they *are* asked. In London many women realise that this fine, this rousing appeal, has been made. But I gravely doubt whether most of the women in the smaller provincial towns and villages of these islands know that if they have any spare time and strength they ought to apply to the nearest Labour Exchange for a "War Service for Women" form and fill it up at once.

At the Central Labour Exchange, Broadway, Westminster, where up to the 25th of March over 14,000 filled-in registration forms had been received, women come and go all day long. There is a special "War Service for Women" department with its own staff of secretaries.

The volunteer arrives probably with rather a sinking feeling, a sensation of dejection which is intensified as she finds herself one of a large and ever-increasing crowd. She looks about. The secretary is putting a few questions to a lady who is "all fifty" (but, of course, "doesn't look it") whose sight is obviously failing and who may have done charitable work in an unsystematic way. She takes an optimistic view of her powers of patriotic service. She is succeeded by a bright young woman who might be very fairly useful as a hospital probationer. Two or three girls in knitted coats have come together from Hackney or Bermondsey to keep each other in countenance. There are several quite wealthy women in handsome furs; and there are a good many others of all ages and classes. They all want to do "their bit," and their purpose does them credit. They leave it to the Government authorities to decide what their bit shall be, in doing which they shall help and not harm other people. Lady Askwith, I was told, herself registered the other day.

The would-be recruits, while they wait their turn for a talk with the secretary, are busy filling up the registration forms. The questions of status and existence are soon answered. Then comes: "Have you ever done any paid work, and if so, what?" The small space left for the answer suggests only modest expectations in the matter of a professional record. Then come questions about the possibility of doing other work than that to which the volunteer is used; the possibility also of leaving home in order to do paid work, and the willingness to be trained for work. The most specific inquiries in the catechism deal with the various departments of work on land or farm for which the labour of women is now in urgent demand. These departments are milking, dairy work, care of live stock, light farm work, market gardening, poultry farming, and ordinary gardening, by which last, I suppose, the upkeep of private gardens is meant.

The questions are, after all, not difficult to answer. Most of us can do something useful. We have only to look back over our lives to see what we have done best in order to find a suggestion of what we could do now. The work must be of the kind that would come technically under the heading "Labour." I do not suppose that the Board of Trade can place "art." Art is delicate and elusive; it cannot be held in the rough meshes of a national supply and demand net.

Still, I should be loath to say that there was any kind of work, however superfine, that is at this juncture definitely useless. The great point is to ascertain how much labour is available and of what kinds. This is really the task on which the staff at the Central Labour Exchange is engaged. The registered offers are all being rapidly classified and graded, as fast almost as they are received.

The past few weeks have been marked by the rallying of many men to the colours. London shows the effect in the disappearance of commissionaires from shop doors, of men from the counter and the office. Travelling about the country one finds girls for the first time in charge of railway booking-offices, and trained young women are appearing in chemists' shops, and in increased number in provincial post offices. Men still sell sugar and chocolates and serve cups of tea in many places, but it is possible that if the Government insisted on women being employed for these functions while the war lasts and likewise stipulated that the scale of wages must not be lowered, the men could be freed to do work for which their greater muscular strength qualifies them.

The business is to find how many are the women who could work more or more usefully than they now are doing, and what the qualifications and abilities of these women are.

Let us look a little at some of the higher branches of the nation's work. Some of the most competent men in the Government offices have felt they must do more than they are doing to help Great Britain to stand against the enemy. Seventy, I believe, are going from this very office in Broadway alone. Their places must for the time being be taken by women who will determine to give good service. They must prove themselves worthy of a great opportunity. They will be in many cases beginners, and are therefore to start at a weekly wage of 26s., which, if the clerks prove satisfactory after trial, will be raised to 30s. For girls with a first-rate high school or university education there are some opportunities for work in connection with various important statistical returns which are being made. One of the chief qualifications is the knowledge of decimals and of the making out of percentages. Let young women who think of applying for duties of this kind try to get some private instruction or attend evening classes in the subject; that is to say, if they have not already mastered it in the course of their training in arithmetic or economics. There are many good chances now for clear-headed, able girls, with an interest in records, and not too great a determination to bring out human facts to prove some pet theory of their own. In the Censor's department a considerable number of educated women are employed; some of these are receiving from £2 to £3 a week. I mention salaries, not because women when they are offering war service should be eager to make money at all, but because they will be rightly eager not to injure the wage-earning power of other people, and most of all not to injure it in the case of men who will return to the field of ordinary paid labour after their splendid sacrifices.

In the north, in Glasgow and Newcastle, women are in great demand in the armament works. Their duties are chiefly the filling of shells. There is also a large demand for baskets to hold shells, and in this industry women are needed. A slackening of the strain in the army clothing trades is perceptible, but there is still a great call for women who can do leather stitching. A good many women who can drive a car are waiting to see whether Scotland Yard will license them, one of the big motor-cab companies in London having announced its readiness to engage two hundred *chauffeuses* as soon as the hesitation is overcome.

The Board of Trade and the Board of Agriculture are combining to get women trained in general dairy work. They have already received promises from several of the leading agricultural colleges and dairy schools to accept a limited number of women and to give them short courses of practical instruction.

This call from the Government on the women of the country is potentially—as I see it—the biggest event in the history of women's claim to citizenship that any of us has yet known. Potentially, I say, because I cannot tell how far women are going to realise and to seize the great occasion. I should like to see all who are not actually engaged in wage-earning work, or disabled by illness, or quite tied by duties to children or invalids, register themselves and their powers of service. For, be it noted, part time can be offered, and it is not indispensable that every woman should leave her present home. I long to see women's citizenship and powers of service acknowledged in time of war—not only acknowledged, too, but fully utilised.

All over the country are women and girls whose powers and time are not properly employed. They are not altogether idle, but are not really busy either. They are moving about paying visits to each other; or they are staying at home because they have not enough money to move about. They take up work and let it drop; take up other work, let that drop also; and then but for the war, they would go abroad for some months. It is not their fault that they lead this patchy, ineffective existence. A steady, progressive career has so long appeared to be outside the limits of their lives.

Now, things are changing before our eyes. Women may become almost as important as the men who are in the organised trades. Their work is wanted; their country has need of them life is transformed.

Derby Telegraph, April 10th 1915.

WAR SERVICE FOR WOMEN.

(To the Editor of the "Derby Daily Telegraph.")

Sir,—Allow me to thank you for kindly publishing in yesterday's paper my article on war service for women. As a result there has already been an excellent response, many women of the better class having sent in their names signifying their willingness to help to do something to enable us to continue "business as usual." There is therefore every evidence of a patriotic spirit among the women of Derby, but we still want many more names for the war register. I may just add that no one is compelled to accept any post which may be offered: the question of accepting or refusing will be discussed with each lady as vacancies arise. Yours faithfully,

Lily Macrosty

Board of Trade Labour Exchange,
London-road, Derby.
April 10, 1915.

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The Times,
April 10th. 1915.

WOMEN'S PAY FOR WAR SERVICE.

CONFERENCE IN LONDON NEXT WEEK.

The conference called by the Government in response to the appeal of the National Union of Women's Suffrage Societies to discuss how women's cooperation can be made available in connexion with the register for war service, will take place next Tuesday at 5 o'clock at the Board of Trade. Representatives of suffrage societies, the Society for Opposing Women's Suffrage, the National Union of Women Workers, the Women's Cooperative Guild, the Head Mistresses' Association, and other groups have been invited, and Mr. Runciman is expected to take the chair.

The most important question will be that of equal pay for equal work; the second, that of training women who desire war service, but have never worked before; and the third, the question of housing accommodation and general conditions of labour.

A number of the women who have offered their services have volunteered to work for nothing, some suggesting that their pay might be devoted to war charities. Apart from these, the great mass of women whose offers of labour are being rapidly classified will have to be paid, and it is in arranging their rates of pay that the conference is likely to appeal for Government help. It is hoped, in the interests of the men who will return after the war, no less than in that of the women, to secure equal pay for equal work. The labour bureaux are, says an official, in the position of brokers; they cannot fix rates. They only introduce the employer to the employee. Sometimes they can hint to the employee that lower than the usual rate is being offered, but they cannot insist upon the usual rates being paid in any trade.

Guarding against Undercutting.

This fact, combined with the unorganized condition of women's labour, has caused the National Union of Women's Suffrage Societies to ask for the present conference. "We want at the present crisis to guard against women undercutting men, and also against the possibility of any addition being made to the number of the existing sweated trades. These women are coming in temporarily, and the Government should see that it is not permissible to the employer to pay them such a wage that he would be reluctant to replace them with the returning men at the end of the war."

At the offices of the National Union of Women's Suffrage Societies attention was called to the fact that in the higher branches of the Civil Service—the Board of Trade, the Education Department, and the Local Government Board—there are many men who could be released from work by women who were their academic equals. In the majority report of the Royal Commission on the Civil Service some important recommendations were made as to employing women more largely in various branches of the service. In the General Post Office there are 3,000 women clerks employed, and only about 500 in the rest of the service. It is further suggested that there need be no difficulty as to the employment of women postmen.

It is estimated that 80 per cent. of the women of the British Isles are working at the present moment, either on voluntary work or on professional or industrial work.

Manchester Guardian,
April 10th. 1915.

War Service for Women.

The Workers' National War Emergency Committee, which held a representative conference last month on the subject of preventable rises in the price of food and fuel, is organising a women's conference on similar lines for next Friday to discuss war service for women. Delegates from women's trade unionist, labour, Socialist, co-operative, suffragist, and kindred societies are being invited, and the principal set of resolutions will be moved by Miss Mary MacArthur. These call for adequate safeguards against a depression of the standard of living or of working conditions, emphasise the principle of equal pay for equal work, and urge that every woman who registers for war service should join the trade union in the trade for which she is volunteering service. Another resolution demands a representation of organised women workers on the advisory committee of workers appointed by the Government, and suggests that not only should this committee advise the Board of Trade as to detailed conditions and terms upon which arrangements can be made for the transference of women from one trade to another, but that before giving such advice the committee itself shall consult organised representatives of the trades concerned. Dr. Marion Phillips is to bring forward a proposal asking the Government to take the logical step, after acknowledging the essential importance of women's co-operation, of giving a definite assurance that at the earliest possible moment "the long overdue reform of universal suffrage" will be dealt with.

The Morning Post, April 12th. 1915

WAR SERVICE FOR WOMEN.

NEW MACHINERY FOR TURNING OUT SHELLS.

Mr. Runciman, the President of the Board of Trade, will receive a deputation from women's societies to-morrow afternoon in connection with the war service for women scheme. Wages and conditions generally will be discussed at this conference. Up to the beginning of the month over 33,000 women had registered for war service, and demands for large numbers of women to take the places of men in certain trades are now being received at the Central Office of the Labour Exchanges, Queen Anne's Chambers, Westminster. Several railway companies are interesting themselves in the question of female labour during the war. Women are not only employed as carriage cleaners, but a start has been made to employ them as porters. The Great Central Railway Company is making the experiment. It is yet too early to say whether it is successful. This company is also employing women on the clerical staff. Many women are finding employment as clerks, thus relieving men who are anxious to join the Army. A large number of men employed as clerks by the Board of Trade have been released for military service, and women and girls are being appointed to the temporary vacancies.

FARMERS AND THE SHORTAGE OF LABOUR.

Large grocery companies have also approached the Board of Trade with a view to employing women in their establishments. Some have agreed to take eligible women without any training. Farmers are feeling the shortage of labour very keenly, and are making known their wants to the Labour Exchanges. Already women are being employed on farms where there is a shortage of labour or where the agricultural labourers desire to be released so that they can serve their country. In London women are employed as ward-cleaners in a military hospital, thus replacing R.A.M.C. orderlies. They are also taking the places of men in making telephone instruments, and are doing men's work in mustard and starch works.

In time the number of women employed on ammunition work will be largely increased. The Central Office of the Labour Exchanges has received intimation from large firms now turning out shells that the supply of female labour may be drawn upon to a great extent in May and June. These firms are laying down special machinery, notably light lathes, which will be ready for use in a few weeks. Hitherto women have been employed in certain processes of shell-making, and the object in laying down the new machinery is that they shall make the shells themselves, from the first process to the last. More women are being employed in ammunition factories every day.

AN ULSTER MOVEMENT.

The Ulster Women's War Service League has been formed by the Belfast branches of the Ulster Women's Unionist Council. Members will be asked to volunteer for certain work now being performed by men, who will thus be released for military service, and members will be pledged to retire when called upon to leave vacancies for men returning from the war. Care will be taken not to accept an offer of work without adequate remuneration, so as not to disturb the labour market.

Western Mercury, April 12th. 1915.

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WORK FOR WOMEN

WHILE MEN ARE SERVING KING AND COUNTRY.

INSTRUCTION CENTRES FOR CORNWALL.

A meeting was held at Truro on Saturday to consider the question of war service for women. The chair was occupied by Lady Valletort, and those present included Lady Falmouth, Lady Molesworth St. Aubyn, Lady St. Levan, the Hon. Miss St. Aubyn, Mrs. Hext, Mrs. Tremayne, Mrs. Percy Williams, Miss Hanna, and Miss Nicholas.

Lady Valletort said the war service scheme had been started by the Board of Trade, and it was felt they ought to make some effort in Cornwall to support it. That was only intended to be a preliminary meeting, and it might be considered advisable to hold meetings in various parts of the county to make the scheme generally known. There must be many women and girls who would be willing to help at the present time, and it might be possible to train women for the work required. There were many women, she was sure, anxious to demonstrate their patriotism. There was nothing degrading in women working for their country. If at the end of the war—one of the most terrible the world had known—the women in that county could say they had done something to help, they would not think their time had been wasted or any humiliation had been suffered in doing the work of men who were going through the severest hardships upon the battle fields of Flanders.

THE SCHEME EXPLAINED.

Miss Dean, who attended on behalf of the Government department, explained that though the appeal was issued by the Board of Trade it had nothing to do with the Labour Exchange in the ordinary way. It was a special appeal for service during the period of the war. It was really a call to women to let it be known what number would be available in all parts of the country, or would be willing, if called upon, to take work and help to make certain work go on during the absence of the men at the front. It was purely a war service appeal, and they wanted it definitely understood that the people who registered would not be called upon at once probably to do work, but might be called upon in time to do the work they thought they could do. The time might come when they might want a very large number of women, and many would be required for establishments at which ammunition would be manufactured. In doing this work the women would be only following in the footsteps of the women of France, who were doing a large amount of work in their country. They wanted women as tram-car drivers, motor drivers, occupying positions in factories and workshops and all kinds of shops, agricultural work, etc. This appeal for war service was for all classes of women. It was not at all meant that it should be confined to working women, but to all who could take their part and do their little bit if called upon in time of an emergency until the war ended.

THOUSANDS AND THOUSANDS REGISTERING

The response to the appeal to register in Cornwall had produced thirty-one names. In the south-western counties over a thousand women had registered in the last fortnight, and thousands and thousands had registered up and down the try. In Cornwall the registrations included a tailoress, two for dairy work, four for garden work, one for any agricultural work, three for domestic service, three for professional work, eleven for clerical and commercial work, one as a shop assistant, and one prepared to do anything. Everything would be done to prevent any underselling of labour, and so make it difficult for men to return to their work after the war. It was not intended that those who registered for war service should permanently occupy the places of men, but to keep the job going while the men were at the war. They would be most careful to safeguard the conditions under which the work was undertaken. The immediate need was generally felt to be an agricultural one, for a shortage of agricultural labour was already being experienced, and it was felt that much of the work might be done by women.

PREJUDICE IN DEVON AND CORNWALL.

Very great prejudice was met with in Devon and Cornwall against employing women. It was nothing like so great in Somerset and Gloucestershire. It was felt that a shortage of men would eventually be found in the far west counties, and that they must get women ready during the next few months to do farm work. In many places women had come forward gloriously, and in Gloucestershire best of all. Students were being sent to be trained at agricultural colleges, and some were going to be taken at the Seale-Hayne College, the Government contributing a grant. They wanted to bring the need to the attention of people in the country districts, and then she was sure the women would respond to the appeal. She was afraid Cornish people generally did not think enough about the war, and did not credit that it was going to be a long and serious business. There was scope for women in gardening and poultry-keeping, and in all classes of employment, while many would be required in the new factories which were to be established for the manufacture of ammunition. In the divisional office with which she was connected twelve more men were joining the colours, and their places were to be temporarily filled by women.

THE POSITION AFTER THE WAR.

The point was raised by Lady Mary Trefusis whether, if women were introduced on farms to replace male labour, they could be certain that the farmers would be prepared to discharge these women at the end of the war and reinstate the men. The feeling was expressed that men returning would be reinstated, though in some cases the women labour might also be retained.

WHAT HAS ALREADY BEEN DONE.

The Hon. John Boscawen remarked on the agricultural instruction that had been given in Cornwall for several years. Three hundred girls passed through the dairy school every year, so that something ought to be known by the women folk of Cornwall about dairying. Then over sixty girls were passed through a course of instruction in milking, so it could not be said that the county was doing nothing regarding educating women as to work on farms. Then they had run a cheese school, and six students were taken in for a month, they being also instructed in calf-rearing, the management and feeding of cows, etc. All were now perfectly capable of taking an instructor's place anywhere. If the men went to the war, their wives were left in their cottages on the farms, and it was most necessary that some instruction should be given to these women, so that they should be able to help the farmer, especially where they were occupying a cottage which might be offered to a man who was left behind and could do farm work. Peripatetic teaching was the proper way to carry on this work in the county.

It was thought that if a grant could be obtained from the Board of Agriculture, useful work in the giving of instruction to women might be carried on in the county.

A suggestion was made that perhaps a farmer would take one or two women on his farm and give them practical instruction in farm work. Mrs. Tremayne, however, said farmers generally had wives and daughters. And what was the use of bringing in somebody else when they were there? She should imagine that a farmer's wife or daughter would be ashamed to see some other woman come on the farm to do the milking and dairying.

NINE CENTRES.

The Hon. John Boscawen said that it would be possible to run nine centres of instruction in the county, and they could give instruction to a large number of women in a very short time.

It was eventually decided that a letter should be addressed to the Board of Agriculture asking for a grant towards supporting nine centres for agricultural instruction in the county.

The ladies attending the meeting were asked to endeavour, in their various districts, to spread information that would induce women to offer their services in connection with this scheme, especially to farmers who might be in want of labour.

Mrs. Tremayne inquired if anyone personally knew of anyone requiring labour on the farms.

Lady Margaret Boscawen: We are very short of labour, and had we no women milkers our dairy customers would come very badly off.

Mrs. Tremayne said she did not notice that anyone of the actual farming class seemed to want workers.

Mr. Lanyon (chairman of the Farmers' Union): If an advertisement were put in the papers for a girl ready to go on the farm and do ordinary work you would have 300 or 400 applications.

Those present were constituted a committee to be called together if occasion necessitated.

Manchester Evg. Mail,
April 12th 1915.

WOMEN IN WAR WORK.

NEW MACHINERY FOR TURNING OUT SHELLS.

Mr. Runciman, the President of the Board of Trade, will receive a deputation from women's societies to-morrow afternoon in connection with the war service for women scheme. Wages and conditions generally will be discussed at this conference.

Up to the beginning of the month over 33,000 women had registered for war service, and demands for large numbers of women to take the places of men in certain trades are now being received at the Central Office of the Labour Exchanges, Queen Anne's Chambers, Westminster. Several railway companies are interesting themselves in the question of female labour during the war.

Large grocery companies have also approached the Board of Trade with a view to employing women in their establishments. Some have agreed to take eligible women without any training. Farmers are feeling the shortage of labour very keenly, and are making known their wants to the Labour Exchanges. Already women are being employed on farms where there is a shortage of labour or where the agricultural labourers desire to be released so that they can serve their country. In London women are employed as ward-cleaners in a military hospital, thus replacing R.A.M.C. orderlies. They are also taking the places of men in making telephone instruments, and are doing men's work in mustard and starch works.

In time the number of women employed on ammunition work will be largely increased. The Central Office of the Labour Exchanges has received intimation from large firms now turning out shells that the supply of female labour may be drawn upon to a great extent in May and June. These firms are laying down special machinery, notably light lathes, which will be ready for use in a few weeks. Hitherto women have been employed in certain processes of shell-making, and the object in laying down the new machinery is that they shall make the shells themselves, from the first process to the last. More women are being employed in ammunition factories every day.

Sheffield Telegraph,
April 13th. 1915.

FEMALE LABOUR.

DEMAND AND SUPPLY IN SHEFFIELD.

The Sheffield register of women who are prepared to replace in suitable occupations men who are serving their country in the army and navy now contains over 1,000 names. Many women and girls have already been placed in situations. A considerable number of the younger ones are tending light machinery in shops where small tools and metal parts are produced. Owing to these machines being largely automatic, and their output mostly repetitive, this work is easily learned by fairly intelligent girls, and the experiment is proving successful.

The number of girl mechanics is therefore likely to increase. Several local firms have under consideration plans for utilising the services of women during the war in the place of men in various other directions, and some interesting developments may result therefrom.

There is likely to be an unprecedented demand for women typists and clerks, as several of the armament firms and a number of ordinary steel-works who have hitherto refused to employ females in their offices are being compelled by circumstances to put aside any prejudices they may have held on the subject. Some have already installed staffs of female clerks, and others are making arrangements to do so at an early date.

The Liverpool Courier,
April 13th. 1915.

WAR SERVICE FOR WOMEN.

POOR RESPONSE FROM LIVERPOOL.

HOW RECRUITING MAY BE STIMULATED.

The Board of Trade circular with regard to war service for women was considered yesterday at a well attended meeting of the Liverpool and Birkenhead branch of the National Union of Women Workers, held at 27, Leece-street. Mrs. A. A. Booth presided. It was pointed out that there were many openings for women workers, but the response to the appeal was disappointing.

Miss Knowles, organising officer, Women's Department, Labour Exchanges, spoke of the opportunities which were open to women workers to assist the country at the present time. In connection with armament work, there was great difficulty in getting out a sufficient supply of ammunition to meet the needs of the forces in the field, and to provide for the training of the men preparing for service. At present one firm alone required 1,000 women for armament work, in a month's time another 1,000 would be required, and in August a further 2,000 for this particular firm. That showed the demand there was for women who were employed in filling shells, testing fuses, and in automatic engineering work. Then a large number were required to assist army clothing contractors, who were badly handicapped for want of machinists. Many were needed for farm work, and the shortage of labour in this industry was particularly acute in the South of England and in Scotland. In Lancashire and Cheshire, if Irish labour was forthcoming in the summer, the problem would not be so difficult.

Dairy Workers Wanted.

There were many openings for dairy workers. In Cheshire farmers were selling their cows on account of lack of workers, and in consequence the supply of milk for the Liverpool district might be jeopardised. For this work the Board of Trade was providing training centres for women. In clerical work and in shops men might, for the war, to a large extent be replaced by women.

With regard to the response to the appeal of the President of the Board of Trade, Miss Knowles said she did not think they were getting the support from the women of the country they ought to if it was realised this question was one of vital importance. The response from Lancashire and Cheshire was comparatively small, there being only about 2,000 applicants up to the present time. In Liverpool there were only about 300 applicants. The types of workers were very miscellaneous and mixed, and in Liverpool there was a large number who would be willing to take up clerical work, but who were wholly inexperienced. They would like to get more applicants for farm work, but a good deal of this would have to be taken up away from people's homes, so that those who registered must make it clear whether they were prepared to leave home for the time of the war. A difficulty was bound to arise at the end of the war, when women would have to retire from the labour market and make way for the men when they returned. In this connection the Board of Trade was trying to impress upon people that the work was only temporary and of an emergency character, and that women were only being placed as substitutes for men for the time being.

Women Comrades Brigade.

Miss Eleanor Rathbone pointed out that this was the first time the Government had made an appeal to women to help in war, and she hoped there would be an adequate response. (Hear, hear.) She felt disgusted that the response from Lancashire had been so poor, and had been thinking how to remove such a discreditable state of things. She believed it did not arise from any intentional slackness on the part of women, but rather owing to the fact that the appeal had not yet reached those for whom it was intended. She thought women's societies could help by calling attention to the appeal, and they might issue a census paper to find out how many people were registering and who not registering, why not, and what other form of war work they were doing. They might organise women into bands—something in the nature of the comrades' brigade or the dockers' regiment. Then she considered there ought to be a uniform for the women, and for fear of enthusiasm slacking, it would be well if the women, when registered, underwent some sort of drill or exercise, so that they could get accustomed to mass together and to discipline. Then they might have a half-time arrangement for married women to carry on certain kinds of work in which they had been engaged before marriage. The voluntary societies might also guide wage conditions, and prevent unscrupulous employers offering women sweated wages. What they wanted was equal wages for an equal value of work. She believed if women took up work in the way suggested it would have a very stimulating effect on recruiting all over the country.

Replying to a question, Miss Knowles said there were plenty of openings now which they could fill up with women without interfering in any way with trade unions.

The Times,
April 13th. 1915.

WAR WORK FOR WOMEN.

DEPUTATION TO MR. RUNCIMAN TO-DAY.

The President of the Board of Trade will receive this afternoon the deputation of representatives of the National Union of Women's Suffrage Societies, the National League for Opposing Women's Suffrage, the Women's Emergency Corps, the East London Federation of Suffragettes, and the United Suffragists who desire to submit a list of occupations in which women's labour might be more extensively utilized than at present and thereby release men for military service. Mrs. Fawcett will probably head the deputation, who will ask for the establishment of a minimum wage for unskilled labour, for equal standard rates of pay with men for women, and the repeal of every regulation or enactment penalizing matrimony among Government employees.

Applications by women for war work continue to be received by the Central Labour Exchange and by provincial branches. The most recent returns show that up to April 1 33,000 women had volunteered for various forms of service. Since that date the numbers have been well up to the average. Fresh returns will be issued, together with a *résumé* of the work accomplished, in the course of a day or two.

Of the 33,000 applications, London was responsibly for 13,000 and the south-eastern district 2,028. Yorkshire yielded 2,900, Scotland 4,253, Ireland 590e Wales 670, the north-western district 2,263, the North of England (Northumberland, Westmorlands and Cumberland) 3,742, the south-western counties 704, and the West and East Midlands 1,946. The classification returns have not yet been completed, but when they are issued they will show some novel forms of war work for which women have not onl volunteered, but have been accepted. The response from various parts of the United Kingdom have us to the present been uneven. London, as the figure, available show, has done well. Ireland and Wales have done very poorly, as have the south-eastern counties of England.

Manchester Guardian,
April 13th. 1915.

A Women's Deputation.

No one who has come into personal touch with the work of the women's societies can fail to be struck by the vigour and determination with which they are carrying on their work. I mentioned a day or two ago a conference of women's societies which is to take place shortly to consider conditions of women's war service. To-morrow Mr. Runciman is receiving at the Board of Trade a deputation from several societies on the same subject, and many of the points to be considered by the conference will be raised at the Board of Trade, so that there should be some definite idea of Government intentions to be laid before the conference when it meets. I believe that it was at the suggestion of the Women's Freedom League that Mr. Runciman sent out invitations for the deputation, but he has omitted the Women's Industrial Council and the National Federation of Women Workers—an unfortunate oversight. However, the women are approaching the matter in no spirit of antagonism. As one of the Women's Freedom League delegates says: "You can't stop women helping, and we are only trying to get things put on an equable basis. There is never any lack of patriotism among women, and we should not dream of trying to hold them back even if we could." The Government, she adds, have a great chance of utilising all the elements that exist of a valuable "women's parliament" to help them in what is undoubtedly a rather difficult problem. To secure the organised co-operation of women would be a great and lasting gain.

The Times, April 14th. 1915.

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THE NATION'S CALL TO WOMEN.

EXAMPLE OF THE WAR OFFICE.

GROWING TRADE DEMANDS.

In correspondence which has recently been published in *The Times*, complaint has been made that in the interests of economy, sufficient use has not been made of women labour, and that men of sound health and of recruitable age have been employed by the Government Departments in clerical work while the country was engaged in a life and death struggle. Inquiry tends to show that while there is some foundation for both contentions, the authorities are doing their utmost to remove all cause of complaint.

Since the opening of hostilities the War Office has been steadily building up a staff of female clerks and typists. Before the outbreak of war, women were employed only as typists; since that time many women clerks have been engaged, and they are doing their work very satisfactorily. Their services were obtained through the Civil Service Commission and the Labour Exchanges. At the present time about 300 women are employed by the Military Department, and more are about to be added.

Owing to the ever-increasing congestion at Whitehall, it has become necessary to house the Contracts Department in a special building at Westminster. There the experiment of employing women and girls as messengers will be made. It must be regarded as an experiment solely, but every precaution has been taken to ensure its success. The messengers will be controlled by a lady superintendent, and as the work grows at the War Office, room is likely to be found for the employment of at least another 150 women as clerks, typists, and messengers.

SERVICE IN THE TRADES.

THE NEED FOR MORE WOMEN.

The importance which is attached to the substitution of women for men in certain trades was emphasized yesterday when a conference took place at the Board of Trade between the President of the Board of Trade and representatives of a number of women's organizations. We have received the following official account of the conference :—

MR. RUNCIMAN ON THE POSITION.

Mr. RUNCIMAN, in opening the proceedings, said that up to the beginning of April over 33,000 women had registered themselves on the Special Register of Women for War Service. Among the applications for service for which the women have registered themselves he noted specially the following :—

Armament workers	6,000
Clothing Trades	4,000
Milkmaids and Dairy workers ..	1,700
Gardeners	500
Other Agricultural workers	2,000
Shop Assistants	1,100
Leather workers	500
Commercial and Clerical	5,000

Most of those registered are working women of previous experience, though not necessarily in the occupation for which they express a preference. There are some experienced women available for nearly all classes of occupations. Thus, 1,500 of the applicants state that they have had previous experience in agriculture. Nearly 4,000 applicants have been previously employed as clerks, and over 1,000 in shops. These applications have all been sifted and applications for women should be made to the ocal Labour Exchanges.

Mr. Runciman then explained that a Special Register of women was necessary because, although there were considerable numbers of women on the ordinary Labour Exchange Register, taking the country as a whole, it did not follow that in any particular district sufficient women were available for the present demand, and the supply would certainly be insufficient for the prospective demand, which he hoped would be created by increased recruiting. Steps were being taken in consultation with the Home Office to increase recruiting and the temporary substitution of women for the men leaving in a number of trades. The actual work to which many of the women would be called would, of course, depend upon the success of these efforts in particular trades. In any case, it was not intended that the women on the Special Register should be placed in employment at the expense of the women registered at the Exchanges in the ordinary way. The women on the Special Register would be called on only if there were not sufficient women available on the ordinary Labour Exchange register of the locality.

WAGES AND CONDITIONS.

As regards the wages and conditions on which women should be employed, he pointed out that, as a general principle, the Exchanges did not, and could not, take direct responsibility as to the wages and conditions, beyond giving in each case such information as was in their possession. In regard, however, to Government contractors, it had been laid down that the piece rates for women should be the same as for men, and further special instructions had been given to the Exchanges to inform inexperienced applicants of the current wages in each case, so that they should be fully apprised as to the wage which it was reasonable for them to ask. A general safeguard against permanent lowering of wages by the admission of women to take the place of men on service would be made by asking employers, so far as possible, to keep the men's places open for them on their return.

As regards the housing of women moved into a district for work, Mr. Runciman stated that in certain districts special steps had already been taken by the Exchanges by means of local housing committees to find and inspect suitable lodgings for women. The necessity for this would probably develop, and in this the help of the women's organizations might be most valuable.

By arrangement with the Board of Agriculture a certain number of women had already received, and others were now receiving, short training in some of the agricultural colleges. Some of those having completed their training had at once been put in employment. Arrangements for training in other occupations would, he hoped, be made as and when definite need arose.

A long discussion followed, and a large number of questions were asked and suggestions put forward. Mr. Runciman dealt with a number of these and promised to communicate with the societies further with regard to others, with a view in particular of availing himself of the offers of help made.

The following were the organizations represented and the names of the representatives at the conference :—

Catholic Women Suffrage Society.—Miss O'Sullivan.
Conservative and Unionist Women's Franchise Association.—Mrs. Ridley Smith.
East London Federation of the Suffragettes.—Miss E. Sylvia Pankhurst.
Girls' Friendly Society.—Miss Lettice Digby.
Head Mistresses' Association.—Miss Reta Oldham.
Liverpool Society.—Miss Eleanor F. Rathbone.
Local Government Advancement Committee.—Mrs. Humphry Ward.
National League for Opposing Women's Suffrage.—Mrs. Archibald Colquhoun.
National Union of Women's Suffrage Societies.—Mrs. Rackham. Mrs. Deane Streatfeild.
Union of Jewish Women.—Mrs. Nathaniel L. Cohen.
United Suffragists.—Miss Barbara Ayrton Gould.
"Woman's Dreadnought."—Miss Norah L. Smyth
Women's Cooperative Guild.—Miss Margaret Llewellyn Davies.
Women's Freedom League.—Miss C. Nina Boyle. Mrs. K. S. Tanner.
Women's Unionist and Tariff Reform Association.—Miss E. Goring-Thomas.
Women Writers' Suffrage League.—Mrs. Sarah A. Tooley.
Woolwich Branch Women's Cooperative Guild.—Mrs. Anna Ross.
Y.W.C.A.—Miss A. A. Horne. Miss Grace Bristow; Mrs. Ross Cooper.

CAR CONDUCTORS IN GLASGOW.

During the past fortnight two women have been employed experimentally by the Glasgow Corporation as tramway conductors, and there seems a probability of female labour being largely used in this work in the city. Last week the women worked on a typically busy route of the city's tramway service, and they proved themselves capable of dealing with the traffic. The Tramways Committee, who appear to be in favour of the continuance of the experiment, have instructed the manager to submit a report dealing with the extent to which female labour may be utilized, and the question of pay. The tramways manager will engage a dozen women with no previous experience of tramway matters for the work. Applications from women for employment on the cars are pouring in daily.

Echo & Evg. Chronicle, April 14th. 1915.

Women and War Service.

Mr. Runciman's interview last night with a trade union deputation on the subject of women's work in war time brought out some interesting facts, and should be helpful both to applicants for work and to the directing officials. While a great deal of service to the nation can be done at present by women in place of men, and should be welcomed, a hasty rush is to be deprecated. In many trades there has been a natural jealousy on the part of men workers lest women, by coming in at lower wage rates, should produce a deteriorating effect upon the position of men, who must normally be regarded as the principal bread-earners. Women having shown themselves in some occupations difficult to organise and weak in resisting power, men have feared that their appearance in increased numbers would spell a general lowering of the status of labour.

Reason still exists for care in regard to the emergency employment of women as substitutes for men. At the interview with Mr. Runciman, Miss Mary Macarthur stated that there were cases of women working 94 hours a week, and others outside the factory gates who could not get a job. That is bad organisation, and a bad precedent when we return to peace conditions. As regards lowered wages, probably there is less to fear. Mr. Runciman stated that in Government contract work it had been laid down that the piece rates for women should be the same as for men. But, of course, the entry of women into trades in place of men affects a much wider area than Government contracts, and care must be taken that the influx of new and inexperienced workers is not exploited for the benefit of the greedier class of employer.

Then we have the question how far it is possible to rely on promises that men's places will be restored to them after the war. The great bulk of employers will doubtless act honourably in this matter, but a minority might not, and the only way to keep that minority from permanently substituting women for men workers, at lower rates, is to secure at the outset that women's labour is not given too cheaply.

There is a broader social view which requires also to be kept in mind, and that is that the home should not be sacrificed to the factory. The war may or may not be followed by a general lowering of the standards of life, through dull trade and want, but it is clear that many young families are being bereaved of their natural protectors, and the mother's care is all the more essential. It is a very great and complex problem altogether, but there is good ground for hope in the way that women of all classes are combining to meet it, and in the readiness of Government to help wherever help is needed.

663. North Mail. 14. 4. 15.

TO RELEASE MEN.

Mrs Runciman's Call to Women of North.

TOWN HALL MEETING.

"I think it must be that the ladies of Newcastle have not yet realised the gravity of the situation in which this country is placed," said the Lord Mayor of Newcastle (Ald. J. Fitzgerald), referring to the small number of women present at the meeting held in Newcastle Town Hall last night in the interests of the "War Register of Women."

His lordship presided, and had the support of the Mayor of Gateshead (Ald. Wardill), and the speakers were Mrs Walter Runciman, Dr Ethel Williams, and Mr Edward Shortt, K.C., M.P., who appealed to women of all classes to register for war service to relieve men who may shoulder a rifle or man a gun with his Majesty's forces.

Following his opening reference to the attendance, the Lord Mayor said that our brave soldiers at the front were upholding the most glorious traditions of the British Army, but they wanted assistance, and assistance must be forthcoming if this war was to be brought to a successful termination.

More men, more guns, more shells, and still more munitions of war were required, and unless they were to hand, the task in which our brave men were engaged would be prolonged far beyond anticipations and lives would be needlessly sacrificed.

His lordship felt confident that the women of Newcastle were prepared to do everything in their power to assist the Army and Navy to bring this terrible conflict to a speedy and successful termination.

Mrs Walter Runciman did not doubt the readiness of the women to lend their aid at this time of crisis. They only had to realise how serious was the situation.

"I believe the women are just as ready to do their bit as the men," asserted the wife of the President of the Board of Trade, amid applause, and she proceeded to point out that large numbers of women would be absorbed in the extensions to armament factories.

New Class of Workers.

"Under this war service scheme we want to rope in women who have never before registered in a Labour Exchange," proceeded Mrs Runciman. "We want to rope in women who have never before worked for their living, but are capable and willing to work now in the national interests."

Only the other day employment had been found for the women who had registered at Newcastle Labour Exchange for war service in finding lodgings for the additional armament workers who have been drafted into the city. That was a useful piece of work, but only an example, and Mrs Runciman could not see why, when sufficient women offered themselves for the purpose, the city tramcars should not be driven and conducted by women, and thus relieve the men physically fit for service with the colours.

Why, the speaker inquired, should not women measure gas and electric light metres, and perform similar functions now performed by men? They wanted women to register for any kind of work, but it must be understood that there was to be no permanent supplanting of men's labour. The women, under the plea of national necessity, had no intention of ousting the men or of depriving them of the privileges won for them by their trade unions, and the women must be relied upon to get a fair remuneration for the work they did.

Up to April 1 33,000 women had registered themselves for war service, and of that total 5,000 had never worked before. Large numbers had volunteered for armament work which was often disagreeable, and that showed the true fighting spirit.

On the subject of disagreeable tasks, Mrs Runciman pointed out that the women who volunteered must be prepared to stick to the work whatever happened. We could not afford to have "slacking off." Women must make up their minds that they were going to work and stick to it, but they must not be disappointed if they were not called upon immediately they registered.

North's Brave Women.

"So long as one man is wanted in the trenches or in the engineering shops and shipbuilding yards, it is a waste of national strength to employ a man upon work a woman could do," declared the senior member for Newcastle in the course of an eloquent address, which he prefaced with a review of the heroic women who figure in the early centuries of our national history.

To-day the women of the country were doing their share. "We know there are many women—aye, and men—who in the still night watches sob their souls out for those they have lost, but when the full light of day comes the women are as stiff-lipped, bright-eyed, and show as brave a front as any man. They are taking their part, and all they want is the opportunity to do the best they can for the Empire," asserted Mr Shortt, amid loud applause.

No part of the Empire was prouder of its men than the counties of Northumberland and Durham, not only in regard to recruiting, said Mr Shortt. It was the men of those counties who had taken the lead amongst the trade unionists and had said: "We are going to set everything on one side and do our work. Who was it that had sent that splendid message on Sunday to the Prime Minister? The men of Tyneside, who were ready to 'deliver the goods.'"

Mr Shortt was convinced that the women of Tyneside would help them to deliver the goods, and we would be as proud of them as we were of the men.

Dr Ethel Williams, in the course of a brief speech, emphasised the necessity for women insisting on men's pay for men's work.

Several questions were asked, including an inquiry as to whether war service registration was not a form of compelling men to enlist.

Mr Patterson, divisional superintendent of Labour Exchanges, thought not. Quite the contrary, in fact.

Mr Angus Watson, Miss Younger, the Sheriff (Dr Dawson), and Sir Walter Plummer were associated in votes of thanks to the speakers and the chairman.

663. Leicester Post. 14. 4. 15.

SUFFRAGETTE "BARGAINING."

There was something like a raid of women on the Board of Trade this afternoon. They commenced to arrive a little before five o'clock by taxi, by 'bus, and on foot, and there was an interested little group of the general public to watch the arrivals who included such well-known Suffragists as Miss MacArthur, Miss Bardfield, Miss Boyle, and Miss Pankhurst, and ladies with decidedly other views, including Mrs. Humphrey Ward. Mrs. Fawcett, who was expected to introduce the deputation, was not present, nor was Mrs. Despard. For nearly two hours Mr. Runciman heard the views of his visitors, and I gather that they covered a pretty wide area. "Equal pay for equal work," was, of course, the feature of most of the requests. Miss Sylvia Pankhurst, for the East End Suffragettes, put this and other safeguards as a sine qua non of women's co-operation in the Government scheme for mobilising labour, but the representative of the Society for Opposing Women Suffrage strongly opposed this attitude, she made it clear. She tells me that in the view of her society women will rally to the help of the State in the present emergency, without attempting to impose conditions. It is unnecessary to add that she joined issue with Miss Pankhurst's plea that women should have vote in return for their services. The Women's Freedom League wanted all barriers to matrimony removed in the case of women workers and the representatives of the National Union of Women Suffrage Societies, the largest body represented, offered some interesting suggestions on the housing question. Mr. Runciman testified to the valuable character of some suggestions offered, but was unable, of course, to promise anything beyond careful consideration. He suggested, I believe, the possibility of a further conference.

663. Daily Mail 14. 4. 15.

33,000 WOMEN RECRUITS.

THE VOLUNTEERS FOR SPECIAL WAR SERVICE.

Up to the end of March 33,000 women had registered themselves for special war service, said Mr. Walter Runciman, President of the Board of Trade, to a deputation of women representing 18 women's societies at the Board of Trade last night.

The following figures were given by Mr. Runciman showing how many women had declared themselves willing to work in the respective branches of industry:—

Armament works	6,000	Agricultural work	2,000
Clothing factories	4,000	Shop assistants	1,100
Dairy work ...	1,700	Leather work..	500
Gardeners ...	500	Clerical or Commercial	5,000

It had been agreed, said Mr. Runciman, that in Government contracts the same piece rates should be paid to women as to men, but no rule was laid down as to time rates. He mentioned that in his own department 600 women were now employed.

Since the Controller of the London telephone service announced four days ago that women were wanted for night telephone duty nearly 2,000 letters a day from applicants have swamped the normal post at the Controller's office in Queen Victoria-street.

WOMEN ARMY CLERKS.

LORD R. CECIL AND SUBSTITUTES FOR SOLDIERS.

Lord Robert Cecil, speaking yesterday at a meeting of the New Constitutional Society for Women's Suffrage at the Knightsbridge Hotel, said he knew from personal experience that there were a large number of women who were only too anxious to find some outlet for their energies at the present moment.

What was wanted was that, as far as possible, women should take the places of men who were willing to fight. There was the great question of agricultural labour in which women could be of valuable assistance. He was not sure that the Government had done everything they might do. He was told the other day—it might be inaccurate; he hoped it was—that there were a thousand soldiers now engaged in Army post-office duties. He could not imagine that women should not do that work or a great part of it.

He had seen soldiers acting as clerks in a number of hospitals. It seemed incredible that these men should be employed in making out hospital lists when that work could be done just as well by women. With tact and good will on both sides, a large number of things being done by men might be done by women. When the time came he believed women would be heard as much as men in the discussion of the terms of peace that ought to be put forward.

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Daily Graphic. 14. 4. 15.

WOMEN'S WORK AND WOMEN'S WAGE.

The deputation of women's societies that waited upon Mr. Walter Runciman yesterday was engaged in attempting—like many other reformers—to utilise the pressure of the war as a leverage for solving some of the most difficult problems of peace. The main grievance of Mrs. Fawcett and her fellow-Suffragists is that women are paid at lower rates than men, and the demand was put forward for an equalisation of the rates of pay. It is an old demand, but whatever the Government may be tempted to do in time of war, when peace returns the inequality of pay will return with it. These sex enthusiasts persist in ignoring the hard fact that in most industrial occupations the average woman is a less efficient wealth-producer than the average man. That is the ultimate reason why women are paid a lower wage than men, and no protests can get rid of the fact. Doubtless custom also has some slight—though diminishing—influence in determining women's wages. Possibly, too, women are economically injured by such regulations as those which prevent them from retaining their employment under certain public bodies if they marry. But these are matters which have only the remotest connection with the needs of the war. At the present moment the important matter is to enlist as many women as possible for industrial work, in order that as many men as possible may be enlisted for the firing line. The difficulty in the way is not one of wages, but one of willingness. If the women are willing to come forward means will quickly be found to give them the necessary training, and their wages will then be determined by their efficiency and the general demand for labour.

663. Eastern Daily Press. 14.4.15.

There was something like a raid of women on the Board of Trade this afternoon. They commenced to arrive a little before five by taxi, by bus, and on foot, and there was an interested little group of the general public to watch the arrivals, who included such well-known suffragists as Miss MacArthur, Miss Bondfield, Miss Boyle, and Miss Pankhurst, and ladies with decidedly other views, including Mrs. Humphrey Ward. Mrs. Fawcett, who was expected to introduce the deputation, was not present, nor was Mrs. Despard. For nearly two hours Mr. Runciman heard the views of his visitors, and I gather that they covered a pretty wide area. Equal pay for equal work was, of course, the feature of most of the requests. Miss Sylvia Pankhurst, for East End suffragettes, put this and other safeguards as a sine qua non of women's co-operation in the Government scheme for mobilising labour, but the representative of the Society for Opposing Woman Suffrage strongly opposed this attitude. She made it clear, she tells me, that in the view of her society women will rally to the help of the State in the present emergency without attempting to impose conditions. It is unnecessary to add that she joined issue with Miss Pankhurst's plea that women should have votes in return for services. The Women's Freedom League wanted all barriers to matrimony removed in the case of women workers, and the representatives of the National Union of Woman Suffrage Societies, the largest body represented, offered some interesting suggestions on the housing question. Mr. Runciman testified to the valuable character of some of the suggestions offered, but was unable, of course, to promise anything beyond careful consideration. He suggested, I believe, the possibility of a further conference.

Daily News. 14.4.15. 663.

WOMEN WORKERS FOR WAR SERVICE.

Safeguards Against Lowering of Wages.

Mr. Walter Runciman, M.P., the President of the Board of Trade, received a deputation yesterday of representatives of eighteen women's organisations in relation to the appeal of the Government to the women of the country to register themselves specially for war service.

In opening the proceedings, Mr. Runciman observed that up to the beginning of April over 33,000 women had registered themselves in response to the appeal, among them being the following:

Armament workers	6,000
Clothing trades	4,000
Milkmaids, etc.	1,700
Gardeners	500
Other agriculturists	2,000
Shop assistants	1,100
Leather workers	500
Commercial and clerical	5,000

It was not intended, Mr. Runciman explained, that the women on the Special Register should be placed in employment at the expense of the women registered at the Labour Exchanges in the ordinary way.

As regards wages and conditions he pointed out that the Exchanges could not take direct responsibility, but in regard to Government contractors it had been laid down that the piece rates for women should be the same as for men. A general safeguard against permanent lowering of wages by the admission of women to replace men on service would be made by asking employers, so far as possible, to keep the men's places open for them on their return.

WOMEN AND ARMY POST OFFICE

The Government's call for women was discussed at a meeting of the New Constitutional Society for Women's Suffrage held at the Knightsbridge Hotel yesterday afternoon.

Lord Robert Cecil, M.P., expressed the opinion that there was still much more for women to do which was direct war service. He did not think the Government had made the most of the opportunities. For instance, 1,000 soldiers were now engaged in the army post office, and soldiers were doing the work of clerks in the hospitals. If women replaced these men—and he could see no reason why they should not—more men would be released for the firing line.

The Rev. Lewis Donaldson, of Leicester, described the Government's "War Service for Women" circular of March 18 as a document attesting the true repentance of obstructionists in high places. Under the force of circumstances the Government had recognised the principle which suffragists had spent weary years in preaching. He trusted that women taking men's places would receive exactly the same remuneration as the men had received.

Morning Post. 14. 4. 15.

QUEEN'S WORK FOR WOMEN.

The Queen's Work for Women Fund yesterday reached a total of £152,376 9s. 5d. Another "mile of pennies," realising £220, has been completed. The latest subscribers include Miss E. J. Gosling, £10.

All communications and gifts for sale should be addressed to Lady Roxburgh, Hon. Secretary, 33, Portland-place, London, and all cheques should be made payable to Mrs. C. Arthur Pearson, Hon. Treasurer, at the same address, and crossed "Queen's Work for Women Fund Account." The book of newspaper extracts relating to the work and activities of the Fund can now be obtained from the Headquarters, 33, Portland-place. All correspondence respecting the work of the Central Committee on Women's Employment must be addressed to Miss Mary R. Macarthur, Hon. Secretary, 8, Grosvenor-place, Hyde Park Corner.

Daily Express, April 14th. 1915.

33,000 WOMEN WAR WORKERS.

6,000 FOR SERVICE IN THE ARMS FACTORIES.

BATTALIONS?

The women's reply to the Government's appeal for war workers was made known by Mr. Runciman, President of the Board of Trade, yesterday.

He presided at a conference of women held at the Board of Trade to discuss various questions raised by the appeal, and said that the response up to April 1 was as follows:—

Women registered.....Over	33,000
Want to work in armament factories	6,000
In clothing factories.....	4,000
Clerical workers.....	5,000
Dairy workers.....	1,700
Gardeners	500
Other agricultural work.....	2,000
Shop assistants.....	1,100
Leather stitchers	500

"Most of those registered are working women of previous experience, though not necessarily in the occupation for which they express a preference," said Mr. Runciman.

"There are some experienced women available for nearly all classes of occupations. Thus, 1,500 of the applicants stated that they have had previous experience in agriculture. Nearly 4,000 applicants have been previously employed as clerks, and over 1,000 in shops.

"These applications have all been sifted, and applications for women should be made to the local labour exchanges."

CONDITIONS.

Mr. Runciman said the supply of women would certainly be insufficient for the prospective demand which he hoped would be created by increased recruiting. Steps were being taken in consultation with the Home Office to increase recruiting and the temporary substitution of women for the men leaving in a number of trades.

He explained that it was not intended that the women on the special register should be placed in employment at the expense of the women registered at the exchanges in the ordinary way. The women on the special register would be called on only if there were not sufficient women available on the ordinary labour exchange register of the locality.

"In regard to Government contractors," he said, "it has been laid down that the piece rates for women shall be the same as for men, and further special instructions have been given to the exchanges to inform inexperienced applicants of the current wages in each case, so that they shall be fully apprised as to the wage which it is reasonable for them to ask.

"A general safeguard against permanent lowering of wages by the admission of women to replace men on service will be made by asking employers, so far as possible, to keep the men's places open for them on their return."

HOUSING PROBLEM.

Mr. Runciman said the most serious difficulty was the housing question, which was bound to arise when a large number of women were transferred to any particular district. In this connection women's organisations could be of the greatest value to the Government.

He announced that the Government had arranged for a fortnight's training to be given at agricultural colleges to women going in for dairy work. The women receive from Government sources £3 for the fortnight—£1 for fee and £1 a week living allowance. Some have already completed their training and obtained posts.

One of the women delegates, Miss Rathbone, suggested that middle-class workers who registered should be organised into companies, battalions, and regiments.

"The Government have no imagination," she exclaimed.

Mr. Runciman seemed impressed by the suggestion.

Complaint was made that women had to work twelve hours a day in armament factories. It was also stated that able-bodied young men, especially in police offices, were employed in such duties as typewriting, which could be done as well by women.

In reply to Lady Aberconway, Mr. Runciman said that in the Board of Trade 600 extra women had been engaged since the war began.

Miss Nina Boyle stated that 600 male typists engaged by the War Office might have been released for the war if women typists had been employed instead.

TO REPLACE SOLDIERS.

"I am not sure that the Government have done everything they might do," said Lord Robert Cecil yesterday at a meeting of the new Constitutional Society for Woman Suffrage, held at the Knightsbridge Hotel.

"I was told the other day—it may be inaccurate—that there are a thousand soldiers now engaged in the duties of the Army Post Office. I cannot imagine why women should not do that work, or a great part of it. I believe there is quite a lot of work directly and intimately connected with the Army which is being done by soldiers, and which might be done just as well by women.

"I have been through a number of hospitals, and have seen soldiers acting as clerks. It seems incredible that soldiers should be employed in making out hospital lists when that work could be done just as well by women as by men."

Mrs. Cecil Chapman, who presided, said that the old Victorian song, "For men must work and women must weep," should now be changed to "For men must fight and women must work."

Mrs. Runciman, wife of the President of the Board of Trade, speaking at Newcastle last night, appealed for a large number of women to register, as they would be needed very quickly for the extensions of armament factories.

An agreement which has just been accepted by the members of the Amalgamated Society of Engineers provides for the employment of women and semi-skilled men in the production of shells and fuses for military and naval uses. They will receive the wages usually paid for the work.

The question of women's employment during the war has caused trouble in the pottery trade. More than half the employees at present are women and girls, and the men are alarmed at the prospect of an extension of women's employment. Up to the present it has been found impossible to reach an agreement between the masters and men on the subject.

The employees of the Co-operative Wholesale Society's hosiery factory at Huthwaite, Notts, unanimously passed a resolution on Monday thanking the directors for war bonuses of 15 and 10 per cent. on incomes up to £200 a year.

Dundee Courier
April 14th. 1915.

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Considerable progress is being made with the scheme for substituting female for male labour, thus releasing men for military service.

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In many cases, of course, the employment of the women volunteers can only be experimental. It is inevitable that they should be drawn very largely from the classes which have least experience of modern industrial conditions. They are amateurs as compared with the women who register at the Labour Exchanges in the ordinary way.

They are not to be allowed to encroach on the preserves of the woman worker; but the scope for the volunteers is very wide, and it seems a pity that their efforts should not be directed in other than the highly specialised branches which are most generally favoured. There are many minor forms of employment in which the substitution of female labour for male could be carried out with the minimum of inconvenience, and the most beneficial effect on recruiting.

663 II/21 663

The Scotsman
April 14th. 1915.

EMPLOYMENT OF WOMEN IN WAR TIME.

BOARD OF TRADE CONFERENCE.

MR RUNCIMAN ON ORGANISATION.

A CONFERENCE took place at the Board of Trade yesterday between the President of the Board of Trade and representatives of a number of women's organisations. The following were the organisations represented and some of the names of the representatives:—Catholic Women's Suffrage Society, Conservative and Unionist Women's Franchise Association, East London Federation of Suffragettes (Miss E. Sylvia Pankhurst), Girls' Friendly Society, Head Mistresses' Association, Liverpool Society, Local Government Advancement Committee (Mrs Humphry Ward), National League for Opposing Women's Suffrage (Mrs Archibald Colquhoun), National Union of Women's Suffrage Societies, Union of Jewish Women, United Suffragists, Women's Dreadnought, Women's Co-operative Guild (Miss Margaret Llewellyn Davies), Women's Freedom League (Miss C. Nina Boyle), Women's Unionist and Tariff Reform Association (Miss E. Goring Thomas), Women Writers' Suffrage League, Woolwich Branch Women's Co-operative Guild, and the Young Women's Christian Association.

WOMEN'S SPECIAL REGISTER.

Mr Runciman, in opening the proceedings, said that up to the beginning of April over 33,000 women had registered themselves on the special register for women for war service. Among the applicants for service, for which the women had registered themselves, he noted especially the following armament workers:—6000 in the clothing trades, 4000 milkmaids and dairy workers, 1700 gardeners, 500 other agricultural workers, 2000 shop assistants, 1100 leather workers, 500 commercial, and 5000 clerical. Most of those registered are working women of previous experience, though not necessarily in the occupation for which they express a preference. There are some experienced women available for nearly all classes of occupation; thus fifteen hundred of the applicants state that they have had previous experience in agriculture, nearly four thousand applicants have been previously employed as clerks, and over one thousand in shops. These application have all been sifted, and applications for women should be made to the local Labour Exchange. Mr Runciman then explained that a special register of women was necessary, because although there were considerable numbers of women on the ordinary Labour Exchange register, taking the country as a whole, it did not follow that in any particular district sufficient women were available for the present demand, and the supply would certainly be insufficient for the prospective demand which he hoped would be created by increased recruiting. Steps were being taken in consultation with the Home Office to increase recruiting, and the temporary substitution of women for men leaving in a number of trades. The actual work to which many of the women would be called would, of course, depend upon the success of these efforts in particular trades. In any case, it was not intended that women on the special register should be placed in employment at the expense of women registered at the Exchanges in ordinary way. Women on the special register would be called on only if there were not sufficient women available on the ordinary Labour Exchanges register of the locality.

WAGES AND CONDITIONS OF LABOUR.

As regards wages and conditions on which women should be employed, he pointed out that as a general principle the Exchanges did not and could not take direct responsibility as to wages and conditions beyond giving in each case such information as was in their possession. In regard, however, to Government contractors, it had been laid down that piece rates for women should be the same as for men, and further special instructions had been given to the Exchanges to inform inexperienced applicants of current wages in each case, so that they should be fully apprised as to the wage which it was reasonable for them to ask. A general safeguard against the permanent lowering of wages by the admission of women to replace men on service would be made by asking employers, so far as possible, to keep the men's places open for them on their return.

WORK OF WOMEN'S ORGANISATION.

As regards housing of women moved into a district for work, Mr Runciman stated that in certain districts special steps had already been taken by the Exchanges by means of local housing committees to find and inspect suitable lodgings for women. The necessity for this would probably develop, and in this the help of women's organisations might be most valuable. By arrangement with the Board of Agriculture a certain number of women had already received, and others were now receiving, short training in some of the agricultural colleges. Some of these, having completed their training, had at once been put in employment. Arrangements for training in other occupations would, he hoped, be made as and when definite need arose.

A lengthy discussion followed, and a large number of questions were asked and suggestions put forward. Mr Runciman dealt with a number of these, and promised to communicate with the societies further with regard to others, with the view in particular of availing himself of the offers of help made.

MRS RUNCIMAN ON THE EXTENSION OF ARMAMENT FACTORIES

Shop assistants 1,100
Leather stitchers 500

"Most of those registered are working women of previous experience, though not necessarily in the occupation for which they express a preference," said Mr. Runciman.

"There are some experienced women available for nearly all classes of occupations. Thus, 1,500 of the applicants stated that they have had previous experience in agriculture. Nearly 4,000 applicants have been previously employed as clerks, and over 1,000 in shops.

"These applications have all been sifted, and applications for women should be made to the local labour exchanges."

CONDITIONS.

Mr. Runciman said the supply of women would certainly be insufficient for the prospective demand which he hoped would be created by increased recruiting. Steps were being taken in consultation with the Home Office to increase recruiting and the temporary substitution of women for the men leaving in a number of trades.

He explained that it was not intended that the women on the special register should be placed in employment at the expense of the women registered at the exchanges in the ordinary way. The women on the special register would be called on only if there were not sufficient women available on the ordinary labour exchange register of the locality.

"In regard to Government contractors," he said, "it has been laid down that the piece rates for women shall be the same as for men, and further special instructions have been given to the exchanges to inform inexperienced applicants of the current wages in each case, so that they shall be fully apprised as to the wage which it is reasonable for them to ask.

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HOUSING PROBLEM.

Mr. Runciman said the most serious difficulty was the housing question, which was bound to arise when a large number of women were transferred to any particular district. In this connection women's organisations could be of the greatest value to the Government.

He announced that the Government had arranged for a fortnight's training to be given at agricultural colleges to women going in for dairy work. The women receive from Government sources £3 for the fortnight—£1 for fee and £1 a week living allowance. Some have already completed their training and obtained posts.

One of the women delegates, Miss Rathbone, suggested that middle-class workers who registered should be organised into companies, battalions, and regiments.

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WORK OF WOMEN'S ORGANISATION.

As regards housing of women moved into a district for work, Mr Runciman stated that in certain districts special steps had already been taken by the Exchanges by means of local housing committees to find and inspect suitable lodgings for women. The necessity for this would probably develop, and in this the help of women's organisations might be most valuable. By arrangement with the Board of Agriculture a certain number of women had already received, and others were now receiving, short training in some of the agricultural colleges. Some of those, having completed their training, had at once been put in employment. Arrangements for training in other occupations would, he hoped, be made as and when definite need arose.

A lengthy discussion followed, and a large number of questions were asked and suggestions put forward. Mr Runciman dealt with a number of these, and promised to communicate with the societies further with regard to others, with the view in particular of availing himself of the offers of help made.

MRS RUNCIMAN ON THE EXTENSION OF ARMAMENT FACTORIES.

Mrs Runciman, wife of the President of the Board of Trade, speaking at Newcastle last night on women's war service, said there was need for a very large number to register. They would be needed very quickly for the extensions of armament factories, and could take the places of men whom employers were now reluctant to release for fear of jeopardising industries. She mentioned as instances of employment for women tramways, railways, gas and electrical undertakings, agriculture, shops, and clerical works. Women would get equal pay with men for equal work, and were in no way intended permanently to displace men.

Midland Evg News. April 14th. 1915.

663 II/22 663

WOMEN'S WAR HELP.

IMPORTANT BOARD OF TRADE CONFERENCE.

33,000 REGISTERED.

The importance which is attached to the substitution of women for men in certain trades was emphasised yesterday when a conference took place at the Board of Trade between the President of the Board of Trade and representatives of a number of women's organisations. The following is an official account of the conference:

Mr Runciman, in opening the proceedings, said that up to the beginning of April over 33,000 women had registered themselves on the Special Register of Women for War Service. Among the applications for service for which the women have registered themselves he noted specially the following:—

Armament workers	6,600
Clothing Trades	4,000
Milkmaids and Dairy workers	1,700
Gardeners	500
Other Agricultural workers	2,000
Shop Assistarts	1,100
Leather workers'	500
Commercial and Clerical	5,000

Most of those registered are working women of previous experience, though not necessarily in the occupation for which they express a preference. There are some experienced women available for nearly all classes of occupations. Thus, 1,500 of the applicants state that they have had previous experience in agriculture. Nearly 4,000 applicants have been previously employed as clerks, and over 1,000 in shops. These applications have all been sifted and applications for women should be made to the local Labour Exchanges.

Mr Runciman then explained that a Special Register of women was necessary because, although there were considerable numbers of women on the ordinary Labour Exchange Register, taking the country as a whole, it did not follow that in any particular district sufficient women were available for the present demand, and the supply would certainly be insufficient for the prospective demand, which he hoped would be created by increased recruiting.

Steps were being taken in consultation with the Home Office to increase recruiting and the temporary substitution of women for the men leaving in a number of trades. The actual work to which many of the women would be called would, of course, depend upon the success of these efforts in particular trades. In any case, it was not intended that the women on the Special Register should be placed in employment at the expense of the women registered at the Exchanges in the ordinary way. The women on the Special Register would be called on only if there were not sufficient women available on the ordinary Labour Exchange register of the locality.

Wages and Conditions.

As regards the wages and conditions on which women should be employed, he pointed out that, as a general principle, the Exchanges did not, and could not, take direct responsibility as to the wages and conditions, beyond giving in each case such information as was in their possession. In regard, however, to Government contractors, it had been laid down that the piece rates for women should be the same as for men, and further special instructions had been given to the Exchanges to inform inexperienced applicants of the current wages in each case, so that they should be fully apprised as to the wage that it was reasonable for them to ask. A general safeguard against permanent lowering of wages by the admission of women to take the place of men on service would be made by asking employers, so far as possible, to keep the men's places open for them on their return.

As regards the housing of women moved into a district for work, Mr Runciman stated that in certain districts special steps had already been taken by the Exchanges by means of local housing committees to find and inspect suitable lodgings for women. The necessity for this would probably develop, and in this the help of the women's organisations might be most valuable.

By arrangement with the Board of Agriculture a certain number of woman had already received, and others were now receiving, short training in some of the agricultural colleges. Some of those having completed their training had at once been put in employment. Arrangements for training in other occupations would, he hoped, be made as and when definite need arose.

A long discussion followed, and a large number of questions were asked and suggestions put forward. Mr Runciman dealt with a number of these and promised to communicate with the societies further with regard to others, with a view in particular of availing himself of the offers of help made.

Safeguards Demanded.

According to the special correspondent of the "Daily Telegraph" there were present at the conference, in addition to the ladies officially mentioned, Miss Mary Macarthur, of the Women's Trades Union League; Mrs Creighton, of the National Union of Women Workers; Miss Margaret Bondfield, of the Shop Assistants' Union, and others. Mrs Fawcett was to have been the first speaker, but in her absence the deputation was not formally introduced.

From subsequent conversation with some of the ladies, it appeared that both Mr Runciman and the delegates asked various questions. The points that were strongly urged by the latter were that in employing women the Government should give a good lead in the matter of just treatment and equal wages. There was also on the part of several who spoke a demand for the formation of an advisory committee to the Government on women's work.

Others pointed out strongly that due safeguards must be forthcoming on the part of the Government as to the scale of wages, the system of giving adequate training to the workers, and due provision as to reasonable facilities for housing women who should take up such work as may be found; this latter, of course, being a very important point as regards the sending of women workers on to the land and into distant places.

At the conclusion of Mr Runciman's speech the ladies were invited to state their case.

Miss Sylvia Pankhurst urged that women should be paid the same rates as men, both as to time and piece work, for unskilled labour, and should also receive the special bonuses. For skilled labour their wages should approximate to those of men. Maintenance of not less than £1 a week should be provided in connection with Government training schemes and schemes subsidised out of public funds. Since the interests of every woman were of vital concern, it was imperative that the Parliamentary franchise should be extended to every woman over 21 years of age.

Long Hours.

Miss Llewellyn Davies spoke of the evils of long hours, and instanced cases of girls employed at a munitions factory working twelve-hour day shifts, with some night shifts in addition. Such employment wore out a woman's capacity, and so did not bear adequate results.

Lady Aberconway asked what proportion of women workers had been taken on in the Government departments since the war began.

Mr Runciman said 600 women were working in the Board of Trade department.

Miss Mary MacArthur remarked that although girls were working eighty-four hours a week at a factory named, there were crowds of women at the gates daily waiting for work. She considered that the statements about the shortage of women labour were thus disproved.

Miss Nina Boyle strongly condemned the regulations and enactments penalising matrimony among Government women employees. She also observed that 600 extra men clerks had been taken on at the War Office to deal with women's allowances—work which could very well be done by women. She also related that at a certain police station in South Wales she had seen a number of strapping young men, all over 6ft in height, working typewriters. Surely they should be at the front, and the work be done by women.

Manchester Guardian. April 14th. 1915.

THE CALL TO WOMEN.

LORD R. CECIL ON PREMATURE PEACE TALK.

LONDON, TUESDAY.

Lord Robert Cecil spoke on the nation's call to women at a meeting of the New Constitutional Society for Women's Suffrage in the Knightsbridge Hotel to-day. He said that the amount of work which women were already doing must not be underrated, but there were still a very large number of women who were anxious to find an outlet for their energies. A woman whose husband was lost at Mons had written to the branch of the Red Cross Society with which he was connected, saying: "There seems nothing for the women to do but to sit and wait and knit and almost break their hearts." It was surely untrue that in this great crisis there was nothing for women to do but to sit and wait and knit. Women had done magnificent work in the hospitals as doctors and nurses, but there was a great deal more work directly connected with the war for them to do, apart from the domestic work which was essential to the life of the nation.

Army Work for Women.

He was not sure that the Government had done everything they might have done. He was told—it might be inaccurate—that there were 1,000 soldiers engaged in the duties of the army post office. He could not imagine why women should not do that work. Quite a lot of work directly connected with the army which was being done by soldiers might be done by women. The clerks of hospitals were soldiers, and it seemed incredible that when every man was wanted to fight soldiers should be employed making out lists. If the Government would go into the matter and see what part of the military machine might be worked by women they would find that a considerable number of places might be filled by women. As to the extent to which women could replace men in civilian work, it would be necessary to proceed with great caution, so as to avoid disputes which would not add to the military efficiency of the nation, but with tact and goodwill on all sides it would be found that many things now done by men might be done by women.

Women would have no right to complain of the Government if they did not take advantage of the offer to register themselves. It was mainly due to the fact that women had not realised the offer that had been made that the figures of women who had registered so far were disappointing. Only 33,000 had registered. The number of the women of England was about eight or ten millions.

No Use Discussing Peace Terms Yet.

He had been invited on entering the meeting to attend a meeting to discuss the terms of peace. There was no one who did not ardently and earnestly desire peace. He thought that those who were so clamouring to discuss terms of peace were sometimes led to say that all war was wicked, and that this war, though it might have more justification than most, was still a wicked thing. He heartily dissented from that view. Those who believed this war to be just and necessary held that war was necessary because in the world at present there was international anarchy. The machinery which controlled the administration of justice between individuals did not exist as between nations—there was no sovereignty or government of nations. When great injustice was committed or threatened or great danger threatened to a nation she must fight to enforce justice and to protect herself. We were not merely slaughtering men, we were carrying out the dictates of justice and enforcing in the only way it could be enforced the moral law as applied to nations. Until some decision had been reached and victory was assured there could be no useful discussion of the terms of peace. (Applause.) We were false to our trust and to the very conception of international morality when we began to talk of peace before our task was finally accomplished.

When the time came he hoped and believed that women would be heard as much as men in the discussion of the terms of peace. He believed that their influence at that time would be of incalculable value. He was one of those who believed that it was not material force which ultimately counted; spiritual force was what was really powerful. In the spiritual side of life women were certainly in no respect inferior to men. When it came to the final settlement, which all hoped would be such as

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The Globe, April 14th. 1915?

WOMEN WAR WORKERS.

33,000 RESPOND TO GOVERNMENT APPEAL.

WOULD-BE SHELL MAKERS.

Mr. Runciman, President of the Board of Trade, presiding at a conference of women held at the Board of Trade yesterday, said the response up to April 1 to the Government appeal for women war workers was as follows:—

Women registered	Over 33,000
Want to work in armament factories	6,000
In clothing factories	4,000
Clerical workers	5,000
Dairy workers	1,700
Gardeners	500
Other agricultural work	2,000
Shop assistants	1,100
Leather stitchers	500

"There are some experienced women available for nearly all classes of occupations," said Mr. Runciman. "Thus, 1,500 of the applicants stated that they have had previous experience in agriculture. Nearly 4,000 applicants have been previously employed as clerks, and over 1,000 in shops. These applications have all been sifted, and applications for women should be made to the local labour exchanges."

INSUFFICIENT SUPPLY.

Mr. Runciman said the supply of women would certainly be insufficient for the prospective demand which he hoped would be created by increased recruiting. Steps were being taken to increase recruiting and the temporary substitution of women for the men leaving in a number of trades.

It was not intended that the women on the special register should be placed in employment at the expense of the women registered at the exchanges in the ordinary way. The women on the special register would be called on only if there were not sufficient women available on the ordinary labour exchange register of the locality.

"In regard to Government contractors," he said, "it has been laid down that the piece rates for women shall be the same as for men. A general safeguard against permanent lowering of wages by the admission of women to replace men on service will be made by asking employers, so far as possible, to keep the men's places open for them on their return."

HOUSING DIFFICULTY.

Mr. Runciman said the most serious difficulty was the housing question, which was bound to arise when a large number of women were transferred to any particular district. In this connection women's organisations could be of the greatest value to the Government.

He announced that the Government had arranged for a fortnight's training to be given at agricultural colleges to women going in for dairy work. The women receive from Government sources £3 for the fortnight—£1 for fee and £1 a week living allowance. Some have already completed their training and obtained posts.

One of the women delegates, Miss Rathbone, suggested that middle-class workers who registered should be organised into companies, battalions, and regiments.

Complaint was made that women had to work twelve hours a day in armament factories. It was also stated that able-bodied young men, especially in police offices, were employed in such duties as typewriting, which could be done as well by women.

In reply to Lady Aberconway, Mr. Runciman said that in the Board of Trade 600 extra women had been engaged since the war began.

Miss Nina Boyle stated that 600 male typists engaged by the War Office might have been released for the war if women typists had been employed instead.

SOLDIERS' CLERICAL WORK.

"I am not sure that the Government have done everything they might do," said

The Daily Graphic, April 14th. 1915.

33,000 WOMAN WAR WORKERS.

SIX THOUSAND VOLUNTEERS FOR MAKING SHELLS.

OFFICIAL STATEMENT.

Mr. Walter Runciman, receiving a deputation representing sixteen women's societies and trades unions at the Board of Trade last night, informed them that up to March 31st 33,000 women had registered themselves for special war service. He gave the following figures showing the spheres in which they had declared themselves willing to work:—

6,000 in armament factories,
4,000 in clothing factories,
1,700 in dairy work,
500 as gardeners,
2,000 for other agricultural work,
1,100 as shop assistants,
500 as leather workers,
5,000 as clerical or commercial assistants.

Of these, said Mr. Runciman, a very large proportion had had previous experience. He explained that preference would be given to persons registered at the local Labour Exchange in any district where work was available; then to those who were on the local special war service register, and lastly persons from a distance registered in other Labour Exchanges. Conferences had been arranged with representatives interested in the cotton and basket-making industries, but these were more prospective than immediate. One move recently made to meet one of their desires was an instruction to Labour Exchanges to bring to the notice of persons registering the current rates of wages in the district. They had also agreed that in Government contracts the same piece rates should be paid to women as to men, but there was no rule laid down as to time rates.

But, added Mr. Runciman, the most serious difficulty was the housing question, and that was where the women's organisations could be of the greatest value. The work of attending to the proper housing of workmen drafted into various districts could be far better done by them than by Government officials.

Miss Sylvia Pankhurst and Mrs. Drake both spoke strongly on the question of rates of wages, and declared that there was no argument for equality of pay for piece work which did not equally apply to time rates.

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It was not intended that the women on the special register should be placed in employment at the expense of the women registered at the exchanges in the ordinary way. The women on the special register would be called on only if there were not sufficient women available on the ordinary labour exchange register of the locality.

"In regard to Government contractors," he said, "it has been laid down that the piece rates for women shall be the same as for men. A general safeguard against permanent lowering of wages by the admission of women to replace men on service will be made by asking employers, so far as possible, to keep the men's places open for them on their return."

HOUSING DIFFICULTY.

Mr. Runciman said the most serious difficulty was the housing question, which was bound to arise when a large number of women were transferred to any particular district. In this connection women's organisations could be of the greatest value to the Government.

He announced that the Government had arranged for a fortnight's training to be given at agricultural colleges to women going in for dairy work. The women receive from Government sources £3 for the fortnight—£1 for fee and £1 a week living allowance. Some have already completed their training and obtained posts.

One of the women delegates, Miss Rathbone, suggested that middle-class workers who registered should be organised into companies, battalions, and regiments.

Complaint was made that women had to work twelve hours a day in armament factories. It was also stated that able-bodied young men, especially in police offices, were employed in such duties as typewriting, which could be done as well by women.

In reply to Lady Aberconway, Mr. Runciman said that in the Board of Trade 600 extra women had been engaged since the war began.

Miss Nina Boyle stated that 600 male typists engaged by the War Office might have been released for the war if women typists had been employed instead.

SOLDIERS' CLERICAL WORK.

"I am not sure that the Government have done everything they might do," said Lord Robert Cecil yesterday at a meeting of the new Constitutional Society for Woman Suffrage at Knightsbridge.

"I was told the other day—it may be inaccurate—that there are a thousand soldiers now engaged in the duties of the Army Post Office. I cannot imagine why women should not do that work, or a great part of it. I believe there is quite a lot of work directly and intimately connected with the Army which is being done by soldiers, and which might be done just as well by women.

"I have been through a number of hospitals, and have seen soldiers acting as clerks. It seems incredible that soldiers should be employed in making out hospital lists when that work could be done just as well by women as by men."

Mrs. Cecil Chapman, who presided, said that the old Victorian song, "For men must work and women must weep" should now be changed to "For men must fight and women must work."

register, and lastly persons from a distance registered in other Labour Exchanges. Conferences had been arranged with representatives interested in the cotton and basket-making industries, but these were more prospective than immediate. One move recently made to meet one of their desires was an instruction to Labour Exchanges to bring to the notice of persons registering the current rates of wages in the district. They had also agreed that in Government contracts the same piece rates should be paid to women as to men, but there was no rule laid down as to time rates.

But, added Mr. Runciman, the most serious difficulty was the housing question, and that was where the women's organisations could be of the greatest value. The work of attending to the proper housing of workmen drafted into various districts could be far better done by them than by Government officials.

Miss Sylvia Pankhurst and Mrs. Drake both spoke strongly on the question of rates of wages, and declared that there was no argument for equality of pay for piece work which did not equally apply to time rates.

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Morning Post. 14.4.15

WAR SERVICE FOR WOMEN.

DEPUTATION TO THE BOARD OF TRADE.

STATEMENT BY MR. RUNCIMAN.

A Conference took place at the Board of Trade yesterday between the President of the Board of Trade and representatives of a number of women's organisations.

The following, according to the official report, were the organisations represented, and the names of the representatives: Catholic Women's Suffrage Society, Miss O'Sullivan; Conservative and Unionist Women's Franchise Association, Mrs. Ridley Smith; East London Federation of the Suffragettes, Miss E. Sylvia Pankhurst; Girls' Friendly Society, Miss Lettice Digby; Head Mistresses' Association, Miss Reta Oldham; Liverpool Society, Miss Eleanor F. Rathbone; Local Government Advancement Committee, Mrs. Humphry Ward; National League for Opposing Women's Suffrage, Mrs. Archibald Colquhoun; National Union of Women's Suffrage Societies, Mrs. Rackham and Mrs. Deane Streatfeild; Union of Jewish Women, Mrs. Nathaniel L. Cohen; United Suffragists, Miss Barbara Ayrton Gould; "Woman's Dreadnought," Miss Norah L. Smyth; Women's Co-operative Guild, Miss Margaret Llewellyn Davies; Women's Freedom League, Miss C. Nina Boyle and Mrs. K. S. Tanner; Women's Unionist and Tariff Reform Association, Miss E. Goring Thomas; Women Writers' Suffrage League, Mrs. Sarah A. Tooley; Woolwich Branch Women's Co-operative Guild, Mrs. Anna Ross; Y.W.C.A., Miss A. A. Horne and Miss Grace Bristow; and Mrs. Ross Cooper.

Mr. RUNCIMAN, in opening the proceedings, said that up to the beginning of April over 33,000 women had registered themselves on the Special Register of Women for War Service. Among the applications for service for which the women had registered themselves he noted specially the following: Armament workers, 6,000; clothing trades, 4,000; milkmaids and dairy workers, 1,700; gardeners, 500; other agricultural workers, 2,000; shop assistants, 1,100; leather workers, 500; and commercial and clerical, 5,000. Most of those registered were working women of previous experience, though not necessarily in the occupation for which they expressed a preference. There were some experienced women available for nearly all classes of occupations. Thus 1,500 of the applicants stated that they had had previous experience in agriculture. Nearly 4,000 applicants had been previously employed as clerks, and over 1,000 in shops. These applications had all been sifted, and applications for women should be made to the local Labour Exchanges.

SPECIAL REGISTER NECESSARY.

Mr. Runciman then explained that a special register of women was necessary because, although there were considerable numbers of women on the ordinary Labour Exchange register, taking the country as a whole, it did not follow that in any particular district sufficient women were available for the present demand, and the supply would certainly be insufficient for the prospective demand, which he hoped would be created by increased recruiting. Steps were being taken in consultation with the Home Office to increase recruiting, and the temporary substitution of women for the men leaving in a number of trades. The actual work to which many of the women would be called would, of course, depend upon the success of those efforts in particular trades. In any case, it was not intended that the women on the special register should be placed in employment at the expense of the women registered at the Exchanges in the ordinary way. The women on the special register would be called on only if there were not sufficient women available on the ordinary Labour Exchange register of the locality.

WAGES AND HOUSING.

As regards the wages and conditions on which women should be employed, he pointed out that, as a general principle, the Exchanges did not and could not take direct responsibility as to the wages and conditions, beyond giving in each case such information as was in their possession. In regard, however, to Government contractors, it had been laid down that the piece rates for women should be the same as for men, and further special instructions had been given to the Exchanges to inform inexperienced applicants of the current wages in each case, so that they should be fully apprised as to the wage which it was reasonable for them to ask. A general safeguard against permanent lowering of wages by the admission of women to replace men on service would be made by asking employers, so far as possible, to keep the men's places open for them on their return. As regards the housing of women moved into a district for work, Mr. Runciman stated that in certain districts special steps had aleady been taken by the Exchanges by means of local housing committees to find and inspect suitable lodgings for women. The necessity for that provision would probably develop, and in that connection the help of the women's organisations might be most valuable. By arrangement with the Board of Agriculture a certain number of women had already received and others were now receiving short training in some of the Agricultural Colleges. Some of those having completed their training had at once been put in employment. Arrangements for training in other occupations would, he hoped, be made as and when definite need arose.

A discussion followed, and a large number of questions were asked and suggestions put forward. Mr. RUNCIMAN dealt with a number of them, and promised to communicate with the societies further with regard to others, with a view in particular of availing himself of the offers of help made.

LORD R. CECIL ON WOMEN'S INFLUENCE.

Organised by the New Constitutional Society for Women's Suffrage, a largely-attended public meeting was held yesterday afternoon at the Knightsbridge Hotel to hear addresses on "The Nation's Call to Women."

Mrs. CECIL CHAPMAN, who presided, said she thought that there was considerable perplexity in the minds of women as to the direction in which they could use their energies, and that the appeal which had been issued had not been made sufficiently known to women. A splendid opportunity was afforded to women by the present emergency.

Lord ROBERT CECIL, M.P., said that the present position was absolutely unparalleled and that women no less than men were only too anxious to assist. He must honestly say that he was disappointed by the number of women who had registered so far. There were eight or ten million women in England. Surely there were more than 33,000 women able and willing to do war work at this crisis. Why had not more registered? Registration was the first and most obvious thing to do. Material work was not the only work that women could do. It was the spiritual forces that were really powerful. He knew of no great controversy in the world which had been determined by force alone. On the spiritual side of life women were in no respect inferior to men; and when it came to the final settlement, which all hoped and prayed would be such as would remove, if not for ever at any rate for generations, fear of another catastrophe such as that in which we were now engaged, if the settlement was to be permanent and in accordance with the ultimate principles of right and justice, he should look to the women not less than the men of this country to assert their influence, their overwhelming influence, on the side of right and justice, of mercy and clemency. (Cheers.)

FORTHCOMING CONFERENCE.

The scheme for the employment of women will be discussed at a conference organised by the War Emergency Workers' National Committee at the Caxton Hall, Westminster, on Friday. At this conference women's Trade Unionist, Labour, Socialist, Co-operative, Suffrage, and kindred societies will be represented, and there will be delegates from the industries—farm and dairy work, leather stitching, brush-making, clothing machining, and light machining for armaments—in which it is proposed that women should enter. The resolutions to be submitted will urge that where a woman is doing the same work as a man she should receive the same rate of pay, and that the principle of equal pay for equal work should be rigidly maintained; that the advisory committee of workers appointed by the Government should include representatives of organised women workers, and should advise the Board of Trade as to detailed terms and conditions upon which arrangements can be made for the transference of women from one trade or district to another for work formerly done by men; and that women, while desiring to co-operate with the Government in taking what steps may be necessary for the defence of the country, should be given a definite assurance that at the earliest possible moment the long overdue reform of universal suffrage will be dealt with.

The Daily Telegraph,
April 14th. 1915.

WOMEN'S SERVICE FOR THE COUNTRY'S WORK.

33,000 REGISTERED.

MINISTER'S STATEMENT.

DETAILS OF THE OFFER.

Mr Runciman received yesterday evening, at the Board of Trade, a number of ladies representative of the chief organisations of women, who desired to lay before him various matters in connection with the call of the Government upon women for war service. The proceedings were private, but it was understood that there were present with the President of the Board, Mr. G. B. Beveridge and Mr. Ray, of the Labour Exchanges. Some thirty ladies formed the deputation.

In the course of the evening the following official report was issued:

Mr. Runciman, in opening the proceedings, said that up to the beginning of April over 33,000 women had registered themselves on the Special Register of Women for War Service. Among the applications for service for which the women had registered themselves he noted specially the following:

Armament workers	6,000
Clothing trades	4,000
Milkmaids and dairy workers ...	1,700
Gardeners	500
Other agricultural workers	2,000
Shop assistants	1,100
Leather workers	500
Commercial and clerical	5,000

SUPPLY INSUFFICIENT.

Most of those registered were working women of previous experience, though not necessarily in the occupation for which they expressed a preference. There were some experienced women available for nearly all classes of occupations. Thus, 1,500 of the applicants stated that they had had previous experience in agriculture. Nearly 4,000 applicants had been previously employed as clerks, and over 1,000 in shops. These applications had all been sifted, and applications for women should be made to the local Labour Exchanges.

Mr Runciman then explained that a special register of women was necessary because, although there were considerable numbers of women on the ordinary Labour Exchange Register, taking the country as a whole, it did not follow that in any particular district sufficient women were available for the present demand, and the supply would certainly be insufficient for the prospective demand, which he hoped would be created by increased recruiting. Steps were being taken in consultation with the Home Office to increase recruiting, and the temporary substitution of women for the men leaving in a number of trades. The actual work to which many of the women would be called would, of course, depend upon the success of these efforts in particular trades.

In any case, it was not intended that the women on the special register should be placed in employment at the expense of the women registered at the exchanges in the ordinary way. The women on the special register would be called on only if there were not sufficient women available on the ordinary Labour Exchange register of the locality.

REGULATION OF WAGES

As regards the wages and conditions on which women should be employed, he pointed out that, as a general principle, the exchanges did not and could not take direct responsibility as to the wages and conditions beyond giving in each case such information as was in their possession.

In regard, however, to Government contractors, it had been laid down that the piece rates for women should be the same as for men, and, further, special instructions had been given to the exchanges to inform inexperienced applicants of the current wages in each case, so that they should be fully apprised as to the wage which it was reasonable for them to ask. A general safeguard against permanent lowering of wages by the admission of women to replace men on service would be made by asking employers, so far as possible, to keep the men's places open for them on their return

As regards the housing of women moved into a district for work, Mr. Runciman stated that in certain districts special steps had already been taken by the exchanges by means of local housing committees to find and inspect suitable lodgings for women. The necessity for this would probably develop, and in this the help of the women's organisations might be most valuable.

The Daily Chronicle,
April 14th. 1915.

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WAR SERVICE FOR WOMEN.

TRADES, WAGES, AND CONDITIONS

MR. RUNCIMAN'S REPLY TO DEPUTATION.

Replying to a deputation of women representing 18 trade unions, co-operative and suffrage societies, at the Board of Trade last night, Mr. Runciman said that down to the beginning of April 33,000 women had registered themselves on the Special Register of Women for War Service.

Among the trades and callings for which the women have registered themselves he noted specially the following:—

Armament workers	6,000
Clothing trades	4,000
Milkmaids and dairy workers ...	1,700
Gardeners ...	500
Other agricultural workers ...	2,000
Shop assistants ...	1,100
Leather workers	500
Commercial and clerical ...	5,000

Most of those registered are working women of previous experience, though not necessarily in the occupation for which they express a preference.

STEPS TO INCREASE RECRUITING.

There are some experienced women available for nearly all classes of occupations. About 1,500 applicants have had previous experience in agriculture. Nearly 4,000 applicants have been previously employed as clerks, and over 1,000 in shops. These applications have all been sifted, and applications for women should be made to the local Labour Exchanges.

Mr. Runciman explained that a special register of women was necessary because, although there were considerable numbers of women on the ordinary Labour Exchange register, taking the country as a whole, it did not follow that in any particular district enough women were available for the present demand, and the supply would certainly be insufficient for the prospective demand, which he hoped would be created by increased recruiting.

Steps were being taken in consultation with the Home Office to increase recruiting, and the temporary substitution of women for the men leaving in a number of trades. The actual work to which many of the women would be called would depend on the success of these efforts in particular trades.

Women on the Special Register would be called on only if there were not enough women available on the ordinary Labour Exchange register of the locality.

SAME PIECE RATES AS MEN.

As a general principle the Exchanges did not and could not take direct responsibility as to the wages and conditions, beyond giving in each case such information as was in their possession.

With regard to Government contractors, it had been laid down at the piece rates for women should be the same as for men, and further special instructions had been given to the Exchanges to inform inexperienced applicants of the current wages in each case, so that they should know the wage it was reasonable for them to ask.

A general safeguard against permanent lowering of wages by the admission of women to replace men on service would be made by asking employers, so far as possible, to keep the men's places open for them on their return.

As regards the housing of women moved into a district for work, Mr. Runciman stated that in certain districts special steps had already been taken by the Exchanges, by means of local housing committees, to find and inspect suitable lodgings for women. The necessity for this would probably develop, and in this the help of the women's organisations might be most valuable.

By arrangement with the Board of Agriculture a certain number of women had already received, and others were now receiving, short training in some of the agricultural colleges. Some of those having completed their training had been put in employment at once.. Arrangements for training in other occupations would be made as and when definite need arose.

In an informal discussion that followed Mrs. Drake said there was nothing to prevent any employer from taking women on at time rates in trades where piecework was the rule.

Miss Mary Macarthur urged the need of greater care when women were called on to make extra exertions. She knew of cases where women were working 94 hours a week, while there were others outside the factory gate who could not get a job.

Lady Aberconway asked what proportion of extra workers had been taken on in Government departments since the war began.

Mr. Runciman answered that in his own department 600 women typists had been taken on, and Miss Nina Boyle pointed out that the 600 male typists taken on by the War Office might have been released for service if women had been taken on instead.

Mrs. Rackham, a Poor Law guardian, complained that the Government was not giving as clear a lead to the private employer as it should do on the questions of wages and conditions.

Mr. Runciman thanked the deputation for their views, which, he said, embodied many valuable suggestions.

Western Mercury,
April 14th. 1915.

The Ladies Disagree.

There was something like a raid of women on the Board of Trade this afternoon. They commenced to arrive a little before five by taxi, by 'bus, and on foot, and there was an interested little group of the general public to watch the arrivals, who included such well-known suffragists as Miss Macarthur, Miss Bondfield, Miss Boyle, and Miss Pankhurst, and ladies with decidedly other views, including Mrs. Humphrey Ward.

Msr. Fawcett, who was expected to introduce the deputation, was not present, nor was Mrs. Despard.

For nearly two hours Mr. Runciman heard the views of his visitors, and I gather that they covered a pretty wide area. Equal pay for equal work was, of course, the feature of most of the requests. Miss Sylvia Pankhurst, for the East End Suffragettes, put this and other safeguards as a sine qua non of women's co-operation in the Government scheme for mobilising labour, but the representation of the Society for Opposing Woman Suffrage strongly opposed this attitude. She made it clear, she tells me, that in the view of her society women will rally to the help of the State in the present emergency without attempting to impose conditions.

It is unnecessary to add that she joined issue with Miss Pankhurst's plea that women should have votes in return for their services.

The Women's Freedom League wanted all barriers to matrimony removed in the case of woman workers, and the representatives of the National Union of Woman Suffrage Societies, the largest body represented, offered some interesting suggestions on the housing question.

Mr. Runciman testified to the valuable character of some of the suggestions offered, but was unable, of course, to promise anything beyond careful consideration. He suggested, I believe, the possibility of a further conference.

in each case, so that they should be fully apprised as to the wage which it was reasonable for them to ask. A general safeguard against permanent lowering of wages by the admission of women to replace men on service would be made by asking employers, so far as possible, to keep the men's places open for them on their return

As regards the housing of women moved into a district for work, Mr. Runciman stated that in certain districts special steps had already been taken by the exchanges by means of local housing committees to find and inspect suitable lodgings for women. The necessity for this would probably develop, and in this the help of the women's organisations might be most valuable.

By arrangement with the Board of Agriculture a certain number of women had already received and others were now receiving short training in some of the agricultural colleges. Some of those, having completed their training, had at once been put in employment. Arrangements for training in other occupations would, he hoped, be made as and when definite need arose.

A lengthy discussion followed, and a large number of questions were asked and suggestions put forward. Mr. Runciman dealt with a number of these, and promised to communicate with the societies further with regard to others, with a view in particular of availing himself of the offers of help made.

SOCIETIES REPRESENTED.

The following were the organisations represented and the names of the representatives:

Catholic Women's Suffrage Society ..	Miss O'SULLIVAN.
Conservative and Unionist Women's Franchise Association	Mrs. RIDLEY SMITH.
East London Federation of the Suffragettes	Miss E. SYLVIA PANKHURST.
Girls' Friendly Society	Miss LETTICE DIGBY.
Head Mistresses' Association	Miss RETA OLDHAM.
Liverpool Society ...	Miss ELEANOR F. RATHBONE.
Local Government Advancement Committee...	Mrs. HUMPHRY WARD.
National League for Opposing Women's Suffrage	Mrs. ARCHIBALD COLQUHOUN.
National Union of Women's Suffrage Societies	Mrs. RACKHAM. Mrs. DEANE STREATFEILD.
Union of Jewish Women	Mrs. NATHANIEL L. COHEN.
United Suffragists ..	Miss BARBARA AYRTON GOULD.
"Woman's Dreadnought" ...	Miss NORAH L. SMYTH.
Women's Co-operative Guild	Miss M. LLEWELLYN DAVIES.
Women's Freedom League	Miss C. NINA BOYLE. Mrs. K. S. TANNER.
Women's Unionist and Tariff Reform Association...	Miss F. GORING THOMAS.
Women Writers' Suffrage League... ...	Mrs. SARAH A. TOOLEY.
Woolwich Branch Women's Co-operative Guild	Mrs. ANNA ROSS.
Y.W.C.A.	Miss A. A. HORNE. Miss GRACE BRISTOW. Mrs. ROSS COOPER.

EQUAL WAGES.

SAFEGUARDS DEMANDED.

BY OUR SPECIAL CORRESPONDENT.

Apparently the list of women's representatives present at the conference issued by the Board of Trade last night is incomplete, for there were present, in addition to the ladies mentioned, Miss Mary Macarthur, of the Women's Trades Union League; Mrs. Creighton, of the National Union of Women Workers; Miss Margaret Bondfield, of the Shop Assistants' Union; Lady Aberconway, Lady Barlow, Mrs. Cavendish-Bentinck, Mrs. Drake, and others. Mrs. Fawcett was to have been the first speaker, but in her absence the deputation was not formally introduced.

From subsequent conversation with some of the ladies, it appeared that both Mr. Runciman and the delegates asked various questions. The points that were strongly urged by the latter were that in employing women the Government should give a good lead in the matter of just treatment and equal wages. There was also on the part of several who spoke a demand for the formation of an advisory committee to the Government on women's work. Others pointed out strongly that due safeguards must be forthcoming on the part of the Government as to the scale of wages, the system of giving adequate training to the workers, and due provision as to reasonable facilities for housing women who should take up such work as may be found; this latter, of course, being a very important point as regards the sending of women workers on to the land and into distant places.

Mr. Runciman expressed his thanks to the various speakers for the many valuable sug-

P.T.O.

The Daily Telegraph,
April 14th. 1915.

gestions that had been put forward, and added that if he deemed it desirable he would ask them to attend again for further conference and discussion.

In amplification of the official summary of Mr. Runciman's speech, printed above, it may be stated that the right hon. gentleman mentioned that though the Board of Trade had tried to keep the Labour Exchange register separate from the special registers, about 2,000 names overlapped. In apportioning Government employment to women, the authorities proposed to adopt the following order of priority:

1. Local people registering at local Labour Exchanges.
2. Local people registering on the local war registers
3. Those who come from a distance to register.

Conferences had already been arranged in the cotton and biscuit-making trades, but he wished it to be understood that the employment of women in those occupations was more prospective than immediate. During the fortnight's training which the Government had arranged at agricultural colleges for dairy work—believing that that would be quite long enough training for the work the women would be called upon to do—the women would receive £1 a week for maintenance.

SERIES OF SUGGESTIONS.

At the conclusion of Mr. Runciman's speech the ladies were invited to state their case.

After Mrs. Drake had spoken,

Miss Sylvia Pankhurst urged that women should be paid the same rates as men, both as to time and piece work, for unskilled labour, and should also receive the special bonuses. For skilled labour their wages should approximate to those of men. Maintenance of not less than £1 a week should be provided in connection with Government training schemes and schemes subsidised out of public funds. In any readjustment of staffs after the war priority of employment should be given to the worker who had dependents, and the Government should make itself responsible for the maintenance of the workers displaced after the war until suitable work at an adequate wage had been found for them. Any advisory committee to work with the authorities should include representatives of organised women workers, who should also be appointed to any arbitration court that might be set up. A sole arbitrator appointed in a matter which primarily concerned women's labour should be a woman. Since the interests of every woman were of vital concern, it was imperative that the Parliamentary franchise should be extended to every woman over 21 years of age.

LONG HOURS FOR GIRLS.

Mrs. Rackham complained that the Government were not giving as clear a lead as they might to private employers on the questions of employment, wages, and conditions as applying to women.

Miss Llewellyn Davies spoke of the evils of long hours, and instanced cases of girls employed at a munitions factory working twelve-hour day shifts, with some night shifts in addition. Such employment wore out a woman's capacity, and so did not bear adequate results.

Lady Aberconway asked what proportion of women workers had been taken on in the Government departments since the war began.

Mr. Runciman said 600 women were working in the Board of Trade department.

WORKLESS WOMEN.

Miss Mary Macarthur remarked that although girls were working eighty-four hours a week at the factory named by Miss Davies, there were crowds of women at the gates daily waiting for work. She considered that the statements about a shortage of women labour were thus disproved.

Mrs. Tanner pointed out that as a large number of men whose places were being taken by women would not return, it was inevitable that some of the women should remain permanently, and that it behoved the Government to take timely steps to deal with such a situation.

PENALISING MATRIMONY.

Miss Nina Boyle strongly condemned the regulations and enactments penalising matrimony among Government women employés. She also observed that 600 extra men clerks had been taken on at the War Office to deal with women's allowances—work which could very well be done by women. She also related that at a certain police-station in South Wales she had seen a number of strapping young men, all over 6ft in height, working typewriters. Surely they should be at the front, and the work be done by women.

Miss Rathbone suggested the organisation of middle-class women workers in regiments and detachments, and the establishment of women's recruiting stations, and the display of recruiting posters for women. In her opinion the response to the appeal for registration had not been adequate. A great many women, she feared, were holding back for fear they would injure the men in their employment, or that they would be sweated.

FROM PILLAR TO POST.

Miss Oldham wanted to know where all the wonderful training of women workers was going on, and urged that the demand for long-shift working put many women out of court.

Miss Margaret Bondfield told a story of a woman

register of women willing to help, and it was the duty of every woman who had time and energy at her disposal to register. He had seen that morning that 33,000 had registered; but what was 33,000 when there must be 8,000,000 or 10,000,000 women in this country?

Women of the leisured class had done admirable and devoted service, often leaving it to others to settle what work would be most useful to the cause we all had at heart. Their devotion had been beyond praise; and he believed that in the great national experiment it would be found that the leisured women would be most ready to sacrifice their leisure.

WOMAN AND THE TERMS OF PEACE.

He had spoken of material work; but that was not the only thing that women could do. Until peace was assured there could be no useful discussion of the terms of peace; but when the time came to discuss them he for one hoped and believed women would be heard as much as men. It was spiritual force that was really powerful, and he looked to the women of this country to exercise their overwhelming influence on the side of mercy and clemency, but no less on the side of justice. (Cheers.)

The Rev. Lewis Donaldson said he looked upon the Government's appeal as the Magna Carta of the liberties of women. Not as anti-Suffragists could any Government survive after issuing such an appeal.

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The Daily Chronicle,
April 14th. 1915.

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WAR SERVICE FOR WOMEN.

TRADES, WAGES, AND CONDITIONS.

MR. RUNCIMAN'S REPLY TO DEPUTATION.

Replying to a deputation of women representing 18 trade unions, co-operative and suffrage societies, at the Board of Trade last night, Mr. Runciman said that down to the beginning of April 33,000 women had registered themselves on the Special Register of Women for War Service.

Among the trades and callings for which the women have registered themselves he noted specially the following:—

Armament workers	6,000
Clothing trades	4,000
Milkmaids and dairy workers	1,700
Gardeners	500
Other agricultural workers	2,000
Shop assistants	1,100
Leather workers	500
Commercial and clerical	5,000

Most of those registered are working women of previous experience, though not necessarily in the occupation for which they express a preference.

STEPS TO INCREASE RECRUITING.

There are some experienced women available for nearly all classes of occupations. About 1,500 applicants have had previous experience in agriculture. Nearly 4,000 applicants have been previously employed as clerks, and over 1,000 in shops. These applications have all been sifted, and applications for women should be made to the local Labour Exchanges.

Mr. Runciman explained that a special register of women was necessary because, although there were considerable numbers of women on the ordinary Labour Exchange register, taking the country as a whole, it did not follow that in any particular district enough women were available for the present demand, and the supply would certainly be insufficient for the prospective demand, which he hoped would be created by increased recruiting.

Steps were being taken in consultation with the Home Office to increase recruiting, and the temporary substitution of women for the men leaving in a number of trades. The actual work to which many of the women would be called would depend on the success of these efforts in particular trades.

Women on the Special Register would be called on only if there were not enough women available on the ordinary Labour Exchange register of the locality.

SAME PIECE RATES AS MEN.

As a general principle the Exchanges did not and could not take direct responsibility as to the wages and conditions, beyond giving in each case such information as was in their possession.

With regard to Government contractors, it had been laid down at the piece rates for women should be the same as for men, and further special instructions had been given to the Exchanges to inform inexperienced applicants of the current wages in each case, so that they should know the wage it was reasonable for them to ask.

A general safeguard against permanent lowering of wages by the admission of women to replace men on service would be made by asking employers, so far as possible, to keep the men's places open for them on their return.

As regards the housing of women moved into a district for work, Mr. Runciman stated that in certain districts special steps had already been taken by the Exchanges, by means of local housing committees, to find and inspect suitable lodgings for women. The necessity for this would probably develop, and in this the help of the women's organisations might be most valuable.

By arrangement with the Board of Agriculture a certain number of women had already received, and others were now receiving, short training in some of the agricultural colleges. Some of those having completed their training had been put in employment at once.. Arrangements for training in other occupations would be made as and when definite need arose.

In an informal discussion that followed Mrs. Drake said there was nothing to prevent any employer from taking women on at time rates in trades where piecework was the rule.

Miss Mary Macarthur urged the need of greater care when women were called on to make extra exertions. She knew of cases where women were working 94 hours a week, while there were others outside the factory gate who could not get a job.

Lady Aberconway asked what proportion of extra workers had been taken on in Government departments since the war began.

Mr. Runciman answered that in his own department 600 women typists had been taken on, and Miss Nina Boyle pointed out that the 600 male typists taken on by the War Office might have been released for service if women had been taken on instead.

Mrs. Rackham, a Poor Law guardian, complained that the Government was not giving as clear a lead to the private employer as it should do on the questions of wages and conditions.

Mr. Runciman thanked the deputation for their views, which, he said, embodied many valuable suggestions.

Western Mercury,
April 14th. 1915.

The Ladies Disagree.

There was something like a raid of women on the Board of Trade this afternoon. They commenced to arrive a little before five by taxi, by 'bus, and on foot, and there was an interested little group of the general public to watch the arrivals, who included such well-known suffragists as Miss Macarthur, Miss Bondfield, Miss Boyle, and Miss Pankhurst, and ladies with decidedly other views, including Mrs. Humphrey Ward.

Msr. Fawcett, who was expected to introduce the deputation, was not present, nor was Mrs. Despard.

For nearly two hours Mr. Runciman heard the views of his visitors, and I gather that they covered a pretty wide area. Equal pay for equal work was, of course, the feature of most of the requests. Miss Sylvia Pankhurst, for the East End Suffragettes, put this and other safeguards as a sine qua non of women's co-operation in the Government scheme for mobilising labour, but the representation of the Society for Opposing Woman Suffrage strongly opposed this attitude. She made it clear, she tells me, that in the view of her society women will rally to the help of the State in the present emergency without attempting to impose conditions.

It is unnecessary to add that she joined issue with Miss Pankhurst's plea that women should have votes in return for their services.

The Women's Freedom League wanted all barriers to matrimony removed in the case of woman workers, and the representatives of the National Union of Woman Suffrage Societies, the largest body represented, offered some interesting suggestions on the housing question.

Mr. Runciman testified to the valuable character of some of the suggestions offered, but was unable, of course, to promise anything beyond careful consideration. He suggested, I believe, the possibility of a further conference.

men, all over 6ft in height, working typewriters. Surely they should be at the front, and the work be done by women.

Miss RATHBONE suggested the organisation of middle-class women workers in regiments and detachments, and the establishment of women's recruiting stations, and the display of recruiting posters for women. In her opinion the response to the appeal for registration had not been adequate. A great many women, she feared, were holding back for fear they would injure the men in their employment, or that they would be sweated.

FROM PILLAR TO POST.

Miss OLDHAM wanted to know where all the wonderful training of women workers was going on, and urged that the demand for long-shift working put many women out of court.

Miss MARGARET BONDFIELD told a story of a woman having been sent from one Labour Exchange to another, only to find when she applied for a situation that sixty other women had been interviewed before her.

There were several other speakers.

Mr. RUNCIMAN thanked the deputation, and said their suggestions would receive the careful consideration of the Government.

UNIONS AND THE UNSKILLED.

Our Blyth Correspondent telegraphs: The agreement which has just been accepted by the members of the Amalgamated Society of Engineers providing for the employment of females and semi-skilled men in the production of shells and fuses for military and naval uses, is a unique trade-union document. It contains the following among other clauses:

Operations on which skilled men are at present employed, but which, by reason of their character, can be performed by semi-skilled or female labour, may be done by such during the war period. Where semi-skilled or female labour is employed in place of skilled labour, the rates paid should be the usual rates of the district obtaining for the operations performed.

Any federated employer shall at the conclusion of the war, unless the Government notify that the emergency continues, reinstate the working conditions of his factory on the pre-war basis, and as far as possible afford re-employment to his men at present serving with his Majesty's Forces.

These proposals shall not warrant any employer in making such arrangements as will effect a permanent restriction of employment in favour of semi-skilled men or female labour. Semi-skilled or female labour shall first be affected by any discharges either before or after the war period. The employers agree to take all possible steps to ensure the distribution of Government work throughout the kingdom.

THE NATION'S CALL.

A GREAT DEAL TO BE DONE.

For the purpose of hearing addresses on "The Nation's Call to Women" a meeting of the New Constitutional Society for Women's Suffrage was held yesterday afternoon at the Knightsbridge Hotel. Mrs. Cecil Chapman presided, and the speakers were Lord Robert Cecil, M.P., and the Rev. Lewis Donaldson.

In spite of the appeal which had been issued by the Government, there was, Mrs. CHAPMAN said, a good deal of perplexity in the minds of women as to what they could do. We had to look forward to a shortage of 200,000 agricultural labourers, and altogether this was a splendid opportunity for women to show that they were capable of rising to a great emergency.

Lord ROBERT CECIL, M.P., expressed his agreement with the chairman as to the need of doing more to bring the Government's appeal to the knowledge of women. From his own personal experience he knew that there were a very large number scattered about the country who were most anxious to find some outlet for their energies. He was connected with a branch of the Red Cross Society which was doing its best to assist the relatives of those wounded in action, and among the letters they had received was one from a woman, who wrote, "There is nothing to do but sit and wait and knit, and it almost breaks our hearts." That was surely untrue. Women had already done magnificent work, especially in the hospitals, but he was sure that there was a great deal more that they might be asked to do directly in connection with the war.

SOLDIERS DOING CIVILIAN WORK.

He was not sure that the Government had done all they might. (Cheers.) He was told the other day—he hoped it was not true—that there were 1,000 soldiers engaged in the work of the Army post-office, and he could not imagine why women should not do that work. There was a lot of other work indirectly connected with the war done by soldiers which might well be done by civilians or women. He remembered going to a hospital and seeing that the clerks were soldiers.

Then there was the question as to how far women could replace men in ordinary civilian work. The Government had made a great effort by starting a

The Daily Citizen,
April 15th. 1915.

WAR SERVICE AND FAIR WAGES.

Proceedings in the House of Commons yesterday were almost formal. Nothing was said about the Government's proposals for dealing with the drinking problem. There was a meeting of the Cabinet before the House assembled, and at this, it is asserted, the scheme was again considered. A vast amount of discussion has been carried on. Most of it, however, has been in the nature of "kite-flying." By contrast with the sweeping suggestions which have been advanced, ranging over the whole distance between the opposite poles of prohibition and State monopoly, the Government scheme, when it is forthcoming, will, no doubt, appear very modest. The "kite-flying" will have served its purpose.

The fact appears to be, as we have already stated it, that the scheme will be concerned chiefly with spirits. Meanwhile, until the scheme is forthcoming, little profit is to be derived from further discussion. We turn, therefore, to a question of at least equal importance, and one that at any rate is definite. A conference by the Workers' War Emergency Committee is to be held to-morrow to deal with war service for women. Mr. Runciman has taken the opportunity in the interim of consulting with representativees of various women's organisations. At that interview figures were produced of the women who have registered themselves for "war service" in response to the appeal jointly sent out by the Board of Trade and the Board of Agriculture, but, as it has since transpired, at the instance, to begin with, of the latter body. Further, at that interview, though the fact does not appear in the officially edited statement, information asked for concerning the demand for women's services on the part of employers apparently could not be supplied. While some 88,000 women, it would seem, have registered themselves for "war service" in various capacities, how many are wanted for service, in what capacities and where? is a field of inquiry that the Board of Trade does not appear to have covered. This is a singular omission. At the consultation both Miss Mary Macarthur and Miss Margaret Bondfield zrought forward facts which, to say the least of it, threw serious doubts on the alleged shortage of women's labour. Miss Mary Macarthur and Miss Bondfield were of those present the best entitled to speak with knowledge of what the industrial position as it affects women really is. Their names, and the important national organisations they represent, were left out of the published official list of those who attended. Indeed, there is no mention that women's trade unions were represented at all.

This, again, is singular, and, if not accidental, suggests a hostility to trade unions that cannot be considered fortunate, though it is quite in keeping with the muddling policy of the Board of Trade, which during the past few months has assuredly not suggested that we are any nearer to the millenium of official competence. The only effect of Mr. Runciman's consultation will be to give to-morrow's conference added point, and to confirm the view tha the "war service" appeal was inspired at bottom by a wish to supply farmers with work at a cheap rate. The appeal is to be deprecated for two reasons. First, so far as work on actual war supplies is concerned, the Board of Trade have been unable to show there is any shortage. Secondly, proofs are forthcoming that the shortage of agricultural labour is due to unjust wages.

Writing in the *Times*, the agricultural expert who wrote the "Pilgrimage of Farming" states that present and prospective farming profits justify an all-round increase in rural wages of

663 II/26 663.

The New Witness, April 15th 1915.

MRS. FAWCETT, who for so many years has represented the saner element in the Suffrage movement, is heading a deputation of women's societies to Mr. Runciman at the Board of Trade with a view to extending the facilities in war work open to women, and to demand equal standard rates of pay with men and the repeal of every regulation or enactment penalising matrimony among government employees. We have every sympathy with this demand for equal wages for women with men, and for this reason. The advantage of the employment of women to the capitalist lies in their cheapness. If an employer is obliged to pay the same wages to female as to male employees it obviously ceases to be an economic advantage to him, and of the two he will prefer male labour as more capable of prolonged effort. The employment of women in war works at reduced rates tends to decrease the demand for male labour, and at the end of the war men of the labouring classes who have enlisted in the army may return to find their places occupied by women. The establishment of equal wages renders this contingency remote. Let women be paid the same rate as men in the manufacture of munitions of war, then we may be certain that the end of the war will secure the return of the man to his job, and the release of woman from employment obviously unfitted to her sex. We are opposed to the abolition of government regulations forbidding the employment of married women on the ground that it must tend to increase the rate of infant mortality and to lower the standard of women's health; it being clearly impossible that a woman can perform the functions of motherhood and at the same time work in a factory, an office or a shop.

Aberdeen Evg. Express
April 15th. 1915.

WOMEN'S EMPLOYMENT.

OVER 350 REGISTERED AT ABERDEEN.

FORTHCOMING ACTION.

The register of women who have volunteered to undertake work being performed at present by men, with the object of releasing the latter for military service, has been signed, at the Aberdeen Labour Exchange, by fully 350 individuals, and women are enrolling, on an average, at the rate of from 50 to 100 per week. As has already been mentioned, all classes of society are represented among the applicants, who include a large number of women who have never worked for a living, and some who are unemployed and in needy circumstances. The occupations chiefly favoured are clerical work, dairy and farm employment, and service in ammunition factories.

Eager to "'List."

In addition to personal calls, there have been numerous applications by post. In a number of cases women in the country districts have been ready, and even insistently eager, to shoulder a rifle. Others have expressed the hope that the undertaking of the men's work will be a step in the direction of their being allowed themselves to take their place with the soldiers in the fighting line.

A big organised attempt is to be made all over the country to induce employers to release for military service every man who can be spared.

Glasgow Herald
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WOMEN AND WAR SERVICE.

LABOUR IN COTTON MILLS.

The Home Office began in Manchester yesterday an important series of conferences with the object of extending women labour in the cotton mills and relieving men for active service and for making munitions of war.

The day was spent in conference with card-room workers. Representatives of other trade unions will be met later, and finally there will be a joint conference between representative bodies of employers and workmen. The proportion of women workers in carding and weaving departments is already large.

THE LONDON CONFERENCE.

With reference to the conference on war service for women held at the Board of Trade on Tuesday, the Board of Trade announce that, in addition to the organisations mentioned in the notice already published, the following were represented:—

The Mothers' Union—Dowager Countess of Chichester; National Union of Women Workers—Mrs Creighton and the Hon. Lily Montagu; Women's Liberal Federation—Lady Abercon-way and Mrs Reid; Women's Trade Union League—Miss Mary MacArthur and Miss Margaret G. Bondfield.

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Writing in the *Times*, the agricultural expert who wrote the "Pilgrimage of Farming" states that present and prospective farming profits justify an all-round increase in rural wages of 5s. a week; that farmers are well aware of it, but, rather than pay a fair wage, many of them prefer, through obstinacy, to let their establishments decline. In the opinion of this authority the 80,000 men who have gone into the Army off the farms will never go back at the old wages and under the old conditions, nor can the existing shortage, estimated at from 10 to 12 per cent., be made up unless and until wages are raised and conditions altered. It is not in these circumstances the business of any Minister to use the machinery of his Department for helping farmers to go on paying unjust wages by employing women at any rates they choose to fix. It is merely helping to perpetuate one of the worst of national iniquities. Organised workers will line up solidly to defeat such an effort. If women are to be employed on farms they must be paid rates which will not assist to cheat the rural labourer.

labour as more capable of prolonged effort. The employment of women in war works at reduced rates tends to decrease the demand for male labour, and at the end of the war men of the labouring classes who have enlisted in the army may return to find their places occupied by women. The establishment of equal wages renders this contingency remote. Let women be paid the same rate as men in the manufacture of munitions of war, then we may be certain that the end of the war will secure the return of the man to his job, and the release of woman from employment obviously unfitted to her sex. We are opposed to the abolition of government regulations forbidding the employment of married women on the ground that it must tend to increase the rate of infant mortality and to lower the standard of women's health; it being clearly impossible that a woman can perform the functions of motherhood and at the same time work in a factory, an office or a shop.

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The Daily Telegraph, April 15th. 1915. 663/11/27 663.

WOMEN'S SERVICE FOR THE COUNTRY'S WORK.

TO-DAY'S CONFERENCE.

SOME OFFICIAL FIGURES.

To-day the question of employing women for war service, which on Tuesday formed the subject of a deputation to Mr. Runciman from representatives of the chief organisations of women, will again be brought prominently forward at the conference of women's trade unionist, Labour, Socialist, co-operative, Suffrage, and kindred societies, summoned by the Workers' National Committee. The conference takes place at Caxton Hall, Westminster.

Trade unions which include both men and women in their membership, in addition to the unions catering solely for women, are to be represented. The industries in respect of which women's aid is sought are those of farm and dairy work, leather stitchery, brush-making, clothing machining, and light machining for armaments. The conference is one of the most important that have been called together in this country to discuss the position of women in relation to employment, whether for war or otherwise.

According to the last census the number of women and girls of 10 years and upwards was as follows:

Engaged in occupations ...	4,830,734
Retired or unoccupied ...	10,026,379

Of these 6,862,025 were unmarried, 6,630,284 married, and 1,364,804 widowed; and of the unmarried 3,122,493 were classified as "unoccupied."

As many as 10,243 girls between the ages of 10 and 13, and no fewer than 39,033 between the ages of 13 and 14 were returned as "engaged in occupations."

VARIED OCCUPATIONS.

As regards commercial occupations, 4,301 women were returned under the heading of merchants, agents, and accountants. There were also 5,489 women engaged in banking and insurance. Female commercial and business clerks numbered 117,057. Ordinary indoor domestic service gave employment to 1,271,990, and, in addition, 63,868 were engaged in hotels and in lodging and eating-houses. Female domestic outdoor workers included one groom and 103 gardeners.

Other women workers enumerated included 25 farm bailiffs, 6 shepherds, 140 builders, 166 painters and decorators, 127,115 tailors, 66,578 milliners, 339,240 dressmakers, 10,271 milksellers and dairyworkers, 11,881 butchers, 66,242 bakers and confectioners, 53,638 grocers, 91,352 boarding and lodging-house keepers, 56,043 hotel keepers and publicans, 2,571 pawnbrokers, and 126,061 charwomen.

The total of 33,000, who, as stated by Mr. Runciman, have enrolled themselves on the special register of women for war service, would seem to be very small in proportion to the eight or ten million women in this country who are of an active age.

This 33,000, however, does not accurately represent the number of women seeking employment in some form who could, presumably, be "turned on" to war service to release men for the Army if required.

The Board of Trade returns show that for the four weeks ended Feb. 12, 1915, there were in the uninsured trades 31,090 women on the ordinary register, for whom 19,952 places were provided, and 7,353 girls for whom employment was found.

In this connection it should be recalled that the Workers' (War Emergency) National Committee of the Labour party, after considering the Government's call to women, framed a resolution pointing out that "there are still 60,000 men and boys, and 40,000 women and girls on the live register of the Labour Exchanges for whom the Board of Trade has so far failed to find situations, or provide training, whilst many thousands more are working short time." Mr. Runciman, it is to be noted, made no reference (according to the official report) to this statement, which, it is understood, is to be made the matter of further comment at to-day's conference.

PRINCIPAL RESOLUTIONS.

Miss Mary Macarthur is to preside at to-day's conference, and the following are two of the principal resolutions:

That this conference, representing the women's trade union, Labour, Socialist, co-operative, Suffrage, an dkindred organisations, declares that as it is imperative in the interests of the highest patriotism no emergency action should be allowed unnecessarily to depress the standard of living of the workers or the standard of working conditions, adequate safeguards must be laid down for any necessary transference or substitution of labour, and it therefore urges:

(a) That all women who register for war service should immediately join the appropriate trade union in the trade for which she is volunteering service and that membership of such organisation should be the condition of her employment for war service;

(b) That where a woman is doing the same work as a man she should receive the same rate of pay, and that the principle of equal pay for equal work should be rigidly maintained;

(c) That in no case should any woman be drafted from the war register to employment at less than an adequate living wage, and that the stereotyping of sweated conditions must at all costs be avoided:

(d) That adequate training with maintenance should be provided for suitable women whom it is proposed to place in employment under the foregoing conditions, and that in choosing candidates for such training preference should be given, where suitability is equal, to the normal woman wage-earner now unemployed.

(e) That in any readjustment of staffs which may have to be effected after the war priority of employment shall be given to workmen whose places have been filled by women.

That this conference demands that the Advisory Committee of Workers appointed by the Government for facilitating the carrying out of the proposals for the acceleration of output on Government work should include representatives of organised women workers; this Committee should advise the Board of Trade as to detailed terms and conditions upon which arrangements can be made for the transference of women from one trade or district to another for work formerly done by men, and that before giving such advice the Advisory Committee shall consult the organised representatives of the trade or section of trade concerned, so that any action may be taken in the closest co-operation with the trade union interested.

WORK ON THE RAILWAY.

Meantime, and whilst municipal authorities in some parts of the country are seriously considering the question of employing women as tram conductors, certain of the great railway companies having termini in London have cut the gordian knot, so to speak, and have already installed women as ticket collectors, carriage-sweepers, and even as porters.

Some months have elapsed since the Great Central Railway Company first introduced women cleaners into the carriage sheds connected with the Marylebone terminus. Their number is now probably between thirty and forty. More recently, however, several additional women—probably half a dozen in all—have been engaged on carriage-cleaning duties in Marylebone Station itself. The official badge of their occupation is a brassard worn on the left arm; the implements of their trade are their broom and their dust-box.

At first, naturally, they drew upon themselves a good deal of attention, as they raided carriage after carriage, in pursuit of dust and litter; but now they seem to be accepted as part of the recognised order of things within the station precincts. Even the two women porters have almost ceased to excite notice. They ply their calling very unobtrusively, and they are, of course, spared the heaviest work.

At Paddington, on the other hand, there may be seen any day on certain of the local platforms a little group of young women doing duty industriously as ticket collectors. There are four of them so far, all dressed quite simply, with nothing to distinguish them from the ordinary young woman passenger, beyond the brassard carrying the initials "G.W.R." over the words "Ticket Collector," which they display on their left arm. [illegible]s badge, and a pair of checking-pliers, constitute their insignia of office. It was only last week that they entered upon their duties, to which they themselves, no less than the passengers with whom they deal, seem to have taken quite kindly.

The Liverpool Post, April 16th. 1915.

WAR SERVICE FOR WOMEN.

APPEAL FOR REGISTRATION OF AVAILABLE WORKERS.

"Any woman who by working helps to release a man or to equip a man for fighting does national war service, and every woman should register who is able and willing to take employment."

This phrase appears in the Board of Trade circular in regard to war service for women, and with a view to furthering the Board's object a public meeting was held yesterday afternoon at the Wallasey Town Hall, the Mayor (Alderman Swanwick) presiding over a crowded attendance.

Miss Knowles, organising officer for women's work for the North-Western Division, said the object of the Board of Trade was to secure a census of women who could release more men for active service should the necessity arise. This was not a movement to obtain cheap female labour. She appealed to the leisured classes to register themselves on patriotic grounds, and also to married women and others who had a trade at their finger ends, but who no longer worked at it. Women workers were much required in ammunition factories for filling shells, and so on. She knew of one firm which could employ 1,500 women now, 1,000 more in May, and 2,000 more in August if the war continued. They were also wanted to release men in clothing factories, in agricultural and dairy work, for clerical work, as shop assistants, and for light duties on the railways. Preliminary training for these various employments would, of course, be necessary, for women were not conceited enough to suppose they could at once step into the places of the men. There was no intention to displace the men on their return from the war, and it was being made clear that the employment offered was emergency work only. So far, the result had been distinctly disappointing, as only 33,000 women had registered throughout the whole country. It could only be that the scheme was not properly understood, and she wished to make it clear that this was war service work and was not compulsory service.

Miss M'Adam, of the University School of Social Science, who attended in place of Miss Eleanor Rathbone, who was detained in London, remarked that there were many thousands of women in the country who felt that there was no outlet for them. There was now, however, for the first time in history, an appeal from the Government for women to come forward and help. Women who were not strong enough to work full time could register as half-timers. The Government wished to know how many women were available in an emergency, and it would be a great aid to recruiting if the women were ready to take the places of the men if those who were still working were required on active service. Our women should show that if the worst came to the worst they were ready to offer themselves for the service of the country, and she appealed to all employers to give to women all the work it was possible for women to do. She proposed the formation of a committee to carry on the work of organisation.

Alderman T. Raffles Bulley, in seconding, said he did not believe that the women, when the way was pointed out to them, would be less willing to help than the men had been and he hoped the women of the district would register themselves in great numbers.

Dr. Mary Davies, who supported, said she had heard hundreds of women say how they wished they could fight, and here was now their chance, for they could with their two hands do work as important as that done by a soldier with his gun. She had recently been in France, and she had come back with the fear that the women of Great Britain and Ireland might not rise to the occasion as the women of France had done. All men of military age were on active service in France, and the work of the country was being done by the women. The Board of Trade were asking the women of this country to register, and she hoped there would be a ready response in that district.

The proposal was adopted, and on the motion of Mr. J. J. Burnley (borough treasurer), seconded by Mr. C. H. Birchall, the speakers were thanked, a similar compliment being paid to the Mayor for presiding.

663 II/28 663.

The Common Cause, April 16th. 1915.

WOMEN'S CONFERENCE WITH THE PRESIDENT OF THE BOARD OF TRADE.

A Conference took place on Tuesday between the President of the Board of Trade and representatives of a number of women's organisations, for the purpose of discussing the registration of women for war service. Mrs. Rackham and Mrs. Deane Streatfield attended on behalf of the National Union, and put forward its views in regard to women's work.

National Union Views.

The following recommendations were made :—

(1) That equal pay for equal work should be an essential condition of service; (2) that training for women should be definitely organised; (3) that the question of housing the workers should be considered.

The National Union made the suggestion that an Advisory Board be established in London upon which women's organisations should be fully represented, and that these should include various types of workers, professional, clerical, and industrial. Local committees should also be formed in all districts where the women were employed. It was also urged by the National Union that many more women should be employed in the Civil Service, especially the higher branches, and that more women inspectors were greatly needed.

Mr. Runciman's Statement.

Mr. Runciman, in opening the proceedings, said that up to the beginning of April over 33,000 women had registered themselves on the special register of women for war service. Among the applications for service for which the women have registered themselves he noted specially the following : Armament workers, 6,000; clothing trades, 4,000; milkmaids and dairy workers, 1,700; gardeners, 500; other agricultural workers, 2,000; shop assistants, 1,100; leather workers, 500; commercial and clerical, 5,000. Most of those registered are working women of previous experience, though not necessarily in the occupation for which they express a preference. There are some experienced women available for nearly all classes of occupations. Thus, 1,500 of the applicants state that they have had previous experience in agriculture. Nearly 4,000 applicants have been previously employed as clerks and over 1,000 in shops. These applications have all been sifted, and applications for women should be made to the local Labour Exchanges. Mr. Runciman then explained that a special register of women was necessary, because although there were considerable numbers of women on the ordinary Labour Exchange register, taking the country as a whole, it did not follow that in any particular district sufficient women were available for the present demand, and the supply would certainly be insufficient for the prospective demand which he hoped would be created by increased recruiting. Steps were being taken in consultation with the Home Office to increase recruiting, and the temporary substitution of women for the men leaving in a number of trades. The actual work to which many of the women would be called would, of course, depend upon the success of these efforts in particular trades. In any case it was not intended that the women on the special register should be placed in employment at the expense of the women registered at the Exchanges in the ordinary way. The women on the special register would be called on only if there were not sufficient women available on the ordinary Labour Exchange register of the locality.

Wages and Conditions.

As regarded the wages and conditions on which women should be employed, he pointed out that as a general principle the Exchanges did not, and could not, take direct responsibility as to the wages and conditions beyond giving in each case such information as was in their possession. In regard, however, to Government contractors it had been laid down that the piece rates for women should be the same as for men, and further, special instructions had been given to the Exchanges to inform inexperienced applicants of the current wages in each case, so that they should be fully apprised as to the wage which it was reasonable for them to ask. A general safeguard against permanent lowering of wages by the admission of women to replace men on active service would be made by asking employers, so far as possible, to keep the men's places open for them on their return.

Housing and Training.

As regarded the housing of women moved into a district for work, Mr. Runciman stated that in certain districts special steps had already been taken by the Exchanges by means of local housing committees to find and inspect suitable lodgings for women. The necessity for this would probably develop, and in this the help of the women's organisations might be most valuable. By arrangement with the Board of Agriculture a certain number of women had already received, and others were now receiving, short training in some of the agricultural colleges. Some of those, having completed their training, had at once been put in employment. Arrangements for training in other occupations would, he hoped, be made as and when definite need arose.

A long discussion followed, and a large number of questions were asked and suggestions put forward.

Mr. Runciman dealt with a number of these, and promised to communicate with the societies further with regard to others, with a view in particular of availing himself of the offers of help made.

The following were the organisations represented and the names of the representatives :—

Catholic Women's Suffrage Society: Miss O. Sulli an.
Conservative and Unionist Women's Franchise Asso ation: Mrs. Ridley Smith.
East London Federation of the Suffragettes: Mi: E. Sylvia Pankhurst.
Girls' Friendly Society: Miss Lettice Digby.
Head Mistresses' Association: Miss Reta Oldham.
Liverpool Society: Miss Eleanor F. Rathbone.
Local Government Advancement Committee: Mrs. Humphry Ward.
National League for Opposing Women's Suffrage: Mrs. Archibald Colquhoun.
National Union of Women's Suffrage Societies: Mrs. Rackham, Mrs. Deane Streatfield.
Union of Jewish Women: Mrs. Nathaniel L. Cohen.
United Suffragists: Miss Barbara Ayrton Gould.
Woman's Dreadnought: Miss Norah L. Smyth.
Women's Co-operative Guild: Miss Margaret Llewellyn Davies
Women's Freedom League: Miss Nina Boyle, Mrs. K. S. Tanner.
Women's Unionist and Tariff Reform Association: Miss E. Goring Thomas.
Women Writers' Suffrage League: Mrs. Sarah A. Tooley.
Woolwich Branch, Women's Co-operative Guild: Mrs. Anna Ross.
Y.W.C.A.: Miss A. A. Horne, Miss Grace Bristow, Mrs. Ross Cooper.

Birmingham Post, April 16th. 1915.

Add the Appeal for Women Workers

To the Editor of the Daily Post.

Sir,—In the short account you published in your issue of the 14th of Lord R. Cecil's speech the fact is mentioned that only 33,000 women had responded to the Government's appeal to women for their help in order that men might be left free either for active service in the fighting line or to help in the making of munitions of war. If you will allow me, I should like to give one or two reasons for this apparently small number of women volunteers.

(1) The very large number of women, mostly of the leisured class, who have, since the beginning of the war, given their services in the St. John's Ambulance, the Red Cross, the Prince of Wales's Fund distribution, and other kindred work. These, as a rule, do not feel justified in volunteering, as the work they are already doing is valuable to the nation.

(2) Of the workers, all the women and girls—certainly here in Birmingham—may be said to be working full time and overtime.

(3) Many women, who to my knowledge have registered at the bureau either in their own district or in London, have had no notice taken of their communications, and one or two have asked me whether there was anything further they could do to draw attention to the fact that they want to be of use. This sort of neglect does not encourage others to send in their names.

(4) We hear that the municipality in Birmingham has spared such a large number of their employes that the tram service, &c., has had to be curtailed. Yes! but go into the municipal offices and see the large bodies of able-bodied clerks, or into the drapery, haberdashery, or grocery shops and notice the men there content to display a curtain, sell a reel of cotton, or a pound of tea, in every instance work which any intelligent woman could do quite as well. Possibly some slight physical defect may and does debar a few from doing as they would wish—volunteer for active service; but surely it does not prevent their offering to help in the production of the munitions of war.

Women cannot go to men and say, "I can and will do your work while it is necessary; go you and see what you can do in producing those munitions on which the authorities are never tired of telling us the whole issue of the struggle depends." But if women were asked to fill those places I feel sure plenty could be found.

The truth is the following remarks express too truly, I fear, the feelings of a good many of the men now at home—they are remarks which have been made to me many times: "A comfortable bed and a comfortable berth, he would be a fool to give them up," and "After all, German money is as good as English." I entirely agree with a girl who said to me, "I assure you we girls are not verey proud of these men."

A. G. H.

Irish Times,
April 16th. 1918.

War Work for Women.

Lord Robert Cecil, at a meeting held in London on Tuesday to discuss "the nation's call to women," said that he was disappointed to find that, out of the ten million women in the country, only thirty-three thousand had so far registered for war service. If all the circumstances are taken into account, however, the response to the Government's appeal cannot be regarded as bad. In the first place, it must be remembered that the great majority of the ten million women are already fully occupied in domestic duties, while a considerable proportion of the remainder are precluded from offering themselves for work that would take them far from their homes. Secondly, we must not forget that many thousands of women have already registered their names at the various Labour Exchanges, which it is not expected or desired that the new Special Register should displace. Thirdly, many thousands of women, particularly of the upper and middle classes, had not waited for the issue of the Government's appeal, but had offered themselves as nurses and ward-maids in the innumerable hospitals that have sprung up since the war began. Fourthly, the Government's appeal has not long been published, and has probably not yet reached a considerable number of the women who might be expected to respond to it. All things considered, we fancy that the surplus of unemployed female labour is not by any means so large as it has been thought to be, and that thirty-three thousand represents a substantial percentage of those who, under present conditions, might be expected to respond to the call. On the same day when Lord Robert Cecil spoke a Conference took place at the Board of Trade between Mr. Runciman, the President, and the representatives of a number of women's organisations. Mr. Runciman's analysis of the applications which had been received provokes some interesting reflection. The most curious fact which it revealed was that the largest group of women who had applied—6,000 in number—desired employment as "armament workers." As there cannot be many women whose previous occupations qualified them for arduous physical labour, we imagine that their preference was chiefly sentimental, and due to the hold that the cry for "shells, shells, more shells!" has taken upon the feminine mind. That four thousand should have volunteered for the clothing trades is natural enough. Highly satisfactory, because obviously genuine, is the desire of some four thousand women to be employed as milk-maids, dairy-workers, and gardeners, or in some other agricultural pursuit. Less satisfactory, but not at all surprising, is the fact that no fewer than five thousand—or close upon a sixth of the total number of applicants—expressed a preference for commercial and clerical work. That is the inevitable result of our system of elementary education, which, until the last few years, was almost exclusively of a "literary" character, and ignored the certainty that the vast majority of the pupils, whether boys or girls, would have to make a living with their hands. Happily, there has been of late an improvement in this respect, but it is still too recent to have affected a large proportion of the population.

There are numerous obstacles to the more general employment of women, chief among which may be put wages, health, and temperament. Ought women to be paid the same wages as men if they do the same work? The obvious answer is "Yes," but it is by no means universally true. While there are certain employments for which women are even better fitted than men, and in which, therefore, they deserve equal, if not higher, wages, there are others for which, as every employer knows, they are not so well suited, and they are only employed because they are cheaper. We shall only mention one—namely, that of a Post Office attendant. On the other hand, to make things even, we may quote the opinion of the manager of a business employing a large number of

Hull Daily News,
April 16th. 1918.

WOMEN WORKERS

Address by Organising Secretary at Hull

The subject of registration at the Labour Exchanges of women who are prepared to undertake war service and so release men, was discoursed upon by Miss Julia Thornton, of Doncaster, senior organising secretary for the district, at a meeting of ladies and gentlemen interested in local organisations, which was held at the Guildhall yesterday.

The chair was occupied by the Lord Mayor, who was accompanied by the Lady Mayoress.

Miss Thornton drew attention to the position of the country, having regard to the large number of men who had joined the Army since the outbreak of war, and pointed out how the industries of the country were bound to suffer in consequence of this depletion of men, more especially as an Army of the magnitude now attained by ours required to be clothed and fed, &c. With a view to overcoming the difficulty, it had been suggested that women should take the place of men where necessary and possible.

With regard to shops, there were more men than women assistants in shops, and very many of the men now serving were willing and wishful of joining the colours, and could be replaced by women. Then women could be employed on the railways—in clerical duties, ticket issuing and collecting, carriage cleaning, and acting as porters. In the textile, clothing, and boot factories there were still many occupations carried on by men which could be equally well done by women; while women could also work as tram conductors, on the clerical staffs of gas and engineering departments, as chauffeurs and motor drivers, and also in certain unskilled or semi-skilled work. There was also great need for nurses, and women could also assist in agricultural work.

ATTITUDE OF EMPLOYERS.

One of the greatest difficulties they had to face was the fact that the employers did not look with much satisfaction on the idea of substituting women for men. It was not that women were not adaptable, but really the prejudice of the employers which had to be broken down.

Dealing with the question of lodgings, Miss Thornton said in towns where women workers were likely to be required local committees of ladies were at work providing hostels and finding clean, comfortable lodgings. Women might become as important in the industrial world as men were. Their work was wanted; their country was in need of them; and it was for the women to rise to the occasion and show to the Government that they were willing to come forward and register their names in the hope that the employers would take their services.

Miss Thornton said she wished to remove any misapprehension that might exist that simply by registering their names work would be found at once. Their names would be registered, and as soon as opportunity arose communications would be sent telling them what work was available.

A vote of thanks was proposed by the Rev A. T. Greenwood.

Councillor F. W. Booth seconded, and the vote was cordially carried.

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The Picture World,
April 16th. 1918.

Women and War Service.

Mr. Runciman's interview with a trade union deputation on the subject of women's work in war time revealed both helpful facts and difficulties.

A great deal of service to the nation can be done by women working in the places of men, but in many trades there has been a natural jealousy on the part of men lest women, by accepting lower wage rates, should imperil the hard-won advantages of the trade unionist.

In that respect Mr. Runciman pointed out that, as a general principle, the Labour Exchanges, which are organising the women workers, cannot take direct responsibility for wages and conditions, beyond giving in each case such information as they possess.

In regard to the employees of Government contractors, however, it has been laid down that the piece rates for women shall be the same as for men. But, of course, the entry of women into trades in place of men affects a much wider area than Government contracts, and care must be taken that the influx of new and inexperienced workers is not exploited for the benefit of the greedier class of employer.

To prevent that, special instructions have been given to Labour Exchanges to inform inexperienced applicants of the current wages in each case so that they shall be fully apprised as to the wage which it is reasonable for them to ask, and a further general safeguard against a permanent lowering of wages will be made by asking employers, as far as possible, to keep the men's places open for them on their return.

It is difficult to say how far it is possible to rely on promises that the men's places will be restored to them after the war. The great bulk of employers will doubtless act honourably in this matter, but a minority may not, and the only way to keep that minority from permanently substituting women for men workers at lower rates of pay is to secure at the outset that women's labour is not given too cheaply.

Therein lies one of the greatest problems of war service by women. In some occupations women have shown themselves difficult to organise and weak in resisting power.

There is an illustration of the difficulty in the cases quoted by Miss Mary Macarthur where some women are working ninety-four hours a week, while others stand at the factory gates unable to find employment.

There is also the broader social view which should be kept in mind, and that is that the home should not be recklessly sacrificed to the factory. Whatever may be the effect of the war on the standards of life, it is certain that many young families will be deprived of their natural protectors, and the mother's care in the home will become all the more necessary.

The whole problem is great and complex, but, with the readiness of the Government and of trade union leaders to help, there should be little to hinder a proper organisation of women to meet the needs of war time.

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more men than women assistants in shops, and very many of the men now serving were willing and wishful of joining the colours, and could be replaced by women. Then women could be employed on the railways—in clerical duties, ticket issuing and collecting, carriage cleaning, and acting as porters. In the textile, clothing, and boot factories there were still many occupations carried on by men which could be equally well done by women; while women could also work as tram conductors, on the clerical staffs of gas and engineering departments, as chauffeurs and motor drivers, and also in certain unskilled or semi-skilled work. There was also great need for nurses, and women could also assist in agricultural work.

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Dealing with the question of lodgings, Miss Thornton said in towns where women workers were likely to be required local committees of ladies were at work providing hostels and finding clean, comfortable lodgings. Women might become as important in the industrial world as men were. Their work was wanted; their country was in need of them; and it was for the women to rise to the occasion and show to the Government that they were willing to come forward and register their names in the hope that the employers would take their services.

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A vote of thanks was proposed by the Rev A. T. Greenwood.

Councillor F. W. Booth seconded, and the vote was cordially carried.

care must be taken that the influx of new and inexperienced workers is not exploited for the benefit of the greedier class of employer.

To prevent that, special instructions have been given to Labour Exchanges to inform inexperienced applicants of the current wages in each case so that they shall be fully apprised as to the wage which it is reasonable for them to ask, and a further general safeguard against a permanent lowering of wages will be made by asking employers, as far as possible, to keep the men's places open for them on their return.

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There is also the broader social view which should be kept in mind, and that is that the home should not be recklessly sacrificed to the factory. Whatever may be the effect of the war on the standards of life, it is certain that many young families will be deprived of their natural protectors, and the mother's care in the home will become all the more necessary.

The whole problem is great and complex, but, with the readiness of the Government and of trade union leaders to help, there should be little to hinder a proper organisation of women to meet the needs of war time.

Votes for Women, April 16th. 1913.

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Women Make Conditions

Miss Llewelyn Davies and Miss Mary Macarthur, representing the Women's Co-operative Guild and Women's Trades Unions, went into the question of hours of work, explaining that in armament factories, although there was no shortage of women's labour, women were forced to be working twelve and fourteen hours a day, often seven days a week, so that they averaged eighty-four hours a week. These speakers demanded that the Board of Trade should refuse to grant permits suspending the Factory Acts without consulting the workers of the particular industries in question. They added that unless the Government agreed to proper conditions of work and pay for the women, their Societies, which represented hundreds of thousands of working women, would refuse to co-operate. A strong recommendation was made by a large number of the delegates that an Advisory Standing Committee of women should be formed to help in the organisation of the women's work, and further, that the representatives of the Trades Unions concerned, and, in fact, all the women actually doing the work, should be consulted as to the conditions of that work.

Derby Telegraph, April 17th. 1913.

WOMEN AND WAR WORK.
A PATRIOTIC VOLUNTEER.

(To the Editor of the "Derby Daily Telegraph.")

Sir,—It is four weeks since I registered my name for war work, and as I have not yet been asked to put my shoulder to the wheel, I offer my services free for a week to any of the following occupations: Postman, car conductor, policeman, grocer's assistant, or munition worker. I will give my services to any of the above until I become efficient for one of them. But having a grown up family at home, all working (but no sons of military age) I am obliged to ask for work in the town in order to keep pace with the workers at home. At the same time, I offer my services as stated, and will gladly undertake the same. Why hold us back when we are so badly needed? Let us help before it is too late. For name and address of writer apply to the "Derby Daily Tele-

[redacted]

Midland Weekly News, April 17th 1913.

WOMEN'S WAR HELP.

IMPORTANT BOARD OF TRADE CONFERENCE.

33,000 REGISTERED.

The importance which is attached to the substitution of women for men in certain trades was emphasised on Tuesday when a conference took place at the Board of Trade between the President of the Board of Trade and representatives of a number of women's organisations. The following is an official account of the conference:

Mr Runciman, in opening the proceedings, said that up to the beginning of April over 33,000 women had registered themselves on the Special Register of Women for War Service. Among the applications for service for which the women have registered themselves he noted specially the following:—

Armament workers	6,000
Clothing Trades	4,000
Milkmaids and Dairy workers	1,700
Gardeners	500
Other Agricultural workers	2,000
Shop Assistarts	1,100
Leather workers	500
Commercial and Clerical	5,000

Most of those registered are working women of previous experience, though not necessarily in the occupation for which they express a preference. There are some experienced women available for nearly all classes of occupations. Thus, 1,500 of the applicants state that they have had previous experience in agriculture. Nearly 4,000 applicants have been previously employed as clerks, and over 1,000 in shops. These applications have all been sifted and applications for women should be made to the local Labour Exchanges.

Mr Runciman then explained that a Special Register of women was necessary because, although there were considerable numbers of women on the ordinary Labour Exchange Register, taking the country as a whole, it did not follow that in any particular district sufficient women were available for the present demand, and the supply would certainly be insufficient for the prospective demand, which he hoped would be created by increased recruiting.

Steps were being taken in consultation with the Home Office to increase recruiting and the temporary substitution of women for the men leaving in a number of trades. The actual work to which many of the women would be called would, of course, depend upon the success of these efforts in particular trades. In any case, it was not intended that the women on the Special Register should be placed in employment at the expense of the women registered at the Exchanges in the ordinary way. The women on the Special Register would be called on only if there were not sufficient women available on the ordinary Labour Exchange register of the locality.

Wages and Conditions.

As regards the wages and conditions on which women should be employed, he pointed out that, as a general principle, the Exchanges did not, and could not, take direct responsibility as to the wages and conditions, beyond giving in each case such information as was in their possession. In regard, however, to Government contractors, it had been laid down that the piece rates for women should be the same as for men, and further special instructions had been given to the Exchanges to inform inexperienced applicants of the current wages in each case, so that they should be fully apprised as to the wage that it was reasonable for them to ask. A general safeguard against permanent lowering of wages by the admission of women to take the place of men on service would be made by asking employers, so far as possible, to keep the men's places open for them on their return.

As regards the housing of women moved into a district for work, Mr Runciman stated that in certain districts special steps had already been taken by the Exchanges by means of local housing committees to find and inspect suitable lodgings for women. The necessity for this would probably develop and in this the help of the women's organisations might be most valuable.

By arrangement with the Board of Agriculture a certain number of woman had already received, and others were now receiving, short training in some of the agricultural colleges. Some of those having completed their training had at once been put in employment. Arrangements for training in other occupations would, he hoped, be made as and when definite need arose.

A long discussion followed, and a large number of questions were asked and suggestions put forward. Mr Runciman dealt with a number of these and promised to communicate with the societies further with regard to others, with a view in particular of availing himself of the offers of help made.

Safeguards Demanded.

According to the special correspondent of the "Daily Telegraph" there were present at the conference, in addition to the ladies officially mentioned, Miss Mary Macarthur, of the Women's Trades Union League; Mr Creighton, of the National Union of Women Workers; Miss Margaret Bondfield, of the Shop Assistants' Union, and others. Mr Fawcett was to have been the first speaker but in her absence the deputation was not formally introduced.

From subsequent conversation with some of the ladies, it appeared that both Mr Runciman and the delegates asked various questions. The points that were strongly urged by the latter were that in employing women the Government should give a good lead in the matter of just treatment and equal wages. There was also on the part of several who spoke a demand for the formation of an advisory committee to the Government on women's work.

Others pointed out strongly that due safeguards must be forthcoming on the part of the Government as to the scale of wages, the system of giving adequate training to the workers, and due provision as to reasonable facilities for housing women who should take up such work as may be found; the latter, of course, being a very important point as regards the sending of women workers on to the land and into distant places.

At the conclusion of Mr Runciman's speech the ladies were invited to state their case.

Miss Sylvia Pankhurst urged that women should be paid the same rates as men, both as to time and piece work, for unskilled labour and should also receive the special bonuses. For skilled labour their wages should approximate to those of men. Maintenance of no less than £1 a week should be provided in connection with Government training schemes and schemes subsidised out of public funds. Since the interests of every woman were of vital concern, it was imperative that the Parliamentary franchise should be extended to every woman over 21 years of age.

Long Hours.

Miss Llewellyn Davies spoke of the evils of long hours, and instanced cases of girls employed at a munitions factory working twelve-hour day shifts, with some night shifts in addition. Such employment wore out a woman's capacity, and so did not bear adequate results.

Lady Aberconway asked what proportion of women workers had been taken on in the Government departments since the war began.

Mr Runciman said 600 women were working in the Board of Trade department.

Miss Mary MacArthur remarked that although girls were working eighty-four hours a week at a factory named, there were crowds of women at the gates daily waiting for work. She considered that the statements about the shortage of women labour were thus disproved.

Miss Nina Boyle strongly condemned the regulations and enactments penalising matrimony among Government women employees. She also observed that 600 extra men clerks had been taken on at the War Office to deal with women's allowances—work which could very well be done by women. She also related that at a certain police station in South Wales she had seen a number of strapping young men, all over 6ft in height, working typewriters. Surely they should be at the front, and the work be done by women.

The Spectator, April 17th. 1915.

At the Board of Trade on Tuesday a Conference was held on the substitution of women for men in various trades. Mr. Runciman informed the representatives of the women's organizations that up to April more than thirty-three thousand women had enrolled themselves on the Special Register of Women for War Service. Six thousand had entered their names for employment in armament works and four thousand for employment in clothing factories. Applications for women's services should be made to the local Labour Exchanges. It was not intended, however, that women on the Special Register should be employed at the expense of women who had entered their names in the ordinary way at the Exchanges. The Special Register was, in fact, for local emergencies. In Government work the piece rates for women would be the same as for men. The Board of Agriculture had arranged for a certain number of women to receive a short training in agricultural methods. The War Office, as we learn from the *Times*, are employing some hundreds of women as clerks, messengers, and typists. Before the war women were employed only as typists.

Birmingham Post, April 17th. 1915.

PATRIOTIC WOMEN.

INTERESTING APPLICATIONS TO BIRMINGHAM FIRM.

It is generally known that large numbers of the women of this country have displayed the utmost eagerness to render practical service during the war, but the extent of their desire can scarcely be realised. Since the issue of the Board of Trade circular on the subject of "War Service for Women" last month local manufacturers of war material have received hundreds of applications for work from women who need never see the inside of a workshop unless they choose. At Messrs. Kynoch's works at Witton four ladies who thought they could be of service in the manner suggested in the circular—namely, doing something that would release a man for active service, were engaged, and three of them are still at work. They are employed in office duties. This firm alone have received hundreds of applications from all over the country from ladies in comfortable circumstances who "want to do something for Britain." The wife of a Wiltshire landowner, for example, wrote a short time ago offering the services of herself and a squad of twenty-five other women in the same station in life. She added that she might be able to get a second squad of twenty-five! Such instances are fairly common.

Factory life is hard and entails a heavy strain upon the endurance of those unaccustomed to it. In many cases the spirit is willing, but the flesh is weak. It says a good deal for the patriotism of British women that they should be so anxious to undertake heavy toil day after day in a factory for their country's sake. Men who can spare a little time are also eager to find work. About Easter time Messrs. Kynoch received a number of applications from masters of public schools, who explained that they had a month's holiday, and were anxious to "do their bit" during that period by engaging in the manufacture of munitions of war.

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HOW THEY WISH TO WORK.

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Among the industries which it is proposed women should enter, as announced by the Board of Trade, are farm and dairy work, leather-stitching, brushmaking, clothing, machining, and light machining, for armaments.

The societies represented at the conference included women's trade unions, Labour, Socialist, co-operative, suffrage, and kindred organisations.

Miss Mary Macarthur, who presided, said they had heard of women being ready to give their services for nothing in ammunition factories. It was a poor sort of patriotism which justified that kind of thing, and it was the duty of the nation, as it was the duty of the women themselves, to see that they were not exploited in the national emergency.

In the series of resolutions passed by the conference, it was urged that women doing the same work as men should receive the same rate of pay, that sweated labour conditions must be avoided at all costs, and that, after the war, priority of employment should be given to workmen whose places had been filled by women.

The Daily Telegraph, April 17th. 1915.

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WAR SERVICE CALL.

A HALF-HEARTED RESPONSE.

By A WOMAN WORKER.

More than a month has elapsed since the Government put forward its appeal to women to register for paid employment in various industries which would directly or indirectly be of service towards the successful prosecution of the war. It may be recalled that it ended with the statement that 'any woman who by working helps to release a man or to equip a man for fighting does national war service. Every woman should register who is able and willing to take employment."

And after four weeks, during which the subject has been kept to the fore, we are officially informed that the response to the call has been—33,000! Of that number something over 8,000 have expressed a preference for secretarial or clerical employment, that passionate desire at all times of the young person whose primary demand is for something "light and genteel." The last census tells us that there were 3,122,500 women who were classed as "unoccupied," a word that would, of course, cover those who by age or infirmity were unable to work, but even then leaving a very large margin of others who it might reasonably have been expected would have rallied to their country's aid.

The Government has had the support in this matter, be it remembered, of all the leading organisations of women in the country. The Primrose League and the Women's Liberal Federation equally have commended it to their local branches. Another enormous range of influence has been brought to bear by the women's Suffrage societies of all shades of opinion on this question. Through the National Union of Women Workers, there is not a body of any importance working for the social and philanthropic benefit of the sex that has not been reached. The appeal has gone out endorsed with the support of these various committees, comprising the names of those most respected among women, and the result is altogether paltry.

MISTAKE AT THE OUTSET.

To the majority of the more thoughtful of women the initial mistake that was made was that of using the labour exchanges as the machinery for the creation of the new register. It is a department beloved of the Board of Trade, and it came into being just five years ago in a pleasing faith that it was going to adjust all the problems between employers and employed. Yet even in those early days the designation was against it, and dressmakers, milliners, artificial flower makers, embroideresses, and so forth objected to the word "labour" as something associated only with navvies, bricklayers, and dockers.

From the outset, there have been large classes of workers who have never resorted to them at all. By dint of a good deal of patient work, and a special office in Marlborough-street, the dressmakers to some extent have come to use them, but the teacher, the clerk, the cashier, the typist, and the shop girl avoid them entirely. That large class who do such work as dispensing, indexing inspecting under the Infant Life Protection Act for public bodies or in a dozen professional directions, would never dream of going to an exchange.

Moreover, the type of woman worker who does, when other resources have failed, make use of an exchange is at this moment in no lack of occupation. In East London there is not a tailor's workshop to-day which has not got notices displayed stating that machinists, sleeve hands, finishers, pressers, and all the others of some specialised skill, are wanted within. These notices remain up for weeks, and obtain no replies. Throughout the ready-made clothing trade the complaint as to the difficulty of getting hands is universal.

Presumably the aim of the Government was to bring to its help the younger women of leisure and education, of the same classes as those who have come forward so readily for the work of the Red Cross Voluntary Aid Detachments, and who at this moment constitute assets of real national value. But to hope to obtain their sisters and cousins through labour exchanges was futile to the utmost degree. Even the recommendations of those representing their favourite society or cause were stultified by the fact that they were simply receiving names to pass on to a labour exchange. Parents and friends merely saw visions of the factory bench, somewhere out in East Ham or Bow, and the crowds of noisy and befeathered girls which the public mind erroneously imagines these workers to be.

READY TO DO THEIR PART.

The deputation to Mr. Runciman this week, which included women of all political schools and the most diverse social orders, made it plain that there were many points on which the appeal was far from explicit. One of the best-informed of all who spoke pointed out that those who had registered weeks and months ago as wanting work could still be numbered by thousands, and that in the North there was keen competition in certain directions for what was available. There was no indication as to rates of wages or whether the woman who registered might not be sent to some distant place, irrespective of her domestic

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With some women, too, there is a feeling that the appeal showed a studied contempt for the efforts that had been made by various agencies to be prepared for any special calls that might arise. The Women's Emergency Corps early last autumn had, for instance, a useful record of names, of hundreds who possessed some special qualifications that might be of service in such needs as might arise. Other organisations were also prepared to help in various ways. No doubt the Board of Trade imagined it possessed all the machinery for its purpose, but the position to-day as regards the register would have been very different had it called together a strong and representative committee of well-known and practical women, told them clearly the extent of the country's wants, and given a specific guarantee as to fair rates of pay. Women have responded to other calls addressed to them. They relieved a difficult position when hundreds of thousands of belts and pairs of socks were essential within a few weeks; their efforts for the Belgian refugees, to provide clubs for girls and soldiers' wives, to take up any kind of work that seemed desirable, is enough to show that the women were ready to do their part. The failure—for it is nothing less—to arouse their active sympathy in this direction is because the request has been made in a distasteful form.

The Nation,
April 17th. 1915.

A CONFERENCE was held on Tuesday at the Board of Trade on the subject of war service for women. A number of women's societies sent delegates, but the women's trade unions were not represented in anything like their full strength. Miss Mary McArthur complained of this with justice; it is difficult to understand why the Board of Trade should set more value on the opinion of the National Society for Opposing Woman Suffrage than on that of working women trade unionists. Mr. Runciman stated that 33,000 women had entered their names on the special register, most of them working women of previous experience. Eight thousand had volunteered for armament work, two thousand for agriculture. Mr. Runciman explained that in Government contracts the Government had stipulated for equal piece rates for men and women; but he stated that they had no control over wages elsewhere, though they hoped that they would prevent a permanent lowering of wages by asking employers to keep open the men's places as far as possible. There ought to be an Advisory Council for Women acting with the Advisory Council of Workmen.

The Co-operative News, April 17th. 1915. 663 II/33

WOMEN'S CORNER.

ALL communications intended for this Page should be addressed to the Editor of the "Women's Corner," "Co-operative News" Office, Long Millgate, Manchester.

MOBILISATION OF WOMEN'S INDUSTRY.

Munitions of War and Agriculture.

SINCE writing on the subject of the Government's call to women to take up the work necessarily laid down by men who have gone out to fight, we have had an opportunity of visiting a busy women's Labour Exchange during the first rush of responses from women desirous of entering their names on the register for such work, and of examining a large batch of written application forms which form the register for special war service.

It may be said that the "office" was in a working-class neighbourhood of a mainly residential town, and that probably a very different result would be reached in a purely manufacturing town, where women were accustomed to work in the mills, or in a rural district, where the women are already in close association with the requirements of agricultural life. It would differ also from the register of a fairly well-to-do section of the town, where the daughters of the house, hitherto "unemployed" in the technical sense of the term, were ready to offer service from a sense of patriotism and adventure, and not under pressure of the need to work for wages upon which to live.

The workers seen in the office to which we refer, and the evidence gathered from the forms filled up, clearly indicated that the first object of the workers was to secure some form of paid work useful to the country and agreeable to themselves.

There were women of all ages, from the little girl of fifteen, who thought she could take the place of some man in an office, to the elderly woman of sixty, who "wrote a very good hand and would like some light office work." Neither had any training in office work, but the will was good to "try what she could do."

There is no age limit set to this recruiting as in the recruiting for soldiers; but, within their limits, these applicants matched with the material found in a recruiting office, and one wondered if the Government would realise that, just as it needs a term of careful training, good feeding, and suitable clothing to turn the mass of raw recruits of Kitchener's Army into efficient fighting men, just so would it need a period of training, good feeding, and suitable clothing of this army of women recruits to fit them for the work it is proposed they should do. Ignorance of military duties is no detriment to a recruit for the Army, and ignorance of clerical or agricultural duties ought to be no detriment to the women recruits to the new industrial army. If the Government need their services, the Government must be prepared to make them fit for the service.

This was the first and most outstanding thing with which we were impressed—the large majority of the applicants for "war services" were untrained, inefficient-looking, and mainly physically unfit (at present) to undertake hard, strenuous work in munition factories or on the land.

So, too, they were, for the most part, ill-clad for such work. The clothing of a city dressmaker's assistant, or the typist girl, or even the respectable "daily" girl, would be very little use on the land, and might be quite out of place in a munition factory. The Government will go very far towards getting the women they want if they will invent and supply suitable uniforms for the different work needed.

One of the great attractions of Red Cross work lies in the suitable dress required for the workers, and the new women police are also properly clad in a distinctive uniform, suitable to the onerous duties they will have to perform.

While the world of drapery manufacturers and fashion mongers are trying to make women turn all their attention to the frivolities of styles and fashions that are of no useful service in war-time—except to distract our thoughts and to circulate our money—sensible women could hardly do a better service than to suggest uniforms and grades of uniform which women can wear during the time they are filling up the places of their brothers who have gone to the Front.

But to return to our lists of applicants. The forms asked specifically for women who would be willing to enter some form of agricultural pursuit, such as poultry farming, dairying, care of live stock, &c., and it was interesting to note the replies. Of a large number examined, the large proportion of replies indicated very scant knowledge of such work, but many replied, "Am fond of the country, and would be willing to learn"; others said, "Have been successful with chickens," "Know a little about poultry," "Used to live in country, and would like to go again"—all quite vague and ineffective without the prospect of real training in view. An astonishing number of replies came from married women—presumably with homes and children—who were anxious to "get a little daily work of some kind," though what work could be provided under those terms they seemed to have no idea. Certainly agricultural work cannot be done by married women living in towns who only want to go out for a few hours daily. One imagines that there will be a great task of winnowing to be done before the Government can make use of a tithe of the volunteers for service.

A vast amount of organisation must also take place before this mass of unorganised labour is properly treated as regards rates of pay. One of the hardest problems to solve will be that to which we referred in the "Corner" for March 27th, viz., equal pay for equal work; and, in the present condition of things, this question, along with the question of training, feeding, and clothing, cannot be left to the individual bargaining of the worker herself with the employer, but must be settled on broad, firm lines by the country at large, speaking through its organised labour associations and its organised bodies of women.

To our mind, this matter of mobilising the women workers is of the utmost importance, and should absorb our attention, even at the expense of matters which have hitherto seemed the most important. The danger of doing irreparable injury to the cause of women and the future of the race by allowing bad conditions to creep in is no mere scare. Already we hear of girls working ninety hours per week in Army contract factories and receiving wages of 8s., 9s., and 11s. per week, with an additional bonus which is deducted if the worker takes a Sunday off for rest.

Given some assurance of better conditions than this, there will be no lack of women workers; but with conditions like this, or even worse than this—as may happen if the matter is not closely watched—the destruction of the war will be doubled by the ruined health of the women of the nation. There should be no need for this, and we make no apology for again bringing the matter before co-operative women, in whose hands considerable power lies for preventing such disaster.

The matter about those women registering who have no special experience for any kind of work is under the consideration of a special women's committee appointed by the War Emergency National Workers' Committee, who have issued a circular pointing out that there are still 60,000 men and boys and 40,000 women and girls on the "live" register of the Labour Exchanges for whom the Board of Trade has so far failed to find work or to provide training, while many thousands more are working short time.

The committee also state that in drafting women into any industries care must be taken to prevent the stereotyping of bad conditions and low wages or to endanger standard conditions where these obtain. It suggests that proper means should be taken by setting up a tribunal representative of the organised wage-earners—men and women—to secure these safeguards, and that further efforts should be made to find situations for those now on the registers before taking steps to bring in fresh supplies of female labour.

It is therefore obvious that the utmost care and

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Given some assurance of better conditions than this, there will be no lack of women workers; but with conditions like this, or even worse than this—as may happen if the matter is not closely watched—the destruction of the war will be doubled by the ruined health of the women of the nation. There should be no need for this, and we make no apology for again bringing the matter before co-operative women, in whose hands considerable power lies for preventing such disaster.

The matter about those women registering who have no special experience for any kind of work is under the consideration of a special women's committee appointed by the War Emergency National Workers' Committee, who have issued a circular pointing out that there are still 60,000 men and boys and 40,000 women and girls on the "live" register of the Labour Exchanges for whom the Board of Trade has so far failed to find work or to provide training, while many thousands more are working short time.

The committee also state that in drafting women into any industries care must be taken to prevent the stereotyping of bad conditions and low wages or to endanger standard conditions where these obtain. It suggests that proper means should be taken by setting up a tribunal representative of the organised wage-earners—men and women—to secure these safeguards, and that further efforts should be made to find situations for those now on the registers before taking steps to bring in fresh supplies of female labour.

It is therefore obvious that the utmost care and vigilance must be exercised by the organised workers to prevent the degradation of the standard of life and labour which the trade unions have striven so hard to set up; and to further the points raised by the National Workers' Committee, a deputation of organised women—representative of the labour movement—is to wait on Mr. Runciman (President of the Board of Trade).

y Despatch, April 17th. 1915.

SUBSTITUTES FOR MEN.

Part of Home Office In Recruiting.

A conference took place at the Board of Trade yesterday between the President of the Board of Trade and representatives of a large number of women's organisations.

Mr. Runciman, in opening the proceedings, said that up to the beginning of April over 33,000 women had registered themselves on the special register for women for war service. Among the applications for service for which the women had registered themselves he noted especially the following:—

Armament workers	6,000
Clothing trades	4,000
Milkmaids and dairy workers	1,700
Gardeners	500
Other agricultural workers	2,000
Shop assistants	1,100
Leather workers	500
Commercial and clerical	5,000

Most of those registered were working women of previous experience, though not necessarily in the occupation for which they expressed a preference. There were some experienced women available for nearly all classes of occupations. Thus 1,500 of the applicants stated that they had had previous experience in agriculture, nearly 4,000 applicants had been previously employed as clerks, and over 1,000 in shops. These applications had all been sifted, and applications for women should be made to the local Labour Exchange.

Mr. Runciman then explained that steps were being taken, in consultation with the Home Office, to increase recruiting and the temporary substitution of women for men leaving in a number of trades. The actual work to which many of the women would be called would, of course, depend upon the success of these efforts in particular trades.

He explained that preference would be given to persons registered at local Labour Exchanges in any district where work was available rather than to those who were on the local special war service register, and, lastly, persons from a distance registered in other Labour Exchanges. Conferences had been arranged with the representatives interested in the cotton and basket making industries, but these were more prospective than immediate. One move which had recently been made to meet one of their desires was an instruction to Labour Exchanges to bring to the notice of persons registering the current rates of wages in the district. They had also agreed that in Government contracts the same piece rates should be paid to women as to men, but there was no rule laid down as to time rates. "But," added Mr. Runciman, "the most serious difficulty is the housing question, and that is where the women's organisations can be of the greatest value." The work of attending to the proper housing of workmen drafted into various districts could be far better done by them than by Government officials.

Mr. Runciman dealt with a number of these, and promised to communicate with the societies further with regard to others, with a view in particular of availing himself of the offers of help made.

633/34

Manchester Guardian, April 20th. 1915. 663

Women's Work and the War.

Last week the position of women and their work in relation to the war was discussed at two important conferences. On Friday there was held the conference organised by the War Emergency Workers' National Committee, at which the delegates passed resolutions demanding that adequate safeguards should be set up to prevent a depression in the standard of living and emphasising the principle of equal pay for women if work equal to men's were done. The conference also demanded that organised women workers should be represented on the Advisory Committee of Workers appointed by the Government. It was very unfortunate indeed that more delegates from women's trade unions should not have been invited to the conference held earlier in the week at the Board of Trade. Women's trade unions should take an equal place with men's, and the Government should recognise that it will be on surer ground in its solutions for the difficult problems of women's labour if it consults with the representatives of their trade unions. Just as the men's unions have been proving themselves of very great assistance because of their specialised knowledge of labour problems, and because the Government has wisely taken them into its confidence, so, too, if given their proper chance, the women's unions will undoubtedly be of immense assistance. For they have been gaining rich experience from the trying times through which they have been passing. In the case of men's trades the outbreak of war had caused considerable dislocation, but the number of enlistments averted a high percentage of unemployment. By the end of the year the fear of general unemployment had passed, for it was seen that the trouble was being confined more or less to the luxury trades. Matters have so changed that at present the important question is how can we spare men for the front and yet do as little injury as possible to trade. But the case is different in women's industries. Following the outbreak of war there was a very large contraction in women's employment. A large number were thrown out of work, while in some women's industries employment almost entirely ceased. Very large numbers, indeed, were put on short time, which in some cases was so short that it was practically equivalent to unemployment. The state of affairs was very much worse than in men's industries.

It was early seen that the position of the woman worker was to be a very serious one, and in August Mr. Samuel appointed a committee to consider schemes for the provision of work for unemployed women during the war. The Central Committee on Women's Employment is composed solely of women, and is important not only on that account but also because of the solid work it has done and the good results it has achieved. For purposes of relief work it set up workrooms where employment has been provided which is of such a nature that the work done will not compete with ordinary industry. Besides teaching trades the Committee also established training centres in domestic economy, needlework, and hygiene. It has endeavoured to increase the labour value of those in its charge and at the same time has tried to give a very necessary training in home life. Besides setting up relief work the Committee went further and undertook business for itself on a considerable scale. It secured large orders from the War Office and from other sources for flannel and woollen goods, and these it distributed mainly among firms that were hit by the war, although some of the work was done in its own workshops. The work has been paid at trade union rates and trade union conditions have been observed. The Committee also financed a scheme for employing working girls on the land, which is likely to be permanent. While this work has been going on the position of women's trades has been gradually improving. By the end of the year, chiefly on account of large absorptions of women by the engineering, leather, and hosiery trades, the percentage of unemployment among women was greatly reduced, although it was still very much higher than the figure for men. The improvement has continued into the new year, and the percentage both for unemployment and for short time has gone down considerably, while the percentage of women who work overtime has gone up. Such statistics are, however, apt to be misleading. Short time, for example, may mean almost anything, and practically all that can be said is that while there has been very great improvement there is still considerable dislocation. On the ordinary Labour Exchange registers, for example, there are said to be between thirty and forty thousand names of women who are unemployed. In some trades, however, such as agriculture and tailoring, the supply of women falls considerably short of the demand.

During the last few weeks attention has been focused on the possibility of women entering men's industries and releasing men for service in the field, and the Government some time ago opened a registry for women who were willing to help in this way. Such women are, however, only to be used "if "there were not sufficient women available "on the ordinary Labour Exchange register "of the locality." Up to the beginning of April some 33,000 women had registered for war service, and there is little doubt that considerable use will be made of them. Armament firms will probably employ some of the 6,000 who have applied for such work, although there has already been very considerable expansion among the number of women employed in the manufacture of munitions of war. It is probable, too, that the present private conference in the cotton trade will lead to an increased employment of women in that industry. The time when there was a very clear-cut distinction between trades that were for men and trades that were for women is to a large extent past. Mobility between men's and women's trades has increased, just as mobility between different trades in the men's group has increased, because modern industry demands not so much specialised powers such as muscularity, but a general expertness and adaptability which has proved itself to be an attribute of women as well as of men. In normal times, however, the attempt to employ women in "men's trades" would be strongly resented by the trade unions, and even the plea of the necessities of the present crisis is being viewed with some suspicion. Women's wages are on a notoriously lower scale than men's, and since war began the unions have seen the cheaper labour of women, and even of children, being used to fill the places of men who have enlisted. Hence, not without reason, they fear that the employment of women at this time may be used as a means of lowering wages. They foresee, too, that the difficulty of securing industrial reinstatement after the war will be tremendously increased if women are filling war-vacancies at low wages. Hence the unions demand that adequate safeguards shall be set up against the under-payment of women's labour and to ensure that men who have been promised their places when the war is over shall get them. Were this done recruiting would undoubtedly proceed at a faster rate. The matter is no doubt so far covered by the Treasury agreement of March. But Mr. Runciman has indicated that firms other than armament firms are beyond his control. Strict safeguards

of Trade yesterday between the President of the Board of Trade and representatives of a large number of women's organisations.

Mr. Runciman, in opening the proceedings, said that up to the beginning of April over 33,000 women had registered themselves on the special register for women for war service. Among the applications for service for which the women had registered themselves he noted especially the following:—

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Workers' National Committee, at which the delegates passed resolutions demanding that adequate safeguards should be set up to prevent a depression in the standard of living and emphasising the principle of equal pay for women if work equal to men's were done. The conference also demanded that organised women workers should be represented on the Advisory Committee of Workers appointed by the Government. It was very unfortunate indeed that more delegates from women's trade unions should not have been invited to the conference held earlier in the week at the Board of Trade. Women's trade unions should take an equal place with men's, and the Government should recognise that it will be on surer ground in its solutions for the difficult problems of women's labour if it consults with the representatives of their trade unions. Just as the men's unions have been proving themselves of very great assistance because of their specialised knowledge of labour problems, and because the Government has wisely taken them into its confidence, so, too, if given their proper chance, the women's unions will undoubtedly be of immense assistance. For they have been gaining rich experience from the trying times through which they have been passing. In the case of men's trades the outbreak of war had caused considerable dislocation, but the number of enlistments averted a high percentage of unemployment. By the end of the year the fear of general unemployment had passed, for it was seen that the trouble was being confined more or less to the luxury trades. Matters have so changed that at present the important question is how can we spare men for the front and yet do as little injury as possible to trade. But the case is different in women's industries. Following the outbreak of war there was a very large contraction in women's employment. A large number were thrown out of work, while in some women's industries employment almost entirely ceased. Very large numbers, indeed, were put on short time, which in some cases was so short that it was practically equivalent to unemployment. The state of affairs was very much worse than in men's industries.

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trade union conditions have been observed. The Committee also financed a scheme for employing working girls on the land, which is likely to be permanent. While this work has been going on the position of women's trades has been gradually improving. By the end of the year, chiefly on account of large absorptions of women by the engineering, leather, and hosiery trades, the percentage of unemployment among women was greatly reduced, although it was still very much higher than the figure for men. The improvement has continued into the new year, and the percentage both for unemployment and for short time has gone down considerably, while the percentage of women who work overtime has gone up. Such statistics are, however, apt to be misleading. Short time, for example, may mean almost anything, and practically all that can be said is that while there has been very great improvement there is still considerable dislocation. On the ordinary Labour Exchange registers, for example, there are said to be between thirty and forty thousand names of women who are unemployed. In some trades, however, such as agriculture and tailoring, the supply of women falls considerably short of the demand.

During the last few weeks attention has been focused on the possibility of women entering men's industries and releasing men for service in the field, and the Government some time ago opened a registry for women who were willing to help in this way. Such women are, however, only to be used "if "there were not sufficient women available "on the ordinary Labour Exchange register "of the locality." Up to the beginning of April some 33,000 women had registered for war service, and there is little doubt that considerable use will be made of them. Armament firms will probably employ some of the 6,000 who have applied for such work, although there has already been very considerable expansion among the number of women employed in the manufacture of munitions of war. It is probable, too, that the present private conference in the cotton trade will lead to an increased employment of women in that industry. The time when there was a very clear-cut distinction between trades that were for men and trades that were for women is to a large extent past. Mobility between men's and women's trades has increased, just as mobility between different trades in the men's group has increased, because modern industry demands not so much specialised powers such as muscularity, but a general expertness and adaptability which has proved itself to be an attribute of women as well as of men. In normal times, however, the attempt to employ women in "men's trades" would be strongly resented by the trade unions, and even the plea of the necessities of the present crisis is being viewed with some suspicion. Women's wages are on a notoriously lower scale than men's, and since war began the unions have seen the cheaper labour of women, and even of children, being used to fill the places of men who have enlisted. Hence, not without reason, they fear that the employment of women at this time may be used as a means of lowering wages. They foresee, too, that the difficulty of securing industrial reinstatement after the war will be tremendously increased if women are filling war-vacancies at low wages. Hence the unions demand that adequate safeguards shall be set up against the under-payment of women's labour and to ensure that men who have been promised their places when the war is over shall get them. Were this done recruiting would undoubtedly proceed at a faster rate. The matter is no doubt so far covered by the Treasury agreement of March. But Mr. RUNCIMAN has indicated that firms other than armament firms are beyond his control. Strict safeguards should undoubtedly be laid down, and it should be made certain that where a woman is as efficient as the man she replaces she shall get the same wage, be she working by time or by piece. Less efficient workers should be paid in strict proportion. No nation can afford to degrade its women workers, and it is only by making such rules that we can prevent the exploitation of women's labour and keep the promises we have given to those who have left their jobs to fight our battles.

The North Mail,
April 20th. 1915.

CALL TO WOMEN.

Gateshead's Enthusiasm For War Service.

MRS RUNCIMAN'S ADVICE.

If enthusiasm displayed over an explanatory meeting can be taken as a criterion, then it is very evident the ladies of Gateshead are only too anxious to volunteer for war service.

Gateshead Town Hall could have been filled twice over last night with ladies who came to attend a meeting convened for the purpose of emphasising the necessity of women filling the gaps caused by the withdrawal of men from various phases of labour, and also to explain the system of registration.

So large was the attendance that three overflow meetings had to be held simultaneously. One was held in the small hall, presided over by Councillor Phillips; a second in the police court, Ald. Clough occupying the chair; whilst Mr T. Magnay conducted the third in the street.

The Mayor of Gateshead (Ald. Wardill), who presided, spoke of the probability of women being called upon to do men's work in the near future. The Corporation of the borough was endeavouring, so far as was possible, to set aside men for the purpose of making munitions.

Therefore there would be certain duties which women might be called on to fulfil in order that the government of the town might be carried on in the usual way.

Mrs Walter Runciman, the principal speaker, expressed delight at the way the women were showing themselves ready to respond to the call of their country. Since the beginning of the war she thought women had been doing all that lay within their power.

Now they wanted all the women who were willing and able to work to go to the nearest Labour Exchange and register their names. It was simply a part of the great big scheme to make full use of all the labour in the country. Their desire was to fill the gaps created by men going elsewhere, for they realised how necessary it was, if the war was to be brought to a speedy conclusion, to have more men in the fighting line and in munition factories.

Groundless Fear of Register.

Some people were rather afraid of the new war register, because they felt that with all these women registering themselves they might oust women who were really in need of employment.

That fear Mrs Runciman assured the meeting, was quite groundless, because the new war register would not in any way interfere with the existing Labour Exchange registers. It was only a reserve register, and therefore those who put their names down must not be disappointed if they were not called on for a little time.

They would not say they could do work as well as men—that might make the men unhappy—but they could say they could do it well enough.

The speaker emphasised the point that there was no intention to oust men. The men would come back to their "jobs" at the end of the war. There was not the slightest intention of making the register result in employers being able to obtain large supplies of cheap labour, so that they would feel they would never have to employ male labour again. They must see to it that women were paid according to what their work was worth.

She exhorted the women to go through with whatever they took in hand, and warned them against undertaking work in a rush of enthusiasm, then tiring and finally finding they could not continue with it.

Mrs Price, who also addressed the meeting, cited the Franco-German War, after which women were employed to a large extent in France. Hence it was that there were so many women running businesses in France. Those women were splendid citizens, and we did not want to be behind our Allies in that respect.

An address was also given by Miss Rokecliffe.

Newcastle Journal,
April 20th. 1915.

WOMEN WORKERS.

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ENTHUSIASTIC MEETING AT GATESHEAD.

MRS RUNCIMAN'S APPEAL.

Last night a public meeting was held in Gateshead Town Hall in connection with the scheme for registering women workers during the war. The Mayor of the Borough (Ald W. E. Wardill) presided, and there were also on the platform the Mayoress (Mrs Wardill), Mrs Walter Runciman, Mrs Collier, Mrs Price, the Town Clerk (Mr W. Swinburne), Mrs W. Swinburne, Miss Rawcliffe, Mr and Mrs Morgan, Miss Noble, Capt. Estall, Mrs T. Harrison, Mr G. W. Tyas, Mr J. G. Lumsden, Mrs Colley, Mrs Simms, and others. There was a large attendance.

The Mayor said the Corporation of Gateshead were endeavouring to set aside men in order that they might make munitions of war if required, and there were important duties which women might be called upon to fulfil in order that the good government of the town might be carried on. The large attendance showed that the women of Gateshead were prepared to take their share of the work if necessary. (Applause.)

Part of a Big Scheme.

Mrs Walter Runciman said they did not appeal to women to do war service. From the beginning of the war women had done all they could to help. Women's societies had turned themselves into bodies to organise hospitals, comforts for the troops, and so forth. Now, however, they were asked to register themselves for a different kind of work. They wanted women to go to the nearest Labour Exchange and put down their names for whatever work they were willing to do.

This plan, Mrs Runciman added, was part of a big scheme to arrange, in the best possible way, to make full use of all labour in the country. When the war broke out there was a certain amount of unemployment, particularly among women. Now, they were happy to think, there was hardly any unemployment. Men were being more and more taken up, and women were stepping in to fill the gaps. They all knew how necessary it was for this war to be brought to a successful end, and the more men they had fighting in the battlefield the more men they had making munitions of war at home, the sooner the war would be over.

Some people, Mrs Runciman remarked, were rather afraid of this new war register. They said that there were many women already unemployed, and, if they had this new register, lots of women would go on to it who did not really need work, and so take jobs away from others who were really unemployed. That fear was groundless. The war register would not in any way interfere with the existing Labour Exchange. Women who urgently needed work must register in the old way at the Labour Exchange, and they would get the first chance of jobs which turned up. The new register was really a supplement to the ordinary register.

There were plenty of openings in agriculture at present, and she believed that classes would be arranged to enable women to learn milking and other dairy work. There was no intention to oust men and make this register a means for employers getting cheap labour, and feel that they need never again employ men at high wages. Women must see to it that their work was paid for according to its worth.

Miss Rawcliffe, Miss Price, and others also addressed the meeting.

Three overflow meetings were held, Councillor Philips, Alderman Clough, and Mr T. Magnay presiding.

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Yorkshire Observer,
April 21st. 1915.

BRADFORD WOMEN AND WAR SERVICE

OFFERS TO WORK ON FARMS.

The question of the employment by farmers of women to replace men who are serving in His Majesty's Forces and to make up for the serious shortage of labour in agriculture was discussed at a special meeting of the Farmers' Committee of the Bradford Chamber of Trade last night. Mr. T. Rowling (chairman of the Farmers' Section) presided.

Messrs. Leach and Lightowler, representing the Board of Agriculture, attended the meeting, and Mr. Leach placed the Government scheme for the employment of female labour on farms before the committee. He said that the farmers themselves had not done what they might have done in letting the labour exchanges know what their wants were. It was of the utmost importance to the country, especially during the present crisis, that the product of the land should not suffer for the want of labour. There was a shortage of male labour in practically every industry, and men could not be found to replace farm hands who had enlisted. There had now been opened registers of women who would be prepared to do certain kinds of work on farms, and a good number were registered in Bradford. A few of them had general farm experience, and others had obtained theoretical knowledge of farming. The Board of Agriculture now desired to get into touch with the farmers through the labour exchanges, and they would tell them what they were prepared to do to combat the shortage of male labour. Many of the women were offering their services through patriotic reasons during the period of the war. The Board of Agriculture recommended that 12s. to 15s. per week was a fair wage for a woman, but the question of remuneration was for the employer and employed to agree upon.

During the discussion which followed it was stated that farming in the Bradford district was not of the character most suitable for female labour, but the chairman pointed out that a woman who would learn to milk and would fill in her time in house-work would release one man for the service of the nation.

It was decided to circularise the farmers of the district and call a meeting to consider the subject further.

Daily Mail,
April 22nd. 1915.

"WAR SERVICE FOR WOMEN."

To the Editor of *The Daily Mail*.

Sir,—With regard to "women volunteers," of whom over 33,000 have registered themselves, do they realise *what* they register for?

I heard the following conversation between two dear, willing ladies the other day as we emerged from a meeting in London in connection with women's war work:—

First Lady: "Well, what will you register for?"

Second Lady: "Oh, well, I can look after chickens. I would not *mind* the country in the *summer*."

How many other women will register with the doubtful realisation of what the work is that they register for and whether it be paid work or not?

That sort of half-hearted (though quite unintentional) self-interested spirit is not what we women must be or which is expected of the women of England. Women are called upon, if only through a sense of duty and loyalty, to fight for their country every bit as much as men. We register our names so that we can take the place of men needed for active service; therefore before we register we must think it out and realise that we are prepared to *work*, ready to face dangers, and to rough it possibly, willingly, self-forgetting. And we can help each other by getting each other to realise what we really *are* ready to do.

We by registering are placing ourselves in the "firing line" at home, quick to act, ready to endure.

Women are needed who will think nothing of getting up before six on cold winter mornings and wading through snow and cutting winds in the dark to feed the chickens and any other duty we may be called upon to perform, for payment or otherwise. Our work is needed in winter, not only summer—and we are going to be prepared to face the worst at once and get ready for hardships. Then we can say we are taking the place of our menfolk.

A WOMAN WORKER.

Belfast News Letter,
April 22nd. 1915.

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WAR SERVICE FOR WOMEN.

Progress of the Belfast Register.

APPLICANTS AT THE OLD TOWN HALL.

Two or three weeks ago, with a view to keeping the trade of the country in an efficient condition, the Board of Trade issued a circular appealing to women who were willing to take the place in industry and commerce of men now serving with the colours to enter their names in a special register which has been prepared by the Labour Exchanges. The circular contained a patriotic call to women to do their part in contributing to their country's success in the great struggle which is now being waged; and, so far as can be ascertained, it seems to have elicited a very cordial and widespread response. In Belfast the scheme is being supported in a thoroughly practical manner by the Ulster Women's War Service League, an organisation which was brought into existence early in the present month, under the auspices of the Ulster Women's Unionist Council, to fulfil the particular function which it is now so admirably discharging. In a statement prepared by the League it was rightly pointed out that any woman who, by working, helps to release a man or equip a man for fighting does national war service. The movement is one which is deserving of the most generous and whole-hearted support on patriotic grounds, for every man who can be spared from his ordinary occupation is needed at the front. There are many classes of work in which women can supplant men for the time being, and if the services of the former are utilised they will feel proud of their new responsibility.

The Ulster Women's War Service League started "recruiting" at the Old Town Hall on the 14th inst., when about seventy applicants were interviewed. It has now been arranged to receive candidates at the Old Town Hall every Wednesday afternoon from 3 o'clock till 5-30, and with the object of meeting the convenience of women living in various districts of the city branch offices have been opened in the North-East Unionist Club, Brougham Street; the Sandy Row Orange Hall, the Willowfield Unionist Club, and the West Belfast Orange Hall. In the north, south, and east districts representatives of the League will attend each Thursday night from 8 to 9-30, whilst candidates will be received at the West Belfast Orange Hall each Tuesday night. Some time before the League offices at the Unionist Headquarters were re-opened yesterday a long queue of women and girls had been formed, and it was deemed advisable to admit the applicants individually, so as to avoid any trouble or confusion in connection with the task of registration. Mrs. Wheeler and a large staff of lady workers were on duty in one of the rooms which have been allocated to the League, and the work was got through very expeditiously. A considerable proportion of the candidates was composed of girls who have been employed in mills and factories, and who wanted work similar to that to which they had been accustomed. Many of them were apparently under the impression that the League was akin to the Labour Exchange in reference to the securing of employment for applicants, and the circumstances had therefore to be explained to them. But other women who presented themselves did not want employment except in so far as the taking of it would enable them to serve their country, and they were quite ready to attempt any class of work which might be entrusted to them, no matter whether it should be on the farm or in an ammunition factory. These women have initiative, and would probably soon adapt themselves to any occupation requiring no more than an average amount of skill and judgment. But the largest section of the applicants consisted of girls who had been in mills and factories, and who would not easily take to new conditions and surroundings. They would, however, do splendidly in any mechanical work which might be given them, and in a factory for the making of munitions of war or some kindred undertaking they would prove exceedingly useful. If such a factory were established in Belfast, the necessary labour would be available immediately, and it is certain that a high standard of discipline and efficiency would be maintained without much difficulty, having regard to the patriotic fervour which prevails amongst our women and their eager desire to do their part in bringing about the defeat of the enemy.

Certain preliminary questions, relating to her experience and other qualifications, is put to each candidate as she enters the office, and if these should be satisfactorily answered the applicant fills up a form giving her name and address and the kind of work for which she is best fitted. It is specifically pointed out to each woman that she is undertaking the work, if she should ultimately be accepted, from the highest patriotic motives, and she is asked to sign a form pledging herself to give up any position to which she may be appointed at the close of the war. This proviso is necessary because of the fact that one of the aims of the League is to ensure that the places vacated by men who have gone to the war shall be open for them on their return home at the close of the campaign. The occupations in which the women volunteering in Belfast are willing to serve are very varied. A goodly number of the candidates have had experience of dairy and farm work, whilst others are machinists, and a few have had experience of the working of the telephone or the telegraph. The

Daily Express, April 22nd. 1915.

45,000 WOMEN WAR WORKERS.

DRIVING MOTOR VANS AND OMNIBUSES.

ALL CLASSES.

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"Quite one of the most interesting things in connection with this appeal for women helpers," said Miss Elkins, of the Labour Exchange at Queen Anne's-chambers, Westminster, to a "Daily Express" representative yesterday, "is the widely different classes of people who have replied and offered themselves as workers.

"Not a few come from the highest class. Most of those are expert motorists, and offer their services as van drivers or even chauffeurs. The middle classes seem willing to do anything. There have also been many applications from the lower classes.

"An especially large number of servants have applied. Many seem to be out of work owing to the practising of economy in so many households. Others, on the other hand, are seeking to improve their position, while not a few are out for an adventure.

"A fair number of university graduates have also offered their services and have stated their willingness to undertake work in connection with which, very often, a B.A. degree seems of but little use.

"Several women have applied for work as taxicab drivers, but the Home Office refuse at present to grant them licences. In Scotland, however, women omnibus and tram conductors have appeared, while in London one large firm has already engaged a number of women as motor-van drivers for their London and country rounds. The woman driver of a taxicab may, therefore, appear very shortly."

The London firm in question is Harrods, who have already engaged eight women drivers and a number of women porters, who accompany the drivers on the van.

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"In addition to these women drivers, we have many women porters and packers, and all through the firm we are releasing as many men as we can and employing all the women we can. They vary in class from the highest to the lowest."

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"A thing which has impressed itself on me very much is the improved apparent health of these women drivers and porters since they came here. Several of the porters had been servants. They were white-faced and ill-looking when they came. Now the open air and variety have altered all that, and they look almost rudely well.

"Down in the packing and sorting department, as well, where now almost all are women, the women seem much less tired at the end of the day than the men. We cannot get men if we wanted them.

"The men in the garage do not like the change. Several drivers and porters refuse to go out on the cars with the women. Most of these men are married, you know, and I think that much of this refusal may be due to domestic reasons."

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A dozen women are already employed in this capacity, and the successful result of the experiment has influenced the committee to extend the employment.

Morning Post,
April 22nd. 1915.

House of Commons.

WAR SERVICE FOR WOMEN.

Mr. J. M. ROBERTSON, in reply to Mr. HOGGE, said the object of the appeal to women to register at the Labour Exchanges was to find out what reserve of force of women's labour, trained or untrained, could be made available if required to meet the needs of the present emergency. At the Census of 1911 there were 15,650,778 women between the ages of fifteen and sixty-five. At the present time probably about 5,500,000 women between the ages of fifteen and sixty-five were occupied. The nature of any training given and the arrangements for giving it would depend in each case upon the nature of the work for which employers desired to engage the women. In the case of agriculture, where a certain number of women were already being trained, the training was being given at Agricultural Colleges, and maintenance grants had been provided by the Development Commission.

Mr. HOGGE—Is agriculture the only industry in which these women specially registered have been used so far?

Mr. J. M. ROBERTSON—No, but it is the only one in which training has been specially given.

In reply to a further question from Mr. HOGGE,

Mr. J. M. ROBERTSON said: A number of resolutions have been received from women's organisations offering co-operation with the Board of Trade in connection with the scheme of war service for women, and the President of the Board of Trade had a conference with representatives of a number of the principal women's organisations on April 13. He hopes to make a full use of these offers of co-operation, which he values very much.

serving with the colours to enter their names in a special register which has been prepared by the Labour Exchanges. The circular contained a patriotic call to women to do their part in contributing to their country's success in the great struggle which is now being waged; and, so far as can be ascertained, it seems to have elicited a very cordial and widespread response. In Belfast the scheme is being supported in a thoroughly practical manner by the Ulster Women's War Service League, an organisation which was brought into existence early in the present month, under the auspices of the Ulster Women's Unionist Council, to fulfil the particular function which it is now so admirably discharging. In a statement prepared by the League it was rightly pointed out that any woman who, by working, helps to release a man or equip a man for fighting does national war service. The movement is one which is deserving of the most generous and whole-hearted support on patriotic grounds, for every man who can be spared from his ordinary occupation is needed at the front. There are many classes of work in which women can supplant men for the time being, and if the services of the former are utilised they will feel proud of their new responsibility.

The Ulster Women's War Service League started "recruting" at the Old Town Hall on the 14th inst., when about seventy applicants were interviewed. It has now been arranged to receive candidates at the Old Town Hall every Wednesday afternoon from 3 o'clock till 5-30, and with the object of meeting the convenience of women living in various districts of the city branch offices have been opened in the North-East Unionist Club, Brougham Street; the Sandy Row Orange Hall, the Willowfield Unionist Club, and the West Belfast Orange Hall. In the north, south, and east districts representatives of the League will attend each Thursday night from 8 to 9-30, whilst candidates will be received at the West Belfast Orange Hall each Tuesday night. Some time before the League offices at the Unionist Headquarters were re-opened yesterday a long queue of women and girls had been formed, and it was deemed advisable to admit the applicants individually, so as to avoid any trouble or confusion in connection with the task of registration. Mrs. Wheeler and a large staff of lady workers were on duty in one of the rooms which have been allocated to the League, and the work was got through very expeditiously. A considerable proportion of the candidates was composed of girls who have been employed in mills and factories, and who wanted work similar to that to which they had been accustomed. Many of them were apparently under the impression that the League was akin to the Labour Exchange in reference to the securing of employment for applicants, and the circumstances had therefore to be explained to them. But other women who presented themselves did not want employment except in so far as the taking of it would enable them to serve their country, and they were quite ready to attempt any class of work which might be entrusted to them, no matter whether it should be on the farm or in an ammunition factory. These women have initiative, and would probably soon adapt themselves to any occupation requiring no more than an average amount of skill and judgment. But the largest section of the applicants consisted of girls who had been in mills and factories, and who would not easily take to new conditions and surroundings. They would, however, do splendidly in any mechanical work which might be given them, and in a factory for the making of munitions of war or some kindred undertaking they would prove exceedingly useful. If such a factory were established in Belfast, the necessary labour would be available immediately, and it is certain that a high standard of discipline and efficiency would be maintained without much difficulty, having regard to the patriotic fervour which prevails amongst our women and their eager desire to do their part in bringing about the defeat of the enemy.

Certain preliminary questions, relating to her experience and other qualifications, is put to each candidate as she enters the office, and if these should be satisfactorily answered the applicant fills up a form giving her name and address and the kind of work for which she is best fitted. It is specificially pointed out to each woman that she is undertaking the work, if she should ultimately be accepted, from the highest patriotic motives, and she is asked to sign a form pledging herself to give up any position to which she may be appointed at the close of the war. This proviso is necessary because of the fact that one of the aims of the League is to ensure that the places vacated by men who have gone to the war shall be open for them on their return home at the close of the campaign. The occupations in which the women volunteering in Belfast are willing to serve are very varied. A goodly number of the candidates have had experience of dairy and farm work, whilst others are machinists, and a few have had experience of the working of the telephone or the telegraph. The names of the applicants are sent from the offices of the League to the Labour Exchange in Frederick Street, where they are entered in a special register. Then the needs of employers, as furnished to the Exchange, are ascertained, and if the women who have volunteered for war service have the requisite qualifications they are recommended for any situations which may be open at the time, the understanding being that in offering themselves for employment their primary object is to serve the State in a great national emergency.

The number of women recruits registered at the Old Town Hall yesterday was 244, an exceedingly gratifying total.

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Church Family Newspaper, April 23rd. 1915.

EQUAL PAY FOR WOMEN WORKERS.

REASONS FOR INEQUALITY.

BY SARAH A. TOOLEY.

For women to-day the air is full of the old cry from Macedonia, "Come over and help us." The stern national crisis in which we are plunged has developed a need for the work of women which has never before exercised a Government or the public mind.

After decades of struggle to have the right to work, not only in the lucrative professions, but in the average occupations requiring fair education and some technical skill, woman at length finds herself in urgent demand to fill the places of the men who are bravely fighting for our country. Upwards of 33,000 women have responded to the Government's appeal for war service, and we have Lord Robert Cecil bemoaning that the number is so small compared with the eight to ten million women in the country.

Women are ready, in the phraseology of the trenches, to do "their bit"; eager indeed to engage in any and every kind of work, but in the patriotic enthusiasm of the moment a danger arises lest they may set back the clock in the future by accepting a lower rate of remuneration than that paid to the men whose places they are filling or whose places they are being trained to fill. It would be a deplorable outcome of women's war service, if, after peace, the returning men found the rates of pay lowered by the temporary employment of women in various trades and occupations.

It sounds a mere truism to say that women should have equal pay with men for equal work. This was brought forward by speaker after speaker at the deputation of representative women received by Mr. Runciman at the Board of Trade last week, and was strongly emphasized at the Conference at Caxton Hall of the War Emergency Workers' National Committee.

Women and the Advisory Committee

Mrs. Creighton's suggestion that women should be on the Advisory Committee to aid the Government in the regulation of women's work in war service, appeared to be favourably received by Mr. Runciman, and as the women members would, we take it, be conversant with labour organisations, it should prove a safeguard against the exploitation of women as "cheap" workers.

The President of the Board of Trade has announced that it has been laid down by Government contractors that the piece rates for women should be the same as for men, and special instructions have been given to the Labour Exchanges that inexperienced applicants should be fully apprised as to the wages which it was reasonable for them to ask. This is so much to the good.

The present Government schemes for the employment of women brings up standing grievances. To the average mind, unfettered by red tape, it seems a simple, practical proposition that where a woman is doing the same work as a man she should receive the same rate of pay. Yet we know that in the teaching profession women receive lower rates of salary than men, and that a similar inequality exists in the postal and telegraph departments and in the Civil Service generally.

The appointment of the first woman Commissioner under the Insurance Act, at the same salary as the male Commissioners, raised a pæan of jubilation which pointed only too eloquently to the fact that she was crowned with unique and absolutely unprecedented laurels. Miss Mona Wilson wears the blue ribbon of sex equality in Government pay.

If we turn to clerical work in business houses, it is the exception for the girl clerk or typist to be paid as high a rate as her male colleague, yet employers testify to the reliability and skill of their women workers.

favourite restaurant Eve has got into the habit of lunching on sardines on toast while Adam fares sumptuously on steak and kidney pie.

Thus the employer may argue that as a girl does not require to spend as much on food, her scale of pay may be arranged accordingly. But the twentieth-century girl has abandoned the lackadaisical Victorian tradition. Out-door sports and exercises give her a healthy appetite, and if she is to keep fit for earning her livelihood she must demand wages to satisfy that appetite.

The second reason for the underpayment of women, that of inefficiency, cannot be urged in regard to trained workers in teaching, clerical, and post-office occupations, for example, where the average capability is much the same between men and women, neither can it affect the demand that there should be equal pay for *equal work*, which in itself assumes efficiency.

Still, lack of training has been at the root of the work problem as it affects women. Parents trained their sons for a trade or a profession as a matter of course, leaving the daughters to secure husbands or sink into an old maidenhood of impecunious incapability.

That is changing, and the better-educated and enlightened young woman of to-day is not a person merely to be bartered in marriage for a home. The increased numerical inequality between the sexes, which must result from the loss of so many brave men in this appalling war, makes it more imperative that women should be trained to be self-supporting. And it is satisfactory that side by side with schemes for providing women with employment are schemes for training them for their work.

What is Being Done.

The Women's Emergency Corps, which, with splendid perspicacity, began organising employment for women two days after the declaration of war, has made training a feature of its propaganda. Its toy-making department has done excellent work in providing a new industry for women, and appeals to the public for orders. The Corps has also trained some 200 women as taxi-cab drivers, but though they passed the necessary tests the authorities refused to license them because licenses have not been granted to women before. Recently the Corps has been successful in placing women on the Great Western Railway as carriage cleaners at a weekly wage of eighteen shillings.

The Queen's Work for Women Fund has also organised some training in women's industries, and wherever Queen Mary's influence is at work it may be assumed that precaution is taken to obtain a fair standard of pay.

The Government, too, is instituting training for women engaged in war services, particularly in the agricultural department. Many women and girls will be drafted from the towns into the agricultural districts, and the co-operation of local ladies and women's societies is asked for to give the newcomers a welcome and advise them as to lodgings. This opens a field of influence in country parishes which may be turned to good account by local ladies, who can do much to break down the prejudice against women engaging in gardening and agricultural pursuits, and by urging the new workers to ask for current rates of pay. The Y.W.C.A. has signified its willingness to help in the housing of girls going into strange districts.

An Example from Russia.

Mr. Stephen Graham related the other day that being in a remote country district of Russia when the war broke out, he said to the peasants, "What will become of the harvest now all the men

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Daily Mail
April 23rd. 1915.

PAYMENT OF WOMEN WORKERS.

To the Editor of *The Daily Mail*.

Sir,—I see it is reported that at a Mansion House meeting at York on April 10 Miss Thornton, a Board of Trade representative, quotes Mr. Lloyd George's letter to me as having "amplified" the agreement which resulted from the recent Treasury conference between Mr. Lloyd George and Labour representatives.

I must protest against the correspondence between Mr. Lloyd George and myself being used to make women believe that women's sweated labour will not be employed to reduce the wages of men. Mr. Lloyd George stated that "women undertaking the work of men would get the same piece-work rates as men were receiving before the date of this agreement."

I replied to Mr. Lloyd George's letter asking for an assurance that if women are employed on time rates to replace men, those rates shall be the same as those that were hitherto paid to men. To this letter, which was sent on March 26, I have received no reply; but at the conference of women's societies, which was called at the Board of Trade on April 13, Mr. Runciman, President of the Board of Trade, said that in regard to Government contracts, while it had been decided that the same piece-work rates should be paid to women as to men, *in regard to time rates no special conditions had been laid down with regard to women's labour. The general safeguard against women being used to displace men was that employers were being asked to take back those of their men who had served in the Army.*

These words plainly show that there is absolutely no guarantee that women shall not be employed to do men's work at a lower rate. Whether the work of men has hitherto been paid by piece or by time, there is nothing to prevent women being engaged on time rates only, in which case the Government has expressly stated that it will exact no conditions.

From the woman's point of view it is unjust that women should be employed to do men's work at a lower rate; from the man's point of view it is disastrous. Guarantees to take men back into employment after the war is over can never be enforced, and if any proof of this were needed we may find it in the fact that promises by employers to make allowances to the wives of their workmen who are fighting at the front are already being broken on every hand.

E. SYLVIA PANKHURST.

400, Old Ford-road, Bow, E.

Aberdeen Free Press
April 23rd 1915.

WOMEN AND WAR SERVICE.

ABERDEEN APPLICANTS.

450 ON WAR REGISTER.

Applications from Aberdeen women of all classes who are willing and anxious to help the country at the present time by filling situations and thus enabling more men to enlist in His Majesty's Forces are coming in daily to the Labour Exchange in Market Street, and the war register which is used exclusively for women desiring to render service in this way during the war now comprises 450 names.

In addition, the register of women for whom employment is absolutely necessary is still very high, and of course preference in finding positions is given to these. A great many suitable women on this latter register are available for work now, and the Labour Exchange has been placing them in situations at various occupations at an average of 60 a week.

It is intended to keep the war register as a reserve, but it will be readily apparent that it is necessary to have a large number on this register in order to meet any contingency that might arise during the period of war.

A great deal of organising work is being done, and there are likely to be a number of additional outlets for female labour. It is understood that the Great North of Scotland Railway Company are making special efforts to release as many men as possible for other service, and in certain cases, where suitable men are difficult to obtain, the places will be filled by women, who are to be temporarily employed as booking clerks and at other work suited to female labour. As is only fair, however, men who are not eligible for service in the Imperial forces will be given the first consideration before drawing upon the war register.

It may be mentioned that the railways in the south are now employing female labour to a large extent, women even being engaged as platform and goods porters. It is not anticipated that women will be required for work on the tramcars in Aberdeen, but it is interesting to note that a great many women here made application for tramway work.

A pleasing feature of the movement is the fact that applications for work of various kinds which have been received from ladies of the well-to-do classes almost invariably state that, if given employment, the applicants will hand over their wages for the benefit of those who are not so fortunately situated, and will readily relinquish their employment in favour of those who are under the necessity of earning their own livelihood, so it will be seen that there is no intention of depriving either men or women of their living.

Employers and various organisations in the city have been giving their hearty co-operation to Mr R. P. Duncan, manager of the Labour Exchange, in the work of finding suitable employment for women. It is believed

of the men who are bravely fighting for our country. Upwards of 33,000 women have responded to the Government's appeal for war service, and we have Lord Robert Cecil bemoaning that the number is so small compared with the eight to ten million women in the country.

Women are ready, in the phraseology of the trenches, to do "their bit"; eager indeed to engage in any and every kind of work, but in the patriotic enthusiasm of the moment a danger arises lest they may set back the clock in the future by accepting a lower rate of remuneration than that paid to the men whose places they are filling or whose places they are being trained to fill. It would be a deplorable outcome of women's war service, if, after peace, the returning men found the rates of pay lowered by the temporary employment of women in various trades and occupations.

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If we turn to clerical work in business houses, it is the exception for the girl clerk or typist to be paid as high a rate as her male colleague, yet employers testify to the reliability and skill of their women workers.

Five thousand women have volunteered under the war service scheme for commercial and clerical work, and every effort should be brought to bear on employers that they should pay the same rate to these girls and women as the men received whose posts they are filling.

Food or Efficiency?

One is driven to seek reasons for this inequality of pay as between young men and young women. Is it a question of food or of efficiency? The able-bodied young woman working hard in a city office requires as substantial a mid-day meal as the able-bodied young man similarly engaged. Adam's physique does not necessarily require the larger half of the apple, although in the Eden of her that appetite.

The second reason for the underpayment of women, that of inefficiency, cannot be urged in regard to trained workers in teaching, clerical, and post-office occupations, for example, where the average capability is much the same between men and women, neither can it affect the demand that there should be equal pay for *equal work*, which in itself assumes efficiency.

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An Example from Russia.

Mr. Stephen Graham related the other day that being in a remote country district of Russia when the war broke out, he said to the peasants, "What will become of the harvest now all the men are leaving for the front?" "We have no fear for the harvest," said the Cossacks as they mounted their horses, "The women will see to that," and we know that they did, and that they have planted and sown for the future harvest also. British women should not be behind if a like emergency arises.

One last thought with regard to the question of equality of pay for men and women performing the same work. I once heard a dignitary of the Church say that he counted it an insult to be given the Parliamentary vote simply because he had been born a man. The same line of argument may be applied to the giving of higher pay because of sex, irrespective of superior capability. The establishment of equality of pay for men and women performing the same work must add to the self-respect of every capable man.

have received no reply; but at the conference of women's societies, which was called at the Board of Trade on April 13, Mr. Runciman, President of the Board of Trade, said that in regard to Government contracts, while it had been decided that the same piece-work rates should be paid to women as to men, *in regard to time rates no special conditions had been laid down with regard to women's labour. The general safeguard against women being used to displace men was that employers were being asked to take back those of their men who had served in the Army.*

These words plainly show that there is absolutely no guarantee that women shall not be employed to do men's work at a lower rate. Whether the work of men has hitherto been paid by piece or by time, there is nothing to prevent women being engaged on time rates only, in which case the Government has expressly stated that it will exact no conditions.

From the woman's point of view it is unjust that women should be employed to do men's work at a lower rate; from the man's point of view it is disastrous. Guarantees to take men back into employment after the war is over can never be enforced, and if any proof of this were needed we may find it in the fact that promises by employers to make allowances to the wives of their workmen who are fighting at the front are already being broken on every hand.

E SYLVIA PANKHURST.

400, Old Ford-road, Bow, E.

Aberdeen Free Press
April 23rd 1918.

WOMEN AND WAR SERVICE.

ABERDEEN APPLICANTS.

450 ON WAR REGISTER.

Applications from Aberdeen women of all classes who are willing and anxious to help the country at the present time by filling situations and thus enabling more men to enlist in His Majesty's Forces are coming in daily to the Labour Exchange in Market Street, and the war register which is used exclusively for women desiring to render service in this way during the war now comprises 450 names.

In addition, the register of women for whom employment is absolutely necessary is still very high, and of course preference in finding positions is given to these. A great many suitable women on this latter register are available for work now, and the Labour Exchange has been placing them in situations at various occupations at an average of 60 a week.

It is intended to keep the war register as a reserve, but it will be readily apparent that it is necessary to have a large number on this register in order to meet any contingency that might arise during the period of war.

A great deal of organising work is being done, and there are likely to be a number of additional outlets for female labour. It is understood that the Great North of Scotland Railway Company are making special efforts to release as many men as possible for other service, and in certain cases, where suitable men are difficult to obtain, the places will be filled by women, who are to be temporarily employed as booking clerks and at other work suited to female labour. As is only fair, however, men who are not eligible for service in the Imperial forces will be given the first consideration before drawing upon the war register.

It may be mentioned that the railways in the south are now employing female labour to a large extent, women even being engaged as platform and goods porters. It is not anticipated that women will be required for work on the tramcars in Aberdeen, but it is interesting to note that a great many women here made application for tramway work.

A pleasing feature of the movement is the fact that applications for work of various kinds which have been received from ladies of the well-to-do classes almost invariably state that, if given employment, the applicants will hand over their wages for the benefit of those who are not so fortunately situated, and will readily relinquish their employment in favour of those who are under the necessity of earning their own livelihood, so it will be seen that there is no intention of depriving either men or women of their living.

Employers and various organisations in the city have been giving their hearty co-operation to Mr R. P. Duncan, manager of the Labour Exchange, in the work of finding suitable employment for women. It is believed that in the near future the hospitals will require additional assistants for work similar to that done by probationary nurses, and there are many women on the registers who would be eligible for this class of work. In regard to nurseries it is also expected that there will be need of female labour. A new departure recently undertaken by the Labour Exchange was the sending of a number of women to employment at tree planting in the Stonehaven district, and the work they have done has been excellent, as is amply testified by letters of appreciation which have been received from employers.

The Railway Gazette, April 23rd. 1915.

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WAR SERVICE FOR WOMEN ON RAILWAYS.

The employment of women on railway work is extending apace. The underlying idea is that by getting the "fair sex" to fill the places of men, more and more recruits may enter the army and maintain the requisite supplies of soldiers. The urgency of the country's need is well known, and therefore we welcome the efforts that are being made by the railways to rise to the occasion. The Great Central Company appear to have led the way in providing women porters; the Great Western Railway have women ticket collectors and dining car attendants, while all the lines are employing an increasing number of women as clerks and for cleaning purposes. We are not prepared to say to what extent it may ultimately be necessary to go in the direction indicated. But it will be conceded that, except perhaps in grades engaged directly in connection with the movement of traffic, or in conditions in which a woman's dress might render her liable to risk, the more women who present themselves to take the places of men the better will it be for all. In this connection we may mention that the Board of Trade scheme for registration of women is fulfilling a most useful purpose, and we

Restaurant Car Waitress, G.W.R.

would advise all railways who are in need of assistance to avail themselves of the Register of Women for War Service.

A word may perhaps be said in regard to wages. So far as we have been able to ascertain, the women who are being employed are being liberally paid. True, the standard of equality with men has not been adopted, nor would it be justifiable, but we would submit that no case exists or is likely to exist for any trade union agitation on the subject and we trust that any attempt to foment trouble will be promptly suppressed by the trade unions.

Yorkshire Post, April 26th. 1915.

THE GOVERNMENT APPEAL TO WOMEN FOR WAR SERVICE.

To the Editor of The Yorkshire Post.

Sir,—A very gratifying response was made, when, at very few days' notice, I held a mass meeting for women in the Town Hall, on March 30th, in furtherance of the above appeal. Since that time numbers of women have put down their names on the War Service Register at the Labour Exchange, but there must be many women who heard the speeches in the Town Hall and took away the official forms who have not yet returned them to the Labour Exchange. There seems to be an impression that one may as well wait until more particulars are forthcoming, and there is more likelihood of one's offer of service being accepted immediately.

Let me point out, however, that the Government have particularly asked us to register now, before more definite plans are made, in order that they may know what reserve of labour there is for them to organise. It is for us to offer ourselves, giving particulars of what we have done and think we could do, then to leave it in the hands of the organisers to say just when we are wanted and what work they think we are fitted for.

I would urge all women who are able to register to come forward at once in order that the scheme may be put in working order as quickly as possible.—Yours, etc.,

ELLEN B. BEDFORD, Lady Mayoress of Leeds.

The Town Hall, Leeds, April 23, 1915.

Daily News & Leader, April 23rd 1915.

WOMEN AND WAR WORK.

(To the Editor.)

Sir,—I see it is reported that at a Mansion House meeting at York on April 10 Miss Thornton, a Board of Trade representative, quotes Mr. Lloyd George's letter to me as having "amplified" the agreement which resulted from the recent Treasury Conference between Mr. Lloyd George and Labour representatives.

Mr. Lloyd George stated that "women undertaking the work of men would get the same piece-work rates as men were receiving before the date of this agreement."

I replied to Mr. Lloyd George's letter, asking for an assurance that if women are employed on time rates to replace men, these rates shall be the same as those that were hitherto paid to men. To this letter, which was sent on March 26, I have received no reply; but at the Conference of Women's Societies, which was called at the Board of Trade on April 13, Mr. Runciman, President of the Board of Trade, said that in regard to Government contracts, whilst it had been decided that the same piece-work rates should be paid to women as to men, in regard to time rates no special conditions had been laid down with regard to women's labour.

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E. SYLVIA PANKHURST.

April 21.

Daily News & Leader, April 23rd 1915.

WAR WORK FOR WOMEN.

Fifty Thousand Names Expected at the Labour Exchanges.

In banks and public libraries and for agricultural pursuits and domestic work large numbers of women continue to offer themselves in the place of those who have joined the colours. Before the end of the month the national Labour Exchanges will have registered fully 50,000.

It is in outdoor employment that the innovation has attracted chief attention. Although coachwomen have not yet been seen in London, there have been applications in Ireland by women for employment to look after horses. At Paddington Station uniformed girls may be seen acting as ticket collectors. Under the direction of the Board of Trade the British Industries Fair to be held in London next month will undoubtedly furnish a considerable amount of employment for women as attendants.

Yesterday a "Daily News" representative learned that there is a steady growth of interest in the Women Signallers' Territorial Corps among the middle and higher classes of women. It is contended that no enterprise deserves more encouragement from the Government. In this corps women are trained in signalling and telegraphy. Within the last month unusual activity has taken place in the department of rifle and revolver shooting. Loans of halls are still urgently needed, and those interested are invited to communicate with the Corps at 184a, Oxford-street.

The Times, April 22nd 1915.

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WOMEN FOR MEN'S WORK.

RESPONSE IN LONDON.

A TRIBUTE TO PATRIOTISM.

The number of women who have already offered themselves for war service is approximately 45,000. This covers the number registered at the Women's Labour Exchanges throughout the country up to April 9. The classification of the figures available under the trades for which women are volunteering, though said to be for the most part completed, has not yet been issued by the Board of Trade.

Roughly speaking, the grouping of the three forms of war service for which most women have applied remains the same. Up to April 9 7,000 women had offered themselves for armament work, 6,000 for clerical work, and 5,000 for agriculture. In the latter dairy work continues to attract many women, the reason, perhaps, being that the Board of Trade has an arrangement with some of the agricultural colleges where they can be trained, places being found for them with farmers when they leave. The farmers, however, are not quite ready yet for a considerable influx of women.

In London the number of educated women coming forward is considerable, and in the total response for war service London stands, so far, first. Scotland, taken as a whole, comes next, and last of all Ireland and Wales. The results of the efforts of the Congregational ministers in Wales in calling attention to the matter in their churches are not yet known, but it is expected that the next computation of figures will show the Welsh women as more anxious to serve their country than would appear at present.

From many sources there comes news of the steady replacing by women of men eligible for the trenches. The banks all over the country are setting free large numbers of young men, and in one instance in a provincial bank, where two young women had thrown up good appointments in London to take over the work of bank clerks, their action was so much appreciated by the clerks of a rival bank in the same town that they made them a presentation of baskets of flowers and boxes of chocolate. Before the war the bank clerk was very jealous of any attempt at female intrusion.

Servants and Cleaners.

In large public libraries there is said to be some substitution of women workers going on, and the disappearance of the younger male servants in big establishments steadily continues. A post is waiting at the Labour Exchanges for a woman willing to go to the North of Ireland to do the work of a coachman, and one, as has been noted in *The Times*, has already replaced a man where a groom was kept, at Taplow. Women cleaners have been taken on in large firms almost everywhere, the example having been set by the Great Central Railway, where they were found to do their work more thoroughly than the men.

In view of the recognition of women in the medical service, and the rank of major bestowed on Dr. Garrett-Anderson for her work at the military hospital which she and Dr. Flora Murray are opening in Endell-street, it is curious to find that the Royal College of Veterinary Surgeons still refuse to admit women. The matter was recently referred by the authorities of the College to their solicitor, and he decided that as only men students were admitted at the time the Charter was granted, only men students could be admitted in the future. The number of veterinary surgeons is not very large, only about 3,400 being on the register, and the demand from the Army and the civil authorities appears to be greater than the supply.

In the cigar and wine departments of some of the big stores women are now employed for the first time. On the other hand, in at least one big West-end drapery store devoted to women's needs, one may still see men of apparently military age directing feminine shoppers to the veilings, the ribbons, and other fripperies. The business of music-engraving, at the present moment almost entirely in the hands of alien men, will not have any war-service women, if the men can help it. One of the women's societies approached the trade union recently and received an intimation that there were no women in the trade, and they did not intend that there should be. As has already been stated, women are employed in this work in Paris and Leipzig, and at least one woman has been employed in London.

The Tramways Committee of the Glasgow Corporation yesterday decided that, in addition to the eight already serving, other women should be engaged as tramway-car conductors to fill the vacancies, 300 or 400 in number, created by men joining the Colours. The women will be paid 27s. a week.

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The Daily Telegraph, April 24th. 1915.

WOMEN'S WAR WORK.

SUBSTITUTES FOR OFFICIALS.

BOARD OF TRADE CIRCULAR.

By Our Civil Service Correspondent.

As stated in *The Daily Telegraph*, in announcing the issue of a War Office circular to all Government offices, appealing for the release of more officials for the front, Earl Kitchener "confidently looks to the heads of departments to arrange, by finding suitable substitutes, for the necessary permission to be given freely to their subordinates who are prepared to join the colours." The Board of Trade, as the promoters of the scheme of women's war service, have now followed up Lord Kitchener's appeal by the issue of a circular to all Government departments offering women substitutes to replace all Civil servants who desire to join the colours.

This circular, for the first time, throws open every Government office to women, and demolishes, if only temporarily, the barrier of sex. Sir H. Llewelyn Smith, who signs it, states that he is directed by the Board of Trade to refer to the circular letter from the Army Council to Government Departments on the subject of enlistment in his Majesty's forces of officers of the Civil Services of the Crown.

He points out that a large number of women clerks have registered at the Labour Exchanges, and considerable numbers of those so registered have been engaged by Government Departments. In addition, a special register is being compiled by the Labour Exchanges of women who, in response to an appeal issued by the President of the Board, have signified their willingness to undertake service during the continuance of the war, to release men for combatant duties. From this register, which already includes over 30,000 names, and from the Labour Exchanges' register, it would be possible to supply a large number of women clerks qualified to take the places of officers who may be released for service with the colours.

OVER 1,000 OFFICIALS RELEASED.

Up to April 14 the Board of Trade have released over 1,000 officials for service with the colours, and in a large number of cases the men released have been replaced by women. If desired, the Board of Trade will be glad to make arrangements with the Civil Service Commission for the supply through them of temporary women clerks on similar lines to those already in force with regard to temporary men clerks. It is, therefore, suggested that should it be desired to engage women clerks, communication should be made with the Civil Service Commission and the probable nature of the requirements of each department indicated.

In a previous article I wrote: "By the employment of women in Government offices hundreds of Civil servants of military age who are eager to enlist could be released for the front," and it is satisfactory to find the idea now adopted by the Board of Trade. It remains to be seen what answer the heads of departments will make to the War Office and Board of Trade circulars. A great responsibility is theirs, and it is to be hoped that the lesser will not in their minds outweigh the greater need. At a time like this could not much of the routine be relaxed, many of the usual returns, &c., dispensed with?

In every branch of its many services, the Board of Trade, perhaps our most progressive department, is now surveying the work, in order to find out to what extent men of recruitable age may be replaced by women. It has been for years the great ambition of women and their various societies to force open the doors of the Government services. Their opportunity has come at last.

Morning Post, April 24th. 1915.

WAR WORK FOR WOMEN.

NEARLY 50,000 REGISTRATIONS.

The number of women who have registered in connection with the War Service for Women scheme is now between 45,000 and 50,000. Employers are interesting themselves more and more in the scheme, for as recruiting for the Army increases they find it necessary to make known their wants to the Central Office of the Labour Exchanges, St. Anne's Chambers, Westminster. The result is that the department is receiving heavy demands for women in industries where there is a shortage of labour and in large concerns where up till now men could not be released for military service. The Government has set an example to employers in releasing men. A few months ago young men employed in some Government departments who wished to enlist were informed that they could not be spared, as their places could not be filled. But since the War Work for Women scheme was put into operation a large number of women and girls have received temporary appointments, particularly in the Labour Exchanges and the Post Office. Following the lead of the Government, several of the large railway companies are replacing their clerks who have enlisted by women. More women are being trained by grocery firms, and in London women have begun to be employed as motor-van drivers. Since waiters of German and Austrian origin are no longer in favour in restaurants, proprietors of the larger establishments, who have not been able to obtain a sufficient number of British waiters, many of whom have joined the Colours, have applied to the Central Office of the Labour Exchanges for waitresses. More women are also being employed as lift attendants. The experiment of employing women on tramcars in Glasgow is being developed. It is understood that the London County Council have been approached with a view to women being employed as tramcar conductors, but a difficulty has been presented as to the long hours worked, and nothing has been done in the matter.

So far the Trade Unions have not offered any serious opposition to the employment of women in trades where the shortage of labour is manifest. But the leaders of women Trade Unionists have expressed concern as to what is to become of women who have replaced men when the war is over. The view is held that where women have made themselves economically independent they should not be disturbed. It is pointed out, however, that the scheme is only intended to operate during the war, and that thousands of the women who have registered have done so from patriotic motives. They realise that when the war is over the men they have replaced will return to their old positions. But a shortage of male labour in some industries is expected after the war, and it is thought that a proportion of the women who have registered for war service, and who desire to remain at work, will be able to continue for some time.

Sussex Daily News, April 2nd. 1915.

WOMEN AND WAR SERVICE.

Sir,—Women have been called upon to register for "War Service" that it may be known what reserve of workers exists in the country ready to supply the place of men who have joined, or are joining, the new armies. Hundreds of educated women have already responded to the call. The National Union of Women's Suffrage Societies has been invited by the Board of Trade to co-operate in carrying out the Government's proposals and for the organization of women's work at this crisis, and accordingly our headquarters—which, indeed, from the beginning of the war urged the adoption of such a course—while expressing willingness to help emphasize the three following points as essential:

1.—Equal pay for equal work; no undercutting.
2.—The great importance of training.
3.—The securing of good conditions as to housing, &c., specially in agricultural districts.

There must be professional women in Brighton and Hove who have lost their work through the war, and leisured women wishing to serve their country at this juncture, who would like to take advantage of the opportunity to offer for paid work under the above scheme. Registration forms can [illegible]

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There must be professional women in Brighton and Hove who have lost their work through the war, and leisured women wishing to serve their country at this juncture, who would like to take advantage of the opportunity to offer for paid work under the above scheme. Registration forms can be supplied by Miss Merrifield, 14, Clifton-terrace, on written application.—

Yours, &c.,

F. de G. Merrifield, Chairman.
C. M. Allum, Acting Secretary.

Special Committee Brighton and Hove Women's Franchise Society, N.U.W.S.S.
Brighton, 30th March.

The Queen, April 24th. 1915.

THE QUESTION OF TERMS.

THE GOVERNMENT RAISED HIGH HOPES when it called on women to register themselves and their capabilities for war service. It appeared as though it were about to take command of the great volume of unemployed and available labour of women in the country, and to utilise it in order to free men for military service. But somehow the hopes which the demand for war service raised a few weeks ago are delayed in their fulfilment, and they have been somewhat damped by the statement which Mr Runciman as President of the Board of Trade offered to the representatives of women's societies who waited on him on the 13th of this month.

Women have no cause to reproach themselves for want of alacrity in offering their services. Over 33,000, it appears, have already registered themselves as willing, and in many cases qualified by experience, to do some of the many kinds of work which are now especially needed, including armament work, agricultural labour, manufacturing, commercial, and retail business. So far there has been on the women's side both zeal and purposefulness.

It is to be hoped that the Government will meet the goodwill and readiness of the workers in a similar spirit. But there are several discouraging considerations which were brought out in the course of Mr Runciman's remarks. In the first place, he stated definitely that none of the women who have filled up war service forms will be employed until after the women whose names are already on the Labour Exchange lists have been engaged. The practical moral which women will draw from this is that they must register twice—once as ordinary applicants for work and once as candidates for war service. This is tiresome, and may cause complications which might have been obviated by the Government simply appealing to women to register themselves in larger numbers at the exchanges in view of the need for their work. The creation of a new and to some extent overlapping register could thus have been avoided.

But among women workers the vague manner in which the President of the Board of Trade touched on the question of terms has certainly created dissatisfaction. Indeed, Mrs Rackham, as a member of the conference and a representative of the National Union of Women's Suffrage Societies, expressed what was in the mind of many of the company when she remarked that the Government was not giving as clear a lead to the private employer on the question of wages and conditions as it ought to do. There was undoubtedly reason to hope that the Government would have taken this occasion to make its expectation and demand quite clear that employers when engaging women in place of men should not offer terms which are in any particular less favourable than those which they have previously given. The laying down of this axiom is, indeed, the very least that must be demanded; for it should be remembered that in many industries the male workers are pressing for increased wages in order to meet the increased cost of living. These wages are not spent upon themselves alone, but upon their families. Women's wages also are spent upon their dependants as well as upon themselves. Therefore, were the creation of a double standard of wages not firmly opposed at this moment we should find that in many occupations the lower wage given to women would inevitably become the established wage. Mr Runciman assured the members of the deputation that the Government would ask employers to keep the men's places open for them. This of course is eminently right. "Keeping open," moreover, implies that the terms of payment which men will receive on returning to civil employment will not be inferior to those which they were paid before they joined His Majesty's forces. But if employers can be asked by the Government to take on their male workers at not less than their old wages, they can equally well be pressed by the Board of Trade through the Labour Exchanges not to lower the rates of payment during the absence of the men. For it can never be forgotten that some of the men will, unhappily, not return; and in such cases it is possible for certain places to be permanently filled by women at comparatively low wages if no steps at this critical time are publicly taken to prevent it. No doubt it is something gained that women when applying for certain posts through the Labour Exchanges are to be informed of the rates of payment that have hitherto been current; yet what is to prevent a hard-driven woman from offering to take less money if by so doing she thinks she may get the job? Unless and until certain rates of payment become definitely fixed as the accepted remuneration for certain work—be it done by man, woman, or child—under-cutting on the part of the worker and underbidding on the part of the employer must inevitably continue to the great injury of the whole population. For one of the most remarkable lessons of the present war in the economic field is that the general distribution of good wages among a very much larger number of people than in times of peace is conspicuously reducing the volume of pauperism and crime. And it would be a great misfortune if the nation, by allowing women to do at low wages work which men previously have done at relatively high wages, were to prepare a crop of labour troubles for the period to begin at the war's end. The good example set by the Government in establishing the same piece rates for men and women on work ordered by its contractors is all to the good, and shows the result of the pressure which women thinkers have exerted on public opinion. But there are cases where (in defiance of the copybook maxim) precept is even better than example. The precept that employers generally must act on the same principle of fixing the pay for the work and not for the age or sex of the worker would distinctly have more effect than merely offering to the world an example which nobody who hankers after immediate cheapness is obliged to follow. Meantime it will have been noticed that the Staffordshire pottery workers are alive to the dangers of the present situation, and have anticipated them by demanding that women who are put to do the work that men have done hitherto shall not receive less wages.

Although there are certain kinds of work in great demand at the present time which are not ordinarily done by women such as engineering and mining, yet it is only a short sighted observer who would say that women's work is cheap because it is not wanted. There is one kind of work that is enormously cheap and yet almost invaluable, namely the work of the trained hospital nurse. On the efficiency of her work the alternative of life or death [illegible]

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Yorkshire.

The Herald, April 24th. 1915.

WOMEN AND WAR SERVICE.

MEETING AT SCARBOROUGH.

TRIBUTE TO THE FARM LABOURERS.

'NO BODY OF MEN HAVE RESPONDED BETTER."

The Westborough Hall, Belle Vue-parade, Scarborough, was crowded yesterday afternoon when the Mayoress, Miss Maisie Graham, presided at a public meeting of women called to consider the question of urging women to register their names in the Women's War Service Register, now being formed by the Board of Trade.

The MAYORESS, in opening the meeting, expressed the hope that the proposal would receive a hearty response from the women of Scarborough.

DEMANDS ON THE NATION.

Miss THORNTON, of the Board of Trade, said she would explain why the Board of Trade had made that appeal to the women of this country. In the strict sense of the word we were not a military nation. We relied practically on our navy to protcet us from our enemies, but events had arisen which necessitated us raising a very large army in order to join with our Allies and fight against the common enemy. They were not permitted to know exactly what response had been given to the appeal which Lord Kitchener had made from time to time to the men of the country, but roughly speaking it was estimated that one and a half millions of men had been withdrawn from the different industrial pursuits of this country. At the last census they were told there were eight millions of adult male workers in the country, and they would understand that to take away a million and a half meant not only a considerable dislocation of industry but a source of anxiety and difficulty to employers owing to the demands that the war made upon them. We not only had to find food and equipment and clothing for our own army, but to a large extent we had to assist the armies of our Allies. The Belgian soldier relied almost exclusively on the British Government, and the French and Russians relied to a considerable extent on us to supply them with food and ammunition. Since the war was commenced the industries of France and Russia had been practically carried on by the women of those countries. It was variously estimated that in this country and other countries connected with it, there were two and a half to three millions of men either fighting or being trained to fight for their country. That number of men required an immense amount of work to feed, clothe and equip. No body of men had responded better to Lord Kitchener's appeal than the farm labourers had done. There were country places where there were practically no men between eighteen and forty-five years of age left. The others had all joined the Army. (Applause.) There was a great call upon agriculture for the food supply Since September the textile mills of the country had been turning out mile after mile of cloth for suits for soldiers. The French Army was largely depending on this country for clothing and boots. Then there were all the other various equipments which the soldier required, and it meant that the employers must be very busy and greatly increase their output. Then the firms which manufactured munitions of war must be kept at full strength. Never in modern warfare had so much ammunition been required as in the present war. What was being done to satisfy the demand? There were men who had never had a day's holiday except Christmas Day since the war began, and they had women working from 65 to 75 hours a week. Women were before the war only permitted by law to work 55 hours a week, but that clause had now been removed. In the ammunition factories and in many of the clothing factories work had gone on night and day. Did they wonder that the men and women who had been so engaged were now feeling the strain? The number of men now unemployed were either unemployable or unemployed because they refused to remove to where the work was. Not a man who was physically fit need be out of work now. That was why the Government of the country were looking for women workers now. Women had already done so well in hospital work that Lord Kitchener was allowing a hospital with one thousand beds to be opened in London, and to be entirely staffed by women.

WORK FOR WOMEN.

Now the Government were asking women to come forward and allow their names to be put on the register for work if required The women were asked to come forward and show their patriotism and love for the country in the same way as the men had so handsomely responded to the appeal of Lord Kitchener [illegible]

such as engineering and mining—yet it is only a short sighted observer who would say that women's work is cheap because it is not wanted. There is one kind of work that is egregiously cheap and yet almost invaluable, namely, the work of the trained hospital nurse. On the efficiency of her work the alternative of life or death, of a quick, complete recovery or lasting illness and disablement, frequently depends. Yet her payment is utterly insufficient, because she wishes to give her services to her country, and forgets that her country is not really helped by her own helplessness in later life. Army clothing also is indispensable, yet the women who make it, though they are receiving payment at higher rates than were current in the years of peace, are still not obtaining the wage that would be thought adequate for a man. The question of terms, then, is not completely answered by saying that some work is more wanted than another. This is sometimes the right answer, but not by any means always. The whole answer is a long one, and only reveals itself after long study.

Meanwhile we ought to reflect that this question of terms is hardly likely to be answered more satisfactorily if a large number of women are kept in a state of uncertainty, having volunteered for war service, and not, therefore, feeling quite free to take other paid employment. While they are waiting they have to support themselves somehow, and the fact that they are waiting tends somewhat to depreciate their value in the market, and may prevent them from standing out for good remuneration. In not a few cases women have been prepared to make considerable personal sacrifices in order to respond to the nation's call as expressed in this urgent demand on the part of the Government. There should be no possibility of any such sacrifices being made without response or result.

M. H.

on the register for work if required. The women were asked to come forward and show their patriotism and love for the country in the same way as the men had so handsomely responded to the appeal of Lord Kitchener. The appeal was issued direct to the women of leisure; to women who had lost their employment through the operation of the war, or were only working short time; and it was also intended to apply to the wives of soldiers who had gone to the front. The soldiers' wives had responded most handsomely to the appeal. The Government did not want the married women with children to respond to the appeal, for the Government thought they were already doing their duty to the State when they were bringing up a family. Children, especially male children, would be a very valuable asset in the future. Women of all classes, grades and politics were invited to come forward and work side by side just as in the war the men were doing. Women would not be expected to go down a coal mine, but they could be usefully employed in the light engineering works and release men now employed in those works who could go forward and do the heavy armament work. Women could also be employed in agricultural work. She was perfectly certain that if their great grandmothers could do that work the women of the present day could if only they got the opportunity. (Applause.) Farmers at present were very sceptical as to whether the women could do the work. They admitted women could do the milking, feed poultry, hoe turnips and sow seeds, but for the ploughing and looking after the harvest they thought women were not fit. Many women thought differently. (Applause.) In her own Government Department—the Board of Trade—they had already three hundred women who had replaced men who had enlisted. The other Government departments were slowly following in the footsteps of the Board of Trade. The War Office had now seen the error of their ways, and young men had to leave and women were taking their places. Women could also be employed as tram and 'bus conductors, ticket collectors, and in many other ways release men for service with the Army. But it must be understood that their employment was only for the period of the war and the men would have their work again when they returned.

THE RESOLUTION.

On the motion of Mrs. MACKARNESS, a resolution was unanimously passed that it was desirable that all women in Scarborough who were available for any kind of work should register their names and that the Mayor be requested to form a small committee to consider how the women could best register. Mrs. Mackarness added that she earnestly hoped the women of Scarborough would do their utmost to respond to the appeal.

Replying to a question, Miss THORNTON said a short amount of training would be given and a maintenance grant if necessary.

The MAYOR (Mr. C. C. Graham) said many ladies had already given in their names as ready to do what they could. But up to now there had been no real organisation, and unfortunately they had not been in a position to accept the services of many who offered. The people of this country must understand that they are not only fighting the German Army but the German people. An officer who had recently returned from Switzerland, and who knew Germany well, had expressed that opinion to him, and had added: "I do not know if the military spirit is not stronger amongst the women than the men." His worship was perfectly sure the women of England were not one whit behind the women of Germany in their readiness and ability to do all they could for their country. (Applause.) He was sure the excellent address of Miss Thornton's would lead many of the women of Scarborough to register. (Applause.)

Votes of thanks concluded the proceedings.

The Walsall Advertiser,
April 24th. 1915.

WAR WORK FOR WOMEN.

LOCAL MANUFACTURERS' EXPERIMENT.

WAR OFFICE AND SHORTAGE OF LABOUR.

Walsall manufacturers who are engaged upon the making of military accoutrements have made an interesting experiment in establishing at the old education offices in Bradford-street a training class where girls are to be instructed in leather work.

Details of the scheme are given in the following letter, which has been sent out to its members by the Walsall Leather Traders' Association.

"A communication has been received from the War Office urging us to start a workroom for the purpose of training women and girls for leather stitching and preparing; great quantities of leather goods will be required, and as there is even now a scarcity of skilled labour available, the question has become one of great urgency. We have therefore decided, after consultatino with the Education Committee and the Board of Trade, to establish a training class for this purpose.

A room has been placed at our disposal by the education authorities, which is now fully equipped, and an efficient and practical teacher has been engaged. We have commenced with twenty women and girls, and hope to increase this number to fifty.

The girls will be paid 8s. per week during their period of training, after which they will be at liberty to accept a situation with any firm in the town From Wednesday, April 28th work will be accepted from manufacturers which will be charged for at the standard rates when completed.

We trust you will realise the urgency and importance of this matter, and that we shall receive your hearty co-operation and assistance.—Yours, etc.,

E. M. BROOKES,
J. LECKIE,
R. BUTLER,
H. R. TAYLOR,
A. HIBBETT,
W. MILLERCHIP.

Hundreds to be Trained.

It is expected that the class will soon be increased to one of fifty and that several hundred girls will pass through it. There is no lack of female labour in the town at present but it is not skilled, and it is to turn unskilled women and girls into skilled workers that the plan has been devised.

Women and Agriculture.

The suggestion that women should take agricultural work has not found much favour locally, and we hear that only one of the fair sex has offered her services in this direction.

It is expected that local female labour can be more advantageously used in the industries of the town when once facilities for training are provided. A good supply of female labour is being provided for the Streetly ammunition works, where girls commence at a wage of 12s. a week, and, when put on piece-work, can earn from 18s. to 30s. weekly. Similar wages may be earned by proficient leather stitchers and preparers.

Regulations for Training Class.

The following regulations have been drawn up for the conduct of the new training class.

(1) Only those persons will be accepted who are willing to devote their whole time to the work at the conclusion of their training.

(2) The workrooms shall be under the supervision and control of a Committee consisting of Messrs. J. Leckie, E. M. Brookes, R. Butler and H. R. Taylor (representing the manufacturers), Mr. A. Hibbett, for the Education Committee, and Mr. Millerchip for the Board of Trade.

(3) The teaching and control of the women shall be entrusted to Mrs. A. Wood who will take full responsibility for discipline and character of work performed by the women during their period of training.

(4) The workrooms shall be open from 8 a.m. to 6 p.m. with one hour for dinner from 1 p.m. to 2 p.m.

(5) The number to be employed for the first week shall not exceed 20, but shall be increased from time to time as the standard of efficiency improves.

(6) After the first week, work may be accepted from any manufacturers interested, which shall be paid for at the current rates.

(7) [illegible] month's training shall be

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Edinburgh Evg. News,
April 26th. 1915.

PEOPLE AND THE WAR.

WOMEN, YOUR COUNTRY NEEDS YOU.

Alice M. Kemp writes: Do all women realise that the Government has at last said to them, "Your country needs you"? Do they know that if they have time—a whole day or even a half—to give to service for their country, they should at once apply to the nearest Labour Exchange and get a war service for women form to fill up, or they should apply for one to the nearest suffrage society. One cannot but think that many women living in the country are not yet aware of the Government's call for help. Work on the land or farm is urgently needed for dairy work, care of live-stock, light farm work, market gardening, farming, and ordinary gardening. Already the Government are giving training to women in certain agricultural colleges. In France the women have come forward splendidly to fill all kinds of places left by the men gone to the front. Our women could do the same. One note of warning. How often in time of peace has the idea of equal pay for equal work been scoffed at. Now we begin to realise that unless women get equal pay with men for the same work they will under-cut the men, make labour cheap, and eventually drive men out of various trades. This is quite certain. Women should only accept trade union rates. The Government, in its register scheme for women's war service, asked the co-operation of the National Union of Women's Suffrage Societies. The N.U.W.S.S. Executive passed the following resolution: "The N.U.W.S.S. welcomes a Government scheme for the organisation of women who are willing to take paid employment for war service, provided that the necessary safeguards are secured. The points emphasised are: (1) The necessity of equal pay for equal work, thus avoiding the undercutting of men; (2) the great importance of training; (3) the securing of good conditions as to housing, &c. specially in agriculture.

The Birmingham Post,
April 27th. 1915.

Women's War Work and Wages.

The problem of the wage to be paid to women workers called to the task by the exigencies of war threatens to give some amount of trouble to not only private employers, but the Government. Mr. W. C. Anderson, the recent Labour member—whose wife is one of the best-known practical authorities on the subject—will tomorrow press the President of the Board of Trade to give the latest returns as to the number of women registering for special war service, the number who have already been placed in employment from the special war register, and the trades to which they have been attached. He will then enquire whether, as a result of the special war register, some six or eight thousand women have been encouraged to signify their willingness to undertake armament work, whether armament factories can be named in which there is a shortage of or demand for such labour, and the duration of the working shift in such cases and the rate of wages offered. Of equal significance is the fact that Mr. Arthur Henderson, the chairman of the Parliamentary Labour party, will next draw the attention of the same Minister to the resolutions passed at a special conference of trade unions and women's organisations laying down the safeguards which are considered essential in any substitution or transference of women's labour, and will ask what action he proposes to take in the matter.

Birmingham Post,
April 27th. 1915.

WAR SERVICE IN FACTORIES.

A large number of people are still coming forward for "war service" in various industries. Ever since the war broke out an arrangement has been in force by which the armament firms should receive all their labour through the Labour Exchanges. A large number of men have been dealt with by the Exchanges under this scheme, although the firms have not been held to strict observance of it. In cases where there is no Government job for men in the towns where they apply, particulars concerning them are forwarded to the Labour Exchanges' clearing-house in London, which distributes the labour amongst armament firms all over the country where required. A great deal of valuable work has been done in that way.

Some time ago the idea was conceived in Birmingham that the recruiting officers should aid the Exchanges in finding labour for Government work, and posters were issued inviting people to apply at the recruiting stations to be placed on "war work." Some hundreds of men applied, but it was found that the scheme did not work well. It has not exactly been abandoned, but people who apply at the recruiting offices now are referred to the Exchanges, who deal with them. The number of people placed in situations under the scheme cannot be ascertained. It is unlikely that there has been any wastage of qualified labour. The number of qualified men unemployed is very small, and it is stated that if a qualified man calls at a Labour Exchange in Birmingham he can be guaranteed a job within three-quarters of an hour. There is a fair amount of skilled labour still in circulation in Birmingham through the Exchanges, but owing to the shortage no man is out of work for long.

It has not yet been determined when the 1,000 men who are to be temporarily released by the Corporation for work in ammunition factories are to take up their new duties. It is thought that many of them will be given work through the Labour Exchanges, and one controlling principle will be to give a man a situation in or near the district in which he lives. Nearly the whole of the lists of names of men available from the various Corporation departments have been compiled.

Women and Farm Work.

A large number of women are offering themselves for "war service," and they come from all classes. Some ladies roll up to the Exchanges in their motor-cars, and offer to do some work that will be of service to the country. At present, comparatively few such applicants are being "placed," but, of course, they are put on the register, and when the need arises there is a great reserve of female labour that can be called upon in this way. From the West Midlands Division recently 60 women were sent to the Harper-Adams Agricultural College at Newport, Salop, to be trained for farm work. They stayed at the college for a fortnight. These women are available to do farm work formerly done by men. The Exchanges have in hand the work of coping with a demand for agricultural labour, and meetings have taken place with the Farmers' Union, the Chambers of Agriculture, and the Allied Farmers' Societies in Staffordshire, Shropshire, Herefordshire, Warwickshire and Worcestershire. The 60 women above-mentioned were trained at the college during vacation time, and it is not now possible to send any more, but if a big demand for agricultural labour arises arrangements will be made to have women trained at other places. At the moment there is no actual demand for women in the armament factories, because the firms are not yet prepared for such labour. In the Birmingham district some women are being trained in leather work.

posal by the education authorities, which is now fully equipped, and an efficient and practical teacher has been engaged. We have commenced with twenty women and girls, and hope to increase this number to fifty.

The girls will be paid 8s. per week during their period of training, after which they will be at liberty to accept a situation with any firm in the town. From Wednesday, April 28th work will be accepted from manufacturers which will be charged for at the standard rates when completed.

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(5) The number to be employed for the first week shall not exceed 20, but shall be increased from time to time as the standard of efficiency improves.

(6) After the first week, work may be accepted from any manufacturers interested, which shall be paid for at the current rates.

(7) At least one month's training shall be given. When a woman reaches a stage of efficiency which will enable her to take a situation outside, she shall be at liberty to accept a position with any manufacturer in the town.

Women's Suffrage Societies. The N.U.W.S.S. Executive passed the following resolution: "The N.U.W.S.S. welcomes a Government scheme for the organisation of women who are willing to take paid employment for war service, provided that the necessary safeguards are secured. The points emphasised are: (1) The necessity of equal pay for equal work, thus avoiding the undercutting of men; (2) the great importance of training; (3) the securing of good conditions as to housing, &c. specially in agriculture.

The Birmingham Post, April 27th 1915.

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The problem of the wage to be paid to women workers called to the task by the exigencies of war threatens to give some amount of trouble to not only private employers, but the Government. Mr. W. C. Anderson, the recent Labour member—whose wife is one of the best-known practical authorities on the subject—will tomorrow press the President of the Board of Trade to give the latest returns as to the number of women registering for special war service, the number who have already been placed in employment from the special war register, and the trades to which they have been attached. He will then enquire whether, as a result of the special war register, some six or eight thousand women have been encouraged to signify their willingness to undertake armament work, whether armament factories can be named in which there is a shortage of or demand for such labour, and the duration of the working shift in such cases and the rate of wages offered. Of equal significance is the fact that Mr. Arthur Henderson, the chairman of the Parliamentary Labour party, will next draw the attention of the same Minister to the resolutions passed at a special conference of trade unions and women's organisations laying down the safeguards which are considered essential in any substitution or transference of women's labour, and will ask what action he proposes to take in the matter.

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It has not yet been determined when the 1,000 men who are to be temporarily released by the Corporation for work in ammunition factories are to take up their new duties. It is thought that many of them will be given work through the Labour Exchanges, and one controlling principle will be to give a man a situation in or near the district in which he lives. Nearly the whole of the lists of names of men available from the various Corporation departments have been compiled.

Women and Farm Work.

A large number of women are offering themselves for "war service," and they come from all classes. Some ladies roll up to the Exchanges in their motor-cars, and offer to do some work that will be of service to the country. At present, comparatively few such applicants are being "placed," but, of course, they are put on the register, and when the need arises there is a great reserve of female labour that can be called upon in this way. From the West Midlands Division recently 60 women were sent to the Harper-Adams Agricultural College at Newport, Salop, to be trained for farm work. They stayed at the college for a fortnight. These women are available to do farm work formerly done by men. The Exchanges have in hand the work of coping with a demand for agricultural labour, and meetings have taken place with the Farmers' Union, the Chambers of Agriculture, and the Allied Farmers' Societies in Staffordshire, Shropshire, Herefordshire, Warwickshire and Worcestershire. The 60 women abovementioned were trained at the college during vacation time, and it is not now possible to send any more, but if a big demand for agricultural labour arises arrangements will be made to have women trained at other places. At the moment there is no actual demand for women in the armament factories, because the firms are not yet prepared for such labour. In the Birmingham district some women are being trained in leather work.

The Scotsman, April 29th. 1915.

WOMEN AND WAR SERVICE.

PATRIOTIC RESPONSE TO APPEAL.

THE Women's War Register in Scotland is continuing to make a strong appeal. The type of applicant to be found on it proves that the women of this country can boast in many instances a great variety of skill, and that those who do not have any expert knowledge at their fingers' end are ready and willing to make good the deficiency. There are already on the register applicants who have studied wireless telegraphy, an enterprise inspired from Norway, where women are occupied at wireless stations; others who have studied or are studying motor car driving, or who have organising ability in very varied directions, even, for example, in estate management. One lady, with a disregard of regulations as to proxies, has offered to fill the place of a member of Parliament at the usual allowance. Many others have come in for armament work and agricultural work, and in the latter case many have considerable experience. The register is strong in clerical and professional skill, and University and trained business women have registered in good numbers.

It would appear, also, that our banks, business houses, and railway and other companies, and employers in the distributive trades, need not fear any difficulty in making good their shortage, or in allowing the young men eager to serve their country to make their patriotic offer without delay.

HIGHLAND WOMEN EAGER.

The West Highland and coast women workers in the fish-curing and other kindred industries are just as eager as those in the bigger towns. The Labour Exchanges now have a large register of the girls in the Lewis ready to come to the mainland for indoor domestic service and for farm work, which will be useful to many employers. The numbers now registered throughout this division (Scotland and the Northern Counties of England) are 13,826. In addition, the ordinary Labour Exchange register is also very high, and these applicants, of course, receive preference in filling vacancies.

The wife of the President of the Board of Trade, Mrs Walter Runciman, has been speaking at a series of meetings on women's war service. On 19th April, at Gateshead, so great was the interest that 3500 women were addressed at a meeting in the Town Hall and three overflow meetings. To-morrow she speaks in the Free Gardeners' Hall, Edinburgh, under the auspices of the Women's War Service Committee, composed of representatives of twenty different Edinburgh societies interested in the movement. The Divisional Officer for the Scottish Labour Exchanges will be present, and will answer any questions, for which opportunity will be given at the end of the meeting.

Daily Graphic. April 28th. 1915.

WOMEN AS WAR WORKERS.

440 ALREADY EMPLOYED IN VARIED TRADES AND OCCUPATIONS.

The Board of Trade announce that the number of women registered for special war service and placed in employment up to the week ended April 16th is 440. These had been distributed among the following occupations:—

Agriculture	41
Shop assistants	27
Clothing, etc.	51
Engineering trades, construction of vehicles and metal trades	42
Laundries and domestic employment	103
Textile trades	23
Paper, printing, etc.	26
Chemical, etc.	10
Food, tobacco, lodging, etc.	31
Transport	12
Commercial and clerical	35
Other occupations	24

MORE WOMEN TRAM CONDUCTORS.

The Maidstone Corporation have just appointed several married women as tramway conductors owing to great difficulty experienced in obtaining suitable men. The women are to receive the same wage as male conductors.

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The Yorkshire Observer, Apr. 28th. 1915. 663.

WOMEN'S OPPORTUNITY FOR SERVICE.

APPEAL BY MRS. RUNCIMAN.

THE ORGANISATION OF FEMALE LABOUR.

Mrs. Runciman, wife of the President of the Board of Trade, addressed two meetings in the Heavy Woollen District yesterday in furtherance of "War Service for Women." It had been arranged that Mrs. Runciman should speak to the women of Batley in the Mayor's Parlour at the Town Hall in the afternoon, but as the company began to assemble it became evident that the accommodation would be insufficient. The venue was changed to the Council Chamber, but that was soon overcrowded, and eventually the meeting was held in the principal hall, and that was well filled. Mrs. James Stewart presided, and was supported by the Mayoress (Mrs. Ben Turner), Mrs. John Stubley, Mrs. Craik, Mrs. James Russell, Mrs. Mawson, Miss Elsie Taylor, Miss Evelyn Taylor, Miss M. Briggs, Miss Greenwood, the Rev. Hugh Jenkins, and others.

In a letter apologising for absence owing to an engagement in London the Mayor (Mr. Ben Turner) said:—

> Healthy, hearty women would do well to take up work in our industries where vacancies occur at proper rates of wages and under ordinary conditions, so that the industries of the country can be kept going and munitions and equipment for our forces kept fully supplied. Our textile mills and clothing factories can probably find openings for women of leisure to have full employment during our national stress.

In a brief opening speech Mrs. Stewart said there must be no shirkers of either sex at this crisis in the country's history, and she was sure that British women would do all they could for the Empire's cause.

THE JOY OF WORK.

Mrs. Runciman said that owing to the security against invasion and the fact that life was going on much as usual, it was difficult for the people at home to realise the supreme struggle in which this country was engaged. The time for talking about the causes of the war had passed, and she thought there was no one present that afternoon who was not satisfied that we had a just cause and who was not prepared to make every sacrifice to bring the conflict to a satisfactory conclusion. It was not sufficient to say we were bound to win in the long run, but they must do their utmost to bring the war to an end as soon as possible. (Hear, hear.) The conflict was one of such magnitude, however, that a successful and speedy conclusion could only be reached by making use of every available man who could serve in the field or assist in the equally necessary work of providing munitions of war. Further, the national resources could not be utilised to the full without the women being brought in, and therefore an appeal was being made on behalf of war service for women as a part of a comprehensive attempt to organise the labour forces of the country. Not only must the places be filled of those men who were going away to fight, but it must be arranged for the men engaged in the less necessary occupations to be set free for employment in those occupations which were more necessary.

In appealing to women (she continued) there was no idea of compulsion in regard to men, for there was every reason to believe that the men were willing to serve their country in the best way they could; but women must make it easy for the men to give their services by showing that their places could be filled on a fairly large scale. Every woman who was willing to work and was not working now was invited to register her name at the nearest labour exchange for the particular work for which she had a fancy. It did not necessarily follow that employment would be found for them at once, and they must not be impatient, for they had to wait. Women who had never worked were wanted—and they would find how delightful it was to work—(laughter, and hear, hear)—and women who had retired from work were asked to take it up again. Following the registration of the names would come an endeavour to distribute the labour to the best advantage. The mere registration of the names would be useful in connection with a number of employers who at present felt that it would be impossible to carry on business if they lost any more men. It would be helpful to such employers if they were assured that there were 45,000 registered women who could work well enough, if not quite as well as men, to keep things going until the men came back from the war.

USURPATION ONLY TEMPORARY.

There were many occupations (continued Mrs. Runciman) in which women could be substituted for men, and the process had been commenced successfully. It might have been noticed that railway carriages and tramcars were unusually clean lately, and that was because women had been doing the cleaning instead of it being done by men. (Laughter.) There were also women ticket collectors on the railways, and women were acting as motor lorry drivers, lift attendants and tramcar conductors. Still the employment of women might be increased to an enormous extent, and it was probable that much would be done in that direction in municipal and Government offices. There was no reason why many women should not be employed as railway clerks. It was impossible to estimate how many men would yet be taken from their ordinary work, and the women were asked to register their names in order that an ample supply of labour might be ensured whatever the number of vacancies created might be. Up to the present only a few of those who had registered had been drafted into employment, but there was a likelihood of the scheme being developed rapidly very soon.

Mrs. Runciman emphasised the fact that women were only asked to undertake temporary work in connection with the war. There was a reluctance, she said, on the part of men to see women enter upon work on which they had not previously been employed or had only been engaged in small numbers. It was necessary, therefore, to assure men who felt nervous on the subject that the object of the appeal now being made was not to take work away from them, and also that there was no intention that women should work at low rates of wages and so afford a temptation to employers to retain their services permanently. It would certainly be bad policy for the men to be idle while the women worked. (Hear, hear.) Women had no desire to take advantage of a national necessity to oust men from their jobs. From a trade union point of view the question of wages was the great difficulty, but so far lovers to enlist, had rendered a service which could not be measured. Other women were not called upon to make such sacrifices, but they could help by doing continuous and if necessary disagreeable work, and even then it would be little in comparison to what was being done by the men who were fighting for their country in the trenches. (Applause.)

Miss Farmer (assistant organising officer for the Women's Work Movement in connection with the Yorkshire and East Midlands Labour Exchanges) enlarged upon Mrs. Runciman's appeal.

Both speakers were heartily thanked on the proposition of the Mayoress, seconded by Mrs. James Russell, and supported by Miss Greenwood. Mrs. Runciman briefly responded, and moved a vote of thanks to Mrs. Stewart for presiding, which was carried with acclamation.

In the evening Mrs. Runciman addressed a crowded meeting in the Victoria Hall, Dewsbury. The Mayoress (Miss H. B. Walker), who presided, appealed to the women of Dewsbury to offer to do that which needed doing. There was never a time when work and loyalty were more required than now, and she felt sure that neither men nor women would fail to respond to the call which was being made for the building up of a great industrial army. New ways in which women could relieve the work of men were always arising, and she was interested to learn the other day from the managing director of the Yorkshire (Woollen District) Tramways that as Government contracts were concerned it had been settled that as regarded piece work the women should be paid on the same scale as the men. For the rest they must rely on women to see in their own interests and the interests of industry that they were properly paid, and they would be informed as to the wages which they were entitled to receive for the work performed. In order to overcome the reluctance of employers to engage women it should be made plain that those who registered for war service were determined to carry out their duties and provide really stable labour.

RELUCTANT PARENTS.

Not only had the conventional ideas of employers to be broken down—even the most radical of women had their own conventions as to what was "nice" work. Parents who were reluctant for their daughters to register should remember that it was hard for willing and able-bodied girls not to be allowed the opportunity of doing all they could for their country at the present time. There were certain difficulties which might be overcome by organisation on the lines of a number of girl friends going out to the same employment together, and being under the supervision of some older person. Mrs. Runciman expressed a hope that the women of Batley would respond as well as those of other towns had done. Those mothers who had been called upon to make the greatest sacrifice of all, and had cheerfully encouraged their husbands, sons, or there were hopes of a number of women car conductors being employed in the Dewsbury district. (Applause.)

FISHERGIRLS IN THE MILLS.

Mrs. Runciman said the war had been going on for nine months, but our soldiers in Flanders were still having to meet from the Germans an attack as violent and determined as any previous attempts to break through our lines. It had to be recognised that the foe was by no means beaten, and that great sacrifices must be made if the war was to be brought to a successful conclusion. Now there was even a greater need than there was at the beginning of the war for men and munitions, and therefore the Government were using every effort to organise the labour of the nation on the best possible basis. Mrs. Runciman urged that no man should be prevented from serving his country because there was not a woman to take his place in an industrial occupation, and proceeded to explain the Board of Trade scheme for the registration of women who were willing to work during the war.

Miss Hartopp (formerly superintendent of the women's branch of the Dewsbury Labour Exchange, and now a Board of Trade organiser) also addressed the meeting. She said that fishergirls had been brought from the coast to Yorkshire mills, and unemployed dressmakers in the southern towns had been transferred to Yorkshire clothing factories.

On the proposition of the Vicar of Dewsbury (the Rev. C. P. Hoste), seconded by Mr. J. E. Kilburn, a resolution was adopted pledging the meeting to support the scheme of war service for women.

The Daily Citizen, April 28th. 1915.

WOMEN'S WAR SERVICE.

PLACING THE VOLUNTEERS AT WORK.

Answering a question by Mr. W. C. Anderson in the House of Commons yesterday Mr. Runciman said the total number of women regisetred for special war service up to the week ending April 16 was approximately 47,000, of whom 8,089 had entered their names as willin gto undertake armamen twork.

The total number so far placed in employment was only 440, but the work of placing was only just beginning. The special register had been formed in advance so that, in the event of the ordinary supply being insufficient to meet the national requirements, a reserve might be available without delay. In the department of armament labour, while the demand for women was not in excess of the numbers that could be supplied in the ordinary way, some of the principal factories had informed the Board of Trade that during the next few months they would require additional women, amounting for those firms alone to over 13,000.

The wages and conditions varied according to the character of the work, the experience of the woman, and other factors. The 440 women already placed had been distributed among the following occupations :—

Agriculture, 41; shop assistants, 15; leather workers, 27; clothing, etc., 51; engineering trades, construction of vehicles, and metal trades, 42; laundries and domestic employment, 103; textile trades, 23; paper printing, etc., 26; chemicals, etc., 10; food, tobacco, lodging, etc., 31; transport, 12; commercial and clerical, 35; other occupations, 24.

Mr. Arthur Henderson asked Mr. Runciman if his attention had been called to the resolutions passed at a special conference of trade union and women's organisations laying down the safeguards which were considered essential in any substitution or transference of women's labour.

Mr. Runciman said his attention had been called to the resolutions, and the whole question was receiving the careful consideration of the Department.

Nottingham Guardian, April 28th. 1915.

Forty-seven thousand women have offered their services for work in connection with the war. Of these only between four and five hundred are employed in the making of ammunition as yet, but as manufacturers complete their arrangements, many more will be wanted. The armament factories are being enlarged, and more machinery is being erected. When all this is completed, women and men will be wanted, and the supply of both, we trust, will be sufficient. Russia has just placed a very large order for ammunition in the United States, and we believe that both British and French orders are being executed there at the present time. In fact, the resources of all the allied Powers combined are unequal to the strain now placed upon them, and it will be seen at once what an advantage Germany derives from the preparations that have been going on in that country for thirty years. There has been no failure of the supply of ammunition in Germany as yet, although more than once the German troops have had orders not to waste. There will be no failure in Germany until the allies are able to destroy the Krupp works. If this could once be effected, Germany would soon feel the pinch badly.

Daily News & Leader, April 30th. 1915.

WOMEN WORKERS' PAY.

Speaking yesterday at a meeting organised by the Women Writers' Suffrage League at John-street, Adelphi, Dr. Marion Phillips said that, in spite of the Board of Trade demand for women's service, the workers who had found employment were sadly out of proportion to the actual number registered. Yet there were plenty of women working appallingly long hours in factories, and while that unequal method held the field the vitality of the sex was being wasted at the very moment when it stood in chief need of preservation.

Dr. Phillips appealed to the middle-class section not to enter the fields of unskilled labour, but to assist the organisers. So far the effect of the war had been rather to lower than to raise the wage of women.

The Times, April 29th. 1915.

WORK FOR WOMEN WAR WORKERS.

8,000 VOLUNTEERS FOR ARMAMENTS.

The President of the Board of Trade, in reply to questions by Mr. Anderson, M.P., states that the total number of women registered for special war service up to the week ended April 16 was, approximately, 47,000, of whom 8,089 had entered their names as willing to undertake armament work.

Mr. Runciman adds that the total number placed in employment so far is only 440; but the work of placing is only just beginning. The special register has been formed in advance, so that in the event of the ordinary supply being insufficient to meet the national requirements a reserve may be available without delay. In the department of armament labour, while the immediate demand for women is not in excess of the numbers that can be supplied in the ordinary way, some of the principal factories have informed the Board of Trade that during the next few months they will require additional numbers of women, amounting for these firms alone to over 13,000. The wages and conditions vary according to the character of the work, the experience of the women, and other factors.

The 440 women placed in employment are distributed among the following occupations:—Agriculture, 41; shop assistants, 15; leather workers, 27; clothing, &c., 51; engineering trades, construction of vehicles, and metal trades, 42; laundries and domestic employment, 103; textile trades, 23; paper printing, &c., 26; chemicals, &c., 10; food, tobacco, lodging, &c., 31; transport, 12; commercial and clerical, 35; other occupations, 24.

It will be reported to the London Central Unemployed Body to-morrow that there appears to be plenty of occupation for all girls and younger women if they will adapt themselves a little. Several new occupations are now open for women, such as railway cleaners and porters, light porters, lift attendants, and railway bookstall attendants. There is also a demand for women as drivers of laundry and motor vans, packers in stores, van attendants, as time-keepers, and assistants in grocers' shops. The question of the inability of people of mature age to find employment will also be considered.

Princess Arthur of Connaught will open on Saturday, at the Royal Horticultural Hall, Westminster, an exhibition organized by the *Daily Express* to illustrate women's work and give women ideas for new means of earning a livelihood. Lectures will be given by Dr. Elizabeth Sloan Chesser and Dr. Lilias Hamilton, and there will be conferences at which expert women farmers and gardeners will speak.

The Yorkshire Post, Apr. 29.

The reply to a question in the House of Commons yesterday shows how very small has been the response to the Government appeal for the names of women willing to do work in providing ammunition, or of such a kind as may release men required for national purposes. Seeing how very many women are still engaged in various kinds of political work, how many, especially in London, are not actually engaged in earning a livelihood, the number of attractive photographs which have appeared in the illustrated papers of postwomen, women motor drivers, and women in a variety of other pursuits, it is strange that more of them have not been induced to register for national service. They are not wanting in patriotism. When the appeal was made, we deprecated the fact that the Labour Exchanges were being lugged in, so to speak, by the ears; and possibly their being so lugged in is one of the reasons for the fewness of the applications. According to yesterday's "Times," the Government are spoiling in this way their appeal in the case of men employed by various local authorities. The Local Government Board, in response to a request by Lord Kitchener, sent to all the chief municipal Corporations, which willingly authorised the formation of lists of their employees whose services could be used in the provision of munitions. Of these men, about 16,000 are trained to handle tools; others are a very good class of handy labourers. The names of the men were sent to the War Office—and nothing has been done. The Government most absurdly sent word that the men must register at the Labour Exchanges; and this the men naturally refused to do. They are not unemployed; their quality is guaranteed by the Corporations; their capacity is certified. If the Government want them, there can be no difficulty in sending for them. The desire to discover some sort of work for the Labour Exchanges would be pathetic if it did not lead to such absurd results.

The Clarion, April 30th. 1915.

Men's Work" and Women's Wages.

SIR,—At a Mansion House meeting at York on April 10, Miss Thornton, a Board of Trade representative, quotes Mr. Lloyd George's letter to me as having "amplified" the agreement which resulted from the recent Treasury Conference between Mr. Lloyd George and Labour representatives.

I must protest against the correspondence between Mr. Lloyd George and myself being used to make women believe that women's sweated labour will not be employed to reduce the wages of men. Mr. Lloyd George stated that "women undertaking the work of men would get the same piecework rates as men were receiving before the date of this agreement."

I replied to Mr. Lloyd George's letter asking for an assurance that if women are employed on time rates to replace men, these rates shall be the same as those that were hitherto paid to men. To this letter, which was sent on March 26, I have received no reply; but at the Conference of women's societies, which was called at the Board of Trade on April 13, Mr. Runciman, President of the Board of Trade, said that in regard to Government contracts, whilst it had been decided that the same piecework rates should be paid to women as to men, *in regard to time rates no special conditions had been laid down with regard to women's labour. The general safeguard against women being used to displace men was that employers were being asked to take back those of their men who had served in the Army.*

These words plainly show that there is absolutely no guarantee that women shall not be employed to do men's work at a lower rate. Whether the work of men has hitherto been paid by piece or by time, there is nothing to prevent women being engaged on time rates only, in which case the Government has expressly stated that it will exact no conditions.

From the woman's point of view it is unjust that women should be employed to do men's work at a lower rate; from the man's point of view, it is disastrous. Guarantees to take men back into employment after the war is over can never be enforced, and if any proof of this were needed, we may find it in the fact that promises by employers to make allowances to the wives of their workmen who are fighting at the Front are already being broken on every hand.

E. SYLVIA PANKHURST.

Nottingham Express, April. 30th. 1915.

RELEASE THE MEN.

Nottingham Women's Poor Response to Country's Appeal.

The response in Nottingham to the appeal for women volunteers for war work has not been so far such as to inspire great official gratification. According to figures authoritatively supplied, the total of women who have offered their services up to date is 250, which is not regarded as representing anything like the response anticipated. "There is much room for improvement," said one well-known gentleman officially connected with the movement, "and it is time our women replied to the spirit of the question addressed them from the Exchange front. This is a time of war, and women who do realise that are also coming into recognition of the fact that gowns and hats are far from representing the real issues of life."

Other appeals are to be issued to the women of the city, and it is felt that when the idea of the scheme is thoroughly understood the Nottingham sisterhood will prove as patriotic as their men folk now undertaking the hard work of war.

It is not proposed to employ the volunteers as yet—although two have left the city to be trained in agriculture—for there is still available a fair supply of male labour, and there still exist employers who prefer men. When that supply is exhausted, as it sooner or later must be, then will come the opportunity of the women. It is expected that thousands of women will be ready to answer the call for ammunition work, where a big demand is stated to be imminent.

The Leicester Mail,
April 29th. 1915.

WOMEN WAR WORKERS.

There can be little doubt that the Government appeal for women workers has failed, and it is well that the probable reason for the failure should be ascertained, and another effort made on different lines. It is fresh in the minds of the public that the Government asked for the names of women who were willing either to work in the provision of ammunition, or to take the place of men engaged in a hundred and one occupations who had volunteered or might volunteer for the front, or who were willing to be transferred to war munition factories. Here is a wide scope for the operation of female labour, and in view of the number of women who have devoted a large amount of time to political work, or who at present are not engaged in earning their own living, it was reasonable to expect a big response. Yet up to the present time only some 47,000 women have responded out of over 18,500,000 women in England and Wales. Whatever allowance is made for married women and others who cannot be expected to obey the national call, these figures show pretty clearly that the appeal has not met with effective response.

Two things may fairly be taken for granted. One is that women are not wanting in patriotism any more than the sterner sex. The other is, that the call is no mere piece of parade, for if the men are to be released for active service, and for concentration on the production of war munitions, an appreciable percentage of the work now done by men must be done by women in the immediate future. Mr. Robertson told the House of Commons on Tuesday night that the principal armament factories alone had informed the Board of Trade that during the next few months they will require 13,000 additional female workers beyond those who have volunteered. Doubtless more than one adverse factor has operated, but unless we are wholly mistaken—and we do not write without some investigation—the initial blunder, and a serious blunder, on the part of the Government was their attempt to force all the women who are disposed to lend a helping hand to register at the Labour Exchanges, and place themselves in the hands of the officials of the Labour Exchange.

The official reason or excuse is that the Government had at hand an organisation with bureaux and departments in every town, and Ministers thought it would save time and trouble to utilise this machinery. We have no quarrel with the Labour Exchanges, but only the most hide-bound bureaucrat could pretend that they furnish the ideal system for a voluntary effort of this character. Rightly or wrongly, they are not popular even with the working men. To ask women, many of them women who if they take up war work, will take it up simply and solely from patriotic motives, to go and register at the Labour Exchange is not only to invite failure, but as we have seen to secure it. The Government scheme for obtaining women workers during the war is admirable in theory, and it ought to succeed. But it requires delicate and careful handling, for the appeal is addressed not only to women who are in want of a few shillings a week, but to women of leisure who are prepared to share the national burden which each of us ought to shoulder to the best of our capacity.

The only organisation likely to succeed in getting women war workers on a big scale is one composed of men and women animated by patriotic motives, familiar with local conditions, able to help the appeal by enforcing its patriotic side and by emphasing the need for personal service—not for its "price in the market," but because of the nation's need. Such committees might well utilise the Labour Exchanges in obtaining information of where women workers are most urgently needed, and what class of work is required. To refer every woman, whatever her social status, to the Labour Exchange is absurd. "Pure prejudice" some may reply, but the simple fact remains that the women will not go, and Ministers have got to revise their scheme or manage without the women volunteers. It is stated in the *Times* that at the request of Lord Kitchener, the Local Government Board asked a number of the great Municipal Corporations to furnish lists of their employees whose services might be utilised in war factories. These lists, containing names running well into five figures, have been compiled, but little or nothing has been done. Why? The Government sent word that these men must register at the Labour Exchange, and the men declined, because they are neither out-of-work nor looking for a change of occupation. This is not the time to pen caustic criticism of Government departments, and we are not out to do so. But we make bold to say that as an example of how not to do it, these two incidents would be hard to beat.

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Lancashire Daily Post,
April 29th. 1915.

WORK FOR WOMEN.

POOR RESPONSE TO THE BOARD OF TRADE APPEAL.

MEETING AT BLACKPOOL.

A meeting in support of war service for women was held at Blackpool this afternoon, the Mayor, Councillor Cartledge presiding over a large attendance.

Miss F. I. Knowles, of the Labour Exchange, spoke of the work women could do. She said that if women were to replace men, some sort of training was necessary. They realised the difficulties, but she thought that the patriotism of the women was such that the ywould get over hem, though they would perhaps have to mix with those they had not mixed with before. The work women would have to do would be downright hard work. It would not be anything they would be able to take up in a moment of enthusiasm, and then drop. It would be really hand work, and in doing it they would have to roll up their sleeves. As to what was going to be done with the men when they returned from the war, she said women must not make it more difficult for them, and any women placed on war service must be prepared to retire and make way for a man after the war. But they had to face the sad fact that there would be many vacant places, and some women would have to continue in the work they had undertaken. The Board of Trade were disappointed with the census of women workers, which only amounted to 47,000. Only 3,000 registered for the whole of Lancashire and Cheshire, and she could not think that the women of these counties were not patriotic. One could only imagine they did not understand the scheme of the Board. In Blackpool less than 100 women had registered, and she appealed for more.

Mrs. Allan Bright, speaking of the war, said there was only one result to come to the war, and that result would come to the side that could hurl forward the greatest number of men, and bring up the greatest amount of ammunition. There was nothing between us and the horrors which had been seen on the Continent, but the pouring out of men and ammunition against the enemy. Nothing had ever made her more proud of the manhood of the country than the magnificent response to the call, and when they came back they would find the women fit for them. She appealed to the women present to volunteer for war service.

At the close of the meeting several women handed in their names.

Men's Wear, May 1st. 1915.

WOMEN WORKERS FOR WAR SERVICE.

MR. WALTER RUNCIMAN, M.P., the President of the Board of Trade, received, last week, a deputation of representatives of 18 women's organisations in relation to the appeal of the Government to the women of the country to register themselves specially for war service.

Mr. Runciman observed that up to the beginning of April over 33,000 women had registered themselves in response to the appeal, among them being:—Clothing trades, 4,000; shop assistants, 1,000.

It was not intended, Mr. Runciman explained, that the women on the special register should be placed in employment at the expense of the women registered at the Labour Exchanges in the ordinary way. As regarded wages and conditions, he pointed out that the Exchanges could not take direct responsibility, but in regard to Government contractors it had been laid down that the piece rates for women should be the same as for men.

A general safeguard against permanent lowering of wages by the admission of women to replace men on service would be made by asking employers as far as possible to keep the men's places open for them on their return.

Daily Graphic
27-1-16.

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O WOMEN SLACKERS.

1,000 A DAY MOBILISING FOR WAR SERVICE.

QUALIFIED TAXI DRIVERS.

When the Compulsion Bill disposes of the male slacker the next to face a public tribunal will be the female shirker. She is pictured amusingly this week in the "Bystander" clad smartly in velvet and furs, being derided by her busier sisters; but according to feminist leaders—unanimous on this subject—the female slacker in real life does not exist to-day.

"Women are mobilising for war service at the rate of 1,000 a day," declared a Labour Exchange official to a DAILY GRAPHIC representative, "and if fit and capable they are quickly absorbed by the various professions now open to them. The trades open to women are not nearly so many in London as in the provinces, curiously enough, and many of the sex are leaving the metropolis for the wider opportunities in the country towns.

"There is a great demand for women for clerical work in London, and the supply of skilled volunteers is not nearly great enough. Agricultural vacancies are very great, and it is difficult to cope with the demand. More women are being employed in London for trams and omnibuses, and the engineering trades are finding the sex useful in certain branches."

PROVING THEIR WORTH.

Women are proving their worth at the making of munitions, and the volunteers for this highly dangerous type of war work would form a big army if figures could be given.

Two thousand women munition volunteers have passed through the London Society for Women's Suffrage headquarters in Victoria Street of late, and one of them, Mrs. Lowndes, seen yesterday, said that she had been at Erith for six months and was highly satisfied with the women's response for war service. A women's service register is kept by this society in Victoria Street, and the services of thousands of women have been organised and utilised from this source. The professions taken up include paid posts at the War Office, Scotland Yard, in the Ministry of Munitions, various Government departments, railway and omnibus companies, agricultural and engineering firms, and others. Clerical workers of varying grades, organisers, chemists, artists, and household workers have also been helped to obtain suitable openings.

Over 11,000 women registered in a few days early last year, it seems, for war service, and since then "the army" has grown to such dimensions that it is difficult to get an estimate. One society declares that for one trade alone—that of taxi-driving in London—there are enough qualified women ready to take out for hire every taxicab in the metropolis if Scotland Yard will remove its ban and will issue licences to women.

Englishwoman 4-1915.

The Board of Trade Scheme for registering women for War Service is a praiseworthy step in the direction of using the whole strength of the nation in the life-and-death struggle in which we are embarked. It appears to be the initial move in the readjustments necessary if many more men are to be set free to enlist. There is good ground for stating, says the *Times*, that the Government contemplates releasing second division clerks and copyists from numerous departments, whose places when they have joined the army might be filled by women. The Local Authorities might do the same; the great railways could well replace many clerical workers and booking-clerks by women, and the banks and many commercial houses would then follow their example. In none of these cases would a special training for more than a few weeks be necessary; in France a similar readjustment was made without difficulty in the early autumn months.

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For the industrial sphere there is considerable possibility of expansion by taking on, as at any rate part-time workers, women who have left their trades on marriage. Married women have already returned to woollen factories to some considerable extent. If this movement were more general, it would, no doubt, relieve the pressure upon the present employees to work overtime. The khaki women workers have patriotically continued to work excessive hours during many months, and in addition to the resultant increase in sickness and accidents, it is evident that too assiduous labour is affecting the output. It is well known that beyond a certain point, extension of working hours fails to increase output, and sometimes even decreases it. If half-time adult workers were taken on, the overtime might be done by them, and we should no longer see women and young persons working longer hours than men.* Work of a less skilled kind could be done by women at present employed (or unemployed) in the luxury trades. These have at present failed to transfer their labour, firstly,

* 'Army Clothing Contracts.' THE ENGLISHWOMAN, March.

P.T.O.

for which they are so well qualified, and record with gratitude as well as pride the work of the pioneers in opening a fresh field of usefulness.

because [illegible] of working in armament and other factories did not occur to them; secondly, because no qualifying training has been available; and, thirdly, because the men employed have in several cases refused to allow women workers to be taken on. The existence of the registration scheme will sweep away the first difficulty, the new Government control of factories will put an end to the third, and a short preliminary training will not be difficult to arrange. The wilful withholding of facilities for training in industrial processes has been one of the chief difficulties of the woman worker in the past. It is plain that women of all classes should register themselves; there is no ground for the supposition that industrial workers only are called for. It is interesting to notice that the *New Statesman* considers that the appeal is in the main addressed to 'the unoccupied women of the middle and upper classes.' Any plan which increases the number of productive workers in Great Britain is an advantage, not only to ourselves, but to our Allies, for this war will depend more and more upon the economic soundness of the nations engaged.

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There is no doubt that difficulties will arise in the process of substituting female for male labour in any branch of industry or Government service, and that there will be objections on the part of the Trades Unions and Labour Associations as to the evils of undercutting men's wages by cheap female labour unless the principle of equal pay for equal work is adopted. This principle will also check any tendency on the part of the employers to refuse to reinstate their former male employees after the War. Regard must also be had to the claims of women now unemployed to fill vacancies for which they are suitable. But no woman should hold back from registration until she is satisfied on all these points. When the men of the nation were called upon for military service, they did not stop to haggle about pay or future prospects. We must be proud and glad to be called upon for national service: whatever reward we gain or miss, we shall get the reward of work done, the opportunity of showing our fitness for tasks hitherto out of our reach, and an unprecedented chance of occupational training.

Suffragists, who registered themselves for service in their thousands in August and September, should be the

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FOR WOMEN MUST WORK

Releasing Men for the Fighting Line

THE PIT-GIRLS OF CHARLEROI. THE WOMEN OF THE CONTINENT HAVE SHOWN THEMSELVES CAPABLE OF DOING MEN'S WORK, EVEN THE EXACTING TASKS OF THE COAL-PIT

THE stress of War has taken much of the meaning from the line in Kingsley's song. "For men must work and women must weep" is no longer exactly true. Women may be weeping, but they are doing something more than that, they are working also. They have put aside their tears for the energies of patriotism. That men may accept the service of War, they have come forward and stepped into the industrial gap his going would have created. They have gone to work where men worked, and they are working under the conditions of the men.

An Army Corps

There have been already 33,000 women volunteers for special service, so Mr. Runciman tells us, and the number is increasing. This means that, in addition to the women who have always earned their own living, there are 33,000 others—nearly an Army Corps of them—each willing to release a man for the firing line by filling his position, and, incidentally, keeping it open for him until he comes back. The action of the women is not only patriotic, but it is useful in the extreme. Much of the work could not be left at all; for many of the men the call of duty was a call that they were forced to ignore.

Ready for All Kinds of Work

Now the women are helping to change all that. They have offered to fill posts, and not particular and pleasant posts at that, but all manner of jobs under all manner of conditions. They have taken the places of liftmen, motor-drivers, farm labourers, railway porters, and railway-carriage cleaners, they have filled the posts of ticket-inspectors, booking-clerks, stationmasters, postmen, armament workers, farmers, the police even, and, of course, a host of places formerly filled by clerks. They have shown a splendid and surprising adaptability, and they have studiously refrained from complaining that their new work and their new conditions are too arduous for them.

The Bold Step of Innovation

The Continent has been accustomed for many years to the sight of women taking the place of men. Women porters, women "railwaymen," women "postmen," and the like were common enough. There were, too, the women who did the heavier labours—farming and, in the North of France and Belgium, coal-working among them. The sight in this country, however, has been rare enough, and a woman following the calling of a man is still a novelty and is still remarkable, and, because of our peculiar conditions, still unusual enough to make us realise something of the devotion our women are showing in taking the bold step of innovation.

Lifts and Motors

We fancy that the idea that women might work in the place of recruitable men arose out of the action of Selfridge's in taking on lift-girls in the place of boys. The innovation was at once smooth-working, attractive, and it was palpably useful.

Then there followed women who took over the jobs of motor-van drivers when the War had made the scarcity of this class of worker felt gravely. There were many expert motorists among the women before the War, and they could now put their knowledge to a practical and useful purpose. Now there are a number of women motor-van drivers employed both in the towns and in the country. In the latter sphere they are engaged in taking agricultural produce from the farms to

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the railway depôts with quite the despatch and reliability of men.

Agricultural Work

Agricultural labour also has given women much scope. There have been in this country for many years colleges that taught women practical farming, both for use in this country and in the colonies. Some of these women had proved their worth in Britain, but most of them went abroad to our overseas dominions. Now we are making use of as many of these scientifically trained girls as we can, and farm labourers, whose presence had been a necessity before, are now able to join the colours. Moreover, not only have women from the agricultural schools taken over such positions, but the wives of many small farmers and the wives and womenfolk of many labourers have stepped into the places of their soldier menkind, and are now ploughing and working as their husbands and brothers did before the War.

On the Railway

The railways, too, have absorbed a number of these women servers. At Willesden Junction there is already a woman booking-clerk, and there are more elsewhere, and more to follow. At Marylebone Station women have become carriage-cleaners and porters, and are doing their work well. On several railways, too, one's tickets are clipped by fair but businesslike inspectors, and at one place at least—at Troedyrhiw, on the Great Western line—in Wales a woman is already station-master in the place of an official who has joined the Army. Her name is Miss Lidster, and she manages the whole of the station business, issuing and collecting tickets, managing the parcels, and attending to the general minutiæ of the work in the accepted way of the masculine.

Clerks and Counter Hands

We have already had women behind the counters, but now their scope has increased. They are taking over the positions that have been held almost exclusively by men up to this. Many grocery shops are replacing eligible men with these new women workers, and their use has even penetrated to that exclusive region of masculine work, the banking desk. Women clerks there have always been; now there will be more of them. Many firms are making a point of employing them for choice in the place of males of enlisting age. There has also been a great influx of feminine clerical help in Government and municipal offices, both to replace men under arms and to relieve the great pressure of work that has come through the War.

Feeding the Gun

In other Governmental departments they are being taken on also. Where women can work in the manufacture of munitions, they are working. They are packing cartridges and sewing pouches and belts and kit-bags and everything sewable. They have been turned to account in this sphere in a score of different ways, and the men, whose very being was vital to an army crying for ammunition, and yet more ammunition, have been released to serve with the gun they had previously helped to feed. The women help to feed it now with the same strenuous efficiency.

Police and Post-Women

The women police are, perhaps, not actually taking the place of men, but they are serving a good cause and doing admirable work. They are eminently useful as patrols, particularly in camp and garrison areas, and they have shown their worth especially in

WOMEN WORK WHILE MEN SERVE. THE CARRIAGE-CLEANERS OF MARYLEBONE STATION HAVE TAKEN THE PLACE OF RAILWAY SERVANTS GONE TO THE FRONT

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dealing with other women. They, perhaps, of all the workers, have come to stay, and will continue their positions even when War is ended. Their use is being felt everywhere, and their trim uniforms and their neat bowler hats are beginning to be seen not only in great towns like London, but also in smaller provincial towns like Southampton. The woman "postman" is coming into use also, and is serving in many districts. There is one at Knaresborough, for instance, who walks a daily round of something like fifteen miles: she took up the work so that a man could go out to the fighting line.

"Fares, Please!"

Perhaps one of the most striking positions that the women are filling is that of tram-conductors. The experiment was tried in Scotland, at Glasgow and Edinburgh, and answered so successfully that the experiment became a regularised habit. The women did their work so well and the scheme was so smooth working that other towns began to take up the idea. In Cardiff two women, who had had experience on the clerical side of tram-work, were tried on the Corporation tram-cars. They worked for a fortnight, first on the less busy routes of Cardiff and then on those where the traffic was heavier. The result was so satisfactory that eight more women were put on to the work; and though these women had had neither inside nor outside experience of the tramways, they managed their task with such businesslike skill that the scheme will undoubtedly widen in the future.

The Women Willing

Indeed, in practically every kind of work the women have accepted they have proved themselves capable of doing all that is required of them, and it seems obvious that, should the necessity arise, we have immense resources behind the country from which we can replenish all posts vacated by the men. We can thus draw upon great armies of fighters without fear that by so doing we shall cripple the industrial existence of Britain. There is not the slightest likelihood that so stringent a measure would be necessary; but though the conditions will never arise, it is a very useful reflection to feel that so much strength is there. It is also a thing to be exceedingly proud of that the women are not a whit behind the men in their desire for real and actual service, and that they are ready and willing to take over the heaviest of labours for the sake of the country at any moment. The call will not come, but the pride of that knowledge is a living thing all the same.

REQUIEM

A SHOT—a boom of guns afar—
The angry utterances of War,
The sunrays through the pines come creeping
Like tiny children—timorous—peeping
At our poor slain who, sleeping, lie
Clad in their cloaks—and Majesty.

A bugle note, a distant drum,
Faint "En Avants" that bid us come;
We lay our relics by the dead,
No word is said, no tear is shed,
A flower or so, and nothing more,
Save just the last salute of war.

DRAYCOT M. DELL.

Leicester Post,
May 1st. 1915.

Leicestershire and the War.

WOMEN WORKING AS MEN.

REGISTRATION WORK IN LEICESTERSHIRE.

Although the registration of women desirous of fulfilling any kind of employment in order to release men who want to take their proper place in the more important and arduous work connected with the war only commenced about three weeks ago, nearly 500 names have already been received at the Leicester Labour Exchange from residents of Leicester and the surrounding district.

The interest displayed by the applicants has shown they are fully alive to the present requirements. In nearly every case the ladies have expressed a willingness to undertake any kind of work, their patriotism being of such a fine character that those men who vainly try to find ways and means of squaring their consciences would do well to take a lead from the sex so often inaccurately termed the weaker. Already the movement has borne so much fruit that women are at work on the land in various parts of the county, their duties in some cases being almost similar to those previously performed by the men now fighting their country's battles in different fields. Applicants from the country, strong healthy girls and young women, have, quite naturally, shown a preference for farm work, and in some cases where a technical training is desirable young women have been sent to the Midland Agricultural Dairy College at Kingston-on-Soar, where they are now being instructed in the science of agricultural work generally.

The applicants from the town have, in the main, shown no particular fancy for any class of work. "I'll do anything," has been the reply in most instances when questioned as to their desires, but apparently several will not be satisfied until they have obtained situations on the tramcars or the railways. Mr. Handley, the manager of the Labour Exchange is highly delighted with the type of women registered. They have been drawn from all classes, and thoroughly recognise that their duties will probably call for their best efforts. But whilst the number on the register is very satisfactory, many more names are required. "Five hundred" said Mr. Hindley to one of our representatives, "is good, but we want 5,000 if we can get them."

Daily Telegraph,
May 4th. 1915.

WOMEN'S WAR WORK.

60,000 REGISTERED.

According to the latest completed returns made up to April 23, the total number o women now registered for war work amounts t 52,000, and up to date would probably reach about 60,000. As yet places have been found for only 600, which would seem to suggest that the demand for women's work is rather limited But it must be remembered that the first object of the census now being taken was to ascertain the number of women available for war work, and in a short time it is hoped to be able to meet the big orders which the Labour Exchanges have received for the assistance of women.

The favourite forms of employment, and those to which the department is devoting most attention, are in connection with agriculture and munitions of war. As soon as one batch of women leaves the agricultural colleges where they are being trained, another will be sent in their place.

Glasgow Citizen,
May 5th. 1915.

The response to the Government appeal for the names of women willing to do work in providing ammunition or of such a kind as may release men required for the fighting services has, so far, not come up to expectations. In the House of Commons this week the Parliamentary Secretary to the Board of Trade stated that the total number of women who had registered up to April 16 was approximately 47,000. Of these, 8089 had entered their names as willing to undertake armament work, but employment had only been found for 440. In this class of labour the immediate demand for women, according to Mr Robertson, is not in excess of the numbers that can be supplied in the ordinary way, but in the next few months over 13,000 additional women workers will be required by some of the principal factories. If more women have not been induced to register for national service the Board of Trade officials are primarily to blame. Women, in every station of life, have abundantly proved that they are not wanting in patriotism. If they have not been able to undertake farm and dairy work, leather stitchery, brushmaking, clothing machining, and light machining for armaments, they have rendered devoted service in ministering to the sick and the dying and in caring for those whom our soldiers and sailors left behind inadequately provided for. Women have made great sacrifices, and particularly does this apply to those of the leisured classes, who have not only given time and money, but placed their homes as well as their own assistance at the disposal of the authorities. It is estimated that there are some eight million women in this country who are of an active age, and on the face of it 47,000 is a poor return. But one of the reasons for the fewness of the applications is the introduction of the Government Labour Exchanges into the question. Large numbers of women, as well as men, refuse to register their names at these offices as though they belonged to the unemployed workers. Recently, at the request of Lord Kitchener, the Local Government Board sent to all the principal municipal corporations asking for lists of employees, male and female, whose services could be used in Government work. The lists were readily returned, and included about 16,000 men who can handle tools, and others of a very good class of handy labourers. The reply came back from the Board of Trade that the men must register at the Labour Exchanges. The absurdity of the whole thing is apparent. These men are not seeking employment; they at present hold good positions and their capacity is guaranteed. If the Goverment really requires them, they know where they are to be found. The action of the Board of Trade might almost incline one to believe that their object is not so much to help in connection with the appeal of the Government as to endeavour to justify the existence of the Labour Exchanges.

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The Labour News,
May 8th. 1915.

Government Appeal for Women Workers.—The Board of Trade is now preparing a special register of women for war service, and special circulars are being sent out asking for full particulars. Women will be wanted, the circular states, in the ammunition factories, clothing factories, etc., to supply the needs of the naval and military forces; to work in agricultural districts and increase the nation's supply of food; to take any work which will release men to fight, such as clerical work, shop assistants, etc. "Whatever your qualifications, or whatever kind of work you desire, you should fill up a form of registration. Filling in a form does not necessarily mean that you will obtain work, but, even if work of the kind you require is not available immediately, it may be available later. No one who fills in a form is bound to accept the work offered. It is not possible to give any definite information as to hours, wages, training, or housing, except in connection with each vacancy as it arises, but all work will be paid. It may be possible to arrange for friends to work in companies together, but this will depend on the circumstances of each vacancy. A personal call at the nearest Labour Exchange may save unsuitable vaacncies being offered." A second circular enclosed asks the question: "Are you able to work, and free to work, but not working? Women are wanted to work in the following (among other) occupations: Farm work, dairy work, leather stitching, brush making, clothing machinery, and light machinery for armaments. But even if you have no special experience of any kind of this work you should register. It may be possible to train you. It is certain that as more men join the forces more women will be wanted to work while they are away. Even if you can work only half of each day you may be useful. Any woman who by working helps to release a man or equip a man for fighting does national war service. Every woman who can work and is free to work should come forward." From inquiries made, good results are expected as a result of this appeal. Already a large number of forms have been filled up, and, judging from the urgent call being made to men for military purposes, work should quickly be found for the fair sex.

Glasgow Citizen,
May 4th. 1915.

Women and War Work.

From figures to hand, the total number of women now registered for war work amounts to nearly 60,000, but, up to the present, places have been found for only 600, which would seem to suggest that the demand for women's work is rather limited. It must be remembered, however, that the first object of the census now being taken was to ascertain the number of women available for war work, and in a short time it is hoped to be able to meet the big orders which the Labour Exchanges have received for the assistance of women. The favourite forms of employment, and those to which the Department is devoting most attention, are in connection with agriculture and munitions of war.

Keighley News. May 1st. 1918.

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THE MOBILISATION OF WOMEN LABOUR.

SCOPE OF NEW OCCUPATIONS.

A SUCCESSFUL KEIGHLEY MEETING.

A well-attended meeting, convened by the Mayor of Keighley (Mr. W. A. Brigg), was held in the Keighley Municipal Hall on Wednesday in support of the scheme for organisation of women for war work. The Mayoress (Mrs. Cecil Sharpe) presided, and in addition to the Mayor she was supported by Miss Thornton (of the Board of Trade), Miss Alice Clough, Sir Swire Smith, Mr. F. W. L. Butterfield, Mr. J. E. Haggas, Mr. H. S. Clough, Mr. and Mrs. Sam. Clough, Mr. Robert Clough, Mrs. Craven Laycock, Mrs. A. R. Byles (Derby), Miss Atkinson (head mistress of the Keighley Girls' Grammar School), Mrs. Butterfield, and Mrs. Greenwood (members of the Keighley Board of Guardians), Miss McKechnie, and others.

The Mayoress expressed her pleasure at the large number of women present. For many years, she said, women's employment had been a topic of discussion. Now they hoped tradition would be cast aside, and the Government asked them to come forward and help in whatever work they could to release men who were at present working, and so allow them to recruit for the Army. The women could not go to fight, but now they had been called upon by the Government to throw aside tradition and take up more important duties than knitting and the making of shirts. She felt sure the women of Keighley would not be behind other countries or the women of other parts of this country in this new work. In the village of Derbyshire where she lived was a farmer who had been accustomed to having men workers on his farm. The other day she met the farmer and he said to her, "This is my new farm hand." The new farm hand was a nice-looking girl from King's Lynn. (Applause.)

THE WORKSHOP OF THE ALLIES.

Miss Thornton said it was estimated that 19 per cent. of the adult male population of the country had joined the colours, and in some industries as many as 35 per cent. had left to join the Army. This had caused considerable inconvenience, especially when it was remembered that Britain was practically the workshop of the Allies, that many men had been called away from their regular employments to feed and shelter the immense number of men at present in training. Women in France and Russia, and in the British hospitals in France had shown their capacity for work. Immediately war was declared the French Government turned to their women and said they would expect them to take entire charge of the harvest and vintage. The Russian Government took a similar course. Miss Thornton went on to refer to the enormous amount of work necessitated in clothing and equipping the troops. The textile mills had been turning out miles and miles of cloth, which had been made into millions and millions of uniforms. The French and Russian armies had also to be clothed to some extent. The most important factors of all, however, under modern conditions of warfare were firearms, ammunition, and artillery; and at certain times the men at the front had not had sufficient ammunition to make the progress they should have done. Having scoured the country through the medium of the Labour Exchanges in order to get skilled, unskilled, and semi-skilled men, the Government at last remembered that perhaps they had other industrial workers—the women of this country. Personally she thought it was rather late in the day, because ever since the commencement of the war the women had shown they had a capacity for work. Already in Servia and France there were two hospitals managed and equipped entirely by women; and Lord Kitchener had now consented to one hospital of a thousand beds in London being entirely managed by women also. (Applause.) The Government were asking the women to come forward and put their names on a war service register so that they might know what reserve of labour they had to fall back upon. The appeal was made to all classes; and they were asking them to show their patriotism in exactly the same way as the men who had joined Kitchener's army had done. The appeal, however, was more especially directed to the women of leisure, or to those who had lost their employment or were working short time on account of the war.

WOMEN TRAM CONDUCTORS.

The appeal was also intended for the wives of the soldiers who had gone to the front—women who had no home ties or family, and these had responded very well indeed. They did not want the married women with families, as they considered they were doing their duty to the country by staying at home and helping with their upbringing, for one had to consider in face of the enormous number of lives that were being wasted that the children of the present generation would be a very valuable asset. (Applause.) Neither did they ask those who were at present employed to register; and although they had taken the names of some of this class she wished to make it perfectly clear that so long as they were usefully employed no attempt would be made to place them in other work. In the heavy armament works the tasks would be too heavy for women to undertake, but in the shops engaged in lighter engineering work women could be engaged as capstan drillers and light turners. By women being thus engaged men would be able to be released in order to cope with the heavier armament and heavier ammunition works. So splendid had been the response of women near the munition works that until new machinery was fitted it would be impossible to find work there just at present, but shortly other manufacturers would be engaged, and then other women would be wanted. As shop assistants, bank clerks, office workers, and in agriculture many women could take up situations and release men either for the Army or for the manufacture of munitions. In London twenty women had passed the police test as motor drivers. Many textile overlookers could be released for other engineering work, and municipal corporations had openings for women. Twelve women had been employed as tram conductors in Glasgow for five weeks, and although previously they had been placed on the quietest routes, last week they were put for three days on the busiest routes in the city, and the experiment was so successful that the Corporation were going to employ about 250 women in that city as conductors. She was hoping that in Keighley a somewhat similar state of things would prevail. Then the work of gas meter inspectors had already been taken in hand by women in several towns—(loud laughter)—whilst on the railways, as light porters, ticket collectors, and carriage and station cleaners women could be engaged. Everywhere the women went they would be ensured satisfactory lodgings and living conditions. Then there were women chauffeurs. In Oxford Street, London, only the other day she saw six women driving big motor vans. Again, in textile mills she ventured to say there were some men employed as overlookers who might be employed in heavy engineering shops, and the women thus allowed to do a little overlooking for a change. (Loud laughter.) Then there was a great field for service in nursing.

ATTITUDE OF EMPLOYERS.

One great difficulty which presented itself, however, was the position taken up by many employers. They could not get the employers accustomed to the abnormal times, but the employers' duty was to accept the great reserve of labour they wished their women to organise by registering themselves on the war service register. They wanted the women to show the Government they were willing to come forward and form this nucleus register; and when they showed them that there was this reserve of labour and that the women were willing to keep the old flag flying at home, there was no reason why men should not be in the firing line or working in ammunition factories. (Applause.)

The Mayoress said Miss Thornton suggested the masters were mostly prejudiced, but she thought the employers of labour present on the platform that night were very up-to-date in their management; and she felt sure they would not hesitate to take any woman who had qualified herself for any position in any of their works.

Several questions were put by members in the audience, amongst them being the name of a hospital which would give free training.—Miss Thornton said information on that subject could be obtained at the Labour Exchange.

The Mayoress: I believe Leeds Infirmary is doing it now.

In answer to another question, Miss Thornton said that women should be employed for the period of the war only. Of course, it had to be understood that there were thousands of men who would not come back again.—Miss Thornton also made it quite clear that from what she knew of the educated women of the present day they would not be a party to what they might call "blackleg" labour.

The Mayor, in moving a resolution pledging the ladies to do everything they could to help the Government to bring the war to a successful close, said the men of Keighley had done very well, and he knew probably better than many what work the women of Keighley had done, especially in the work of the relief committees, but there was not a single man or woman in Germany who would not make any sacrifice to bring the war to a satisfactory conclusion. Every man who discouraged another from helping the country would be incurring a responsibility for which he would have to beg the forgiveness of posterity; and that forgiveness would not be obtained very easily. (Applause.)

FACTORY LADIES.

Sir Swire Smith, in seconding the motion, said in his travels studying technical education he had found on the Continent women were extending their sphere of occupations, and England had been behindhand, but they were entitled to the same wage for the same work in quantity and quality. In America factory workers were called "factory ladies," and why should we not have factory ladies here? (Applause.) Now was the time for breaking down the prejudice against factory work. In conclusion, Sir Swire said the war would not continue permanently. Our young men would be back again, and there would be places for them, but at the same time there would be work for both men and women in proportion as they qualified for it, and he might fairly prophesy that for many years to come a larger share of the world's trade would come to this country than we had ever had before. (Applause.)

A vote of thanks to Miss Thornton was ably proposed by Miss Alice Clough.

Mr. James Ellison Haggas, in seconding, appealed to the mothers, sisters, and sweethearts present to impress upon the young men of their acquaintance the duty that lay so obviously before them. We were going to have the greatest trial during the next few months that this country had ever had to face, and the meeting must take the matter into serious consideration.

Mr. F. W. L. Butterfield, in expressing thanks to the Mayoress, said France, before organising her women, had taken care that all her men should be organised and their places marked in the armies of the Republic. We were warned to see to it that

Sheffield Independent, May 4th. 1918.

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APPEAL TO WOMEN.

HELP DURING WAR TIME SOUGHT AT CHESTERFIELD.

An appeal to the female population of Chesterfield to register themselves for service under the Government scheme during the war, was made to a well-attended meeting of representatives of the various female organisations in the town, held in the Mayor's parlour yesterday. The meeting was convened by the Mayor (Ald. E. Shentall), who presided, and the objects of the scheme were lucidly explained by Miss Eleanor Beardsley (assistant organising officer for women's work in the East Midlands).

How to Release the Men.

At the present time Chesterfield was in the fortunate position of being able to find employment for the majority of the female population, said the Mayor, but the object was to fill up the ranks and be able to find female labour in case of necessity. Such an organisation would serve a most useful purpose, not only in releasing men to go to the service of their country, but also in alleviating distress, and in keeping together the homes and dependents of those on service.

The aim, Miss Beardsley said, was to register people of leisure and those who normally did not follow employment, into a reserve force of labour to be called upon for national service for such periods as might be necessary. The registration, to some extent, would be a census of all women available, to show how many men could, if required, be released from the varied occupation for service in the Army.

Female Workers' Pay.

While Chesterfield was so fortunate as to be able to find employment for the majority of its female population at the present time, there was the possibility of the town wanting to increase its number of women workers, and there were ladies who could assist in their own particular area instead of drafting women from another district where they might be wanted at a later date. Vacancies caused by workmen enlisting had already been filled by women in the statistical departments of the various railways, and also for cleaning the carriages, etc.

Alluding to the question of wages, Miss Beardsley said that as far as Government contracts were concerned, women would be paid the same piece work rates as men, and all along the line they would endeavour to keep up the standard rate of wages. The leisured people of Chesterfield, she said, had not come forward as in other towns, and she appealed to the representatives to see that the town was not left out in the cold.

The Dundee Advertiser, May 4th. 1918.

WOMEN'S WAR SERVICE.

Dundee Millgirls Wish to Make Ammunition.

NOVEL APPLICATION.

There is a lull in Dundee at present in the number of applications for women's war service.

When it was announced publicly that women were required to release men for the fighting line there was in Dundee, as elsewhere, a rush of applicants. Even if the applicants had no special experience they were asked to have their names entered on the register which was being prepared by the Government Labour Exchanges. Forms were distributed through the various organisations and Societies, and the response to date has been very satisfactory.

The existing lull is doubtless caused by the fact that the Government's scheme of working has not yet been divulged, the essential fact being forgotten that unless the Government can get a census of women willing to do work they cannot formulate a scheme.

One of the results of the appeal for women workers has been the expressed desire of a large number of millgirls to undertake work in factories producing munitions of war. The novelty of the work and the opportunity it would give to the girls to have a direct smack at the Germans are the probable reasons underlying their request. But millgirls must not forget that they are already engaged in Government work in the production of sandbags, which are important munitions of war. Thus their applications cannot be given effect to.

It is felt, however, that there are hundreds of women doing Red Cross work who would be much more usefully employed in work which would enable men to be released or

[illegible] Clough, Sir Swire Smith, Mr. F. W. L. Butterfield, Mr. J. E. Haggas, Mr. H. S. Clough, Mr. and Mrs. Sam. Clough, Mr. Robert Clough, Mrs. Craven Laycock, Mrs. A. R. Byles (Derby), Miss Atkinson (head mistress of the Keighley Girls' Grammar School), Mrs. Butterfield, and Mrs. Greenwood (members of the Keighley Board of Guardians), Miss McKechnie, and others.

The Mayoress expressed her pleasure at the large number of women present. For many years, she said, women's employment had been a topic of discussion. Now they hoped tradition would be cast aside, and the Government asked them to come forward and help in whatever work they could to release men who were at present working, and so allow them to recruit for the Army. The women could not go to fight, but now they had been called upon by the Government to throw aside tradition and take up more important duties than knitting and the making of shirts. She felt sure the women of Keighley would not be behind other countries or the women of other parts of this country in this new work. In the village of Derbyshire where she lived was a farmer who had been accustomed to having men workers on his farm. The other day she met the farmer and he said to her, "This is my new farm hand." The new farm hand was a nice-looking girl from King's Lynn. (Applause.)

THE WORKSHOP OF THE ALLIES.

Miss Thornton said it was estimated that 19 per cent. of the adult male population of the country had joined the colours, and in some industries as many as 35 per cent. had left to join the Army. This had caused considerable inconvenience, especially when it was remembered that Britain was practically the workshop of the Allies, that many men had been called away from their regular employments to feed and shelter the immense number of men at present in training. Women in France and Russia, and in the British hospitals in France had shown their capacity for work. Immediately war was declared the French Government turned to their women and said they would expect them to take entire charge of the harvest and vintage. The Russian Government took a similar course. Miss Thornton went on to refer to the enormous amount of work necessitated in clothing and equipping the troops. The textile mills had been turning out miles and miles of cloth, which had been made into millions and millions of uniforms. The French and Russian armies had also to be clothed to some extent. The most important factors of all, however, under modern conditions of warfare were firearms, ammunition, and artillery; and at certain times the men at the front had not had sufficient ammunition to make the progress they should have done. Having scoured the country through the medium of the Labour Exchanges in order to get skilled, unskilled, and semi-skilled men, the Government at last remembered that perhaps they had other industrial workers—the women of this country. Personally she thought it was rather late in the day, because ever since the commencement of the war the women had shown they had a capacity for work. Already in Servia and France there were two hospitals managed and equipped entirely by women; and Lord Kitchener had now consented to one hospital of a thousand beds in London being entirely managed by women also. (Applause.) The Government were asking the women to come forward and put their names on a war service register so that they might know what reserve of labour they had to fall back upon. The appeal was made to all classes; and they were asking them to show their patriotism in exactly the same way as the men who had joined Kitchener's army had done. The appeal, however, was more especially directed to the women of leisure, or to those who had lost their employment or were working short time on account of the war.

WOMEN TRAM CONDUCTORS.

The appeal was also intended for the wives of the soldiers who had gone to the front—women who had no home ties or family, and these had responded very well indeed. They did not want the married women with families, as they considered they were doing their duty to the country by staying at home and helping with their upbringing, for one had to [illegible] of munitions. In London twenty women had passed the police test as motor drivers. Many textile overlookers could be released for other engineering work, and municipal corporations had openings for women. Twelve women had been employed as tram conductors in Glasgow for five weeks, and although previously they had been placed on the quietest routes, last week they were put for three days on the busiest routes in the city, and the experiment was so successful that the Corporation were going to employ about 250 women in that city as conductors. She was hoping that in Keighley a somewhat similar state of things would prevail. Then the work of gas meter inspectors had already been taken in hand by women in several towns—(loud laughter)—whilst on the railways, as light porters, ticket collectors, and carriage and station cleaners women could be engaged. Everywhere the women went they would be ensured satisfactory lodgings and living conditions. Then there were women chauffeurs. In Oxford Street, London, only the other day she saw six women driving big motor vans. Again, in textile mills she ventured to say there were some men employed as overlookers who might be employed in heavy engineering shops, and the women thus allowed to do a little overlooking for a change. (Loud laughter.) Then there was a great field for service in nursing.

ATTITUDE OF EMPLOYERS.

One great difficulty which presented itself, however, was the position taken up by many employers. They could not get the employers accustomed to the abnormal times, but the employers' duty was to accept the great reserve of labour they wished their women to organise by registering themselves on the war service register. They wanted the women to show the Government they were willing to come forward and form this nucleus register; and when they showed them that there was this reserve of labour and that the women were willing to keep the old flag flying at home, there was no reason why men should not be in the firing line or working in ammunition factories. (Applause.)

The Mayoress said Miss Thornton suggested the masters were mostly prejudiced, but she thought the employers of labour present on the platform that night were very up-to-da e in their management; and she felt sure they would not hesitate to take any woman who had qualified herself for any position in any of their works.

Several questions were put by members in the audience, amongst them being the name of a hospital which would give free training.—Miss Thornton said information on that subject could be obtained at the Labour Exchange.

The Mayoress: I believe Leeds Infirmary is doing it now.

In answer to another question, Miss Thornton said that women should be employed for the period of the war only. Of course, it had to be understood that there were thousands of men who would not come back again.—Miss Thornton also made it quite clear that from what she knew of the educated women of the present day they would not be a party to what they might call "blackleg" labour.

The Mayor, in moving a resolution pledging the ladies to do everything they could to help the Government to bring the war to a successful close, said the men of Keighley had done very well, and he knew probably better than many what work the women of Keighley had done, especially in the work of the relief committees, but there was not a single man or woman in Germany who would not make any sacrifice to bring the war to a satisfactory conclusion. Every man who discouraged another from helping the country would be incurring a responsibility for which he would have to beg the forgiveness of posterity; and that forgiveness would not be obtained very easily. (Applause.)

FACTORY LADIES.

Sir Swire Smith, in seconding the motion, said in his travels studying technical education he had found on the Continent women were extending their sphere of occupations, and England had been behindhand, but they were entitled to the same wage for the same work in quantity and quality. In America factory workers were called "factory ladies," and why should we not have factory ladies here? (Applause.) Now was the time for breaking down the prejudice against factory work. In conclusion, Sir Swire said the war would not continue permanently. Our young men would be back again, and there would be places for them, but at the same time there would be work for both men and women in proportion as they qualified for it, and he might fairly prophesy that for many years to come a larger share of the world's trade would come to this country than we had ever had before. (Applause.)

A vote of thanks to Miss Thornton was ably proposed by Miss Alice Clough.

Mr. James Ellison Haggas, in seconding, appealed to the mothers, sisters, and sweethearts present to impress upon the young men of their acquaintance the duty that lay so obviously before them. We were going to have the greatest trial during the next few months that this country had ever had to face, and the meeting must take the matter into serious consideration.

Mr. F. W. L. Butterfield, in expressing thanks to the Mayoress, said France, before organising her women, had taken care that all her men should be organised and their places marked in the armies of the Republic. Were we prepared to say to-day that all our men of fighting age were doing what they could? We knew they were not.

How to Release the Men.

At the present time Chesterfield was in the fortunate position of being able to find employment for the majority of the female population, said the Mayor, but the object was to fill up the ranks and be able to find female labour in case of necessity. Such an organisation would serve a most useful purpose, not only in releasing men to go to the service of their country, but also in alleviating distress, and in keeping together the homes and dependents of those on service.

The aim, Miss Beardsley said, was to register people of leisure and those who normally did not follow employment, into a reserve force of labour to be called upon for national service for such periods as might be necessary. The registration, to some extent, would be a census of all women available, to show how many men could, if required, be released from the varied occupation for service in the Army.

Female Workers' Pay.

While Chesterfield was so fortunate as to be able to find employment for the majority of its female population at the present time, there was the possibility of the town wanting to increase its number of women workers, and there were ladies who could assist in their own particular area instead of drafting women from another district where they might be wanted at a later date. Vacancies caused by workmen enlisting had already been filled by women in the statistical departments of the various railways, and also for cleaning the carriages, etc.

Alluding to the question of wages, Miss Beardsley said that as far as Government contracts were concerned, women would be paid the same piece work rates as men, and all along the line they would endeavour to keep up the standard rate of wages. The leisured people of Chesterfield, she said, had not come forward as in other towns, and she appealed to the representatives to see that the town was not left out in the cold.

The Dundee Advertiser, May 4th 1915.

WOMEN'S WAR SERVICE.

Dundee Millgirls Wish to Make Ammunition.

NOVEL APPLICATION.

There is a lull in Dundee at present in the number of applications for women's war service.

When it was announced publicly that women were required to release men for the fighting line there was in Dundee, as elsewhere, a rush of applicants. Even if the applicants had no special experience they were asked to have their names entered on the register which was being prepared by the Government Labour Exchanges. Forms were distributed through the various organisations and Societies, and the response to date has been very satisfactory.

The existing lull is doubtless caused by the fact that the Government's scheme of working has not yet been divulged, the essential fact being forgotten that unless the Government can get a census of women willing to do work they cannot formulate a scheme.

One of the results of the appeal for women workers has been the expressed desire of a large number of millgirls to undertake work in factories producing munitions of war. The novelty of the work and the opportunity it would give to the girls to have a direct smack at the Germans are the probable reasons underlying their request. But millgirls must not forget that they are already engaged in Government work in the production of sandbags, which are important munitions of war. Thus their applications cannot be given effect to.

It is felt, however, that there are hundreds of women doing Red Cross work who would be much more usefully employed in work which would enable men to be released or equipped for the fighting services. For such the following application by a lady should prove a stimulus:—"Please put my name down as a volunteer for any work that a practical, adaptable woman could do."

It has been found that the best recruiting results have been obtained from meetings, and with this object in view a mass meeting of teachers is to be addressed in the University Buildings, Dundee, on Thursday evening by Miss Alice Younger, chief organising officer for Scotland and the northern division of the Labour Exchanges and unemployment [illegible] arm.

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The Times, May 5th 1915.

SHOPMEN FOR THE ARMY.

MR. ASQUITH'S APPEAL.

AN "OPTIMIST" WITH A WARNING.

The Prime Minister addressed a meeting which was held yesterday afternoon at the Westminster Palace Hotel to inaugurate a movement having as its object the facilitating of enlistment by men of service age who are engaged in the distributing trades.

Mr. Asquith was accompanied by Mrs. Asquith, Miss Asquith, and Miss Elizabeth Asquith. Mr. Cecil Harmsworth, M.P., chairman of the Wholesale and Retail Distributing Trades Recruiting Committee, was in the chair, and among those present were:—

Lord Valentia, General Campbell, Sir George Pragnell, Mr. Burbidge, Mr. Bird, M.P., Mr. John Marshall, Dr. Delevigne, Mr. John Hinds, M.P., Lord and Lady Colebrook, Lady Randolph Churchill, Mr. Geoffrey Howard, M.P., Mr. Arthur Peters, Mr. H. J. May, Mr. S. T. Nicholson, Colonel Strachey, Captain Passingham, Captain Tremayne, Mr. Ballantyne, Sir Arthur Whitelegge, and Mr. W. S. Nicholson.

The Prime Minister, who spoke for about 20 minutes, dwelt first upon the provision of women to fill the places of men who have enlisted and will enlist. Roughly speaking the number of shop assistants who had joined the forces up to the middle of April was 260,000; another 220,000 men fit for military service still remained. If clerks, commercial travellers, and other miscellaneous employees were included those figures would be approximately 430,000 and 360,000. Fifty thousand women had registered themselves up to the middle of April. After a reference to what he saw during his visit to Newcastle, Mr. Asquith concluded with an appeal for still more men and further sacrifices, so that "a couple of months hence," or even sooner, they as employers might be able to say that they had contributed everything they could. A magnificent beginning had been made, but we must mobilize and organize to the full. "I am an optimist," was a closing declaration. With this he joined the hope that hereafter no man or woman but would be able to say, "I was not idle, I took such part as I could in the greatest task which in all the storied annals of our country it has ever fallen to the lot of Great Britain to achieve."

In his opening remarks the CHAIRMAN said they were met to consider how the distributing trades could release more men for his Majesty's forces. Every appeal hitherto had met with a generous response, and it was hoped that such meetings would result in a large accession of men to the Colours.

MR. ASQUITH'S SPEECH.

Mr. Asquith said:

We are here this afternoon for a severely practical purpose, and I think that at the outset I ought to remind you, or inform those who are not already aware of it, that our meeting is held under the auspices of a committee appointed by my right hon. friend the Home Secretary to consider how far, and by what means, it will be possible so to readjust the conditions of employment in connexion with the distributing trades as to release a larger number of men of military age for voluntary service with the colours. The committee, I need not say, have been in the closest touch with the principal trade organizations, organizations representing both the employers and the employed, and, as my hon. friend has said, it has already received from them, from all classes, cordial and useful cooperation. He has pointed out to you, and I need not repeat, the number and the importance of the various organizations which are represented here this afternoon. They include trade organizations, trade journals, representatives of the cooperative movement, and a very large number of the best known individual firms in the whole of the country.

Now, I wish in addressing you to remove, so far as they exist, two possible misapprehensions. The first is that the o
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if need should arise, and to translate that into concrete and practical form. One of the first, if not the most important purpose, that such registers would serve is to find women who can fill the places of men who have enlisted, and, temporarily, at any rate, discharge their functions and do their work. Up to April 24, a little more than a week ago, more than 50,000 women were on the registers. I think that is a very satisfactory number to have accumulated in so short a time after the making of the appeal. A number of those expressed themselves willing to do work as shop assistants, some having had previous experience in that direction, and many would be qualified to do the work with a little training. Let me give you by way of illustration only the fact which was brought to my notice a week or two ago when I was in Newcastle appealing, so far as I could, for a larger number of men and women to take part in the fabrication and supply of munitions for the war. I went over one of the largest—I suppose the largest—of our great engineering works, and I found that in the department which is now engaged in the manufacture of shells the number of employees had increased in the course of the last three months tenfold, and among those—I think there were something like 13,000 in number who were devoting their time and their labour to that particular form of industry—there were, I think—I won't pledge myself to the precise figure—something like 3,000 or 4,000 women. (Cheers.)

Now, *prima facie* one would think that the manufacture of shells was not exactly the kind of work for which the hands, or the brains, or the special aptitudes of women were peculiarly appropriate; but that is a great mistake. In the making of the fuse, which in some ways is the most important part of the shell, female labour is just as good—I am not sure it is not a little better—than the labour of men. And when I asked, as I naturally did, seeing all these women engaged in this, to most of them absolutely novel, occupation, whence they had been recruited, I was told that some of them had been milliners, some dressmakers, waitresses, barmaids, domestic servants—in fact there was not a single branch of what we may call normal female industry which had not been drawn upon to recruit the making of shells. If that can be done in an industry which at first sight seems so distant from the normal activities of women, it ought to be a far easier task in the particular trades in which you are mainly and directly concerned—viz., the distribution, wholesale and retail, of goods. Therefore I think the employers, if there be any such, who at first sight might feel a doubt as to the practicability of replacing their skilled male assistants by female labour, may take encouragement by the example which has been set them by the great munitions firms of the country. I hope I have disposed of those misapprehensions, if and where they exist.

TWO INTERFERENCES.

Now I want to say a word upon the general question of which that is only a branch, of the replacing of men of military age by other classes of workers. I have mentioned the ammunition trade. The same process has gone on, and is going on, with the lighter metal

GERMAN REPRISALS.

BRITISH OFFICERS IN PRISON.

OFFICIAL VISIT.

We have received the subjoined communications from the Press Bureau. The first is the transcription of a telegram from the American Ambassador in Berlin forwarded to Sir Edward Grey by Mr. Page, the American Ambassador in London, describing the results of a visit to the majority of the British officers imprisoned in Germany in reprisal for our treatment of German submarine prisoners. The second communication is the report of Mr. Lowry on the conditions under which the submarine prisoners are interned, which Mr. Page has furnished to his Government.

(I.)

The American Ambassador presents his compliments to his Majesty's Secretary of State for Foreign Affairs and has the honour to communicate to him the following transcription of a telegram, dated the 29th ultimo, received this morning from the Ambassador at Berlin:—

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The Times, May 5th. 1915.

SHOPMEN FOR THE ARMY.

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The Prime Minister, who spoke for about 20 minutes, dwelt first upon the provision of women to fill the places of men who have enlisted and will enlist. Roughly speaking the number of shop assistants who had joined the forces up to the middle of April was 260,000; another 220,000 men fit for military service still remained. If clerks, commercial travellers, and other miscellaneous employees were included those figures would be approximately 430,000 and 360,000. Fifty thousand women had registered themselves up to the middle of April. After a reference to what he saw during his visit to Newcastle, Mr. Asquith concluded with an appeal for still more men and further sacrifices, so that "a couple of months hence," or even sooner, they as employers might be able to say that they had contributed everything they could. A magnificent beginning had been made, but we must mobilize and organize to the full. "I am an optimist," was a closing declaration. With this he joined the hope that hereafter no man or woman but would be able to say, "I was not idle, I took such part as I could in the greatest task which in all the storied annals of our country it has ever fallen to the lot of Great Britain to achieve."

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Now, I wish in addressing you to remove, so far as they exist, two possible misapprehensions. The first is that the operations of this committee, and the appeal which we are making on their behalf here today, implies that the Government is confining its appeal for the moment, at any rate, to the distributing trades. That is not the case, because, quite apart from the general recruiting movement which is going on everywhere and in all localities and in all classes, inquiries of a special kind are being made with regard to the cotton trade in Lancashire, biscuit manufacturers, the hotels, and to other special forms of industry.

The other misapprehension would seem to be a much more serious one if it really were entertained. It is that the making of this appeal implies any reflection of any sort or kind on what has been done and what is being done in the distributing trades. Already they have contributed by the various persons they employ, not only shop assistants, but clerks, warehousemen, porters, and others, a very large number of men to the forces. The figures, indeed—I will trouble you with two or three—are very striking. Investigations have been made by the Labour Exchanges Department at the Board of Trade in London into the number of men of military age in the wholesale and retail trades who have in one way or another joined the Colours, and assuming—and we have no reason to doubt the substantial accuracy of the calculations—that we can apply to the whole country proportionately the same basis of figures which has been actually and accurately ascertained in London, the number of shop assistants proper who have joined the forces up to the middle of April is, roughly speaking, 260,000. (Cheers.) And another 220,000 of men fit for military service still remain. If you include clerks, commercial travellers, and other miscellaneous employment in connexion with shops, these figures will be—again approximately—of those who have joined the forces 430,000, and of those of an age for military service not yet joined 360,000. These are very large figures.

WOMEN'S WAR SERVICE.

Well, then, to look at another branch, a complementary, but perhaps not less important branch of the matter so far as it concerns you—namely, war service for women—as you know a War Register has been initiated and is being gradually filled up as the result of an appeal by the Board of Trade to the women of Great Britain for women to offer their services to the nation during this war, the object being to find out what reserve forces of women labour, trained and untrained, would be available if need should arise, and to translate that into concrete and practical form. One of the first, if not the most important purpose, that such registers would serve is to find women who can fill the places of men who have enlisted, and, temporarily, at any rate, discharge their functions and do their work. Up to April 24, a little more than a week ago, more than 50,000 women were on the registers. I think that is a very satisfactory number to have accumulated in so short a time after the making of the appeal. A number of those expressed themselves willing to do work as shop assistants, some having had previous experience in that direction, and many would be qualified to do the work with a little training. Let me give you by way of illustration only the fact which was brought to my notice a week or two ago when I was in Newcastle appealing, so far as I could, for a larger number of men and women to take part in the fabrication and supply of munitions for the war. I went over one of the largest—I suppose the largest—of our great engineering works, and I found that in the department which is now engaged in the manufacture of shells the number of employees had increased in the course of the last three months tenfold, and among those—I think there were something like 13,000 in number who were devoting their time and their labour to that particular form of industry—there were, I think—I won't pledge myself to the precise figure—something like 3,000 or 4,000 women. (Cheers.)

Now, *prima facie* one would think that the manufacture of shells was not exactly the kind of work for which the hands, or the brains, or the special aptitudes of women were peculiarly appropriate; but that is a great mistake. In the making of the fuse, which in some ways is the most important part of the shell, female labour is just as good—I am not sure it is not a little better—than the labour of men. And when I asked, as I naturally did, seeing all these women engaged in this, to most of them absolutely novel, occupation, whence they had been recruited, I was told that some of them had been milliners, some dressmakers, waitresses, barmaids, domestic servants—in fact there was not a single branch of what we may call normal female industry which had not been drawn upon to recruit the making of shells. If that can be done in an industry which at first sight seems so distant from the normal activities of women, it ought to be a far easier task in the particular trades in which you are mainly and directly concerned—viz., the distribution, wholesale and retail, of goods. Therefore I think the employers, if there be any such, who at first sight might feel a doubt as to the practicability of replacing their skilled male assistants by female labour, may take encouragement by the example which has been set them by the great munitions firms of the country. I hope I have disposed of those misapprehensions, if and where they exist.

TWO INFERENCES.

Now I want to say a word upon the general question of which that is only a branch, of the replacing of men of military age by other classes of workers. I have mentioned the ammunition trade. The same process has gone on, and is going on, with the lighter metal trades, with the tailoring trades, in the making of biscuits, of aerated waters, china and earthenware, and stationery, and outside the manufacturing trades, they are being taken on in considerable numbers and with the best results for warehouse processes—packing, if you like—the clerical duties in Government, public, and private offices and banks, and even to a certain extent upon railways, and in other spheres of activity to which they have hitherto been strangers. Therefore, speaking to you as practical men, I hope you will draw from what I have said these two inferences:—In the first place that, well as the distributing trades have already done in the vast number of men whom they have sent to join the Colours, there is still among those whom you employ a very large number, amounting to hundreds of thousands, of men of military age who might, and who in the stress of such an emergency as that with which we are confronted, ought to follow their comrades and take an active part in the defence of their country and in the fortunes of our arms abroad.

In the next place—and this is the second inference I ask you to draw—to a very large extent—I won't say to the whole extent, because we have, all of us, got to sustain inconvenience, loss of profit, to incur sacrifices, if we have to do our part adequately in the prosecution of the war, and I am sure the appeal will not fall on deaf ears in your trade any more than it has done in other trades—there is in female labour a reserve from which, with proper organization and supervision and training, you would very soon be able to draw to fill the gaps which have been left, and to perform the services which the men at the front had previously discharged, and which are essential to the well-being and comfort of the community at large, as well as to your own interests as traders and distributors.

That, broadly speaking, is the nature of the appeal which I am making to you this afternoon. As I have said, I am not complaining in the least degree of anything in the nature of slackness or indifference in the past. Like the other great industries of the country—like railways and many other trades which I might mention—you have shown yourselves willing to part with labour which was very valuable to you, and upon which, as you justly and patriotically recognize, the country had at this moment a prior call.

I only want you to carry that process one step further, so that a couple of months hence, perhaps a shorter distance of time even than that, you as a trade will be able to say, "So far, at any rate, as we employers are concerned" (and I am sure there is no lack of zeal or patriotic desire on the part of those whom you employ) "we have contributed everything we could to enable our country to hold its own, and to carry out the great objects and purposes which, as a nation, we had in view."

"A MAGNIFICENT BEGINNING."

You may ask why I have come here this afternoon to make this appeal to you and those whom you represent. As I have said, it is not because in my judgment there is any lack of spontaneous or voluntary initiative in this or in any other class of the community. I am told that there are people who think that the war, the gravity of its issue, the demand which it has made, and which it will continue to make, upon the energy and the patriotism of the country, is not seriously or adequately realized by the bulk of our fellow-countrymen. (Cheers.) I totally dissent from that view. (Cheers.) Englishmen, Scotsmen, and Irishmen, when they are confronted (a voice: "And Welsh?")—I must not forget the Welsh when dealing with a trade like this (laughter)—when they are confronted with a vast and momentous emergency do not need to be flogged and goaded by the incitements of rhetoric before they can be made to recognize, or induced to obey, the calls of duty. (Cheers.) Never in our history, or I think the history of any nation, has that recognition been more clear or universal, or that obedience more prompt or more unselfish. There are always to be found in times of crises those who are ready to think and to proclaim that to commend what has been and is being done is to minimize, to disparage, the ever-growing urgency of expanding and completing the organization of the national power.

My message this moment to the nation and to the Empire would be pitched in quite a different key. I should say to them one and all, You have made a magnificent beginning, you have stemmed the tide of aggression, you have shown a spirit and strength worthy of the best traditions of your race. Proceed in the same direction and in the same temper. Every breach in your first line has been made good. (Cheers.) But there are still in reserve unused, and, to the enemy, unsuspected resources, which you must mobilize and organize to the full. I am not the least ashamed to call myself an optimist. (Cheers.) Not that I underrate or have ever encouraged my countrymen by any word of mine to underrate the prowess of the enemy, the gravity of the struggle, and the imperious need for the unsleeping exercise of our national qualities of patience, constancy, resolution, and fortitude. (Cheers.) I am an optimist, as I hope you are, because I believe first and foremost in the righteousness of our cause (loud cheers), and next because I am confident that by personal and corporate effort and self-sacrifice there is nothing that we shall leave untried or undone to bring that cause, be the struggle short or long, to a decisive and glorious issue. (Cheers.)

And this is my last word to you: Let there not be a man or a woman among us who would not then be able to say "I was not idle. I took such part as I could in the greatest task which, in all the storied annals of our country, has ever fallen to the lot of Great Britain to achieve." (Loud and prolonged cheers.)

Mr. Asquith resumed his seat after speaking for 25 minutes.

SIR GEORGE PRAGNELL moved a vote of thanks to Mr. Asquith. He said he was sure he could rely upon the business men of the country when he assured the Prime Minister that they would always be at his disposal. There might possibly be the germ in that business meeting of a committee which the Prime Minister would be able to consult at any moment, and if he did so they would only be anxious to be useful to him without being meddlesome. As he looked round that gathering he saw a large number of men who in ordinary times would be riding what he might call their own little hobby-horses—bi-metallism, tariffs, daylight saving, compulsory service—but he wanted to assure the Prime Minister that all business men who had hobbies before had now dismounted them, and were only concerned in helping to push the carriage of State along. (Cheers.)

Mr. BURBIDGE, in seconding the resolution, referred to his visit to Paris after the Franco-Prussian war and seeing the havoc and destruction it caused. He hoped they would never see such a state of things in London, and the best way to ensure this was to encourage their staffs by every means in their power to respond to the nation's needs in its hour of peril.

The resolution was carried unanimously.

The PRIME MINISTER, in reply, said they could not translate their thanks into action in a better way than by following the excellent advice which had been given by Sir George Pragnell and Mr. Burbidge. If all the employers he saw there acted in the spirit they had suggested, he was sure the distributing trades before many weeks were over would have a more splendid record even than they had at present of real patriotic contribution to the needs of their country.

A BIRMINGHAM CONFERENCE.

The Lord Mayor of Birmingham has been requested by the War Office to arrange a conference of heads of the wholesale and retail distributing trades in the city with the view to releasing a further number of assistants as recruits.

Mr. Cecil Harmsworth, in his letter, states that inquiries showed that a considerable number of men of military age are still in employment in the wholesale and retail distributing trades.

The Lord Mayor has passed the letter to the Parliamentary Recruiting Committee, who will convene a conference.

Yorkshire Observer,
May 5th. 1915.

WAR SERVICE FOR WOMEN.

FIRST AID OPPORTUNITIES IN LEEDS

About three and a-half years ago the voluntary aid detachments comprising the Leeds district of the Territorial branch of the St. John Ambulance Association were formed, Leeds being one of the divisions—No. 7—into which the West Riding was apportioned. Without the influence of pressing need—the scheme was inaugurated in the event of invasion—the organisation maintained its existence until by the time war broke out there were four voluntary aid detachments in the immediate district. No call has been made upon them since the opening of hostilities, and only one detachment has been used as a whole since the war began. An awkward state of affairs arose, for a large number of people desired to be trained for work and particularly for ambulance service, and the War Office stopped the registration of the detachments and closed channels into which many would have liked to have devoted their energies.

The embargo was removed at the beginning of December, and registration was again permitted. There was a great many people in the Leeds district who had attended classes in ambulance work and had taken certificates, but were waiting for "something up." The opening up of the voluntary aid detachments, it was seen, would supply an outlet for all these energies. A need was also experienced for probationer nurses of between 23 and 38 years of age to serve either at home or abroad. It was required of these nurses that they should have the first-aid nursing certificates of the St. John Ambulance Association, or that they should have had practical experience in the medical service, and women possessing these qualifications have been invited to make application, through the commandant of one of the voluntary aid detachments, to the headquarters in London of the St. John Ambulance Association. Those who desire to become probationer nurses, but who have not the necessary qualifications, can obtain them in the voluntary aid detachments, and it is interesting to know that some thirty probationer nurses have been introduced at the military hospital at Beckett's Park, through the scheme. The conditions in regard to examinations have been relaxed in order that nursing aspirants may obtain their certificates at the earliest possible moment, while those who have experience will be examined by the matron of a hospital in their district.

With the object of securing the registration of members of the voluntary aid detachments of the Leeds district a meeting was held in the Friends' Meeting House, Woodhouse Lane, yesterday, under the auspices of the district organisation, and the state of affairs explained by Lady Harewood (the vice-president), Professor Smithells (secretary), and Mr. J. R. Cross (Horsforth). There was a very gratifying attendance of ladies, and a large number of applications had previously been received for membership. It was explained that twenty-three or twenty-four members completes a detachment, but that it is possible to have supernumery members and swell the membership to any desired number. Supernumery members can only be admitted at the discretion of the commandants.

Mr. Cross said he believed that in the future there would be a great call for women, and the object in having a register was that they should know where the skill could be found. He spoke of the indebtedness of the members for the splendid way in which the doctors of the district had quietly given their services for a number of years in training the units, and went on to point a way in which the members could be of use. At Horsforth, where one doctor was fighting in the trenches, another was engaged on ambulance trains, and one of the nurses had gone to the base hospital, they had employed the members of the voluntary aid detachment to assist the district nurses. They had not been ashamed to do any kind of work. There had been and probably would be some friction between the professional and amateur classes of nurses, and he thought it was well to recognise that, and to ask each, and especially the trained nurses, to exercise the greatest forbearance with the women who came forward in an amateur way and were willing to to their level best. It might be that they might have bomb-dropping in some towns, added Mr Cross, and if they had it would be a good thing to have members of detachments listed and know where they had people for first-aid work. Some of the women might train as sanitary inspectors, because there was no doubt that the country would soon be more or less denuded of its manhood, and they ought to prepare for that time.

Glasgow Citizen,
May 8th. 1915.

The Employment of Women.

A protest is being made by members of the Amalgamated Union of Shop Assistants and Warehousemen against the employment of women to take the place of men who have joined the forces. The union has, however, officially taken up the position that since it caters both for men and women in the distributive trades it cannot oppose the introduction of women on account of sex. Information has reached the union from various parts of the country that women are being introduced to firms through the Labour Exchanges without being informed as to the value of their labour, and that many have been engaged at wages from 9s to 12s per week. Should this prove to be correct, the matter will be taken up with Mr Runciman.

Daily News & Leader,
May 10th. 1915.

LONDON WORKERS FOR WAR SERVICE.

Will Women Conductors be Employed?

At to-morrow's meeting of the London County Council a recommendation will be brought up instructing the committees of the Council to take all possible steps to give effect to the views of the Local Government Board in regard to releasing male labour for war service. It is stated at the same time that as many as 5,421 of the Council's servants have already joined the forces, that 91 have fallen, and that the principle of employing only those who are unfit for military service has been rigidly adhered to.

The Local Government Board, however, have now in mind the setting free of municipal employees for work in arsenals, dockyards, and armament factories, as well as on railways, farms, and in the docks. The Council is doing its best to assist the Government in these respects.

Nearly 2,000 men in the tramways department have joined the forces, and one effect of only giving employment to men who are over Army age or physically unfit for service is that the number available for the department has been inadequate. This has meant overtime for many men, and restricted revenue for the trams owing to the impossibility of running a normal service of cars. Arrangements have, however, been made with Woolwich Arsenal to take over a large number of men employed at the tramway central repair depot at Charlton. This has been rendered possible by the willingness of the police to waive the annual renovation of the trams.

The General Purposes Committee point out that it has of late been extremely difficult to maintain a full service of cars, as very few suitable men now apply for situations as motormen.

Representatives of the Vehicle Workers' Unions have been approached as to the employment of women as tramway conductors. But neither union favours the idea. The matter is, however, to be brought to the attention of the Chief Industrial Commissioner by the Director of Labour Exchanges, with a view to his conferring on the subject with the representatives of the men.

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Derbyshire Courier,
May 8th. 1915.

WOMEN AND WAR WORK.

NEED FOR HELP AT CHESTERFIELD.

Response of the Leisured

NOT AS SATISFACTORY AS IN OTHER TOWNS.

An appeal to the women of Chesterfield to register themselves for war work was made on Monday at a meeting of representatives of various organisations in the town. It was stated that locally the women of leisure have not come forward as satisfactorily as in other towns. The meeting was convened by the Mayor (Ald. E. Shentall), and was held in his parlour at the Stephenson Memorial Hall. Miss Eleanor J. Beardsley, assistant organising officer for the East Midlands district, explained the Government scheme for the employment of more women and girls.

The Mayor, who presided, said that not only would women be doing a patriotic work by taking the place of men during the war but in many instances they would be keeping together the homes and dependents of those men already serving. Their work would also assist to alleviate distress. It had now been realised, as it never was before the war, that many positions in industrial life could be filled by women. In some towns they had already women tram conductors and in Chesterfield they had women porters. Fortunately Chesterfield was in a position at present, with box factories and potteries, to find labour for the majority of its women and girls, but the object of the scheme was to fill up the ranks by registration in case of necessity.

A Chance for Women of Leisure.

Miss Beardsley, explaining the object of the Government scheme, said the appeal was especially directed to the women of leisure, who did not normally follow employment, to register themselves so that in case of emergency there would be a reserve force of female labour for national service. One object was to obtain a census of the women available for part-time or full employment, so as to leave men free to join the colours if they were desirous. The scheme should not be confused with the unemployment register at the Labour Exchange and those women who were in search of ordinary work should not register themselves for war service thinking they would be able to get employment immediately. What was required under the war service for women project was a reserve force upon which they could rely to take up all conditions of labour for such periods as might be necessary. An important feature of the scheme was that it would show to some extent how many men willing to serve their country could be released from their varied occupations.

While Chesterfield was in the fortunate position at present of having plenty of female labour it was possible the time might arrive when more women were required, and those women who were willing for national service could then assist in their own area instead of drafting female labour from another district where they might be required at a later date. It was not intended to attract girls who were already in employment to register themselves, especially if they were engaged on Government contracts. In the agricultural districts there would be many openings for female labour in the feeding and rearing of stock. Training would be taken up by the Government for females registering themselves for special duties, according to the nation's needs. Married women whose husband's were already serving with the colours and were free would assist the object tremendously if they registered themselves.

Problem of Wages.

Instancing the many occupations in which women and girls could be employed, Miss Beardsley mentioned shop assistants, statistical departments of railways, banks clerks, and even porters. In the event of vacancies occurring, the question would be asked of the employers if the vacancy was created by a man enlisting and if his situation was to be kept open for him if he returned. One difficulty was the question of wages, but so far as Government contracts

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Reverting to the subject of farming, Miss Beardsley said that under a scheme introduced by the Board of Agriculture and the Board of Trade, courses of instruction were being given to women gratis with free board and railway expenses at the various agricultural colleges. Several women from Chesterfield had already taken up training in farming and dairying at the Midland Agricultural and Dairy College and had given every indication of being very capable workers. Up to the time the training scheme had been a success and she appealed to progressive farmers to avail themselves of the women's register.

In conclusion Miss Beardsley said the leisured women of Chesterfield had not come forward as satisfactorily as in other towns and she appealed to those present to make the scheme as widely known as possible and not allow Chesterfield to be behind other towns

On the motion of Councillor Hind, seconded by Mr. H. J. Cook, Miss Beardsley and the Mayor were thanked for their services.

Forms of registration, it was mentioned, may be obtained from the local Labour Exchange.

The Drapers Record, May 8th. 1915.

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The big West-End stores are experiencing considerable trouble in their dispatch departments by reason of large numbers of the men leaving in order to enlist. As a result, female drivers of delivery vans and female porters have made their appearance. The cause of the partial dislocation of the dispatch departments is one that, speaking generally, reflects little credit on the stores affected.

Daily Graphic, May 7th 1915.

MEN AT WOMEN'S WORK.

STRIKING LIST OF SIGNATORIES TO AN APPEAL.

To the Editor of the Daily Graphic.

Sir,—We cannot help feeling that there is a great inconsistency between the appeals that the Government is constantly making for recruits and its action in employing trained soldiers in work which is totally unmilitary in character.

An immense number of military clerks are employed, not only in Flanders, but over here in England, doing work which women could do equally well. And in military hospitals at home and abroad a large number of active youths may be seen occupying themselves in work which women could do much better.

The hospital units which the Scottish women have been sending to France and Serbia have women orderlies, and they are found to do the work perfectly, yet the British authorities still continue to employ soldiers in these duties.—Yours faithfully,

Winifred Arran; Margaret Ashton; Alice Balfour; Lydia A. Booth; Sybil de V. Brassey; M. E. Buxton; Ivy Chamberlain; Kate Courtney of Penwith; A. Cowdray; Louise Creighton; C. Despard; Maude Banister Fletcher; Caroline Grosvenor; Eldred Horsley; Katherine Price Hughes; Constance Leconfield; Edith H. Lough; Alice Meynell; Madeleine Middleton; Mary Murray; B. Portsmouth; Eleanor F. Rathbone; M. L. Broadley Reid; Maud Selborne; Amy E. Smith; Janet P. Trevelyan; Mary Trevelyan; Mary D. Waldegrave.

Common Cause, May 7th. 1915.

WOMEN'S WAR SERVICE.

Madam,—I see it is reported that at a Mansion House meeting at York on April 10th, Miss Thornton, a Board of Trade representative, quotes Mr. Lloyd George's letter to me as having "amplified" the agreement which resulted from the recent Treasury Conference between Mr. Lloyd George and Labour representatives.

I must protest against the correspondence between Mr. Lloyd George and myself being used to make women believe that women's sweated labour will not be employed to reduce the wages of men. Mr. Lloyd George stated that "women undertaking the work of men would get the same piece work rates as men were receiving before the date of this agreement."

I replied to Mr. Lloyd George's letter, asking for an assurance that if women are employed on time rates to replace men, these rates shall be the same as those that were hitherto paid to men. To this letter, which was sent on March 26th, I have received no reply; but at the Conference of women's societies, which was called at the Board of Trade on April 13th, Mr. Runciman, President of the Board of Trade, said that in regard to Government contracts, whilst it had been decided that the same piece work rates should be paid to women as to men, *in regard to time rates no special conditions had been laid down with regard to women's labour. The general safeguard against women being used to displace men was that employers were being asked to take back those of their men who had served in the army.*

These words plainly show that there is absolutely no guarantee that women shall not be employed to do men's work at a lower rate. Whether the work of men has hitherto been paid by piece or by time, there is nothing to prevent women being engaged on time rates only, in which case the Government has expressly stated that it will exact no conditions.

From the woman's point of view, it is unjust that women should be employed to do men's work at a lower rate; from the man's point of view, it is disastrous. Guarantees to take men back into employment after the war is over can never be enforced, and if any proof of this were needed, we may find it in the fact that promises by employers to make allowances to the wives of their workmen who are fighting at the front, are already being broken on every hand.

E. Sylvia Pankhurst.

Liverpool Post, May 12th. 1915.

WOMEN AND WAR WORK.

MEETING AT WARRINGTON.

The Mayor of Warrington (Alderman Peter Peacock) presided over a large gathering of ladies in the Parr Hall, held on Monday, with regard to war service for women. Captain Williams, of the Liverpool Dockers' Battalion, pointed out that the country was short of labour of the most vital description. That shortage gave the women a chance of playing a more prominent part in the war. The proposed scheme was to get a census of women who were able and capable of working to come forward should the occasion arise. Any employment offered would be at fair wages, and there would be no question of cheap labour or of under-cutting men's labour. The women of England could do a great deal to assist in the production of munitions of war, and in other spheres of labour the women were in a position of taking the place of men who could be released to go to the front. There was also plenty of scope for women in clerical positions, and there was no reason why they should not do very much more in the future. Women who did take the places of men must be willing at the end of the war to relinquish the positions they had taken if the men came back when the war was over.

Dr. Mary Davies, of Liverpool, another speaker, pointed out that the women of England could do a vast amount of work, and so assist in bringing the war to a successful conclusion.

Daily Telegraph, May 10th. 1915.

The employment of women during the period of the war as a means of releasing able-bodied men required for military duty is proceeding on a scale that must be highly gratifying to those who have organised it. Over sixty thousand women have already registered at the various Labour Exchanges throughout the country, inspired, most of them, by a patriotic resolve to help their country as best they can by undertaking duties which, had conditions remained normal, they would never have attempted. More than ten thousand women have asked for armament work, and almost as many have applied to be engaged as clerks and in other capacities where previous experience is not the first essential. Agriculture is making a great demand for labour, and the urgency of this cannot be too widely recognised. This is a sphere where feminine activity may find scope, and, according to the latest official statistics, seven thousand women are being employed in farm work of one kind or another. An economic danger which the Trade Union leaders are quite justified in anticipating is that the introduction of women into the labour market on a wholesale scale may eventually be made the excuse for cutting wages. It should be remembered, however, that the vast majority of women who are leaving their domestic ties for more serious business have no intention of competing permanently with male labour, and that when the millions of men now under arms return to civil life their sisters who have been deputising for them in their absence will return to their former tasks at home. More women are still needed.

Christian Commonwealth, May 12th. 1915.

The World of Labour.

(By Our Own Correspondent.)

The Menace of Women's Employment.

The Government has so far taken no action to restrain or regulate in any way the entrance of women into trades and occupations hitherto followed by men. The proposals of the Workers' War Emergency Committee have apparently been put aside, and the Advisory Committee suggested by them has not been appointed. The objects of such a committee would have been to ensure that women should not be supplied, at least through sources which the Government could control, at prices lower than those paid to men doing the same work; and, further, it would have been the business of such a committee to consider in what way the available supplies of women's labour might best be adapted to meet the needs of this time of industrial upheaval. It is not generally realised how chaotic is the present position. Women are needed in many industries, and yet only where they are strongly organised are they able to command other than sweated rates. Where firms work on Government jobs it is certainly *possible* to secure fair rates, but it can only be done in those rare places where a vigilant trade unionist is on the spot to make the conditions known. Again, although many thousands of women are still unemployed, there are factories where excessive overtime is being allowed because, it is claimed, a sufficient supply of labour is not forthcoming! When it is possible to keep a woman employed for twenty-four to twenty-six hours at a time, it is clear that the organisation of industry is seriously at fault. In London a large number of women—e.g., in the printing trades—are unable to get work in their own trade: yet they are an admirable class of workers for adaptation to other trades. A committee such as that suggested, with a strong representation of trade unionists and working women, could do much to improve these conditions, and would also see to it that women were not simply introduced into industries to do the unpleasant and unintelligent work which men find unattractive, and to do it at rates which men would refuse. It is lamentable that the Government is allowing the most reckless exploitation of women to continue unchecked.

The Times,
May 10th. 1915.

WAR WORK FOR WOMEN.

60,000 DEPUTIES REGISTERED.

THE NEW FARM HAND.

Over 60,000 women have already registered for war service in the labour exchanges throughout the British Isles. Of these 11,000 have asked for armament work, 9,000 for clerical, and 7,000 for agricultural employment. About 2,000 have offered to work as shop assistants, 1,200 as tailors and dressmakers, including those prepared to work power machines, and 1,200 as ordinary needleworkers.

The women offering to do armament work are, for the most part, women who have not undertaken work before; those offering themselves as shop assistants, on the other hand, have done other kinds of work, but feel that, as large numbers of young men are employed in the distributing trades, the greatest immediate need for women deputies might be expected from this quarter.

The various schemes of training in agriculture, which have been undertaken by the Board of Trade have been progressing very satisfactorily. At the Harper Adams College, Newport, Shropshire, a second class of 30 students has just finished their course of instruction in farm operations. These women have been drafted from Birmingham and Shrewsbury, and are of varying social status, most of them having received a good general education. The work includes instruction in stock feeding and tending, dairying, poultry keeping, horticulture, and general farm work. The Board of Trade inspector, visiting the class before the conclusion of the course, reports that, without exception, the women appear to be enjoying the work and that they far exceeded expectations in energy, enthusiasm, and capacity. The pupils informed him that they hoped to be able to endure the hard physical labour should they be placed on farms at the completion of their course.

Within the past week about 36 women have been placed on farms mainly in their own counties where farm hands are urgently needed. Negotiations for 14 others are in hand. About 96 are in training or have just finished their course.

Other agricultural colleges which are cooperating in the scheme are Swanley, Garforth (Leeds), Sparsholt (Winchester), the Midland Agricultural Training College (Kingston-on-Soar), and Aberystwith. The course at most of these colleges is of about three weeks and includes the rudiments of milking.

Every effort will be made to use the women in their own counties, and in this way to diminish the housing problem. The women's horticultural societies have cooperated very well, but the fullest advantages of the scheme can only be secured if the farmers will show no diffidence in testing the ability and good will of the women, all of whom are carefully chosen before being sent for training.

Deputies in Other Trades.

In other trades and occupations there is very little change in the nature of the demand for war service. Footmen are being constantly replaced and so are light porters, cleaners, messengers, and liftmen. There is a fair demand for women accountants to replace men, and one training college reports an order for 100 women with statistical training to undertake classifications involving percentages. The banks are employing women in constantly increasing numbers, and in some of the outlying post-offices the same thing is happening. But the higher branches of the Civil Service still show a great reluctance to admit women who, with similar academic training to the men they would replace, would be willing to act as deputies.

The Globe,
May 13th. 1915.

WOMEN AND WORK.

NECESSITY OF NATIONAL SERVICE.

While thousands of women are working ardently, many of them in humble capacities, where their labour is, nevertheless, of the utmost value to the country, there are numbers who do not yet realise that every able-bodied woman and girl, no less than every able-bodied man, is needed for national service, that there is work waiting for all, in one direction or another. To those who understand the gigantic struggle in which we are engaged there is something terrible and ominous in the spectacle of the countless number of well-dressed apparently frivolous and light-hearted young women one sees idling precious time away, window-gazing, standing for hours in the streets watching for the arrival of some Royal or notable person who is to attend a benefit performance, or to officiate at an opening ceremony, or waiting for the doors to open on matinée days at popular theatres.

WASTE OF ENERGY.

Probably most of these girls attend a "working party" once a week or so, and devote other odd moments to sewing or knitting garments for the wounded—often very unsatisfactorily—and thereby imagine they are "doing their bit." Never was there a greater mistake. Such work is necessary, to keep up the immense supply of garments that will be wanted for many months to come, but it is work that should be done by delicate and elderly women, and those whose home duties prevent them taking up outside occupations. Already there is plenty of work which can only be performed by the young, strong and active, and the need for such workers will become urgent in the near future, while now is the time to be training, for desultory, inefficient, and haphazard work is absolutely useless: it represents sheer waste of energy. Hundreds of gently-bred girls realised that, in the early weeks of the war, when, armed with an ambulance class certificate but with no experience, they set out to "nurse" the wounded. They soon found their level, and—all honour to them—turned their hands cheerfully to the house- and scullery-maids' tasks that are the lot of the probationer in her first months, leaving the trained and capable professional nurses free for the important duties on the proper performance of which life or death depends.

HOW TO TRAIN.

In many cases, I am sure, the girls of the well-to-do class remain idle simply because, never having done any useful work in their lives, they do not know how or where to begin. Yet where there's a will there's a way, and if they are in earnest they will soon find out that way. If they can only give a part of their time to regular work the Women's Emergency Corps will set them on the right track, even if it can itself provide no direct opening or training, it is in touch with many organisations that are in need of voluntary workers; or if they are prepared to qualify for War Emergency work on the Government plan they should register at the nearest Labour Bureau for this special department. I know of several well-bred girls who, actuated by pure patriotism, were among the first to register, have now received their preliminary training, and are well and happily at work. One who stated that she was "ready to train for anything, but would prefer agricultural work," was at once put into training at a model dairy farm, and within a month was drafted, with several other girls, to a farm where they are doing the work of men who have joined the Army, and doing it admirably; happy in the knowledge that they, too, are serving their country to the best of their ability. That is the right spirit.

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663 II/54 663.

Sheffield Telegraph,
May 17th. 1915.

WOMEN'S WAGES.

SHEFFIELD WORKERS AND GOVERNMENT PROPOSALS.

Taking occasion by the hand, the Sheffield Women Workers' Organising Committee held a meeting on Saturday afternoon at the Engineers' Institute, Stanley Street, Sheffield, at which not only the recent Government proposals but the general conditions of employment of women were considered. There was a good attendance of delegates from trade unions and other bodies, the sexes being about equally represented.

Lady Mabel Smith, who presided, welcomed the presence of so many men trade unionists, as showing that the men felt very keenly that the interests of men and women were identical. The registration of women for work if required, as suggested by the Board of Trade, had been largely carried out over the United Kingdom, so that women could take the place of men who had gone to fight or to work on armaments. This might be looked upon as a temporary expedient, but not much more; but it was likely to have a wide influence. The business of the conference was the discussion of the following resolution:—

"That in view of the Government proposals for the special employment of women workers in suitable industries during the continuance of the war, to take the place of men who have enlisted, and the possible menace under the guise of patriotism to the legitimate female worker, this Conference, representative of the trade unions of Sheffield, pledges itself to use every effort to secure equal pay for equal work to all females so employed, irrespective of any particular trade.

"This Conference is further of opinion that more active support from the organised male workers is essential for the furtherance of the principles of trade unionism and the better organisation of the female workers of Sheffield."

In proposing the resolution, Miss Olive Hargreaves said that the Labour movement had today come definitely to a point when it had two methods. The first was that of returning evil for evil, of cultivating class hatred. In so far as trade unionism brought about love for those with whom they were brought into close touch it was good; but the unions were selfish in so far as they had not learned that the working woman was a sister.

This was most emphatically the time for organising, because the war was one for the principle that the individual soul and body were of the greatest importance. This principle was the antithesis of the German system, particularly of that of Treitschke. The great stumbling-block of social progress was low wages. They could only approach the question of women's wages with sorrow and shame. One reason was the unstable position of women in industry; secondly, there was the introduction of women into new industries; and thirdly, the most inadequate wages. Of two million women employed in industry, only 318,000 were in trade unions. In Lancashire the women were admitted to some of the same unions as the men, and they were better paid there than anywhere.

In the staple trades of Sheffield the average wages of women who had had several years' experience worked out at about 8s. She had estimated that a Sheffield woman could not live on less than 15s., without including anything for reasonable pocket-money. Unskilled men were getting 28s. a week, and after a few weeks they got 35s. She hoped women would not be paid less. They would all be proud to work on armaments, but they must not be badly paid.

Councillor Alf Short, in seconding, quoted figures showing the rapid growth in the employment of women in bookbinding, photography, saleshops, and offices since 1851. This growth would probably continue for some time. With the increase of machinery, the delicacy of touch, the intuition of mind, and the reliability of women, as well as the economic question, encouraged the employer in the introduction of women into the labour market. Woman was leaving behind her her sex disability, and consequently was becoming more and more perfect so far as related to her labour. He deprecated the introduction of woman labour into dirty and sordid work. They must determine that if they went into shell factories they should receive proper wages. They must see to it that their daughters who had to go out to work immediately became members of trade unions.

A long discussion took place on the resolution, in which it was generally agreed that women ought to be admitted to the unions on the same basis as men. Miss Airey, who summed up, doubted if there was a shortage of men. There were the older men, and those medically unfit, some of whom could not get work. They must not have any women admitted into the works unless there was a clear understanding as to wages. The resolution was then passed.

The Lady, May 18th. 1915.

It is estimated that up to the present about 50,000 women have registered their names at the various Labour Exchanges in response to the Government's call for war service volunteers. In this connection it should not be forgotten that nearly half the female population of our country is engaged in regular employment, and that a very large proportion of the so-called "leisured" women are busy housekeepers and mothers, as well as indefatigable voluntary workers in some activity or another. Anyway, no less a person than the Prime Minister has announced that he considers the response "eminently satisfactory." It is in outdoor employment that the innovation has attracted chief attention, though so far as agricultural work is concerned, the farmers' demand for women's services is not very brisk as yet. Coachwomen have not yet been seen in London, though girl van drivers are being employed, but there have been applications in Ireland from women who wish to drive horses, with the significant addition, "no objection to uniform."

The Yorkshire Observer, May 18th. 1915.

WORK FOR WOMEN.

The Chairman reported upon an interview which he had had with Miss Thornton, senior organising officer for women's work in connection with labour exchanges, with reference to the finding of employment for women, especially in agriculture, and said the co-operation of the County Council was asked for. He understood that 5,500 women had offered their services in place of men who were going to the front or into training. Of these, 769 had offered themselves for clerical work and 486 for agriculture, most of the others offering for some form of light work and many not specifying any particular kind of work. The principal object, he understood, was to obtain help in farm work, for which 6s. to 9s. a week was offered for those living in and 12s. to 15s. for those living outside. A number of women had already been trained at agricultural colleges, and it was desired that a large number of others should offer themselves throughout the riding. He was sure that the members would do what they could to make the need known in the different parts of the riding which they represented.

Mr. Ben Turner (Batley) said he thought the question was a little bigger than had been suggested. One of the chief calls, he thought, was for assistance in armament works. He regretted to say that women working in some armament factories were not being paid at the rate they ought to be. It was reported, he said, that the wages paid at Newcastle were scandalously low. He did not want to encourage the sweating of women even in these war times. If adequate wages were given he thought the farmers would be able to obtain male labour. Certainly he did not consider 12s. a week a proper wage to pay women for farm labour when living outside.

Major J. W. Dent pointed out that the wages mentioned were those suggested by the labour exchanges and not by the farmers. The farmers would be willing to pay according to the abilities of the women.

Mr. H. Smith (Castleford) said he knew of a case of a woman who received only 1s. 3d. a day for working from 7 o'clock in the morning until 5 at night. If the farmers were ready to pay proper wages they could get workpeople.

Mr. Richard Garnett declared that farm workers were paid better wages than a good many artisans. Wages in agriculture were high in comparison with a good many other occupations in the North of England. If the woman Mr. Smith spoke of was working for 1s. 3d. a day, he would like to know her age and a few other particulars. If she were a capable woman he could find plenty of places for her at double the wage mentioned.

The subject was not further discussed.

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Hampshire Chronicle, May 15th. 1915.

WOMEN AND WAR SERVICE.

MEETING AT WINCHESTER.

At the invitation of the Countess of Northbrook, a well-attended meeting of those interested in war service for women was held at the Banqueting Hall of the Guildhall, Winchester, on Monday afternoon, when an interesting address on the subject of war service for women was given by Miss Deane, senior organising officer of the Board of Trade. The chair was occupied by the Mayoress (Mrs. Edmeades), and there were also present on the platform, in addition to Miss Deane, the Countess of Northbrook, the Countess of Portsmouth, and Capt. W. R. Hoare.

The MAYORESS, in opening the proceedings, remarked that it was a great satisfaction to see so many interested in war work for women. She was sure that they all recognised the necessity for work in these days, and she thought she might go so far as to say that they were all most anxious to help wherever it was needed, even though it cost them much inconvenience and self-sacrifice. The Senior Organising Officer of the Board of Trade (Miss Deane) had come to tell them the very best way of doing useful work, and they would afterwards have the pleasure of an address from Capt. Hoare. She had the greatest pleasure in calling upon Miss Deane to address them.

Miss DEANE remarked that it was splendid to see before her so many who were keen about war service work, because she was perfectly certain that if they had any time, all felt prepared to do their very utmost and their best, and that they only wanted it pointed out how best they could help. A good deal had been written and said about war service for women, and she wanted, if she might, to tell them about the Government appeal which had been made to the women of Great Britain. It was recognised that hundreds of women were already doing all they possibly could do, and that most glorious work was being done in hundreds of ways. But it was also recognised that there were certain industries and certain kinds of work which were getting short of workers because the men were going, and it was realised that this would happen more and more. It was also felt desirable that many more men should go—men of military age. If that was so, something would have to be done to fill their places during the war. Certain kinds of work would have to be properly organised if it was to be carried on, to a large extent, and it was felt that a Government appeal would have to be made. It was not quite a month ago that they probably saw a letter which came from the Board of Trade appealing to the women of Great Britain to respond for war service. It came through the Board of Trade because that seemed to be the department which had the machinery for working the organisation. As they had offices all over the country in connection with the Board of Trade, not only in the big towns but in some of the country places, it was possible for people to get registration forms, send them in, and thus get in touch with the central authority, so that the needs of the country, as they grew, might be represented in the districts where there were people ready to offer their services. The response had been very good, but it was nothing like the response which would come. Already 60,000 women had registered for war service. They hoped there would be many more. The need was yet not generally understood; it only required to be understood to ensure a much greater response. That varied very much in different parts of the country, and there was even some misunderstanding regarding it. They really wanted to find out the reserve force—those who were not already engaged in work, and who would, in case of emergency, do some definite kind of work and release a man to fight. But it must be understood that the Government appeal which was being made was not to those who were already working. It was not made to the industrial workers who were doing all they could for the moment, or to the domestic servant, or anyone at present engaged in work. They did not ask anyone to throw up good work. What the country needed was that women should stick to the work they already had, and do it well. There was an idea prevalent that this war service appeal was to persuade women to leave the work they were already engaged in and take up something new and something more exciting. That was not so. She also hoped that people would not put off this call because they were not trained. It was quite possible that they might be called upon at once to do something, and as the war went on she thought that increasing numbers would be called upon. Therefore, while there was time, why not qualify and make up their minds to train themselves for something definite if possible? They had already had a great many applications for an opportunity for training in different kinds of work. The need for certain work had been great. There was, for instance, a need for training for work on the land. In the county of Hampshire that had already been established by the training of women at the Farm Institute at Sparsholt. She believed that they had only had six war students there, whereas in some places there had been a much greater number. Those students had shown themselves very anxious to do work on the land, and it was hoped that they would continue to work on the farms until the end of the war. Some had already begun to work on the farms, and so far the Board of Trade had had very satisfactory reports of the work they were [illegible]

of all sorts and conditions, and had become acquainted with employers and employed—women as well as men. Having given a few instances of the admirable way in which men were coming forward, Capt. Hoare said that some of the men were physically unfit, and were therefore prevented from joining. Regarding the need of men, Lord Kitchener had already told them that he was satisfied with the way in which they were, generally speaking, coming forward, but it was not overstating it to say that they required many more men. They were glad to know that men from the Government offices were also coming forward. A register had been opened at Winchester, and it was their aim to co-operate with and supplement the work of the Board of Trade through the Labour Exchanges, and he had been asked to state that every effort would be made to work in co-operation with the Board of Trade. He was perfectly certain that it was the right thing to do (hear, hear), and if he might say so there was wisdom in it because a committee had certain powers. Men were of little use before they had had four months' good training, but in the case of women, he thought one month's training for the work they would have to do would be invaluable, and that was a point he should like to emphasise. There was a demand for women's work on the farms, in the shops, and also in various offices. He could speak for all these, and say that what was most wanted was somebody with a little experience. He would therefore like to join in urging upon them the real importance of being qualified to help, and of doing their best to persuade those with whom they had influence to set to work at once and start training, so that when the time, to which Miss Deane had referred, came, women would be ready to come forward and take the places of the men (applause).

Questions were invited, and one lady suggested that, as a member of the teaching profession, it would possibly be practical for some of them to engage themselves in agricultural work during the holiday season. That season coincided with the period of increased work on the land.

Miss DEANE replied that there was a great deal of part time work which would be possible. Two or three might undertake such work together, and divide the time. They had already had, during the Easter holidays, schoolmistresses who had spent their leisure time training on a farm, and they would be ready, when the summer holidays came, to do more work in that direction. There would be a great deal to do, for instance, in the fruit-picking season. She therefore hoped that they would register for holiday work. She might add that 60,000 women had already registered, and they were being helped in regard to registration by the women's societies, such as the Mothers' Union, the Girls' Friendly Society, and the Suffrage Societies. What was wanted was a complete register.

In reply to further questions, Miss DEANE said that the only Government-paid training was in the agricultural department. There was only a small grant made there, it being only a demonstration, and it was hoped that the counties would take it up more generally if the Board of Agriculture set the lead

Another question asked was as to whether those who lived in large houses could not register their names as being willing to take in war service women?

Miss DEANE replied that the suggestion was a splendid one, and it would be especially valuable in those districts where the need for this help was urgent. In some parts it was very urgent. As to those who were out of work owing to the war, she would point out that there were ways and means already established of dealing with them. The war service register that the State had appealed for was quite separate to the ordinary working register. The ordinary work of the Labour Exchanges would go on, and there were funds for dealing with unemployment caused by the war.

Miss DEANE was next asked whether her experience enabled her to gauge whether work for women indoors was more profitable than outdoor work? Her reply was that indoor work for women showed much better results. Many were qualified to take indoor posts, and already received very good pay. But she thought that the wages that were being paid women engaged in agricultural work were also very good. Farmers realised that they would have to pay decent wages.

After other questions had been asked and answered, the Countess of NORTHBROOK moved a hearty vote of thanks to Miss Deane for her address. The information Miss Deane had given them would be very useful, especially to the Committee which had been formed to organise the work in Winchester, and of which committee her ladyship was the chairman. Several posts had been filled by women, and she believed that they were giving every satisfaction. They had a list of women and girls who were prepared to give their services, and they would be glad to hear from employers of their men who had gone to the war, and they would take the names of the women who wished to register. Miss Margerison was their secretary, and the committee would be glad if the women would give her their names. It was quite impossible for the women to sit still and to nothing to help the country and the men in those terrible times. They might not be able to do very much, but they could try their best, and she could only hope that they would not be found wanting. They were very proud of their men [illegible]

kinds of work. The need for certain work had been great. There was, for instance, a need for training for work on the land. In the county of Hampshire that had already been established by the training of women at the Farm Institute at Sparsholt. She believed that they had only had six war students there, whereas in some places there had been a much greater number. Those students had shown themselves very anxious to do work on the land, and it was hoped that they would continue to work on the farms until the end of the war. Some had already begun to work on the farms, and so far the Board of Trade had had very satisfactory reports of the work they were doing. In certain industries there was a great demand for an increased supply of workers, and she thought they would have to face an even greater demand, but that would not come all at once. There was, however, a present demand, and she believed that later on it would be much greater, in regard to work connected with the equipment of the Army, and everything dealing with leather work, uniforms, harness work, &c. These things called for an increased supply of workers—a tremendous increase—and a great many war service people were already engaged in that work. The Government departments realised that there were a very large number of men of military age who should go and fight. In her own divisional offices in the south-west of England they had taken on several women to take the place of men, and that was also happening in other districts. A certain number of women were being taken on in the banks, and also in shops, but there remained a great deal to be done in that direction still, and those who knew some of the big shops in London would be surprised to find what work was being carried on by the women who had taken the place of men. But it was obvious that they could not go straight into it; they had to learn. And they wanted them to train. If they put their hands to this they should do it in earnest. They did not want to play. It must be the real thing. Having referred to instances in which work was already being undertaken in other counties, Miss Deane proceeded to say that they were now able to house the women more comfortably, one reason being because the men had gone. But those who volunteered for war service and work on the farms must realise that the accommodation would not always be of the very best. They must make the best of it. When they were trying to place the war service people in their work they tried to tell them of the conditions there were of housing, and so on, in the neighbourhood. They hoped that there would be no question whatever of under-selling labour: where there was equal work there should be equal pay (applause), and it must also be distinctly understood that this war service work must be given up when the men came back. It would be disastrous if they thought they were going to oust the men. The idea was only to help keep the place for them until they came back again. They already had women ticket collectors, women gardeners, and motor drivers. As the need arose, she thought they would realise that the women of England would fall in just as the women of France had (applause). In France, every woman who was available went at once, and they were carrying on the work in a splendid and business-like way. She felt certain that the women of England would do their part in the same manner, and she hoped they would all combine in this work and help each other, and set aside any petty ideas there might be. Some had looked upon registration as infra dig. But registration was necessary, because it was indispensable that they should have a national clearing house for this work. There they knew what was needed, and where the need was greatest, and they could advise accordingly. So that it was an advantage to have their local office and co-operate with the Board of Trade; otherwise they would not get the benefit of the national service that this was. It, however, did not follow that everyone would be called upon to serve at once. But as the war went on they would find a bit to do; they must not be discouraged if they were not called upon at once. She felt certain that more and more men were going, and that since the last piece of news they had there was not a man who did not want to go (applause). Therefore if they were not called upon at once, they would, by training, be prepared, so that they might be fit when the time came (loud applause).

Capt. W. R. Hoare remarked that, if they thought of it, their ship of State was in very stormy waters, and it was because all of them recognised the stress of weather through which they were going that they had met that day. When in the Acts it was said "they undergirded the ship with ropes that were composed of a great number of strands," they realised how it was in the power of everyone to provide something in the nature of a strand by which their ship could be undergirded. He (Capt. Hoare) came before them as a recruiter. As he went about recruiting on behalf of the Territorial Association for the 4th Hants he came into touch with people who were prepared to give their services, and they would be glad to hear from employers of their men who had gone to the war, and they would take the names of the women who wished to register. Miss Margerison was their secretary, and the committee would be glad if the women would give her their names. It was quite impossible for the women to sit still and do nothing to help the country and the men in these terrible times. They might not be able to do very much, but they could try their best, and she could only hope that they would not be found wanting. They were very proud of their men (applause). She had the greatest pleasure in proposing a hearty vote of thanks to Miss Deane for her address, and would couple with it their thanks also to Capt. Hoare for coming (applause).

Mrs. Fort seconded, and the motion was cordially agreed to.

Mrs. Elkington next proposed, and the Countess of Portsmouth seconded, a hearty vote of thanks to the Mayoress for presiding, and this was also received with hearty acclamation.

Capt. Hoare, responding for those to whom votes of thanks had been accorded, said he hoped that they might see an expression of their good will translated into deeds at no very distant period (applause).

Subsequently the Countess of Northbrook entertained those present at tea.

The Yorkshire Observer
May 15th 1915

Burnley News. May 15th 1915.

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RELEASING MEN FOR THE FORCES.

WAR SERVICE FOR WOMEN.

A BRADFORD EFFORT.

At the instance of the Board of Trade inquiries are being conducted in various trades with a view to facilitating the release of a large number of men for military services or for employment in other national services. An effort will be made in this direction in Bradford during next week; indeed, it may be said to begin to-day, when a meeting will be held in the Theatre Royal, organised by the National Union of Women Workers in response to the Government's appeal to women for war service. On Tuesday a conference will be held at the Mechanics' Institute of employers in the wholesale and retail distributing trades to consider measures for "readjusting the conditions of employment in and in connection with shops" in order to release suitable men for service in the Army.

Inquiries made in other towns have shown that where men have left their employment in these trades their places have been filled temporarily, so far as they have been filled at all, by the engagement of men over military age and by the employment of women. As is now well known, the Board of Trade have established a register of women for war service wtih the object of assisting employers to fill vacancies, and that already large numbers of women have been enrolled.

A return of employees of military age is to be compiled in the city in connection with the effort, and a circular has been issued to employers asking for certain particulars—i.e., names, addresses, and ages of male employees, and information as to whether they are married or single, together with a declaration by the employer as to whether he will be prepared to substitute female for male labour and guarantee reinstatement to the employee who accepts national service at the end of the war. The information given on the forms sent to employers will be made available for the use of the local recruiting officer.

CONFERENCE OF EMPLOYERS AT ROTHERHAM.

Mr. J. A. Pease (Minister for Education and Member for Rotherham) yesterday addressed a conference of the heads of wholesale and retail distributing firms called by the Mayor of the town to consider how far, and by what means, it may be possible to readjust conditions of employment in and in connection with shops so as to release larger numbers of men for voluntary service with the colours.

Mr. Pease said at one time he was engaged as a magistrate certifying lunatics. One of the traits always seemed to be that individuals thought everybody was opposed to them. Another common symptom that they had some form of religious mania. The Germans seemed to him to be a nation who collectively had gone mad. They believed that the whole world was against them and that they were a peculiarly selected people by the Almighty to force what they regarded as "culture" upon every other nation. It seemed to him when a nation became insane, as the Germans had become insane, there was only one thing to be done, and that was to place them under restraint, and to see they should be placed in such a position that they could do no further injury to the world.

At the present time (he continued) we all had to do our utmost to secure the victory of our troops. They had all to make sacrifices, and where they found men in their employment of military age ready to sacrifice their lives it was their duty to try and meet their wishes and free them, if even at great sacrifice to themselves. In his own firm he didn't think they had refused to allow one man to go.

WAR SERVICE FOR WOMEN.

LADY O'HAGAN AND AN IMPORTANT NECESSITY.

Last night, in connection with the Board of Trade War Service Scheme for Women, a largely attended meeting was held in the Mechanics' Institution. The chair was occupied by Lady O'Hagan, and addresses were delivered by Miss Knowles, senior organising officer for women workers (Board of Trade Labour Exchange); Miss Paget Moffatt, of the Harrison Institute, Blackburn; and Miss Leadby Brown, secretary of the Liverpool Women's Industrial Council.

Lady O'Hagan remarked that the subject of war service for women was of vital importance to-day. That fact could not be denied or ignored. A crisis had been reached, and the time had come when everyone must give of their best and of themselves. This was not exactly a war, because every conception of war meant fighting between men with a fair field and no favour. War had degenerated into a general massacre, not of combatants but of non-combatants, not of men, but of women and children. When they knew all this, they knew it was for their own country's safety they were having to fight against murderers with no honour, no mercy, and no principle. It was because of this that every woman must come forward and do her best. This war could not be carried on successfully, their safety could not be ensured, and their honour preserved, unless every single man of fighting age and capacity played his part like a man. It behoved the women, therefore, to take, as far as it lay in their power, the places of those who could go, in order that they might be at liberty to do what was their plainest, highest, and most sacred duty. All branches of work were proposed for women, but they would require to hear more of the conditions under which the work was to be undertaken.

Miss Knowles, Senior Organising Officer for women workers (Board of Trade Labour Exchanges), in the course of an address on the women's war service movement, said the primary idea was to obtain a census of women who would take on paid work with a view to relieving men, or by carrying out the work of those who had gone to the front. The appeal was not made to the unemployed women alone, because it was felt that they would not suffice to meet the needs of the emergency which would very soon be upon them. Two openings were suggested for which women would be required, first the need in connection with the army and navy, and second, the needs in connection with the food supply of the country. They could not afford at the present time to let anything interfere with the food supply. She appealed, therefore, for women to come forward to take up work on the farms. That was the most crying need of the moment. If men knew that the women had organised themselves for war service, many would not be long in answering the call. It should be understood that the women had no wish to displace men by their appointments through the Labour Exchange. If women were found work, it would be for the duration of the war only. There would also be many vacant places at the end of the war which would have to be filled by women, but where men came back to their work the women must retire. The response to the appeal for women had so far been disappointing. The conclusion was that the women had not realised the importance of this movement.

PADIHAM WOMEN'S WORK.

We have before referred to the wonderful energy and enterprise of the women of Padiham in their special war service. Soon after the outbreak of hostilities there was formed in the town a Women's Emergency Association, with branches in the wards and in the districts contiguous to the town. An ambitious scheme of work was formulated, and to the credit of the organisers be it said, this scheme has not failed in fulfilment the richness of its promise. Without wishing to be invidious, one might mention the names of the Hon. R. B Kay-Shuttleworth, Miss Dodgeon, Mrs. Noble, Mrs. Worswick and Mrs. Hargreaves, as those of ladies who have been conspicuously active, but right through the town the women have been prompted by the clarion call to service. The association's meeting on Wednesday night revealed the volume of work that has been accomplished—the provision of clothing and comforts for the soldiers, the mitigating of distress at home, the amounts forwarded to special military hospitals, and kindred service. The work of the Association is not yet completed; the meeting this week was held to take stock of its position, and to consider future conduct. As the result, needles will still click cheerily, and kindly voices advise and warn and invigorate those who are tempted or depressed by reason of the war. Miss Kay-Shuttleworth brought forward the needs of Serbia, the country which has been compelled to engage in three desolating wars during the last four years, and for Serbian soldiers and hospitals she enlisted the sympathies of her colleagues. Through her instrumentality, too, there is to be formed in Padiham a League of Honour to ensure purity and temperance among women. On the subject of temperance, stirring addresses were given by Mrs. Rixon and Mrs. Davy (probation officer.)

Hampshire Independent,
May 15th 1915.

WAR WORK FOR WOMEN.

AN APPEAL TO WINCHESTER.

Some information as to the response made to the Government's appeal for "War Work for Women" was given at a crowded meeting, held on Monday, at Winchester Guildhall, by Miss Deane, the senior organising officer of the Board of Trade, for the South-Western Division. Although the response was good, it was, she said, nothing like what was expected. Sixty thousand people had registered for service, but the response varied in different districts. She thought the urgency of the appeal was not sufficiently understood, and her mission to Winchester was to ascertain what reserve forces of women were available to fill the places of men called, or who might be called, to join the colours. She made an interesting reference to the Government scheme for land service, and to the war students trained at Sparsholt, adding that the reports of their subsequent work had been very satisfactory. The increased employment of women on farm work would be a great help to the country, and much might be said for people first of all helping their own county. Farm workers had, however, to realise that the accommodation was not of the best, but they must make the best of it, and not expect the hot water to be laid on everywhere. Then there must be no question of undercelling men; where there was equal work there must be equal pay; and the places given up immediately the men returned from the war. The speaker mentioned various industries and occupations which would afford employment for women—armaments and equipment, leather work, Government offices, banks, railway work, under-gardeners, etc. But she urged the women at once to begin to train themselves, so as to fill the vacancies as soon as they arose. It was a call to serious work—not play, and there must be no grumbling as to regular hours, hard work, and obedience to superiors. Excellent machinery existed in Winchester for the recognition of lady workers, and the speaker hoped there would be a big response to her appeal.

PICK FRUIT OR LODGE WORKERS.

Her address was supplemented by a speech from Captain W. R. Hoare, of the 4th Hants, who remarked that the strain upon the men would become more severe as time progressed. Hence the need for women to train for some special work at once.

It was suggested, in the subsequent discussion, that lady school teachers should devote their holidays to agricultural work; that offers to pick fruit or to lodge workers should be made.

Miss Deane remarked that the wages to women agriculturists were exceedingly good.

The Countess of Northbrook, in a brief address, said women must be up and doing during the terrible crisis through which we were passing. She believed they would not be found wanting. They were proud of the men who had gone to the front; therefore, said she, let the women be worthy of their manfolk by offering their services to their country in the way pointed out by Miss Deane.

The Countess of Portsmouth was among those present, and the Marchioness of Winchester. Mrs. Johnston presided. The meeting was held in the Guildhall, by the kindness of the Countess of Northbrook, who presided.

The Yorkshire Observer, May 17th 1915.

WAR SERVICE FOR BRADFORD WOMEN.

AN APPEAL BY SIR SWIRE SMITH.

A mass meeting was held in the Theatre Royal, Bradford, on Saturday afternoon in furtherance of the Government's appeal to women for war service. The meeting was promoted by the Bradford branch of the National Union of Women Workers of Great Britain and Ireland, and was largely attended. Sir Swire Smith presided, and was supported by Miss Thornton (representative of the Board of Trade), Miss I. O. Ford, Miss M. I. Wade, the Rev. F. T. Woods (Vicar of Bradford), the Rev. V. T. Pomeroy, and Mr. W. Leach. Apologies were received from Colonel Muller, Major Wright, and Lieutenant John Bland. The choir of the Great Horton Council School attended, and sang the national anthems of the Allies and other patriotic songs under the conductorship of Mr. T. P. Sykes.

Sir Swire Smith, in opening the proceedings, said that the gathering was essentially one of women who were animated by the highest patriotism. Women were to be given the opportunity of sharing in the glory of the men. The manner in which the country was being drained of its manhood created a great shortage of labour, and the question arose as to what the women could do in the crisis. That was the problem they had to solve, and he hoped that the extension of employments for women would continue, not only during the war, but for all time. He had come to the conclusion that a woman was entitled just as much as a man to choose any employment for which she was fitted, and to receive the same wage as a man for the same work. (Applause.) The agricultural districts could not make guns, but women could take lighter employments on farms, in offices, stores, and banks, and they should have facilities for their training. There were a great many occupations confined to men in the textile industry which women could do just as well. Many women who were willing to work had an objection to the factory. There might be prejudice, but was it not worth while at a time like this to consider what might be done to make that work agreeable? Patriotism must overcome prejudice.

Wages for women in factories, continued Sir Swire, were from 50 to 100 per cent. higher than he had known them, and there was no country in the world where factory operatives were better cared for. There was no reason why the comforts should not be increased, and among the reforms he suggested were women overlookers. (Hear, hear.) Many people felt it was a hardship to begin work at 6 a.m., but in America the start was at 7, without a breakfast interval, and the plan worked well. If there was any prejudice against factory work, now was the time in a city like Bradford to remove it. That prejudice was broken in Nottingham, Leicester, and other places, and it was broken in Bradford among sensible people. All trades must be made respectable if respectable people adopted them. The war would not last for ever. There would be work for many years to come, and this country would keep the trades we had got and capture new ones just in proportion as we qualified for them and conducted them with energy and efficiency. (Applause.)

AN APPEAL TO WOMEN OF LEISURE.

Miss Thornton, in stating the reasons why the Government were making an appeal to the country, said that 19 per cent. of the adult male workers had left their work. In spite of that, great demands were made on employers to increase their output, for we had to equip our allies as well as our own Army. This work has had to be done in a short time. There were women who had been employed in the West Riding up to 75 hours per week, on night as well as day shifts, and men were working up to 105 hours. Was there any wonder that the strain was becoming intolerable? The Government were now appealing to women who had not hitherto entered industry, more especially to women of leisure and those who were not "gainfully" employed. Classes of women to work side by side were needed, and they were asked to come forward and register themselves for work of a practical nature. Women could very well do light engineering work, such as capstan, lathe and drilling work, the filling of fuses, and the sorting and packing. Turning to agriculture, she said that the women of France and Russia were taking entire charge of the harvest, and women could render similarly valuable service here. Then there were openings on the trams and the railways, such as cleaning carriages, porters' work, and on the clerical staff. The greatest obstacle they had to face was the conservatism of employers, especially the farmers. It was for the women to come forward to do work which was being done by men for the period of the war only.

Miss Ford moved a resolution welcoming the Government plan for utilising the energies of the women of the Empire, and urging every Bradford woman to do her utmost to further the scheme.

Miss Wade, Mr. Pomeroy, and Mr. Leach spoke on the resolution, the last-named gentleman remarking that it was necessary to take precautions to prevent the scheme developing into a huge plan for securing underpaid labour.

Aberdeen Daily Journal, May 17th. 1915.

NORTHERN WOMEN AND WAR SERVICE.

TEACHERS AND MUNITIONS.

The women must do their part; this emergency, greater than ever in the history of the nation, calls for spartan sacrifice. Women are needed to help in shop and field and factory; the war demands a constant stream of recruits to strengthen the forces in our far-flung battle line. Therefore men must be released from duties which can be taken up by women till the end of the war. The establishment of a women's war service register by the Labour Exchanges has given women the opportunity of doing their "little bit" in the general obligation.

Interviewing Mr Duncan, manager of the Aberdeen Labour Exchange, a representative of the "Journal" was told that this register is on the whole developing satisfactorily. About 500 women have registered; a large proportion of these being women students and teachers who have enrolled for work during the summer vacation.

"In fact," said Mr Duncan, "so keen is the desire that all the female teachers, I believe, are going to register; many of the male teachers also have expressed their willingness to take up work in munition factories during the vacation. Meetings are being organised throughout Aberdeenshire by various committees and boards with a view of enlisting for special work as many women as possible.

"While the response, so far, has been satisfactory, continued Mr Duncan, "there seems to be a general feeling that many thousands of young women are at present available for Government and other work, and that it is up to them to fall in with the suggestion of the Board of Trade. It is believed that the spirit of women, if properly roused, would help to encourage the nation's manhood in the stern and strenuous work they have been called upon to bear.

WORKERS FROM HEBRIDES.

"Unemployment among women and girls is increasing, but the Exchange has the opportunity of finding work for almost every applicant. Last week about 70 fisher girls and other unemployed women were sent to the jute mills in Dundee, and it is proposed to send another 50 to-morrow morning. There are also contingents of unemployed women and girls going from Peterhead and Fraserburgh.

"Another pleasing feature in the operations of the Women's War Service Register is the fact that over 200 young women in the Western Hebrides have signified their intention of taking up work in Aberdeenshire. The Board of Trade sent an officer to interview these young women and he found that they were all used to milking and baking and ordinary household duties. A little exertion and patience on the part of housewives would soon fit these strong and healthy women for any unfamiliar work they might be called upon to do. Those in want of such labour should make application to the Exchange, when arrangements will be made to bring them here."

With regard to the work taken up by the women for the purpose of releasing men for the war, Mr Duncan desires it to be known that it must be understood this work is only of a temporary nature and until the war finishes. To show the catholicity in employment, market gardeners have expresed a wish to engage women for their particular work.

Just now," said Mr Duncan, "nobody that is at all eligible and who is willing to work need be out of employment. We shall be able to place a large number of men and women when the new munitions of war factory is established. I would like to mention that there is still a number of men wanted for boom defence and for mine-sweeping, as also a very good demand for general labourers. Navvies are, in fact, urgently needed."

Nottingham Guardian, May 17th. 1915.

WAR WORK FOR WOMEN.

300 NOTTINGHAM APPLICATIONS.

AGRICULTURAL EXPERIMENT SUCCEEDS.

Since the War Service for Women movement was inaugurated in Nottingham a few weeks ago a great many applications have been made at the Labour Exchange for names to be placed on the register. A considerable percentage of the applicants, as events proved, were laceworkers in search of immediate employment, and it was thought advisable to place their names on the ordinary register of work-seekers. From the leisured classes who are willing to lend what assistance is possible in distinctively war work about 300 applications have been received.

The idea of substituting female for male labour as far as is possible on the land is being pushed forward. Small batches of women are being given a short spell of training in milking, the feeding of cattle, light work in the field, and so on. Between 20 and 30 women have passed through the college, and have taken situations on farms in Leicestershire and Notts. They are reported to have shown not only an aptitude but an enthusiasm for the work, and one farmer has expressed his gratitude not only for getting such a good worker but applied for another. There are more applicants for this type of work than can be at present catered for with the allowance made, and the demand among the farmers for women workers is growing.

It is desirable to make it clear that this phase of the work is only intended as a demonstration to farmers that women can do a good deal of the work hitherto performed by men. Having satisfied them on that point, it is hoped that farmers will undertake the training of the girls themselves. The wages paid by farmers to women who live in varies from 7s. to 9s. per week.

Yorkshire Observer, Ogor May 18th. 1915.

AN APPEAL TO HALIFAX TRADERS.

THE QUESTION OF EMPLOYMENT IN THE SHOPS.

A meeting of local distributive traders was held at the Town Hall, Halifax, last night, to discuss the question of freeing shop assistants for military service. The Mayor (Alderman W. H. Ingham) presided, and others present included Mr. F. W. Goldstone, M.P., Sir George Fisher-Smith, and Lieut.-Colonel Parsons. Invitations had been sent to 400 traders, but only about forty attended.

Mr. Goldstone said it was estimated there were still 360,000 men of military age engaged in the distributing trades, and the question was how many could be spared and their places filled. There were the names of 22,000 shop assistants on the householders' recruiting forms who had expressed willingness to enlist but had not done so because they had not been able to get a guarantee of reinstatement after the war. He suggested there must be many women who could fill the places of these men temporarily, and if the women could not do the work efficiently at first, that might very well be one of the sacrifices which was called for from employers at this time. It was not intended that the forms which would be sent to employers to fill up should be made the means of compulsion on assistants to join the Army. No names were asked for. He hoped they would apply the benevolent compulsion of generous encouragement. If that were not successful, he believed we might have to face even more direct means of compulsion, so important was it that we should win this war.

Mr. Denton Walker moved a resolution urging traders to liberate men of military age for service in His Majesty's Forces, to guarantee that their places should be kept open for their return, and to contribute some monetary grant to augment their Army allowance. He said traders had not the slightest objection to employ female labour in place of male assistants who had enlisted, but in establishments where only male labour had been employed there might be difficulty in regard to the provision of separate accommodation. It would be rather a serious thing for such an establishment to have to supply extra accommodation of that kind which would be of only temporary use. Employers used to be inundated with applications by assistants, but now they could not get them. He wondered where the older assistants were. If conscription had to come the Government should say so, instead of singling out one trade.

Mr. R. Hume seconded the resolution, and suggested that in many cases the wives of shopkeepers would be only too pleased to help in this crisis.

Replying to the discussion, Mr. Goldstone said the distributing trade was not the only trade to be mobilised. The percentage of shop assistants who had already enlisted was exceedingly good, and could bear comparison with that of any other industry. The response had been general, but it might be still larger.

The resolution was adopted unanimously.

In moving a vote of thanks to the Mayor, Mr. H. Lightowler said he was ashamed there had not been a better response to the Mayor's invitation to the meeting.

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Birmingham Post,
May 18th. 1915.

WOMEN'S WORK IN WAR TIME.

WHAT WILL BE THEIR POSITION AFTER THE CRISIS?

The principal item of interest at the annual meeting of the Birmingham Women's Suffrage Society, at Queen's College, yesterday, was an address on "Women's Work in War Time," by Mrs. Rackham, Chairman of the Executive Committee of the National Union of Women's Suffrage Societies. There was a good attendance of members under the presidency of Mrs. A. C. Osler, of Edgbaston.

War, said Mrs. Rackham, brought men and women together; they felt they all shared in a common patriotism, and nothing brought the people together like common sufferings in a common cause. The work of women in time of war, as Mrs. Fawcett had said, was in every way they could to preserve and sustain life, and to maintain the vital strength and energies of the nation, in view of the tremendous demands that were being made upon it. Having detailed some of the activities of the Union in the way of relief work in the earlier days of the war, Mrs. Rackham said they had now four hospital units at work at the front. They had collected nearly £20,000 for the support of those units, and the more money that came in, the more units would be sent out. As to the registration of women for war service, during the few weeks the scheme had been in operation, about 64,000 women had registered themselves for various kinds of occupations, but only between 400 and 500 had up to the present actually been placed in work. Those figures showed that the intention of the Government in launching the scheme was really to obtain a sort of census indicating what amount of women's labour was available in time of need.

It was important that this patriotic service of women should not be used to bring down wages, or to reduce the standard of living throughout the country. Applause.) If full use was going to be made of the offers of women the Government should take in hand adequately and at once the question of training. The only way in which much had been done in that direction was with regard to training women for dairy work. Another very important safeguard was the question of housing conditions in cases where large numbers of women and girls might be drafted into towns or country districts where, perhaps, there might not be much accommodation available for them at present. And, besides housing, there was the question of general conditions.

Overstrain and Overwork.

There was undoubtedly a very great danger of overstrain and overwork in the long hours that were being worked in many factories. It could not be wise, however great the stress in any particular firm, to exhaust the girls and the young women who were going to be the mothers of the next generation, and there could be no need for it when thousands of women had registered themselves as ready to do armament work.

How much of this work by women was likely to have a permanent effect on industry? Much of it was obviously only temporary, but there must be some permanent effect on the position of women in industry as a result of the present crisis. The tendency would be to retain women in those positions in which they had proved their value and usefulness; and, so long as there was no undercutting of wages, it was, of course, a good thing that work should be done by those who were best fitted to do it, whether men or women. (Applause.) Besides, the terrible loss of life now going on must result in a larger number of women being absolutely thrown upon their own resources for a livelihood in the future, which must again add to the sum of women's labour. There were at least two occupations in which there was a very considerable shortage of men's labour before the war, and the shortage had been tremendously intensified by the war. Therefore, there would be a permanent demand for women in agriculture and medicine.

The report of the society, which was adopted on the motion of the President, seconded by Miss Orange, stated they had a membership of 955. In spite of the suspension of political work, the last eight months had constituted one of the most active and important epochs in the whole history of the National Union. It was quite possible that none of its most impressive achievements in the past had produced such an effect on public opinion as had the demonstration of public spirit and patriotic service by suffragists in this crisis of the country's history. Their readiness and capacity to cope with the numerous and difficult problems which had developed on all sides, had caused their help and guidance to be sought by many who were opposed to the principle of women's suffrage: and the very ministers and politicians who would refuse women recognition as citizens had been glad to avail themselves of their advice and experience.

The union had throughout been watchful over the interests of women, recognising the special danger of their being overlooked in emergency legislation; and it was largely influential in correcting the mistaken attempt to establish police supervision over the wives of soldiers receiving separation allowances.

Mrs. Osler was re-elected president.

Leeds Post,
May 19th. 1915.

WOMEN AND WAR WORK.

Discussion at the Trades Council.

A meeting of the Trades Council was held last evening at the Trades' Hall, Mr. T. Rowland Hill presiding.

Mr. J. H. Baum, the secretary, reported on a conference called by the Mayor, Ald. J. North, which directly referred to the question of war service for women.

Mr. Parbury said he also attended the conference. He had been amazed to find that 500 middle-class women had registered their names for such service as the secretary had mentioned. He had told the Mayor that these women would cause serious discontent.

Mr. testified that the object of the conference had been to prepare for an emergency if it came about.

Councillor Hill thought the women merely wanted to be in the eyes of the public.

Mr. A. J. Hill (Tramway and Vehicle Workers) moved: "That until it is proved to be impossible to obtain male labour, this Council hereby registers its determination to resist by all legitimate means the substitution of male by female labour, and should such a contingency arise that would make it essential in the public interest for women to be employed on work formerly performed by men, then only can we agree to such substitution, in the following conditions—(a) that women employed in the place of men shall be paid the standard rate of wages, as recognised by the men's unions. (b) That a written guarantee be obtained to the effect that when the war is over, and the men return, they shall be placed in the same positions as they held previous to volunteering for service either with the Colours or for Government work, and that in all such cases where the substitution has taken place, all female labour shall be dispensed with."

Councillor F. F. Riley, in seconding, said that with the close of the war a serious problem would have to be faced. He felt that the Council should heartily support the resolution.

Ald. Chaplin moved that the resolution be shortened.

The amendment was lost.

The Chairman strongly recommended the Council to support the resolution, and it was carried with but one dissentient voice.

Yorkshire Observer,
May 18th. 1915.

A CENSUS IN THE DISTRIBUTING TRADES

Acting upon instructions from the Home Office, the Lord Mayor of Bradford (Alderman G. H. Robinson) has called a conference to be held to-day of all in Bradford who are concerned in the wholesale and retail distributing trades to consider measures for so "readjusting the conditions of employment in and in connection with shops as to release a large number of men of military age for voluntary service with the colours." This is to be the beginning of a still more energetic local effort to secure recruits for the forces. Exactly what mode of procedure will be adopted remains for the conference to determine. In the meantime, however, steps have been taken to secure information on the subject. Amongst the national committees set up to deal with the recruiting problems is a Shops Committee appointed to consider the circumstances of the wholesale and retail distributing trades. In the course of a circular issued by the Home Secretary and the President of the Board of Trade it is stated that "these trades have already contributed a very large number of men to the new armies, but the inquiries made by the Shops Committee lead us to believe that a considerable number of employees of military age in these trades is still available for enlistment. The inquiries of the committee show further that where men have left their employment in these trades for service with the colours their places have been filled temporarily, so far as they have been filled at all, by the engagement of men over military age and by the employment of women. The committee advise us that by a wider extension of this process the number of men available for enlistment could be very greatly increased. The Board of Trade has established a register of women for war service with the object of assisting employers in various industries to fill vacancies. Large numbers of women have already been enrolled and classified, and many who have had experience of shop-work are offering their services."

Copies of this circular have been issued among employers, together with a printed form of questions which they are asked to fill up and return to the Labour Exchange in Bridge Street. The questions employers are asked to answer are as to the number of men of military age still employed, the number that could be released, whether substitutes would be required, and if so whether women or men over military age would serve the employers' purpose. Employers are also asked to say if they are willing to guarantee reinstatement, if it is desired, to enlisted men.

How far women substitutes may be procurable in Bradford for experienced shop assistants is an interesting point for discussion. In normal times in Bradford there are so many opportunities for working women to find employment that most of the available female labour is absorbed. At present, of course, the khaki boom has resulted in an unprecedented demand for women workers. Nevertheless there are about four hundred women registered at the Labour Exchange for war service. Among those who have given in their names are women [illegible]

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Daily Chronicle,
May 20th. 1915.

ARMY'S NEED OF WOMEN COOKS.

BADLY PREPARED FOOD FOR OUR HEROES.

PROTEST AT WOMEN'S LIBERAL ASSOCIATION.

Strong attacks on the methods of Army cooking were made at yesterday's annual meetings of the Women's Liberal Federation, over which Lady Aberconway presided.

Mrs. Alderton, of Colchester, declared that good food was cooked so badly that the soldiers were often unable to eat it, and, if it were not for the fact that, in Colchester and other places, canteens were provided by the public, men who were in huts or tents would literally starve.

She told an amusing story of a soldier who was a blacksmith by trade, but became a cook on joining the Army in order to add to his wages. No one was more amazed than his wife to hear of his new trade, and on Christmas Day the meals provided for a regiment of hungry men were prepared by this man. The soldiers, who bravely struggled through the meals, afterwards made a collection for the cook, "because he had tried so hard."

"It isn't the amount eaten in the camps that is costing the country so much," said Mrs. Alderton, "but the amount wasted. There are many women who have volunteered for war service who could cook for messes of 150 or 200 men, and their employment would prevent waste."

So long as the domestic arrangements of the War Office were in the hands of men, Mrs. Alderton said, she saw no chance of improvement.

Miss Cartwright said that in the Aldershot camps men were given tea boiled in a tin in which stew had been served for dinner, and it was impossible to drink their tea unless they penetrated a surface of mutton grease.

The following resolution was unanimously passed:—

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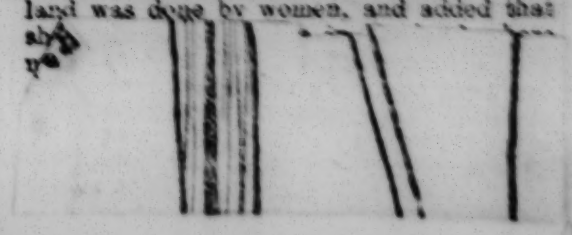
A plea for women cooks in military hospitals was also made, and Lady Norman said that in her hospital in France the cooking was done under the supervision of trained lady cooks with complete success.

The question of war work for women was touched upon by Mrs. Runciman.

"If the country is going to mobilise to the full its industrial resources it cannot afford to leave out the women," she said; "and there are many ways in which women can help. In a little country town, for instance, there is no reason why Mrs. Smith shouldn't take tickets at the station from 8-12, Mrs. Brown from 12-4, and Mrs. Robinson from 4-8.

"Then there is no reason why the gas meters of our houses should be read by men. Already I have noticed a marvellous improvement in the cleanliness of railway carriages since women were employed."

Mrs. Broadley Reid referred to conditions in Scotland, where so much on the land was done by women, and added that sh[illegible] y[illegible]



out. As to the registration of women for war service, during the few weeks the scheme had been in operation, about 64,000 women had registered themselves for various kinds of occupations, but only between 400 and 500 had up to the present actually been placed in work. Those figures showed that the intention of the Government in launching the scheme was really to obtain a sort of census indicating what amount of women's labour was available in time of need.

It was important that this patriotic service of women should not be used to bring down wages, or to reduce the standard of living throughout the country. Applause.) If full use was going to be made of the offers of women the Government should take in hand adequately and at once the question of training. The only way in which much had been done in that direction was with regard to training women for dairy work. Another very important safeguard was the question of housing conditions in cases where large numbers of women and girls might be drafted into towns or country districts where, perhaps, there might not be much accommodation available for them at present. And, besides housing, there was the question of general conditions.

Overstrain and Overwork.

There was undoubtedly a very great danger of overstrain and overwork in the long hours that were being worked in many factories. It could not be wise, however great the stress in any particular firm, to exhaust the girls and the young women who were going to be the mothers of the next generation, and there could be no need for it when thousands of women had registered themselves as ready to do armament work.

How much of this work by women was likely to have a permanent effect on industry? Much of it was obviously only temporary, but there must be some permanent effect on the position of women in industry as a result of the present crisis. The tendency would be to retain women in those positions in which they had proved their value and usefulness; and, so long as there was no undercutting of wages, it was, of course, a good thing that work should be done by those who were best fitted to do it, whether men or women. (Applause.) Besides, the terrible loss of life now going on must result in a larger number of women being absolutely thrown upon their own resources for a livelihood in the future, which must again add to the sum of women's labour. There were at least two occupations in which there was a very considerable shortage of men's labour before the war, and the shortage had been tremendously intensified by the war. Therefore, there would be a permanent demand for women in agriculture and medicine.

The report of the society, which was adopted on the motion of the President, seconded by Miss Orange, stated they had a membership of 955. In spite of the suspension of political work, the last eight months had constituted one of the most active and important epochs in the whole history of the National Union. It was quite possible that none of its most impressive achievements in the past had produced such an effect on public opinion as had the demonstration of public spirit and patriotic service by suffragists in this crisis of the country's history. Their readiness and capacity to cope with the numerous and difficult problems which had developed on all sides, had caused their help and guidance to be sought by many who were opposed to the principle of women's suffrage: and the very ministers and politicians who would refuse women recognition as citizens had been glad to avail themselves of their advice and experience.

The union had throughout been watchful over the interests of women, recognising the special danger of their being overlooked in emergency legislation; and it was largely influential in correcting the mistaken attempt to establish police supervision over the wives of soldiers receiving separation allowances.

Mrs. Osler was re-elected president.

to be employed on work formerly performed by men then only can we agree to such substitution, in the following conditions—(a) that women employed in the place of men shall be paid the standard rate of wages, as recognised by the men's unions. (b) That a written guarantee be obtained to the effect that when the war is over, and the men return, they shall be placed in the same positions as they held previous to volunteering for service either with the Colours or for Government work, and that in all such cases where the substitution has taken place, all female labour shall be dispensed with."

Councillor F. F. Riley, in seconding, said that with the close of the war a serious problem would have to be faced. He felt that the Council should heartily support the resolution.

Ald. Chaplin moved that the resolution be shortened.

The amendment was lost.

The Chairman strongly recommended the Council to support the resolution, and it was carried with but one dissentient voice.

Yorkshire Observer,
May 18th. 1915.

A CENSUS IN THE DISTRIBUTING TRADES

Acting upon instructions from the Home Office, the Lord Mayor of Bradford (Alderman G. H. Robinson) has called a conference to be held to-day of all in Bradford who are concerned in the wholesale and retail distributing trades to consider measures for so "readjusting the conditions of employment in and in connection with shops as to release a large number of men of military age for voluntary service with the colours." This is to be the beginning of a still more energetic local effort to secure recruits for the forces. Exactly what mode of procedure will be adopted remains for the conference to determine. In the meantime, however, steps have been taken to secure information on the subject. Amongst the national committees set up to deal with the recruiting problems is a Shops Committee appointed to consider the circumstances of the wholesale and retail distributing trades. In the course of a circular issued by the Home Secretary and the President of the Board of Trade it is stated that "these trades have already contributed a very large number of men to the new armies, but the inquiries made by the Shops Committee lead us to believe that a considerable number of employees of military age in these trades is still available for enlistment. The inquiries of the committee show further that where men have left their employment in these trades for service with the colours their places have been filled temporarily, so far as they have been filled at all, by the engagement of men over military age and by the employment of women. The committee advise us that by a wider extension of this process the number of men available for enlistment could be very greatly increased. The Board of Trade has established a register of women for war service with the object of assisting employers in various industries to fill vacancies. Large numbers of women have already been enrolled and classified, and many who have had experience of shop-work are offering their services."

Copies of this circular have been issued among employers, together with a printed form of questions which they are asked to fill up and return to the Labour Exchange in Bridge Street. The questions employers are asked to answer are as to the number of men of military age still employed, the number that could be released, whether substitutes would be required, and if so whether women or men over military age would serve the employers' purpose. Employers are also asked to say if they are willing to guarantee reinstatement, if it is desired, to enlisted men.

How far women substitutes may be procurable in Bradford for experienced shop assistants is an interesting point for discussion. In normal times in Bradford there are so many opportunities for working women to find employment that most of the available female labour is absorbed. At present, of course, the khaki boom has resulted in an unprecedented demand for women workers. Nevertheless there are about four hundred women registered at the Labour Exchange for war service. Among those who have given in their names are women willing to do farm and dairy work, armament work, motor-driving, tram conducting letter sorting, and messenger work, but there appears to be none who have offered to undertake work in shops, though no doubt there are many who would be willing to attempt the work.

Developments in Bradford as a result of to-day's conference will be very interesting. In Leeds it has been found that employers, on the whole, are favourable to a similar scheme, and seventy-five firms have already furnished information as to the number of men of military age which they at present employ. It is found that these firms have about 350 men of military age, and are willing to release 178. In regard to many of the remainder tentative answers are given, and some of the employers would be prepared to release their men if substitutes could be found for them.

were provided by the public, men who were in huts or tents would literally starve.

She told an amusing story of a soldier who was a blacksmith by trade, but became a cook on joining the Army in order to add to his wages. No one was more amazed than his wife to hear of his new trade, and on Christmas Day the meals provided for a regiment of hungry men were prepared by this man. The soldiers, who bravely struggled through the meals, afterwards made a collection for the cook, "because he had tried so hard."

"It isn't the amount eaten in the camps that is costing the country so much," said Mrs. Alderton, "but the amount wasted. There are many women who have volunteered for war service who could cook for messes of 150 or 200 men, and their employment would prevent waste."

So long as the domestic arrangements of the War Office were in the hands of men, Mrs. Alderton said, she saw no chance of improvement.

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Mrs. Broadley Reid referred to conditions in Scotland, where so much on the land was done by women, and added that she knew of no farms in England where milking, the feeding of the cows, and the cleaning of the byres was done by women. Such work might very well be given to women so that men could be released for active service. So long as the farmers could secure women there was no need for them to cry out for boys to be taken from school at an early age

A resolution pointing out the necessity for safeguarding woman's labour under the new conditions was carried, while the meeting also recorded its "unalterable adherence to the principle of Women's Suffrage."

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Aberdeen Daily Journal,
May 20th. 1915.

EMPLOYMENT FOR FISHER GIRLS.

BOARD OF TRADE'S SCHEME.

In consequence of the war a very grave outlook faces the fishing industry of the country, and there seems to be no prospect of a herring fishing season on the East Coast of Scotland this summer. As a result there will be a considerable lack of employment among the fisher girls usually engaged in the industry. Many of the fishermen and other workers have enlisted, are employed on mine-sweepers, or are engaged in other work, and are thus provided for, but in Wick, Lybster, Helmsdale, Brora, Golspie, and Embo, says the "John o' Groat's Journal," there are many fisher women and girls who will be deprived of an important source of earning.

On the ground that every woman who by working releases or helps to equip a man for fighting does a national service, the Board of Trade has formed a scheme of registering all women in the country ready and willing to work in place of men, and with a view to extending their scheme have communicated with the Women's Suffrage Societies throughout the country. The National Union of Women's Suffrage Societies has welcomed the proposal and has made arrangements with its branches in all parts of the country to form a register for their respective districts of women willing to work in various occupations. Where skilled labour is needed, arrangements may be made for training.

All unemployed women are earnestly requested to register themselves so that they may be called upon if needed, and fisher girls or others in Caithness and Sutherland should apply to the nearest Labour Exchange or to the secretary of the Suffrage Society in their district.

The Guardian,
May 20th. 1915.

The Guardian,
May 20 th. 1915.

WAR SERVICE FOR WOMEN.

TO THE EDITOR OF "THE GUARDIAN."

SIR—May I inform your readers of a practical scheme now at work in Berkshire for helping women to become useful upon farms during the present crisis? Some weeks before the appeal for Women's War Service was issued by the Government, a small number of persons in Berkshire met together to consult as to how best to assist the obvious scarcity of labour upon the land, especially in regard to milking. After careful inquiry as to existing agencies, they concluded that the most practical method would be to offer some form of short free training to girls and women, and to endeavour to merit the employer's confidence by judicious selection of candidates. By means of the generous co-operation of University College, Reading, a scheme was organised, a small fund for necessary expenses guaranteed, and the venture launched. The lines upon which we work are, briefly, as follows:—A fortnight's training in milking and the lighter forms of farm labour is given to selected women candidates, in order that they may learn the rudiments of the work required. Each candidate is asked to interview some members of the Committee before being accepted for training, but is put to no expense in that matter. No wages are given during the training, but the girl is lodged and boarded. Correspondence with employers is carried on by the Hon. Secretary to the Committee, so that during the fortnight's training an engagement may if possible be secured for the candidate. The Committee endeavours to assure itself of the desirability of conditions and probable surroundings offered by each employer, including lodging, accommodation, and wages; and unless reasonably satisfied as to these does not place employer and candidate in correspondence. The task is not easy in a part of the country where custom is against women's labour in the fields, but patience and perseverance can overcome difficulties. The Committee has decided, after much investigation, to give preference to daughters of agricultural labourers, as being familiar with conditions of rural life, which in winter become intolerable to the town-bred girl, and also because it is found that that class of labour is more acceptable to the farmer than the services of the well-to-do women. It is to be remembered that agricultural wages are low compared with the scale in other industries; that the housing of girls is far more difficult to arrange than that of men and boys; that very early rising, strict punctuality, and some Sunday labour is essential upon dairy-farms, and that, in order to eliminate the part of an ordinary agricultural labourer's work which is unsuitable to women—heavy lifting—rearrangement of duties upon the small farm must be made by the employer.

But, in spite of obstacles, the Berkshire Committee has met with unexpected success. Only three girls can be trained at any one time, but from the moment when the scheme was announced to the public to the present no lack of suitable candidates has been experienced, and sixteen girls have been placed in situations. One dairy-farmer who was good enough to take the first two candidates has now engaged five more, so that seven women trained by the Committee are assisting to secure the supply of milk to London from one centre alone. For it should be borne in mind that the depletion of milch cattle spells national calamity. The value of home production of food during the present crisis cannot be over-estimated, and the evil results of a scarcity of our milk supply will fall most heavily upon our children and hospital patients, especially in crowded towns. The Berkshire Committee has reason to hope that voluntary Committees on similar lines to their own will be started in other counties, and would be only too glad to afford any help or information as to their methods and experience to persons interested in the movement. Inquiries should be addressed to their Hon. Secretary, Miss M. Ormerod, St. George's Hostel, Reading.

GLADYS POTT, Hon. Treasurer to Berks Committee on "Woman and Farm Labour."
7, Queensborough-terrace,
Hyde Park, W.

The Times,
May 21st 1915.

WOMEN'S WAR WORK.

INCREASE IN NUMBER OF REGISTRATIONS.

A HUNDRED SHIP CLEANERS.

The latest available figures of women who have registered for war service at the different labour exchanges, up to May 14, is 65,700. There has been a steady average increase of 5,000 a week.

So far the number of women placed, 1,250, bears no relation to the number of women registered, because the need for which they were mobilized, though within a very short time of realization, is not yet imperative, and the ordinary register of the labour exchanges is being used for most of the applications which are received. There has been as yet no canvassing of employers. In spite of this, however, last week 300 women were drawn from the war register for employment. The number asking for ammunition work now stands at 13,700, for clerical work at 10,000, for agriculture 8,000, and for tailoring and allied trades 6,000. Over one hundred women have so far been placed in agriculture, about one-half of whom have gone to dairying; one hundred have been drafted to clerical work—some in Government offices; and another hundred to leather-stitching.

The Glasgow exchanges report a demand for about a hundred women for cleaning work on board a big liner in the docks—work usually done by men—and also a demand for women in forestry. About 20 women gardeners have taken the places of men and the employment of women as porters lift-men, &c., already noticed in *The Times*, is steadily going on. A large number of women are employed in the War Office, in the Censor's Office, in the Board of Trade, and in clerical work in the House of Commons. The displacement of men in shops is not very great, but will be much increased in a week or so. Many women packers have taken the place of men, but here there is some difficulty owing to the attitude of some men. From Manchester a case is reported in which an employer, being unable to get men, took on four women. The 14 men packers already in his employment immediately struck and in this way lost him a big order.

A new hotel which has just been started is entirely staffed by women. Women commissionaires are to be seen at some of the big houses, and in the North, 50 women have been taken on as motor-drivers.

A resolution was passed by the committee of the Women's Liberal Federation at the annual meeting yesterday, under the chairmanship of Lady Aberconway, pointing out that at a time when war was causing such grievous loss of life it was pre-eminently war work for women to safeguard the conditions and improve the health of the new generation.

It was also unanimously decided to send to the Government a copy of a resolution emphasizing the preventive and protective side of police work and urging the appointment of women police constables, with powers equal to those of men constables, in all county boroughs and metropolitan boroughs of the county of London.

The Standard, May 22nd. 1918:

WAR WORK AT HOME.

13,700 WOMEN "SIGN ON" TO MAKE MUNITIONS.

GOOD SAMARITANS.

IV.

There are very few women in the kingdom, whether of the "leisured" classes, or among the majority who are occupied mainly with household duties or have to earn their own living, who are not actively working to help Britain win in this tremendous war. There are scores of organisations directing their efforts, and many of the most prominent administrators of this vast accumulation of voluntary effort are associated with several societies and enterprises. The suffrage organisations were already, before the war, among the most enthusiastic and best administered of all women's societies. For this reason they have necessarily take a very active and prominent part in the war work that has been done. With few exceptions, suffragists have been willing to suspend all political activities —"the Vote" is never officially discussed now—but under the plea that women opposed to suffrage should not be allowed to subscribe to funds controlled by suffragists "under any false impression," certain sections have insisted on keeping the word suffrage prominent in their war literature, which is a pity.

Actually both men and women who have direct knowledge of the admirable work that has been done by the suffrage organisations throughout the war have no hesitation whatever in supporting funds controlled by them, and only ask that for the present they should refrain from talking about suffrage at all, as being a controversial political topic, however it is treated.

As an illustration of how entirely party politics have given place to the urgent needs of the moment in the case of the principal women's political organisations, other than suffragist, the Liberal Women's Federation has created four ambulances and maintains them, and Mrs. Acland, on the federation's behalf, has been directing admirable maternity work among the Belgians, and will continue to do so all through next winter—probably on Belgian soil, as the Belgians are enabled gradually to return to their reconquered country. Unionist society leaders like Lad[y] Salisbury, Liberal hostesses like Lady Cov[en]dray are devoting their whole time nowada[ys] to guiding, advising, and initiating war wo[rk] of every conceivable kind.

Many people imagine that there have be[en] no fresh arrivals of refugees from Belgiu[m] since the great influx of the late autumn, bu[t] that is quite wrong. Only the other day [a] little party arrived in London from La Panne, including a child nine months old and two others aged two years and three years, the latter deaf and dumb. Those children's shoes were so worn that their bare feet protruded through the soles. Women have come into La Panne this month, allowed by the Germans to leave the territory in their occupation, or actually hounded out, carrying dead children in their arms. The parents of the three children referred to came to London from Roulers six months ago. The children had been sent to their grandmother, near the Belgian coast, who was "captured," with them, by the Germans. The old woman is bedridden. Her two unmarried daughters have now reached England with the children; one daughter will remain here, and the other has a pass from the Germans to return to her grandmother—which obviously she cannot be allowed to use.

The father of the three little ones has work to do, but the family have only 10s. a week to live on after the rent is paid. The War Refugee Committee at Crosby Hall, Chelsea, has dealt with the case. Its woman workers will see that the mother is provided with meat and bread every day and groceries once a week. The War Refugee Clothing Committee at Warwick-square gives clothes for the little ones. Better class refugees who need clothes are furnished with them by the Women's Emergency Corps at Upper Baker-street, W. All these Belgian refugees, and some from France, are looked after by philanthropic ladies, who act as "dames protectresses" and visit them regularly. It is not at all an uncommon thing for a highly born woman who has never before done such work in her life to lay linoleum, wash clothes, and put up curtains for destitute exiles.

WHY FEW "SPECIALS" HAVE BEEN WANTED.

It may be said that helping foreign refugees

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The Common Cause, May 21st. 1918:

Women and Labour Exchanges.

One of the difficulties in ensuring that women shall receive equal pay for equal work is that many women entering a new industry are ignorant of the standard rate of wages. In this connection the Shop Assistants' Union makes the following announcement: "Information has reached the Union from various parts of the country that women are being introduced to firms through the Labour Exchanges without them being informed in any way as to the value of their labour, and that many of them have been engaged at wages varying from 9s. to 12s. a week. Should this prove to be correct, the matter will be taken up with Mr. Runciman, President of the Board of Trade (who is responsible for the Labour Exchanges) by the organisation."

The Cheshire Observer, May 22nd. 1918:

WAR SERVICE FOR WOMEN.

CHESTER'S 75 VOLUNTEERS.

BOARD OF TRADE APPEAL.

On Monday the Mayor (Ald. J. M. Frost) presided over a well-attended meeting of ladies at the Town Hall, for the purpose of explaining the war service which could be rendered by women. He was supported by Miss Knowles, Mrs. Thomas, Mrs. T. Gibbons Frost, Mrs. Campbell, the Town Clerk (Mr. J. H. Dickson), the Rev. R. A. Thomas, and Mr. J. Crossley.

At the outset the Mayor read apologies for absence from Lady Mackinnon, the Mayoress (Mrs. J. M. Frost), the Hon. Mrs. H. N. Gladstone, and Miss Barbour, of Bolesworth Castle.

The Mayor said he had been requested by the Board of Trade to call that meeting. Similar meetings were being held throughout the country to endeavour to put before the people of the land what war services could be rendered by women. Women were requested to give in their names so that if occasion should require they might take the place of men, who could then be liberated from their employment and serve in his Majesty's Forces or in the making of munitions of war. Those occupations were so urgently needed that he was certain they could see the reason of the Government in endeavouring to get women in certain cases to take the place of men. Women who were good enough to take up that work were to be paid. They were not to be asked to work without remuneration, and the remuneration should be of the proper standard. The scheme, he understood, was being worked very largely, through the Labour Exchanges of the country, where women should register their names and shew what occupation would be most suitable. If they felt some training beforehand would be necessary, the Labour Exchange officials would arrange for that training to be given. Already 75 names had been handed in in Chester, and there was no doubt that after that meeting there would be a considerable increase. No one would be compelled to take up any work. It would be a mutual arrangement between employer and employe.

CENSUS TO BE TAKEN.

Miss Knowles said she was present that afternoon as a representative of the Board of Trade, in order to explain the scheme. The Board of Trade had arranged the scheme for women to take up employment in order to release men to join the colours. The first aim and object of the scheme was a census throughout the country, and then the Board of Trade would be in a position to know what bulk of women labour would be obtainable, and how many more men could be released should the need become more acute than it was at present. Any work taken up by women to release men must be paid employment, which must be absolutely insisted upon, for the following reasons: If a number of voluntary workers were introduced into the labour market the men would be placed at a great disadvantage when they returned from the War. It was quite an essential feature of the scheme that the employment should be paid employment at fair wages. As regarded the question of wages, the correct method would seem to be equal pay for equal value of work done. The classes of people to whom the Board of Trade was appealing to take up these war services were two. In the first place, they wished to urge the leisured class of people who did not ordinarily have to work, and in the second place the people who had worked at some period of their lives—married women and women who had retired owing to changed circumstances. They would be wanted very badly in two directions, for the making of munitions of war, and for the supply of clothes. They could be employed filling shells, testing fuses, automatic test work, and in all kinds of light machinery work. All the Government contractors were handicapped by the shortage of workers in the manufacture of uniforms, and extra equipment as essential for the troops. Beyond supplying the men at the front we had [illegible] the continuation of industries at

could assure Miss Knowles that the energy and zeal of the women in Chester was very great indeed. The women who had worked in Chester for the Liberal cause, the Conservative cause, or any philanthropic cause, had shewn what they were capable of. All that was necessary was for the women of Chester to understand and realise what was required of them. If Miss Knowles spoke of disappointment in the response she also was a little disappointed at not seeing a larger audience present. She would consider that meeting as a recruiting meeting for women, and all in that room might be regarded as

RECRUITING OFFICERS.

She was quite certain that there were still an enormous lot of women in Chester of the working classes who had very little idea of what was really going on outside their own particular street. They could see by that scheme that there would be work for women of all classes, not only the working classes but the leisured classes. Every day the necessity grew. We had now a tremendous and appalling work before us if we were to win this awful War. We must get hold of the whole national resources. Although Cheshire had sent troops they had not been brought much in touch with the terrors of the War. Referring to the leisured classes, she said she had seen young girls cycling and playing in tennis tournaments who were perfectly fit to carry out agricultural work, and use their strength which had been sustained by their outdoor sport. Others who played bridge in stuffy rooms would be much better employed in clerical work in offices.

Mrs. Thomas said she was a tremendous believer in the capabilities of her own sex. They had never failed their men folk yet, and they were not going to do so in the present crisis. She had thought until some little time ago that she was doing her little bit by attending to a son, who in 14 or 15 years would be ready to fight for his King and country, but it had been pointed out to her that she should do some other work, and she had signed one of the forms stating she was willing to undertake war service. Speaking of the farming question, she said she was a Dorset woman and knew what country life was. By using this crisis as an excuse for shortening the educational life of the village child, we were

FIGHTING FOR THE GERMANS

for all we were worth. By and by we should have to fight with brains again, and if we were going to shorten the school life of these children we were taking an overdraft on the true wealth of the nation. If only women would come forward and help in the farm work as far as they possibly could and leave the child at school until he was 14 years of age it would give him a greater chance of doing some little for the good of his country. She did hope that that movement in connection with women on farms would help to solve that difficulty. In conclusion she called upon every woman in that room not to let her application go in alone, but to let it be lost in a budget of white forms.

On the motion of the Mayor the speakers were thanked, and Mrs. T. Gibbons Frost replied. The Mayor also was thanked for presiding, on the motion of the Rev. R. A. Thomas.

ones. Better class refugees who need clothes are furnished with them by the Women's Emergency Corps at Upper Baker-street, W. All these Belgian refugees, and some from France, are looked after by philanthropic ladies, who act as "dames protectresses" and visit them regularly. It is not at all an uncommon thing for a highly born woman who has never before done such work in her life to lay linoleum, wash clothes, and put up curtains for destitute exiles.

WHY FEW "SPECIALS" HAVE BEEN WANTED.

It may be said that helping foreign refugees to exist in comfort is a very indirect method of helping Britain to win the war. But that work has to be done by somebody, and the women who are doing it are leaving others free for work to which they are perhaps more suited. The Board of Trade's special register of women enrolled for war service now contains over 65,000 names. Most of these women are pledged to give the whole of the time, if required, to taking up men's place in various industries. About 1250 have actually been placed in employment, including 125 in agricultural work, chiefly dairying, 80 in armament factories, 100 in the leather trade, 100 in clerical work, 20 as gardeners, and 100 in the metal trades. These are all women who are not actually needing work—they would be required to register at the Labour Exchanges if they were. Whenever urgent need of women's assistance is reported the Labour Exchange registers are first sifted. That is why such a small proportion of the 65,000 "specials" have so far been placed. Some of them are being trained for factory work in the Midlands, but obviously women accustomed to factory work are taken first by employers, and so far most of the gaps have been filled by women on the Labour Exchange registers.

One firm in the North of England has offered to train fifty women as motor drivers—though the Chief Commissioner of Police in London will not yet allow women to be licensed as taxi-cab drivers. Two great London firms now employ women as commissionaires, to whistle for cabs, and so on. Last week the Special Register of Women for War Service "placed" more women than in any previous week. A great many women are now working in the War Office. The Bank of England has employed many since the beginning of the war.

Of the 65,000 who have volunteered to do men's work, 13,700 have "signed on" for armament work, 8000 for agriculture, 10,000 for clerical work, and 6000 for shops, dressmaking, and tailoring. Most of these women are of a class who would not entertain the idea of doing work of that kind except for patriotic reasons.

people who did not ordinarily [illegible]

in the second place the people who had worked at some period of their lives—married women and women who had retired owing to changed circumstances. They would be wanted very badly in two directions, for the making of munitions of war, and for the supply of clothes. They could be employed filling shells, testing fuses, automatic test work, and in all kinds of light machinery work. All the Government contractors were handicapped by the shortage of workers in the manufacture of uniforms, and extra equipment so essential for the troops. Beyond supplying the men at the front we had got to consider the continuation of industries at home, which was a very acute problem in which women's services were badly needed. There was the farming question.

WOMEN ON FARMS.

Most of them knew that even before the War farmers found great difficulty in getting a sufficient number of men to carry on the various processes of farming, but now many agricultural labourers had enlisted, and still more were expected to do so, and the shortage of workers was becoming extremely serious. It was particularly bad in the south and in Scotland. There had been the greatest difficulty in getting the crops sown this spring. In Cheshire also there was a great shortage. She knew on good authority of a large number of farmers in the Cheshire district who had been compelled to sell their cows owing to the difficulty in obtaining people to milk them. At the present time the price of beef was very good and the shortage of milkers acute, the result being that the cows were being sold and the milk supply of the country was bound to suffer. That was an acute question, and one in which the women were interested. People were wanted to replace the men on the farms, and to take up all kinds of farm work. In addition to these openings which they felt quite confident would arise as more men went to the front, there was the clerical profession. Women could do a great deal of office work at present done by men, and the latter could be released for the Army. Numbers of employers at the present time had replaced the men who had gone to the front by women. The railway companies had taken on women, and a great many of the municipal offices had replaced men by women, the same being also the case in the insurance offices. Women had been engaged to check trains and to act as ticket collectors. They also noticed as they went about women in the newspaper stalls on the railway stations. At Euston the new telegraph office was

ENTIRELY STAFFED BY WOMEN

with a view to replacing men who had gone. In clerical work there was a large field where women labour could be used to great advantage at the present time. There were numbers and numbers of men employed in shops of various kinds where the work could be equally well done by women. In addition to those openings there were also a number of miscellaneous occupations where women could also be employed to replace men. She had been to some towns where the authorities had engaged women to act as school attendance officers because they could not get men. Women had also filled the posts of tram conductors and omnibus conductors because the men were wanted to go to the front, and there were factories with whole departments staffed with women because men were not forthcoming. In Manchester she had seen women acting as carriage cleaners on the railway, and it seemed to her the transition was a distinct advantage.

THE QUESTION OF TRAINING.

One essential point was that if women were going to replace men they must face the question of training. None of them said they would be fit to go straight into an occupation carried on by men without training. Already most of the agricultural schools had opened classes for the training of women for work on farms, and already a great number of women had gone through their course of training to fit them to work on farms. Farmers would be much more prepared to take on women who had had some training than if they had had no training. The scheme was full of difficulties. There was the social problem, but she did not think that should trouble them much, for those who were patriotic enough to volunteer for service would not mind whom they worked with. Another thing was that they did not want women to volunteer who would jib afterwards. They should be prepared to do real hard work. Women had not come forward in anything like the numbers expected. They had only had about 50,000 offers of help in the whole country, and in Chester there was rather less than a hundred. She could not think that in a city like Chester there was any lack of enthusiasm or patriotism. She could only conclude that the women of Chester had not understood the appeal. If they did not come forward now they would not be able to send more men to the front, and could not carry on the industries of the country. The women of France had been carrying out war work since the beginning of the War. All the agriculture that was going on in France was being done by women. (Applause.)

Mrs. Gibbons Frost said so far only a hundred women had volunteered from Chester, but she

The Goole Times, May 22nd. 1915.

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WAR WORK FOR WOMEN.

BOARD OF TRADE SCHEME ADVOCATED.

LAST NIGHT'S MEETING IN THE MARKET HALL.

APPEALS TO PATRIOTISM OF WOMEN.

Last night, in the Market Hall, Goole, a public meeting was held, the object of which was to urge women to take up work during the war and thus liberate men to go into the fighting line or assist in the manufacture of heavy armaments. Mrs. Burrows, wife of the Bishop of Sheffield presided, and Miss Thornton, organising officer for Yorkshire of the Board of Trade Labour Exchanges, of Doncaster, was the speaker. There was a large attendance, and being a meeting principally appealing to women, it was natural that the sex should largely predominate.

Mrs. Burrows said she felt it was a great privilege to be there that evening. It was a great day in our nation's history, and it seemed to her that it was a very great and good augury that they at Goole should have arranged that patriotic meeting on the very eve of the day when they were reading of the great move that had been made at the head of affairs. It had been decided to constitute a Cabinet which should form a National Government which would organise the nation from the head right down through every rank, so that as one man, should she say, they should stand together in the great war in which we were engaged. We were conducting literally eight wars, and it was high time that the Empire founded itself as an Empire. If only we at home were half as fine as our great men in the trenches there would be a great future ahead of us. (Applause.) No words of hers were needed, and none of them desired to waste time to sing the praises of their fine men at the front, who were laying down their lives for us on the terrible fields of Flanders. She thought of them ceaselessly day and night. She had a terrible feeling at times, and she was going to candidly state it, that the women were not doing half what they might do for their country and that was why she thought it a privilege to be there that night. A thing that grieved her when she heard from her friends and from her own son in France was that the French women thought that the English women were not taking the war as seriously as they ought to. They must do away with that reproach and find out what was their bit of work they could do. She expected they had all done what they could in knitting and sending comforts for their wounded men, and wonderful things had been done throughout the land, but at the same time they must do their utmost now, and they must give their all if we were to rescue the oppressed and send our country victoriously alongside our brave Allies. They were to hear what work the English women could do at the moment. Women desired to have a way pointed out to them what they could do to help, and they would readily respond. (Applause.)

Miss Thornton first of all congratulated Goole upon having such a splendid audience, and then went on to explain why the Board of Trade was making an appeal to women to help in various ways during the war. We were not a military nation in the strict sense of the word; we relied entirely on our Navy. But in August last, when war was declared, circumstances arose which necessitated us having a very large Army, and Lord Kitchener made several appeals for men of military age to come forward and show their patriotism, and help to defend their country against the enemy. This appeal had been responded to very generously, but at the same time those at the War Office, who knew what they were up against, knew that more men were required, and that munitions of war were needed. We had not been told how many men were now in the Army, but at a rough calculation it might be said that one and a half millions of men had been drawn from their ordinary occupations and had either gone out to fight or were preparing to do so. In the last census of 1911 they were told that there were about 8,000,000 male adults, and on this basis it was shown that 19 per cent. of the adult male workers had joined the Forces. Some employers had from 30 to 35 per cent. of their men enlisted, but, generally speaking, 19 per cent. of the male workers were now in the Army. This had meant a considerable dislocation of industry, and had been a serious trouble to the employers. The Government had been pressing them for increased output, especially in the case of feeding, clothing, and equipping of the Army. In some instances the output since last August had been increased as much as 300 per cent., and yet it was not sufficient. Did they realise what a difficulty it would be for employers of the leisured class who had not done work. There were thousands of women who were doing nothing to help their country. Now they had a chance to come forward and show their love and patriotism exactly in the same way that their brothers had done who had enlisted. Going on to speak of how the Government thought these women would be utilised, Miss Thornton said they would not think of sending women into coal mines, though many had asked to do that work. Neither would they think of asking the women to be engineers, drive a railway engine—(laughter)—or to work in the shipbuilding yards or in the ammunition factories. The work was too heavy. The idea was that the men employed in light engineering might be released, and that these should be transferred to the heavier engineering work, and the women put to the lighter kind. This had already been done in some places. Women could work on the lighter kind of ammunition, and were doing so in some cases, and it was estimated that thousands more would be required if the war continued. Then there were men in shops and banks, and the Government departments generally. Women could fill the places of these men. There was no reason why women should not be employed on railways as porters or carriage cleaners. Women could also be engaged as inspectors for gas and electric lighting and tram conductors. There was one great obstacle, and this was the British employer, but they would have to break his conservatism down. The industrial life of France and Russia was carried on entirely by the women, who were also preparing the harvest, and what the women of these countries could do the women of England could do. Where women went away from home the Board of Trade made careful inquiries, and saw to it that they had clean, comfortable lodgings. (Applause.) A system had also been set up where, if training was necessary in any branch of work, it was given, and women were trained for agriculture. Miss Thornton made it clear that wherever a woman replaced a man it had to be for the period of the war only, and she thought all women engaged would take care that they performed their work well and would give it up to the man who returned from the war. No Government would ever advocate that women would take up the work for good. (Applause.)

The Chairwoman having asked if anyone would like to ask Miss Thornton a question, a man in the audience asked if any steps had been taken to ensure that women doing the work of men at the war should be paid the same wages as the men were paid?

Miss Thornton said that in Government contract work it was definitely understood that the same rate of wages must be paid to the women as was paid to the men. (Loud applause.) But there was another sort of work which did not come under Government contract work. In that case the Government attitude would be somewhat of a neutral one. But here the women must be told the standard rate of wages, and it would then be for them to say whether they would take what was offered. She was sure the women would not accept conditions which would make the employment difficult for the men upon their return from the war.

Here a cheery voice from near the side door said, "I am a gateman. I was formerly in Bridge Street—the L. & Y. Railway. Any lady who wants to take my job is welcome to it. It's open. (Loud laughter.)

The Chairwoman: That was a very amusing question, and the speaker has done something for us, for we must keep our spirits up whatever may be our reverses.

The Rev. Edmund Sinker (Vicar of Goole) said he rose with great fear and trepidation, realising that he was speaking at a meeting chiefly for women, entirely organised by women, and ruled by women. (Laughter.) The women of Goole had set a good example to the country in many ways. He wrote in the "Goole Times" only one letter, and already £300 had been contributed towards the Belgian Fund, whilst in the streets last Saturday the women for the same cause raised £61, although the town had been bled almost to death by subscriptions for various things. He knew that the women of this country were willing to take their stand by the men and do their share of the work. The difficulty would be what could they do? They had been told that they must not drive the engines. (Laughter.) They must not go down the mines. But if he were asked what [illegible] encouraged their [illegible] brothers and their sweethearts to be men and to go out and fight the battle of their King and country. Why was it that it was the married men who had done so well in the way of enlistment? He could not understand how any single young man who was not kept from enlistment by some physical defect could expect any nice, good-looking English girl to be his sweetheart. He would urge them to go out and take their stand in the trenches. There was a certain amount of work that women in Goole could do well. They had made sandbags, woollen things, and other comforts, etc., but the older ladies could go on with that. It might be possible for some of the younger ones to go in for some nursing. Their chairwoman had refrained from telling them that not only was her son at the front, but her daughter was acting as a nurse. Then there were to

Daily Telegraph, May 29th. 1915.

WOMEN'S WAR SERVICE.

Speaking at the Women's Institute, yesterday, on "Openings for Women in Government and Municipal Work," Mrs. W. L. Courtney said that most of the women who had registered for war service were feeling disappointed and impatient that the only reply they had received was the usual printed postcard telling them that they would be summoned to the nearest Labour Exchange when they were wanted. She hoped that when the Minister of Munitions found his feet in his new office, he would find some useful service for the 65,000 women who had registered.

Eastern Daily Press, June 1st. 1915.

WAR SERVICE FOR WOMEN

ORGANISATION & TRAINING NEEDED.

MEETING IN NORWICH.

The High School Assembly Room, Theatre Street, Norwich, was filled yesterday afternoon by women and girls, who had assembled, on the invitation of Miss Wise (the head mistress) and the Norwich High School Old Girls' Association, to hear an address by Mrs. Rackham of Cambridge on the Government appeal to women for war service. Miss Wise presided, and among those present were the Lady Mayoress, Mrs. Francis Hornor (wife of the Sheriff), Miss Geldart, Miss Clarkson, and Miss Burgess (clerk at the Labour Exchange).

Miss Wise, in opening the proceedings, said this meeting arose out of her wish to gather together the old girls of the High School to talk about the advisability of them offering themselves to the Government for war service, but when she heard that Mrs. Rackham was coming down to speak she felt it would be selfish to restrict the meeting to so few people. The subject was, of course, of great importance at this time. One heard everywhere of women wishing that they could do something. In the case of many of them that wish had already been translated into action, and hundreds, perhaps thousands, were already engaged as fully as they could possibly be in the work of nursing, but thousands of them had not yet given any definite service, and yet all wished to do something. Efforts to be of the slightest use, must be organised. The Government were alive to this fact, and some months ago issued an appeal to women to register themselves as willing to render war service. During the last few days the urgency of that appeal had increased to an extraordinary extent, and now they had before them the question of national service, which she, for one, devoutly hoped was not only before the country, but before the Government as a real definite thing. She hoped it would soon become an established fact. In any case it seemed to her there was plenty of opportunity for women to serve the country. She believed the British race was capable of the best things possible, but only if we would rise to our full powers, and only if we would use the splendid reserve of effort underlying our national character. She was afraid we were not using our powers to their full extent. We might well copy the Germans in the spirit of self-sacrifice that permeated their nation. Women were not at present sacrificing to any large extent their leisure and the orderly routine of their lives, but these things would yet have to be sacrificed in some measure. Nobody wished women and girls to register themselves unless they really meant to do work. There was a clarion call to women to stir themselves, to shake themselves from the trammels of their rather stereotyped lives. Miss Wise concluded by saying that Miss Burgess, of the Labour Exchange, was present, and would answer any questions and see women and girls at the close of the meeting who desired more detailed information.

Mrs. Rackham said that last March the Government issued a scheme of war service for women, and invited them to register themselves at the local Labour Exchanges, firstly because they wished to know what female labour was available to take the place of men who were called to the colours, secondly because they wanted to know what women were available for making munitions and clothing for soldiers and sailors, and thirdly because they wanted to know what female labour was available for agricultural pursuits. The invitation to register was issued to all women who were able to work, free to work, and not working. The Government did not promise to give work to any, and no woman who registered herself need accept any particular kind of work offered. Six occupations were specified as those in which female labour was most likely to be required, namely, farm work, dairy work, leather work, brush making, clothing factories, and armaments. Those only fit for clerical work were also invited to register. So far 80,000 women had registered throughout the country, of whom 12,000 were fit for making armaments, and clothing, and farm or dairy work, and [illegible] about work. Up to the present only [illegible] those had been given employment, but nobody knew how many others would be required. [illegible]

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had ... risen from their ordinary occupations and had either gone out to fight or were preparing to do so. In the last census of 1911 they were told that there were about 8 000,000 male adults, and on this basis it was shown that 19 per cent. of the adult male workers had joined the Forces. Some employers had from 30 to 35 per cent. of their men enlisted, but, generally speaking, 19 per cent. of the male workers were now in the Army. This had meant a considerable dislocation of industry, and had been a serious trouble to the employers. The Government had been pressing them for increased output, especially in the case of feeding, clothing, and equipping of the Army. In some instances the output since last August had been increased as much as 300 per cent., and yet it was not sufficient. Did they realise what a difficulty it would be for employers to respond to the Government's demand when they could not get sufficient workers? The country, through the Labour Exchanges, had been scoured for workers, skilled and semi-skilled, and no man worthy of being called a man need be out of work at the present time. We had also to be the workshops of our Allies. Belgian subjects had had to be fed and equipped in England, and to a great extent the Russian and French armies looked to us for their clothing and ammunition, etc. In addition to all this the responsibility had to be shouldered for keeping a vast army during the period of training, and this had meant the withdrawing of thousands of men from their occupations in the industrial army to build the thousands of huts required in which to lodge the soldiers. It was up to this country and farmers to produce foodstuffs, to increase the supply all they could. The textile mills had been running night and day, turning out miles of cloth for uniforms, and clothiers had been working night and day making up the uniforms. She had been informed that the average duration of a suit in the firing line was about two weeks, so that they could understand the miles of cloth required. Great quantities of boots were also required, and then they had all the equipment to provide, and the firearms and artillery and shells. In no previous war had there been such an amount of ammunition used as in this war. When the war started no one had any idea of the amount of ammunition that would be required. Men in the ammunition factories had been working 100 hours a week since last August, and women in the textile trades had been working 75 hours a week, and these were beginning to feel the physical strain, and it was necessary for every woman to come forward, and not only help to relieve the strain on those women, but to do the work of the men. The Government were now appealing to the women to come forward and register their names on a reserve register. It was not a new idea that women should work, for there were nearly 6,000,000 women and girls working in the country in normal times. Women had shown their capacity for work in a very active way by making comforts for soldiers at the front. They had also done very well in taking up nursing. The Government were asking that all classes of women, of all grades and politics, should come forward and be willing to show their patriotism and love for their country. Although the appeal was made to all women, there were two classes of women to whom it was not intended to apply, and one of these was married women who had families, because they were doing their duty by looking after their children. (Applause.) The appeal was not for those women who were already occupied in factories, shops, or domestic service, as the Government thought these were doing their duty. She mentioned these because they had had a good response from women who were already employed usefully. The appeal was intended for women

... their brothers and their sweethearts to be men and to go out and fight the battle of their King and country. Why was it that it was the married men who had done so well in the way of enlistment? He could not understand how any single young man who was not kept from enlistment by some physical defect could expect any nice, good-looking English girl to be his sweetheart. He would urge them to go out and take their stand in the trenches. There was a certain amount of work that women in Goole could do well. They had made sandbags, woollen things, and other comforts, etc., but the older ladies could go on with that. It might be possible for some of the younger ones to go in for some nursing. Their chairwoman had refrained from telling them that not only was her son at the front, but her daughter was acting as a nurse. Then there were in Goole many women whose husbands were at the front. Only that afternoon he had buried the body of that brave soldier Priv. Cawson—the first Goole soldier to be wounded and brought home and to have died in England. Good work lay in comforting, advising, and helping those women whose loved ones were at the front. He was glad to have the opportunity of saying that the wives of the soldiers and sailors of Goole were not bringing any shame—except in one or two cases—upon the honour of their loved ones. He was glad to note that the Government scheme exempted two classes of women—one was the married woman with children at home, for he could have no respect for the woman who neglected her home duties to take up Government work. It remained to the rest of the women of the country to take their share of the work; for the people to recognise that it was indeed a life and death struggle. He had pleasure in moving the following resolution:—"That this mass meeting of the people of Goole heartily welcomes the Government scheme for utilising the services of women in this national emergency, and pledges itself to do everything in its power to make it a success."

The Rev. H. G. Allchurch, pastor of the Goole United Methodist Church, said he welcomed very heartily such a meeting as an indication that we in this country were beginning to take the war seriously. Hitherto the mass of the public had been little touched by the grave fact of the war. The great bulk of the people were going on with their ordinary work. If they had lived in the North of France or Belgium they would have taken the war very seriously long ago. There were things more precious than life at stage. They had seen the report of the atrocities committed by the Germans. It would be better for them that they should die at the hands of those who loved them than fall victims to the awful lusts of the fearful German. He was convinced that the victory would not be gained without the co-operation of the women of this country. They were not asking the women to do anything impossible or unreasonable. They were out for national efficiency; they were out for the organisation of the nation's resources. In France this had already been done. All the work that women could do had there been done for some time, and was being done by the women of that country. They must recognise that such a gigantic struggle must disorganise the industries of the country, and the longer the war continued the disorganisation would be the more and more serious. Woman's power was not exhausted when she had knitted some socks for soldiers. All glory to those who had done that, but there were other spheres of usefulness which women must be willing to enter at the cost of sacrifice. He appealed to those who had felt loss of dignity or pride in having to put a hand to toil—he appealed to them to destroy that false dig-

... brothers and sweethearts were doing. ...at great fight they stood or fell to-...r. Let them not say they had never ... their finger; that they had never ...o earn their own living. There was no ... if it were undertaken in the spirit of helpfulness. (Applause.)

Questions having been invited, Miss Thornton was asked if she knew if any labour could be found for school teachers during their vacation. The answer was that it might be found in the harvest field, and that a scheme was in hand for using teachers and undergraduates for the hay, corn, and hop harvests.

In answer to another questioner, Miss Thornton said there was a considerable need for nurses, and the supply was not up to the demand.

The Chairwoman said she would add one word about going into hospital for training for three months. The Vicar had been kind enough to allude to her daughter, who had gone to Manchester Hospital yesterday. It was not yesterday, however, that she had begun her work. She had been nursing since August. She had realised the war. They aught all to feel that the times were critical. With regard to short training in hospitals, she considered it desirable that they should make it quite clear that they were not going to become competitors for positions against trained hospital nurses at the termination of the war, or in any way to hurt their future careers.

The resolution having been passed enthusiastically,

The Chairwoman pointed out that such a resolution entailed a great responsibility, and that forms of registration could be obtained at the Labour Exchange. Having ... the resolution, they must the

agricultural pursuits. ... was issued to all women who were able to work, free to work, and not working. The Government did not promise to give work to any, and no woman who registered herself need accept any particular kind of work offered. Six occupations were specified as those in which female labour was most likely to be required, namely, farm work, dairy work, leather work, brush making, clothing factories, and armaments. Those only fit for clerical work were also invited to register. So far 65,700 women had registered throughout the country, of whom 13,000 were fit for making armaments, 6000 clothing, 8000 farm or dairy work, and 10,000 clerical work. Up to the present only 1250 of these had been given employment, but nobody knew how soon many others would be required. Mr. Runciman had stated that he believed in a few months 13,000 women would be required for making armaments. The prejudice that existed in some parts against women doing agricultural work would no doubt decrease, and the number so employed would increase. Many of the persons who had registered were middle class women of leisure, who had not hitherto undertaken paid employment. Some people saw a danger in women working who had not hitherto done so, but there need be no fear that they would be given jobs wanted by the ordinary women workers. The work given to the registered women would be for the period of the war only, and therefore there was less fear of any dislocation of the labour market. The ages of those who had registered varied from 15 to 70, and their capacity, of course, varied greatly. A great many were no doubt quite unfit for work just now, and would have to be trained and maintained for a time. She was anxious for the credit of the women of England that the scheme should be well organised and well worked. A conference had been held at the Board of Trade offices to provide safeguards against the advent of the women lowering the rates of wages of men, and so lowering the standard of hiring of the wage-earning classes. It was most important that women should stand out for the same rate of pay as men. (Hear, hear.) That was not urged in any selfish spirit, but because the women felt that the best service they could render to the men who had gone out to fight their battles was to see that nothing was done that would make the conditions harder for them on their return. (Hear, hear.) The best way women could make sure that they were not under-cutting men was by joining an appropriate trades union. The customary rates of pay could be ascertained at the Labour Exchange. Then came the question of training. One of the excuses offered for paying women lower wages than men was that they were not worth so much as men, and could not do the same amount of work. That was very often due to want of opportunity. It was most important that the females who registered themselves should have adequate opportunities for training under this scheme. Then there were safeguards in the matter of housing, and especially were these necessary in country districts, where the housing problem was more acute than in towns. Then there was the danger of overwork to be guarded against. Excessive overwork was not right, nor necessary, nor economical. At the conference to which she had alluded it was urged that more women inspectors should be appointed. She hoped the Government would give employers a lead in the matter of engaging female labour, for much of the work that was now done by men in their offices could equally well be done by women. If the scheme was to be a great success, there should be a Central Advisory Board of women, who should help to organise the scheme throughout the country, recruit for it, and make women see that their services are really required. Such a change as was now taking place could not fail to have some permanent effect upon women, for after the war the disproportion between them and men would be greater than ever, and that must mean that a larger number of women and girls would be thrown upon their own resources for their livelihood. In a great many ways women were now getting the first chance they had had of making their capacity known and their value felt. Where women made employers see that they had value they would no doubt retain their services, to some extent at any rate, after the war, and in so far as there was no undercutting that would be a good thing, because it was right that work should be done by those who were best able to do it, whether men or women. There were certain occupations in which there was a shortage of labour even before the war, and agriculture and medicine were cases in point. This shortage had been immensely intensified by the war, and there was a fine opportunity for women to do real useful work in these directions. There need be no fear of taking work away from the men; there was need for more workers. The Government had arranged for training women in dairy work, and the Board of Agriculture granted a fee for carefully selected students. That seemed to be opening out a branch of work for women for which they were admirably suited, and which was bound to prove permanent. The medical profession also formed a splendid opening for women.

Miss Burgess said that at the last census there were 54,000 women in Norwich between the ages of 15 and 55, 43,000 of whom followed some occupation. Allowing that 50 per cent. of the others were incapable of work, that left over 5000 who could, if the necessity arose, turn their talents to some account; and yet fewer than 300 women had registered for war service. That was a fact that the women of Norwich would not be very proud of in the future. The Labour Exchange had replaced men by women in various branches of work. She strongly advocated equal pay for equal work, but she hoped women would not insist upon equal pay with innumerable privileges. (Hear, hear.) She implored the women of Norwich not to register unless they were prepared to make very great sacrifices.

Miss Wise thought it would be a good thing if women who had not been accustomed to work could be given short hours.

Miss Clarkson said there were quite a large

the spirit of helpfulness. (Applause.)

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The resolution having been passed enthusiastically,

The Chairwoman pointed out that such a resolution entailed a great responsibility, and that forms of registration could be obtained at the Labour Exchange. Having passed the resolution, they must the next day proceed to action.

Col. O'Shee proposed a vote of thanks to the speakers. He was sorry to see so few men present. He must mention that the manhood of the country was not coming forward as it should. It was not a nice thing to have to say, but it was a time for plain and straight talking. I am sorry to say," repeated the Colonel emphatically, "that the manhood of this country is not coming forward as it should. The recruiting at the present moment is not supplying the wastage at the front, and before we are through with this war we shall have to send out another million men, and we shall have to supply the wastage on that million as well. This statement applies to the women as well as to the men. There is a class of young women and young men who like to give excuses. I have heard them saying that they are afraid the women who stay at home will get their jobs from them. Let me tell the men this: that the women who send their brothers and fathers have offered all just as much as the men there themselves. And I can assure you that the man out there has by far the easier task. Out there we have not the time to think of the people at home. Should death happen to strike us, we are not thinking about it; and, anyway, it's all over in a minute. At home it is not done with in a minute—in a day—nor in a life.

"These women are asking you to do this. I can only ask the young men to follow the lead of the women of the country. We all owe a deep debt of gratitude to the women of the country. Now we ask the men to back them up. The Vicar has mentioned what is going on in France. I have seen the work outside the fighting area, and you can hardly see that there's anything wrong with the country. The men are at the war, but the women are doing the work, and there's not a grumble among the lot. The men too young for service, and the men too old for service, are scrambling round asking to go out; but they with the women and children are doing the work. I have seen the women and children doing the work in the fields with a perpetual stream of shells going over their heads, while they have gone on at their work.

"At the present moment," repeated Col. O'Shee, the recruiting is not supplying the wastage at the front. If appeals to self-respect, honour, and love of your country have not the desired effect, let me make an appeal on another ground. You have seen the remarks of Lord Haldane as to conscription. Conscription is bound to come, and the man who comes into the Army on it will not get the same respect; he will not get as good terms, and thirdly, every one of those conscripts will have to serve his full term, and unless the war ends in a very different manner than we intend it to, there will be work to be done in the country, and the men who will be kept there for that service will be the conscripts. If there are any men here who have any doubt as to what they should do they can settle it 'one-time.'"

The speaker then proposed a vote of thanks to the speakers. (Applause.)

Capt. Atkin, R.N.R., in seconding, made an appeal to the young men to clear out to the fight, and make room for the ladies to work.

The resolution was carried, and the Chairwoman responded.

months 15,000 women would [illegible] making armaments. The prejudice that existed in some parts against women doing agricultural work would no doubt decrease, and the number so employed would increase. Many of the persons who had registered were middle class women of leisure, who had not hitherto undertaken paid employment. Some people saw a danger in women working who had not hitherto done so, but there need be no fear that they would be given jobs wanted by the ordinary women workers. The work given to the registered women would be for the period of the war only, and therefore there was less fear of any dislocation of the labour market. The ages of those who had registered varied from 15 to 70, and their capacity, of course, varied greatly. A great many were no doubt quite unfit for work just now, and would have to be trained and maintained for a time. She was anxious for the credit of the women of England that the scheme should be well organised and well worked. A conference had been held at the Board of Trade offices to provide safeguards against the advent of the women lowering the rates of wages of men, and so lowering the standard of hiring of the wage-earning classes. It was most important that women should stand out for the same rate of pay as men. (Hear, hear.) That was not urged in any selfish spirit, but because the women felt that the best service they could render to the men who had gone out to fight their battles was to see that nothing was done that would make the conditions harder for them on their return. (Hear, hear.) The best way women could make sure that they were not under-cutting men was by joining an appropriate trades union. The customary rates of pay could be ascertained at the Labour Exchange. Then came the question of training. One of the excuses offered for paying women lower wages than men was that they were not worth so much as men, and could not do the same amount of work. That was very often due to want of opportunity. It was most important that the females who registered themselves should have adequate opportunities for training under this scheme. Then there were safeguards in the matter of housing, and especially were these necessary in country districts, where the housing problem was more acute than in towns. Then there was the danger of overwork to be guarded against. Excessive overwork was not right, nor necessary, nor economical. At the conference to which she had alluded it was urged that more women inspectors should be appointed. She hoped the Government would give employers a lead in the matter of engaging female labour, for much of the work that was now done by men in their offices could equally well be done by women. If the scheme was to be a great success, there should be a Central Advisory Board of women, who should help to organise the scheme throughout the country, recruit for it, and make women see that their services are really required. Such a change as was now taking place could not fail to have some permanent effect upon women, for after the war the disproportion between them and men would be greater than ever, and that must mean that a larger number of women and girls would be thrown upon their own resources for their livelihood. In a great many ways women were now getting the first chance they had had of making their capacity known and their value felt. Where women made employers see that they had value they would no doubt retain their services, to some extent at any rate, after the war, and in so far as there was no undercutting that would be a good thing, because it was right that work should be done by those who were best able to do it, whether men or women. There were certain occupations in which there was a shortage of labour even before the war, and agriculture and medicine were cases in point. This shortage had been immensely intensified by the war, and there was a fine opportunity for women to do real useful work in these directions. There need be no fear of taking work away from the men; there was need for more workers. The Government had arranged for training women in dairy work, and the Board of Agriculture granted a fee for carefully selected students. That seemed to be opening out a branch of work for women for which they were admirably suited, and which was bound to prove permanent. The medical profession also formed a splendid opening for women.

Miss Burgess said that at the last census there were 54,000 women in Norwich between the ages of 15 and 55, 43,000 of whom followed some occupation. Allowing that 50 per cent. of the others were incapable of work, that left over 5000 who could, if the necessity arose, turn their talents to some account; and yet fewer than 300 women had registered for war service. That was a fact that the women of Norwich would not be very proud of in the future. The Labour Exchange had replaced men by women in various branches of work. She strongly advocated equal pay for equal work, but she hoped women would not insist upon equal pay with innumerable privileges. (Hear, hear.) She implored the women of Norwich not to register unless they were prepared to make very great sacrifices.

Miss Wise thought it would be a good thing if women who had not been accustomed to work could be given short hours.

Miss Clarkson said there were quite a large

The Times
House of Commons
11/6/15.

WOMEN AND WAR SERVICE.

In reply to SIR W. BYLES (Salford, N., L.),

Mr. PRETYMAN said:—The total number of women who have signified their willingness to be placed on the War Service Register up to June 4 was 78,946. The total number of those whose services it has been possible hitherto to make use of is 1,816. It should, however, be borne in mind (1) that numbers of the applicants on the War Service Register placed their names also on the ordinary Labour Exchange registers; (2) that in filling vacancies the supply of suitable labour on the ordinary register is first exhausted before the resources of the War Service Register are drawn upon. In this connexion it may be noted that the placings from the ordinary Labour Exchange registers for the four weeks ended May 14 of this year amounted to 26,159, as compared with 18,757 for the corresponding month of last year—an increase of 39 per cent. I should also like to point out that the main object with which the special War Register was compiled was to ascertain what reserve labour would be available if required to meet emergencies which might arise in the future, rather than to recruit labour for existing vacancies generally. Special steps are, however, about to be taken with a view to bringing to the notice of employers the large reserves of women's labour which have been discovered, and the possibility of obtaining therefrom substitutes for men whom they may be able to release for service with the colours.

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2/7/15.

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WOMEN AND WAR WORK.

The announcement made in the House of Commons yesterday concerning the number of women who have volunteered for service of various kinds during the continuance of the war is satisfactory from one standpoint and disappointing from another. It is good to know that up to a week ago nearly 79,000 names had been entered upon the register, but it is certainly not encouraging to learn that so far it has been found possible to make use of only about 1,800 these willing helpers. It was explained that a certain proportion of the women had also placed their names on the ordinary Labour Exchange register, and many doubtless have gained employment through that source, but when due allowance has been made for that fact there must still remain a very large number whose services have not been utilised, and the danger is that this delay may have the undesirable effect of damping the enthusiasm of these volunteers and perhaps preventing others emulating their good example. Under these circumstances it is to be hoped that the steps which, as Captain Pretyman informed Sir William Byles, are about to be taken with a view to bringing under the notice of employers the large reserve of women's labour which has been discovered will be crowned with success.

As to the anxiety of women to render what assistance they can in this time of crisis there is no room for doubt, and that is true not only of those who sign their names in the war service register but of womankind generally. All that is needed is counsel as to the channels into which their energies and efforts can be directed with most benefit to the community. It would be impossible to praise too highly the devotion and self-sacrificing toil of our women doctors and nurses in hospitals at home and abroad. They are deserving of all the gratitude that can be bestowed upon them, but thanks are also due to those who are helping on the cause in a less prominent capacity by filling in workshops and offices the places of men who have rallied to the colours.

Work for Women.

Captain Pretyman's answer to a question of Mr. Hogge in the House of Commons yesterday is a sufficient proof that the Government is still unable to use the enthusiasm of the people. Eighty-seven thousand two hundred and forty-one women have registered their names for war service, and only 2,332 have been employed! Mr. Hogge may well ask what possible good can come from the registration of all women between the ages of fifteen and sixty-five if only two and a half per cent. of the specially eager and specially equipped can be used. Here again the people lead, and the Government lags behind. "Here am I, send me," says the individual citizen, but, alas, the Government has no sort of notion where to send him (or her). Mrs. Pankhurst and the suffragette leaders demand as a right that women should be allowed to shoulder their share of the nation's burden. We are fighting Germany, and German women are working strenuously for victory for their country. Nearly half the workers in the enemy's munition factories are women. They are making harness and tents, drugs, and surgical instruments. They are tinning provisions and rolling tobacco. The women of England refuse to be ignored.

Organisation is the one thing necessary. The fight between Great Britain and Germany has, until now, been a fight between anarchy and order, between muddle and careful preparation. Mr. Lloyd George has called to his aid a number of experienced business men. He would be well advised to add to them a council of capable women, and give them the task of organising and using the willing labour of their sex. We have said that our success in this war depends on every one of us finding the job we can do best, and then doing it with all our heart. It follows that every man who is employed on work that a woman can do equally well is employed to the loss of the nation.

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Daily Mail

THE MUDDLE OF WOMEN WORKERS.

To the Editor of *The Daily Mail.*

Sir,—When mistakes are being made the truth is often unpalatable but generally useful, as you have lately demonstrated. May I therefore point out a very minor mistake, and give a few facts concerning the employment of women volunteers?

Close on eighty thousand have responded to the Board of Trade appeal; under two thousand, it was said in Parliament last week, have been employed up to date, the excuse given being that some women "might have also" registered and been employed in the ordinary way.

Now no confirmatory evidence of this was adduced, and my own experience makes me disinclined to accept it as true, the truth being that the ordinary labour organisations are incapable of dealing with the situation. The labour to be employed does not fit into the ordinary labour conditions. To begin with, it is not fluid, and much of it must be casual.

An instance of what has actually occurred through a particularly good exchange may be cited to show what is going on at present. On June 1 it was said that sixty fruit-pickers would be required in one place by June 20. Application was immediately made for permission to inspect the housing and for particulars as to wages and railway fares. The former was refused until the labour was forthcoming, the latter not given. Despite this, in three days some seven hundred women had volunteered. To each of these applicants temporising replies detailing ignorance were sent at personal expense. On Saturday, June 12, after ten days' delay, a letter comes from the Labour Exchange saying that the employment of thirty (not sixty) women will be "favourably considered," and asking the unpaid organiser to travel over 100 miles, on Monday, at her own expense, to inspect the housing and, it is presumed, clinch the bargain, as the work must be begun "that day week."

Is it any wonder that the women of England should feel disheartened? Many of the applications received are sorry reading. I quote one from a soldier's wife: "I want work to stop me from thinking, and I have asked for to help in so many places and never an answer."

FLORA ANNIE STEEL.

Court o' Hill, Tenbury.

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85,000 WOMEN EAGER FOR WAR WORK.

REGISTERED BUT IDLE.

GERMANY'S EXAMPLE.

At least 87,000 women have enrolled themselves for war work of any kind: 2,332 have been given work to do. Eighty-five thousand are still idle. Some figures illustrating the employment of women in Germany are worth repeating:

	Women Employed.		Women Employed.
Munitions	40%	Tobacco	70%
Leather trades	15%	Drugs	33%
Tent-makers	50%	Tinned goods	75%

In every direction the women of Great Britain are taking things seriously and putting themselves at the disposal of the country. They hope that a huge procession which is being organised to accompany a deputation to Mr. Lloyd George on July 17 may secure some adequate recognition of their efforts.

"We are preparing the greatest demonstration of women that the world has ever seen," said Mrs. Dacre Fox to a representative of *The Daily Mail* yesterday. Every woman will be welcome. It is a call to the women of the country to show their readiness to serve in any capacity.

It is officially announced that all women who are willing to do anything at all will greatly facilitate the organisation of this huge procession by sending in their names without delay to Miss Birch, Lincoln's Inn House, Kingsway, W.C. All will be registered, and the enrolment at the offices of the Women's Social and Political Union will in no way conflict with the work of the Labour Bureaux, who are co-operating in many ways with the union.

20,000 UNSKILLED WOMEN.

Inquiry at the Central Labour Exchange, where the register of these 87,000 women is kept, shows that roughly speaking 20,000 applicants entered their names without stating any previous occupation. These are apparently not now skilled in any technical trade or profession, but it is felt that at least a great part of them are capable of training.

The register gives the following figures of the 60,000 women with experience of men's work:—

Boot and shoe trade	203
Printing and allied trades	1,485
Restaurants and hotels	1,324
Dairy workers	837
Gardeners	203
General agricultural	1,117

No fewer than 11,393 domestic servants desiring war work registered.

WOMEN AND AGRICULTURE.

The National Political Union has about 2,500 women upon its books who have applied for agricultural work of various kinds. Many have already been sent to harvest work. The secretary reports that applications have been received from women students of all the universities, and that many are well qualified already. Unqualified women desiring agricultural work are either entered at various colleges for a two years' course or are employed, free of charge to themselves, upon the estates of landowners who have agreed to find places for volunteers.

WOMEN GASMEN.

The South Metropolitan Gas Company, about 1,800 of whose employees have joined the forces, are experimenting with the employment of twenty-four women as meter inspectors. Women have also been introduced in the showrooms in several suburban districts.

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WOMEN AND WAR

"NOT MEN ALONE."

A PLEA FOR FULL NATIONAL SERVICE.

(By Christabel Pankhurst.)

Where would England have been without Elizabeth? Where would France have been without Joan of Arc? How dangerous it is, then, not to utilise women's powers of work and thought in the present great national emergency!

In the matter of women's war service the country is, in a sense, more backward than it was in the Crimean War, when a woman, Florence Nightingale, was entrusted by the Government of that day with a supremely important and responsible piece of war service.

In this year of 1915, the nation being engaged in a struggle for its life, there might at least be a woman in charge of a special Government scheme for preventing the excessive infant mortality which during the war has competed with the mortality of our armies in the field.

In these critical times one would be silent on such matters were it not a fact, proven by all that has happened before and since the outbreak of war, that there is imperative need of women's work and thought to reinforce the work and thought already at the service of the nation.

WOMEN AND SHELL-MAKING.

Mr. Lloyd George's speech last Wednesday, so admirable and so really great—especially had it been made on August 5—is nevertheless disappointing to women, because it calls only to men to enrol themselves for service in munition factories. Yet, as Mr. Lloyd George said in that same speech, there is nothing in shell-making that a fairly intelligent person cannot learn in a very short time; it is not highly skilled work. Then why should women not learn to do this work of shell-making, leaving men of more training and experience free to do other work more difficult?

Undoubtedly Mr. Lloyd George sees far more clearly than some others the necessity of employing large numbers of women in munition-making, and women look to him to set them to work. They cannot forget that while they are idle half a million German women, and perhaps more by this time, are making munitions of war!

Again, we are told that this country is becoming heavily indebted to America through the falling off of exports to pay for imports. In other words, the work of women's hands is indispensable if we are to produce goods sufficient to counterbalance the enormous supplies of war munitions and other matters which America is sending to this country.

And in future, when the war is safely over, women's work will still be needed to maintain and to increase our national wealth production. Hitherto women, especially of the industrial classes, have worked hard enough, but under conditions so primitive, and with so little skill (this being due to want of training) that the result has been unduly small.

From now onwards, if our country is to be economically stronger and more independent, the work of women and men alike must be conducted on more progressive lines. And, so far as the training and organising of women workers is concerned, now is the time to begin—since a beginning was not made long ago.

SPIRITUAL FORCE.

More important still is it that women's thinking power, women's intelligence, women's moral and spiritual force shall now be put directly at the service of the nation.

History shows that men can gain an Empire, but cannot keep it. That is because they do not possess the creative and the conservative force especially and by Nature appertaining to women. An undeveloped nation, in the first exuberance of its youth, or a nation deliberately barbarous, can for a time exist by its masculine strength alone. But as the nation ages and progresses in civilisation it must be revivified by women's mental and moral force, because otherwise there is an end in sterility and death.

women, whose trouble is that they are ready to serve the country and help to save it, but that they are not called upon!

There were women ready at the beginning of last September to agitate for universal and obligatory war service, the system which, adopted by the French, has so far saved their country—and our own. But the subject seemed to be a forbidden one in the estimation of men having knowledge which was not vouchsafed to the generality of people, and especially not to women! Under the circumstances it was hardly for women, as political outsiders, to take the initiative, especially as so many men were still in the A B C stage of "Why the war had to be fought," instead of in the stage of how it could be won! It is now evident that had universal service for men and women been adopted at that time the position to-day would have been totally different. We should at least have equalled the French output of munitions and should have been on the way to having an army as large as theirs.

HATRED OF COMPROMISE.

Women's inborn hatred of compromise on vital points would also be a great national strength at the present time. With some of the men of this country compromise is veritably a political religion. This the Germans know, and it has encouraged them to greater audacity.

Compromise has, since the war broke out, worked grave mischief to the national cause, one of its results being that not only from the United States, but also from Egypt, cotton has found its way to Germany instead of being purchased at an equitable price by the British Government.

The time has now come when compromise must cease, because compromise, which serves the enemy, apart from being injurious to the fundamental interests even of the neutral nations, would mean national suicide, and would mean the betrayal of the cause of our Allies.

And there is yet another quality that women can bring to the service of the nation—namely, their intuition, their insight—call it what you will. Many a man has cause to be thankful that before entering into business relations with a given individual he asked his wife to express an opinion and was guided by her: "Don't have anything to do with that man." How many other men there are who regret that they did not take their wife's advice on such a point!

Now if a woman without experience or any great knowledge of the facts can so often divine the truth concerning a human personality or a business situation, it is obvious that women with training and experience who were thoroughly informed in regard to facts could be invaluable advisers in public affairs. And are not such advisers needed? Let us call Mr. Lloyd George as witness that they are! He tells:—

> "Germany has been preparing for years; she had been piling up the material, and until she was ready she was on the best of terms with everybody. . . . We really thought the era of peace and goodwill had dawned. At that moment Germany was forging and hoarding up immense accumulations of war stores to take her neighbours unaware and murder them in their sleep."

WOMAN'S INSIGHT.

One may venture to say that women of equal intelligence being in possession of the same facts and having the same opportunities of observation would have seen through this German treachery and intrigue. It would seem that most men cannot, as women can, combine the gentleness of the dove and the wisdom of the serpent. Why is it that in proportion as a man is honest and peaceable in his intentions he is more easily taken in by the evilly disposed? Women are most certainly needed to cope with German intrigue, now and henceforward.

This we know: when womanhood in the person of Queen Elizabeth ruled here not only was a foreign enemy who sought to overthrow us by force quickly routed, but also the hordes of "peaceful" Germans who were exploiting and devouring our substance were turned out neck and crop, and the nation thus regained possession of its body and its soul.

What Elizabeth did more than three centuries ago to save British liberty and civilisation we women can at least help to do now. We must get back something of the England of Elizabeth. In other words, we must find ourselves by getting down to the bedrock of our character as British people. There we shall find our true national strength.

Our soldiers gallantly pitting their flesh and blood against the enemy's mechanical superiority have shown what British character is worth. Their bodies make the living barricade that stands between the nation and a fate unthinkable, and while they offer themselves to destruction that the nation may be preserved, it is our duty to be so organising and mobilising that every woman may do her share of war service at home, while every man not absolutely needed for other work makes ready to take his place in the battlefield by the side of those who have been holding out until his coming.

This is for our country a war of victory or death. We must organise and train ourselves for victory.

taining to women. An undeveloped nation, in the first exuberance of its youth, or a nation deliberately barbarous, can for a time exist by its masculine strength alone. But as the nation ages and progresses in civilisation it must be revivified by women's mental and moral force, because otherwise there is an end in sterility and death.

Looking to the primal facts of nature, we know that a nation of men alone would have no second generation; and in the history of nations the feminine element plays a part analogous to that played in human reproduction. Indeed, the women's movement of the past 40 years, and especially of the past 10 years, has been an evolutionary process—the feminine principle in our national life trying to find expression and to work national regeneration.

If the men who tried by appealing to their fellow-men to guard against the German peril had but known it, women in general and the Suffragettes in particular were their natural allies in this work of protecting the nation, which is the child of the woman just as the individual citizen is her child.

But the appeal was made to men, while the very women who would have been quickest to hear and most certain to act were wearing away strength and life in fighting for their weapon of national service. And until they had secured it, to ask them to strengthen the country against Germany would have been the same thing as asking the soldiers now fighting in Flanders to take Achi Baba at one and the same time.

However, things must and will be managed better in future, now that experience has made plain that the effort of the British people as a whole—not of one sex only—is needed to keep the British Empire alive and strong.

LACK OF FORESIGHT.

Everybody can now see that lack of foresight is the main cause of our present difficulties. But foresight impelling its possessor to prepare for the future is the special attribute of woman, rather than of man. Looking again at elemental physical facts we see sufficient explanation of this. Consider how the woman's share in parentage differs from that of the man; how she must wait and foresee for nine long months, and afterwards for years more think and foresee in the interests of the child! Whereas the man lives in the present rather than in the future, woman lives essentially in, for, and with the future.

Before and also, with even less excuse, since the war began, we have lived from hand to mouth. Consequently, after eleven months of warfare we are in the humiliating position of still being seriously unprepared for war. We must put an end to this condition of affairs. Our national prestige has suffered very greatly and our position as a people is indeed humiliating when contrasted with that of our Allies. If our pride needed chastening it is certainly chastened now! But it is not enough to wear sackcloth and ashes. Now or never we must rally and put forth our real and very great strength.

Universal war service for men and for women is needed not only as a sign of our earnestness and determination. It is needed to make our full strength available to save the country—as Mr. Lloyd George expresses it. To think that we should have allowed our defences to be and remain so relatively weak that the question of "saving the country" should arise in this serious form!

If men fight shy of universal war service, then the Government had better begin with the needed for other work makes ready to take his place in the battlefield by the side of those who have been holding out until his coming.

This is for our country a war of victory or death. We must organise and train ourselves for victory.

Daily Express
2.7.15

87,241 WOMEN WANT WAR WORK.

EMPLOYMENT FOUND FOR ONLY 2,332.

DEPUTATION TO VISIT MR. LLOYD GEORGE.

The number of women who had placed their names on the war service register up to June 18 was 87,241. Of these 2,332 had been placed in employment.

A statement to this effect was made in the House of Commons yesterday by Captain Pretyman, Parliamentary Secretary to the Board of Trade in reply to a question by Mr. Hogge.

Mr. Hogge asked what was the use of obtaining the names of all women between the ages of fifteen and sixty-five if out of 87,241 the Government could only utilise the services of 2,332. Captain Pretyman replied:—

"That 2,332 does not include those who have been also on the ordinary register as well as on the war register, and we do not know how many have been employed by that means."

Mrs. Pankhurst, speaking at the London Pavilion yesterday, said that the Minister of Munitions had been asked to receive a deputation of women who had agreed to serve their country by joining in the work of munition making.

"I am glad to be able to tell you," she added, "that Mr. Lloyd George has consented to receive this deputation, and has fixed July 17 as a suitable date. We have decided to organise a great deputation and procession, in which we want all the women to join."

GERMAN WOMEN.

Mrs. Pankhurst said that 40 per cent. of the munition workers in Germany were women. The percentages of women engaged in other work were as follows:—

	Per cent.
Harness and leather goods	15
Tents and general equipment	50
Drugs	33
Surgical instruments	15
Field glasses	20
Tinned provisions	75
Textile workers	75
Tobacco works	70

"We know that comparatively few women are engaged in this way in Great Britain," added Mrs. Pankhurst, "and we know perfectly well that if we had the same number of women engaged in this practical work of warfare there would be released for war purposes an overwhelming number of men."

Lord Selborne, President of the Board of Agriculture, in an interview yesterday, said:—

"I wish to appeal to the women of England and Wales of every class who live in the country to assist the farmer with their labour during the war.

"It looks as if the farmers will be able to get through their harvest operations this year, but with difficulty. The reports received vary according to different counties and districts. In some the want of labour does not seem yet to be acutely felt; in others it is already acutely felt.

"The appeal I would make to the women is not to go to work because they want the money which they would earn, but because it is the special contribution they can make to the success of our arms in the present war. I would base my appeal to them to do this war work only on the highest grounds of patriotism. They can render great assistance in the harvest, and in many other ways in the ordinary course of the agricultural year.

"They can give great help in milking, in hoeing the roots, and in fruit-picking. The woman who helps to keep the farm going by milking or hoeing will be contributing to the defeat of Germany as surely as her husband or son who is guarding the North Sea or fighting in the trenches."

The Times
2/7/15
House of Commons

WOMEN AND WAR WORK.

Mr. PRETYMAN (Essex, Chelmsford, U.), answering a question by Mr. HOGGE (Edinburgh, E., L.), said the total number of women who had registered under the special registration scheme at the Labour Bureaux up to June 18 was 87,241, of whom 2,332 had been placed in employment in various trades, including armaments, textiles, and chemicals.

Mr. HOGGE.—What is the use of getting the names of any further women between 15 and 65 if out of 87,000 only 2,000 have been utilized?

Mr. PRETYMAN.—The 2,000 does not include those who have been on the ordinary register as well as on the war register, and we do not know how many have been employed by that means.

The Daily Telegraph
29/7/15

WOMEN AND WAR-WORK.

28, Church Row, Hampstead, London, N.,
July 23rd, 1915.

Sir,—Mr. Lloyd George's recent statement that a minimum wage will be paid to women engaged in war service, will be universally welcome. But it is to be regretted that this statement was not made earlier to the industrial women's organisations, which several months ago were in communication with the Government as regards the conditions under which women should work when their services were required.

The immediate question is not so much that of securing numbers of women for war service. Their willingness to be employed was shown when the voluntary register of women was compiled. In addition to the 43,000 unemployed women registered at Labour Exchanges, 85,000 have registered on the special war register.

The real problem is twofold: How to ensure, in the present dislocation of industry leading to the replacement of men by women, that the health and physique of the future mothers of the race should not be injured, and that men's wages should not be undermined, nor their future employment be endangered.

Already the effect of the extra pressure now being put on women workers is reported to be showing itself in the woollen and worsted districts of Yorkshire in largely increased sickness claims under the Insurance Act. It is essential to the productivity of labour that the efficiency of women should be maintained, and also that unrest among men should be prevented.

The following proposals for dealing with these problems were put forward by the women's industrial organisations:—

(1) That an expert advisory committee should be formed, largely composed of industrial women;

(2) That women replacing men should join a trade union;

(3) That the principle of equal pay for equal work should be insisted on; and

(4) That sweating conditions should be prevented and an adequate minimum wage enforced.

The employment of women on war work and the replacement of men by women in other industries is going on in all parts of the country, under the most varying conditions. It is most important that conditions of wages and hours should be standardised, and that the minimum wage fixed should be a real living wage. If some provisions of the Factory Acts are to be in abeyance for war work, it is all the more essential that questions of hours and proper provision for food (e.g., during night work) should be carefully considered in connection with efficiency, if for no other reason.

In reorganising women's employment on this vast scale, it is, above all things, necessary to act in close consultation with women's and joint men's and women's trade unions, as in no other way could a satisfactory and practical system be worked out.

The passing of Mr. Long's Act for extending the national care of maternity shows that the nation is alive to the importance of motherhood. But care at the time of maternity cannot undo the evil results of underfeeding and overworking the young women of our country.

On behalf of 32,000 married working women, the Central Committee of the Women's Co-operative Guild appeals to the Government to act boldly and strongly for the protection of England's future mothers.—Yours, etc.,

MARGARET LLEWELLYN DAVIES.

663 II/67 603
Manchester Guardian
6/7/15
House of Commons

WOMEN FOR WAR WORK.

In reply to Mr. P. Snowden (Lab.—Blackburn) and Mr. J. King (L—North Somerset),

Mr. RUNCIMAN said that up to 25th June the total number of women who had placed their names on the War Service Register, exclusive of 2,708 who subsequently cancelled their applications, was 87,861, and of these 2,616 had been placed in employment from this Register. During the period from the 13th March-12th June, which corresponded approximately to the period during which the War Service Register had been open, the number of women placed from the ordinary register was 81,005. The number of women remaining on the ordinary register on 25th June was 43,058.

The Manchester Guardian
31/7/15

The Women and the Register.

The various representative women with whom I have discussed the national registration scheme are not yet disposed to take it seriously, and certainly do not dream that the woman at home has much chance of being called out. Should the Government, which has ignored 68,000 of those already registered, want women for munitions there is still much unemployment among working women who are accustomed to long hours, order, and discipline and the difficulty of transferring and lodging women workers in new neighbourhoods remains a formidable one. The increased demand for qualified women clerks will make them unwilling to accept Government work at the poor pay offered, but any offer would be eagerly accepted by the girls enamoured of the title "clerk," who ought to be drafted into the industrial world, and who certainly will not register for munition work. Thousands of the women who registered in April as willing for service will hesitate now since their eagerness was so effectively damped, and this refers especially to such women as the daughter of a famous writer, who, in answer to an urgent appeal for fruit-pickers, collected 60 women, and was then informed that as the work lay 100 miles away she must make a journey at her own expense to see what lodgings were available. Besides, she was told, only 40 women after all were wanted. A leading professional woman is most impressed by the fact that the thrift campaign cannot run with a scheme of national industrial service for women, because only by looking carefully after their own homes and paying rigid attention to details can housewives contrive to live economically. That, she thinks, at present, is her highest national service.

WOMEN'S DEMAND FOR WAR WORK.

PROCESSION TO CONVINCE THE MEN.

The great war service procession of women to take place in London to-morrow week was the theme of speeches by Mrs. Pankhurst and Miss Annie Kenney at the Women's War Service meeting yesterday at the London Pavilion. The Women's Social and Political Union (Lincoln's Inn House, Kingsway, W.C.) is organising the procession, and women of every class are invited to join in it to show their readiness to do war work. After the procession Mr. Lloyd George, as Minister of Munitions, will receive a deputation of women.

In her address yesterday Mrs. Pankhurst said: "No thoughtful man or woman can study the military position without realising that we have come to a very grave point in our national fortunes; that there is no time to be lost, no effort to be wasted, if we are to win this war. Belgium has sacrificed all material things in upholding the great ideal of national honour. We British women do not want to be one step behind Belgium in the noble stand she has made.

CUTTING RED TAPE

"The procession we are organising is to convince men that women are ready to serve; that women are not wanting to make bargains, but only want to serve their country, and are determined, as their French sisters are doing, to provide for their men in the trenches the necessary munitions of war.

"There are people who say the war will be over before the National Register takes effect. That depends on us. We know the deliberate ways of men. We know their 'wait and see' policies. But women are not like that. We are people of 'push and go.' (Laughter.) We have the habit of cutting red tape and getting to work.

M. Emile Cammaerts, the Belgian poet, spoke of the German requisitions in Belgium, and thanked the English people, especially English women, for all they had done to help the Belgians. He concluded by reciting one of his war poems.

The next weekly war service meeting will take place at the London Pavilion, Piccadilly-circus, W., on Thursday, at 3 p.m., when the speakers will include Miss Constance Collier and Miss Annie Kenney. Mrs. Pankhurst will preside. Admission is free. Reserved seats at 2s. 6d. and 1s. can be obtained from the Ticket Secretary, Lincoln's Inn House, Kingsway, W.C.

The Liverpool Daily Post & Mercury. 12/7/15

SOUTHPORT WOMEN AND WAR WORK.

At the Southport bureau for war work, in Lord-street, about 190 women have offered their services up to the present either to do women's work or to release men for service with the forces. The number registered at other bureaux in the town for similar purposes is approximately 400. Many of them have volunteered for work in connection with munitions, but so far there is little or nothing for them to do in this capacity in Southport. Others have been sent to the County Council farm at Hutton, near Preston, to undertake a course in agriculture or dairying. Gardening and poultry farming are practical subjects which the bureau have in contemplation.

Common Cause
16/7/15

Women and the National Register.

The inclusion of women in the National Register is a measure of the plainest common-sense. If the register is to be used to any purpose at all in the organisation of our national resources, it cannot afford to ignore the only part of the strength of the nation which remains undiminished by war, and we are glad that Parliament has at last recognised this fact, even though it may still be far from acting upon it.

Mr. Long truly recognised that women would have been both injured and humiliated had they been excluded from the register, but the justification for their inclusion is wider than this; it is as wide as the nation's needs. Indeed, we think it would have been the nation itself, and not only its women, who would have been humiliated, if Parliament had thought and proclaimed that of all the women that the nation contains, none by any possible arrangement would be allowed to be of any use at all in the national crisis.

Lord Lansdowne's Disappointment.

It is rather curious to turn from Mr. Long's speech to Lord Lansdowne's, on moving the second reading of the Bill in the House of Lords. For the motive he puts forward for including women in the Register is entirely different. It was done, not to spare women the humiliation of being left out; but, apparently, because women were not coming forward in sufficient numbers to undertake the work of men. "An attempt was made," Lord Lansdowne said, "to set up a voluntary register for women with rather disappointing results. The Board of Trade Circular was received by 13,000,000 women, but only 90,000 placed their names on the register. We came, therefore, to the conclusion that we should include women." Lord Lansdowne might have added that only about 3,000 of those that registered themselves received work through the channels through which they were asked to apply. This was hardly an inducement to others to sign on. Further, from private inquiries, we find that the great majority of women never seem to have had a Board of Trade Circular at all, and we think Lord Lansdowne must have assumed, without sufficient proof, that it had been in the hands of every woman.

Lord Kitchener on Women's Service.

Speaking at the Guildhall last Friday, Lord Kitchener urged on all employers the duty of releasing men for service with the Colours, and replacing them by men unfit for active military duties, "or by women, as has already been found feasible in so many cases." Lord Kitchener went on to say, "And here I cannot refrain from a tribute of grateful recognition to the large number of women, drawn from every class and phase of life, who have come forward and placed their services unreservedly at their country's disposal." The words of the Secretary of State for War will echo through all women's hearts. Perhaps the thought may follow, Can we release more *women* for their country's service?

"Women's Work in the War."

This is the title of the forty-sixth number of the *Times' History of the War*. It gives an extraordinarily wide survey of the field of women's work from that first day of August, 1914, when "a quiet group of matrons of the nursing service spent the Sunday waiting, in the electric atmosphere of the War Office," for the news which was to summon together and then scatter abroad all the hundreds of trained women who knew exactly what to do when the call came. The marvellous swiftness of their response was as wonderful in its way as the mobilisation of the Expeditionary Force. The women who were not ready organised for war service, lost no time in following the example. The women's voluntary medical units were not long behind the military organisation, and got to work under the auspices of the French Government. The *Times' History of the War* gives a full account of how it was all done. How the hospitals founded by the Scottish Federation, on a scheme initiated by Dr. Elsie Inglis, grew until the National Union of Women's Suffrage Societies have equipped and are maintaining 1,150 beds for the French and Serbian wounded; and how the splendid success of Royaumont, staffed as it is entirely by women, led the French military authorities to send a special request that Royaumont should take the most serious cases, and to ask for repeated extensions of the Scottish Hospitals' work—is all related in this chapter of women's efforts. A short summary of the work of the vast and complex organisation set in motion by the National Union of Women's Suffrage Societies is given on page 273. Altogether, when our friends in the Dominions, and the United States, write to ask us what we are doing, we must remember to send them copies of this excellently illustrated number, which gives an immense amount of information in a handy form.

Common Cause
16/7/15

The Waste of Woman-Power.

The demand lately made by the Government for economy in the household was put forth in the name of national efficiency. The Government look to women to see to it that there is no waste in their homes; no waste of food, nor of coal, nor of water and lighting (which mean coal), nor of woollen materials; and we are told to think very carefully before we spend money on imported goods, or indeed upon anything that we can do without; for all the money is wanted as fast as we can save it; and on our savings, our ingenuity and capacity for "going without," the whole national future may turn. Women, on their side, have not been able to press any demand for national economy upon the Government, for they lack the one and only means of getting attention from politicians; but they have done their best for many months to urge the greatest and most necessary economy of all—economy of labour.

The great displacements in the labour market, which followed the outbreak of war, revealed two things; first, that much work hitherto done by men must for the future (or, at any rate, for a time) be done by women; and, secondly, that large numbers of men were (and are still) doing what may be called women's work—work for which women are particularly fitted. For work of both kinds, some 87,000 women registered their names in the spring, and about 3,000 have found employment. The remainder are still waiting for work or training. And as the demand for more men, men for the army or for work that only men can do, steadily continues, it seems more necessary than ever that women who are ready to learn should begin their training at once, before the depletion makes the whole re-adjustment of labour still more difficult. As for the trained workers, the appeal met with an instant response from them. So much so, that numbers of women were actually preparing to throw up good positions so that they might take up their share of the national burden in war-time; and for a time, while the appeal was taken seriously, there was a good deal of unrest. The National Registration Bill seems likely to create another wave of unrest, and to reveal still larger "reserves of labour," for which neither training nor employment are seriously contemplated. The nation is not by any means making full use of its woman-power. And this is particularly striking in the case of the women of academic training and experience of various forms of social work, who would be of great value in departmental administration. From this, hitherto, they have been as far as possible excluded. "The higher branches of the Civil Service in particular show a great reluctance to admit women of academic training, who could quite well, during the war, replace men of similar qualifications," says Mr. James Haslam in *The Englishwoman.*

It would have been surprising if there had not been "reluctance." Where men are accustomed to work with men only (or where women work only with women), they can attain in working a degree of mechanical smoothness which is easily mistaken for real efficiency, because it enables a great deal of business to be dispatched—too often the only right word for the process. So it is to be expected that a male staff should see and urge objections to any interruption of this mechanical smoothness, and the strongest objections may naturally be expected from the older men who have spent their lives in perfecting the machinery. But much more necessary than smoothness in the working of a department are the qualities of adaptability, of elasticity, of quickness to recognise a slightly different point of view, and the faculty of re-adjustment to new needs and ideas; that vitality, in short, which so mysteriously deserts the Government Department that the "deadening influence of official routine" is a by-word. Getting through the work for the sake of getting through the work is the ideal of the official mind all the world over. The man makes the departmental machine, and in revenge, it turns men into machines. It does this so much the more easily because the new recruits are often fresh from the university, and bring knowledge but no experience with them. Such distant entities as "women and children" and the "working classes," are concepts which they learn to deal with on traditional lines laid down by the department. The intelligent lad soon becomes a diligent, laborious official, capable of getting through any amount of "work."

But do we need "officials"? Would it not be more wholesome for us all, even if we are public servants, to be pulled up short occasionally by the need to re-adjust ourselves, to take a look at our work and aims from a new angle, and to consider whether we are going forward or backward? So long as men and women sedulously work apart they neglect the most valuable natural method of keeping fresh, of avoiding the dangers of routine. We all know what happens in every-day life.

"If we could but get two or three business men on to this committee we might get this thing done," means a secretary. The two or three men are found. Something is done, "thanks to that energetic Mr. Smith and that business-like Mr. Jones!" But was it really all done by them? Was not part of the credit due to the new atmosphere they brought, the different points of view, the re-presentment of the old difficulty in the light of another sort of experience? We can't possibly deal with this! Let us accept two or three women on to the Board, and see what they make of it. And the business-like Mr. Jones and the energetic Mr. Smith have, along with their colleagues, and their Mr. Jones's knowledge of business, and Mr. Smith's vast experience on the Account[illegible]

begin their training at once, before the depletion makes the whole re-adjustment of labour still more difficult. As for the trained workers, the appeal met with an instant response from them. So much so, that numbers of women were actually preparing to throw up good positions so that they might take up their share of the national burden in war-time; and for a time, while the appeal was taken seriously, there was a good deal of unrest. The National Registration Bill seems likely to create another wave of unrest, and to reveal still larger "reserves of labour," for which neither training nor employment are seriously contemplated. The nation is not by any means making full use of its woman-power. And this is particularly striking in the case of the women of academic training and experience of various forms of social work, who would be of great value in departmental administration. From this, hitherto, they have been as far as possible excluded. "The higher branches of the Civil Service in particular show a great reluctance to admit women of academic training, who could quite well, during the war, replace men of similar qualifications," says Mr. James Haslam in *The Englishwoman*.

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"If we could but get two or three business men on to this committee we might get this thing done," moans a secretary. The two or three men are found. Something *is* done, "thanks to that energetic Mr. Smith and that business-like Mr. Jones!" But was it really all done by them? Was not part of the credit due to the new atmosphere they brought, the different points of view, the re-presentment of the old difficulty in the light of another sort of experience. "We can't possibly deal with *this!* Let us co-opt two or three women on to the Board, and see what they make of it." And the business-like Mrs. Jones and the energetic Miss Smith bring along with them something over and above Mrs. Jones's knowledge of boarding out school children, and Miss Smith's vast experience on the Asylums' Committee. They see the matter from another angle. They "complete" the power already at work. But no body of men, or of women, has or can have "full power" to deal with any serious matter, so long as the other sex is deliberately excluded, and no amount of Acts of Parliament can endow them with it. And since this is so, why allow the nation's woman-power to run to waste?

Yorkshire Post.
19.7.10

REGISTERED WOMEN VOLUNTEERS.

To the Editor of The Yorkshire Post.

Sir,—As one of the 85,000 women who registered at various Labour Exchanges earlier in the [illegible] I feel that I must protest against the offensive [illegible] you have taken in the second of your leading [illegible] day. The whole article suggests that women [illegible] and are not prepared to do their part in [illegible] men's work at the present time. I wonder [illegible] have considered with anything like the amount [illegible] which the matter deserves the number of women who have done their very utmost to obtain work which would free men. Many of us are fully qualified, and yet we remain idle because we cannot obtain work. Numbers of women, like myself, have just completed their University career, and yet have no work, and have their card of registration as the only communication they have received as a result of their quite enthusiastic registration months ago.

This letter may be dismissed by you as being in the "ordinary theatrical manner," but at least it has the merit of being true, and scarcely so biassed as the view of the critic at his desk.—Yours, etc.,

MARY STABLER.

Conishead Priory Hydro., Ulverston, July 19, 1915.

* * We are well aware that out of the 85,000 women * who registered at the Labour Bureaux not 3,000 have been employed. Miss Stabler forgets that the passing through a University does not in itself qualify for many employments; it is a mark of intelligence, studentship, and application. In most of the berths vacated, experience and some degree of maturity also are required; and we have no doubt that the Labour Bureaux have less difficulty in finding posts for working girls than for graduates. This is not the fault of the latter. Probably it is inherent in mercantile and industrial conditions. There are especial training schools for typists and women secretaries.—Ed. Y.P.

Yorkshire Post.

There is considerable controversy in the women's movement over the inclusion of women in the national register. The Women's Social and Political Union, which has been almost moribund during the war, has come to life again, hailing the inclusion of women as a step nearer the compulsory war service of men and women, for which it is now agitating. Other sections of the Suffragist movement are critical on various grounds. The United Suffragists protest against "new compulsions" for women before granting them the vote. Down in the East End, Miss Sylvia Pankhurst and her Federation are organising a deputation to the House of Commons on July 20. The National Register Bill, in the opinion of these women, is calculated to defeat the object it professes to serve, and the deputation will urge instead "equal pay for men and women, the vote for women, and the limitation of profits on food and fuel," in order that the value of wages, separation allowances, and pensions may not be undermined. Meanwhile, many active Suffragist workers are temporarily placing on one side the war emergency work which has occupied them during the last few months, in order to press forward a Lobby and letter-writing campaign against registration. Very few of them seem inclined to separate the questions of the vote and of war services of any kind.

Yorkshire Post

WOMEN AND THE NATIONAL REGISTER.

To the Editor of The Yorkshire Post.

Sir,—I would urge the Local Authorities in the West Riding, who have been entrusted with the compilation of the National Register, to arrange for women to have an honourable share in this important work.

I will at once dissociate my plea from any pro or anti suffrage point of view—the claim of women to take part in the distribution and classification of the forms is based entirely on their ability to assist and their right to do so. The returns will obviously show a great preponderance of women. The country is full of patriotic women, who, unable to fight, are simply aching to serve their Empire in this hour of destiny. "Men must fight and women must work" is the new order in England to-day. Mothers, wives, and sisters have their dear ones in the trenches, and it would be a real God-send to many of them if they could find some relief for their pent-up feelings in definite helpful work for their country.

This is their chance, and I suggest that wherever possible the services of educated women should be utilised in this national undertaking. Let all such at once volunteer, in their own neighbourhood, and press for acceptance, and who shall withstand their claim?—Yours, etc.,

AGNES CROSS.

New Laithes Hall, Horsforth, 21st July, 1915.

PUBLIC WORK AND WOMEN'S EMPLOYMENT.

RULES FOR THIS DEPARTMENT.

1. Letters of enquiry should be accompanied by the Public Work and Women's Employment Coupon, which will be found in the advertisement pages. The coupon must be duly filled up, and the letter addressed to the Public Work and Women's Employment Editor, *Queen* Office, Bream's Buildings, London, E.C.

2. The Editor does not undertake to forward letters from one correspondent to another, but will endeavour to do so when the letter to be forwarded is sufficiently stamped, bears the pseudonym or initials of the addressee, and is enclosed under a separate cover addressed to the Public Work and Women's Employment Editor. Letters cannot be forwarded when more than a fortnight has elapsed since the publication of the *Queen* containing the pseudonym or initials of the addressee. An exception to this rule is only made on behalf of correspondents living at places more than a week's journey by post from London.

3. The Editor of this department does not send addresses or engage (save under circumstances which the Editor may deem exceptional) in private correspondence.

4. Difficulties which may be solved by advertising cannot be dealt with. The Editor, however, will gladly advise in all other matters connected with the subject in which guidance may be desired—such, *e.g.*, as general education, special profession or technical training, conditions of tuition, and apprenticeship, openings for particular kinds of work, and where and how to set up in business.

5. Correspondents who forward trustworthy information respecting opportunities for women's public and voluntary work or remunerative employment will confer a benefit upon applicants to this department, for which the Editor will be much obliged.

THE PROGRESS OF EVENTS.

Pegs and Holes.

TO WATCH how the National Registration Act is worked in different places will probably be interesting, amusing, or annoying according to the temperament of the watcher and the manner of the bodies who try to administer the Act. For we shall all find ourselves ranged in one of two camps; we shall either be in the small and select camp of the persons who arrange what other people ought to do for the national weal, or we shall be in the big crowd of persons who are to be told off to do things. And if we are among the latter we shall almost certainly think that our powers are not rated at their real (and, of course, high) value.

Paid or Unpaid Help?

Some of the town councils seem likely to hand over to their Town Clerk and General Purposes Committee the task of considering the way in which the register is to be formed. Among the members of these committees there will probably be great differences of opinion with regard to the amount of help which should be gratuitous. In towns where the war has caused much pecuniary difficulty to the inhabitants, the formation of the register may be thought to present a suitable chance for some of the paid. It is true that if the offer of the unpaid services of teachers is accepted, the uncertainty may never manifest itself. The worker may labour as steadily as if he or she were paid. But the uncertainty is there all the same; it lurks even in the volunteer's consciousness of being independent of the employing body or individual. It is necessary to say again how extremely important it is that women of education and experience

[Sport and General Press Agency Ltd.

THE ROSE-BEARERS. MAIDS DRESSED IN WHITE CARRIED ROSES TIED TO STICKS AT THE HEAD OF THE PAGEANT ON SATURDAY LAST WEEK IN THE WOMEN'S MARCH THROUGH LONDON.

should be employed in classifying and considering the offers of work made by the women registered. For it is on this side of our national mobilisation that the absence of organisation and of the right kind of recruiting power has been so much felt.

Where is Women's Work most Wanted?

It would be a help if the Local Government Board would publish some suggestions of the departments of work in which women's services are most seriously needed. Such suggestions would help women in filling up the registration forms. At present there is much perplexity in the minds of women, and especially perhaps of middle-class and

[L.N.A.

SOME OF THE BANNER-BEARERS WHO MADE AN EFFECTIVE APPEAL IN THE WOMEN'S PROCESSION THROUGH LONDON.

citizens to earn money. The citizens who are not likely to be employed in this service may take another view and will put forward the grievances of the taxpayer and "consumer" who can ill afford to shoulder any new burden. If a general principle can be found for settling the problem it would appear to be that unpaid workers should be employed for all the business of an advisory administrative nature, such as that of serving on any committees that may be formed for considering the work which the people on the register should do. But any work which demands persistent routine or clerical labour must be done by paid workers. Even if a beginning is made by engaging non-salaried volunteers, the end must be the employment of a paid staff. For there is of necessity an element of uncertainty in the service of those who are not

professional women. There are thousands of women who are prepared to state that they could do "some[illegible] secretarial," although most of them would go wro[illegible] the spelling of *consensus* or *accommodation*. If [illegible] that they have not enough knowledge of the [illegible] from which English has been created to [illegible] to say they know English, then [illegible] say what they can do.

It would very much increase [illegible] if the Local Government Board [illegible] women are specially wanted i[illegible] for example, as letter carriers, [illegible] railway ticket sellers and col[illegible] drivers, motor drivers, cyclists, [illegible] as this no British woman sur[illegible]

showy work that is not wanted when she might turn her powers to some humble but really useful duty.

Night and Day Work.

A good many women will probably put themselves down as would-be munition workers or as factory workers for war contracts. In either of these cases they may eventually have to do night work if the need for ammunition continues to increase. Where expensive plant and machinery have been constructed on purpose to meet the war emergency, it is necessary that the night work should go on at the same pressure as the day work. And to make things fair, the workers must take day and night work in weekly shifts.

One of the immediate problems is how to enable the workers to get a proper amount of rest during the day. In private houses and cottages where there are children and where there is much noise from road traffic, it is a much more difficult matter to ensure that some one inmate shall get eight or nine hours of uninterrupted sleep than it is in a well-managed hospital. The munition worker undergoes on the whole much greater fatigue than does the hospital night nurse, and many men break down under the strain. The nurse who is on duty at night has less to do than the day nurse, and she can sit down from time to time. If it were possible for the owners of large armament works, without too much cost, to run up simple wooden cubicle dormitories for the use of those who must sleep by day, the boon would be great. It would, of course, be needful to secure that the light should be obscured as much as possible; the windows, which should have thick dark blinds, should look north. Were some such scheme as this carried out, the difficulties and strain of night work would be very much reduced.

A Home for Professional Women.

Now that many women are coming up to London in order to take part in what may be generally described as social service, it may be worth while to draw the attention of some of the older ones among them to a home in London where they can live economically and also feel that their presence is of use. This place is the Boarding House for Ladies at 19, Danvers-street, Chelsea, which is in immediate connection with the Day-servants' Hostel in the two adjoining houses. The object of inviting some ladies to live in the boarding house is to enable the servants to improve in their domestic duties and to make themselves more competent for wage-earning purposes. A lady can occupy a nice bed-sitting-room in the boarding house at an inclusive charge of twenty-eight shillings a week. For anyone who is engaged in social work the surroundings would probably have a special human interest such as an ordinary students' home might hardly possess. And the position, near the river in an old-world part of London, has considerable attractions. Also, it may be added, the boarder need not fear that she will be the victim of prentice-hands, for the cooking is under the direction of a permanent cook-housekeeper. A lady superintendent with experience of mission work is at the head.

M. H.

For

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WAR SERVICE FOR WOMEN

I

IN March last a scheme for utilising the work of women in time of war was launched by the Government. At the beginning of the war, women's societies had urged that steps should be taken on a large scale to train women to take up the duties of men who left their work for the Army or the Navy. No official action was taken at the time, nor, indeed, until the war had actually been in progress for nearly eight months. The scheme of the Government is to prepare a Register of Women for War Service: women are invited to register at the Labour Exchanges, and the invitation is extended to all women who are able to work and free to work, but not working; even those who can only work half of each day are asked to register. It is stated that women will be wanted to take the place of men, to equip men for military service by making arms and clothing, and to increase the food supply of the country by working on farms.

Six occupations are specified in which women are wanted at once: farm work, dairy work, leather stitching, brush making, clothing machining, and machining for armament; but previous experience in any of these is not necessary before registration, and it is stated that women may also be required in other occupations than these six. The registration form contains a series of questions to which answers must be filled in as to the previous work of the applicant, &c. It is made clear to those who register that no promise whatever of work is made to them by the Government, and also that no woman, when she registers, pledges herself that she will take any work that may be offered to her.

The number of women who had registered themselves for War Service up to June 4th was 78,000; of these.

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16,000 had applied for armament work, 11,000 for clerical, and 7000 for agricultural employment. About 3000 have offered to work as shop assistants, and 3000 in the conveyance of men and goods. Up to the present, about 1800 of those who have registered themselves have actually been placed in work. Of the placings, the largest numbers have been in armament work; commercial and clerical work; agricultural work; domestic and laundry work; chemicals, oils, and grease; leather work; and conveyance of men and goods. During the week ending June 4th nearly one hundred women from the War Service Register were placed under the last heading. It must not be assumed from the smallness of the number placed that the other women are not required; the scheme is really in the nature of an inquiry or census, so that the Government may know what is the reserve of women's labour available in the country to be called upon in time of need. It has been officially stated that as many as 13,000 women may be required for armament works alone in the course of the next few months.

There is, as might be expected, very great variety of age and experience among the women who have registered: a large number are married women who did factory work before marriage, and are now willing to return to it; others, and especially those offering to do armament work, are women who have not hitherto undertaken paid work; others are women ordinarily employed, but temporarily free for War Service; others, again, are actually now in work, but would prefer to change their present occupation for what seems to them the more exciting task of making bullets or acting as a ticket-collector. The ages vary from 15 to 70, and the type varies from the University-trained woman to the poorest class of workgirl—ill-clad and physically unfit for hard work. It is obvious that many of these applicants are, as they stand, no more fit for War Service than is many a ragged. half-starved recruit fit, as he stands, to face the enemy in Flanders, and that 'maintenance under training,' together with suitable equipment, is as necessary in one case as in

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the other. Among the applicants for War Service are many who do not 'need' work, and surprise, and even resentment, has been expressed in some quarters that the Government should have thought it necessary to appeal to these when there are thousands of 'out of work' women and girls already registered at the Labour Exchanges in the ordinary way. It has, however, been clearly stated that in every case where application is made to a Labour Exchange for a woman worker, no use must be made of the War Service Register until it has been ascertained that there is no woman available on the ordinary list.

As a matter of fact, the publicity given to the whole question of the need for women's labour, and to the work of the Labour Exchanges, by this scheme of War Service, has resulted in an enormous increase of ordinary Labour Exchange work. During the month ending May 14th the placings showed an increase of 40 per cent. as compared with the corresponding month last year, and unquestionably the general extension of women's employment is largely responsible for this increase. It must be remembered, also, that War Service for Women is for the period of the war only, and that a woman who takes work now in place of a man or in an armament factory does so with the knowledge that her services will probably not be required after the conclusion of the war, and there will be less suffering and dislocation where the women taken on for War Service are not those ordinarily dependent upon themselves for a livelihood.

Very great interest was taken by women's societies generally in the scheme for War Service as soon as it was placed before the public. It was instantly seen that certain dangers were present, and that the scheme needed careful safeguarding. With a view of urging these safeguards, and also pressing certain suggestions, a Conference was held in April at the Board of Trade between the President and a large number of representatives of women's organizations. The general opinion expressed by those present was that they were anxious to do what

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they could to help the scheme forward, and it is indeed important—apart from patriotic reasons—that for the credit of women themselves Women's War Service should be a success, and a real strength to the country at this time. But there are precautions which must be observed, the most important being to see that advantage is not taken of this crisis and of the entry of new women workers into industry to lower the customary standard of life or of wages. The safest method of securing this is that every woman who undertakes War Service should join the appropriate Trade Union in the trade in which she is working, so that she may know she is helping to maintain the standard of living for the workers, and not to depress it. This insistence by women on equal wages for equal work is not, as some seem to imagine, something narrow and selfish, and slightly unpatriotic: it is, to look at it from one point of view only, the best service that women can render to the men who have gone to the war —to see to it that nothing is done in their absence which will make industrial conditions harder for them when they return.

Closely connected with the question of wages is that of training. Unskilled and untrained women can never demand a good wage; it is women's want of skill which is often made an excuse for their low wages, and their lack of skill is often due entirely to their lack of training. For some of the occupations for which women are asked to register it is clear that no previous training is possible: there is, for example, no way in which women can be trained to make armaments except by being set to work in an armament factory itself. But for farm and dairy and gardening work, for clerical work, and for some kinds of machine work, training can be obtained apart from the actual place in which the work is to be done. Such training needs to be organized, and girls and young women who have registered for War Service should be advised as to the best methods of obtaining it. Definite steps to provide training have so far only been taken in dairy and farm work. In this direction schemes of

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training have been undertaken by the Board of Trade, and are progressing satisfactorily. A short course lasting two or three weeks of instruction in dairy work and milking is given at various Agricultural Colleges and other centres; a grant of three pounds per head to cover the course of training is given by the Board of Agriculture to carefully selected students, and so far there has been no difficulty in placing out the women who have been trained. In some parts of the country, farmers, fearing a shortage of labour, are reducing their herds of cows, and it is obvious how disastrous this policy will be to the milk supply of the country. About one hundred women appear to have been already sent out under this scheme, and it is to be hoped that it will be greatly extended in the near future.

Other important matters to be borne in mind are the housing of the newly-employed women, and the conditions under which they work. As far as possible women trained for farm work are to be employed in their own counties so as to diminish the housing problem; in some places the women farm-hands can be taken as lodgers in cottages from which the menfolk have gone to the war. It is urged that in both town and country districts into which women workers are imported, committees of representative women should be appointed to supervise the housing conditions. It is also important to guard against overworking the women employees in factories, especially the younger women: a very startling case was recently reported in the press in which a girl worked for an engineering firm for twenty-five hours at a stretch, at the end of which time she met with an accident. Even in a time of stress it cannot be wise or economical so to overstrain those who will be the mothers of the next generation; and it cannot, indeed, be necessary in face of the fact that thousands of women have registered themselves for armament work, and have not yet been employed. The present would seem to be a particularly appropriate time for increasing the staff of women factory inspectors in view of the fact that the number of women

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factory employees is increasing, and the likelihood of overwork was never so great as it is now.

One great difficulty in the scheme for War Service for women will be the reluctance of employers to substitute the untried labour of women for the work of the men to whom they have grown accustomed. There may be lists of available and even suitable women at the Labour Exchanges, but this will not in itself effect the employment of women nor the release of men for military service. It is very important that the Government, if it intends this scheme to be a success, should give a strong lead to the country in this respect, and refrain from engaging men of military age to do work which could be done by women. The higher branches of the Civil Service especially still show a great reluctance to admit women who, with similar academic training to the men they would replace, would be willing to act as deputies for them until the end of the war.

One essential to the success of War Service for Women, which was urged by many of the members at the recent Conference at the Board of Trade, is that an Advisory Committee of women should be appointed to assist in the thorough organization of the scheme. Such a Committee should consist of women representing women's organizations, and also the various industries and professions in which women are asked to give War Service; it is certain that such a Committee would be an invaluable assistance in recruiting women for War Service, in sorting and sifting the applications, in arranging training schemes, and in supervising the conditions under which women and girls were employed. Mr. Runciman stated recently that many women's organizations had offered their co-operation in the scheme of War Service for Women, and that he hoped to make full use of these offers which he valued much; it is much to be desired that the Government should make at this time the fullest use of the organizing and administrative powers of experienced women.

There is one danger in this scheme which was not

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probably foreseen by the Government, and that is that girls should register in the expectation that an offer of work would immediately follow; as the weeks pass they become disappointed and perhaps slightly embittered as they realise how differently the applications of their brothers for 'War Service' of another kind are received by their country. But they still hope, and are tempted to wait on in idleness, not training definitely for some occupation, for they do not know how or where to train, or they cannot afford to pay for training, and possibly not making much effort to find ordinary employment because of the chance that some more romantic kind of War Service may be offered to them. It is fair to say that the Government made it quite clear at the outset that no work was promised, but at the same time the danger that hopes may be raised in vain is obvious. It could be prevented if arrangements were made, by such an Advisory Committee as has been suggested above, for applicants to be seen and advised as to what is the next step which they should take.

A very considerable amount of displacement of men's labour by women is undoubtedly going on quite apart from the register of women for War Service. It is taking place in banks, offices, railways, shops, and factories of many kinds. Besides the actual displacement, large numbers of women are being employed on army work in making clothing and the munitions of war. Mr. Asquith lately commented on the thousands of girls and women he had seen engaged in making shells in the great engineering works in the north of England. Much of this new women's labour is of necessity temporary in character; in some cases the women will give place to the men when the latter return from the war; in other cases the work will cease with the cessation of the war. But there will result some changes in women's position in industry which will be permanent: women will prove their value in certain occupations in which they have previously had no opportunity of testing their powers, and they will not altogether lose their footing at the close of the war. It

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must be remembered, too, that the terrible loss of men now going on must increase the disproportion between the sexes in the future, and an even larger number of women than in the past must rely upon their own resources for a livelihood. And there is no doubt that even before the war there was the likelihood of a shortage of labour in the industry of agriculture and the profession of medicine. This shortage has been greatly intensified by the war, and the new opportunities for women's work in these two spheres will emphatically not be 'for the period of the war only.'

Those who have the opportunity of advising girls and young women at this time will do well to put these facts before them, and to insist on the importance of their doing all in their power to fit and prepare themselves for the new demands which the future will make upon them.

C. D. RACKHAM.

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WAR SERVICE FOR WOMEN

II

IT is impossible at this moment to say what will be the result of the reorganization of labour which has been made necessary by the War, but the withdrawal of young men from industrial occupations to serve as soldiers and sailors must be made good either by a transference of male labour from trades not producing material of war or by an extension of female labour. Probably both sources will be drawn upon. It would be a mistake to suppose that the employment of women in the manufacture of munitions is a new thing. For many years past women and girls have been employed in the metal-work and engineering trades; the chain and nail makers of Cradley Heath have been much before the public eye, and I have seen women making nuts and bolts, screws, small arms, and tin-plates ever since I was a boy. In 1911 there were 25,076 girls and women employed in the iron and steel works of England and Wales; from 1901, their increase had been 19·4 per cent. compared to the 11·9 per cent. increase of males. In general engineering and machine-making, there were 4439 females compared to 1552 in 1901. Thousands and thousands of women are employed in the manufacture of rivets, gas-fittings, textile machinery fittings; and in 1911 nearly 13,000 females were actually at work in the making of machine tools. From 1901 to 1911, the increase of women employed in the manufacture of gas-fittings was 170·8 per cent., and men 145·1 per cent. In the making of tin-plate goods, women increased in numbers by 81·6 per cent., and men decreased by 10·5 per cent. In white-plated ware there was a decrease of men by 1·2 per cent., and an increase of women by 31·2

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per cent. Even in brass-founding and finishing, men declined to the extent of 12·9 per cent. in contrast to the increase of women by 20·3 per cent.

The requirements of the War are greatly widening the scope of female employment, and carrying us more rapidly than we might have anticipated towards the ascendency of female labour, which has been the tendency in industrial occupations during the past half-century. Skill in male occupations has decreased as mechanical operations have increased. Nobody speaks of skill in the engineering trades as they once did. Automatic motions have superseded human intelligence. Years of hand-training are not now as necessary as formerly; in many instances, women can be as readily adapted to the work as men can. The proceedings of the Munitions Committee will remove most of the restrictions that have prevented females taking up the work in the past. The immediate future is full of possibilities for women workers. We are being told that these possibilities will only exist for the duration of the War. But I do not believe that: the world is changing in favour of industrial women.

As regards the manufacture of munitions, women can be adapted to the work to a far greater degree than most people would think. Now that trade union rules are suspended, we shall find that out. However, what we want to know at present is, to what length have the industrial occupations of females been extended, and to what extent departures have been made with regard to the employment of them. It is not possible to give even an approximate idea yet of the development in either one direction or the other. At the time of writing, the situation cannot be summed up. There is considerable talk about the extended employment of women in munition factories, but the work has not been organized. One can write of it, therefore, only in general terms. I have spoken on the subject to many presumably authoritative persons, but I have not been able to get any definite information; they have had no full realisation of what is taking place. By letter, I have approached

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Government departments, but all the reply I have had up to now is that my questions are receiving attention.

I do know, however, that women are being employed in the manufacture of munitions in a way in which they have not been employed hitherto, and to a much greater extent in other occupations than has been the case heretofore. Take the making of military saddles and general leather requirements in the Midlands. It is difficult to secure the requisite number of women stitchers. For this work, women are being drawn from domestic service, and from general home service (as wives or daughters). Special training centres have been organized for them. When efficient, they can earn high wages on Government contracts. The earnings of female stitchers in the saddlery trade in ordinary times is calculated by the average, 11*s.* to 12*s.* 6*d.* a week; on war work, sharp female workers earn 20*s.*, 30*s.*, 35*s.*, and even over 40*s.* per week! The increase in female employment has been tremendous. The point is, what will happen when the War is over? How much of the increment of female employment in all trades will be permanent? I feel sure myself that much of it will be permanent. Even the shortage of male labour in industries not largely engaged in war contracts is increasing the use of female labour. In the cotton industry (always employing more females than males), women are taking up the work usually done exclusively, or almost exclusively, by men. We have women tramway conductors, railway porters, taxi-drivers, railway booking clerks, hotel porters, lift attendants, commissionaires, motor-van drivers, insurance clerks and canvassers; everywhere, women are replacing men in shops, offices, warehouses, schools, and factories.

The only official figures that seem to have been published regarding the war employment of women were quoted by Mr. Pretyman in the House of Commons on June 10th. He said that 78,946 women had then signified their willingness to be placed on the War Service Register. Of this number only 1816 had been utilised. But there can be no doubt that women are entering War

Service in all parts of the country who have not registered—except, in some instances, through the Labour Exchanges. And many women on the War Service Register have been provided with employment since the middle of June. The returns of Labour Exchanges show that there has been a great increase in the number of women anxious to undertake industrial work during the present crisis. There was an increase of 39 per cent. in April, and of 10 per cent. in May. But women are securing employment through other sources. In some instances, women have travelled thirty and forty miles to seek work in munition factories in Lancashire. In works of this description, there are at present from 300 to 400 females in Manchester, about 500 in Sheffield, and several hundred in Barrow. The number is increasing daily, as the work of employment is better organized. In some cases the women work ordinary hours of labour, as well as overtime, whilst in centres like Barrow and Sheffield they are employed in three shifts of eight hours each per day. Their work is as exacting as that of the men. I do not hear of any of them being engaged in the actual turning of shells, as the shells now being manufactured are of the heavy and high-explosive type, and require strong men to handle them. For many years, however, women have manipulated lathes in engineering shops, which has given them the necessary training for 'turning' light shells. They are now making parts of shells, such as fuses, caps, and grub screws; they are also employed in testing fuses and in filling shells with ammunition, and in making small parts of guns and rifles, as well as a variety of chains for road transport waggons, now so extensively used for military purposes. Women are being put in sole control of special lathes and machines, and in many instances they are to be employed as assistants to skilled men.

There would appear to be no regularity in the way that women are being treated in the munitions works. The cry for equal wages with men is being responded to in some instances, but in other cases the earnings of

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the females fall much below those of males. There are a large number of women now doing what is called men's work in the great engineering and armament establishments in and around Sheffield. Many of the women are shell-polishing and shell-filling, and their wages vary from 8*s*. to 18*s*. per week. The variation arises from the difference in ages, in the length of training and in skill, though this is not true in all cases. A woman social worker of Sheffield tells me that not many of the women earn 18*s*. per week; the bulk of them come out at the week-end with 14*s*. to 16*s*. A bonus of 1*s*. per week is added if no time has been lost. But most of the women need no great inducement to maintain punctuality or speed. The fear is that some of them, in their fervour to be of practical service to their brothers and husbands in the trenches, may overstrain their physical endurance. The hours of labour at the chief munitions work are eight per day, inclusive of meal-time. The women work in three shifts. One batch begins at 6 a.m. and works till 2 p.m.; the next set commences at 2 and goes on till 10 o'clock; the night shift goes on at 10 o'clock and works till 6 o'clock in the morning.

At another large concern, women have been organized for performing the work of filing shells; it is a machine operation, and has been done recently by men. Here we have an instance of the power of organization upon the earnings and conditions of women workers. The women machine filers are accustomed to metal work, and have been previously employed in a cheaper process than that they are now carrying out. However, as a result of having been fairly well organized, they have been successful in commanding men's wages for what they now call men's work. Of course, this is not the only instance by any means where women in connection with war emergency labour are paid at the same rates as men. There are a few female tram-conductors in Sheffield employed at men's rates; this is also true of Salford, which was the first municipality to make the departure of training female tram-guards. However,

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the authoritative information I have before me shows that several engineering firms in the busy steel and iron city of Sheffield are now making use of women for the filing, polishing, and filling of shells, and the number of female munition employées is being extended from day to day. Their interests are being looked after by male trade-unionists and female social workers. Public discussion has already had the good effect of improving labour conditions which, in the first place, were not satisfactory.

There seems to be no hope of the Amalgamated Society of Engineers admitting women as members, although the men are inclined to demand for the women rates of pay equal to those of males doing the same class of work. According to statements made at a meeting in Manchester, this is to be the rule. Perhaps it would be as well to record here the remarks of Captain Williams, of the Board of Trade, in respect to the work which women are expected to do, and the terms on which they are to be employed. He said that

> at present there was a serious shortage of labour in certain trades that were vital for the proper prosecution of the War. It was a situation in which women could undoubtedly play a very large part. The first step necessary was to get a register of all women who were able and willing to undertake some sort of service. Women were wanted for two purposes—to release men who could go to fight and to augment certain classes of male labour. 'Let me say at once,' said Captain Williams, 'the underlying principle is that women should get equal pay with men for equal results. The intention is not to engage a cheap substitute for men's labour.' (Cheers.) Speaking about the kinds of work open to women, Captain Williams said they might be engaged on the actual work of armament production—testing fuses and making shells, for example—or they might be engaged in making uniforms, the leather work for equipment, &c. Then there was work in connection with the food supply, for there was a great shortage of dairy workers, &c. These were cases in which women's work would supplement men's. Then there were the cases in which women's labour could replace men's—as clerks in banks or on the railways, as shop assistants, school attendance officers, wire workers, railway carriage cleaners, light porters, telegraph messengers, and in some parts of the textile industries. In order that women

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might follow these occupations competently, training schools had been established in various parts of the country, and Lord and Lady Derby had offered to receive pupils on their home farm.

It is to be hoped that the standard of equal pay set by Captain Williams will be adopted. But that has not been the case so far ; nor will it be unless the cause of the women munition workers is taken up by some influential organization. There are unions which the women could join, such as the General Labourers' Union, or the Women's Trade Union League. That their interests should be safeguarded is shown by the tendency to start female munition workers on cheap rates of pay. This was so at Sheffield at first, but I understand that there is now an arrangement to pay wages at the rate of sixpence per hour to women who have proved themselves efficient. There ought to be no attempt to exploit females engaged in munition production. But I have before me the case of a girl, aged seventeen years, who was employed at an ordnance factory in the Midlands. She began war work at the rate of twopence per hour, with a small bonus in addition. The practice at this particular works was two shifts per day for females. One week, they began work at 6 a.m., and finished at 6 p.m. ; next week, work commenced at 6 p.m., and finished at 6 a.m. Those on night shift start the week at 6 p.m. on Sundays. It will be seen that the Factory Act, as it affects women, has been thrown altogether aside. A woman employed in this ordnance works told me that some of the women made good wages and some bad wages. Many of our women workers are being over-worked for war purposes. I have heard it stated that women working overtime are not making the same wages they can earn on the shorter hours. Why ? They are too exhausted to maintain their usual capacity and quality of production. There is no sense in this. Nor is there much sense in urging women to go into munition factories without inquiring into the conditions of labour. I learn that women are being persuaded to take up industrial work, and pay no heed whatever to the

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pay or hours of labour, but to think only of serving the country during a grave national crisis. That is all very well in a way. But in the anxiety to perform a service to the country, women need not necessarily do a disservice to their own sex, or to the male workers of the nation. They should first of all demand payment equal to that of men for the same quality and quantity of work. I believe that the men would be willing to help the women to secure a universal minimum wage high enough to provide a decent income for all females who take up ammunition work.

When the men come back from the war, their sisters who have taken their industrial places will withdraw from them. But all the men will not come back. And, whether they come back or not, a fair percentage of the changes now taking place will be permanent. Female secretaries of trade unions are sure of that. There is an idea abroad that what is now occurring will give a new impetus to female industrial labour. Women will prove their industrial (and professional) adaptability, and realise that through their growing industrial power they may obtain social and political privileges that have been denied to them heretofore. The War will create many new conditions in life, and not the least of these will arise from the demonstration of women's practical ability in connection with the real work of the world.

A very useful investigation is being made by the Manchester, Salford, and District Women's War Interests Committee. This Committee has instituted an inquiry to discover to what extent, and under what conditions, women are replacing men in industry; also, what is the attitude of trade unions to this replacement, and whether it is likely to be permanent. These are some of the questions being asked: Has employment of women in your trade increased owing to the War? Have women been introduced into work hitherto only done by men? Are they doing the same work as men they have replaced, or have conditions or processes been adjusted to suit them? Do you think the women are

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likely to be permanently employed in your trade where they were not employed before the War? And so on. There are questions asked about married women, and about wages. There are also questions about the trade-unionism of women, one being: Does your union propose to accept women as members, or are they catered for by any other union? It would puzzle the wit of man to answer some of these queries accurately. No one can yet say what will be the place of women in the industrial world after the War. I am positive myself that the outlook of the women will be very much widened. What this may mean both to women and men is a matter that could be discussed later on. But it will force problems upon us that will call for the experience and judgment of women in a way that we have not realised in the past. Women and men will be working side by side more than they have been doing even hitherto, and they should be found marching side by side towards the social, economic, and political achievements essential to each other's welfare.

JAMES HASLAM.

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Glasgow Record,

September 18th 1915.

WOMEN WILLING FOR WAR WORK.

THOUSANDS WAITING TO BE EMPLOYED.

LACK OF MACHINERY.

Mr. Asquith's statement in the House of Commons that "if women will step in . . . we ought to make, and I believe we shall make, a gigantic, and at the same time a rapid, stride in the solution of one of our most pressing problems," has raised the question—What more can women do than they are already doing to increase our output of munitions?

Inquiries seem to show that women have already "stepped in" in immense numbers, and that the "if" now applies only to the Government's ability to employ them.

Miss Strachey, speaking for the London Society of Women's Suffrage, who are devoting the whole of their energies to this question of war work for women, said that every statement such as that made by the Premier brings a vast number of offers of service.

Many letters run on these lines: "I see that at last the Government has really decided to employ women, as they said they would. I am coming up to London at once and have already taken rooms. Please let me know by return exactly how I can help."

WAITING FOR MACHINERY.

The only advice that can be given to such inquiries is that they must put down their names at a Labour Exchange and then wait. It may also be wise to inform them that unskilled female labour is often paid for at the rate of 3d an hour, and that under war conditions the working hours may run to 12 in the day. Does the volunteer think that her physique will stand the strain?

"So far," said Miss Strachey, "the Government has got the women, both unskilled and semi-skilled; but it has not got the machinery for dealing with them. We are waiting patiently for it to be treated."

Very similar views were expressed by Miss Mary Macarthur, the women's Labour leader.

"I have no hesitation in declaring," said Miss Macarthur, "that there is an abundance of unskilled women who are eager to do munitions work, but many thousands more skilled workers are needed to direct and control them. There may be local shortages of women workers, but there is certainly no national shortage.

"One of the things that are standing in the way of the employment of women is the reluctance of employers to lose a temporary advantage in the fulfilment of contracts by taking skilled men off a job in order that they may superintend the work of unskilled women. Of course, it would pay them in the long run, but they are short-sighted."

THE UNION QUESTION.

The matter of war wages for women is a difficult problem, with which the Women's Trade Union League, of which Miss Macarthur is secretary, is attempting to deal. Can women be freely used to take the place of men without lowering the standard of life of the men they replace?

Only, in the view of the League, if women are guaranteed a minimum wage from the commencement. With this end in view, an agreement has been entered into with the Amalgamated Society of Engineers to press for a starting wage in engineering shops of 20s a week, the wage to be raised to the sum a man would receive for the same work as soon as the woman is efficient.

"There is no opposition on the part of the unions to the introduction of female labour, whatever individual members may think," Miss Macarthur stated; "but it is essential that women should not be used to cut down the labour bill. The Government must see to that."

The Observer,

Sept. 19th 1915.

"YOUNG WOMEN SLACKERS."

Dear Sir,—I venture to point out, in reply to Mr. Samson Clark's letter on this subject in your issue of yesterday's date, that, assuming that it is right to apply the term "Slacker" to anybody, it should certainly not be applied to the women of this country. In his last paragraph, Mr. Clark suggests in general that able young women exist who are doing nothing. That is true, but it is only just to say that everything has been done by public and semi-public authorities to discourage the women who have come forward. You will recall that in the early part of this year a war register was opened for women; that they were asked to state what work they could do—armament, agricultural, etc., 33,000 put down their names at once, and by June the total had reached 70,000. War work was found for 3,000, and 25,000 were so disgusted that they took their names off the books. It, therefore, follows that the services of 67,000 women were found unnecessary, or, alternatively, that 67,000 women out of 70,000 were considered incompetent. The latter is an absurd suggestion, and I venture to conclude that the women have not been used because the authorities did not know how to use them, and not because they did not put themselves forward.

But Mr. Clark refers more particularly to the demand for women in business, and suggests that they are not coming forward as they should. This surprises me, as there has been of late years a great rush of women into business, a rush not likely to decrease when more posts are open. But it may very well be that women have not come forward as they should, and I would venture to suggest that this is largely due to employers having made up their minds to sweat the women-workers. The Government has, indeed, undertaken to pay women the same wages as men for the same work, but it has declared itself in the House of Commons powerless to impose this equitable condition upon its contractors. As there is such a thing as a fair wage clause which can be inserted in Government contracts I conclude that the Government has not the wish to impose fair wages in the case of women.

In occupations unconnected with the Government the same crying evil exists; in the face of rising prices the wages of women have been cut, and there is at least one case within my knowledge of a firm who has replaced its enlisted liftmen by women. It paid the men 23s. a week; it pays the girls 15s. I think, Sir, that a condition such as this should go a long way towards explaining why women do not make a rush for commercial firms (assuming that they do not), and I submit that this state of things should be provocative of masculine blushes rather than of masculine censure.

Yours truly,

W. L. George.

3, Pembridge-crescent, W., Sept. 13, 1915.

P.S.—After writing this letter I am informed by my secretary that a friend of hers, an educated woman, who wished to relieve a ticket-collector, was told that she "needed influence" to obtain the job.

Sir,—With all due deference to your correspondent, Mr. Samson Clark, I challenge absolutely the general accuracy or correctness of the statement that "businesses are being sorely handicapped for want of labour." There is plenty of available labour wherever and whenever reasonable remuneration is offered. There are people engaged in business, who regard a time of war as an "honest and lawful" opportunity for the exploitation of labour, and it is from such that one hears so much about "labour shortage." My name and address are herewith, and you are at liberty to supply the same to Mr. Samson Clark should he desire them.

Respectfully yours,

G. L. B.

Sept. 13, 1915.

3.

The Times, September 22nd. 1915.

THE EMPLOYMENT OF WOMEN.

Mr. RUNCIMAN (Dewsbury), replying to SIR C. KINLOCH-COOKE (Devonport, U.), said:—The total number of women whose names had been entered on the War Service Register up to September 10 was 110,714. This, however, included a large number whose offers of service were ineffective for various reasons, and the total number of effective entries on September 10 was 59,214. Employment had been found for 5,511 of those registered. In addition to these, employment had been found for, roughly, 145,000 women from the ordinary register.

Cornish Post. 21.10.15.

WAR SERVICE FOR WOMEN.

MEETING OF THE CORNISH COMMITTEE.

MR. W. HAWK AND THE WORK IN VIEW.

A meeting of Lady Valletort's Committee on War Service for Women was held at Truro on Wednesday, when, in the absence of her ladyship through indisposition, the chair was occupied by Ingeborg, Lady Molesworth St. Aubyn.

Reference was made by the Chairman to the great loss which many Cornish families had suffered in the coufse of the war. Their sympathy would go out to their vice-president, Lady Margaret Boscawen, in the death of her son-in-law, Lord Petre.—It was decided to send a vote of sympathy to Lady Margaret Boscawen.

The Chairman said that war service organisation provided workers for munition factories, hospitals, etc., and it provided training for those who were unable to fight to take the many vacant posts that were open owing to the war, thereby keeping the business of the country going.

Mr. W. Hawk said attention should be directed to showing how they could replace men by women or boys. That was really the great work they had in view not only in rural, but in the urban districts as well. Their registration should be of such a nature that if they went to a farm of elsewhere, and asked that another eligible should be released, they might be in a position to say they had a woman or boy ready as a substitute. The men had to be obtained, and it was their obvious duty to prepare for the inevitable. Men must be taken from the land and from the town, whether they liked it or not, and they hoped that the needs would be met by voluntary effort.

Mr. Hawk, in a reference to cheese-making, said it was the very strong desire of the Government that cheese-making should be carried on as far as practicable. A circular had recently been sent down from the Government, in which they were asked as far as possible to drop butter-making for cheese-making. The reason was that, should there be a great scarcity of food, which they hoped and believed would not be the case, cheese and potatoes would make an excellent food upon which people could live for a very long time. It was impossible for the nation to jump hastily from butter to cheese-making. They must have people who could make cheese, so that in case of emergency they could go out as teachers of cheese-making.

Miss Deane, of the Board of Trade, said the progress of the work in the county had been splendid and was most encouraging.

Mrs. Pendarves said the county had been divided into districts as working depots, to which the different Red Cross Societies sent their work. The articles were sent up either to the headquarters of the Red Cross Society or to the hospitals at Plymouth. Some things had, of course, been sent to the county regiment.

Miss Deane said Lord Mount Edgcumbe was prepared to form a County Association to join all the working societies together, but he first wanted information concerning them.

On the suggestion of Lady Valletort, a small executive committee was appointed to deal with matters connected with war service work.

Mrs. Kingsley Tarney, chairman of the Central Committee of Toy Industries, Ltd., gave an address, in which she referred to the importance of additional interest being devoted to toy-making.

663.

663/1/94

Daily Mail, 22.10.15.

15,000 WOMEN WAR ENGINEERS.

Women on the War Service Register on October 8 (exclusive of those whose offers of service were ineffective for various reasons) numbered 58,735, distributed as follows under the trades in which they desired to give their services:

Trade.	No.	Trade.	No.
Engineering	15,412	Conveyance	4,336
Dress	3,664	Professional	2,724
Agriculture	5,632	Commercial	7,471
Chemicals	767	Shop assistants ...	2,386
Food	476	All others.....	13,771
Domestic	2,096		

Those placed in employment up to October 8 from the War Service Register numbered 6,175, exclusive of those placed in employment from the ordinary registers of the Labour Exchanges.

The Common Cause.
Sept 24 1915

WOMEN IN THE WORKSHOP.

The following letter was sent to the Prime Minister and to the Press :—

September 16th, 1915.

SIR,—The Executive Committee of the National Union of Women's Suffrage Societies feels that it cannot allow the Prime Minister's speech of last night to pass without comment.

He said that at this moment if the women of this country would step in, and if no hindrance were put in their way either by the employers or by the men, the country would make gigantic and rapid strides.

All the Societies which represent and direct great numbers of women know well how passionate and widespread is their desire to help in any way possible, and how many times they have already stepped forward, and how constantly their offers of service have been ignored or refused. It is not women who are lacking, but work for the women to do.

The Prime Minister's words will raise anew the hopes of thousands that their repeated offers will at last be utilised. Once before, when the War Register was first started, women came forward in great numbers to answer the Government's call only to find that registration led to nothing further, and that the Government had no prepared or practical scheme for placing the labour it had called for.

If now again Mr. Asquith is summoning women to the workshops, let him see to it that some properly organised scheme is prepared, so that they may know how to get the work and how to prepare for it.

We have constantly urged since the outbreak of the war that this matter should receive the serious consideration of the Government; we have urged the formation of Advisory Committees, and the drafting of training schemes, and the crying need for attention to this all important subject. We wish to urge it now once again.

Signed on behalf of the Executive Committee of the National Union of Women's Suffrage Societies.

EVELYN M. L. ATKINSON, Honorary Secretary.
RAY STRACHEY, Honorary Parliamentary Secretary.

Daily News & Leader.

14. 12. 15.

"MIDDLE-CLASS WOMEN IN FACTORIES."

(To the Editor.)

Sir,—I read Miss MacArthur's "Word of Friendly Counsel" with much interest. But I want to add something to what she has so admirably said about the way in which one can "fully learn what the life and labour of the average working-girl are like."

When the middle-class woman has finished her 12 hours' shift in a munition factory she goes home to a comfortable house, and if she has been on a night shift, to a comfortable, aired bed in a quiet bedroom.

When the working-girl comes back in the early morning she finds in most cases an unaired bed, which the day-worker has only just left—for in houses containing three very small bedrooms (sometimes only two), with families of seven, eight, or nine persons in them, there is no room for single beds—and in a close, stuffy room. If the window is kept open the street smells, all worse since so many street-sweepers have enlisted, and the smells from factories fill the room, and the continual noise outside, the ceaseless crying of someone's baby somewhere near, the jolting of heavy lorries and waggons, the monotonous cries of the street sellers with little rattling carts, the perpetual sound of machinery, all these noises hinder sleep. Besides, the girl must, more often than not, help in the house work as well as sleep.

Hundreds of streets in one Yorkshire city, now making munitions, consist entirely of back-to-back houses. If anyone really wishes to understand industrial life, and be one with the workers, and not merely an outsider, they must sleep in a back-to-back house. They will never forget the haunting smell of closeness, nor how every sound in the house is heard everywhere in it. There is no quiet and no privacy possible in such dwellings.

As for the food—when tea has to be bought in small quantities it has an entirely different taste from tea bought in large quantities in a middle-class house. The milk!—well, one wonders what it is made of! But the well-to-do woman will seldom, if ever, experience these things; for if she goes into these houses she will be given the best of everything (only the poor understand the highest courtesy, I sometimes think), and a wall of politeness will cut her off from obtaining this priceless valuable knowledge. Unless she goes feeling within her that there is not one shadow of difference between her and her hosts, except that they know infinitely more about life and its teachings than she has ever known, and perhaps ever will know; and that they often in ordinary daily life have to rise, and do rise, to heights of courage, devotion, and self-sacrifice that she in her prosperous sheltered home may never realise or understand in the least. Then they will treat her as a friend and comrade.

But these things must be seen from the inside.

ISABELLA O. FORD.

Dec. 13.

Daily Telegraph.
15. I. 16.

WOMEN'S SERVICE BUREAU.

SIR—The extremely interesting article you published to-day on the organisation of the country's resources emphasises the great need there is for a central bureau to direct the mass of persons who wish that their services may be made use of into the proper channels.

May I draw the attention of your readers to the fact that such a bureau for directing the applications of women for war service is now in existence at 58, Victoria-street, and has been in full working order since August, 1914? Its services have been utilised by over 6,000 applicants (the larger number of whom have been personally interviewed), mostly educated women, and those who do not readily apply to the Labour Exchanges for the posts they are anxious to fill. The Women's Service Bureau has been made use of in various directions by different Government departments. Large numbers of applicants for salaried posts are continually put in touch with those who need competent workers.

Many hundreds are interviewed weekly at our offices, and employers seeking suitable women to replace men called to the colours and capable women requiring information with regard to war service cannot do better than make application at 58, Victoria-street, between the hours of eleven and four.—I am, Sir, yours, &c.,

P. STRACHEY.

Women's Service, 58, Victoria-street, Westminster, S.W., Jan. 14.

Daily News & Leader
24-5-16.

TOO OLD AT 40.

The Cry of the Middle-aged Woman Worker.

To the Editor of "The Daily News."

Sir,—I fully endorse "An Old Fogey's" letter with reference to the treatment of middle-aged women in their vain search for employment at this crisis, when the whole Press of the country is calling out for women workers.

I am a victim. I am very capable, all-round, with perhaps the exception of typewriting and shorthand; quite healthy and energetic. I have tried unsuccessfully for over a year at more than one Labour Exchange; went through the farce of going before the Civil Service "Commission," only to be turned down, although at the time, before the time and since the time, incompetent people (younger), with scarcely a qualification and no experience were freely taken, and are still being taken.

Apart from qualifications which I feel I possess, I think my case would commend itself for even other reasons. As the mother of two sons who have joined the Army (the remaining two, in all probability, will be called on to go within a couple of months), I have been absolutely dependent for many years on their small salaries. What is to happen to those placed as I am? That I am only one of many is certain. There is no one less cared-for than the middle-aged or elderly educated woman; there is no place on this earth for her—the woman of small or no means, through no fault of her own.

MIDDLE-AGED.

The Age Limit.

Sir,—It is deplorable and most disheartening to the woman of forty to be seeking employment. An educated woman usually spends the first twenty years of her life preparing for her work and the next fifteen or twenty gaining experience; and just when her observation and capacity should have rendered her valuable, she finds she is too old.

A couple of weeks ago a woman of rich experience and character, a born leader and organiser among girls, applied to the Labour Bureau for Government work. She was told that no applications were accepted where the applicants were over thirty-five. She is the principal breadwinner in the home since the only son and brother has gone to the front. Does experience and character go for nothing? Such a woman would be invaluable in any industry where the welfare of girls is considered, and sympathy, tact and firmness required. I know another of thirty-six.

Why need there be an age limit? Should not the age for employment vary to the question of an old age pension, which [illegible]

Morning Post.
14.2.16.

WORKS OF RELIEF.

THE QUEEN'S FUND.

The Queen's Work for Women Fund has now reached a total of £168,436. Recent subscriptions include: Miss Stancomb Wills (monthly donation), £50; contribution sent through Mr. Harold Begbie's "Queen's Net" Fund (further instalment), £37 5s.

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Why need there be an age limit? Should not the age for Government work be the reception of an old age pension? Unfortunately, between that time and forty, if one wishes to live, one must work.

A MINISTER'S WIFE.

The Fallacy of Age Selection.

Sir,—I can endorse the letter of your correspondent as to the difficulty found by women of 40 in obtaining employment. I can quote the case of an experienced and highly-qualified nurse who, even with the present demand for skilled nurses, experienced great difficulty in obtaining a post owing to her age being just over 40.

Youth has its advantages in vigour and enthusiasm, but its grave disadvantages in lack of experience and sympathy. The administrative work of all conditions of life must always be done by men and women of mature brain. Nothing is more erroneous than the age method of selection. The truth of this meets us on every side when we see hale and vigorous men of 45 to 50 debarred from taking an active part in the war.

It is a well-known fact that nations mature at different rates; but it still has to be realised that individuals do so also. One man or woman of 40 may in physical and mental development be at the same stage as another of 30; while an individual of 50 who has lived an outdoor, healthy life may compare favourably with another ten years his junior.

Surely some physical test can be found which will do away with this fallacious method of classification.

M. JANE REANEY, B.Sc.

Morning Post
14.2.16

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Manchester Guardian
21·2·16

Miss Violet Markham, in the *Women's Trade Union Review*, insists on the desirability of properly organising women's work in the war. "It is clear to-day," she writes, "that if the war is to be won, women will have to play an unprecedented part in industry by setting free men in various directions—not only for service in the field, but for expediting the manufacture of munitions of war too heavy for women personally to undertake." National organisation will be necessary if full advantage is to be taken of the ability of the women, and that organisation must safeguard the conditions under which women toil. The workers themselves must keep a tight hand upon all the arrangements made. For ourselves we agree both with the necessity of utilising women and the wisdom of doing so on lines which will not lead to vast industrial disturbance after the war. The chief contribution to the strength of Germany to-day we believe to lie in the fact that it is making far more use of its women in industry, and if we in this country are to release large numbers of men beyond those already taken for the war, the only way is to call upon the women for work they have not hitherto undertaken.

Edinburgh Evening News

THE INDUSTRIAL BOADICEA.

HOW WOMEN ARE EMPLOYED.

(BY J. M. HOGGE, M.P.)

Parliament rose on Tuesday, the 16th. On Thursday, the 18th, the Board of Trade issued a scheme to organise women labour. It certainly strikes one as very cavalier treatment of the House of Commons to launch so far-reaching a scheme without any intimation, for it cannot be pretended that the Government made up its mind between the Tuesday and the Thursday. But let that pass. We are growing hardened to the despotism of the Cabinet and its arbitrary methods.

Coming Into Her Own.

Boadicea is coming into her own. The monument on the Embankment facing the House of Commons represents her in a chariot charging Westminster. The figure has at length, like Galatea, come to life, and she has driven her chariot through the prejudices of years right up to the counters of Labour Exchanges. Up to now, save for the Women's Co-operative movement and later the Suffragist and Suffragette movements, women have been strangely silent as a class.

They have been roped in in census returns. The census for 1911 shows that above the age of 10 there are

5,854,036	women engaged in occupations for gain in England and Wales.
593,210	in Scotland.
430,092	in Ireland.
6,877,338	

One-Sixth of the Population.

Roughly, that is one-sixth of the entire population. It is possible to arrive at an approximate idea of their occupations. They divide themselves in three classes: Head, Hand workers, and Domestic Servants.

Taking Head workers first we find that in England and Wales in 1911 there were:

Teachers	211,183
Local Government	176,450
Medical (including Nursing) ...	87,699
Art, Music, Drama	49,998
National Government...	34,089
	559,419

The Hand workers are the largest separate class:

Cotton Manufacture	372,834
Dressmaking	333,129
Laundry	167,052
Wool and Worsted	127,637
Tailoring	127,527
Drapery	110,955
Metal Trades	101,050
Agriculture	94,841
Printing and Allied Trades ...	87,609
Grocery	58,935
Boots and Shoes	45,986
	1,627,555

Domestic and kindred occupations are made up of:

Indoor Servants	1,260,673
Charwomen	126,061
Hotels, Inns, &c	110,506
	1,497,240

The above classification accounts for nearly two-thirds of the whole, and gives a general conspectus of women's field of industry.

Women's Average Earnings.

Mr Sidney Webb, of the Fabian Society, has estimated women's earnings for the year 1912. Here are his conclusions in tabular form:

Women in situations:

Below 12s.	1,000,000	average earnings, say,	9s 0d
12s to 15s.	1,500,000	" "	13s 0d
Over 15s.	500,000	" "	17s 0d
Casuals.	100,000	" "	5s 6d
Girls.	1,000,000	" "	7s 6d
	4,000,000		

On these premises we obtain an average weekly wages bill of £2,400,000, or yearly £124,800,000.

Mr Webb in his totals allows for five weeks' [illegible]

Women in situations:

Below 12s,	1,000,000	average earnings,	say,	9s 0d
12s to 15s,	1,500,000	,,	,,	13s 0d
Over 15s,	500,000	,,	,,	17s 0d
Casuals,	100,000	,,	,,	3s 6d
Girls,	1,500,000	,,	,,	7s 6d
	4,600,000			

On those premises we obtain an average weekly wages bill of £2,430,000, or yearly £126,360,000. Mr Webb in his totals allows for five weeks short time, sickness, involuntary holidays, and unemployment. This would knock off £12,000,000, and on this total the average wage of adult women would be 10s 10½d per week, not a princely total.

The Number Married.

So much for the women classified in the census as above. But observe that in 1911 there were 23,273,782 females counted. I have not the figures for marriage for the whole country handy, but out of 34,043,076 persons in England, 13,126,070 were returned as married. On that basis there must be 17 millions for the United Kingdom. That is to say, there are roughly 8,500,000 married women in the United Kingdom. There are 23,273,282 females, which leaves 15 millions unmarried women and female children. Of those two-fifths are probably under 10 years of age, which leaves nine millions as possible workers on the basis of "above the age of 10."

(I am not to be taken as advocating that any girl of 10 should be called upon to work. I am only taking the census division because I must.) The census got information from 6,877,338 of those, leaving 2,000,000 unaccounted for, so far as any specific task was undertaken by them. The figures, it must be borne in mind, are subject to such deductions as must be made for married women. Also recorded as "occupied for gain," e.g. in Lancashire towns, or towns like Galashiels, Hawick, etc., which would increase the total number of women workers available.

Seeing Where We Are.

Now we can see where we are. The Board of Trade's appeal is made to something like 9,000,000 women, of whom probably 1,000,000 are unemployed or under-employed at the moment, and one and a half to two millions have never done any particular work. That is a minimum of 2,500,000, or, if we make an allowance for age at both ends of the scale, of 1,000,000, a minimum of 1,500,000 women who could, if need be, be organised for industrial needs.

The Board of Trade is asking particularly for:

Farm work.
Dairy work.
Leather stitching.
Brush-making.
Clothing machining.
Light machining for armaments.

They want agricultural help and industrial help. Probably among domestic servants there is plenty material already familiar with the first, and some readjustments are all that are necessary in that case. For both classes, however, apparently the Board of Trade contemplates training workers.

Maintenance During Training.

If they do, it is to be hoped that they will deal with unemployed women before piling up a big list at the Exchanges. Training, with maintenance while training, is the best expedient for unemployment. The provision of technical education in this country for girls is practically negligible. It is a trifle ironical that we require a war for life to teach us how to conduct one of living. But the occasion has arisen. It ought not to be either lost or misused. By that, I mean, don't let us have a rush of people who want something to do or who feel that they ought to offer. Let all women who have no need to work stand absolutely aside and allow those whom the war has thrown into unemployment or under-employment get the first chance of being trained. By all means register in the ranks of those who will serve if called upon, but primarily let the woman who must earn get on her way first.

All this organisation of men and guns, women and machines, is reshaping old ideas, uprooting prejudices, breaking down class distinctions. The German Emperor has done us that signal service. From a supposed decadent nation to factories run by women to allow men to fight in eight months' time is good business for us, but bad, and, I hope, still worse than bad, for the Kaiser.

War Emergency Workers' National Ctee 663
Caxton Hall. Conference. 16 Ap. 15.

663a/1

Globe. 16 Ap. 15.

WOMEN'S WAR WORK.

PLAIN SPEAKING AT NATIONAL CONFERENCE.

FORCING CONSCRIPTION.

A large number of societies interested in women's work were represented at a conference held at Caxton Hall to-day, to discuss the question of war service for women. The conference was under the auspices of the War Emergency Workers National Committee.

Miss Mary Macarthur, who presided, said the committee responsible for calling the conference, represented through its delegates between four and five million workers, men and women. When the Government appeal to women was first issued, some of them were rather at a loss to understand the reason of it. Some of them had at that time been organising plans for dealing with unemployment among women, and they knew that many thousands of women, who were normal wage earners, were unemployed throughout the country at the time the appeal was issued.

Between 30,000 and 40,000 women and girls were on registers of the labour exchanges alone, and a large number were on half-time. They knew also that the armament factories, instead of complaining of a shortage of women labour, stated that there was no scarcity whatever. A personal investigation proved this to be the case. Since the Government appeal had been made, however, Mr. Runciman had announced that the need for women was more protective than immediate. It was one thing for women to fill the places of men who had voluntarily enlisted for service, but it was quite another thing for them to allow themselves to be used as instruments to force economic conscription upon men.

It was essential that safeguards should be laid down to prevent women being used as instruments to degrade the general standard of living.

"If women were to accept the advice freely given and work for nothing or without conditions for this national emergency," concluded Miss Macarthur, "they would be assisting not the country; they would be helping the profit-making interests which have already, in many cases, so shamefully exploited the national emergency."

Eastern Daily Press 17 Ap. 15.

The attitude of the conference of representatives of women's industrial and political organisations at Caxton Hall to-day may be summed up in regard to the employment of women in emergency work during the war in the succinct phrase used by Dr. Marion Phillips, that "if the nation requires the women's work it must see that that work is carried out under conditions which will do as little harm as possible to the women." There were many effective and convincing speeches in support of the various resolutions, Miss Margaret Bondfield urging with eloquence and with vigour the broad demand that no emergency action should be allowed unnecessarily to depress the standard of living or of working conditions. An official resolution, calling upon the Government for a definite assurance that at the earliest possible moment the long-overdue reform of universal suffrage will be dealt with, produced several amendments, one of them, urged with considerable warmth, calling specifically for women's suffrage. Miss Mary MacArthur wisely guided the conference along the lines for which it was called, however, and the majority were content to limit their detailed demands to the industrial field. "At least," remarked Miss Sylvia Pankhurst with caustic air, "seeing that the reformers of 1832 talked universal suffrage, we can scarcely be called revolutionary."

Newcastle Chronicle. 17 Ap. 15.

EMPLOYMENT OF WOMEN.

A Fair Field and No Favour.

A conference of the Workers National Committee was held, yesterday, at Caxton Hall, Westminster, to consider the question of the employment of women arising out of the necessities of the war.

Miss Mary MacArthur, who presided, said men had never objected to the employment of women on equal terms. What they did object to was the employment of women for the cheapening of labour. She felt sure no woman worthy of the name would lend herself to such an object. What they wanted for women was a fair field and no favour, but women would not allow themselves to be sacrificed for the exploitation of the employers. This was a time, not for the consideration of petty differences, but for the putting aside all such differences for the common good.

Miss Margaret Bonfield moved the first resolution, which urged that all women who register for war service should join the appropriate trade union for which she is volunteering, and that where a woman is doing the same work as a man she should receive equal pay. The resolution further advocated that in no case should a woman be employed at less than a living wage, and that sweating conditions must at all costs be avoided. The resolution demanded further that preference in employment should be given to the normal woman wage earner. The final clause of the resolution advocated that priority of employment should be given to workmen whose places had been filled by women.

The resolution, in a slightly altered form, after considerable discussion, was adopted.

The afternoon session was devoted to the consideration of other resolutions, dealing with the various aspect of women's work and the war.

The resolutions passed insisted upon the Government recognising the important part now being played by women in the output of Government work, and insisting upon a due recognition of women as trade union workers.

A further resolution called upon the Government to recognise full rights of citizenship demanded by women by granting them equal electoral rights with men at the earliest moment

A War Emergency Workers National Committee. 663. A.
Conference. Caxton Hall. 16 ap. 15.

Daily News. 17 ap. 15.

WOMEN WORKERS IN WAR TIME.

Conference Demands Pay Equal to Men.

Animated discussion took place at the Caxton Hall, Westminster, yesterday, at a National Conference on War Service for Women. Fifty organisations, including many of the trade unions, were represented.

The conference was held under the auspices of the War Emergency Workers' National Committee, and Miss Mary Macarthur, who presided, said that between four and five million men and women workers were represented.

The main point of the agenda was the principle involved in the question of equal pay for women undertaking men's work, and the following preamble was adopted:

> That this conference representing the Women's Trade Union, Labour, Socialist, Co-operative, Suffrage, and kindred organisations, declares that as it is imperative in the interests of the highest patriotism no emergency action should be allowed unnecessarily to depress the standard of living of the workers or the standard of working conditions, adequate safeguards must be laid down for any necessary transference or substitution of labour.

A resolution was moved urging that women who register for war service should immediately join an appropriate trade union, and that membership of such an organisation should be the condition of her employment for war service. This was passed with an addition to the effect that the men's trade unions who now exclude women should be urged to admit them.

Miss Sylvia Pankhurst, in the course of the discussion, said that the great danger was that women should be sweated, ill-paid, and exploited.

The following motion was carried:

> That where a woman is doing the same work as a man she should receive the same rate of pay, and that the principle of equal pay for equal work should be rigidly maintained.

Dr. Marian Phillips moved a resolution demanding that the advisory committee of workers appointed by the Government for facilitating the carrying out of the proposals for the acceleration of output on Government work should include representatives of organised women workers.

The resolution was carried, with an addition to the effect that in any court of arbitration which might be set up for dealing with trade disputes during the war a representative of the women workers should be appointed.

THE TRADE UNION QUESTION.

At the national conference on the subject of war service for women, held under the auspices of the War Emergency Workers' National Committee, in Westminster yesterday—Miss Mary Macarthur presiding—a resolution was passed declaring it imperative, in the interest of the highest patriotism, that no emergency action should be allowed unnecessarily to depress the standard of living of the worker, or of working conditions, and urging, among other things, that all women registering for war service should immediately join an appropriate trade union in the trade for which she is volunteering service, that men's trade unions now excluding women should be requested to admit them as members, that a woman doing the same work as a man should receive the same rate of pay, that in no case should any women be drafted from the war register to employment at less than an adequate living wage, and that in any staff readjustments after the war priority of employment should be given to workmen whose places had been filled by women. In the preceding speech Miss Macarthur deprecated women being used as instruments to force economic conscription upon men. A national form of conscription would be much better than that. No woman worthy of the name would wish to be used to force men to the front.

Aberdeen Free Press. 17 ap. 15

Liverpool Post. ap. 14. 15

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WAR SERVICE FOR WOMEN.

NEW CLAIM FOR THE VOTE.

A conference of delegates from women's trade societies, labour, socialist, co-operative, suffrage, and kindred organisations was opened yesterday, under the presidency of Miss Mary M'Arthur, at Caxton Hall, London. The objects of the conference were the consideration of the proposals for the utilisation of female labour on war emergency work, the insistance of adequate safeguards and rates of wages for workers so employed, and in view of women's co-operation, to urge upon the Government the need for dealing with the question of universal suffrage.

Miss Mary M'Arthur, in opening the conference, said it was quite a worthy object that women should be employed to fill the places of men who had joined the Army, but it was quite another thing that women shoudl give their services to put economic pressure on men to join the Army. It would be better to have national conscription altogether than an insidious form of it like that. They had heard of women being reday to give their services for nothing in ammunition factories. It was a poor sort of patriotism which justified that kind of thing, and it was the duty of the women themselves to see that they were not exploited in the national emergency.

COMPREHENSIVE RESOLUTIONS.

Resolutions were passed declaring it imperative in the interest of the highest patriotism that no emergency action should be allowed unnecessarily to depress the standard of living of the worker or of working conditions, and urging among other things that all women registering for war servce should immediately join the appropriate trade union in the trade for which she is volunteering service; that men's trade unions now excluding women should be requested to admit them as members; that woman doing the same work as a man should receive the same rate of pay; that in no case should any woman be drafted from the war register to employment at less than an adequate living wage; and that in any staff readjustments after war priority of employment should be given to workmen whose places had been filled by women.

Evening Standard. 16 ap. 15.

WAR SERVICE FOR WOMEN.

OFFER OF GRATUITOUS SERVICES IN AMMUNITION FACTORIES.

War service for women was the question discussed to-day at a conference held at Caxton Hall under the auspices of the War Emergency Workers' National Committee.

Among the industries which it is proposed women should enter, as announced by the Board of Trade, are farm and dairy work, leather-stitching, brushmaking, clothing, machining, and light machining for armaments.

The societies represented at the conference included women's trade unions, Labour, Socialist, co-operative, Suffrage, and kindred organisations.

Miss Mary Macarthur, who presided, said they had heard of women being ready to give their services for nothing in ammunition factories. It was a poor sort of patriotism which justified that kind of thing, and it was the duty of the nation, as it was the duty of the women themselves, to see that they were not exploited in the national emergency.

In the series of resolutions passed by the Conference, it was urged that women doing the same work as men should receive the same rate of pay, that sweated labour conditions must be avoided at all costs, and that, after the war, priority of employment should be given to workmen whose places had been filled by women.

Daily Citizen, April 17th. 1918.

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WOMEN'S WAR SERVICE.

NATIONAL DEMAND FOR SAFEGUARDS.

GREAT CONFERENCE IN LONDON.

MEN'S PAY WANTED FOR MEN'S WORK.

Organised by the War Emergency Workers' National Committee, which is representative of nearly five million workers, an important conference was held at the Caxton Hall, Westminster, London, yesterday on the much-discussed question of war service for women.

Delegates attended from women's trade unionist, Labour, Socialist, co-operative, suffrage, and kindred societies, while trade unions which include both men and women in their memberships were also represented, as well as other unions closely concerned with industries such as farm and dairy work, leather-stitching, brushmaking, clothing machining, and light machining for armaments, which have been officially announced as the trades which it is proposed the women should enter.

A NATIONAL QUESTION.

The conference opened with a valuable introductory speech from Miss Mary Macarthur, who presided. The appeal that had been issued by the Government, she said, involved many serious questions and fundamental issues. It constituted not merely a women's question, but a national question, affecting men as well as women, and children most of all. The appeal affected women as wage-earners, as possible wage-earners, and as the mothers and wives of workers.

"When the appeal was issued," said Miss Macarthur, "some of us were at a loss to understand the reason of it. We knew that there were many thousands of normal wage-earning women who were unemployed. We knew that there were between 30,000 and 40,000 on the registers of the Labour Exchange, and we also knew that many thousands of women were employed on part time. The armaments factories, instead of complaining of shortage of women's labour, state that there is no scarcity whatever."

The speaker added that she recently paid a visit to one of the largest armament works, where she was shown a large crowd of women waiting at three o'clock in the afternoon on the off-chance of getting work. "That particular factory," she said, "is working on 12-hour shifts night and day and Sundays and weekdays—('Shame')—and yet some of the women I saw told me that they had been coming to the factory for three weeks in the hope of getting work."

Miss Macarthur spoke of a request for improved working conditions which had been sent to Vickers'. Besides giving other reasons for refusing an advance of wages, they said that competition for work in the factory was greater now than it had ever been.

Prospective Need.

With those facts before them they were at a loss to understand the appeal of the Government, but since then Mr. Runciman had announced that the need was more prospective than immediate.

Dealing with the general question, Miss MacArthur said it was one thing for women to take the places of men who had enlitsed, but it was quite another thing for women to allow themselves to be used as instruments for forcing economic conscription on men. The men did not and never had objected to women workers as such, but what they di dobject to was cehap labour, whether it was labour of men or women.

"There should be only two main tests of employment," said Miss Macarthur, "suitability for the work to be done and capacity to perform it.

"At a time like this, which is pregnant with possibilities for the future development of industries, it is absolutely essential that the men and women should get together, and that safeguards should be laid down to prevent women being used as instruments to lower the standard of life."

The speaker reminded the conference that some women's societies had declared that they were prepared to help without laying down conditions. "That statement," she said, "measures their responsibility and the responsibility they have to the people they represent. We who represent wage-earning women could not for a moment give our help without conditions."

To do that, she edded, would not be to assist the country but to assist profit-making, which in many cases had so shamefully exploited the national emergency. And, she said, following up the point, the country would lose in the long run.

Safeguards Essential.

The chief resolution, which was moved by Miss Margaret Bondfield, was as follows :—

That this conference, epresenting the women's trade union, Labour, Socialist, Co-operative, suffrage, and kindred organisations, declares that as it is imperative in the interests of the highest patriotism that no emergency action should be allowed unneccssarily to depress the standard of living of the workers or the standard of working conditions, adequate safeguards must be laid down for any necessary transference or substitution of labour, and it therefore urges:—

(a) That all women who register for war service should immediately join the appropriate trade union for which they are volunteering service; and that membership of such organisation should be the condition of employment for war service;

(b) That where a woman is doing the same work as a man she should receive the same rate of pay, and that the principal of equal pay for equal work should be rigidly maintained;

(c) That in no case should any woman be drafted from the war register to employment at less than an adequate living wage, and that the stereotyping of sweated conditions must at all costs be avoided;

(d) That adequate training with maintenance should be provided for suitable women whom it is proposed to place in employment under the foregoing conditions, and that in choosing candidates for such training preference should be given, where suitability is equal, to the normal woman wage earner now unemployed;

(e) That in any readjustment of staffs which may have to be effected after the war priority of employment shall be given to workmen whose places have been filled by women.

Referring to the question of equal pay for equal work, Miss Bondfield said that if a tramwayman had been getting 30s. a week it was not enough to say that a tramwaywoman should get 30s. unless the woman was going to do precisely the same work.

As an illustration she mentioned the grocery trade, which, she said, was being invaded by women. The Shop Assistants' Union had already fixe da standard which was a rough and ready guide. The man grocery assistant had to do both warehouse and counter work, but the new woman assistant would do only counter work. Therefore the union had consented to a four-fifths rate being paid. That meant that, in the grcery trade, a woman of 21 would get 24s. a week, and cases had already been reported where women were getting 35s.

Dealing with Clause (c), Miss Bondfield urged that it would need every ounce of public opinion to fight employers, the easy-going public, and the apathetic among the unorganised workers (apathetic through poverty and mal-nutrition) to prevent the stereotyping of sweated conditions. As to the last clause, she said they recognised the justice of the claim that women who had taken the places of men who had enlisted should give up their places when the men came back to them.

Daily Chronicle, April 17th. 1918.

WAR SERVICE BY WOMEN.

DEMAND FOR TRADE UNION TICKETS.

"EQUAL PAY FOR EQUAL WORK" AND "NO EXPLOITATION."

"That all women who register for war service should immediately join the appropriate trade union in the trade for which she i' volunteering service; and that the membership of such organisation should be the condition of her employment for war service."

This was the resolution unanimously carried at a conference on war service for women at the Caxton Hall yesterday. Miss Mary Macarthur presided, and delegates representing most of the women's societies and many of the men's trade unions were present.

Miss Macarthur said that the Government's appeal for women for war service had been anxiously viewed by the War Emergency Committee, who felt that it involved many serious problems and certain great fundamental issues.

Some of them were at a loss to understand the Government appeal. There were, when it was made, between 30,000 and 40,000 unemployed women on the registers of the Labour Exchanges, and many thousands of women were only employed part time. The armament factories, instead of complaining of a shortage of women labour said there was no scarcity whatsoever. One firm recently gave as a reason for declining an advance of wages that competition for work in factories was greater now than it had ever been.

It was one thing for women to take the place of men who had voluntarily enlisted, but it was quite another thing for women to allow themselves to be used as instruments to force economic conscription on them. It would be better to have national conscription altogether than such a form of conscription.

In the trade union movement men had never objected to women labour, but to cheap labour. It had been said that women ought to give their help unconditionally, and they were told that soldiers did not lay down conditions. But the man was giving himself to his country, while the woman was asked to give herself to her employer. If she were to work for nothing, who was she helping? Not the country, but the profit-making interests so shamefully exploited in the national emergency.

"EQUAL PAY FOR EQUAL WORK."

Miss Margaret Bondfield said women only asked for equal pay if they really did equal work. In the grocery trade, for example, the union has agreed that women should have four-fifths of the men's rate because while men had to work behind the counter and in the warehouse women had only to serve behind the counter.

Miss Nina Boyle complained of threats that men would strike if women were employed on war service. What guarantee had they that if women were allowed in the unions it would not be on humiliating terms?

Mr. Turner (Secretary of Shop Assistants' Union) objected to the attitude of the women's suffrage organisations. Sometimes the unions had found the women they had admitted so difficult and troublesome that they had ended by excluding them.

Mr. Smith (Agricultural Labourers' Union) denied that there was a shortage of male labour on the land. He was convinced that the attempt to introduce woman labour would keep the wages of men down.

Dr. Marion Philips emphasised the necessity for proper working conditions for women, especially in factories where women had not previously been employed.

Among the resolutions passed were the following:

That where a woman is doing the same work as a man she should receive the same rate of pay, and that the principle of equal

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Delegates attended from women's trade unionist, Labour, Socialist, co-operative, suffrage, and kindred societies, while trade unions which include both men and women in their memberships were also represented, as well as other unions closely concerned with industries such as farm and dairy work, leather-stitching, brushmaking, clothing machining, and light machining for armaments, which have been officially announced as the trades which it is proposed the women should enter.

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"When the appeal was issued," said Miss Macarthur, "some of us were at a loss to understand the reason of it. We knew that there were many thousands of normal wage-earning women who were unemployed. We knew that there were between 30,000 and 40,000 on the registers of the Labour Exchange, and we also knew that many thousands of women were employed on part time. The armaments factories, instead of complaining of shortage of women's labour, state that there is no scarcity whatever."

The speaker added that she recently paid a visit to one of the largest armament works, where she was shown a large crowd of women waiting at three o'clock in the afternoon on the off-chance of getting work. "That particular factory," she said, "is working on 12-hour shifts night and day and Sundays and weekdays—('Shame')—and yet some of the women I saw told me that they had been coming to the factory for three weeks in the hope of getting work."

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(d) That adequate training with maintenance should be provided for suitable women whom it is proposed to place in employment under the foregoing conditions, and that in choosing candidates for such training preference should be given, where suitability is equal, to the normal woman wage earner now unemployed;

(e) That in any readjustment of staffs which may have to be effected after the war priority of employment shall be given to workmen whose places have been filled by women.

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Dr. Marion Philips emphasised the necessity for proper working conditions for women, especially in factories where women had not previously been employed.

Among the resolutions passed were the following:

That where a woman is doing the same work as a man she should receive the same rate of pay, and that the principle of equal pay for equal work should be rigidly maintained;

That in no case should any woman be drafted from the War Register to employment at less than an adequate living wage, and that the stereotyping of sweated conditions must at all costs be avoided.

A demand was also made for universal adult suffrage.

The Daily Telegraph, April 17th. 1915.

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WOMEN'S WAR SERVICE.

NATIONAL CONFERENCE.

CONDITIONS AND SAFEGUARDS.

Convoked by the War Emergency Committee, a conference of women's trade unionist, Labour, Socialist, co-operative, Suffrage, and kindred societies was held yesterday at the Caxton Hall, Westminster, for the purpose of considering the conditions upon which women should accept service during the war in response to the Government's appeal. Among the trade unions represented were some which do not admit women to membership.

Miss MARY MACARTHUR presided, and in opening the proceedings, said when the Government appeal was issued some of them were at a loss to understand the reason of it, because there were then many thousands of women—normal wage-earners—who were unemployed throughout the country, some 40,000 of them being registered at the Labour Exchanges, while thousands more were employed only part time. However, since then they had learnt from Mr. Runciman that the need was "more prospective than immediate."

There were some who urged that at such a crisis women should undertake work without making conditions; but that would be poor patriotism indeed. To work without making conditions would be to help, not the country, but the profitmaking interests, which had already in many cases shamefully exploited the national needs. One condition women ought to make was that their employment should not be used to force men to the front. Much as she disliked it, she would rather have conscription than a system under which women were made use of to thrust men out of employment in order that they might be compelled to go to the front.

CONDITIONS OF EMPLOYMENT.

Miss MARGARET BONDFIELD (Women's Emergency Committee) moved a resolution declaring that it was imperative in the interests of the highest patriotism that no emergency action should be allowed unnecessarily to depress the standard of living of the workers or the standard of working conditions, and that the conference therefore urged:

(a) That all women who register for war service should immediately join the appropriate trade union, and that membership of such organisation should be the condition of her employment for war service;

(b) That where a woman is doing the same work as a man she should receive the same rate of pay, and that the principle of equal pay for equal work should be rigidly maintained;

(c) That in no case should any woman be drafted from the War Register to employment at less than an adequate living wage, and that the stereotyping of sweated conditions must at all costs be avoided;

(d) That adequate training, with maintenance, should be provided for suitable women whom it is proposed to place in employment under the foregoing conditions, and that in choosing candidates for such training, preference should be given, where suitability is equal, to the normal woman wage-earner now unemployed;

(e) That in any readjustment of staffs which may have to be effected after the war, priority of employment shall be given to workmen whose places have been filled by women.

She said that to depress the standard of living would be the most unpatriotic thing that they could do. With regard to the training of women, Government subsidies were spoken of, but the ordinary working woman had never received that kind of assistance to make her efficient, and they should ask that in such schemes of training preference should be given to those women who had to be entirely self-supporting, and who were normal working-class women.

Mr HUGHES (National Union of Clerks) seconded the motion. He said that of the 33,000 women who had registered themselves, about 5,000 had indicated a preference for clerical employment. He knew of employers who, having urged their male clerks to go to the front, and taken on women clerks at lower wages, now said that clerical work was not the proper thing for men, and that they would continue to employ women clerks after the war. That, whatever its merits, was a question which should be decided quite apart from the present national crisis.

Mrs. DRAKE (East London Federation of the Suffragettes) moved to add to the first clause the words: "and that those trade unions which exclude women be urged to admit women as members."

Miss NINA BOYLE (National Union of Women's Suffrage Societies) opposed the proposal that membership of a trade union should be obligatory. She expressed herself strongly on the subject of the way in which women had been treated by trade unions, and asked what guarantee there was that the trade unions would not impose humiliating conditions on women's membership, and penalise their labour.

After considerable discussion, the clause with regard to membership of a trade union, together with Mrs. Drake's addition, was agreed to, with a very few dissentients.

AGRICULTURAL WORK FOR WOMEN.

In the course of the discussion on the second clause, in favour of equal pay for men and women, Mr. SMITH (National Agricultural Labourers' Union) said his society was opposed to the general introduction of woman labour into agriculture. They were willing that it should be introduced if there was a shortage of labour, provided that there was adequate protection for the women who went into the fields; but he had circularised the branches of the union, and out of 150 from which replies had been received only one showed any shortage of labour so far as farms were concerned. The cry of child labour and of woman labour was due to an attempt on the part of employers to keep the wages of men down, although poverty in the rural districts was very great, owing to the increase in the cost of living, while wages had not increased. A case had been reported to him in which an agricultural labourer had been dismissed for asking for a rise from 14s to 15s a week.

On a motion made by Miss Sylvia Pankhurst on behalf of the East London Federation of the Suffragettes, it was resolved that the maintenance to be provided for women in training should be at the rate of not less than £1 a week.

Miss NEALE (Domestic Workers' Union of Great Britain) moved the addition of a proviso that women who were displaced at the end of the war by the return of workers at the front should be guaranteed employment thereafter.

This was accepted by Miss Macarthur on behalf of the National Emergency Committee, and the resolution as thus amended was agreed to.

Dr. MARY PHILLIPS moved a resolution demanding that organised women workers should be appointed to serve on the Advisory Committee of Workers appointed by the Government for the purpose of accelerating the output of Government work.

This was carried unanimously, with the addition, moved at the instance of the East London Federation of the Suffragettes, that in any court of arbitration set up for dealing with trade disputes during the war a representative of the women workers should be appointed, and that in the case of women's disputes the sole arbitrator should be a woman.

THE SUFFRAGE.

Mrs. GASSON (Women's Co-operative Guild) moved a resolution expressing the conviction that in view of the frankness with which the Government had publicly announced the co-operation of women to be essential to the protection and defence of the country, it was illogical and unjust to delay unnecessarily the full rights of citizenship to women, and calling upon the Government for a definite assurance that universal suffrage would be dealt with at the earliest possible moment.

Mrs. TANNER, on behalf of the Women's Freedom League and the United Suffragists, moved as an amendment the substitution of the word "women's" for "universal."

The amendment was rejected by a considerable majority, and the resolution was adopted almost unanimously.

Daily Call,
April 17th. 1915.

WOMEN USED TO FORCE MEN TO FRONT?

MILLIONS PROTEST.

WAIT FOR WEEKS OUTSIDE ARMS FACTORY.

A large number of societies interested in women's work were represented at a conference held at Caxton Hall yesterday to discuss the question of war service for women, under the auspices of the War Emergency Workers National Committee.

The industries in which it is proposed women should enter, as announced by the Board of Trade, are farm and dairy work, leather-stitching, brush-making, clothing, machining, and light machining for armaments.

The societies represented at the conference included women's trade unions, Labour and Socialist organisations.

Miss Mary Macarthur, who presided, said the committee represented through its delegates between four and five million workers, men and women.

When the Government appeal to women was first issued some of them were rather at a loss to understand the reason of it.

She had visited one of the largest armament factories, and asked whether the directors found any difficulty in getting suitable women for the work.

She was shown a large crowd of women waiting outside on the chance of getting work at 3 p.m.

That particular factory was working at the present time on twelve-hour shifts—night and day—and on Sundays as well as weekdays.

She afterwards spoke to some of the women waiting, and found that some of them had come there for over three weeks on the chance of being taken on.

It was one thing for women to fill the places of men who had voluntarily enlisted for service, but it was quite another thing for them to allow themselves to be used as instruments to force economic conscription upon men.

She thought that no woman would wish to be used as an instrument to force men to go to the front. It seemed to her much better to have what some of them dislike very much, a national system of conscription, than such a form of conscription.

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The Evening Mail,
April 17th. 1915.

WORKERS' STANDARD.

Women Volunteers Urged to Join Trade Unions.

The subject of war service for women was discussed at a national conference under the auspices of the War Emergency Workers' National Committee in Westminster yesterday.

A resolution was passed declaring it imperative in the interest of the highest patriotism that no emergency action should be allowed unnecessarily to depress the standard of living of the worker or of working conditions, and urging among other things that all women registering for war service should immediately join the appropriate trade union in the trade for which she is volunteering service.

It was also resolved that men's trade unions now excluding women should be requested to admit them as members, that a woman doing the same work as a man should receive the same rate of pay, that in no case should any woman be drafted from the war register to employment at less than an adequate living wage, and that in any staff readjustments after the war priority of employment should be given to workmen whose places had been filled by women.

In a preceding speech, Miss Mary Macarthur, who presided, deprecated women being used as instruments to force economic conscription upon men. A national form of conscription would be much better than that. No woman worthy of the name would wish to be used to force men to the front.

Up to date 350 women have registered themselves at the South Shields Labour Exchange for war service.

Belfast News Letter,
April 17th. 1915.

WAR SERVICE FOR WOMEN.

Resolution by Emergency Workers' Conference.

MISS MACARTHUR AND "ECONOMIC CONSCRIPTION."

At the National Conference on the subject of war service for women, held under the auspices of the War Emergency Workers' National Committee in Westminster yesterday—Miss Mary MacArthur presiding—a resolution was passed declaring it imperative in the interest of highest patriotism that no emergency action should be allowed unnecessarily to depress the standard of living of the worker or of working conditions, and urging, among other things, that all women registering for war service should immediately join the appropriate trade union in the trade for which she is volunteering service, that men's trade unions now excluding women should be requested to admit them as members, that women doing the same work as a man should receive the same rate of pay, that in no case should any woman be drafted from the war register to employment at less than an adequate living wage, and that in any staff readjustments after the war priority of employment should be given to workmen whose places had been filled by women.

Miss MacArthur deprecated women being used as instruments to force economic conscription upon men. A national form of conscription would be much better than that. No woman worthy of the name would wish to be used to force men to the front.

Emergency Workers' National Committee 663a
Conference. April 16. 1915.

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Western Morning News. 17 ap. 15.

WOMEN'S WAR SERVICE.

DEMAND FOR THE SAME PAY AND CONDITIONS AS MEN.

A large number of societies interested in women's work were represented at a conference held at Westminster yesterday to discuss the question of war service for women. The conference was under the auspices of the War Emergency Workers' National Committee.

Miss Mary Macarthur, who presided, said it was one thing for women to fill the places of men who had voluntarily enlisted for service, but it was quite another thing for them to allow themselves to be used as instruments to force economic conscription upon men. It seemed to her much better to have what some of them disliked very much, a national system of conscription, than such a form of conscription. It was essential that safeguards should be laid down to prevent women being used as instruments to degrade the general standard of living. If women were to accept the advice freely given and work for nothing or without conditions for this national emergency, they would be assisting not the country, but the profit-making interests which had already in many cases so shamefully exploited the national emergency.

Miss Margaret Bondfield moved the first resolution, which declared that it was imperative, in the interest of the highest patriotism, that no emergency action should be allowed unnecessarily to depress the standard of living of the worker or of working conditions, and urging among other things that all women registering for war service should immediately join an appropriate trade union in the trade for which she is volunteering service, that men's trade unions now excluding women should be requested to admit them as members, that a woman doing the same work as a man should receive the same rate of pay, that in no case should any woman be drafted from the war register to employment at less than an adequate living wage, and that in any staff readjustments after the war priority of employment should be given to workmen whose places had been filled by women.

Dr. Marian Phillips submitted a resolution demanding that the Advisory Committee of Workers appointed by the Government for facilitating the carrying out of the proposals for the acceleration of output on Government work should include representatives of organized women workers. This was carried with an addition to the effect that in any court of arbitration which might be set up for dealing with trade disputes during the war a representative of the women workers should be appointed.

In another resolution the conference expressed the opinion that it would be "illogical, inconsistent, and most unjust to delay unnecessarily the full rights of citizenship to women," and called upon the Government for a definite assurance that at the earliest possible moment the reform of universal suffrage would be dealt with.

Yorkshire Observer 17 ap. 15.

Women and War Service.

The proposed employment of such industrial resources as women volunteers may be able to furnish has aroused some fears and misconceptions as to both object and method. The Government's appeal to women was certainly not issued in order to find cheap labour. It was partly the result of pressure from women themselves, who felt that they would like to have as direct a share as possible in the national service. There is the best reason for saying that the Government have already taken precautions to prevent any lowering of the wage standard. Mr. Lloyd George's assurance that women who were employed would be paid at the same rate as men for the same work done ought to be enough. The suspicions expressed at the conference of women's organisations held in London to-day do less than justice to this straightforwardness of intention. It is in any case unlikely that most of the volunteers will need to be used. There is not an overwhelming demand for labour of that kind that women can supply, and I understand that the offers received for many trades in answer to the official appeal furnish evidence rather of willingness than of skill or experience. The advantage of the scheme is that whatever is of value in the offers is so much positively to the good, being quite new labour.

Justice. 22 ap. 15.

THE CONFERENCE ON WAR SERVICE FOR WOMEN.

Two or three weeks ago the Government made another of its singular, ill-considered, and one might say almost hysterical, appeals to the people of this country for assistance. Briefly, our rulers have called upon women generally, including those of the leisured classes, to place themselves at their disposal for "War Service"—that is, to undertake all sorts of employment, skilled and unskilled, whereby men may be set free to join the Army voluntarily, or be forced to enlist through lack of work. Nothing has been said about the payment of these women, but, since the Government has appealed to their patriotism, it seems likely that the devisers of this scheme expected to draw upon a rich source of cheap or even unpaid labour.

The Workers' National Committee called a conference at Caxton Hall on Friday, April 16, to consider the matter. Mrs. Glasson presided.

In a few telling words Miss McArthur exposed the situation; or rather, she stated the facts, and left us to draw conclusions for ourselves. It was well known, she said, that many women on the "live labour register" were already unemployed or on short time. The armament factories stated that there was no shortage of women's labour whatever: at Elswick they were working 12-hour shifts, and all the week. Notwithstanding there was a crowd of unemployed women at the doors, and there had been such crowds for three weeks or more. Vickers's had refused to improve the condition of their women workers because the competition for employment was greater than it had ever been.

It was one thing, as Miss McArthur said, for women to fill the place of men on service; quite another thing for them to become the instruments of economic conscription. The speakers who followed made it clear that just now is, from the workers' point of view, a singularly bad time to flood the labour market with competitive cheap labour—for the women workers of to-day are practically without the protection of the Factory Acts. Employers (and not only in the armament trades) do just as they choose, and make the war an excuse for all kinds of encroachments. For instance, in every belligerent country in Europe women are being employed on night work—night work, which was forbidden to them by universal international agreement. In short, if the hall had followed the obvious but unspoken conclusions of the speakers presiding at the table, they would have risen in a body and declined, in the interests of the workers, the women and the future generation to have anything to do with "war service."

Some well-intentioned resolutions were passed. The principle of "equal pay for equal work" was unanimously maintained; and all women who register for war service were urged to join some sort of trade union. (The National Union of Women Suffrage Societies were unable to vote upon this last.) Preference was to be given to the normal woman wage-earner now employed, and a proposal for excluding women from heavy and injurious trades was rejected. Finally the Conference passed a mild and reasonable request that the Government would deal with the reform of universal suffrage, now long overdue, and dispersed. R. T. H.

War Emergency Workers National Committee 663:-
Conference. 16 April 1915.

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In Parliament.

Army Clothing Contracts.

Wednesday, April 14th.

Mr. Booth (Pontefract, L.) asked if any firms purporting to be manufacturers of clothing have taken contracts for Army clothing and then passed on the work to other firms connected with the Government by other contracts.

Mr. Baker (Financial Secretary to the War Office) replied that all tenderers for Service dress clothing contracts are now required to give an undertaking that the work will be carried out on their own premises.

Imperial Conference.

The Secretary of State for Foreign Affairs (Mr. Harcourt), in reply to a request by Sir Gilbert Parker for information as to the postponement of the Imperial Conference, stated that though the ordinary Conference was considered by the Government to be unsuited to present conditions, he had, when intimating its postponement to the various Dominions, telegraphed to each of the Governors-General :—

"Will you at the same time inform your Prime Minister that it is the intention of his Majesty's Government to consult him most fully and, if possible, personally, when the time arrives to discuss possible terms of peace."

He hardly needed to add that his Majesty's Government intended to observe the spirit as well as the letter of this declaration, which he believed had given complete satisfaction to the Governments of the Dominions.

Freedom of Discussion.

Thursday, April 15th.

In the debate on the Motion for Adjournment till Tuesday several members protested against the curtailment of opportunities for discussion and criticism, which would be entailed if this motion was the preliminary to taking all Mondays away.

Mr. James Hope (Sheffield, U.) said that it was impossible to prophesy, but there were indications that this would not be such an exceptionally light session from the point of view of legislation. Business was likely to accumulate, and at the same time there might be matters of great importance which would require discussion.

Sir Henry Dalziel (Kirkcaldy Burghs, L.) maintained that members ought not to give up all their right and deprive themselves of the opportunity of raising matters which might be unpalatable to the Government, which hon. members considered it their duty to raise.

Lord Robert Cecil said that he did not believe there was anything to be gained by freeing the Ministry, even at a time of great crisis, from criticism and discussion of their proposals.

Mr. Bonar Law (Lancs., Bootle, U.) asked the Prime Minister to consider what was the best means which could be arrived at for giving a larger amount of opportunity for discussion of important matters.

The Prime Minister assured Mr. Bonar Law that the Government would always be ready to give facilities for such discussions, if they received intimation beforehand.

The Drink Question.

Tuesday, April 20th.

A motion by Mr. Wing (Houghton-le-Spring, L.), that no alcoholic liquors should be sold in the refreshment rooms or bars attached to the House of Commons during the war was adjourned until the Government's proposals with regard to the drink question have been put before the House, as there was a considerable divergency of opinion among members. Mr. McKenna stated that he was unable now to say what the Government's proposals would be, or when they would be made, but measures dealing with the whole subject would shortly be brought forward.

No War Bonus for Postal Employees.

Mr. Hobhouse, in reply to Mr. Anderson (Attercliffe, Lab.), said : "The Government have given very careful consideration to the request of the National Joint Committee of Postal and Telegraph Associations that a war bonus should be granted to employees with salaries below £210 per annum in order to meet the abnormal cost of living produced by the war. The Government have decided that the rise in the cost of living is not by itself a sufficient reason at the present time for increasing the wages of their employees. They regard this rise as a burden which must be shared in common by all classes in the country. Compliance with this request from postal servants would entail corresponding grants to all Civil Servants of a similar status, and would therefore impose at a time of great financial pressure a charge so great upon the Exchequer that the Government do not consider they would be justified in doing it."

The Notification of Births Act.

In answer to Sir W. Byles (Salford, N., Min.) and others, Mr. Herbert Lewis (Flintshire, Min.) said : "The Notification of Births Act imposes no duty on a local authority to follow up notifications made under it, and unless this work is undertaken the chief value of the Act is not secured. The department have generally considered that it is preferable to persuade local authorities to adopt the Act and carry out health visiting and other measures for the benefit of persons whose cases are brought to their notice in pursuance of the Act, rather than simply to put the Act in force compulsorily. I may add that the Act is now in force in respect of about 75 per cent. of the total population of England and Wales, and that the question of the adoption of the Act is now under consideration in several areas."

War Service for Women.

On April 16th a Conference convoked by the War Emergency Workers' National Committee was held at Caxton Hall, to consider the conditions upon which women should accept service during the war in response to the Government's appeal. Representatives of the Women's Trade Union, Labour, Suffrage, Co-operative, Socialist, and other organisations were present, and also some representatives of Unions which do not admit women to membership.

Miss Mary Macarthur, who took the chair, in opening the proceedings, said that it was felt by the Committee that the Government's appeal involved certain great issues, and constituted not merely a woman's question, but a national question, which affected the men as much as the women, and the children as much as, or more than, either. At the time when the appeal was issued, some of them were at a loss to understand the reason of it, because there were then many thousands of women —normal wage-earners—who were unemployed throughout the country, some 40,000 of them being registered at the Labour Exchanges, while thousands more were employed only half-time. The armament factories declare that there is no shortage of suitable women. Outside the works of Messrs. Armstrong there were crowds waiting on the chance of getting work, although this firm was working twelve-hour shifts night and day. Some of the women had come for over three weeks, on the chance of something turning up. In response to an appeal for certain improvements in wages and conditions, Messrs. Vickers had replied that competition for work in their factory was greater now than it had ever been. This did not look as if there were any dearth of women workers, but Mr. Runciman had now explained that the need was more prospective than immediate.

There were some who urged that at such a crisis women should undertake work without making conditions; but this would be but poor patriotism. At a time like this, which is pregnant with possibilities for future industrial development, it was absolutely essential that safeguards should be established to prevent women from reducing the standard of living. To work without making conditions would be to help, not the country, but the profit-making interests, which had already in many cases shamefully exploited the national emergency. The country would lose in the long run from any depression of the industrial standard, and it was the truest patriotism to consider what conditions and safeguards should be laid down with regard to the introduction of women into fresh trades.

Conditions of Employment.

Miss Margaret Bondfield (Women's Emergency Committee) moved a resolution declaring that it was imperative in the interests of the highest patriotism that no emergency action should be allowed unnecessarily to depress the standard of living of the workers or the standard of working conditions, and that the conference therefore urged :—

(*a*) That all women who register for war service should immediately join the appropriate trade union, and that membership of such organisation should be the condition of her employment for war service;

(*b*) That where a woman is doing the same work as a man she should receive the same rate of pay, and that the principle of equal pay for equal work should be rigidly maintained;

(*c*) That in no case should any woman be drafted from the War Register

(*d*) Th… …uld b… …ovided for suitable wo… …employment under the foregoing co… …candidates for such training, preference sh… …ty is equal, to the normal woman wage-ear…

(*e*) That in a… …ta… …may have to be effected after the war, pric… …ymen… …giv…n to workmen whose places have been fi… …nen.

It would need … …ounce of … …lic opinion to fight the stereotyping of sw…tin… condition… …d she called upon the trade unions to help the …reated women workers.

Mr. Hughes (Nat…nal Union of Clerks) seconded the motion. He said that of the 33,000 women who had registered themselves, about 5,000 had indicated a preference for clerical employment. He knew of employers who, having urged their male clerks to go to the front, and taken on women clerks at lower wages—in some cases half wages—now said that clerical work was not the proper thing for men, and that they would continue to employ women clerks after the war. That, whatever its merits, was a question which should be decided quite apart from the present national crisis.

Mrs. Drake (East London Federation of the Suffragettes) moved to add to the first clause the words: "and that those trade unions which exclude women be urged to admit women as members."

Mrs. Deane Streatfeild (National Union of Women's Suffrage Societies) said that as the society which she represented consisted of members of every variety of political opinion, she could not vote on the clause relating to Trade Unions, with which some of its members might, perhaps, not be in agreement, but the National Union of Women's Suffrage Societies heartily supported the rest of the resolution.

Miss Nina Boyle (Women's Freedom League) opposed the proposal that membership of a trade union should be obligatory. She expressed herself strongly on the subject of the way in which women had been treated by trade unions.

After considerable discussion, the clause with regard to membership of a trade union, together with Mrs. Drake's addition, was agreed to, with a very few dissentients.

In the course of the discussion on the second clause, in favour of equal pay for men and women, Mr. Smith (National Agricultural Labourers' Union) said his society was opposed to the general introduction of woman labour into agriculture. They were willing that it should be introduced if there was a shortage of labour, provided that there was adequate protection for the women who went into the fields.

On a motion made by Miss Sylvia Pankhurst on behalf of the East London Federation of the Suffragettes, it was resolved that the maintenance to be provided for women in training should be at the rate of not less than £1 a week.

Miss Neale (Domestic Workers' Union of Great Britain) moved the addition of a proviso that women who were displaced at the end of the war by the return of workers from the front should be guaranteed employment thereafter.

This was accepted by Miss Macarthur on behalf of the National Emergency Committee, and the resolution as thus amended was agreed to.

Dr. Mary Phillips moved a resolution demanding that organised women workers should be appointed to serve on the advisory committee of workers appointed by the Government for the purpose of accelerating the output of Government work.

This was carried unanimously, with the addition, moved at the instance of the East London Federation of the Suffragettes, that in any court of arbitration set up for dealing with trade disputes during the war, a representative of the women workers should be appointed, and that in the case of women's disputes the sole arbitrator should be a woman.

The Suffrage.

Mrs. Gasson (Women's Co-operative Guild) moved a resolution expressing the conviction that, in view of the frankness with which the Government had publicly announced the co-operation of women to be essential to the protection and defence of the country, it was illogical and unjust to delay unnecessarily the full rights of citizenship to women.

Miss Helen Ward (London Society) said that although the London Society was fully in sympathy with the resolution, it did not wish to take part in it, as it had suspended its political activities during the war.

Mrs. Tanner, on behalf of the Women's Freedom League and the United Suffragists, moved as an amendment the substitution of the word "women's" for "universal."

The amendment was rejected by a considerable majority, and the resolution was adopted almost unanimously.

The National Conference of Women.

A very successful women's conference to discuss the basis of a permanent peace settlement was held in the Central Hall, Westminster, on April 14th. Mrs. Rackham was in the chair, and opened the proceedings by explaining that the Conference had been summoned at the suggestion of the Union of Democratic Control, so that women who were in general sympathy with the objects of the Union might have an opportunity of discussing its programme. Nine resolutions in all were moved and carried—for the most part unanimously; the only one which aroused any serious criticism being that urging the Government to declare without delay the terms upon which the Allies would be willing to make peace. This was proposed by Miss C. E. Marshall, and seconded by Mrs. Bonwick. Some considerations on the other side were put forward by Miss E. F. Rathbone, but after a prolonged discussion, the resolution was carried by a very large majority.

The first resolution on the agenda was to express the opinion that the time was now ripe for British women to help to form public opinion as to the principles which should underlie the settlement after the war. This was moved by Lady Courtney, seconded by Miss Margaret Bondfield, and carried without any further discussion. Mrs. Swanwick made a powerful and well-informed speech in moving a resolution urging the more democratic control of foreign policy and the reform of the diplomatic service. She dwelt upon the recent report of the Commission on the Civil Service in reference to the diplomatic service, and urged the enlargement of the field from which our diplomatists are drawn. She was seconded by Mrs. Strickland in an eloquent speech, and supported by Lady Horsley, among others.

A resolution on which there could not conceivably be two views at such a Conference was one urging that no system was democratic which did not provide for the equal representation of men and women, but the fact that they were preaching to the converted did not deter Mrs. Barton, the mover, and Miss Margaret Ashton, the seconder, from making two admirable and stirring speeches. The Rev. Hatty Baker also made a short speech in support. Mrs. Despard moved a resolution demanding that the claims of small nations should be respected, and the wishes of the inhabitants considered in any re-arrangements which might be made after the war. In the absence of Miss Barbara Mackenzie, Miss K. D. Courtney seconded the resolution in a thoughtful speech, in which she urged the necessity of close and careful study if the complicated issues involved in the question of nationality were ever to be straightened out. In moving a resolution urging that Belgium should be restored to its place among the nations, Mrs. George Cadbury read a carefully-prepared paper on the history of Belgium and its position among the nations, together with an account of its recent sufferings and its claim to reparation in the future. Miss I. O. Ford, in seconding, put before the Conference some of the views which had been expressed to her by Belgian people on the recent invasion of their country. Miss S. Sanger moved, and Miss Royden seconded, a resolution asking for the setting-up of an International Council in place of the old system of Alliances created for the purpose of maintaining the Balance of Power in Europe. The resolution on armaments was to have been moved by Dr. Marion Phillips, and seconded by Miss Clementina Black, but, unfortunately, neither of these was able to be present, on account of illness. Their places were taken at very short notice by Mrs. Salter and Mrs. Swanwick, who urged an international reduction of armaments—pending the possibility of disarmament—and the nationalisation of their manufacture. Mrs. Salter dwelt upon the terrible drain on a nation's resources which was caused by the strain of huge armaments, and the consequent loss to many social reforms, which were hindered from want of money.

The final resolution was framed with the object of securing a practical outcome of the proceedings, and urged those present to become members of the Union of Democratic Control. This was moved by Mrs. Lound, and seconded by Miss I. O. Ford. They explained that the committee which organised the Conference was formed for that purpose alone, and was not a permanent organisation, and it was felt desirable that the interest aroused in those present at the Conference should be turned into an effective channel for the formation of public opinion.

The Conference was attended by nearly 400 women, some of them present as individuals, but the majority representing some society or organisation. The attendance was well maintained throughout the day, and the proceedings were orderly and united.

Yorkshire Evening Post 12-7-15

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Sunderland Echo. 15-7-15

WOMEN AND THE WAR.

The Press Secretary of the Sunderland Society for Women's Suffrage sends us the following notes:—

I understand that the National Union has been approached in connection with work for the above department of the War Office. Women are required to inspect stacks of hay, to see to trussing, packing, and despatching, and in general to be responsible for this branch of Army work. A large number are wanted, and the question is: Can Sunderland provide such a woman—a woman who knows something of the qualities of hay [though this knowledge need not be profound since skilled assistance on this point would be attainable], but more particularly a woman who could drive or cycle, or both, and who has had experience which would enable her to deal with the practical questions involved.

A band of fruit-pickers for work in Scotland was organised some time ago by the Labour Exchange in Sunderland and district. Amongst the number were several Sunderland schoolmistresses. It appears now, however, much to the disappointment of the volunteers, that the employers intend to engage local workers. The conditions are as to hours, from 6 a.m. to 4 p.m., with two hours interval, and the rate earned per day is generally 3s, at the rate of ½d a pound for small fruit, larger fruit in proportion. This means heavy work, and the strenuous young people who wished to give up a month's holiday to this, even though balked in their plan, deserve our hearty commendation.

Some weeks ago a letter was issued by certain members of King Edward's School in Birmingham relating to teachers' holiday work. They now state that at this date it has become evident that there is no demand for temporary work in the munitions trades; secondly, that farmers have so far not responded to the suggestion that they should employ teachers for harvesting, but that urgency might later bring them to do this, and that therefore teachers willing to do this work should enter their names at the nearest Labour Exchange; and, thirdly, that it seems as if teachers could be most usefully employed in connection with the National Register.

Meanwhile we hear of the great pressure nd strain put upon the employees in the abour Exchanges. We are informed at he same time that of the 90,000 women who have registered for war-work some ,000 are now employed. We wonder largely when we think of the remaining 87,000. Surely a few of these would be useful in he Labour Exchanges!

Representations have previously been nade to the responsible authorities with egard to the arbitrary shutting out of women from many branches of the Civil Service. Seeing that many of the younger men in the Service are denied the right to enlist it seems the right occasion for pressing the above point home. The National Union is not missing its opportunity, and is about to present a memorial to the Prime Minister urging that women be allowed to compete in examinations so far closed to them. Many young men quite recently taken into the ranks of the Civil Service would then be set free for military service.

A writer in last week's "Common Cause" points out that though appeals are constantly being made in this paper for more women medical students no solution is given of what is often the bar to a woman taking up the medical profession, viz., lack of funds. In reply the "Common Cause" gives two agencies which have funds at their disposal for this particular purpose, viz.,the Central Bureau for the Employment of Women, 5, Princes Street, Cavendish Square, and the Society for Promoting the Employment of Women, 23, Berners Street, Oxford Street West.

This society, which has been in existence for 16 years, and has therefore some practical experience to go upon, at a recent meeting placed on record its conviction that women with even small capitals run a chance of making about 10 per cent. on their investments, if they have sufficient capacity and training.

COLONY OF LADY FARMERS IN YORKSHIRE.

GIRLS' PLUCKY EFFORT.

HOPING SOON TO EARN HIGHER WAGES.

It is no uncommon thing to see women at work in the fields in normal times, and this coming harvest it will be commoner still. But it is a little unusual to find a dozen Yorkshire young ladies, comfortably circumstanced, leaving home and friends to devote themselves to agricultural pursuits. A little colony of them has settled near the village of Aldborough, near Boroughbridge, and they are known locally as the lady farmers. Some of them are Leeds girls; most of the others come from South Yorkshire. Fond of an outdoor life, they registered themselves for war service (as so many other Yorkshire women have done), and like them again, heard nothing for a long time. Then came the offer of farm work, and they jumped at the idea.

When the party left home they cherished no illusions. To live the simple life in a cottage was as much as they dared to hope for; but when Lady Tancred met them at the little station with her motor-car and told them she had been able to obtain Heaton House for them rent free—the owner having gone to the front—they were more than pleased. The house is scantily furnished, but the young ladies have managed to make themselves comfortable.

"For the first few days," said one of them to a friend,

HEATON HOUSE, ALDBOROUGH.

"we were busy with a potato pie. All the roots had to be taken off and the potatoes put into a sack. To-day, as you will see, we are busy hoeing and singling turnips. The first week seemed like a month, but now that we are more skilful with the hoe time passes quickly."

"I suppose you all rise with the lark?" our correspondent ventured.

"No, we were agreeably surprised," came the reply, "because we thought we should start early. As a matter of fact, we commence at eight in the morning and leave at five, with an interval of an hour for dinner."

Then as to wages. "We get 10d. a day for the first week, and 1s. 6d. a day the second. Of course, we have had no preliminary training, but we are hoping, as we become more proficient, to earn 2s. to 2s. 6d. a day. We hope by harvest time to be of real assistance to the farmers. Later on we hope to make it pay, but at present our expenses are 7s. a week for board, 1s. a week for hire of furniture, and 6d. postage for washing, which we send home. We share the coal bill; so you see there is not a large margin for extras."

The Times.

16. 7. 15.

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WOMEN MUNITION WORKERS.

A PRACTICAL SCHEME AT ERITH.

In order that working women at present employed in munition factories may not be over-taxed, a scheme has been devised to ensure the week-end rest for them by training educated women of the leisured class in munition factories, and for forming out of this specially trained band of workers a relieving body who will take Saturday and Sunday overtime work.

Arrangements have been made with Messrs. Vickers to train at Erith the first of these volunteer bands. These volunteers, after about three weeks' training, will undertake regular week-end relief work, and so serve the double purpose of helping to keep the factory hands efficient without competing against them, and providing for the much-needed Saturday and Sunday "off" while at the same time maintaining the output of ammunition essential to victory.

As the first step towards the realization of this scheme, a large house has been taken at Erith, and is being furnished and fitted up as a hostel, with accommodation for 30 women.

Work is to begin next Monday, July 19, and the first batch of workers must arrive at Lesney House, Avenue-road, Erith, on Sunday, July 18, not later than 6 p.m.

It is proposed to work these employees on shell making, in three periods of eight hours each, the first from 6.30 a.m. to 2.30 p.m.; second, 2.30 p.m. to 10.30 p.m.; third, 10.30 p.m. to 6.30 a.m., with intervals for meals during each shift. During training no night shift is necessary, only morning and afternoon shifts. The rate of pay will vary from 15s. 6d. to 19s. per week of six shifts, 54 hours, the night shift being the highest paid. These rates, however, will be increased by means of bonus earnings as the workers become proficient during their training time. Saturday and Sunday rates of pay are on the basis of 15s. 6d. for 54 hours' work.

The workers will be asked to pay their factory wage of 15s. 6d. into a common fund for the necessary expenses at Lesney House. Applications should be addressed "The Secretary, Lesney House, Avenue-road, Erith."

Common Cause.
27.8.15.

663.B.

FIRST-HAND EXPERIENCES.

I.—RASPBERRIES AND RAIN.

"There are three classes of people here," remarked one man to another, as he watched the stream of over two hundred women proceed along the road to the Raspberry Farm, "students, teachers, and genteel ladies." Which was which we neither knew nor cared, and if a preference remained in the mind of any, a few days' work soon dispelled the illusion, and revealed the fact that to ourselves, and to the world, we were simply berry-pickers, or, as the Missionary's notices had it, "Farm Workers."

In the absence of the usual pickers from causes more or less closely connected with the war, an appeal had been made for other workers, and we had responded.

Gaffer (standing) and Picker.

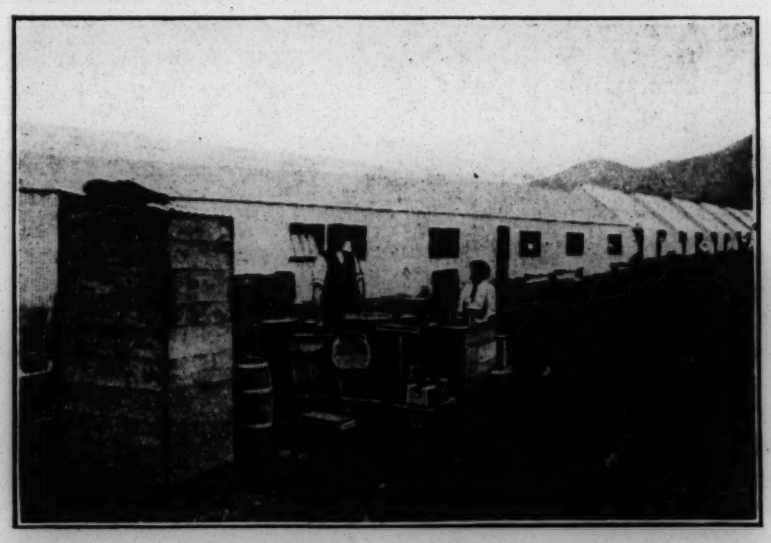
Our day's work began at 4.45 a.m., when the policeman startled us from sleep by a resounding bang on the side of the corrugated iron huts, each of which served thirty-two of us as bedroom and sitting-room combined. Then followed a walk to the pump for cold water, and a hasty wash, either outside or in a barn dignified by the name of "toilet-room." A cup of tea and a biscuit made us forget the cold, and by 6 a.m. we were ready to set out. The garments worn were varied, and became more and more wonderful as the days went by. Some wore bright-coloured sun-bonnets, others sou'westers; some had sacking tunics and puttees, others overalls or oilskins; some had bare legs, others wore high boots; but the note of uniformity was struck by the two galvanised-iron buckets which were carried by each and all. The party was divided into squads, and the couples forming each squad were led to the field by their "gaffer" or overseer, two of whom were appointed from our number. To each couple was allotted one "drill" or row of raspberry canes, with the never-failing instruction to "pick ut oot, and pick ut clean." Nine o'clock was breakfast time, but before the welcome bowl of porridge and milk was secured the fruit had to be weighed, and the amount noted on the pink cards which we all possessed. Great was the rivalry here, and the question, "How much did you score this time?" was repeated a thousand times daily.

Work continued from 10 to 1, and again in the afternoon from 2 till 5, or even later. The gaffers directed operations, cheering the depressed with the constant assurance of better berries in the next field, or further up the drill, as the case might be. Those who found it hard to be generous when working for a halfpenny a pound were duly rebuked, for, as "Mac," one of the gaffers, was heard to remark one day: "Hoots, lassie, it's by obleegin' ye live."

The catering department was strained to the uttermost to satisfy our appetites, which increased daily to an alarming extent, and even the "doorsteps," as we scornfully named the thick slices of bread and butter, disappeared with astonishing rapidity. Each person's ration was handed to her through a grille, and it was a matter which demanded no little self-control to stand in the queue and wait one's turn, knowing that the precious moments when halfpennies might be earned were rapidly slipping away. Each person provided her own cup, plate, spoon, &c., and these had to be washed by the owner after use. The dormitories had to be swept out daily, boots brushed, and beds made, so that little daylight remained when the day's work came to an end. The beds resembled large packing-cases, provided with straw-mattresses, a bolster, and two blankets. Grumbles as to their hardness there were none. To berry-pickers who had to be up by 5 a.m. a bed of any kind was a place of bliss!

We had been engaged to work at the rate of a halfpenny per pound, which we were assured was the standard rate of pay. Visions of fabulous wealth floated before the eyes of many of us, supported by more or less imaginary tales of what had been earned in former years by the genuine article. Readers may picture the sad shock with which we came to earth, when, towards the end of the first week, it became evident to us that not only would our wages be represented by coppers, but that, in the majority of cases, the balance would be on the wrong side, owing to an arrangement made by the farm that the cost of our board was to be compulsorily deducted before any payment was made. An indignation meeting was held one morning and a committee formed to consider grievances. It appeared that we had been put to work on a farm of only two years growth, on which the bushes were not fully matured, and that, consequently, a living wage could not be made on the first and second pickings. Each field is usually picked six times in the season, the third picking being the best. For the fifth picking ¾d. per pound is generally given, and, for the last, 1d. per pound. We found also that the berry-picker would state his day's earnings to be a certain sum, and, on further inquiry, we learnt that he had been assisted by four or five children, whose earnings he would count as his own. The system of compulsorily deducting from the wage earned a fixed amount per head for board, met also with strenuous opposition. The objections were reinforced by the fact that no such proposal had ever been laid before us. We had been told that we should be paid at the weighing place on presenting our buckets of fruit, and that food would be provided which we might buy or not, as we pleased. It was finally agreed that the committee should meet the employer, and should endeavour to secure a rise in wage and an alteration in the system of payment and catering.

With regard to the question of payment, we received unexpected support from the two clerks, who objected also from their point of view. They, too, had been told that payment was to be made at the end of each shift at the weights. The method of weekly payment involved a great deal of clerical work and book-keeping, for which they had not been engaged. They had already made representations to this effect on their own account, and it was reported that the employer refused to alter his system "merely to suit the clerks." They had been told that we wished to be paid weekly, the head of the catering department had been told that we wished to pay a level rate per head per week, while we were informed that these arrangements were made to suit the clerks and caterer respectively!



Weighing Place, Dining Room, and Dormitories in Background.

No sooner had these facts been elicited than we determined to make common cause to force a change. Accordingly, the committee demanded an interview with our employer. This was granted. The first point to be discussed was that of the rate of pay. He and we discussed that little matter for about four hours. At the end of that period we secured a written and signed statement to the effect, first, that no one who stayed at the farm the minimum time allowed, viz., three weeks, should be out of pocket on the catering—if any deficit occurred the firm agreed to make it good; secondly, the employer admitted that the farm on which we were working was not fully matured, and agreed to put four of our number to work on full-grown bushes for two days. If it was found that they picked more than on our farm the wages of the whole party were to be raised proportionately. This proposal was, however, not carried out, owing

to various difficulties which intervened. But a day or two after our interview a message was sent us by the head of the firm agreeing to our demand, and promising that the wage should be raised to ¾d. per pound from the following day.

Having thus been successful in securing our first point, we took courage, and proceeded to the more difficult task of altering the systems of payment and catering. Our case was further strengthened by the fact that, not only had more than one week gone by and no money was forthcoming, but that notices had been posted up stating that payment was not to be made on the coming Saturday either, but was delayed till the middle of the week following, viz., nearly three weeks after our arrival.

On this occasion the employer himself did not appear, but sent a representative, to whom we stated our case, which we backed up by the assertion that if the money due to us was not forthcoming by the next morning, neither we nor the clerks would go out to work. A day was spent in negotiation. In the evening, after we had sent word round to all the workers that they might enjoy a prolonged sleep the next morning, the head of the firm sent a message to say that the arrears of pay due would be paid the next day, and, in future, at the end of each shift; and, further, that we might pay our board daily at the rate of 1s. per head—a considerably lower rate than that enforced for the first week.

Thus, by organised co-operation and determination, we were able to secure from the firm a complete concession to our demands. On a neighbouring farm, where similar grievances existed, no such organisation had taken place. The employer met the whole company of pickers, who, being disorganised, and at variance amongst themselves as to what they wanted, failed to secure anything at all. As one of the men remarked: "I hear they've had an awful row up yonder; but he's got the committee to deal with here."

During the first week Nature did her best to smile upon our amateur efforts at manual labour. Each morning the sun shone brightly upon us, and the glow of its setting lighted us to rest at night. The price paid for her favours was a heavy one, for the following week the floods descended, and our work was carried on to the music of thunder and lightning. Then we were confronted by a new set of problems. It was unpleasantly borne in upon us that our huts were absolutely undrained, and were built in such a way that the rain poured in at our doors, and drenched not only ourselves but all our belongings. As we did not wish to be entirely washed away, on our return from the fields at breakfast-time one morning, we procured pickaxes and spades and proceeded, all dripping and hungry as we were, to dig trenches to carry off the water, while the men of the place stood round admiring or jeering, but not offering any assistance. This device was successful, but the following day we found that our trenches had been filled up with earth again, as "the employer did not like them." Neither did we like them. They were necessary, nevertheless. There being no means of drying our clothes we spent the following days in wringing out the water and in trying to select the least wet garments to wear. It speaks eloquently for the spirit in which the entire company cheerfully accepted what at the best was a very damping situation, that colds, chills, and bad temper were comparatively rare. As the trenches which we had made had been filled up, and the rain continued to pour, there were soon pools of water all around, and, in some cases, alas! within.

Some days later, when matters were going from bad to worse, and the mud was thick upon us, we made another attempt to remake the drain. On this occasion we were commanded to stop. We finished the work, and sent for the sanitary inspector, mentioning at the same time that we had done so. The effect was magical, and the activity of those supposed to be in charge of the scavenging was unparalleled in our experience. When the inspector arrived we were amused to find that he had been told that the scavenger had been ill, and therefore had not been able to do his usual work! We derived much pleasure from explaining the true facts of the case, whereupon he expressed sympathy, and promised to see what could be done. He defended the absence of a drying-room for clothes on the ground that the usual berry pickers possessed but one set of garments, and usually retired to bed when these were soaked. On our representing that the need was on that account more and not less urgent, he agreed, remarking that that point of view had not occurred to him! He promised to suggest to those in authority that a large stove should be put in the "toilet-room," with wires upon which to hang the clothes. After carefully inspecting the whole place, he interviewed the officials, with the result that the drain was once more dug out, but not by us, and various other necessary reforms were made. The comment of the manager is instructive: "What do the women want coming down here and kicking up a fuss? Do they expect to find it a paradise? It's not women they are, but political agitators."

We think we have done good work, and, for ourselves, we should have to travel far to find a happier, healthier, harder-working and more public-spirited band of women. It is only necessary to add that many of our number have volunteered to help with the potato and other harvests when the raspberry-picking comes to an end. This is the day of summer schools and educational campaigns, but it is no exaggeration to say that the education and enlightenment acquired by our little band of women during three weeks' manual labour as farm servants was greater than schools and campaigns could ever accomplish. As one of them said: "We will work for the country, but we will not line the owners' pockets. We know now that there is a striker's point of view."

M. A. Pressley-Smith.

The Daily Chronicle
91-8-15

FRUIT PICKING AS WOMEN'S WORK.

DEARTH OF LABOUR IN THE ORCHARDS.

BY A CORRESPONDENT.

The appearance of Worcestershire orchards to-day seems to suggest that Nature is trying to compensate for the war's possible curtailment of other good supplies by bountifully clothing with mellow fruitfulness our plum trees and apple trees.

But without human collaboration, Nature's foresight will avail nothing. For the want of hands to gather it, masses of delicious fruit are likely only to become good for wasps or to drop to the ground, and there rot or be trodden underfoot. This fruit-picking and fruit-packing is work eminently fitted for the dainty fingers of educated women.

If townswomen would come down and help in Worcestershire they would find awaiting them here a novel, healthy, and picturesque existence. At first, farmers were inclined to scorn the idea of lady fruit-pickers. Fortunately, however, one was found bold enough to try the experiment of employing them; and his courage was rewarded: after a fortnight's experience of a band of women workers sent to him from Westfield College, London, this farmer declared he had never had his fruit picked with such care and rapidity.

And gradually his verdict undermined the prejudices of his neighbours.

After a cup of cocoa with bread and marmalade, the workers are in their orchard at 6, clad in simple costume, a silken scarf wound tightly round the head to prevent the hair catching in the tree branches, short cotton or serge skirt, covered by a large blue linen apron, doubled and tied round the waist so as to form a capacious pocket for the gathered fruit, high leggings and goloshes to guard against the heavy dews and mists of this lovely autumn.

QUEER ABODES.

Already the orchard, when they reach it, is a buzz of life and activity; busily at work are fathers, mothers and children, accompanied by numerous babies in prams; these are families from the neighbouring towns, who take their summer holidays fruit picking. For their night abodes they make use of every possible shelter; sometimes a mere tarpaulin stretched over two trees, like a wigwam, suffices. One family was actually established in two pig-styes, thoroughly cleaned for the occasion, and presenting quite a sanitary aspect. Gypsies of course abound, and their caravans appear some of the least uncomfortable of the dwellings. The pay for fruit picking is 3d. an hour.

At a time when thrift seems to be one of the conditions of our national existence it is appalling to see throughout this fruit-growing neighbourhood the terrible waste of good nutritive food. In the orchards the ground is carpeted with rotting fruit. At the same time farmers are complaining that tons are left unsold at the markets.

Cannot something be done to save the produce of our orchards' food and to preserve it for a time when it may be sorely needed? Cannot the Board of Agriculture or the Board of Trade or those other authorities which enjoin thrift on the people set an example themselves? Can they not buy up the fruit which would otherwise be wasted and bottle it?

And if they cannot obtain labour, let them appeal to those admirably organised bodies, the Salvation Army and the Women's Social and Political Union. They would not, I am sure, appeal in vain.

Educated women who are willing to pick fruit should apply for work to Westfield College, Hampstead.

Common Cause.
10.9.15.

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III.—CHECKING THE DESPATCH OF HAY.

An enjoyable and by no means arduous occupation lately opened up to women is that of supervising the packing, weighing, and expediting of hay and straw. It was to take up these duties that I set out one glorious August morning from Paddington with all the feeling of a pioneer, and found, on arrival at my destination in South Wales, that work was to be carried on amid ideal surroundings—fields of meadow, corn, and green upland, with the Bristol Channel in the distance, and, on the opposite side, the Somerset hills, with a glimpse of Devon shores. Equally delightful were the picturesque old-world quarters in which we were housed. From a dainty bedroom, with roses innumerable clustering round its large bay-window, we descended to a breakfast-parlour which reminded one of some old Flemish interior, with its grandfather-clock and treasures of old china and burnished copper. Only the rush and whistle of a not-far-distant train reminded us of modern times.

Our duties, which began at 8 a.m., were few, but had to be performed with the greatest exactitude. Our instructions were to see the hay duly weighed and recorded, noting down whether it was baled, that is to say, wired, or trussed—that is corded. Then, again, we had to note whether the baled hay had two wires or three. If two, it was meadow hay—fine, sweet-scented stuff from the uplands, fit for pedigree horses; if three, then it was seed hay, a coarser kind, sometmes mixed with clover and other flowers, used for feeding cattle or for bedding.

Also, if it had two trusses or cords, it was to be sent to one destination, and, if three trusses, to another. On no account whatever must the baled and the trussed hay be sent together. Each truss or bale had a label to say whence it came, giving both the name of the dealer and the farmer, and the trucks in which they were finally packed had also a special label. Of all these things we had to make a careful note, the consignment order having to be in duplicate, while we kept a third copy ourselves.

It is a liberal education to watch a team of two or three splendid Welsh horses drawing a waggon-load of hay to the weigh-bridge. They know the way blindfold, and stop of their own accord at a given point, for so much tare must be allowed for each waggon. The weigh-bridge is an iron plate set in the ground, on which the waggon stands while the lever recording the weight is in a small slated house containing a desk and book of records. So, the first waggon is weighed, and passes on to the railway-truck, where, the trucks being duly swept and garnished, the bales or trusses are counted and labelled and put in one by one, all this needing careful supervision lest the bales should be mixed up and dire confusion arise. The bales are loaded up over the ridge of the waggon three deep, but not more, for there is a gauge, or archway of iron, beneath which each truck must pass to ensure that it is not too high or overloaded.

The firm dispatching our particular hay, being one of the highest standing, was extremely particular about neatness and cleanliness, so there was a general overhauling and sweeping of trucks before the hay was put in, for trucks which had harboured bricks or coal, or such unsavoury things as sheepskins, were not considered suitable for hay which was to feed such important animals as officers' steeds. In some cases, not only were the trucks well swept out but a layer of coarse hay was put at the bottom lest the smell of its last cargo should be absorbed and offend the fastidious nose of some delicately-nurtured charger.

And, indeed, it would be a shame to spoil the delicious fragrance of such hay. How we revelled in it! Where we worked we were within a few yards of the meadow in which a machine was still mowing, and the scent of the fresh-cut grass, mingled with that of the seasoned hay in bales upon the waggons and that of the clover among the seed hay, redolent of summer. It was for us a blissful existence, and we were sorry when it came to an end.

When the weather was fine the teams continued to arrive at the station from before 8 a.m. until the same hour or later in the evening. Care must be taken that each truck, as soon as filled, is sheeted with a large tarpaulin and corded, for if a thunderstorm came on during the night, and the hay were uncovered, speedy deterioration would be the result.

Daily Mail
13. 9. 15

LADY SCOTT'S DAY.

11 HOURS' WAR WORK.

LEAVING HOME AT 6 A.M.

As the result of Mr. Lloyd George's telegram to the Women's National Service meeting at the Surrey Theatre on Friday, in which he pointed out that there was room for many more women workers in munition factories, the Women's Branch of National Service, 89-90, Temple-chambers, has received a number of applications from women anxious to help the country by doing war work.

It is evident that hundreds, perhaps thousands, of women want to do war work but do not know how or where to apply. They are not so fortunate as Lady Scott, the widow of the heroic explorer, who by way of excusing herself from taking part in the Women's National Service meetings telegraphed:

"Exceeding sorry; quite impossible; working from 7 a.m. to 6 p.m., sometimes till 8.30; please accept my apologies."

SAME HOURS AS MEN.

Lady Scott completed three months of labour on Saturday evening in the munition works at Erith. She leaves her home in Buckingham Palace-road every morning at six o'clock to be on duty at seven. There she remains till six o'clock at night.

"I am simply helping," she told a *Daily Mail* representative, "because I want to be of service in some way. I am in the electrical department, and have to wind electric foils. I am the only woman in my department, where there are forty workers, and of course I take the same hours as they. We have half an hour for breakfast, from half-past eight till nine, and we knock off again from one till two for dinner. We have been on on Sunday hitherto, but I understand that we shall soon be at work on Sundays also. Even so," she added, "I would not miss my work now for the world."

All applications for women's war work received by the Women's Branch of National Service are forwarded at once to the authorities at the Ministry of Munitions, where they will receive immediate attention.

WOMEN'S BADGES.

While the Women's Branch is glad to assist women in obtaining war work in Mr. Lloyd George's new Department of State, its main object is to assist those women who desire to see a fair, just system of National Service replace the present unjust, haphazard voluntary system.

Those who wish to join the Women's Branch should send one shilling for the badge of membership given to all who have, or have had, relatives serving, and should write for a copy of the Women's Manifesto which members are circulating everywhere for signature. All letters should be addressed "Women's Branch," 89-90, Temple-chambers, London, E.C.

From the same address can be obtained full reports of the speeches at the Queen's Hall meeting (2d. post free), and the new National Service marching song, "We must all fall in" (price 7d. post free), sung with great success at the Surrey Theatre on Friday by Mr. George Baker. The speeches at the Surrey Theatre will be ready for sale in a few days.

The Common Cause,

Sept. 26th 1915.

Where the Educated Woman-Worker Stepped In.

"A munition factory has been started at Coventry which is unique," says a writer in the *Birmingham Daily Post*, "for it employs women only, and the number of women is only limited by the number of machines available for their use. The firm feel that, by proving it is practicable for a factory of this sort to be worked successfully by women they have made a real contribution to the solution of the pressing difficulty of increasing the supply of shells, and their hope is that their example will be widely followed by other towns." It is matter of interest that the workers are all of a well-educated type, and their employers were astonished to find how rapidly they learn the work. "You find them every now and then hitting upon some plan for doing the work more efficiently that you only see the experienced mechanic doing," reported the supervisor. "Moreover, I don't think a single error has been made yet." They are engaged in turning out shells, working in two shifts—from 9 a.m to 1 p.m., and from 2 p.m to 6 p.m.

Waiting only for the Machinery.

The work is only limited by the need of machinery. The firm is experiencing the difficulty that affects all munition producers. And here they have a suggestion to make. "If the Government, instead of concentrating so much upon what they are doing now and putting down so-called arsenals for the manufacture of shells, were to put down big factories for making shell-producing machines, it would have an immense effect on the output. With one or two men to direct the operations of the women, the Government could get all the shells they want. They would get millions. . . . If anyone is prepared to follow my example I am prepared to show him that women can make these things and make them properly."

"Odd Job" Classes.

Last year the London County Council started classes at ten of the women's institutes for teaching women how to do the odd jobs about a house which their husbands are generally supposed to do. The classes proved such a success that they are being formed all over London this autumn. A fee of 2s. is charged for the course, though some women are allowed to attend free, if they cannot afford even this sum. Fitting washers to taps, stopping escapes of gas, cleaning gas fittings, painting, varnishing, and French polishing are among the arts taught, and even recharging electric batteries, and repairing locks and door-fastenings. Nearly 200 women followed the classes last year; this year, wherever twelve students present themselves, a class will be opened at the end of September, if applications are made in the course of this week.

"War Work."

In the poorer parishes of London there is a great danger that the girls' clubs and other organisations, which are needed more than ever now in war-time, may have to close down for lack of workers. There used to be hundreds of volunteers for this social service, every autumn; now, the voluntary workers all seem to have found something else to do; they are nursing in hospitals, or busy with Red Cross work, or making shells. The appeal of the London Society (on p. 306) comes just at the right moment to remind us of the claims of working girls, and of the special need in war-time for the clubs that provide recreation and fresh interests, and, more important still, give the members a sense of *esprit de corps*.

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The Common Cause. 8.10.15.
663b/9

First-Hand Experiences.

VII.—UNIVERSITY WOMEN AS FRUIT AND PEA PICKERS.

The great shortage of agricultural labourers, which has been caused by the fact that men from the rural districts have joined the Army in their thousands, has opened a new field of work for women of all classes. It would be more correct, perhaps, to say that it has reopened an old field of work, for after all agricultural work was originally the task for the women, and not the men of the household. The summer of 1915 offered prospects both good and bad to farmers and fruit-growers all over England. The crops were good, the trees were heavily laden, but there was a lamentable shortage of labour to remove the produce from the plants and trees, and pack it ready for the market. This difficulty has been met and overcome by the wives and daughters of the labourers in the various districts, assisted by women of the professional class.

The students of Birmingham University felt that the long vacation of 1915 should be put to some practical use. A register was therefore compiled by the Guild of Undergraduates of all those who were willing to devote part of the vacation to "war-work." Originally, the idea was that the students should be imported into the munition factories of Birmingham to help in the making of shells and other war material, but this for the most part was found to be impracticable, for the manufacturers could make use of the services only of skilled men, the engineers. The women, therefore, had to substitute the idea of agricultural work for that of munitions-making.

Our greatest difficulty at the beginning of the summer was the reluctance of farmers to employ women, and particularly women of the professional class. Not only the farmers, but the villagers in general, were firmly convinced that educated people had a strong objection to soiled hands and hard manual work, and therefore they were afraid to make the experiment. This difficulty, however, need never again be faced, at any rate in the districts where University women have been working this summer.

At the end for a little time the Guild was able to arrange two centres in Worcestershire to which the women students could be sent. One was at Tardebigge, on a large fruit farm belonging to Mr. Dixon, and the other at Elmley Castle, in the employ of Mr. Hiatt. Our next difficulty was the question of accommodation, and in this matter the organising committee was very largely assisted by several lady members of the Staff. The Elmley people were provided with a cottage belonging to Mr. Hiatt, who allowed them the use of it rent free for a period of some ten weeks. At Tardebigge there were no convenient cottages, but the Engineering Department of the University came to the rescue and lent their commodious tents which are used for the annual surveying camp. Moreover, the Professor of Engineering superintended the setting up of the camp, and ensured the efficiency of the sanitary arrangements. In the Tardebigge party there were about thirty women who worked in the fields during the month of July.

The general camp arrangements were undertaken by a committee elected from the women themselves, under the supervision of a lady, who kindly offered to go as housekeeper to the party, and the students in turn stayed in the camp to act as orderlies for the day. Most of the time the women were working on the strawberry plantation; they also picked a few currants and raspberries. In this class of work the rate of pay is, of course, very low. It was necessary to spend a long day in the fields, usually from about 4 a.m (sometimes earlier) until sunset, and even then the wage was only about two or three shillings a day. The wages of individual people differed very considerably, as they were paid for piecework, and had no settled weekly amount. Unfortunately, the weather was very bad during the whole time, and work was often prevented by the fact that the field was almost under water. However, by dint of great economy the workers were able to live very cheaply. Food and running expenses for the camp cost only about seven shillings a head per week, so that most were able to cover their expenses for the month and have a few shillings over to go towards the purchase of a new wardrobe! One's clothing was, of course, entirely spoiled, for it was necessary to grovel in the mud to find the fruit. A mackintosh skirt was found to be a useful possession in wet weather, but it was unbearably hot in the short intervals of bright sunshine.

On the whole the people of Elmley Castle were perhaps more fortunate than those at Tardebigge. They went in relays of eight, who stayed for periods varying from a fortnight to seven weeks. The cottage, with its thatched roof and the outline of Bredon Hill in the background, looked very picturesque from the outside, and was comfortable enough inside, furnished only with absolute necessities which had been lent by friends in Elmley, Pershore, and Birmingham.

Mr. Hiatt had not sufficient work to keep eight people employed the whole time, therefore the time was spent partly on his land and partly on a farm belonging to Mr. Haines, of Wick, four miles away from Elmley, and there the students either walked or cycled when there was no work nearer home. This set of people picked peas, beans, and plums. Peas are by far the easiest and most profitable of the three. They can be picked quickly, because the plants are pulled up before they are stripped, and, moreover, they are much less tiring than beans, because there is not so much stooping required: 6d. and 8d. per pot (40 lbs.) was the price paid for peas. By working hard from about 7 a.m. to 5 p.m. we could pick five or six pots, the record wage earned by any one of our people in a day being 5s. 4d.

There were about twelve women who had been working regularly on the farm since Christmas, and these were very quick pickers. They could pick from seven to fifteen pots in a day, but they were renowned throughout the district for their speed. We found the beans much harder than peas because of the continual stooping, but on fairly good days we could earn about 2s. or 3s.

Although there were only a few of us we were able to live very cheaply, notwithstanding the enormous appetites developed by the fresh air and the manual work. This was only made possible by the fact that the farmers allowed us to take as many vegetables as we cared to have. Fuel cost very little, as Mr. Hiatt placed his wood-stack at our disposal. (Oh! the struggles we had with our stick fires when the wood was damp!) Food and running expenses were about 5s. 6d. a head per week; on an average we earned perhaps 2s. or 3s. a week beyond that sum.

Daily Graphic.

Oct. 26th. 1915.

FEMININE WAR FACTORY.

PUBLIC SCHOOL AND SOCIETY WOMEN AS OVERLOOKERS.

The first of the new munitions factories in the London area to be staffed by women, in accordance with the pledge given by Mr. Lloyd George, was set up yesterday. With the exception of skilled fitters to attend to the machines when they break down, a few temporary men to instruct the women, and the skilled staff of the auxiliary shops, the factory is entirely "manned" by women.

A large staff of public-school and society women volunteers have been undergoing a course of training to fit themselves for overlookers in the various departments, and they will assume full responsibility for supervising the work of the girls who are to feed the machines. On the day shifts the factory will work the same hours as the men, but the women and girls will not be expected to work on night shifts, boys and men being provided for that purpose. The factory is intended as an experiment in the possibilities of women's labour for munitions-making. If it succeeds the trained staff will be used for setting up other factories on similar lines as soon as they have completed the training of the present available labour.

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respective numbers and capacities may win for them. The parallel may be applied to Europe. There is the broad economic question, which breaks out now in Morocco and again at Bagdad, over trade and investment, spheres of influence and the open door. There is also the question of nationality, which raged its hottest round Serbia. If these two issues were settled in principle, whether by fighting or by conference, if the future for even a brief space of years seemed clear of fundamental issues of conflict, the disturbing motives which resist internationalism might be overcome. We are aware of a possible answer. "You never," it may be said, "will get the atmosphere in which these questions can be settled, until you have first abolished the appeal to force." It is not necessary for the moment to decide between these positions. Let our task be, when the moment for settlement comes, to remove as many of these questions as we can and as fairly as we can, in the spirit of men who would rather win a people for European unity than press a resentment against a foe.

THE COMPETENCE OF WOMEN WORKERS.

No class will emerge unchanged from this war. It may, as a distinguished writer suggested, "create a revolution of all society." Certainly the fundamental conditions will be changed. The condition of all construction and reconstruction is fluidity, even a certain chaos. It is this that the war has wrought, and out of the *débris* of the old world we may hope to see a new and a finer creation. In many directions, old conditions which had fixed and hardened have been broken as by magic. There has even been a drawing together of the ends of the social scale at the moment when the cleavage between capitalism and labor has been moving towards an acute stage. But to no one has war brought so great a change of thought and work and atmosphere as to women. Until the eve of the war they were still to a large extent cloistered. Now the enclosure has been broken, and a few weeks have won what a decade or two might not have achieved. It has never been privilege that woman sought and seeks so much as that pathetic shibboleth of a bygone phase, the "right to work"; and in the act of withdrawing necessary workers from so many fields, the war has given women their opportunity to show, not so much their zeal, as their remarkable efficiency.

There is little, if any, need to enumerate the ways in which women have done their "bit" since the war called them from civilian pursuits. Not to Britain alone, nor even to France and Russia, are their extraordinary services limited. If they have been largely responsible for the health and comfort of the soldiers in Russia and in the countries of our Allies, we need not doubt that they have done as much in the countries of our enemies. Women had shown in peace-time that they could run a temperance public-house or administer a college, or do most other work to which they set their hands, and their service during the war has differed rather in extent though also perhaps a little in kind. One of the most characteristic evidences of this is the register compiled (at 6, Strathray Gardens, Hampstead) by a band of voluntary workers under the presidency of Miss Sargant. The register alone is an achievement. It contains some 9,000 names of English and Welsh University women. It is too late now to enlarge upon the almost violent zeal of women to help in any way possible; but this register is a new testament. These are women of a class and education corresponding to the professional class generally, and everyone seems anxious

P.T.C.

The Queen. 30.10.15.

Middle-class Women in Factories.

In view of the excellent education which many women are now receiving, it is matter for regret that so many difficulties are placed in the way of the employment in factories of high school and college girls. It is said, for example, that middle-class girls are not desired in the ammunition works and that ordinary factory girls are greatly preferred. Yet the present writer also learns that the number of women employed in these factories could be much increased were there more women of skill who could be placed in positions of superintendence. Might it not be easier to train as superintendents women who had received better educational and other advantages in early life than those which usually fall to the lot of the factory girl? Cases are not unknown in which girls of the middle class are doing good work in shell factories by disguising the fact that they belong to this unpopular social grade.

The Equal Work Question.

The equal wage question we know. In munition works it seems to be in a fair way to be solved, since women are promised an equal time as well as piece rate with men, and a weekly minimum of £1. But it is often said that the work is not equal. And this is sometimes true. Only the other day a lady happening to enter a London restaurant found that men waiters had been displaced by women, and that the service had become much quicker and more (shall we say?) sympathetic. Commenting on the fact, she was met by the reply, "Oh, I am glad you are satisfied, but each of us waitresses has to look after three tables, the men had only two."

Low Paid Industries.

The effect of the increasing employment of women in many kinds of well-paid work cannot fail to raise the rates of wages in some of the other occupations. But the training process, it must be confessed, is slow. In some of the needlework and clothing trades a girl may be compelled to work for many years at a wage of a very few shillings a week, and is all the time regarded as a learner. When she is out of an apprenticeship during which she may have been taught but one branch of her work, she has some years of better paid employment, and then, if she loses her post, she is too old to be engaged by another firm. On the land also the rates of payment are still low—low, that is to say by comparison with some other trades which do not have longer hours of labour and probably hardly require so much bodily vigour. In this connection a good deal may be hoped for from the development of the intensive system of production which makes skill "tell." The Belgian system is now being taught with much success in some places, and the course which has been arranged for this winter at Cambridge is likely to be followed by a good many students.

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to be engaged in something which will be useful for the war. Even those who are engaged the whole day are eager to assist, though the organizers have wisely refused to count such women among the available levies. There are, when these have been counted off, still some 1,200 who have time to spare and the will to engage in war work. And these, it is worth repeating, make no restrictions or limitations as to their offer. Fully qualified in one branch, they have no objection to doing any, even menial, work in another. Some who are quite competent for chemical research are perfectly willing to release a man by acting as a laboratory assistant, and undertaking the drudging work that it entails. The willingness to do anything is so universal that it is now taken for granted.

The women were asked to fill up a form, giving their qualifications and the sort of work they would prefer to undertake. The register is thus a unique and most interesting sidelight upon the mentality of a significant class of women. The vast majority of women seem to lean to secondary school teaching. Another large class prefers secretarial work. There are fewer students of science than might have been expected. There are others who would have been invaluable at the Tower of Babel. One or two have even seven languages at their command, and one at least could slang a native of the Punjab. Quite a number are competent to act as interpreters, and some are so employed. Some have been lecturers in Universities. Others have drifted into odd corners of the world at one call or another, and have returned with such varied accomplishments as big game shooting and horse breaking. The latter, oddly enough, has a fair sprinkling of disciples, and the Dianas who prefer this sort of work include mathematicians and linguists. Stable management has a secret though restricted cult. Some of the women are married, and have already undertaken various pursuits in order to allow their husbands to join the Army. Naturally, there are many gardeners. There are specialists in gardening of various sorts. Some can pursue bee-keeping. Several understand dairying and poultry farming. There are draughtsmen, and women for all sorts of social work. Few, if any, women doctors are disengaged.

Many of the women have taken to war work. At least one member of an Oxford college has been in charge of a factory, working long hours and supervising the making of certain engines of warfare. But the register is not designed to fill such positions, though, of course, it covers employments which call for merely the care and thoroughness which come from wide education. The true *rôle* of the register is to supply candidates who have special qualifications for the positions—qualifications, that is to say, of the same order as those of the former holder. Or if the work be a new one, the register will supply a woman with the qualifications which would in any case ensure her selection. Certain researches on drugs are now necessary. The register supplies a number of women, competent to do the work, and willing to do it voluntarily.

On quite a number of occasions the Government has applied to the register for help, and there will be more applications as it becomes better known. Each of the women registered is competent to take the place of a man of the class which has an exceptional value for the provision of officers. The register bears witness to organizing ability of no mean degree. A simple system enables the seeker to see at a glance the available material in any given line, and applications can thus be dealt with at the utmost speed. It is no mean fact that a generation should have produced so great a body of women who have undergone a training similar to that of men of the professional classes, with at least as good a result. The late Mrs. Craigie once said that the university woman had yet to justify her existence. Even then it was a superficial remark, for when she made it there was in being a vast number of university women in secondary schools, training colleges, universities, research laboratories, and libraries. To-day the register which has just been formed in itself silences such a criticism. Given the chance, it is clear that women can achieve equally with men, that they have the will and the competence to do men's work even in the academic fields which have been men's sacred preserve.

Shrewsbury Chronicle.

6. 11. 15.

Women Workers and the War.

Reinforcements of women doctors and nurses left England last week end for the unit of the Scottish Women's Hospitals established at Salonika, under the direction of the French Army Medical Authorities. Dr. Louise McIlroy is the surgeon in charge of the unit, and Mrs. Harley, sister of Sir John French, is the administrator. The unit was formerly in France, and was transferred to Salonika at the request of the French Government a fortnight ago. The Scottish Women's Hospitals, whose headquarters are in Edinburgh, and whose London office is at 58, Victoria Street, Westminster, are maintained by public subscriptions, and are entirely staffed by women. There are five units in Serbia, and no news has been received from them for several days past, but there is no serious anxiety concerning them at the London office, as the difficulty of getting messages through under present conditions is fully recognised.

Among the well-known women doctors serving in the Serbian units are Miss Elsie Inglis, M.B., Ch.M., of Edinburgh, one of the promoters of the Burntisfield Hospital for Women at Edinburgh, and the initiator of the Scottish Women's Hospitals for Foreign Service, and Miss Alice Hutchinson, M.D., who is chief medical officer of the Scottish Women's Hospitals camp at Valjevo. Miss Helen Porter, M.D., a distinguished bacteriologist, has been conducting research work for the S.W.H. unit at Valjevo. Miss Beatrice McGregor, M.B., Ch.B., has been in charge of the unit at Mladanovatz, and Miss Edith Hollway, M.B., Lond., who was for a time chief surgeon of the unit at Kragujevatz, has latterly been in charge of a Serbian military hospital at Lazaravatz.

The number of beds in the unit at Salonika has now been increased to 300, and if the staffs of the units in Serbia are able to retire to the coast that unit will probably be still further greatly augmented.

One of the many women workers at the present time in the great and humane cause of tending the wounded is Mrs. Plowden, of Strachus, who has just returned from France, and is now ready to begin work as the commandant of a hospital for convalescent wounded in Argyllshire. It is her desire that Scottish wounded men should receive attention at her hospital, which is Letters Lodge, Strathlachlan, lent for this purpose by Maclachlan of Maclachlan, for she believes that the homesick Scotsman will gather strength more rapidly when in his own beloved Highlands.

Mrs. Plowden, whose husband, Mr. Roger Plowden, was a cousin of the well-known magistrate, has just been authorised by the Scottish Branch of the Red Cross Society to equip and staff the lodge, and this she has now done, even to the lady chauffeur, who will drive an ambulance car to the coast to bring the men directly to the hospital.

Mrs. Plowden is an American, and sister of the sculptor, Herbert Haseltine, whose model of the winning polo team was shown at last year's Salon in Paris. For a year Mr. Haseltine acted as an attache at the American Embassy in London, but he has now gone back to his beloved work. One of his best pieces is the model of King Edward's favourite charger.

Mr. and Mrs. Plowden have five sons, and their eldest, Captain Plowden, is with the 17th Lancers at the front.

Miss Maclachlan of Maclachlan will act as quartermaster at the hospital, while the staff will include Miss MacDonald, of Glen[illegible]nter, and Mr. Burnley Campbell, of Ormidale.

Sheffield Telegraph 4-12-15

WOMEN SHELL MAKERS.

SHEFFIELD LADY'S ACCOUNT OF THEIR WORK.

We were talking this week to a Sheffield lady who has just returned from a visit to Newcastle, where she had an opportunity of going over a shop at Messrs. Armstrong, Whitworth's, devoted to women workers.

"They all seem so keen on their work," said our informant, "and all look so nice in their blue overalls and caps. There are three shifts of eight hours each, including Sundays, and there are 70 girls on each shift. There is a mess room leading from the shop, and the girls are allowed half-an-hour in the eight hours for a meal, and they can bring their own meals and have them cooked. The experiment of employing these women has proved a success."

With regard to the question of pay we were told:

"They are paid by piece work and the average wage is 25s. with a standard wage of 14s. and extra for Sundays and night shifts. One girl I spoke to had made 35s. that week, but very much depends on the machine. If it goes wrong you have to wait until someone comes to put it right. It is considered that the rate of pay for piece work is not high enough and the firm has been approached on the subject and has promised to raise it."

A very interesting point in connection with these shops is that about half-a-dozen ladies are employed. A school fellow of this Sheffield lady visitor was appointed forewoman after being at the works for a month. She said she would rather be at work, but it was pointed out to her that she could be of more use in her present position. She has to keep a record of the work done, and cheers the girls by going round and telling them the output.

The firm are very anxious to get more well-educated women into the shops as they find that they encourage the girls in a spirit of patriotism which helps to raise their standard of efficiency. The lady who is the forewoman has two brothers at the front, and a younger brother who is going through the shops in some engineering works, and spends his spare time in making shells, so she is a member of a truly patriotic family. Another lady who has recently come is the widow of an officer killed at the front.

When the King visited Messrs. Armstrong, Whitworth's he specially asked to be shown this particular shop, and was greatly interested in the work.

Pall Mall Gazette 28-12-15

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To the Editor.

WOMEN AND THE LABOUR MARKET

SIR,—Yesterday, at Birmingham, a man working in a munition factory applied for his discharge on the grounds that he "objected to work with women."

On the same day Messrs. Vickers applied at Barrow for a summons against certain workmen who "lost valuable time in working-hours by playing cards, pitch-and-toss, and sleeping."

If men realise the gravity and obligation resting upon them at the present time such cases could not be, but do they? It is recognised that women's work must replace men's where possible. Hundreds of capable and experienced women, intelligent, educated workers having experience of desk, office, and shop, are sent from labour exchange to labour exchange, their repeated applications treated with contempt and insult, whilst young girls of the secondary board school type are engaged to fill posts at a few shillings a week, such posts being quite beyond their capabilities or education, as is well known.

Commercial firms are allowed to retain in their service men who ought to be at the front, on the plea that they cannot be replaced—when the facts of the case are that in almost every case man labour could be replaced by woman labour, as in France, if an equal wage were paid for equal work.

It is absurd to suppose a man earning a wage of from two to three pounds a week can be replaced by a woman at 12s. 6d.—women want to be paid a wage in accordance with their experience and ability: but this the Government and labour circles refuse to recognise.

The pity is that so many idle and fashionable women have seen fit to take the bread out of their sisters' mouths by their evil voluntary service. Such women, for the sake of amusement and advertisement, have undertaken work which ought to be in the hands of the worker and paid for at market value. Under the guise of "work" these women are only seeking increased means of self-indulgence and a parasitic success; but they are acting the part of a Judas towards the real working women, by lowering the standard of wages.

ANTONIA MOSER.

885, Fulham-road, S.W.

4-12-15.

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WHERE EVERY LITTLE HELPS.

WOMEN WORKERS AT THE WAR HOSPITAL SUPPLY DEPOT.

"Journal" Photo.]

AT THE SUPPLY DEPOT.

THERE is good reason to congratulate ourselves on the accomplished fact that "The War Hospital Supply Depot" is to-day "something we have got in Bolton." Its happy inauguration, due to the efforts and businesslike management of Mrs. C. Ernest Walker and the Committee of the Women's Defence Relief Corps, marks another step in the general movement by which the town comes into line with the rest of the country in the many and varied labours of love which the war, with its hardships and horrors, entails upon us all. We don't like to feel that any branch of useful war-work is unrepresented in our midst; and we are therefore thankful to the ladies who have brought the Hospital Supply Depot into being for thus opening up another sphere of useful work for willing hands and leisure time.

It is astonishing to find how much is possible when people unite to serve a common cause; how it is found that the humblest worker is of value, and how enormous is the cumulative effect of love's labour and how world-wide are its ramifications. The quality of all voluntary service is two-fold: it helps the server and the served: and the number of ladies who have seized the chance of doing some real work at the Supply Depot shows very plainly how sad: many more are anxious; all feel comforted and strengthened by the knowledge that they can give some useful service to the nation and to those who suffer from wounds or sickness.

The War Hospital Supply Depot at Kensington is the parent of the local depot, which is now making a gallant start at the upper story of the Tramways Offices in Bradshawgate, and in the rooms over the tram-sheds in Salop-st., near by.

The rooms have undergone a remarkable transformation. In Bradshawgate flannel and cotton garments are cut out and made up, and here also is the office, where donations in money and kind are received and duly acknowledged. The Salop-st. work-rooms—one room, to be exact, divided in three, with shelves and canvas partitions—are given up to the making of "swabs" and the rolling of bandages.

Already over a hundred workers are enrolled for this voluntary service; and a visitor at any hour of the day when the rooms are open will find the tables occupied with rows of earnest workers. It should be made very clear that these rooms are work-rooms pure and simple. Quiet is observed, because everybody is too busy to chatter or gossip. There is a sweet, sanitary, hospital atmosphere about; something of peace and devotion to duty that is further carried out by well-regulated War Hospital Supply Depots. Each worker, besides giving her services, also contributes an initial fee of one shilling, and pays a moiety each week into a collecting-box on the table. Hours are from 9 to noon, and 2 to 5; and it is eloquent of the seriousness with which the work is taken up that the opening hour generally finds a good number at their posts. Sewing-machines are humming all day long; here shirts and pyjamas for soldiers are going through the final stages; here dressing-gowns are being fashioned from a bale of roller-flannel; over in Salop-st., keen learners are finding out how to roll a bandage or fashion a cotton-wool swab "just so"

There is nothing haphazard about this kind of war-service work. Every garment is made from standard patterns; every bandage or swab is treated with meticulous care, and subject to the most searching inspection. Before opening the depot one of the ladies of the Committee spent some time at the Kensington Supply Depot, and received a thorough grounding in the workings of its many-sided activities. They received incidentally a profound impression of the endless need of supplies for the needs of the many hospitals. They saw vast stores of hospital supplies, the unceasing work of 4,000 voluntary workers, piled up on

was plenty without the trifling contribution that could be levied from Bolton's few leisured workers. And then, hey presto, came an order from some outpost of the war, from Serbia, perhaps, or Montenegro or Gallipoli; and every shelf was emptied to fill the demand. Then, of course, was seen the value of every little item that could be drawn in from the provinces to help to build up a stock against the next call for aid; then was felt the shame of having to confess: "Bolton sends nothing." Bolton is sending something now; not very much so far; very much greater the output will be when the usefulness of the work comes to be fully realized. You cannot make bricks without straw; and to keep the many willing hands at work, generous support in money and kind will be required.

There has existed hitherto a good deal of confusion as to what was needed and who needed it; and out of the confusion, with some reports of overlapping, had arisen the absurd idea that "comforts" were no longer necessary. Comforts! The very word is a misnomer; a ridiculous word dug up from the limbo of the language of early-Victorian days: "comforts" that are bare necessities and urgent demands; "comforts" that can mitigate suffering or modify pain; "comforts" without which our soldiers might fight barefoot, or soldiers' grim wounds go un-

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M.S.S.

"Journal" Photo.]

MAKING BANDAGES FOR HOSPITALS.

Daily News & Leader
10-12-15

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MIDDLE-CLASS WOMEN IN FACTORIES.

A WORD OF FRIENDLY COUNSEL.

By MARY R. MACARTHUR.

A few days ago I received a long letter from a middle-class woman who, impelled by a sense of duty and a desire to be of service, has taken up work in a munition factory. She is employed at shell-turning, working sometimes from ten at night till six in the morning, sometimes from six in the morning till well into the afternoon. She describes vividly her experiences and impressions, and it is illuminating to read her complaints about her difficulties in being able to draw the full money she has earned, and about the taste and quality of the canteen tea. But the most interesting part of her letter deals with the attitude toward her of the working women of the factory. "Individually they are friendly enough," she writes, "but I cannot help feeling that collectively there is a wall of hostility and suspicion which so far I have not been able to get over or break down. All the same, I am very glad I came here. I have seen life from a new point of view, and I have learned many things that I can never forget."

The position of a well-to-do woman who acts as a temporary worker in a factory will often be a little invidious and uncertain. She may easily find herself placed in a false and uncomfortable relationship toward the more permanent workers. A few words of advice and friendly warning may not be without purpose.

If a woman, whose life has hitherto swum on the calm sea of leisured enjoyment, decides she has the capacity and strength to undertake the hard toil of a factory, and feels her best service lies in that direction, in what spirit should she approach her new task? That is a more important matter than may appear on the surface. The women and girls whose lives have been practically one long unending round of work will watch rather narrowly the middle-class woman when she arrives. Her demeanour toward them, and the way in which she tackles her new duties, will make a deal of difference. Is she going to throw off social pretensions and become a worker among workers, or will she bring with her the atmosphere of class distinctions? It is no secret that many women whose bodies have been hardened by years of labour are inclined to look askance at the newcomers. Do these ladies who are coming amongst them really mean business, or are they merely hunting a fresh experience and sensation.

A New Point of View.

Now a woman, whatever her circumstances, who enters a workshop or a factory will be well advised, if she really wishes to be of use, to study the point of view of the women who have been working there for years, and to establish, if possible, something in the nature of a friendly comradeship with them. To do this she must cast aside even the appearance of condescension and superior airs, otherwise she will make a wrong beginning, and will rear up between herself and the other women a barrier that will never be broken down. Yet, if she is to get on with the work, she will require, especially at the start, the help and advice of the others who have much wider experience of the various processes, and have acquired a much greater manual dexterity. Inside a factory there is among the women workers a certain feeling of equality and companionship—they have built for themselves a sort of rude republic—and anyone who violates that feeling is laying up for herself a store of future trouble.

If the middle-class women who enter factories get over the initial difficulties and pitfalls, and if they have the grit to stick to it even after they discover that the work is exhausting, dirty, and monotonous, they will gain an experience that may be of even greater permanent benefit to themselves than to the country. The only way one can fully learn what the life and labour of the average working girl are like is by living, if only for a time, the same kind of life, and enduring the same kind of toil. In the trenches there is between men drawn from all classes, between all sorts and conditions of men, a common sharing of hardship and fatigue and danger. If women drawn from all classes could bear together the strain and weariness of the factories, the long hours of overtime in stuffy workrooms, the scales would fall from many eyes We might then give more attention than we have yet done to questions affecting the health and happiness of industrial women, and our future tackling of social problems would probably be charged with keener insight and sympathy.

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And if this can be done, the consequences will outlast even the war itself. It is a commonplace to say that life after the war, will be very different for us all, and we might do worse than begin to prepare for that new time by each trying to understand something of the life and point of view of the other. The nation, at present, it is sometimes urged, is a family, its members bound together by common ties and dangers, all artificial barriers and class divisions thrown down; that, I think, is far truer of life in the trenches than of social and industrial life at home. But surely at all times the family idea ought to prevail inside the nation, every member performing some phase of national service, all doing the work they are best fitted to do. No woman, whatever her position, should deem it a mean and degrading thing to work, and to work hard. In the stern and sombre times ahead of us, the only menial and ignoble thing will be to remain idle when the call comes for service, and to live easy and sheltered lives at the expense of the toil and hardship of others.

B.

Daily News & Leader
10-12-15

5

MIDDLE-CLASS WOMEN IN FACTORIES.

A WORD OF FRIENDLY COUNSEL.

By MARY R. MACARTHUR.

A few days ago I received a long letter from a middle-class woman who, impelled by a sense of duty and a desire to be of service, has taken up work in a munition factory. She is employed at shell-turning, working sometimes from ten at night till six in the morning, sometimes from six in the morning till well into the afternoon. She describes vividly her experiences and impressions, and it is illuminating to read her complaints about her difficulties in being able to draw the full money she has earned, and about the taste and quality of the canteen tea. But the most interesting part of her letter deals with the attitude toward her of the working women of the factory. "Individually they are friendly enough," she writes, "but I cannot help feeling that collectively there is a wall of hostility and suspicion which so far I have not been able to get over or break down. All the same, I am very glad I came here. I have seen life from a new point of view, and I have learned many things that I can never forget."

The position of a well-to-do woman who acts as a temporary worker in a factory will often be a little invidious and uncertain. She may easily find herself placed in a false and uncomfortable relationship toward the more permanent workers. A few words of advice and friendly warning may not be without purpose.

If a woman, whose life has hitherto swum on the calm sea of leisured enjoyment, decides she has the capacity and strength to undertake the hard toil of a factory, and feels her best service lies in that direction, in what spirit should she approach her new task? That is a more important matter than may appear on the surface. The women and girls whose lives have been practically one long unending round of work will watch rather narrowly the middle-class woman when she arrives. Her demeanour toward them, and the way in which she tackles her new duties, will make a deal of difference. Is she going to throw off social pretensions and become a worker among workers, or will she bring with her the atmosphere of class distinctions? It is no secret that many women whose bodies have been hardened by years of labour are inclined to look askance at the newcomers. Do these ladies who are coming amongst them really mean business, or are they merely hunting a fresh experience and sensation.

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Daily News
13/12/15

"MIDDLE-CLASS WOMEN IN FACTORIES."

(To the Editor.)

Sir,—I read Miss MacArthur's "Word of Friendly Counsel" with much interest. But I want to add something to what she has so admirably said about the way in which one can "fully learn what the life and labour of the average working-girl are like."

When the middle-class woman has finished her 12 hours' shift in a munition factory she goes home to a comfortable house, and if she has been on a night shift, to a comfortable, aired bed in a quiet bedroom.

When the working-girl comes back in the early morning she finds in most cases an unaired bed, which the day-worker has only just left—for in houses containing three very small bedrooms (sometimes only two), with families of seven, eight, or nine persons in them, there is no room for single beds—and in a close, stuffy room. If the window is kept open the street smells, all worse since so many street-sweepers have enlisted, and the smells from factories fill the room, and the continual noise outside, the ceaseless crying of someone's baby somewhere near, the jolting of heavy lorries and waggons, the monotonous cries of the street sellers with little rattling carts, the perpetual sound of machinery, all these noises hinder sleep. Besides, the girl must, more often than not, help in the house work as well as sleep.

Hundreds of streets in one Yorkshire city, now making munitions, consist entirely of back-to-back houses. If anyone really wishes to understand industrial life, and be one with the workers, and not merely an outsider, they must sleep in a back-to-back house. They will never forget the haunting smell of closeness, nor how every sound in the house is heard everywhere in it. There is no quiet and no privacy possible in such dwellings.

As for the food—when tea has to be bought in small quantities it has an entirely different taste from tea bought in large quantities in a middle-class house. The milk!—well, one wonders what it is made of! But the well-to-do woman will seldom, if ever, experience these things; for if she goes into these houses she will be given the best of everything (only the poor understand the highest courtesy, I sometimes think), and a wall of politeness will cut her off from obtaining this priceless valuable knowledge. Unless she goes feeling within her that there is not one shadow of difference between her and her hosts, except that they know infinitely more about life and its teachings than she has ever known, and perhaps ever will know; and that they often in ordinary daily life have to rise, and do rise, to heights of courage, devotion, and self-sacrifice that she in her prosperous sheltered home may never realise or understand in the least. Then they will treat her as a friend and comrade.

But these things must be seen from the inside.

ISABELLA O. FORD.

Dec. 13.

The Daily Chronicle

30-12-15

WOMEN'S WORK FOR WOMEN.

THE NEEDS OF THE HOSPITALS.

By ELIZABETH SLOAN CHESSER, M.B.

The first aim of every woman interested in the great national questions of to-day is how best to serve the men who are fighting for us at the front. To nurse and cook and even scrub for the soldiers, every woman, whatever her social status, is ready to do her part. The soldier is first served, the first considered. But there is another aspect of the question. Ask the man at the front what his chief thought and anxiety are to-day, and he will assuredly answer, the welfare of his womenfolk. He will fight better and do his bit of work for the country with the zest and spirit we need just now, if he is assured that his wife and his mother, his "womenfolk," are cared for at home.

Women of all classes are giving voluntary service to the Red Cross hospitals and offering themselves as probationers to local and provincial infirmaries all over the country. Thousands of women are training themselves so that they may be efficient assistants in the months to come. There is no fear that the soldiers and sailors will suffer for lack of service or lack of money. But what of the womenfolk of the men who are fighting for us at the front? They are being visited and befriended, it is true. They are given sympathy and service. But we are apt to neglect them in one respect. There is always a certain number of suffering women, a small army who fill our dispensaries and hospitals for women's diseases, women who are the victims of neglect at childbirth, overwork, lack of care. They come to our women's wards in the hospitals, and if they can be ensured treatment 70 per cent. of them are "cured." At the least they are happier women for their time in hospital, and they are given a chance of motherhood as a result of improved health.

Women Who Can Help Women.

The war has caused many people to curtail, and in some instances to cancel, their subscriptions to the hospitals. At such a crisis as this it is natural that the sufferings of the soldiers should elicit the readiest response, but the women of the country must also have our serious consideration. Those of us who are alive to the importance of safeguarding the new generation of citizens realise that money spent on suffering women will have a far-reaching effect in the future. There are thousands of women with no chance of motherhood for lack of medical and surgical treatment in hospital. And at this time there is a special call for women to help in the upkeep of wards for women in the great hospitals, because women's elemental duty is the preservation, the conservation of life.

The London Hospital especially should have our sympathies. For years past it has provided treatment for approximately eight thousand women every year. The average cost per case is £5. And money given to assist these wards is war money in a sense—because our soldiers have left in our charge their women and their children. The London Hospital during the first six months of the war provided treatment for two thousand wounded soldiers besides facilities for operations and dental treatment to hundreds of men to fit them for enlistment. But the staff realises that, whatever else is being done, the relief of suffering women ought not to be neglected. A special effort has been made by Lord Knutsford to enlist women's interest and women's sympathy for the wards for women in the hospital. There is a spirit of solidarity amongst women just now, which makes it certain that all who are brought to understand that there is real need of assistance will respond by sending something to the women's wards of the hospital. Money is needed most of all, and shillings as well as pounds are gratefully received, but gifts of clothing suitable for the patients when they leave hospital are also welcome. Some of the workrooms started by women for women should be able to help the hospital in this respect. We help our soldiers if we safeguard the health and lives of their womenfolk. We help the country if we ensure better health to the women who are to be the mothers of the new generation. For these reasons alone, apart from the larger question of altruism, sympathy for the women who must depend upon charity for a chance of health, let women help the women's wards of the London Hospital.

Common Cause.
15.9.16

663b/20 · 63.B.
Nottingham Express

First-Hand Experiences.

XV.—WEEK-END MUNITION WORK.

I had always been very eager to do some war work in my spare time, although I could not give my whole time to it. The opportunity came one day when I heard that Sunday munition workers were wanted to give the regular hands a rest. They must be at the factory at ten o'clock on Sunday morning, with lunch, a munition frock, cap, and gloves, and be prepared to work until six o'clock in the evening, having an hour for lunch and a quarter of an hour for tea.

Sunday happened to be a very brilliant day, and on the way to the factory I almost regretted that I was not free to go into the country and enjoy the sunshine and flowers; but I put these thoughts behind me, and, telling myself what patriotism really means, and how the regular munition workers stuck to their work under all conditions, I plodded along the hot street.

It happened that I did not know the exact whereabouts of the factory, but I soon lighted on it, because there were little bits of metal all round the door, and at a pair of large gates a heap of metal shavings; and just as the clock struck ten I stepped very gingerly through a small door cut in a pair of large ones and walked into the timekeeper's office. As I gave my name and address my heart began to beat. There was a roar of heavy machinery, which rather frightened me. I knew nothing whatever of machinery, and had thought that probably as I was an amateur I should have to pack bullets, or do something equally simple. The idea of having to work a large machine had never occurred to me.

After taking off my hat and coat and putting my munition frock, cap and gloves on, I went into the workshop. This was a very large shop, with rows of machines, like those one sees in pictures, with straps running from the machine on the floor to an affair of wheels and rollers near the ceiling. The noise of the machines made it almost impossible to hear yourself speak, and when you were spoken to you had to watch the speaker's mouth very closely, so that you could understand without hearing properly. On entering the workshop I found several other women arrayed similarly to myself standing in a little group. These I joined, and one of them asked me what "turning" I had done. I was mystified. I did not even know what she meant by "turning," so I explained to her that I had never worked on munitions before, and she was rather surprised, but comforted me by saying that I should very soon learn. As we were standing waiting, the men that were already working looked at us as though we were some special species of humanity, and that they were very much interested in the species was quite evident. After a while the foreman came and took some of us off, and placed us under the care of a Belgian, saying, "He will teach you all you want to know." After instructing two other women he came to me and said in French, "Do you speak French?" I told him I did. Then he explained everything about the machine: how to place the shell into it, how to set it revolving, how to stop the revolving, and how to release it, how to gauge the shell, and how to bring the machine to the starting point again.

I was now thoroughly awake to the fact that I had to do finishing turning to 4.5 shells. My idea about packing bullets was quite put aside, and I blushed to remember that I had thought I should have such easy work to do.

The first shell I did came out too small because the machine was not regulated properly. I was very much concerned about this, but the Belgian assured me that I was not to grieve, I should do much better next time. After that I was very careful not to get another shell too small, so about every few minutes I stopped to measure it, and although it took a longer time to finish it was better in the long run, because it was the exact measurement. I continued to do turning until one o'clock, when all machines were stopped working and everyone went to lunch.

All the women had their lunch in a quaint room just above the workshop. It was a low room, and one saw the rafters above one's head. It reminded me very much of "My Room Beneath the Rafters," only one had to imagine one was in a farmhouse instead of a munition factory.

At two o'clock the whistle blew, and all machines were again set in motion, and we all recommenced work. After lunch I was told I could do some filing. The man near me heard this and said, "That's a rotten job; I'm sure you won't like it." I told him one had to do a great many things that were distasteful in war time, and I made up my mind that I would like it whatever kind of job it was. It was not really a bad job: true it was a bit dusty, and the afternoon was hot, but I did my best not to let the man see that I thought it "a rotten job."

Through an open door opposite me I could see a yellowy-green bank edging what looked like a stream. The sun was shining radiantly; I never admired a little bit of green so much as that. I have no doubt that it was the fact of my being in a factory among so many machines that made the grass look so inviting, for I know now that that bit of green is a very dank, weedy marsh, and the lively stream an East-end wharf. At half-past four the whistle blew again, and we all hurried off to tea. Tea was taken in the same room as lunch, and we partook of bread and butter, not thin, and tea in cups that were also not thin. That tea was the most hurried one I had ever taken. The tea itself was very hot; we had only a quarter of an hour in which to drink it; but we had great fun all trying to get finished first.

We went down again to the workshop at a quarter to five, and worked steadily on until nearly six. Then a man came round and said would we call for our money on our way to the dressing-room. This surprised me greatly, for I certainly did not think that I had earned enough to be called for. However, I was paid 2s. 7½d., which was really very good considering what I had done. The Belgian was very profuse in his praises, but I am afraid he was not sincere, because I had to ask him so many times how to release the shell, and then could not turn the bolt, so that he always had to do it for me. On the whole, I quite enjoyed my day's work on munitions, but for a long time after my arms felt quite twice their original length, and I could still hear the din of machinery in my ears.

The Duke of Portland, in declaring the ward open, paid a high tribute to the war work of our women. In viewing a hospital of that kind, he said, they saw a splendid example of one very large and very important section of the work that was being done by women—work, indeed, of a most essential and indispensable character, and work for the successful accomplishment of which women were instinctively gifted and peculiarly adapted. (Hear, hear.) Taking a broad survey of the war-work that was being done by women, his Grace emphasised that they were simply splendid; they had risen to the occasion and to the height of the nation's need. (Hear, hear.) It fell to their lot to nurse back to health and strength those who had been disabled in this stern, strenuous, and stupendous struggle, in the prosecution of which the nation, he was convinced, would not falter until victory had been achieved. (Applause.) His Grace also warmly eulogised the task the men of the country were accomplishing. Nobly had our manhood responded to the call of duty; men and women, in fact, were being inspired to an amount of willing service such as had never before been concentrated in one united national purpose. (Applause.)

Women had freely given themselves to service surrendering their time, their amusements, and their comfort. (Hear, hear.) They had undergone courses of training and had fitted themselves for hospital work in a manner and with a cheerful alacrity worthy of all praise. (Applause.)

Notts. Women's Response.

He did not think the women of Notts. had been surpassed by the women of any other county in the devoted and energetic earnestness with which they had discharged the multifarious duties which they had so willingly and eagerly undertaken. (Hear, hear). Whatever had been the nature of the necessity or requirement, the women of Notts. had made quick and adequate response. In fact, like Queen Elizabeth in the days of the Armada, though "possessing the body of a weak and feeble woman, they had the heart and stomach of a king, and of a King of England too." (Applause.)

Wherever a hospital had been required it had been provided, and when, as in that case, it had been found necessary to enlarge one, the commandant and her staff of assistants had been equal to the occasion. (Hear, hear.) Heartily did he congratulate Mrs. Birkin on the success of her efforts, and he was proud to think she and her efficient staff were doing such excellent work.

Concluding, his Grace said all knew from innumerable testimonies how brave and gallant our soldiers had proved in the field, and when he visited a Red Cross hospital he was always impressed with the wonderfully courageous, cheerful, and hopeful spirit in which the men bore their sufferings. All honour to them and the devoted women who attended them. (Applause.) He had much pleasure in declaring the new ward open, and was confident that the wounded and sick soldiers who came there would speedily realise they could not possibly be in better hands. (Applause.

Tribute to Medical Men.

Colonel Ashwell proposed a vote of thanks to the Duke, and in seconding, Dr. Francis said they all knew his Grace was just now a very busy man but the greatness of his heart was equally well known. (Applause.)

Acknowledging the compliment, his Grace paid a well-merited tribute to the medical staff of the hospital. These gentlemen gave unstintingly of their time and abilities; in fact he did not know what the wounded would do without them. (Hear, hear.)

Thanks were also accorded the chairman, on the motion of the Duke of Portland, seconded by Mrs. Birkin, the latter expressing the opinion that they had in Colonel Seely and his late father two of their very best friends.

This concluded the ceremony, and a brief in-

Common Cause.
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The British

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Nottingham Express
22/4/16

WOMEN AND WAR WORK.

Duke of Portland's Great Tribute to Their Achievements.

ARNOT HILL HOSPITAL EXTENDED.

Arnot Hill Hospital, Arnold—which, though only established a year ago, holds the unique distinction of being the first local auxiliary hospital to receive British wounded—having outgrown its accommodation, a new ward was yesterday formally opened by the Duke of Portland in the presence of a numerous and representative assembly. Up to date no fewer than 506 wounded soldiers have found shelter beneath its sympathetic roof, and now the original 40 beds are being augmented by 22, with two bedrooms for the surgical nurses who are in attendance. The Hon. Mrs. Birkin is the energetic and zealous commandant-in-charge. She gave the project a splendid "send-off." Substantial donations were received from numerous friends, and a special grant came from the Notts. Branch of the British Red Cross Society, and the outcome now seen, for the handsome new ward measures 70 feet long and 20 feet broad, and is replete in every respect.

Colonel F. E. Seely presided at the opening function, supported by the Duke of Portland, Colonel Ashwell, Colonel Battersby, Dr. Francis (Arnold), Mrs. Birkin, Miss Ida Birkin, &c.

Women's Splendid Work.

The Duke of Portland, in declaring the ward open, paid a high tribute to the war work of our women. In viewing a hospital of that kind, he said, they saw a splendid example of one very large and very important section of the work that was being done by women—work, indeed, of a most essential and indispensable character, and work for the successful accomplishment of which women were instinctively gifted and peculiarly adapted. (Hear, hear.) Taking a broad survey of the war-work that was being done by women, his Grace emphasised that they were simply splendid; they had risen to the occasion and to the height of the nation's need. (Hear, hear.) It fell to their lot to nurse back to health and strength those who had been disabled in this stern, strenuous, and stupendous struggle, in the prosecution of which the nation, he was convinced, would not falter until victory had been achieved. (Applause.) His Grace also warmly eulogised the task the men of the country were accomplishing. Nobly had our manhood responded to the call of duty; men and women, in fact, were being inspired to an amount of willing service such as had never before been concentrated in one united national purpose. (Applause.)

Women had freely given themselves to service surrendering their time, their amusements, and their comfort. (Hear, hear.) They had undergone courses of training and had fitted themselves for hospital work in a manner and with a cheerful alacrity worthy of all praise. (Applause.)

Notts. Women's Response.

He did not think the women of Notts. had been surpassed by the women of any other county in the devoted and energetic earnestness with which they had discharged the multifarious duties which they had so willingly and eagerly undertaken. (Hear, hear). Whatever had been the nature of the necessity or requirement, the women of Notts. had made quick and adequate response. In fact, like Queen Elizabeth in the days of the Armada, though "possessing the body of a weak and feeble woman, they had the heart and stomach of a king, and of a King of England too." (Applause.)

Wherever a hospital had been required it had been provided, and when, as in that case, it had been found necessary to enlarge one, the commandant and her staff of assistants had been equal to the occasion. (Hear, hear.) Heartily did he congratulate Mrs. Birkin on the success of her efforts, and he was proud to think she and her efficient staff were doing such excellent work.

Concluding, his Grace said all knew from innumerable testimonies how brave and gallant our soldiers had proved in the field, and when he visited a Red Cross hospital he was always impressed with the wonderfully courageous, cheerful, and hopeful spirit in which the men bore their sufferings. All honour to them and the devoted women who attended them. (Applause.) He had much pleasure in declaring the new ward open, and was confident that the wounded and sick soldiers who came there would speedily realise they could not possibly be in better hands. (Applause.

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Presentations to Nurses.

The Duchess of Portland subsequently visited the institution and presented some of the nurses with certificates they had recently gained.

Daily News & Leader
15-7-16.

NEWNHAM GIRLS ON THE LAND.

To the Editor of "The Daily News."

Sir,—Allow me to thank Miss Lindsell for her letter of July 13. Her last paragraph is the honourable explanation I expected from a student of Newnham (of which college I know more perhaps than she is aware), and explodes her assertion that "we think the facts important, because the 12s. estimate may discourage other women volunteers for land work who must live within their wages."

It was to draw the confession from Miss Lindsell that 12s. a week on the land is by no means a living wage (though unconsciously to her, her letter of the 5th gradually leads one to believe she thinks otherwise), that I issued my challenge. It will evidently surprise Miss Lindsell to learn that 12s. a week is considered a good living wage for single, and 19s. for married labourers. It is to the everlasting disgrace of employers who believe this, that extreme poverty is due. The belief is rife amongst those from whom we expect greater intelligence. When nurse on Lord ——'s estate, I had occasion to approach "My Lady" (a Conservative) on behalf of the widow of one of their own labourers who had died suddenly. Her reply was: "What has he done with his money? He had 19s. a week, nurse!" I did not answer. He also had brought up ten children.

My best wishes are with the Newnham girls, who, I hope, some day, will take an active part in land-labour reform, since I now know they are not viewless towards "the large questions raised."

DISTRICT NURSE.

Daily News
13/12/15

"MIDDLE-CLASS WOMEN IN FACTORIES."

(To the Editor.)

Sir,—I read Miss MacArthur's "Word of Friendly Counsel" with much interest. But I want to add something to what she has so admirably said about the way in which one can "fully learn what the life and labour of the average working-girl are like."

When the middle-class woman has finished her 12 hours' shift in a munition factory she goes home to a comfortable house, and if she has been on a night shift, to a comfortable, aired bed in a quiet bedroom.

When the working-girl comes back in the early morning she finds in most cases an unaired bed, which the day-worker has only just left—for in houses containing three very small bedrooms (sometimes only two), with families of seven, eight, or nine persons in them, there is no room for single beds—and in a close, stuffy room. If the window is kept open the street smells, all worse since so many street-sweepers have enlisted, and the smells from factories fill the room, and the continual noise outside, the ceaseless crying of someone's baby somewhere near, the jolting of heavy lorries and waggons, the monotonous cries of the street sellers with little rattling carts, the perpetual sound of machinery, all these noises hinder sleep. Besides, the girl must, more often than not, help in the house work as well as sleep.

Hundreds of streets in one Yorkshire city, now making munitions, consist entirely of back-to-back houses. If anyone really wishes to understand industrial life, and be one with the workers, and not merely an outsider, they must sleep in a back-to-back house. They will never forget the haunting smell of closeness, nor how every sound in the house is heard everywhere in it. There is no quiet and no privacy possible in such dwellings.

As for the food—when tea has to be bought in small quantities it has an entirely different taste from tea bought in large quantities in a middle-class house. The milk!—well, one wonders what it is made of! But the well-to-do woman will seldom, if ever, experience these things; for if she goes into these houses she will be given the best of everything (only the poor understand the highest courtesy, I sometimes think), and a wall of politeness will cut her off from obtaining this priceless valuable knowledge. Unless she goes feeling within her that there is not one shadow of difference between her and her hosts, except that they know infinitely more about life and its teachings than she has ever known, and perhaps ever will know; and that they often in ordinary daily life have to rise, and do rise, to heights of courage, devotion, and self-sacrifice that she in her prosperous sheltered home may never realise or understand in the least. Then they will treat her as a friend and comrade.

But these things must be seen from the inside.

ISABELLA O. FORD.

Dec. 13.

Weekly Dispatch
19/-12-15

663

MY EXPERIENCES AS A MUNITION WORKER.

A Woman Volunteer's Own Story of Hardships That Could Be Obviated.

In the following article a woman volunteer who left London to work in a munition factory in the north of England gives a vivid picture of the experiences she underwent. The writer, who is an elderly woman but strong and enthusiastic, was compelled to give up the work because of the hardships imposed by living a long distance from the factory and the long walks in bitter winter weather which that necessitated.

Blinding snow was falling when I reached my destination. There were no taxi-cabs about, so leaving my luggage at the station I wandered about the streets trying to find a room in an hotel. The first was full, but I managed to find accommodation in another.

"Don't you want a fire this bitter night?" asked the chambermaid. I shook my head and said bravely, "I've come to do munitions work."

"You ought to have gone to the Girls' Friendly Society," said the maid severely. "They will take you in for 14s. a week."

I went into the lounge and found half a dozen men making a tight semi-circle in front of the fire. They took no notice of me, and I stood outside the fire zone thinking: "Some of you are of military age, and I have come a long way to set one of you free to fight for your country, and you won't let me warm my toes before going to bed."

A BEDROOM FOR 16S.

I was told the next morning that the Army would shortly commandeer my room as the town was full of soldiers. At the registry office I was told that the householders were having the time of their lives and asking fancy prices for rooms. Several addresses were given me, but I was told that the two shillings charged for the information would probably be wasted. I tried twenty houses in vain, and it was snowing hard and freezing all the time. There were signs of great prosperity. Everybody looked well fed and well dressed. The shopkeepers were very independent.

"Rooms!" People laughed at the idea. The officers in the hotels wanted rooms, and they paid the best. In despair I stopped a clergyman, but he said he was looking for rooms himself, and advised me to go to a local vicar who was "doing lathe work."

At midday I found a landlady who was willing to make a bargain. Her husband was doing munition work, and if I made it worth her while she would move with him up to the attic and let me have the bedroom for 16s. The price was absurd but I took the room.

"My husband will call you," she said, "but you must get your own breakfast. I'll give you sandwiches overnight and dinner when you come back, but please don't make a noise, and don't use the bathroom because my lodgers wouldn't like it."

THE INSURANCE "TAX."

At 6 a.m. I left my lodgings and groped my way along the cold, dark streets to the factory. It took half an hour. I followed some girls up and down some steps and through yards and outhouses to a small room where girls and women were putting on blue caps and overalls.

"Come and get your time marked," said a girl. "You will lose a quarter of an hour if you're a minute late." In another room noisy with machinery a girl clerk took down my name. The girls were nice-looking, bright, clever, and were doing all sorts of lathe work easily and with no sign of weariness and fatigue. "It's easier than a sewing machine and not so hard as scrubbing," said one girl to me.

They were all eager to work, and some grumbled because for the moment they were doing nothing—only "making time," when they wanted to make "time and a half." They talked about the "progress man" and the "bonus man," and advised me not to "go on shells," which they said were turned at 1¼d. and 1½d. each. The supply, they said, was irregular and only "ladies" could afford to do such work.

The forewoman came up and asked me if I had been to the labour exchange. I hadn't, and she said I would have to go and register myself there although I was a voluntary worker.

Two of the girls took me round to the labour exchange. They seemed to have a whimsical idea about the Insurance Act. One of them said, "The Government knew there was war coming on, so they got Lloyd George to obtain the money for it by taking threepence or fourpence from your pay. You never see it again but you mustn't grumble, because it helps to pay for the war!"

At the labour exchange I was given a brown card and promised an unemployment book. The next day I was given a lathe and shown by a mechanic how to work it. He had been in the trenches in France but had been fetched back to follow his trade. He was very keen and pleasant about it. I found the work fairly simple and not exhausting. The girls all about me were constantly calculating how many hours they had been actually at work and the value of their bonuses.

WEARY MIDNIGHT TRUDGE.

During the shift I was working on I noticed their several slights mishaps—cuts and bruises, steel dust in the eyes, shells dropped on the feet, fainting, and shocks, but the girls took these troubles philosophically and said that a serious accident was a very rare occurrence. They were all very anxious to work on Sunday because then they received double pay. They said the night shift made them sick—beginning as it did at 11 p.m., just the time when they generally went to bed. They preferred the afternoon shift, 3 to 11, and I liked it very much more than the 7 a.m. to 3 and the 11 p.m. to 7 a.m. shifts.

A policeman would watch the girls off the premises at 11 p.m. and his curiosity was excited by a large suit case that I carried. One night he conducted me to the lodging house. "What's in that box?" he asked.

I explained that in the rush things were apt to be lost and that I wished to guard against certain creeping and crawling creatures that unfortunately had not remained in Noah's Ark. How he laughed!

Soon afterwards I was put on shells. I found that I could turn forty to fifty in a shift if the supply proved constant. But the girls did not make much money by shell work, so the ladies were given it. They (the ladies) were convinced it was because of their superior skill and not because of the length of their purse! All the workers agreed that the work was not difficult and that if accommodation could be found near the munitions area the greatest part of the hardship would vanish. But the long walks at midnight and in the early morning in snow and rain and bitter wind broke some of them up. Among them were officers' widows. Some said frankly that they were working in order to add to their small incomes. Others said it was pure patriotism and nothing else and that is what I think really inspired us all.

The voluntary workers said that after three or four months of lathe work they were earning 25s. a week and that the average weekly wage of the girls was 20s. I think that the highest wages earned in this factory was £2.

It struck me that 20s. was not adequate pay—even for unskilled workers.

The Daily Chronicle

30-12-15

WOMEN'S WORK FOR WOMEN.

THE NEEDS OF THE HOSPITALS.

By ELIZABETH SLOAN CHESSER, M.B.

The first aim of every woman interested in the great national questions of to-day is how best to serve the men who are fighting for us at the front. To nurse and cook and even scrub for the soldiers, every woman, whatever her social status, is ready to do her part. The soldier is first served, the first considered. But there is another aspect of the question. Ask the man at the front what his chief thought and anxiety are to-day, and he will assuredly answer, the welfare of his womenfolk. He will fight better and do his bit of work for the country with the zest and spirit we need just now, if he is assured that his wife and his mother, his "womenfolk," are cared for at home.

Women of all classes are giving voluntary service to the Red Cross hospitals and offering themselves as probationers to local and provincial infirmaries all over the country. Thousands of women are training themselves so that they may be efficient assistants in the months to come. There is no fear that the soldiers and sailors will suffer for lack of service or lack of money. But what of the womenfolk of the men who are fighting for us at the front? They are being visited and befriended, it is true. They are given sympathy and service. But we are apt to neglect them in one respect. There is always a certain number of suffering women, a small army who fill our dispensaries and hospitals for women's diseases, women who are the victims of neglect at childbirth, overwork, lack of care. They come to our women's wards in the hospitals, and if they can be ensured treatment 70 per cent. of them are "cured." At the least they are happier women for their time in hospital, and they are given a chance of motherhood as a result of improved health.

Women Who Can Help Women.

The war has caused many people to curtail, and in some instances to cancel, their subscriptions to the hospitals. At such a crisis as this it is natural that the sufferings of the soldiers should elicit the readiest response, but the women of the country must also have our serious consideration. Those of us who are alive to the importance of safeguarding the new generation of citizens realise that money spent on suffering women will have a far-reaching effect in the future. There are thousands of women with no chance of motherhood for lack of medical and surgical treatment in hospital. And at this time there is a special call for women to help in the upkeep of wards for women in the great hospitals, because women's elemental duty is the preservation, the conservation of life.

The London Hospital especially should have our sympathies. For years past it has provided treatment for approximately eight thousand women every year. The average cost per case is £5. And money given to assist these wards is war money in a sense—because our soldiers have left in our charge their women and their children. The London Hospital during the first six months of the war provided treatment for two thousand wounded soldiers besides facilities for operations and dental treatment to hundreds of men to fit them for enlistment. But the staff realises that, whatever else is being done, the relief of suffering women ought not to be neglected. A special effort has been made by Lord Knutsford to enlist women's interest and women's sympathy for the wards for women in the hospital. There is a spirit of solidarity amongst women just now, which makes it certain that all who are brought to understand that there is real need of assistance will respond by sending something to the women's wards of the hospital. Money is needed most of all, and shillings as well as pounds are gratefully received, but gifts of clothing suitable for the patients when they leave hospital are also welcome. Some of the workrooms started by women for women should be able to help the hospital in this respect. We help our soldiers if we safeguard the health and lives of their womenfolk. We help the country if we ensure better health to the women who are to be the mothers of the new generation. For these reasons alone, apart from the larger question of altruism, sympathy for the women who must depend upon charity for a chance of health, let women help the women's wards of the London Hospital.

Common Cause.
15.9.16

663b/20 .63.B.

Nottingham Express.
22/4/16

same, the *corvée* that presses very heavily on women is an evil and a real social danger. Like the French peasant's *corvée*, it is a relic of a past age; and in its beginnings, it was not an evil, taken as part of an older social system, which in our day is rapidly being abolished. Old divisions of labour in France, not necessarily oppressive in the ninth century, left it open to the seigneur to have certain payments made in work rather than in money, which was scarce. Old divisions of labour in Great Britain, and in all old societies, assign work within the house to the woman as her share of the day's labour. The peasant-woman all the world over, works at certain seasons in the fields, and she prepares the meals, rears the children, and waits upon the men-folk. The old divisions persist under industrial conditions, and for reasons which we shall presently examine, the woman-worker is unable to readjust her day's work. She works "double-tides," and the second day's work in the twenty-four hours takes a heavy toll of her strength. At first sight this may seem a piece of bad management, or perversity, or "a woman's way" of setting about her job. The second discovery quickly follows that her wages are almost invariably too scanty to permit her to pay or support another woman to "do for" her; as the wage-earning man supports the wife or pays the housekeeper who takes these cares off his shoulders. Some pseudo-economists have managed to discover that the man's wages are higher *becau* has a wife and family to keep, forgetting that, if a man ren a bachelor his wages are just as high—because he is a man.

The British

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WOMEN AND WAR WORK.

Duke of Portland's Great Tribute to Their Achievements.

ARNOT HILL HOSPITAL EXTENDED.

Arnot Hill Hospital, Arnold—which, though only established a year ago, holds the unique distinction of being the first local auxiliary hospital to receive British wounded—having outgrown its accommodation, a new ward was yesterday formally opened by the Duke of Portland in the presence of a numerous and representative assembly. Up to date no fewer than 506 wounded soldiers have found shelter beneath its sympathetic roof, and now the original 40 beds are being augmented by 22, with two bedrooms for the surgical nurses who are in attendance. The Hon. Mrs. Birkin is the energetic and zealous commandant-in-charge. She gave the project a splendid "send-off." Substantial donations were received from numerous friends, and a special grant came from the Notts. Branch of the British Red Cross Society, and the outcome now seen, for the handsome new ward measures 70 feet long and 20 feet broad, and is replete in every respect.

Colonel F. E. Seely presided at the opening function, supported by the Duke of Portland, Colonel Ashwell, Colonel Battersby, Dr. Francis (Arnold), Mrs. Birkin, Miss Ida Birkin, &c.

Women's Splendid Work.

The Duke of Portland, in declaring the ward open, paid a high tribute to the war work of our women. In viewing a hospital of that kind, he said, they saw a splendid example of one very large and very important section of the work that was being done by women—work, indeed, of a most essential and indispensable character, and work for the successful accomplishment of which women were instinctively gifted and peculiarly adapted. (Hear, hear.) Taking a broad survey of the war-work that was being done by women, his Grace emphasised that they were simply splendid; they had risen to the occasion and to the height of the nation's need. (Hear, hear.) It fell to their lot to nurse back to health and strength those who had been disabled in this stern, strenuous, and stupendous struggle, in the prosecution of which the nation, he was convinced, would not falter until victory had been achieved. (Applause.) His Grace also warmly eulogised the task the men of the country were accomplishing. Nobly had our manhood responded to the call of duty; men and women, in fact, were being inspired to an amount of willing service such as had never before been concentrated in one united national purpose. (Applause.)

Women had freely given themselves to service surrendering their time, their amusements, and their comfort. (Hear, hear.) They had undergone courses of training and had fitted themselves for hospital work in a manner and with a cheerful alacrity worthy of all praise. (Applause.)

Notts. Women's Response.

He did not think the women of Notts. had been surpassed by the women of any other county in the devoted and energetic earnestness with which they had discharged the multifarious duties which they had so willingly and eagerly undertaken. (Hear, hear). Whatever had been the nature of the necessity or requirement, the women of Notts. had made quick and adequate response. In fact, like Queen Elizabeth in the days of the Armada, though "possessing the body of a weak and feeble woman, they had the heart and stomach of a king, and of a King of England too." (Applause.)

Wherever a hospital had been required it had been provided, and when, as in that case, it had been found necessary to enlarge one, the commandant and her staff of assistants had been equal to the occasion. (Hear, hear.) Heartily did he congratulate Mrs. Birkin on the success of her efforts, and he was proud to think she and her efficient staff were doing such excellent work.

Concluding, his Grace said all knew from innumerable testimonies how brave and gallant our soldiers had proved in the field, and when he visited a Red Cross hospital he was always impressed with the wonderfully courageous, cheerful, and hopeful spirit in which the men bore their sufferings. All honour to them and the devoted women who attended them. (Applause.) He had much pleasure in declaring the new ward open, and was confident that the wounded and sick soldiers who came there would speedily realise they could not possibly be in better hands. (Applause.

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First-Hand Experiences.

XV.—WEEK-END MUNITION WORK.

I had always been very eager to do some war work in my spare time, although I could not give my whole time to it. The opportunity came one day when I heard that Sunday munition workers were wanted to give the regular hands a rest. They must be at the factory at ten o'clock on Sunday morning, with lunch, a munition frock, cap, and gloves, and be prepared to work until six o'clock in the evening, having an hour for lunch and a quarter of an hour for tea.

Sunday happened to be a very brilliant day, and on the way to the factory I almost regretted that I was not free to go into the country and enjoy the sunshine and flowers; but I put these thoughts behind me, and, telling myself what patriotism really means, and how the regular munition workers stuck to their work under all conditions, I plodded along the hot street.

It happened that I did not know the exact whereabouts of the factory, but I soon lighted on it, because there were little bits of metal all round the door, and at a pair of large gates a heap of metal shavings; and just as the clock struck ten I stepped very gingerly through a small door cut in a pair of large ones and walked into the timekeeper's office. As I gave my name and address my heart began to beat. There was a roar of heavy machinery, which rather frightened me. I knew nothing whatever of machinery, and had thought that probably as I was an amateur I should have to pack bullets, or do something equally simple. The idea of having to work a large machine had never occurred to me.

After taking off my hat and coat and putting my munition frock, cap and gloves on, I went into the workshop. This was a very large shop, with rows of machines, like those one sees in pictures, with straps running from the machine on the floor to an affair of wheels and rollers near the ceiling. The noise of the machines made it almost impossible to hear yourself speak, and when you were spoken to you had to watch the speaker's mouth very closely, so that you could understand without hearing properly. On entering the workshop I found several other women arrayed similarly to myself standing in a little group. These I joined, and one of them asked me what "turning" I had done. I was mystified. I did not even know what she meant by "turning," so I explained to her that I had never worked on munitions before, and she was rather surprised, but comforted me by saying that I should very soon learn. As we were standing waiting, the men that were already working looked at us as though we were some special species of humanity, and that they were very much interested in the species was quite evident. After a while the foreman came and took some of us off, and placed us under the care of a Belgian, saying, "He will teach you all you want to know." After instructing two other women he came to me and said in French, "Do you speak French?" I told him I did. Then he explained everything about the machine: how to place the shell into it, how to set it revolving, how to stop the revolving, and how to release it, how to gauge the shell, and how to bring the machine to the starting point again.

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The first shell I did came out too small because the machine was not regulated properly. I was very much concerned about this, but the Belgian assured me that I was not to grieve, I should do much better next time. After that I was very careful not to get another shell too small, so about every few minutes I stopped to measure it, and although it took a longer time to finish it was better in the long run, because it was the exact measurement. I continued to do turning until one o'clock, when all machines were stopped working and everyone went to lunch.

All the women had their lunch in a quaint room just above the workshop. It was a low room, and one saw the rafters above one's head. It reminded me very much of "My Room Beneath the Rafters," only one had to imagine one was in a farmhouse instead of a munition factory.

At two o'clock the whistle blew, and all machines were again set in motion, and we all recommenced work. After lunch I was told I could do some filing. The man near me heard this and said, "That's a rotten job; I'm sure you won't like it." I told him one had to do a great many things that were distasteful in war time, and I made up my mind that I would like it whatever kind of job it was. It was not really a bad job; true it was a bit dusty, and the afternoon was hot, but I did my best not to let the man see that I thought it "a rotten job."

Through an open door opposite me I could see a yellowy-green bank edging what looked like a stream. The sun was shining radiantly; I never admired a little bit of green so much as that. I have no doubt that it was the fact of my being in a factory among so many machines that made the grass look so inviting, for I know now that that bit of green is a very dank, weedy marsh, and the lively stream an East-end wharf. At half-past four the whistle blew again, and we all hurried off to tea. Tea was taken in the same room as lunch, and we partook of bread and butter, not thin, and tea in cups that were also not thin. That tea was the most hurried one I had ever taken. The tea itself was very hot; we had only a quarter of an hour in which to drink it; but we had great fun all trying to get finished first.

We went down again to the workshop at a quarter to five, and worked steadily on until nearly six. Then a man came round and said would we call for our money on our way to the dressing-room. This surprised me greatly, for I certainly did not think that I had earned enough to be called for. However, I was paid 2s. 7½d., which was really very good considering what I had done. The Belgian was very profuse in his praises, but I am afraid he was not sincere, because I had to ask him so many times how to release the shell, and then could not turn the bolt, so that he always had to do it for me. On the whole, I quite enjoyed my day's work on munitions, but for a long time after my arms felt quite twice their original length, and I could still hear the din of machinery in my ears.

The Duke of Portland, in declaring the ward open, paid a high tribute to the war work of our women. In viewing a hospital of that kind, he said, they saw a splendid example of one very large and very important section of the work that was being done by women—work, indeed, of a most essential and indispensable character, and work for the successful accomplishment of which women were instinctively gifted and peculiarly adapted. (Hear, hear.) Taking a broad survey of the war-work that was being done by women, his Grace emphasised that they were simply splendid; they had risen to the occasion and to the height of the nation's need. (Hear, hear.) It fell to their lot to nurse back to health and strength those who had been disabled in this stern, strenuous, and stupendous struggle, in the prosecution of which the nation, he was convinced, would not falter until victory had been achieved. (Applause.) His Grace also warmly eulogised the task the men of the country were accomplishing. Nobly had our manhood responded to the call of duty; men and women, in fact, were being inspired to an amount of willing service such as had never before been concentrated in one united national purpose. (Applause.)

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Concluding, his Grace said all knew from innumerable testimonies how brave and gallant our soldiers had proved in the field, and when he visited a Red Cross hospital he was always impressed with the wonderfully courageous, cheerful, and hopeful spirit in which the men bore their sufferings. All honour to them and the devoted women who attended them. (Applause.) He had much pleasure in declaring the new ward open, and was confident that the wounded and sick soldiers who came there would speedily realise they could not possibly be in better hands. (Applause.

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Daily News & Leader
15-7-16.

NEWNHAM GIRLS ON THE LAND.

To the Editor of "The Daily News."

Sir,—Allow me to thank Miss Lindsell for her letter of July 13. Her last paragraph is the honourable explanation I expected from a student of Newnham (of which college I know more perhaps than she is aware), and explodes her assertion that "we think the facts important, because the 12s. estimate may discourage other women volunteers for land work who must live within their wages."

It was to draw the confession from Miss Lindsell that 12s. a week on the land is by no means a living wage (though unconsciously to her, her letter of the 5th gradually leads one to believe she thinks otherwise), that I issued my challenge. It will evidently surprise Miss Lindsell to learn that 12s. a week is considered a good living wage for single, and 19s. for married labourers. It is to the everlasting disgrace of employers who believe this, that extreme poverty is due. The belief is rife amongst those from whom we expect greater intelligence. When nurse on Lord ——'s estate, I had occasion to approach "My Lady" (a Conservative) on behalf of the widow of one of their own labourers who had died suddenly. Her reply was: "What has he done with his money? He had 19s. a week, nurse!" I did not answer. He also had brought up ten children.

My best wishes are with the Newnham girls, who, I hope, some day, will take an active part in land-labour reform, since I now know they are not viewless towards "the large questions raised."

DISTRICT NURSE.

Irish Times
17-7-16 Dublin

VOLUNTEER WOMEN WORKERS.

TO THE EDITOR OF THE IRISH TIMES.

SIR,—I regret very much to read of the very urgent need of the Red Cross *Depôts* for volunteer women workers. While determined to give what assistance I can at the earliest opportunity, may I defend my fellow-women from the accusations of frivolity and callousness which are implied in a recent appeal for women recruits, and may I suggest that the lack of workers may be in part due to lack of organisation? The women of Dublin and elsewhere are not shirking their part because they have not been sewing in Red Cross workrooms. One of the ways in which they are doing their bit is in paying for the war. They have to give a great deal of time and attention to adjusting their expenditure to altered incomes and to replacing in their homes the labour of the men and women whom the nation has called to arms and to the making of munitions. A great number are actively engaged in hospitals and other places where they are needed. Those at home would gladly help if they knew that work was necessary, but I would suggest that the Red Cross Society should give them definite, as well as indefinite, invitations to assist them. Any time is inclined to become no time in a busy day. The *Dépôts* are wise in not limiting the work to special hours or days, in order that the busiest women can give their occasional moments; but they would be still wiser if, in addition, they would have a roll-book for a certain number of days and hours for which ladies should definitely pledge themselves to attend. Possibly this may already have been done. If so, a reference to the matter in the daily Press will only serve to give prominence to their appeal, and in all circumstances I hope they will forgive a little friendly advice.—Yours, etc.,

"ANXIOUS TO HELP."

Dublin, July 15th, 1916.

Farmers & Stock
17-7-16.

NATIONAL COUNCIL AND WOMEN WORKERS

The following has been sent to us :—"The National Land Council is not only supplying hundreds of girls and women as fruit pickers and harvesters, but its work of training girls for more skilled farm work is making great progress.

"Many farmers are taking promising girls and training them, on condition that they stay on at a wage after they have learnt the work. Girls so placed are doing well and really helping the farmers, who are giving a satisfactory account of them. Indeed, there are surprisingly few failures. The Council has also girls who have gained experience in milking, care of stock, and general field work. Farmers who are in need of such labour should apply at once to the Secretary, National Land Council, 16, St. James's-street, London, S.W.

"Applications are dealt with immediately, and every effort made to meet the particular needs of the case. Farmers who apply should, to save time, state the accommodation and wages offered."

Yorkshire Herald
8.7-1916.

WOMEN'S WORK ON THE LAND

To the EDITOR of the YORKSHIRE HERALD

Sir,—A meeting to urge the necessity for women to come forward as workers upon the land was held at the University on Wednesday last. There are several centres in Yorkshire at which short preparatory experience can be obtained, and all information concerning these centres, and particulars of farms requiring labour will be given on application at the Lady Mayoress' Committee Rooms, 4, Park-row, Leeds, between 11 and 1 o'clock. The need is urgent. We are told that 300,000 farm labourers have been called to serve with the colours, and we are certain that when the women of England realise the necessity for their work in this direction it will be given as self-denyingly as has been the case when it has been asked for hospital, munition, and for all kinds of office work.—Yours truly,

M. E. ANSTRUTHER, Hon. Sec.,
Lady Mayoress' Committee.
4, Park-row, Leeds, July 7th, 1916.

663 b. Daily News & Leader 2.8.16.

EDUCATED WOMEN

Urgently Needed to Work in Munition Factories.

The Ministry of Munitions inform us that more women of the leisured and educated classes are needed for munition work. They are asked to join one or other of the sixty training centres that have been set up in various parts of the kingdom.

The women who are wanted must be between the ages of 18 and 45, ready to go to any part of the country, and capable of becoming machine operators in a shell factory, where they will earn at first £1 or 25s. a week. Afterwards, when they are placed on piecework, their earnings will depend upon their own efforts, and may well run up to £3 a week.

"Some of the work is extremely fine work," it was stated. "It is no exaggeration, for example, to say that the life of an aviator often depends on the ten thousandth part of an inch. Aero engine work, for which women are needed, is particularly fine, and the experience of manufacturers is that the better educated the operator the more rapidly does she acquire the habit of working to fine limits."

The training is free, the normal course being four hours a day for six weeks. Londoners should offer their services to Mr. J. C. Smail, L.C.C. Education Offices, Embankment, E.C. The Training Section of the Ministry of Munitions, 6, Whitehall Gardens, S.W., will give the address of the nearest training centre to applicants from the provinces.

Daily News & Leader.
5.8.16.

EDUCATED WOMEN.

Rival Claims of Munitions, Hospitals, and the Land.

Educated women *are* wanted on the land.

This is the emphatic statement of the Women's National Land Service Corps in reply to rumours that women of this type are no longer asked for by farmers. There has proved to be very little demand for what may be described as holiday labour during August, but women who are willing to go on the land for the duration of the war are still eagerly sought after.

The trouble is that there are not enough educated women to go round, and something like a game of grab between the various interests is the result.

"The special appeal of the past week for educated women to take up munitions and V.A.D. work has hit us very hard," Mrs. Roland Wilkins, head of the Land Service Corps, confessed to a "Daily News" representative. "Very few suitable women are offering themselves; yet the demand about the end of September, when large numbers of men who have been allowed time will probably be called up, is likely to be enormous.

"Women joining now can get six weeks' training—just enough to let them feel their feet—before the rush comes. We can deal with 60 to 70 a week at our training farms, and guarantee plenty of work afterwards."

It ought to be added that Mrs. Roland Wilkins is very careful whom she accepts for service in the corps. She prides herself on rejecting 80 per cent. of applicants, and on having kept 3,500 unsuitable women from trying their hands on the land, and thus damaging the reputation of women among farmers. But she is ready to accept with open arms the girl with grit, the girl who will take the rough with the smooth for the sake of her country, and the girl who does not merely think that a little country air would do her health good.

Daily Mail.
22.9.16.

5,000 WOMEN FOR THE LAND.

The Women's National Land Service Corps, 50, Upper Baker-street, N.W., have on the London hoardings a gaily coloured poster asking for 5,000 educated women between the ages of 18 and 35.

"We are badly in need of the women," said the secretary of the corps yesterday. "It is essential that women workers should start their training at once to be ready to replace agricultural labourers who will be called up when the harvest is over. There were many exemptions granted for men until the harvest was in."

The Times
7.10.16

EDUCATED WOMEN.

TO THE EDITOR OF THE TIMES.

Sir,—The correspondence now appearing in your columns on the need of a "Panel for Educated Women" has attracted the attention of the Executive Committee of the Women's Institute, which for the last 17 years has been in close touch with all movements affecting the interests of women. During the whole of that time the training of educated women for secretarial work has been one of our most important activities, and many of our old pupils are now filling posts of public trust and responsibility.

It is our conviction, based on experience, that, given adequate remuneration and satisfactory prospects of advancement—conditions hitherto absent—there would be no difficulty in attracting to posts in the service of the Government well-trained, experienced, and highly-educated women in sufficient numbers to set free the men who are needed elsewhere. Information as to such workers and graded lists of them are available at the offices of the Central Bureau for the Employment of Women, 5, Prince's-street, Cavendish-square, W.; the Federation of University Women, 11, Hart-street, W.C.; The Women's Institute, 92, Victoria-street, S.W., and similar organizations.

Yours, &c.,
M. K. STANBARD, President.
The Women's Institute, 92, Victoria-street, S.W., Oct. 7.

663.B.
The Times.
29.9.16.
6636/24

A PANEL OF EDUCATED WOMEN.

NEEDS OF MUNITIONS MINISTRY.

There is a general impression, as stated in the article published in *The Times* of Wednesday, that little use is being made of educated women in Government offices to take the place of young men engaged on administrative work who ought to be released to join the Forces.

A representative of *The Times* called at the Ministry of Munitions to ascertain what openings existed on the staff for women with a university training or the equivalent, and was informed that considerable difficulty was being experienced in obtaining women of this type. Almost half of the present staff of the Ministry are women, and in view of the continued increase of work and of the fact that men of military age are, wherever possible, being released to join the Army, it is expected that the proportion of women will be even further increased in the near future.

Most of the work of the Ministry, other than the routine clerical work, which is now mainly performed by women, is of a technical character, for the performance of which special qualifications, rarely found at the present time among women, are required; but there is a considerable demand for educated women to assist in the higher branches of statistical work, in correspondence involving a knowledge of engineering, chemical, economical, or industrial problems, and in financial work of a superior kind.

It is stated that the Ministry are finding great difficulty in securing the services of educated women with business experience obtained either by service with commercial firms or in charitable and voluntary organizations conducted on real business lines. Women with either administrative or technical experience can readily be employed, but the mere possession of a university degree or equivalent academic qualifications is hardly enough by itself.

Rates of Pay.

It does not appear that the question of pay presents any great difficulty. For routine clerical work the rates approximate to those obtainable in the ordinary market. For superior work rates of salary up to £150 or £200 a year can be given according to the ability of the candidate and the nature of the work to be performed; and in some cases even higher rates have been given.

The needs of the Ministry vary from day to day and from week to week, and although every care is taken that a good candidate's qualifications shall be brought simultaneously to the notice of all Departments of the Ministry, a suitable vacancy may not necessarily be open on the day of the application. It is often found that an excellent candidate is lost because the vacancy suited to her qualifications does not arise until some days after her application has been received. What the Ministry are anxious to secure is a panel of educated women with business experience who will place their services at their disposal and give a reasonable time for their applications to be considered with reference to the vacancies arising.

The opportunity thus afforded for educated women of gaining administrative experience on Government work should prove of great value as providing a means of training which has hitherto not been available.

It may be added that the Ministry are guided by expert advice in matters affecting the welfare and special interests of women working in their offices.

Applications for employment in the Ministry should be made by letter addressed to the General Secretary, Ministry of Munitions, Whitehall-place, S.W., and should contain full details as to the qualifications and experience of the candidate.

Glasgow Herald Aug. 12. 1916.

WOMEN'S WORK IN SCOTLAND.

DURING AND AFTER THE WAR.

"LEISURED WOMEN ARE NEEDED."

A propos an article which appeared in our columns recently on women workers in a Scottish shell-filling factory, it is of interest to note that in shell-making factories there are varying conditions which make the work possible for women who could not stand the physical strain of long hours. While the twelve hours day is the more usual, there is at least one factory having eight-hour shifts, and so excellent are the conditions under which the girls work that many capable women who, not having had previous experience in factory or warehouse work, would not be physically fit for a twelve hours day, are here able to turn out splendid work.

The factory is new and has been specially constructed with a view to present needs, therefore there is plenty of floor space to allow of seats being provided for the workers, who, by the way, wear with their khaki overalls white net caps, which are much lighter than khaki caps, for summer wear. The model canteen is under the direction of a highly trained staff, including ladies with St Andrew's Ambulance, V.A.D., or Red Cross certificates. An ambulance fitted up for first aid is on the premises, and the lady attendant at the stores can do splendid first aid work in case of emergency. Eight-hour-a-day workers of course have a smaller wage than those on a twelve-hour shift, but the weekly pay can always be augmented by piecework, while night work is invariably paid extra.

Even with regard to what is generally known as war work, it should be borne in mind that most of the appointments now being made, though nominally for the duration of the war, may be continued for a considerable time after the cessation of hostilities. For example, it is believed by those in a position to know, that the Women Welfare Workers in factories have come to stay. So satisfactory have they proved themselves that this may now be regarded as an excellent opening for educated women. Many of these appointments, and others of a similar nature, are being made, and suitable candidates are specially trained for their duties.

In Scotland there is at present one woman works manager, and there are women overseers and forewomen, also examiners and inspectors for shell-making and shell-filling. Many of these appointments will go on indefinitely. Glass-making and the preparation of dyes are two of the many trades in which women will find employment. There are also certain branches of instrument-making specially suitable for women. One firm is employing female acetylene-welders, and there are women fire-patrols under the direct control of a fire-master. Mention may likewise be made of trolley women and of the women engaged—as a result of the new schemes where the Dilution Commissioners have released men for active service—in shipbuilding yards.

Much difficulty is experienced in securing women for agricultural work. Even those specially suited to undertake various duties on the land prefer munition work, which is better paid, and which apparently they find more congenial. Girls who have been dairy-maids and those who previous to marriage were farm servants now refuse to take up their old work so long as it is possible to secure employment in shell-making factories. So important is this aspect of the industrial question that committees have been formed under the auspices of the Board of Trade to try to induce married women and girls at present out of work to go back to their previous employment or trade, and so help to carry on the work of the country.

"Experienced, skilled girls should remain at their trade," said an official with whom one of our representatives had a chat the other day. "There is no rush on them for munition work. Juniors who are not of so much value to their present employers, and whose subsequent training will not be materially affected by a year or so lost at this time—these are the girls wanted for munition factories just now. There is no patriotism in older girls giving up the normal work for which they are really needed. In giving it up they show a lack of true patriotism. As regards women of leisure, they, too, are needed—very much needed. And this is a fact that should be emphasised. Of course there are people who say that women of means have no right to take work that might be done by their more needy sisters. The truth of the matter is that at present there is work (and well-paid work) for everybody. And obviously certain duties will be much better discharged by educated women than by working girls who can serve their country much better at some other branch of industry."

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It is interesting to note that while social work naturally appeals to many leisured women who may have been engaged in a dilettante way in something of the kind in pre-war days, and whose amateur knowledge may form a good basis for future professional duties, many a middle or upper class girl who has never had a chance of developing her talents may discover that she has the makings of an excellent mechanic. It is indeed remarkable how many girls of the leisured classes are now showing a distinct talent for mechanical work—many indeed preferring practical to social work.

The Times.
19 8 16

WORK FOR MIDDLE-AGED WOMEN.

AN IMPROVED STATUS.

(FROM A CORRESPONDENT.)

Since the war there have been many curious cycles in women's employment, and not the least interesting phase of the most recent has been the new importance of the middle-aged woman—spinster, widow, or wife—in the scheme of things.

Her appearance in fairly large numbers in the army of workers is to a great extent due to the insistence of those women who, whether on committees or otherwise interested, demand that she shall be found work and say that she is, when well-chosen and fitted into her own niche, as important a national asset as the younger woman for whom employers call loudly. Because of a certain shyness of employers there is still a large number of such women on the books of many employment agencies and labour exchanges, but this will be changed presently, when certain schemes which have Government blessing will be put into operation. As numbers of these women have registered at different bureaux, they are probably being counted in many cases twice over. A table of women seeking employment and for whom employment has been found is drafted each month by Mrs. Hoste from the figures available at the Educated Women's War Emergency Fund, which is only one of the many bureaux. It is interesting to note that 15 of a recent month's applicants now in posts, after having attended the bank classes run in connexion with this scheme, are from 36 to 40, while nine are over 40. What has been achieved by Mrs. Hoste's personal influence in the City in the way of breaking down prejudices against women past their first youth ought to make it easier for others interested in this problem. In banking establishments the hours are not long and the work for a woman with a taste for figures is not difficult. Any dissatisfaction with women in banks is directly due to a policy (now being dropped) of taking on women clerks on the recommendation of customers and without any regard to fitness or ability. These banking classes and also the L.C.C. business training classes are giving employers more confidence in the middle-aged woman.

The disadvantage many of these women have in seeking jobs is their lack of training. A past generation allowed its penniless daughters either to become governesses or to drift into the homes of married brothers. The most difficult people to place at the present time are the governesses who have returned from posts abroad, women who have lost their initiative through being at the beck and call of other women, who found it easier to domineer over them than over their domestics. Lack of initiative is difficult to cope with, and this, it may be frankly stated, is the great bar to the employment of many middle-aged women who now are coming into the labour market. They have never acquired that feeling of independence which the earning of good money gives their younger sisters.

A Profession After Marriage.

Dr. Mary Scharlieb expressed the opinion some time back that women of the middle class should marry young and be able to enter young into the play and life of their little children, and when these children are at school and the mother's hands are empty, she should turn to some profession, arguing, of course, that she had taken a matriculation or its equivalent entrance examination before marriage. Dr. Scharlieb has herself proved her own theory—but it is not possible for every middle-class woman to do this; the cost of the children's schooling would often preclude the possibility of a profession for their mother. However, the idea has much to commend it, particularly when one sees that the most flourishing professional women are all of them in the forties—doctors, dentists, artists, actresses, sculptors, pianists, illustrators, and fashion artists. The same applies to business women. The most successful buyers in many West-end shops are married women; the millinery buyer in one West-end shop has left a gap of 15 "household" years between the time of her leaving her employment on her marriage and her return to it. She had learned the habit of long hours and concentration on what she did before marriage. There are many middle-aged business women with country places, the result of their own earnings; there is a dressmaker who keeps a stable and rides to hounds. And the number of women, some of them more than middle-aged, conducting profitable businesses ought in itself to convince employers that brains do not wear out any sooner in women than in men.

Women welfare workers (who need not be in

Aberdeen Free Press.
26-9-16

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THE WOMEN WAR WORKERS.

Sir,—Lately there have frequently appeared in the public press complaints of the way that women war workers have been treated, and a concrete example may be interesting to the public, especially as it took place in Scotland.

A body of students was organised by their superiors to do war work on the land and so take the place of labour called to other work. The agreement was carefully made under the recognised public authority. Each girl of this party was to be paid a wage of 15s per week, an unfurnished house was put at their service, beds and furniture were lent, simple dishes were to be provided, a housekeeper was to cook for them, and promise was made that vegetables would be had cheap. When my daughter wrote home asking permission to undertake this work I gave a quite grudging consent. The girls put the house in order and work began. The housekeeper refused to do more than make dinner for them, and when an appeal was made to the farmer's wife the housekeeper was upheld. Disappointment one: Work began and it was berry picking. Naturally the labour was severe on those girls, but in spite of their inexperience they could pick quite twice as much as the ordinary worker. At first the farmer was surprised and delighted and full of praise, but, if the picking after that for any reason fell below the level, the girls were treated with grumbling and complaints in full quantity. Sometimes this work was varied with hoeing turnips and making hay. There were three men with three opinions of how turnips should be hoed, and woe to the girl who used the other man's method when he wasn't there. In the hay field the men gallantly seized all the light forks and the inexperienced girls had to use heavy grapes. One day a girl got a light fork, but that could not be allowed, she must give it up to the man and use a heavy one. So much for courtesy and consideration.

The farmer announced that he did not like to see girls trachled, so when rain was very severe and it was not suitable to pick berries they were not sent out, but the reason for this appeared at the end of the first week—instead of receiving the promised 15s the girls found that all time lost by wet weather was carefully deducted from their pay. One day they made 3½d!

Here is how they calculated a full day:—In the morning they picked strawberries from 7 to 9: then they picked rasps, and my daughter picked 12 baskets of 7 lb. each. If she had been paid at ½d per lb. this would have been 3s 6d for her eight hours of rasp-picking, not counting the two hours at strawberries; and for this she received 2s 6d for the whole day. This farmer neither kept his contract nor paid at the ordinary rates. He acted on the principle, "Heads I win, tails you lose." He applied this principle to his other workers. He got schoolboys during the holidays and paid them ½d per hour for weeding. These children spent ten hours a day on their knees for 10d. As I write I have a letter lying before me from a Labour Exchange official, who says—"Boys of 11 are earning 2s 3d per day, and one woman who never weeded carrots in her life before made 13s 6d in 2½ days. He pays them per drill of 200 yards at the rate of 3s per drill."

These girls worked hard and never saved themselves; they returned home exhausted, and when they left before the end of three months this farmer complained they were treating him badly, and breaking their contract. This man broke his contract in every item. He did more, he made a profit by under-paying them. It may be asked why these girls did not at once object. They were innocent and inexperienced, and so were easy victims to this predacious man. Never again will they undertake to do war work, and their remembrance of the war in after years will be of how they were exploited by a greedy and grasping farmer.

I enclose my name and address, and sign myself—

FATHER OF ONE OF THEM.

September 25, 1916.

by Mrs. Hoste's personal influence in the City in the way of breaking down prejudices against women past their first youth ought to make it easier for others interested in this problem. In banking establishments the hours are not long and the work for a woman with a taste for figures is not difficult. Any dissatisfaction with women in banks is directly due to a policy (now being dropped) of taking on women clerks on the recommendation of customers and without any regard to fitness or ability. These banking classes and also the L.C.C. business training classes are giving employers more confidence in the middle-aged woman.

The disadvantage many of these women have in seeking jobs is their lack of training. A past generation allowed its penniless daughters either to become governesses or to drift into the homes of married brothers. The most difficult people to place at the present time are the governesses who have returned from posts abroad, women who have lost their initiative through being at the beck and call of other women, who found it easier to domineer over them than over their domestics. Lack of initiative is difficult to cope with, and this, it may be frankly stated, is the great bar to the employment of many middle-aged women who now are coming into the labour market. They have never acquired that feeling of independence which the earning of good money gives their younger sisters.

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Women welfare-workers (who need not be in their first youth) after a course of training are in request for munition factories, though in the case of this kind of employment it is well to sound a note of warning, as after the war their services may not be all needed. Hospital orderlies, who are accepted up to 50, are in request, and there are, so far, not enough to meet the demand. The pay, however, is not munificent, and the hours are long. Gardening is another form of work where, if there is training, there is plenty of demand, and as there is no "too old at 80" for men, it may be reasonably expected that "too old at 50" will not hold for a healthy woman who has a natural love of the open air.

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I enclose my name and address, and sign myself—

Father of One of Them.

September 25, 1916.

Umpire.

20. 8. 16.

RED TAPE AND A BLUE CARD.

Humiliating Experience of Lady Volunteer.

IF the authorities want women workers to take the place of men (and we have had many appeals from Cabinet Ministers and their satellites) then they are going the wrong way about getting them.

First of all, we want organisation and inducements. If there is any attempt at organised recruiting of women for war work, red tape is surely strangling it.

Here we give the experience of a soldier's wife who desired to offer her services:—

I sallied forth at 9-30 a.m. in search of a situation, armed with certain credentials and references, in the hope of obtaining a place at a munition works, where I had every reason to believe there were vacancies for respectable women. I returned home 5 p.m. a sadder but wiser woman.

The Blue Card.

First I made a three-mile car journey to the Ministry of Munitions office, where I asked to see the lady in charge of such matters. I was in the first instance received by a gentleman, whom I might say here, *was* a gentleman.

He asked me all particulars, whether I had a blue card (what he meant by this was a mystery to me at the time), and on my apparent ignorance of his question, he politely informed me that Mrs. M. would probably refuse to interview me.

Almost immediately Mrs. M. emerged from a room in the corridor, and walking past myself, sister, and the gentleman referred to, entirely ignored, with a wave of the hand, any attempt at an interview. "I thought so," replied the gentleman in an apologetic manner. "I am afraid it will be necessary for you to get a blue card before *she* will grant you an interview."

I apologised for my ignorance of red tape routine, and inquired what course it was now necessary for me to pursue to achieve my object. I was then told that I should have to go to the Labour Exchange and register. If considered a desirable person I would be given one of these magic blue cards.

The "Fresh."

My sister and I then proceeded to the Labour Exchange, and being referred to a window marked "Fresh," took up our positions in the long queue already gathered there, and after an hour and fifty minutes' waiting succeeded in obtaining an interview with the lady clerk-in-charge.

This was brutally brief. When I asked if it was correct that there were vacancies at a certain munition works, and if so could I be recommended for one of the positions, the clerk replied that there were no vacancies, and that before anything could be done I must register.

She absolutely refused to discuss the matter in any shape or form, and after being handed a card which I had to fill up, I was summarily dismissed, and found myself in a greater quandary than ever as to what on earth to do next.

I decided to go down to the munition works concerned, and see what could be done if all the red tapeism of these Government departments was thrown on one side. I succeeded in being granted an interview with the manager, who after a conversation evidently thought me a desirable person to have in his works, inasmuch as he gave me a note of introduction to the lady at the Labour Exchange.

The whole of the morning had been spent in journeys from the one place to the other, and it was close on two o'clock in the afternoon when I again arrived at the Labour Exchange, and asked to see the person to whom the works manager's note was addressed. After some little trouble and delay, this woman condescended to see me, and I presented my introduction.

A Storm.

The result of this interview was even more humiliating than any of its predecessors, for after reading the note the lady official appeared to me to absolutely lose her temper, and flew into a positive passion, threatening the writer of the note with all manner of reprisals for interfering with the engagement of workpeople.

After having successfully withstood a terrific flow of insolence, I was again compelled to retreat, and as a kind of send-off I was told that if I still desired employment I must call again in a week's time.

No thanks, not me, I would not go through a similar ordeal whatever my future circumstances. In my opinion whether I was wrongly advised or not, and did not adopt the right and proper procedure in looking for a place, I think the very least the authorities can do is to treat soldiers' wives with courtesy and respect. It made little difference my explaining that I was not begging, but merely asking for employment.

To be bandied about for hours after the manager had told me that such persons as myself were urgently wanted on war work, is a disgrace to the county.

Edinburgh Evening Despatch.

19. 8. 16.

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Educated Women and War Work.

The charge has been made against public school girls—girls with a first-class education—that they as a class have not done enough in the war to justify the trouble and expense bestowed upon their upbringing. We do not know the specific grounds upon which these allegations are made; but it seems to us that the author of them has generalised too sweepingly from a few individual cases which have come under his observation. It is a serious thing to make a charge against a class from the experience of a single person, because of necessity his opportunities of direct observation are necessarily limited. Only careful inquiry into a very wide area will provide the material upon which to base a judgment.

Sof far as appearances go, however, we see no reason to withhold credit from this class any more than from any other class in the community. The same charge has been directed against the young men who have been educated in our foremost schools, with what injustice the casualty list can tell. We make bold to say that if you examine the records of the youths who have been turned out from the great schools in Edinburgh, or in all Scotland for that matter, it will be found that these are rare exceptions in which duty has been shirked. The spirit of the public school boy has been one of the most glorious facts in the war.

As for the public school girl, there are various reasons for any negligence of national duty, which may fairly be accepted as excuses, if excuses be needed. In the first place, these girls have not been brought up to have any adequate conception of public duty. Till comparatively recent years a few showy accomplishments, marriage, and a more or less easy life were all their scheme of life contained. It is only lately that young women of this class have had the chance of putting their talents to better use. When the war broke out there were few young women who dreamt that they would ever be called upon to play a serious part, and this misconception was not confined to women. In the second place—and this is a particularly powerful reason—compulsion has not been applied to women. When one sex presumes to criticise the other, it should be remembered that a vast number of young men never thought it incumbent upon them to play a man's part in the struggle till they were compelled to do so. It required compulsory service to make them realise that they had an imperative duty to the country which maintains and protects them.

But setting aside considerations such as these, it is not admitted that women of the public school class have proved themselves unworthy of their race and of their privileges. Who are our nurses, organisers and attendants in soldiers' rests, paid and unpaid clerks in Government departments; bank and insurance clerks, munition workers, and all the others who have made universal service possible? A goodly proportion are women of the maligned class. Of course, there are shirkers, women into whose heads never entered the idea that idle pleasure may not be the only aim in life; philanthropic potterers, and too large a number whose motive in doing what they call "war work" is to obtain publicity rather than to be honestly and humbly helpful. These parasites are always with us, and they are not all women. But they are not by any means the larger number, and they become smaller every day as the gravity of the situation grows more apparent and the sense of public duty is more deeply touched. Women, women of all classes, have done nobly by the nation, and the men who are the first to acknowledge their devotion are those who have the best means of judging the earnestness and value of their service.

Evening Standard
26. 8. 16.

HOP-PICKERS WANTED.

HUNDREDS OF EDUCATED WOMEN WANTED AT ONCE.

Some hundreds of educated women are wanted by the Women's National Land Service Corps, 50, Upper Baker-street, for the hop-picking season. Hop-picking is less exacting than fruit-picking. Work does not start before six or half-past, and no experience is necessary.

Educated women selected by the Corps will be sent to farmers in Worcestershire, who will employ no other extra labour. One of the Corps' organisers has already inspected an empty farmhouse, schoolhouse, and barn that have been offered for accommodation. The women will send on in advance mattress-covers, and the farmers will fill them. They will sleep on the floors.

Accommodation is provided free, but the women will have to arrange their own board out of their earnings, which should amount, at piece-work rates, to 2s. or 3s. a day. The ages of the women must be between eighteen and thirty-five. No children can be taken. More educated women are also required to take a short course of training for permanent farm work.

Less Hop Growing.

A Board of Agriculture return issued last night gives the acreage under hops in 1916 as compared with 1915 as follows:—

	Acres, 1916.	Acres, 1915.
Kent	19,499	21,335
Hants	1,380	1,514
Hereford	4,645	5.405
Surrey	426	552
Sussex	2.656	2.864
Worcester	2,643	2,961
Other counties	103	113
Total	31,352	34,744

The decrease in 1916 is thus 3392 acres, compared with 1915. Compared with 1914 the falling off is 5309 acres in 1916.

Westminster Journal.
16.9.16
663 B
663b/28

WOMEN AS FARM WORKERS.

WESTBURY RURAL COUNCIL'S RIDICULE.

Slowly but surely woman is becoming emancipated, and the war appears to be hastening the process. She now only needs the vote so long denied her to complete her triumph and emerge from the subjection of the tyrant man. There is scarcely an occupation or profession from which women are at present debarred. With a courage which must be admired by the most sceptical of men, they have invaded provinces which hitherto have been regarded as the exclusive preserves of the sterner sex, from whom they have wrested the prerogatives which they have claimed as their own. In the face of considerable prejudice and opposition the lady doctor practises in some of the larger towns, and now the lady preacher threatens to occupy the pulpit, much to the consternation of some of the clergy and laymen. In many avocations from which they have been excluded women have successfully asserted their right of entry, and the war has still further enlarged the scope for feminine activities. How far women will advance in this direction is problematical. We have not yet heard of the woman butcher, but judging from certain advertisements appearing in the papers recently it would not be surprising if she were eventually evolved.

In the world of agriculture women have so far failed to establish their position. They still have to overcome a great deal of prejudice. It is evident that farmers do not think much of female labour, and applications made by two young ladies anxious to undertake agricultural work were received by the Westbury Rural Council, at their meeting on Tuesday, with no little amusement and ridicule. The young ladies, particulars of whose qualifications were forwarded by the War Agricultural Committee at Trowbridge, were described as strong and capable, of good education, and with three years' experience of farm work. They did not want to be labourers, but to have responsible posts, if possible, on a scientific farm, one desiring to act as bailiff where there is a master. Here, one would have thought, was a golden opportunity for farmers compelled to dispense with the services of sons or employees joining the Army, but the idea of a woman farmer was not taken at all seriously. When later on an applicant for exemption at the Westbury Rural Tribunal complained of the shortage of labour the military representative flourished the lady agriculturists' letter at the farmer, suggesting that here was a solution of the difficulty, but the applicant declined to take advantage of the offer. The woman agricultural wroker apparently has to encounter a formidable barrier of opposition, but the time may yet arrive when farmers, owing to the constant drain upon the male population, will be only too glad to avail themselves to a greater extent of female labour.

663b/29

Having a Well-Earned Rest—The "Heroine of Loos."

THE HEROIC FRENCH GIRL WHO RESCUED BRITISH SOLDIERS BY SHOOTING GERMANS: MLLE. MOREAU.

Mlle. Emilienne Moreau, whose fame as the "Heroine of Loos" is world-wide, is seen here on the sands at Trouville, where she is having a rest with her mother and brother and sister. A number of friends are specially staying at Trouville with her also. Mlle. Moreau was, a few weeks ago, publicly decorated by the British Ambassador in Paris with the British Military Medal and that of the Order of St. John of Jerusalem. Previously she had been decorated with the French Military Cross. A girl of seventeen, during the battle of Loos she saw some Germans firing on the British from a cellar. She courageously went to the rescue, and shot two of the enemy with a revolver, killing three more with hand-grenades. Mlle. Moreau is seen on the right.—[*Photo. by C.N.*]

663 b/30

WOMEN AND THE WAR.

A POPULAR writer once said that "men hunt, fish, keep the cattle, or raise corn, for women to eat the game, the fish, the meat, and the corn." What he probably had in his mind, though he was too polite to say so, was that men, and men only, were fit to do the useful work of the world. But the stern logic of recent events has killed that theory beyond hope of resurrection. Its epitaph was written by Mr. Asquith the other day when he said, "The women of this country have rendered as effective service in the prosecution of the war as any other class of the community," and no one would accuse Mr. Asquith of going out of his way to emphasise the value of women's work in its relation to the State.

A NEW BUSINESS FOR WOMEN: PIANOFORTE-TUNING.

Not tuning only, but manufacturing of pianos, is among the various kinds of employment which women have taken up successfully. Our photograph shows a woman learning to tune a piano.—[*Photo. by L.N.A.*]

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Since women have proved—because they have at last had a chance—that they really do possess practical genius, men have been so busy patting them on the back that it will be a difficult matter for them to reconcile themselves to being treated as merely "ordinary," instead of superwomen, once more. There is no doubt about it, women have stood the test of the last two years very well. There are no signs of slackening.

Skilled work and trained brains are no mean gifts to offer in the service of the country, but their value is apt to be a good deal minimised if they happen to be employed in an unsuitable direction. That the number of misfits was not greater was due in large measure to the Women's Service Bureau, organised by the London Society for Women's Suffrage, at 58, Victoria Street, S.W. It is the society's contribution to national necessity, and a very valuable contribution too. As far as women's work is concerned, I suppose its effects are more valuable and far-reaching than any other institution of the kind in London. It is run on lines of sheer common-sense, and the results of its labours will continue long after peace has been signed.

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Its aims are fourfold. In the first place, acting on the round-peg-for-the-round-hole principle, it begins by enrolling the services of educated women who are able and anxious to help in these critical times, and then seeks to "place" them where their particular qualifications will be of most value to the country. Unlooked-for needs demand emergency measures, so the Bureau makes arrangements by means of short

[Continued overleaf.

NOVEL WORK FOR WOMEN: THE CULTIVATION OF BACTERIA.

The cultivation of bacteria demands scrupulous care, and women are being employed to tend the sprays on filter-beds in the Midlands. They wear high boots of rubber, and rubber coats and skirts.—[*Photo. by Topical.*]

Bath Herald. Nottingham. 663. B.
663b/31

Glasgow's Memorial Tribute to Lord Roberts.

A REPLICA OF THE CELEBRATED CALCUTTA STATUE: UNVEILED BY THE GREAT SOLDIER'S DAUGHTER.

The Countess Roberts, the elder daughter of the great soldier, unveiled the equestrian statue of Earl Roberts which has been erected in Kelvingrove Park, Glasgow. Among those who attended the ceremony were Lord Derby, Under-Secretary for War, Field-Marshal Viscount French, General Sir Ian Hamilton, the Duke and Duchess of Montrose, the Marquess of Ailsa, and Lord and Lady Lamington. A notable feature in the proceedings was the presence, grouped in front of the statue, of some hundred and forty veteran soldiers who had served with or under Lord Roberts in various of his campaigns. They included veterans of the Indian Mutiny, the Abyssinian War of 1868, and the Afghan campaigns of 1878-80 and the historic march to Candahar.—[Photo. by C.N.]

courses to supply the call for semi-skilled workers in aircraft and munition factories. It lends a hand, too, in the task of sending out women to take part in the work of caring for the sick and wounded overseas; and, lastly, it gives women an opportunity for full and thorough instruction in professions and trades

GIRL FARMERS IN ESSEX: FEEDING THE PIGS.

The Hon. Edward Gerald Strutt, who controls his brother's, Lord Rayleigh's, farms at Terling, has trained young women to look to the herds and do other farm-work, in place of men called to the colours. Our photograph shows some of them at Ringer's Farm.

Photo. by Sport and General.

where there is a prospect of a permanent or temporary shortage.

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The Bureau, by the way, works partly in conjunction with the Labour Exchanges, and the number of women who have taken advantage of its good offices runs into many thousands. Roughly speaking, there is no form of work, whether paid or voluntary, with which its officials are not capable of dealing; and, as an instance of its hydra-headed activity, it may be mentioned that some of its clients are at present serving as tram-conductors, lift-girls, clerks, agricultural labourers, forage and munition workers, railway and munition workers, as well as in many other occupations.

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Not the least interesting development in regard to women's work has been the enlistment in increasing numbers of their services in aircraft factories. In this direction the Women's Service Bureau can claim the credit of having started the first school in the country where women can be taught oxy-acetylene welding — a branch of aircraft work that requires great care and accuracy. Here again the women have proved once more that they are equal to any call that may be made upon them, and the demand for workers from the school is in excess of the supply. Other classes exist for micrometer-viewing, with instructions in reading from drawings; gauging and measuring, for the inspection of the parts of aircraft, as well as those for instruction in lathe-work (turning and fitting and filing of metals); and, if only sufficient funds were available, the work could be greatly extended.

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It is certain that women will have to continue to work after the war. So, with an eye to the future, the authorities at Victoria Street have made a thorough and exhaustive inquiry into the possible shortage in professions and trades, and new openings in industries hitherto chiefly carried on by enemy countries. As a result, it seems clearly established that if women are not allowed to come to the rescue we shall in the future, unless the Hun is to regain his old place in the trade world, be reduced to wearing clogs, reverting to the hour-glass, suffering toothlessness with as good grace as we can command, and in general leading a quite uncomfortable sort of existence. The Bureau, however, is doing its best to brighten the prospect by founding scholarships for women which will enable them to train in these and other professions or trades, and is thus throwing open to them additional opportunities for undertaking work that is patriotic as well as profitable.

CLAUDINE CLEVE.

TAKING THE PLACE OF MEN WHO HAVE "JOINED UP": GIRL FARMERS IN ESSEX.

Girls and women are doing men's work on Lord Rayleigh's farms in Essex. They are billeted in Terling, and work in overalls and breeches and soft felt hats. Lord Rayleigh's brother, the Hon. Edward Gerald Strutt, has trained them. The girls in our picture are putting the corn up in shocks.—[*Photo. by Alfieri.*]

Bath Herald
19.8.16

A feature of the influx of women into industry which is often overlooked is the difficulty of providing for the needs of gentlewomen, who find themselves to some extent out of their sphere in London, or who are, at any rate, anxious to get into touch with others who may be in a similar case. The difficulty is in a fair way to being met by the extension of the Lady Workers' Club, which was founded just before the war, and has since acquired a value which its organisers can hardly have anticipated. Its activities are now being extended in a most interesting fashion under the influence of several distinguished ladies. The moving spirit, perhaps, is Lady Henry Somerset, whose capacity for organisation obviously fits her for the task.

It looks as though the storm in a teacup over women preachers has almost subsided. The Bishop of London has told the agitators politely that they have been making an altogether unnecessary fuss, and the principal Church paper, in which the controversy raged, has suspended correspondence on the subject. I doubt if there will be any general desire to revive it. Mr. Athelstan Riley and his friends have been directing their heavy artillery against proposals which nobody has made, and enthusiastic feminists have been insisting on granting Church women what they apparently do not want. The most general sentiment one encounters in ecclesiastical quarters is one of regret that the trouble should have cropped up at all, and Dr. Ingram guardedly hints that the whole controversy is the work of the devil. Meanwhile, the Roman Catholic Press has indulged in satirical faculties at the expense of Ecclesia Anglicana, and English Bishops are said to be contemplating the inclusion of daily newspapers in the Commination Service.

Yorkshire Even. Post.
15.9.16

A CANON'S DAUGHTERS AS POTATO PICKERS.

EDUCATED WOMEN WORKING ON YORKSHIRE FARMS.

Farmers in Yorkshire are making more use of the young women who are being turned out from the various agricultural hostels and training centres to assist on the land.

A correspondent of the "Yorkshire Evening Post," who visited that typical farming country, the Isle of Axholme, on the borders of South Yorkshire, was informed by one well-known farmer, president of a branch of the Farmers' Union, that he at present had 12 young women of birth and education working for him, and that he could not get on without their services. They were sent by the lady organiser for Yorkshire and Lincolnshire, whose headquarters are at York.

They are at present, he said, assisting in the gathering in of the potato crop, and are receiving the ordinary rates of pay for such work. One is the daughter of a well-known novelist; the father of two others is a Canon of the Church of England, while another is a Girton girl.

They share a cottage which the farmer has fitted up for them, and sometimes are invited to the tea-table of host and hostess, whom they accompany occasionally on a motor trip. They have all had some previous training at the hostels, but the farmer said he preferred girls who had had no training at all.

Our correspondent was assured that one well-known farmer in the locality is in need of 150 such young women, to assist him with his potato crop. The main difficulty is to house them.

In a stone quarry near Doncaster a number of young women may be seen at work, whilst in the building of a model mining village near the same centre a number of women are acting as bricklayers' labourers. They carry bricks, throw up tiles, and may be seen perched aloft fearlessly on the rafters of the buildings.

Nottingham Guardian.
15.9.16
663.B.
6636/33

WOMEN AND HOSPITAL WORK.

Sir,—You were kind enough on July 29th last to publish a letter from us asking for women to assist in military and auxiliary military hospitals. The response has been very satisfactory, and we have now enough special service probationers on our waiting list to enable us to fulfil the probable requirements of the next two or three months. We gladly take this opportunity of letting the public know how well the women throughout the empire have responded to our appeal for help to the sick and wounded.

May we suggest that those who, for various reasons, have not hitherto been able to take up hospital work should spend some of their spare time during the autumn and winter in qualifying themselves for it by attending the necessary lectures and taking first aid and home nursing certificates? It is probable that we shall have to call for more help in the early months of next year, and we need not point out how desirable it is that those women who then come forward shall have qualified themselves for the work which they will be called upon to do.—We are, sir, &c.,

ARTHUR STANLEY,
Chairman, Executive Committee British Red Cross Society.

RANFURLY,
Director of the Ambulance Department of the Order of St. John.

The Catholic Home Journal.
15.9.16

Englishwomen's Work in France.

Scarcity of Nurses and Governesses.

THE war has changed many things in the order of women's work in France, but in none is the change greater than in the work which was once done by Englishwomen in French families and French business houses. Before the war the supply of workers surpassed the demand for them, especially for those employed in French families, but now Frenchwomen are calling for English governesses and English nurses in vain.

There are now 10 applicants for one nurse or nursery governess. Patriotism seems to be the chief obstacle. Very many English girls and women who were content in times of peace to leave England and wander about the Continent as dependents in a foreign family have, since England went to war, gone back to work for their own country, and many of them are now making munitions, nursing the soldiers, or serving in canteens or some other public organisation.

Some day they will probably think of going abroad again, and it is their future work there which calls for attention. The success of the English governesses in the past has lain rather in their national and individual qualities than in their professional aptitude. Women who have never taught children before go out to France to teach French children English, and only children's nurses who teach nothing but obedience and cleanliness are professionally equipped for their undertaking. The result is an English nurse in France is well paid and has a clearly-defined and not uncomfortable position in the household of her employer, whereas the pay of an English governess is generally poor and her position in the family is quite undefinable.

NO INITIATIVE.

In a recent article in the "Times," an organiser of women's work in England said that the most difficult women to get work for to-day were those who had returned from abroad where they had been at "the beck and call of other women." She complained that they had no initiative and nothing of that pleasant confidence in their own powers which comes with "knowing one's job" and the resulting good pay. The position of a "nursery governess" or a "mother's help" does not encourage initiative, but a plain "nurse" or "governess" or "housekeeper" who knows her business has firm ground to stand on, and can claim just consideration and good pay.

English women teachers are needed in French families, but they should be trained for their work. English trained nurses for children have proved that competence meets its reward, and if English teachers set up as high a standard of work as the nurses French children will learn to speak better English and their governesses will hold a very different position in French families from the one they hold now. Many thousands of Englishwomen are employed to teach English in foreign families on the Continent, but very few earn a living wage with a chance to save. The result is that in late middle age they are reduced to living on charity, either given by foreigners or their own country-people, and in both cases it is bitter to the taste of those who accept it.

THE CURE.

Many tragedies are the outcome of these conditions, which if written in detail would seem as cruel as war's worst horrors. The cure for them, happily, lies in the workers' own hands; they must know their business thoroughly, and they must unite in demanding a just pay for what they do.

Another opening for Englishwomen in France, and one which demands first-rate work for very good pay, lies in business offices. But here, again, is the stumbling-block of incompetence on the side of the workers. To be of practical use to a business man in France his secretary must know French as well as English, and be able to write both languages in shorthand, long-hand, and on the type-writing machine. If a girl can do this she can ask and get a very generous salary. Even as things are English typists get good pay for more or less incompetent work; but an educated woman who knows both languages, typewriting, and shorthand is assured in Paris of being able to earn a good living, which allows her to save for the future. The trouble is that such women are very hard to find, and their incompetent stop-gaps threaten to spoil the market.

Daily Express.
23.9.16

WOMEN AND

DENTAL MECHANICS AND FARM HANDS.

The secretary of the Women's National [redacted] Service Corps notifies that educated women are urgently needed to start training at once for agricultural work. Many of the farm labourers have been exempted from military service until the harvest was gathered in, and it is expected that in a short time many of these men will now be called up. So far, there are not nearly enough experienced women to take their places.

The corps can arrange for educated women to receive short trainings that last from four to six weeks, costing from 15s. to 25s. weekly, including board and lodging. When trained, the women will be sent out in squads of three or four wherever their help is needed by the farmers, who pay them either for day or piecework. An excellent opportunity of doing really valuable and patriotic work is here offered to suitable women.

The demand for women dental mechanics—one of the new war-time professions for women—is by no means met by the present supply of workers who have trained for this purpose. The principal of a recently opened school for dental mechanism states that she is constantly asked to recommend women who can assist in the workshops of dental practitioners.

These dentists are prepared to give excellent pay, provided they can find women sufficiently experienced to turn out good work. This profession offers excellent prospects therefore of well-paid employment to the girl who can first spare the time and the few guineas required to take a thorough course of training.

WORKING MOTHERS.

It is interesting to learn that the Women's Industrial Council, 7, John-street, Adelphi, is organising an important investigation as to the effects of various industrial occupations on motherhood. Now that such an enormous number of women are employed in different industries and the question of the falling birth-rate is already becoming a serious menace to the future welfare of the nation, it is most important to find out exactly what occupations are not favourable to motherhood.

As a consequence of this investigation no effort will be made to bar married women from industrial work, but rather to bring about such an improvement of conditions that risk of injury to their children may be minimised.

Funds are needed to carry out this investigation by expert workers, and all those who are interested in the carrying out of this valuable piece of national service are asked to communicate with the secretary of the Women's Industrial Council at the above address.

"Conflicting Ideals of Woman's Work," by Miss B. L. Hutchins (T. Murby and Co., 6, Bouverie-street, E.C., 1s. net), is a book which should interest many women in these epoch-making days. Miss Hutchins discusses the opinion of those who consider that woman's only right place is in her home circle, and compares it with actual facts regarding woman's present position in commerce and industry. A balanced view of both sides of this question cannot fail to be of value to all who thoughtfully consider women's employment and its influence.

Daily Express
19.9.16

663.B.

663b/34

WOMEN AND

QUALIFIED ANALYTICAL CHEMISTS.

Now that money is rather scarce in many homes, and it is comparatively easy for young people to find paid work, there is a tendency on the part of many parents to let their girls leave school much too early and immediately start some form of paid employment.

This is a deplorable mistake, for a lack of education will handicap a woman all her life, and the girl who is allowed to finish off her school work when she is fifteen or sixteen is deliberately giving up her chances of a successful career. One would urge parents to make every possible sacrifice to keep their daughters at school until they have completed a good education, and in cases where the girls show distinct ability and love of study to let them work for a scholarship at one of the universities, and thereby train for one of the more learned professions that later on will offer them really good chances of earning a satisfactory income.

To take a case in point, a young girl was advised some time ago to remain at school, pass her matriculation examination, and then to sit for a scholarship at the University of London. She gained her scholarship, took a three-years' course in chemistry, and eventually passed out of the university as a qualified analytical chemist and at once obtained a Government appointment, starting at £250 a year.

This girl's experiences need not stand as an isolated case. There are plenty of clever girls who would do equally well if they were given the chance, but, too often, unfortunately, they are allowed to leave school much too early, and thereby lose the opportunities that would be afforded to them by continued study.

The principal of the East London College, which is a branch of the University of London, states that there are many openings for analytical chemists, and that at the moment the supply of qualified workers is not equal to the demand. Women are eligible for these appointments, and the posts, particularly those in the Government laboratories, are well paid, while the work itself is most interesting.

The girl who wishes to become an analytical chemist must first pass her matriculation examination or its equivalent, and then enter the university for a three-years' course of study, which in some cases may be reduced to two years. There are a number of scholarships and exhibitions in connection with the university that greatly lessen the expense, and in any case the fees are moderate.

When the final examination has been passed and the student has finished her training, there are various posts open to her for analytical work, and it is important to note that even the present demand for trained workers in this particular profession is likely to be increased in the near future.

Particulars of the University courses, fees, scholarships, etc., can be obtained on application to the secretary, the East London College, Mile End-road, E.

Daily Mirror
26.9.16

663 B

663b/35

WORK FOR WOMEN WITHOUT CONSCRIPTION!

PRACTICAL ADVICE ON GETTING EMPLOYMENT.

By JESSIE E. DUNBAR.

SHOULD we have conscription for women? This subject has aroused considerable discussion of late. It has been said that the authorities need more woman workers; many women answer that they are eager to have work but nowhere can they find it to do.

For some time past I have been engaged in finding out where war workers are needed.

The Women's National Land Service Corps, 50, Upper Baker-street, W., state they need 5,000 educated women between the ages of eighteen and thirty-five. They give, and arrange with the counties, bursaries to suitable applicants. Wages are from 16s. weekly with free housing. The National Political League, 16, St. James's-street, also say they need land workers in numbers. They have placed about 5,000.

Regarding canteen work, the Y.M.C.A. and several other societies have a large number of canteens for munition workers. There are a few paid posts and a fair demand exists for voluntary workers.

There seem excellent prospects for young women as clerks in Government and commercial offices. Since 1914 the women in the Civil Service have been increased by 29,000. Girls straight from school earn 15s. to 20s. weekly. Naturally, the more qualifications they have, the better the salary offered. In Government offices, where a number of women war workers are employed, the commencing salary, I was informed by an official, is 25s. Some of the posts are responsible, and in many cases the salary is from £3 to £5 weekly.

The Labour Exchanges have entered into a new era with the war, so many Government positions can only be obtained through these offices. The two big exchanges which specialise in clerical posts are those in New Bridge-street, E.C., and Great Marlborough-street. The Labour Exchange at Queen Anne's Chambers practically deals only with professional women. They have a register of university graduates and professional women. Posts worth several hundred pounds a year have been obtained through the services of this exchange.

WHERE WOMEN ARE WANTED.

A number of women are employed in banks, and it is said that there are not enough capable women clerks to go round. Personal recommendation is especially valuable in seeking employment of this kind. Apply to banks in your own district first of all, with as many introductions as possible. Salaries vary from 20s. to 35s. weekly.

Regarding Voluntary Aid Detachment and hospital work, arm yourself with certificates and try Devonshire House, the Pall Mall and the Kensington branch of the Red Cross Society; also your local depot.

The Women's Legion is using women cooks for camps and hospitals. This sphere will widen. Mrs. Long, at the Duke of York's School, Chelsea, gives all particulars to inquirers. Residential head cooks (certificated) earn £40 a year. Ordinary cooks need not be certificated, but should have a sound knowledge of cookery and excellent references. The salary is then £20, with allowances. Lady Londonderry organised the Women's Legion, which is an efficient body, and she hopes in time to get her women cooks into hospitals, etc., in France. Women are wanted now.

As to women obtaining posts as chauffeurs, Miss Ellis is commandant of the motor transport section of the Women's Legion, which is at 72, Upper Berkeley-street. Only trained women drivers are wanted, and there is a waiting list of those. In the near future a big demand is expected. There are twenty-five women in the Army Service Corps, and ten are on approbation with the Royal Flying Corps.

Those in authority tell me that munition workers are plentiful in London and environs. There is a demand in Birmingham, but there may be a few weeks' wait. The minimum wage for unskilled labour is about £1 weekly.

A branch of activity that has been somewhat overlooked is welfare work. Educated women are in charge of the comfort and sometimes the health of women workers in munition hostels, factories, canteens, etc. The pay is about £100 a year. Apply to the Ministry of Munitions (Mr. Rowntree's department).

Needlewomen are wanted, and Lady Gosford tells me she welcomes regular workers at the Red Cross Depot, Burlington House.

Lady's Pictorial.
30-9-16

ARE WOMEN SLACKERS?

Order to Mr.

Please supply me regula
Pictorial" weekly until fu
account in the usual way.

Signed .....

Address .....

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THERE are always two sides to every question. Sometimes there are more. An attack has been made recently on women, who have been violently described as shameless slackers. This sort of thing is very easy to do, and on the face of it there seems to be just cause for grumbling that there should be a shortage of nurses, of canteen workers, and other war-workers, while there are women idling in tea-shops, frequenting places of amusement, dancing in private houses and at hotels, and killing time in company with young officers. But we do not always know why many of them are so doing, and the fact that a seemingly fit woman of any age from twenty to fifty is apparently seeking pleasure rather than serving the country does not necessarily prove that she will not do so. Jumping at conclusions has been one of the exercises in which far too many people have indulged during the war. They mount the seat of judgment and condemn their fellows with no evidence against them. We have seen what the White Feather Brigade did in this direction, and the recent "rounding-up" campaign has made it abundantly clear that it was a case of much cry and little wool, so far as the charge of male shirkers was concerned. Without doubt there are men, and women too, who do not care a brass farthing about their country, who frankly consider it their first duty to "look after number one," who do not want to help, but against a happily comparative few we must set the splendid tens of thousands who have given themselves willingly to help on the righteous cause for which we are fighting, and with them we must put the very large number of women who have offered their services, but for whom there really was no work, together with the other large contingent of applicants who are really quite unsuitable. We cannot badge *everybody*; but were it possible to do so we fancy we should not hear quite so much about "unsplendid women" and women "slackers." *Savoir tout est tout pardonner.* Only the questioning of individuals can decide how far there is justification for launching invective against "thousands of unoccupied women who have not responded to the call." Many capable, willing women have been rejected because of their age; many because there is really no niche in which they can stand without expensive and long training; many because the labour has not been properly organised; many because there is even now a distrust of women in certain fields of work. A large number have had to stand aside because they could not afford to work for nothing and could not obtain a living wage. There are plenty of reasons why women are "doing nothing." Somewhere there has been miscalculation, a muddle has been made in some direction, which, maybe, "compulsion for women" might clear up. But, honestly, we do not think this would be the best way of finding the remedy. Let there be a focusing, a centralisation of all women's work, and women would then know where they stand. It is no more fair to the womanhood of Great Britain than it is just to its manhood to raise this cry about slackers. To take the few as representative of the majority is ridiculous. And even the few would be fewer if there were better organisation.

Sunday Times.
Oct 15, 1916.

THE NEED FOR WOMEN WORKERS.

AN L.C.C. DEMAND.

By HAROLD COX.

The article published under this heading last week has brought to me a considerable number of letters. Most of my correspondents are evidently anxious to obtain work of one kind or another, but lay stress on the difficulty which they have met with in looking for it. In particular, they complain of the dilatory methods of the Government Departments. Doubtless the Governmental methods are dilatory, but, on the other hand, it is clearly impossible for a Government Department to accept every applicant for work without making somewhat elaborate inquiries.

Broadly speaking, there are two classes of work for women at the present time. There is the Higher Grade clerical work, for which only University women are eligible. Such women should apply direct to the Civil Service Commissioners, but it is right to state that the supply of University women for this work already exceeds the demand. On the other hand, there is a still unsatisfied demand for Lower Grade clerical work in Government offices. Women who want this work should apply either to their nearest local Labour Exchange or at the Exchange for Women's Work at Great Marlborough-street. There is no age limit and many of the women who apply and get appointments are over forty. Some are accepted even as young as sixteen.

EXCESSIVE HOURS OF WORK.

One of the great difficulties in the way of inducing middle-class women to undertake manual work is to be found in the excessively long hours of factory work. At the beginning of the war the ordinary hours were even lengthened owing to the pressure of the demand for war munitions. It has taken the Government nearly eighteen months to discover that excessive hours of labour, especially in the case of women, diminish the output of work. Latterly some most excellent reports have been published by the Munitions Department pressing home this point and it is to be hoped that as a result of these official reports a considerable reduction in working hours will take place, that Sunday labour will be abolished, and regular provision made for a Saturday half-holiday. On the basis of a shorter day and a shorter week a great many middle-class women who have been excusably frightened at the prospect of working eleven or twelve hours a day ought to be able and willing to undertake manual work.

Undoubtedly, however, there will still remain a considerable number of women who are not physically strong enough for regular manual work, even with an eight-hour day, or whose home obligations make it impossible for them to give up their whole day to outside work of any kind. For such women there is still available an almost unlimited opening for unpaid part-time work.

AN APPEAL FROM THE L.C.C.

As an example of the kind of work for which women volunteers are now wanted, the Care Committees of the London County Council may be mentioned. These committees theoretically exist for every school in London and there ought to be at least eight or nine members on each committee. In practice, the membership of the Care Committees has fallen so low that though there are a thousand schools requiring committees there are only a thousand committee men or women available for the work, with the result that scarcely any school has a sufficiently large committee and some schools have no committee at all.

At least an extra nine thousand workers are wanted for this work alone. The County Council is appealing for these nine thousand voluntary workers and is able to justify

Daily Express.
17.10.16

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CHEAPEST GOOD FOOD IN THE WORLD?

WHAT THE CANTEENS DO FOR MUNITION WORKERS.

TEA BY THE TON.

Breakfast of three rashers, three slices of bread and butter, jam, a tomato, sugar and milk, and all for a fraction over sevenpence.

People rubbed their eyes yesterday morning when they learned from the "Daily Express," on the strength of a report by Dr. Leonard E. Hill, that munition workers are obtaining substantial meals of this character and at this price in their canteens. Even more enviously they read of a good dinner of roast beef, Yorkshire pudding, potatoes, cabbage, apple pie, and custard, all for 8½d.

How is it done? In any popular restaurant the dinner scheduled would cost at least 1s. 3d.—probably more. Wives and mothers catering at home regarded the figures incredulously.

"The figures are actually those at which the food was supplied at canteens in April last," said a colleague of Dr. Hill, on the Health of Munition Workers' Committee, when questioned by a representative of the "Daily Express" yesterday.

"Since April there has been a considerable rise in the price of food-stuffs, and the delay of two months in the publication of the report may make some slight readjustment necessary on the point of prices.

"The additions, however, would not be serious. Four of us had an excellent tea in a canteen the other day for a total sum of eightpence."

VOLUNTARY HELP.

Corroboration of the figures came from Lady Lawrence, chairman of the Munition Makers' Canteen Committee, which sends out 1,220 voluntary helpers to the munition canteens in the London area every week.

"It is, of course, the voluntary help—and we need still more of it—that enables us to sell good food at these low prices," said Lady Lawrence. A specimen dinner for girls would be priced as follows:—

Plate of meat (best English)	5d.
Potatoes	1d.
Second vegetable	1d.
Suet pudding, with jam	2d.
	9d.

"In the men's canteens the meat would be in larger helpings at 7d. We are able to give really wonderful cakes and cups of tea and milk at a penny each.

"Buying in large quantities is a consideration in prices. Tea, for example, we buy by the ton, and sugar we also bought in ton quantities while it was obtainable.

"The meat is now usually bought locally from the butchers, but on a wholesale scale. There is now some difficulty in the delivery of vegetables, but our purchases of potatoes when possible are by the ton. At one canteen alone we take 600 quarts of milk every day.

NO RENT TO PAY.

"There is no charity about the canteens beyond the fact that the helpers give their services without pay, except, necessarily, the skilled full-time cooks. There is no rent to pay, but we have to allow a small margin for contingencies. If, for example, we knew exactly how many meals would be required each day, we should avoid completely a certain amount of waste. The number may vary by fifty, as sometimes the workers bring their own meals, or go elsewhere for a change.

"It should be remembered that we are catering not only for men earning possibly quite good wages, but also for girls whose earnings may not be more than 15s. or £1, and to whom good food and cheap is a real necessity

"We make no appeal for subscriptions, but we do need more women to help, especially those who can assist regularly. The usual periods are from 9 a.m. to 2 p.m., 12 noon to 6 p.m., and a night shift from 9 p.m. to 6.30. Offers of service made to 58, Victoria-street, will be very welcome.

"Some idea of the task and the need for it may be gained from the fact that at one large canteen we serve regularly 700 hot meals in half an hour, and altogether 3,000 workers will be served with refreshment.

"As far as the quality of the meals is concerned—I always take the canteen fare when on duty there, and so do all the members of the committee."

THREEPENNY MEALS

have no committee at all.

At least an extra nine thousand workers are wanted for this work alone. The County Council is appealing for these nine thousand voluntary workers and is able to justify that appeal on the ground that it is rendering much valuable assistance through its schools to the general purposes of the war. Not only is it training munition workers and manufacturing munitions in technical schools, but it is also stimulating the children in all its schools to help to meet some of the misery that has arisen out of the war. For example, the children of the elementary schools are providing 10,000 clothing outfits as a Christmas gift from London children to the children of Belgium and Serbia.

THE WORK OF CARE COMMITTEES

The business of a Care Committee is, in general terms, to stand *in loco parentis* and to do for the child many of the things that a well-to-do parent would as a matter of course do, but which a poorer parent is unable, through ignorance or lack of means, to undertake. Especially are these committees wanted to see that the doctor's advice with regard to the health of the child is carried out.

The work is of enormous value from the point of view of building up the new generation and this consideration can hardly be exaggerated when we realise what a large fraction of the present generation over eighteen years of age is rapidly disappearing. In addition to looking after the children while they are at school, Care Committees play an important part in finding employment for the children when they leave school. Necessarily work of this character calls for workers of private means and leisure. In many cases it does not occupy more than an hour or a couple of hours a day. There are surely enough men and women of leisure in London to provide the necessary number of voluntary workers.

(*A number of letters on this subject appear on page* 10.)

[illegible] when on duty there, and so do all the members of the committee."

THREEPENNY MEALS.

GERMANY'S NEW EFFORT TO SOLVE FOOD PROBLEMS.

AMSTERDAM, Monday, Oct. 16.

New light on the food problem in Germany is contained in the following despatch sent by Mr. Carl W. Ackerman, the Berlin correspondent of the United Press of America, on his return from a visit to Cologne, where a plan of combating the high cost of living has been instituted that is quite likely to be carried out in other large German cities, and continued even after the war.

"American cities," he writes, "should send commissions to Cologne this winter to study the Rhine capital's new municipal food department. The municipality is feeding 80,000 persons daily, providing better and cheaper food than would be possible for individual working men's families.

"With a number of other neutral correspondents I had the opportunity of making a thorough inspection of the Cologne food department. I watched the preparation of one of the regular municipal meals and ate it. It cost only threepence, and it was better than could have been prepared by a family in Berlin for five times that amount.

"The demand for city-prepared meals is now so great that it is estimated Cologne will be feeding 200,000 persons daily during the coming winter. The basis of the municipal meal is a stew containing meat and vegetables. It is prepared in gigantic tins and distributed while still hot, by means of wagons, throughout the city. The city is utilising old factories for the purpose of drying vegetables and fruits and making jams, which are sold so cheaply that the people have no desire to return to the old system. Nothing is wasted. Potato peelings, for instance, are dried and made into food for horses."—Exchange.

NO MILK OR SUGAR IN BERLIN.

A number of Englishwomen who have been in Germany since the outbreak of war arrived at Gravesend yesterday from Flushing.

One of the women, in an interview with a "Daily Express" representative, said that she had not tasted sugar for a long time, and milk was unobtainable in Berlin, except for children under ten years of age.

"Leather is very scarce," she added, "and it is impossible to have boots soled and heeled in the ordinary way. One may have small patches put on the soles of one's boots at a cost of 6s.

"English people are taxed very highly, and before we were allowed to come away we had to pay all taxes up to next March."

ONE EGG IN THREE WEEKS.

AMSTERDAM, Oct. 15.

The Berlin municipality announced that every citizen would receive two eggs in the period from October 1 to October 22, but, according to the "Lokalanzeiger," the supply of eggs was disappointing, so that the citizens had to be satisfied with one egg apiece in these three weeks.—Reuter.

The Queen
18-11-16

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(For Index see page 712)

The Inland postage of this week's number of the "Queen," without plate, is **2d.**

THE QUEEN,
The Lady's Newspaper.

THE FUTURE OF ENGLISHWOMEN.

By the VISCOUNTESS WOLSELEY.

THE WORLD OVERHUNG AT NIGHT with a thick mist, through which, here and there, a bright star is seen, seems a propitious time for a Zeppelin raid! It is not good, however, to allow such forebodings to disturb us, and so, when dawn comes, I set forth to climb the hill and gain the downland. When I emerge upon the open downs, and the great distant view of the weald is spread out map-like below, a sound greets me.

It is the throb of a great Empire's heart. Nothing is comparable to this regular, deep sound of cannon fire, which the cessation of all week-day sound of rural work or machinery brings out, to-day being Sunday, with greater force than ever. That England is fighting for her very heart's blood we know, but had we any doubt at all, it were only necessary to come to these hills and listen to the steady unswerving sound which for past months has been with us day and night.

We hear its muffled softness when first we lie down to rest, and again when soft down breezes are wafted from the sea the sound continues vigorously, unflinchingly. Will it be much longer, or is the end near? we ask continually, and when there goes out a cry to the women of England to come forward and help yet more with Red Cross or voluntary aid work, we know that the need is great and that the cry of the wounded continues.

Can Women do More?

Can women do more than they are doing? It would seem that hardly any department of industry is without them at the moment, for whether it be in the shops that provide us with the necessaries of life, or in postal or telegraph departments, munition works, hospitals, gardens, farms, at very turn in short we are met by women. In their own homes those who have dismissed servants and governesses are replacing them by learning to do their work. It seems to me that the hearts of these women are in the right place, that they know that it is up to them to relieve men and enable them to fight and that to the best of their abilities they are helping to win the war, but and the but is perhaps what is the impediment their training has been insufficient.

We have now to be grateful for any amateur work that we can obtain, because by far the larger proportion of our women workers have never been educated with a view to doing independent work. With us until recently the main idea with parents was to save for the education of their sons, but daughters they thought need not receive especially good education, because after all they were intended to have as a primary object of life that of rendering the best service they could as helpmate to the man of their eventual choice. If they made him happy, if they brought up their daughters to follow their own example and add to his professional attainments,

inclinations, their ambitions, but in most cases they still are unfitted, unprepared owing to a lack of proper training.

The Unpaid Worker.

And so I feel that this call to women has come with force and vigour, and will perhaps strengthen their endeavours to develop into worthy citizens. There will be an awakening at length amongst English men and women, who will realise that the education of daughters should be as thorough as that of men, and that having received it they will be entitled or, I should like to say, obliged to claim a just remuneration for their work. Then there would be an end to over much that is voluntary and unpaid, and a general striving would ensue towards the perfecting of that which could be offered to the world for its true value. When we come to think of it, most of the successful war work which they have done has been given freely without thought of gain, and although this shows a grand spirit of unselfishness of character, there is another aspect to the question. Only those whose families are well provided for, or who are themselves possessed of independent means, can afford to give time to voluntary aid work, to Red Cross hospitals, to the Government scheme for organising workers for the land and many other institutions which may be termed the very foundation of our nation's "staying power" in this prolonged ordeal. Unless these ladies have sufficient capital to purchase their clothes, food, and general requirements for a busy life, unless they are justified in devoting those most precious gifts of health and time, gifts which a bread-earner knows only how to value sufficiently, they cannot do this voluntary work. The numbers, therefore, of women who are so fortunately placed is limited, and that is why the cry for educated women still continues, not because they themselves are faint-hearted or "slackers," but merely because the majority possess only the means which suffice for home life and home duties. Then, again, another question arises in our minds. Is it fair upon those who have to earn a living that so many others, more fortunate in owning this world's goods, offer their services for nothing? Will this re-act upon those who are not amateurs but are professionals? England is brimming over at the moment with queries such as these, all of which concern the future of her women-folk, and just as we know for certain that it is injurious to offer voluntary service to the farmer because he will then try to grasp it alone, and when he cannot obtain sufficient free workers he will abstain from getting paid ones, or he may under-pay those which he is driven to employ, so we are bound to confess that the same result holds good in other branches of work. Too many voluntary workers denote generous qualities in a nation; they typify a gracious spirit of goodwill, but they may sadly impede and hinder the prospects of those who are forced by lack of means to earn their bread.

The Training of the Young.

As I think over these phases of new existence and new life that must of necessity open out to the women of Great Britain to-day, as I see in imagination the many hundreds who will have lost the support of a father, a brother, a husband, perhaps, there comes to me the certainty that the time has arrived for all young girls to be trained to have some definite calling, some fixed means of livelihood. How often do we not hear of those who, having been tenderly nurtured, accustomed to every luxury that a country home, a town house, perhaps a yacht and a villa on the Riviera, can give, are suddenly deprived of all these joys and find them swept away through the failure perhaps of some business concern or by the mismanagement of family affairs. What is, then, to become of these unfortunates? Will they linger on playing the part of "genteel poverty," one of the most harassing and difficult ones belonging to the world's stage, or will they with strength and vigour step back to a training ground and endeavour to make up for lost time by learning in real earnest to "play the game" in a real profession? It will be happiest for them if they decide upon this course, even if it means their assuming the humble spirit of a student when in reality they have reached the staid years of middle age.

Old and New Ideas.

Probably much that is backward in our development, much that impedes success in a provincial

that which bears a semblance even of strife. Since, however, the great war so long expected has come at last, and both women and children are engulfed in its tide, whether they wish it or not, there has arisen the need for a speedy alteration in our methods for the education of English daughters. All should learn thoroughly some trade, and, if possible, it should be one which they are inclined to appreciate, so that in the event of their remaining unmarried or of their passing through some phase of financial trouble, this one source of help will always be ready at their side.

It speaks well for the powers of organisation and the patience of our women that most of the undertakings that have been given over lately to their management have been accomplished often by a staff of those who, having family and other duties to fulfil, have continually had to fit in their arduous official work with constant interruptions. Sometimes a secretary, too, had to train up an understudy to carry on her work of directing perhaps some hundred other voluntary workers, because at any moment she might have to answer the call of her children, left during holiday time with no one to look after them. Others have had to break off serious tasks because a need for house-hunting arose or some servant had to be suddenly relieved of too great a strain which a household reduced in number had brought about. Yet, in spite of these daily disturbances caused to work which concerned either the organisation of a hospital or the food supply of the nation, all has gone on smoothly by means of relays of loyal workers who replaced those who were obliged to quit their offices. But few men accustomed to the steady tradition of unbroken hours of office work would have tolerated this additional burden borne by women, and it is with a view to lightening their task in the future that these lines of suggestion are written.

The Building Up of the Race.

Much is expected of the rising generation of Englishwomen, but it will hardly be within their grasp to fulfil it unless they are treated munificently, as are their sisters in Canada and in the United States, to the proper, sound education that can alone fit them to be worthy, staid citizens. There would be an end then to all that hysterical striving, that breaking down in health and over-anxious battling that now takes place, and women need in no sense lose any of that soft feminine charm which is, and always will remain, their chief attraction. Those who pay us flitting visits from across the ocean manage to acquire a thorough professional business education, but this in no sense takes away from the softness, the tactful speech, the graceful bearing which is so essentially a woman's emblem. With but few exceptions, their clothes, the care with which they study their personal appearance, are quite as thoughtfully considered as is the branch of serious work in which they have specialised, and in which they show that comprehension of good workmanship which with us is possessed usually by the male population. The Englishman learns it whilst playing games, and at public schools or in the army, and unconsciously this good tradition of work is handed down to him as it has been to hundreds of other schoolboys, but our women have until recently had but seldom an opportunity of learning to work in the way that a man learns to train for a living.

These and many other thoughts connected with the future of Englishwomen are continually with us, and seem united in these days with that distant heart-beat of the Great Empire, for the building up of our race after the war rests largely with those young women who, single or married, will have to shoulder far larger and greater burdens of responsibility than those of their predecessors.

CHRISTMAS CAROL.

Of the Crown with which Mary Crowned her Son.

STAND up, my Lord, my King!
And let me crown Thy head
With this bright garland woven fresh
Of blossoms blue and red.

My Child, but Thou shalt wear
Far other crowns than this,
A crown of thorns, ah, woe is me!
And then Thy crown of bliss.

Yet of Thy grace, sweet Son,

THE QUEEN,
The Lady's Newspaper.

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Now, however, a change has come over all, and it means an entire reorganisation of women's work. This change has found women ready as regards their

[illegible] and women, who will realise that the education of daughters should be as thorough as that of men, and that having received it they will be entitled or, I should like to say, obliged to claim a just remuneration for their work. Then there would be an end to over much that is voluntary and unpaid, and a general striving would ensue towards the perfecting of that which could be offered to the world for its true value. When we come to think of it, most of the successful war work which they have done has been given freely without thought of gain, and although this shows a grand spirit of unselfishness of character, there is another aspect to the question. Only those whose families are well provided for, or who are themselves possessed of independent means, can afford to give time to voluntary aid work, to Red Cross hospitals, to the Government scheme for organising workers for the land and many other institutions which may be termed the very foundation of our nation's "staying power" in this prolonged ordeal. Unless these ladies have sufficient capital to purchase their clothes, food, and general requirements for a busy life, unless they are justified in devoting those most precious gifts of health and time, gifts which a bread-earner knows only how to value sufficiently, they cannot do this voluntary work. The numbers, therefore, of women who are so fortunately placed is limited, and that is why the cry for educated women still continues, not because they themselves are faint-hearted or "slackers," but merely because the majority possess only the means which suffice for home life and home duties. Then, again, another question arises in our minds. Is it fair upon those who have to earn a living that so many others, more fortunate in owning this world's goods, offer their services for nothing? Will this re-act upon those who are not amateurs but are professionals? England is brimming over at the moment with queries such as these, all of which concern the future of her women-folk, and just as we know for certain that it is injurious to offer voluntary service to the farmer because he will then try to grasp it alone, and when he cannot obtain sufficient free workers he will abstain from getting paid ones, or he may under-pay those which he is driven to employ, so we are bound to confess that the same result holds good in other branches of work. Too many voluntary workers denote generous qualities in a nation; they typify a gracious spirit of goodwill, but they may sadly impede and hinder the prospects of those who are forced by lack of means to earn their bread.

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Old and New Ideas.

Probably much that is backward in our development, much that impedes success in a professional career, is due to the chivalrous spirit of our men, who are reluctant, even in these twentieth-century days, to hear of women battling in the midst of rough waters. They like those who they connect in their mind with home and peace to be guarded from [illegible] through [illegible] source of help will always be ready at their side.

It speaks well for the powers of organisation and the patience of our women that most of the undertakings that have been given over lately to their management have been accomplished often by a staff of those who, having family and other duties to fulfil, have continually had to fit in their arduous official work with constant interruptions. Sometimes a secretary, too, had to train up an understudy to carry on her work of directing perhaps some hundred other voluntary workers, because at any moment she might have to answer the call of her children, left during holiday time with no one to look after them. Others have had to break off serious tasks because a need for house-hunting arose or some servant had to be suddenly relieved of too great a strain which a household reduced in number had brought about. Yet, in spite of these daily disturbances caused to work which concerned either the organisation of a hospital or the food supply of the nation, all has gone on smoothly by means of relays of loyal workers who replaced those who were obliged to quit their offices. But few men accustomed to the steady tradition of unbroken hours of office work would have tolerated this additional burden borne by women, and it is with a view to lightening their task in the future that these lines of suggestion are written.

The Building Up of the Race.

Much is expected of the rising generation of Englishwomen, but it will hardly be within their grasp to fulfil it unless they are treated munificently, as are their sisters in Canada and in the United States, to the proper, sound education that can alone fit them to be worthy, staid citizens. There would be an end then to all that hysterical striving, that breaking down in health and over-anxious battling that now takes place, and women need in no sense lose any of that soft feminine charm which is, and always will remain, their chief attraction. Those who pay us flitting visits from across the ocean manage to acquire a thorough professional business education, but this in no sense takes away from the softness, the tactful speech, the graceful bearing which is so essentially a woman's emblem. With but few exceptions, their clothes, the care with which they study their personal appearance, are quite as thoughtfully considered as is the branch of serious work in which they have specialised, and in which they show that comprehension of good workmanship which with us is possessed usually by the male population. The Englishman learns it whilst playing games, and at public schools or in the army, and unconsciously this good tradition of work is handed down to him as it has been to hundreds of other schoolboys, but our women have until recently had but seldom an opportunity of learning to work in the way that a man learns to train for a living.

These and many other thoughts connected with the future of Englishwomen are continually with us, and seem united in these days with that distant heart-beat of the Great Empire, for the building up of our race after the war rests largely with those young women who, single or married, will have to shoulder far larger and greater burdens of responsibility than those of their predecessors.

CHRISTMAS CAROL.

Of the Crown with which Mary Crowned her Son.

STAND up, my Lord, my King!
And let me crown Thy head
With this bright garland woven fresh
Of blossoms blue and red.

My Child, but Thou shalt wear
Far other crowns than this,
A crown of thorns, ah, woe is me!
And then Thy crown of bliss.

Yet of Thy grace, sweet Son,
Forget not in those days
The crown poor Mary wove Thee once
Of mother-love and praise.

PAULINE W. ROOSE.

The Queen.
18/11/16

663b/39 663.B.

ENGLISHWOMEN IN THE COMMERCIAL WORLD.

By MRS MARGARET HEITLAND.

THAT WE HAVE EMPLOYED GERMAN MEN too much and Englishwomen too little is one of the lessons the war is daily teaching us. Employers, stripped of their men, look for Englishwomen to fill the empty places. What do they find? In many cases that the women who might have been experienced and equipped for trade have been so much dissuaded from entering it that they are absolutely ignorant of commercial methods, and require that somebody else should be employed in teaching them. Some employers even are so much appalled at the commercial ignorance their own countrywomen display that they engage Belgian girls by preference, finding that the foreign young woman has so much more "turn" for trade that even with the language handicap she can outstrip her English competitors.

I believe that people who have been brought into relations with Belgian refugees will bear me out when I say that those Belgian women of the middle class who are disposed to earn a livelihood by wage-paid work in shops or offices, generally display a more marked business gift than our own young women. When they go into our shops they seem really to enjoy selling things and to be interested in their customers' ideas and tastes. If they wish to enter an English office they pursue the project with zeal, practising shorthand as though they loved it, and studying the peculiarities of our mop[illegible] stem with attention. Of course there are those who [illegible] care to earn their living, and there are others who [illegible] o earn their livelihood in non-commercial ways. But I refer to those Belgian girls who go into business by choice; and I say that it appears to me their choice is, in this case, a more whole-hearted one than that of most of our own young women who go behind the counter or seat themselves at the typing desk.

Temperament may have a good deal to do with the difference to which I have alluded between the young womanhood of Belgium and England, but social conditions and education probably count for much more in the result. Our national social conditions, arising as they have done from that rapid wealth-making that took place during what a modern novelist has termed the "iron-age," have forced people to aspire to distinction in some spheres above the commercial domain. There have been so many people with large fortunes made during the iron age that other realms of effort have had to be discovered. The women have found those realms in social distinction and success; the men in political and social success combined. There are likewise countless thousands of middle-class people to whom the acquisition of wealth would be a most interesting event assuredly; but it has been considered good form to suppress this fact, and for everyone to appear to be well endowed from the start.

Persons of the highest type of mind and character c[illegible] ot in the making of money find enough to satisfy their thoughts and hopes. But gaining the money rewards of commerce is nearly always intermingled with other achievements, such as the acquisition of knowledge bearing on the business, the pleasurable sense of doing a difficult thing with success, and all the interplay of relations between superiors, equals, and subordinates which takes place constantly in any large firm. Possibly it is this last feature which best explains the attraction that commerce exercises over its own workers. The beginner and the subordinate are anxious to please, are interested in their colleagues, are proud of the position of the house to which they belong. The heads and managers are happy in occupying places where their work seems to be of importance, and where the employees look to them for instruction and help. It is this interplay of human relations that makes many a business interesting which to the outside observer may seem terribly dull.

Before the war women in England saw very little of business except its dullest sides. Kept pretty closely to such duties as taking down letters in shorthand and typing them, they learnt little of any business except the one in which they happened to be engaged as clerks, and even of it their knowledge was closely restricted. In shops, and notably in the various branches of the drapery, dressmaking, and millinery trades, the chances of rising have been considerably better than they were among the city office girls; yet even here the number of buyers and travellers has been comparatively small. Yet it is in buying and travelling that commercial people get to know their own world and are enabled to make discoveries which they may turn to account.

Many businesses which were more or less closed to women before the war now stand open to them. Women can go into banks, into the offices of railway companies, and into the commercial workshops of all kinds of enterprises. The[illegible] have now a wonderful opportunity for picking up knowledge, and it is to be hoped they will make the best use of their chances. Yet not every girl can succeed in business by being thrown into it to sink or swim. If she has no other teacher than herself her apprenticeship may be needlessly long.

These considerations lead me to press very earnestly for the establishment of some thorough and liberal system of commercial day schools throughout the country. The London County Council has led the way, and already does much to give girls the commercial training they require. The Council would doubtless acknowledge that it could do more, and that it will do more in time. Such experiments as its grocery school and its special day classes for women bank clerks and others are moves in a direction where other councils ought speedily to follow.

The smaller towns still keep pretty generally to their plan of evening classes which, useful though they are, do not give a complete preparation for either commerce in general or a trade in particular. In many towns the girls may seek in vain for classes where they can get a complete knowledge of accountancy—such a knowledge as would enable them to dissect the books of a firm and discover the relations that certain items of expenditure (such as labour, materials, rent, fuel, plant renewals, &c.) bear to each other or to other items for previous years under the same headings. They need to be able to discover by some other instruction than bankruptcy whether a business is not paying its way, and to pick out the item where most loss or waste is apparent. We have been too apt to think that a typing clerk or a careful bookkeeper is a business woman. She may be at the beginning of a business woman's career; but to become a real business woman she requires a great deal more than one or other of these acquirements. She needs to know several languages; she ought to have some knowledge of the geographical conditions and products of other countries. All that she can read of works of travel and modern history she will be able to use, and a great deal more.

Indeed, anyone who supposes that nothing can be taught in a commercial day school except shorthand, typing, making out bills, working a copying press, and tying up parcels is vastly mistaken.

In drawing up a programme for the kind of commercial schools we want in this country the puzzle would be to say which subjects could be left out. The whole nation, I know, is overworked. Yet surely now is the time for developing its commercial powers—now, when, as the vulgar say, it "has the place to itself."

The Common Cause
27-11-16

N.U.W.S.S. Scottish

WITH THE AMERICAN UNITS.

The following is a most interesting extract from a letter from Dr. Sybil Lewis to a friend. Dr. Lewis is in the American Unit, and was previously with Dr. Hutchison at Valjevo :—

" We are getting our tents pitched in a beautiful spot, and hope all the equipment will be here in a day or two, and then we shall be able to start in earnest. Don't be worried if my letters are a little erratic in arrival, as posts from here are not so regular as from Salonika. I am delighted to be away from Salonika, and up among the hills, where one can breathe.

" We came all the way by motor. Fancy a string of thirty-nine Fords ! and all had to stop if one went wrong. Fortunately for me I was in the first, so escaped the worst of the dust. The first few hours was across the plain, and would have been dull but for the other occupants of the road, who varied from Greeks and Turks in their picturesque clothes to French, and even a string of carts under the guidance of Chinese, with their curious little star-shaped helmets. Then mules, buffaloes, horses, autos of all varieties, family groups flitting, or at their cottage doorways, as we bumped past. We had a long wait by the roadside at dinner time, while three punctures were repaired, and then went on. Once we got into a block, a very narrow bridge, carts already stopped on it, and not room for us to pass, when a cavalcade coming in the other direction tried to do so. Confusion worse confounded when the buffaloes found themselves faced with Fords. However, we backed, and let them

shepherdess next door, ... family, increased by a blind lodger, work on the land, and a liking for the occasional distractions of the village made her shun extensive use of the well, but also gave her a large-hearted tolerance of those whose views were different. The difficulties in the way of instituting pumps and sinks in country cottages are great, but where it has been done the housewife's life has been transformed.

The cottagers' friendliness made us particularly anxious to show that we had not come to play but to work. The first day we found we offended by continuing our hoeing of thistles when rain set in. It was natural to us, but to the labourer a change of clothes is a serious thing, and we quickly learnt to follow the lead of " Thomas," our instructor, who wrapped himself in a sack and sat under a hedge for shelter, and if the rain continued concluded, " Us 'ad better be going hame." But we were put to the test as to our determination to work. The solemn shepherd summoned us with a nod on the first really wet day, and we found ourselves cleaning a stable that had not been touched with broom or pitchfork for two years, satisfactory work showing its results quickly, for where our zest was perhaps half-assumed at first, we were pleased to find large manure heaps growing outside the stable as the hours passed, and when we discovered that our task was considered three-quarters of a day's work for four men, and that our party of four women had worked well up to time and finishing early, with time over for more " docking," we felt satisfied that we had passed our test. Working hours were from 8 a.m. to 4 p.m. for women, and from 6 a.m. to 4 p.m. for men. We were ready for either, and doubtful as to whether we were to be considered men or women, but when we found on enquiry that we should raise dismay locally by considering ourselves men, we conformed to the women's hours, greatly to the shepherdess's relief. We had our chance of longer hours on haymaking days, which began with the improved weather. On these we worked till 7 p.m., or as much longer as was necessary. In this way hours taken off for sheltering are equalised by the agricultural labourer. There is no half-holiday on Saturday in that district. " Maybe we'll get it after the war," thought Thomas. Most would use the holiday, it seems, to dig their own garden plot, for which there is very little time at the seasons when the garden cries out for work.

If we were lucky in our district and our neighbours, we were luckiest of all in our employer, whose personal influence told much in those parts. He knew his men and knew about their work, and, as a keen farmer and broad-minded landowner, would close his eyes to the doings of the picturesque rabbit-catcher with his traps of tar buckets, but he also knew how to come round. " I know you'll do your best to help us these haying days," and the labourer who described the scene said, " You can't help doing your best when the Squire thinks that of us." Besides the 14s. a week, the labourers have their cottage and a garden (which they work themselves in their free time), and they are given coal, wood, and milk, according to the size of their families, so that the rate of pay is not so poor as it looks on paper.

Evening News
22-11-16

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663b/40

SUNDAY SHELL-MAKERS.

100 Women Wanted to Make Munitions One Day a Week.

One hundred women munition workers are wanted by Messrs. Vickers, Ltd., to work on Sundays at a factory less than 20 miles from London.

They are to take the places of week-day workers who are now not allowed by the Ministry of Munitions to work on Sundays. Since the restriction was announced volunteer workers who were working on Sundays have dropped off, thinking that there was no further need for them.

" The need is greater than ever," an official of Messrs. Vickers told *The Evening News* to-day. " Machines are standing idle every Sunday because of the want of these 100 workers. That means 1,400 shells fewer a week. In a year's time 72,800 shells would be missing.

" Each volunteer when she is proficient can make herself responsible for 14 shells every Sunday.

" Those engaged in sedentary employment find the manual work a relaxation, particularly when it is coupled with the sense of having done something practical for the war."

Educated women between the ages of 18 and 40 years are wanted at once for the vacancies. Those who can do so go for a week's preliminary training, but arrangements have been made for women who are engaged during the week to be trained on Sundays.

For their work on Sundays they will receive 3s. and a bonus on output, which will depend on their skill and industry. The hours of work are from 9.30 to 7 p.m., and dinner and tea are provided at the works canteen at a charge of 8d. for dinner and 5d. for tea.

Application should be made either to the Labour Exchange, 439 Edgware-road, or to the secretary of the Sunday Volunteer Workers, Messrs. Vickers, Ltd., Erith.

The Daily Mirror
2-12-16

WOMEN IN AN UNDERGROUND CANTEEN.

FINE WORK IN PROGRESS AT A PARIS TERMINUS.

By BEATRICE HERON-MAXWELL.

WAR has made many wonderful changes and developed many latent talents and traits that might never have been realised by their possessors. The daughters of England had indeed already shown a mental potentiality and physical capacity that were signs of modern evolution, and the marked individualities of young British womanhood were evinced both in work and sport.

It would have been strange, therefore, if neutral nations looking on at the efforts of those entangled in the meshes of war had found Englishwomen wanting in energy, enterprise or determination to make the wheels go round that roll us onward to victory. Wherever the wagon might slow down on home or foreign paths there have been women's shoulders ready to help it along.

Take, for instance, the small band of pioneers who started a canteen at the Gare du Nord in Paris over a year ago.

It has become a haven for many a weary, hungry, thirsty and spent soldier.

The large cellar, formerly a basement luggage store, is now known as the Emergency Canteen, and it has sheltered as many as 5,000 soldiers a week, some for a few hours, many for a night or two, during the winter months of 1915-1916; and there still pass up and down its long staircase an average of 2,000 men weekly—English, French and Belgian.

Our own countrymen pay a moderate tariff, but French and Belgian soldiers are welcome, as guests, to the hospitality of their British hostesses. There is no suggestion of patronage in this keeping open house for these brave comrades-in-arms: it is the privilege of friendly alliance that we claim.

At the foot of the two flights of steps, after passing along a short corridor, one enters the underground canteen. On the right is a long dining-table with benches on either side, and on the left the gas ranges at which two of the English ladies are always busy with the unending routine of meals. From the roof scanty daylight filters through small clouded glass squares in the pavement overhead.

LITTLE LUXURIES.

This end of the wide cellar is a lounge with means for reading, writing, playing games, or resting. Curtains drawn two-thirds across it screen the next and middle portion where rows of small beds are set in orderly array, with extra mattresses in readiness so that more than the 200 sleepers provided for can be accommodated with a shakedown.

Curtains again form a barrier, behind which is a dressing-room, with several basins, an unlimited supply of hot-water, and —an addition much appreciated—a fitted bath. A French boy scout and an Italian man represent the entire masculine staff of the canteen and give personal attendance to the visitors.

The establishment is completed by a screened recess leading out of the lounge reserved for the ladies themselves, as a store-room and for rest intervals. It is provided with two couches for those who take it in turn to stay there all night.

The Women's Emergency Canteens for Soldiers, one of the numerous Œuvres des Dames Anglaises in France has its London headquarters in York-place, with an English honorary directorate. Lady Bertie of Thame is its president in Paris, and the organiser in France is Miss Desmond Hackett.

Miss Dorothy Brooke, the directress, has presided over this oasis for about a year; and her helpers, all voluntary workers like herself, sign on for a minimum of six weeks' service and pay £1 a week each for the privilege of giving it, in addition to defraying the cost of their own board and lodging.

British girls all of them, capable and with plenty of grit, they acclimatise themselves with the utmost cheerfulness to an atmosphere and conditions that are vitally different from those of their usual lives at home.

The Common Cause
27-11-16

Evening News
22-11-16

Irish

First-Hand Experiences.

XVII.—SOME OXFORD WOMEN ON THE LAND.

"The nicest thing we ever did was to go on the land," some of our party agreed, after having worked for a month at 14s. a week as unskilled labourers. We seem to have been lucky in our district and its inhabitants, for our neighbours took us naturally from the beginning, and showed every disposition of friendliness. An advance party, cycling into the unknown, was received at the farm of our destination with "So you've come. Will you have some tea? Lucy will show you the way to the cottage and bring you your milk at night." When Lucy, aged eleven, had escorted us to the semi-detached cottage where we were lodged, the shepherd neighbour poked his head in half shyly with an "you can pull the cabbages, and have some currants; we've carted wood into the shed close by, and they've brought coal," and soon afterwards some of his babies knocked at the door to bring flowers and look at the strange ladies. An empty shepherd's cottage on a hillside and overlooking a sloping hayfield had been furnished with all essentials by our employer, and we used to look at its grey roof and square chimneys that sent up a thin trail of smoke as we were working long hours in the fields close by. Labouring on the land increases one's sense of the value of one's own fireside and sheltering roof. Inconveniences are part of a cottager's life. You are lucky to have a clear spring just outside your porch, from which you can carry your water supply indoors pail by pail. "Ye'll be takin' the whole well indoors next," said the shepherdess next door, as she watched us with surprise. A large family, increased by a blind lodger, work on the land, and a liking for the occasional distractions of the village made her shun extensive use of the well, but also gave her a large-hearted tolerance of those whose views were different. The difficulties in the way of instituting pumps and sinks in country cottages are great, but where it has been done the housewife's life has been transformed.

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Arcadia is the home of Conservatism and conventionality, and we found the one thing we must *not* do was to shock local feeling. They accepted our short skirts as ladies' ways; but they would have resented emancipation from the social standard in other ways that tempted us. We spent our nights indoors, we respected the Sabbath, we were careful not to exact or expect anything that one labourer does not naturally do as a kindness to another, we conformed to the codes of neighbourliness. But perhaps most important of all seemed great care in showing that we had come as unskilled workers ready to learn from the skilled. We found that they understood us over this, were ready to show us anything, and took a great interest in our progress; in exchange they turned to us for news of the war or occasional advice about clothes or children, and we parted wishing on both sides to see more of one another, and as regards work we had the satisfaction of hearing that the local farmers' meeting passed us as a successful experiment after three weeks of our work; and at a place ten miles away from our farm, where I begged a cup of a friendly cottager, I was told incidentally as news, "Those ladies at so-and-so are doing well, the farmers say."

To us there remains the happy memory of long days in the open fields, with views of far hills and clumps of trees or grazing cattle, and an intimate knowledge of this or that field in particular on which we saw our haycocks at a far distance! Certainly it was hard work and brought stiff muscles during the first week. People who do not wish to take their holidays actively had better avoid the land; but to the others it should be wholesome recreation and an avenue to many an experience and a better knowledge of a world that does not labour for pleasure.

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The Daily Mirror
2-12-16

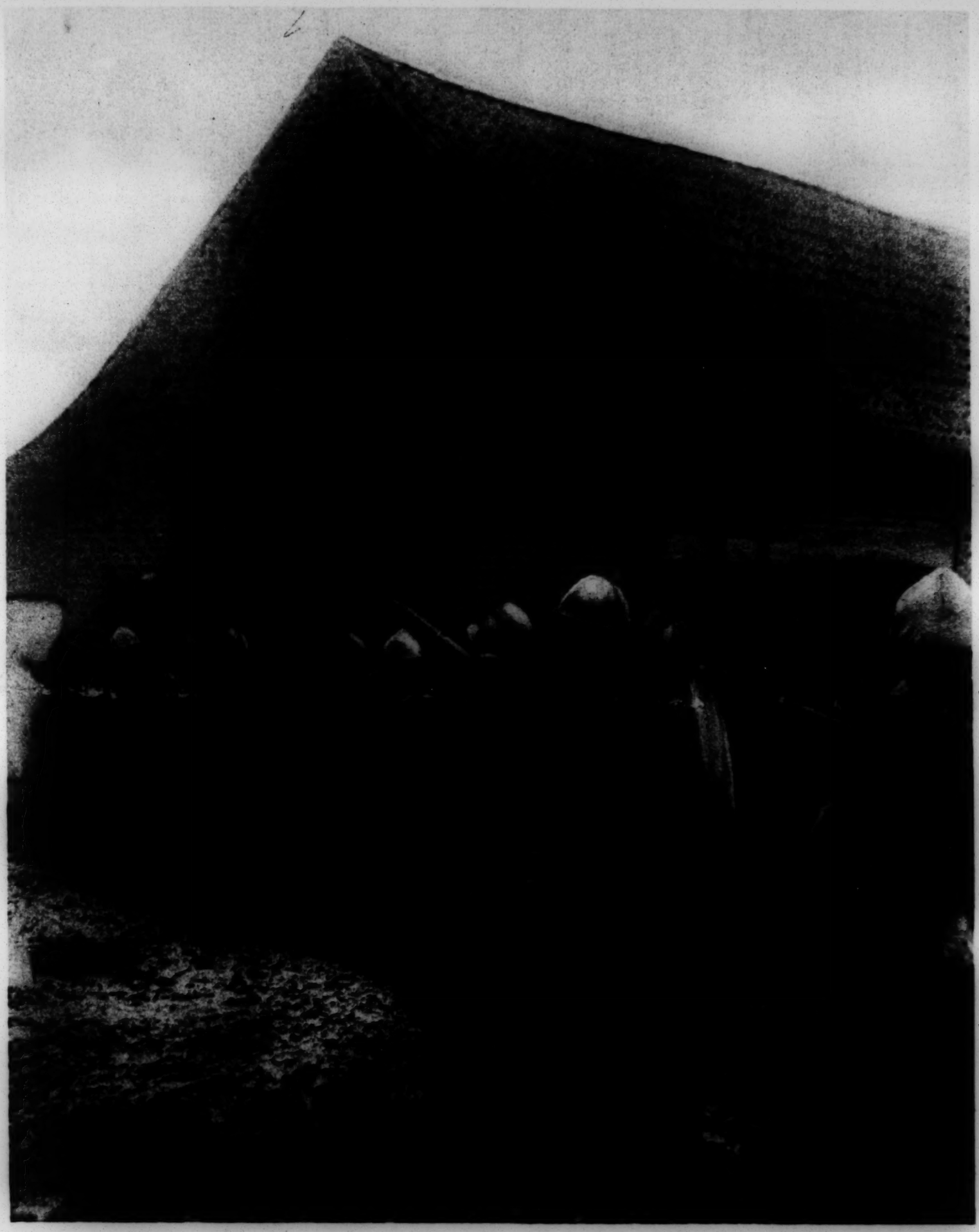
WOMEN IN AN

ER THE GREA

er W. J. Edwards, R.F.A. longs to Uffington, in Berkshire.

Corporal James F "Fighting Fifth." Berwick's h

On the Belgian Front in West Flanders.



A FAMOUS CORPS AFTER RELIEF FROM THE TRENCHES: THE "GUIDES" RETURNING TO QUARTERS.

A detachment of one of the regiments of "Guides" of the Belgian Army is seen returning to quarters in the left of a barn, on being relieved from duty in the trenches. In their khaki-covered steel helmets and khaki uniform coats, few tourists in Belgium who remember the "Guides" of former times would recognise the corps for the same. The Belgian "Guides" of pre-war days were a crack corps *par excellence*, and in their natty turn-out the dandies of the Brussels garrison. Their officers' spick-and-span uniforms were quite street sights in the Belgian capital for visitors. That the "Guides" can fight as well as any soldiers in the world, the Germans have had proof on more than one occasion, and will know again when King Albert's men advance.—[*Belgian Official Photo.*]

663b/42

WOMEN AND THE WAR.

"WOMEN have shown themselves most capable and eagerly patriotic in the years of the war; they have had a chance to show what they can do, and they have already demonstrated their skill and adaptability to new and strenuous activities. Their skill, goodness, and bravery are beyond all praise. The future prosperous Britain will certainly arrange to utilise to the utmost women's work in many industries both manufacturing and distributive."

. . .

The words quoted were spoken at a recently held meeting of the Royal Society of Arts, and are yet another proof of the value of the services women have been rendering the country during the last two years. They are valuable, too, as an indication that prejudice against women's work as such is slowly dwindling. Not so very long ago, even the most ardent male supporter of the cause of feminism would hardly have ventured to express publicly such unbounded faith in the capabilities of the "weaker sex."

. . .

But quite apart from their value as a general tribute to women's work, the words are rather specially interesting at a time when the question of a complete mobilisation of all labour and resources for war purposes is under consideration by the Government. Of course, if all the "resources" of the country are to be really mobilised, women must be included in the process, and the part that women will play when the mobilisation has been concluded is a subject of keen speculation amongst those most interested in her future advancement.

INDISPENSABLE: IN THE BELGRAVIA WORK-ROOMS AND WAR-HOSPITAL SUPPLY DEPOT FOR BRITISH AND ALLIED WOUNDED.

Our photograph shows ladies at work in the packing department of this excellent depot, for the funds of which a sale and entertainment are to be held, to enable the depôt to increase its output of materials.—[*Photograph by Sport and General.*]

SPLENDID RED CROSS WORK ON THE SALONIKA FRONT: A SCENE AT A SERBIAN FIELD HOSPITAL.

Nothing could be more complete than the devotion with which the wounded are tended in the various war-areas, and our picture affords an incontestable proof of this.—[*Official Photograph.*]

. . .

In whatever other spheres of labour they may be called upon to enter, it is fairly certain that agriculture in one or other of its numerous branches is pretty sure to occupy the time of a large number of women. Someone suggested the other day that planting the parks with potatoes instead of flowers might have served as a valuable object-lesson to a people to whom, even now, the serious results of war have not been sharply brought home. Whether the hint will be acted on or not remains to be seen, but Mr. Runciman's recent pronouncements on food do suggest the idea that its production, even on a small scale, is the duty of everyone with a square inch of ground they can call their own.

. . .

Foreseeing the need of women's services likely to arise in agricultural work, the Women's National Land Service Corps was formed last February with the object, as stated in its recently published interim report, "of speeding up the recruitment of all classes of women for work on

[*Continued overleaf.*]

6636/43

the land, in order to ensure the maintenance of the home-grown food supply." At that time the question of labour on the land had, owing to depletion caused by the war, become rather serious. The only labour available to replace it was that of women, and the Government, in consequence, took the step of establishing an organisation throughout the counties which by means of local committees was to urge on women, on the one hand, the patriotic duty of working for the farmers; and, on the other, to impress upon farmers the desirability of utilising such services whenever opportunity offered. It was just about this stage that the Women's Farm and Garden Union sent a deputation to Lord Selborne, then President of the Board of Agriculture, as a result of which the society received permission to organise the training of women for land work, a concession that ultimately led to the formation of the Women's National Land Service Corps, as a war offshoot of the older society, with the object of dealing with the problem of emergency war work as opposed to permanent employment.

. . . .

Apart from the object already mentioned, the corps aims at creating a favourable opinion as to the value of women's work in agriculture by sending out only such workers as are capable of making a good impression, and so helping to break down the prejudices of those who object to the employment of women in agricultural work. Further, the members are used not only as workers, but as organisers of the work of village women, and help also in general propaganda work by helping county committees in organisation work and speaking at meetings if there happen to be a call for such duties. With a view to avoiding disappointment both for employees and employers, inexperienced candidates for work have to undergo a preliminary six-weeks training. Of course, it is not claimed that thoroughly competent "hands" can be turned out in that time, but it has been proved that during that period the students acquire a pretty useful knowledge of milking, of the handling of tools, and the care of animals, which enables them to tackle their first paid job with more intelligence than would otherwise be the case. Above all, the consequent hardening of the muscles results in their being better fit, physically, to tackle really hard manual work without being unduly fatigued.

TO SUPERVISE WOMEN WORKERS OF CANADA: MISS BESSIE McKENNA.

Miss Bessie McKenna, of St. Thomas, Ontario, is a graduate of Toronto University, and has specialised in social work. She has now been appointed Supervisor of Women Workers in Canada, by the Minister of Labour. She qualified herself for the position by working in a Canadian munition factory, her previous experience having been in settlement work.

Photograph by Sport and General.

. . . .

After about six months' work, it has been found possible to form some sort of idea of the success of the enterprise, and the evidence available points to a successful start and an even more successful future. The women who have taken their work seriously—and the corps has no room for those who do not—find the life healthy and attractive, in spite of inevitable hardships and discomfort. On the other hand, employers have not been slow to express their appreciation of the work of the educated woman who has been carefully selected and "placed" with discrimination. For the rest, the announcement by the Government that after Jan. 1 next all exemptions of agricultural labourers will be reconsidered has merely urged the corps to even greater efforts. But funds are, of course, necessary to the upkeep of a voluntary organisation such as this, and anyone who would care to help financially should write to the headquarters of the Corps, 50, Upper Baker Street, N.W.—CLAUDINE CLEVE.

IN FRANCE: WOMEN ON THE TRAMS.

The question of women driving tram-cars and heavy vehicles generally in London has been rather hotly debated, but in Bordeaux they are to be seen acting as drivers and also as conductors. Our illustration shows a woman driver and a ticket collector; and a *poilu*.—[*Photograph by C.N.*]

6636/44

Doing Her War-Work: A Scottish Dairy-Woman.

CARRYING OUT WHAT WAS FORMERLY A MAN'S JOB: TESTING MILK IN A LABORATORY.

It goes without saying that the adaptable Scot, of either sex, is very much and very creditably to the fore in the industrial revolution brought about by the war; and the intelligence and industry shown by the new army of women workers are beyond praise. A branch of war work taken up by women in Glasgow is shown in our illustration of a woman worker in a large depôt of the Scottish Dairy Company, where women now not only test the milk, as shown in our picture, but also carry out heavy tasks previously assigned to men, such as loading the vans, cleaning the cans, and tipping milk into the tanks. They engage in their various branches of work without hesitation, toil conscientiously and steadily, and carry them through with success. — [*Photo. by Illustrations Bureau.*]

Devon Gazette. 8/12/16

WOMEN

FOR THE LAND.

AN EXETER MEETING.

Under the auspices of the Devonshire Women's Agricultural Committee a meeting was held at the Maynard's School, Exeter, yesterday, by kind permission of Mrs. Trenerry, to discuss the training and employment of educated women and girls to help in the food production of the country. In the unavoidable absence of Sir Thomas Acland the chair was taken by the Archdeacon of Exeter.

The Archdeacon, in opening the meeting, said he believed employers, after a little experience, would begin to realise that ladies and girls, when they put their shoulders to the wheel, were quite willing to do things as well as other people. He reminded his hearers that it was incorrect to say that agriculture was not a skilled calling; in fact, it required a great amount of skill.

Miss Calmady-Hamlyn, in the course of an earnest address, informed her hearers that, naturally, there were many difficulties to be faced in connexion with the employment of women on the land, but she was thankful to say that a good many of the difficulties had been overcome in Devon. Having spoken of the great patriotic scheme through which women were asked to assist on the land, she said the scheme had now become a living working fact in Devon and England. So much a fact was it that at the present moment 65,000 women in England were wearing the Government armlet, which was only given to women who had completed 30 days' work, or 240 hours' work, on the land. That was a substantial beginning in face of so many difficulties. She pointed out that the farmer might be described as the chief custodian of the food of the nation. They realised at Tribunals that the farmer was one of the few men who was bound to be left where he was. But the farmer's position brought with it great responsibilities. Women must offer themselves to work on the land, not because they thought they were the equal of men or the skilled labourer, but simply because, under the circumstances, they were offering to help and work with him in this crisis. Having remarked as to the difficulties experienced in making the Devon farmers see that women could help them, she advised women to be patient with the farmers, who were slowly, but surely, coming to realise they wanted women labour. She praised the spirit of the Devon working-women, who, as soon as the need was explained to them, had only been too willing to do what they could on the land, and spoke in appreciative terms of the manner in which the farmers had treated these women in her part of the county. Dealing with the call to educated women and girls, the speaker pointed out the difference between real education and other kinds. Real education never stood between Englishwomen and the national call. However high a degree women possessed, it did not prevent them going into munition works and risking their lives, and even losing them sometimes, as 25 did the previous day. The girls in a school like that, with their training, could not help realising and understanding the need of going out at the end of their school life and giving a part of their life to the care of the land. Women, she concluded, must not fail the men who were fighting. They must not fail, and she was sure they would not fail. That was why she asked them to give every bit of time they had to spare for the care of the land. She asked them always to remember the words of Lord Selborne inscribed on the certificates which were given to every woman after she had finished eight hours' work on the land. The words were, "Every woman who works on the land is as surely helping her country, as the men who are fighting in the trenches or on the sea." (Applause.)

Miss Trenerry said that for nearly twelve months they had organised parties of the girls to give some of their spare time to work on the land. There was a certain amount of response, and some of the older girls had come forward nobly. She believed the response would have been even greater. She emphasised the need of the girls being well shod, as they were less liable to catch cold. Above all, she asked parents not to think the work was unsuitable, because the girls got rather tired the first time they did work on the land. Dealing with some of the arguments raised against girls doing work on the land, she said that some people had asked her why the boys' schools did not do similar work. She suggested that some scheme might be organised through which girls' schools and clubs might cultivate waste land.

The Rev. F. G. Copeland, speaking as a parent of one of the girls at the school who had done farm work, contended that nothing but good could come from such action, provided they were well shod, and the responsibility for this rested with the parents. As regards boys' schools, he believed that the majority of the higher grade ones, at any rate, were busy in their workshops making munitions.

Miss Calmady-Hamlyn emphasised the importance of local schemes being arranged by which women could assist in cultivating allotments, etc., which might otherwise be left [illegible]. As an instance of what could be done in this direction, she mentioned that [illegible] ladies, most of whom had [illegible]

The Scotsman. 8/12/16

663. B.

WORK FOR WOMEN.

INDUSTRIAL REQUIREMENTS IN SCOTLAND.

Women are at present extensively employed in unaccustomed capacities. Many others, from patriotic motives, are anxious to do useful work, but have a difficulty in discovering where their services would be most welcome. In some of the more familiar classes of war work the supply exceeds the demand in particular localities; in others the supply falls short. In other occupations, again, there are openings for women workers to which those anxious to do productive work might be attracted if the conditions were better known. The Labour Exchanges in the Edinburgh district have done a large amount of useful work in registering applicants and giving information as to quarters where a demand for workers exists. As a result of inquiries at the Exchanges and at the headquarters of a variety of industrial concerns in the Edinburgh district, the following information as to openings for the employment for women and the conditions of work has been obtained. In the immediate district of Edinburgh, the result of the inquiry indicates that, except for skilled persons, the demand for women workers is at the moment being fully met. Elsewhere in Scotland, however, they are required, especially for agricultural work.

A DEMAND FOR FARM WORKERS.

The Labour Exchange in Edinburgh and a department with headquarters at the Divisional Office in the Grassmarket are endeavouring to induce women to undertake farm work. The need is urgent. Women workers are specially required for Ross-shire, Dumfriesshire, and Berwick. The reluctance of farmers to employ inexperienced workers, which was a difficulty last year, has disappeared under the more pressing need of the present time. What kind of women are most suitable? A lady official dealing with this department, herself fully experienced in farm work, said if she were an employer she would prefer educated women. They are, she said, the most conscientious in their work. Those farmers who had employed such women had found them satisfactory. A naval officer's wife and a governess had "made good" in this way. In Ross-shire, there was an arrangement for a sort of apprenticeship. Beginners would receive 10s. a week for a few weeks, and 15s. a week afterwards, with cottage and perquisites. Similar conditions ruled in Berwickshire. In Dumfriesshire, women who could feed cattle and milk cows got £1 a week, with perquisites. These terms, she considered, compared favourably with the earnings of munition workers, espetially when the favourable terms for getting supplies of milk, eggs, and butter were considered, and the conditions are more pleasant. One difficulty is housing. Another, more applicable to the town women, is the dulness of the country, especially in winter. This point has been considered by the County Committees appointed some time ago. These Committees are taking an interest in the workers; and amongst other agencies are arranging for social eveninga.

UNIFORMS FOR WOMEN AGRICULTURISTS.

At the Kilmarnock training centre, established some time ago, the supply of recruits is not equal to the demand for them. There some of the women are trained to plough. The workers are ploughing in some cases in Ross-shire. As an inducement to women to come forward for this work of first national importance, the Government has issued an armlet, which is given to workers who have done at least thirty days' work on the land. It is of green cloth, with a red crown. Equipment has also been considered. Strong overalls, thick jackets, and other items of attire are issued to workers through the department in the Grassmarket Labour Exchange Buildings at cost price. The equipment includes boots with serviceable clog soles and leather leggings. Miss Taylor, who had for some years been an instructress under the North of Scotland College of Agriculture in Inverness-shire, has been appointed organiser of women's work on farms. Women who desire to take up agricultural work should apply to Miss Taylor at the divisional office of the Labour Exchange in the Grassmarket. It may be noted that all places to which women are sent are previously inspected by a member of the staff.

WOMEN HORTICULTURISTS.

To judge from the numerous applications which have been received by the Edinburgh and East of Scotland College of Agriculture, there are many openings for skilled women gardeners. The need is greater than the supply. The regular course in horticulture consists of attendance for two winters in the institution, with a certain amount of practical work in the College garden at Liberton. Students require to be a full year in a recognised garden before they are finally certificated. An emergency course is about to be instituted. Its duration will be four weeks, and the instruction will be mainly in practical work at the College garden, with a certain amount of elementary theoretical teaching as well. The classes will be limited in numbers in order that everyone may have individual attention. It is understood that arrangements have been made for maintenance allowances being granted to those undergoing this training. In nursery and seed-growing establishments women have filled places hitherto occupied by men with satisfaction to their employers. For the most part the women were unskilled when they were engaged, but they quickly adapted themselves to the work, and soon made themselves proficient. Work of this kind, however, is not continuous all the year round, and the present time may be regarded as a sort of "dead season." In the spring and summer, from the middle of February onwards to June, the demand for labour increases, and women's work in present circumstances is indispensable at that time. A well-known firm of seedsmen in the Portobello district reported that as the result of an article which appeared a few months ago in *The Scotsman*, they have had a large number of applications from women which they [illegible]

to be one of the existing drawbacks to recru[itment]. For the inexperienced there are vacancies [at] nominal starting wage, varying according to [age] and qualifications, from 5s. to 10s. weekly. W[hen] the period of training, which extends over seve[ral] months, is finished, the worker is, as a general rul[e] put on piecework. Complaints have been mad[e] that this change from time to piece rates mean[s] at first a drop in wages until a greater degree [of] skill is attained. An experienced worker can ear[n] quite a good wage if she shows a reasonable amount of skill. Factories in all parts of the country, including the Edinburgh district, require both skilled workers and learners.

ON THE RAILWAYS.

Substitution on the railways has made some progress. Women porters and carriage cleaners are now familiar figures at the stations. Evidence of further changes that may be anticipated in this direction is found in the proposal made by an English company to introduce women guards. Interviewed in regard to the part taken by women as railway workers, an official of a Scottish company stated they had proved fairly satisfactory. They were being introduced in the clerical departments, and also as parcel porters, ticket collectors, booking clerks, goods porters, goods checkers, and carriage cleaners. In the latter capacity, he said they had been very successful, but where heavy work was entailed physical disabilities had entered into the question of substitution. In the clerical departments the shorthand typists who had been introduced were doing valuable work where previous training in railway administration was not absolutely essential. It was pointed out that the railway clerk passed through an apprenticeship, and this period of training was indispensable in the discharge of various departmental duties. The difficulty at present was to get really experienced typists. They had been taking on girls with previous commercial training and girls of good education from school, who received a probationary wage during a period of training extending over several months. The difficulty was to get girls with a sound training. Women were also being employed in other clerical branches, including several departments of the head offices. Work in the booking offices had not been regarded with much favour so far by women, the long and irregular hours of employment which take the booking-clerk out early and late being the greatest deterrent. There was no lack of applications from women for work in all grades of the railway service. Indeed, they had more applications than vacancies to be filled.

CLERICAL EMPLOYMENT.

In no sphere of war activity have women been more successful than in clerical work. According to the representative of a well-known Edinburgh institution, they are really superior to men in some classes of this work. The demand for women clerks has far exceeded the supply, or at least the supply of the right kind of girl. A girl fresh from school, with a good education and a thorough knowledge of English, after a course of commercial training, is most suitable. She has not yet got out of the way of learning—her mental machinery is still operating. In this she gains over the woman who has been for several years at home after leaving school. The latter is generally on the outlook for a "lady secretaryship," as to which she has vague ideas. She may very often expect short hours and congenial work without going through even a short space of office routine. The substitution of women for men has taken place to a very large extent in the National Health Insurance Office—only 15 per cent. of the men of military age being left. Before the war 231 men and 79 women were employed; now there are 35 men and 182 women. The supply of girls for routine work has been quite satisfactory — these girls being obtained through the Labour Exchange, or selected by the Employment Bureau under the School Board. One difficulty about employing older women with no previous experience of office work is that they expect a larger salary than the young girls which, besides being bad economy, leads to trouble with the others. The working day is an eight hours' one, and the girls begin at 10s. a week, rising to 11s. at the end of six months and 14s. at the end of a year. There are also women of superior training and education for more responsible posts—University graduates, for example.

HOSPITAL WORK.

Large numbers of the "home" women could be very useful to the Red Cross as store-keepers, cooks, &c., and certainly no woman of the present day is more in demand than the domestic servant or the nursery-governess, from whose ranks women have been drafted into the tramway, postal, agricultural, and shop services. Nurses are required from time to time to fill vacancies in the Scottish Women's Hospitals for foreign service. The majority of those employed are fully trained nurses, but the hospitals employ a certain number of women who have had less than a three years' training in a general hospital. All must, however, have had considerable experience in nursing. In addition to these, a large number of women orderlies are employed. They receive no salary, but board, uniform, and travelling expenses are provided. Orderlies take the place of probationers and V.A.D.'s in other hospitals. For posts as orderlies, preference is given to women who have been trained and have had either experience in nursing or some training in domestic economy. Preference is also given to those who can speak French fluently. Girls are acceptable who have been accustomed to housework in their own homes and are strong, healthy, and adaptable. The nurses receive a salary of £20 per annum, with board, laundry, uniform, and travelling expenses. A small salary is paid to cooks, housemaids, and clerks, but only a comparatively small number of these are required. There are also a large number of women chauffeurs, all of whom must have had at least a year's experience and a thorough training in mechanical work and repairs. Only women who are thoroughly robust and able to rough it under difficult conditions are accepted, and no workers are taken who are not highly recommended by previous employers. At present no difficulty has been experienced in filling any vacancies that occur.

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THE MUNITIONEERS' CONDITIONS.

From the point of urgency munition work should have a strong claim upon women at the present time. The work of shell-making, so far as female employment is concerned, is easily learned, and offers good remuneration. Efficiency is generally acquired within a month, and that no particular aptitude is necessary is seen from the fact that the ranks of the munitioneers have been recruited from such classes of women as domestic servants, shop-girls, and leisured women, who are tackling in this way the first manual labour they ever performed. The experience of a Scottish firm may be quoted as typical of wages and conditions. The work, which is continuous day and night, is arranged in three eight hours' shifts. The women on the two spells of day work earn a minimum of £1 per week of forty-five hours, and a bonus on the output of the establishment, which is equivalent to 25 per cent. of their wages, and, on the night shift, 4s. a week extra and the same bonus. Women have been found to adapt themselves very readily to the work, and in this particular case some of them are being trained in tool-setting. Before the end of the year, it may be mentioned, 2000 women are wanted for munition work in Scotland. Wages 22s. 6d. a week, with uniform and other articles of clothing provided. No previous training is essential. These women are accommodated at the large centre which requires them in hostels, the housing being as nearly as possible on garden city lines. The sum of 12s. weekly is retained for board and lodgings. Leisure is catered for in clubs, a picture house, and dancing halls, and other forms of entertainment. The physical well-being of the women is specially cared for by a resident staff. The only qualifications required of applicants, who must arrange matters through the local Labour Exchange, are that they should be active and in a good state of health, and, of course, cleanliness and tidiness are insisted upon. Locally there are few vacancies, but recruiting for large centres elsewhere is proceeding.

POSTAL SUBSTITUTION.

On the postal side of the General Post Office in Edinburgh women have been introduced in large numbers to take the place of men. In this case also applications must be dealt with through the Labour Exchange. On indoor jobs such as sorting about 150 women have been drafted in since the beginning of the war, and over 200 women have been taken on for letter delivery. The conditions are good. The indoor rate of pay ranges from 22s. to 25s. a week, according to capacity, with a bonus of 2s., and the working period is eight hours a day. The outdoor employees have 21s. a week, and the bonus, and in their case uniform and boots are provided—no little items in a time of high prices. Between the hours of 6 A.M. and 6.30 P.M. the outdoor women work three letter deliveries, involving altogether about eight hours' work. All applicants for the postal employment must be over 21 years of age, and comparatively short training is required in either case, though the indoor work, for which female compositors have been found specially suitable, requires a longer time. Women are in special demand for the Christmas postal rush. Already some 700 have been enrolled, but there is need for more. The work concerned concentrates in the week prior to Christmas.

THE CASE OF THE CONDUCTRESS.

Women have proved efficient on the trams and buses as conductresses. In winter the open air demands a more robust physique than many forms of women's work, but those who are able for the work like it exceedingly well, and naturally seem to thrive upon it. The women on the Edinburgh tramways are said to learn the business of tickets and fares in about ten days or less, and they are paid on the same scale as the men. The work on the buses which ply to the surrounding districts is a little more difficult, with the longer distances and the greater variety of tickets involved. From a week to three weeks is the period that suffices to instruct a woman thoroughly in bus duty. The wages range from 27s. to 33s. weekly. One large firm is utilising women for a variety of other occupations, such as motor repairing in its lighter and simpler aspects, cleaning of cars, painting and upholstering, and timekeeping. In every case the women begin at a wage of £1 a week. Women for this work are engaged as required.

HOSIERY WORKERS.

The war has given a marked impetus to the hosiery trade. Big orders have kept the mills going at high pressure, and there is consequently a labour problem. The demand for women is greater than the available supply. It is, of course, the skilled hand who is in greatest request. The small commencing wage is believed

board, laundry, uniform, and travelling expenses. A small salary is paid to cooks, masseuses, and clerks, but only a comparatively small number of these are required. There are also a large number of women chauffeurs, all of whom must have had at least a year's experience and a thorough training in mechanical work and repairs. Only women who are thoroughly robust and able to rough it under difficult conditions are accepted, and no workers are taken who are not highly recommended by previous employers. At present no difficulty has been experienced in filling any vacancies that occur.

The Common Cause
12-1-17

663b/46 0636

The Educated Woman on the Land.

There was once upon a time a woman who spent her girlhood and youth as daughters at home invariably spent their girlhood and youth, even in the later Victorian Age. The boys of the family were educated and sent out more or less equipped for the battle of life; the girls, if they did not marry, stayed where they were and acquired the difficult art of carrying on such pursuits and occupations as may be carried on in a restricted area, without inconvenience to any other member of the family. When the home was broken up finally, after the death of both parents, a little, a very little, money fell to this woman's share. She was advised to invest it and live with relations. Only one woman in a thousand would have done otherwise, and she was that one. She took a very small farm, investing most of her tiny capital in the venture. For a Londoner this seemed a wild and rash scheme of adventure. No doubt the family foresaw her speedy return, without any investment, to live with relatives. Perhaps the tale might be expected to end that way, seeing that the heroine had little or no practical knowledge, and her relatives may have taken the view that "by this time her life-story was over," as Victorian novelists used to say of women of thirty. If so, their disappointment was complete. The little farm not only paid under her management— it was a striking success! But she set about succeeding with energy. She rose at four o'clock in the morning; she looked after the hot food for the poultry herself; she learned for herself all the arts and crafts of a small farm; she went to hear every lecture on agriculture or horticulture given in her neighbourhood; she bought books and read them at night; she got the best advice on the chemistry of the local soil and the manures it needed; finally, she found time to keep the accounts properly (an art which she had not acquired), and she did not try after impossibilities—she felt her way and tried her experiments on a small scale. Before very long a big London store was paying her an extra penny a pound for her poultry, because it was worth the money. Never could she be got to admit that her success was due to unusual ability—she insisted that she had only learned her business and given her mind to it, and that those who did not, "deserved to starve." But she neglected no opportunity of getting the best up-to-date scientific knowledge she could secure, and she grudged no trouble in carrying it out systematically. Let us therefore own at once that she was unusually able, and that in ordinary times others might hesitate to follow her example. But we have left the Victorian Age a long way behind us, and now the educated woman is entreated to go on to the land in a national emergency. "The lesson to be taken to heart above all others is efficiency," says *The Times*, "for there is now promise of a revival of agriculture and a satisfactory and profitable career for women may be found on the land."

Women are urged in every newspaper to become Food Producers. Every propagandist, it is true, also says that want of housing accommodation and low wages are obstacles to the career. "The cottage question in general, and the tied cottage grievance in particular, are powerful factors," says Mr. E. N. Bennett,"* in driving townwards the population of our villages. A large proportion of our cottages are, in the words of a Royal Commission's Report, "vile and deplorable dwellings, built without any adequate regard for sanitation or the air supply necessary for healthy sleep." Even of such cottages as exist there are not enough. Old cottages decay until they are abandoned; the housing problem in the country was acute long before the war. As for the "low wages," the other outstanding difficulty, it is estimated that 60 per cent. of agricultural labourers were receiving less than 18s. per week before the war, all allowances and extras included, and highly skilled workers, such as the shepherd, seldom got as much as 23s. 9d. It is under these unpromising conditions that educated women are asked to "step in"—not only to increase our food production, but to make what they can of conditions produced by very complex causes during the last hundred years and more. At first sight it certainly looks a formidable undertaking. It is impossible to overlook in these pressing invitations to educated women to come forward, the element too often lurking in an appeal to women's patriotism—the wish to get *cheap* rather than efficient labour. Agricultural problems have been neglected for long, and we have the arrears to pay at compound interest; are we now to use women expensively educated for quite other ends, as stop-gaps? Is it too late even now to begin organising, rather than using up and wasting our woman-power?

At present the only solutions of the housing problems are unsatisfactorily vague. Country houses might, no doubt, be utilised as hostels, if their owners happened to be patriotic enough to lend them, and well enough endowed to move out and live somewhere else; but the supply of country houses seems hardly likely to be equal to the demand. Farmhouse lodgings (another suggestion) sound more promising, but the powers of the farmer's wife to "do for" lodgers are limited; for she herself is hard-worked, and servants are very unwilling to go to service in farmhouses. Building "hutments," though at first it may seem impracticable on the score of labour and cost, might, however, be worth considering; especially where small settlements of women would be able to work over a considerable area.

Experts seem to be agreed that the best way in future of sending out women emigrants to the Dominions will be in groups of twenty or so at a time; each homestead group to be sufficiently numerous, in case of temporary ill-health to carry on the work. The outlay on necessary tools and furniture is much less for one group of a score or so than it would be for a dozen different settlers. One furnace answers for the whole establishment, and one bake-house oven. Again, the great loneliness of life on the land is a serious drawback to girls and women who are quite unused to it. Life in a "bothy" is a much more cheerful matter. We have not been offered, so far as can be seen, any cheaper alternatives; and as our food supply is a vital matter, some solution of the housing problem must be found. Numbers of women are now being specially trained as carpenters, and sent to France to erect hutments there. Some of these women carpenters could be retained to build hutments for women settlers on the land in Great Britain.

There remain all the problems of water-supply, sanitation, stores, and transport. But these are exactly the problems which our Units have tackled successfully in other lands—Serbia, Russia, and Corsica. What one or two isolated women could not undertake successfully, a settlement can carry out by co-operation.

If the settlement of women farm labourers should develop after a time into a co-operative society of women farmers, all the experience gained would be invaluable. In an account which appeared last year in THE COMMON CAUSE of an estate which is divided up among a number of women-farmers, the benefits were described of the central depôt for machinery, and the advantages of clubbing together to buy seeds, tools, and fertilisers, and to send produce to market. In the near future there will probably be many openings for such co-operative farms in the pheasant-ridden counties which have almost ceased to be self-supporting. If the "bothy" scheme contributed to such a result the outlay would be repaid over and over again.

One consideration more. A few score of settlements of educated women-workers, who would be brought into continual contact with the present conditions of village-life, should bring, in their turn, a new and hopeful element into the old problems of which reformers seemed inclined to despair. When educated women were imprisoned in Holloway Gaol, Holloway Gaol bestirred itself at last, and got one or two of its more outrageous defects set right. When educated women, nurses first, and then doctors, took up their places in hospitals and workhouses, evils previously despaired of began to mend. So let us hope that when the educated woman puts herself into the farm-labourer's place, much that was evil and has hitherto been obscure and assumed to be the inevitable, may be seen clearly enough from a new angle, and found not to be in the eternal nature of things, but curable. Two hundred thousand women wanted for the land! God give them good speed!

Nottingham Express
18-1-17

Sheffield Telegraph
18-1-17

Daily Express 6636
8-3-17

WOMEN AND THE LAW.

An old question will be reopened at the annual meeting of the Bar to-day, when the admission of women to the profession will again be proposed. This matter—unlike the admission of women to the ranks of solicitors, which would require legislation—is in the hands of the barristers themselves, and it is their conservatism which has barred the way. So effectually has it done so that when, four years ago, Mr. Holford Knight made his proposal, there were fewer than forty supporters at a meeting attended by four hundred lawyers. It is hardly likely that so considerable an opposition has been worn down. Nor do we think that it can fairly be urged that the merits of the question have really been affected by the war. Women have done valuable work, surpassing all expectation in many cases, but it would be a little difficult to show that it is work which proves an unsuspected capacity for legal work. No shortage of male lawyers, we are told, exists, and if it did, of course it would be impracticable to talk of meeting it by the introduction of women, for they would require about three years to qualify. But we are far from urging that Mr. Knight and his friends should sit down under the refusal of four years ago. There is, on general grounds, a strong case for the plea they are making. If it is urged that women are not likely to make good lawyers, they may fairly retort that, even so, that is a natural incapacity which may safely be left to itself, and is far from supplying a ground for setting up artificial barriers. A more serious objection is that the interests of justice will not be served by introducing a disturbing factor into the atmosphere of Law Courts. That raises a psychological question on which more than one opinion may honestly be held. There are branches of the law in which it is quite possible that women's influence would be a humanising and altogether beneficent one. The question lawyers have now to settle is whether they will take the risk of throwing open the doors in the faith that matters will adjust themselves. There is a widespread opinion that this is one of the reforms that are "bound to come." At least, we are sure that the ladies and their advocates will not be silenced by an adverse vote to-day.

THE LADY GARDENER.

WHAT WOMEN CAN DO OUT OF DOORS.

(By F.R.H.S.)

The other day I was talking with a prominent nurseryman in Sheffield on the subject of labour for gardens. I asked him what his views were on the subject of the lady gardener. His reply was characteristic, and just what I expected. He said: "Lady gardeners have a great future before them if they will only begin gardening at the beginning, and consent to proper training."

Will the would-be lady gardener consent to be properly trained? That is a question of some importance. Unfortunately many aspirants think they can rush into gardening in a minute, and become fully qualified head gardeners in half an hour, but such is quite impossible.

It may be a surprise to some people in Sheffield to know that there is already a big demand for lady gardeners, or, if another name be preferred, we can say for female gardeners. Men are being called up for service, and all others that can possibly be spared are sent into munition factories, thus making labour for gardens of all kinds—market, nursery and private gardens—extremely hard to get. But it is imperative that gardens should not be neglected during the coming season. With food at the price it is, the most must be got off existing gardens, as well as those to be formed on land which has lain idle for the last two years. Sheffield women can greatly help in growing food, if they will only go to work seriously, and I may say that gardening is pleasant work; indeed, for those who have strong constitutions it is one of the most healthy of all outdoor lives.

Training Essential.

Some form of training is almost essential if the aspirant is to be worth her pay later on. It is all very well ladies making up their minds to grow vegetables in their own private gardens by themselves, now that their man has been called up. In most cases they cannot do it; they do not know how to do it; they do not know the elementary principles of gardening; so no wonder their garden is not a success. While very much can be learnt from good books, such are not enough to make a successful gardener, and women who really want to do their bit at a time when their country so sadly needs their aid, would do much better to pocket their private feelings on the matter and offer themselves to some good market or nursery gardener.

Work on a nursery or market garden is hard; that must at once be confessed, but it is wonderfully good training. The women-gardeners have to rough it much as the few men who are left have to do. They have to be out in nearly every sort of weather, so a strong constitution and a proper rig out are necessary. Here the aspirants have to learn to do exactly what they are told, they have to watch closely to see how various things are done, and their own feelings must be laid entirely aside. There are some jobs which they may not think they ought to be told to do, such as wheeling manure on to the land, but they must do them without murmur, for the woman who is particular about what she will and will not do is not one that will get on in gardening. A chance will very soon come for her to show what she is worth. Her employer may want some seed sowing, or a few plants potting on at a time when he has no men to spare for the job. So he will tell her to do it. She will have seen the men doing work of that nature before, and if she is wise she will have noted how it was done. So she uses her knowledge here. Her employer is pleased, he pushes her on, and each little job he gives her is a step in the ladder to becoming a true gardener.

Opportunities.

A few months pass. An urgent call comes from a private gentleman that he must have a gardener to do some work at once. The aspirant's employer does not know what to do; he hasn't got a man to spare. Then he remembers his aspirant. "I wonder if she could possibly do it," he says, and he sends for her. The lady gardener would be foolish indeed, if she said she would not go, because the work was rather hard, and maybe difficult. So she is sent to this private garden, and wins laurels for herself and her employer.

After a year it is time to look out for a regular position under a clever head gardener in a private garden, unless your present employer offers you inducement to stay on with him, by raising your wages. In this direction aspirants should aim high; they will learn a vast lot more if they are under a very clever head man, than if they are under a mere nobody. That, of course, is fairly obvious.

Some women are, of course, far more clever in learning gardening than others; it seems to come to them naturally. In that case it is not too bold a thing to try for a head gardener's post after a year or 18 months of training. Here again the aspirant should aim high, but not too high this time. Lord So-and-So might be willing to take her, but he has acres of pleasure grounds which she is not yet competent to manage. But Sir Somebody-Else only has a good herbaceous border, some shrubberies and a lawn, and all the rest of his extensive garden is taken up with growing vegetable crops. That is the position for her. Vegetable gardens are far easier to manage than pleasure grounds, a point which should be noted.

The above sketch is naturally very brief, but the chances of a woman as a gardener have not been exaggerated. The secret of success is to miss no opportunities, to be always on the alert, willing and eager to do anything that comes along. A start should be made as soon as possible, for the sooner the aspirant gets taken on by a nurseryman or market gardener the sooner she will be a head gardener. Even assuming the war does not last as long as her year of training, I do not think she will be sorry, for gardening out of war-time has, of course, far greater possibilities than gardening in war-time.

While she is being trained, the aspirant can, in her spare time, educate herself considerably by reading good gardening books.

AEROPLANE MAKING.

A particularly interesting branch of munition work is the making of fittings—small metal parts—used in the construction of aircraft. The work is light, and is readily carried out by women once they have received the training required. A special three weeks' course of training under a skilled woman instructress has been arranged by the Women's Service Bureau, which consists in learning how to file up to a template (a metal guide that must be copied with minute exactness), and also how to make tracings for some parts of the work and to measure with a micrometer.

The greater part is semi-skilled employment, but some learn to make gauges and tools for machines, which is more difficult. The workshop is at Chelsea, and when the women have completed their training they are drafted into Government factories.

At the present time there are vacancies for suitable applicants, and the women required are those with a good education, preferably college students, as a most important qualification is a sound knowledge of mathematics. This does not mean merely the ability to multiply and subtract, as some have imagined, but a knowledge of algebra and Euclid and experience in reading decimals, as the gauges have to be read correctly up to the thousandth part of an inch.

The age limit is from eighteen to thirty-five, and good health and good eyesight are very necessary. Most of the work is done standing, and it is, therefore, unsuited to girls who are not strong and tire quickly. The work itself is not actually heavy, and the factory hours are not always long, but vary according to the pressure of work; Sunday is generally a holiday, and usually Saturday afternoons are free as well. It is impossible to state the exact pay that can be earned after training, as this varies according to the amount of work done and the skill required. The fee for the full course is one guinea.

Women who wish to train for making aircraft fittings should write to the secretary, Munitions Department, Women's Service, 58, Victoria-street, S.W., or they can call for an interview between the hours of ten and 1.30 at the same address.

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Daily Telegraph
25. 2. 20.

TRAINING OF WOMEN.

An appeal for £200,000 is being made on behalf of the Household and Social Science Department of King's College for Women, University of London. The department was founded in 1908, its headquarters at that time being in Kensington-square. In 1915 the department was removed to the present buildings on Campden-hill, but, owing to lack of funds, it has been possible so far to erect only two-thirds of the proposed structure. The work of the college has developed so rapidly that the completion of the building has become most urgent. To such a degree has the number of applications for enrolment increased that unless money can be obtained very shortly it will be necessary to refuse large numbers of applicants. Trained women are needed to-day as administrators of domestic matters in colleges and schools, as teachers of scientific housewifery, as housekeepers, managers of canteens or hostels for working girls and women, and in other capacities, and the department now appealing for funds is doing an important work in helping to supply the demand for these women. The expenditure involved is as follows: To complete buildings, £45,000; to endow professorships (hygiene, child welfare, &c.), £32,000; to equip laboratories, £10,000; to library, £5,000; to outstanding liabilities, £8,000.

Yorkshire Observer
19. 3. 20.

WOMEN'S CALL TO FIGHT LABOUR.

SIR,—British women, having faced so many years of sacrifice and struggle to gain their political freedom, and after proving by their splendid service and devotion during the war how worthy they are of this long-delayed privilege, cannot but look with grave misgiving on the trend of political events in our country to-day. It almost looks as if we were in danger of losing that for which we have fought so hard and won at so much cost.

The dawn of freedom came to women at a perilous time in our history, and brought with it far greater responsibility than we had ever anticipated, and it is up to all women to consider whether they are facing those responsibilities with the thoughtful activity our country needs of us.

We are faced to-day with a policy advocated by extremists among so-called Labour leaders, which is as savage in principle as it lacks common sense, knowledge and humanity. We look upon this policy as far too nearly allied with the Bolshevist policy under which yoke the Russian people to-day are undergoing such unutterable suffering and torture. Our sympathies go out to these people, and we learn the lesson from their sufferings to fight this menace to civilisation in our own country with all the determination common to all true British women.

Women demand that they shall have a share in promoting the National wellbeing through the present British Constitution and thus help to hand down to future generations a country worthy of our forefathers and the heroes of recent years who sacrificed life and service in forming and protecting it.

We, therefore, call upon all women to organise at once by joining the Middle Classes Union. This union is non-party, with a definite policy of active opposition to Bolshevism in any form whatever, and to the proposed programme of the extreme Labour Party. Besides which, it deals very practically with many other questions, such as "equitable distribution of taxation," "suppression of profiteering," and is ready to organise so as to maintain essential public services in any emergency.

We appeal to the patriotism of the women of all unorganised classes to co-operate in promoting the common good of our country.

BERTHA BELDON,
Organiser of Women's Section,
Middle Classes Union.
General Buildings, Aldwych, London, W.C.

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icated to his comrades dead and living, and its craftsnship, as well as its reality, may be judged from this *deau*:

If we return, will England be
Just England still to you and me—
The place where we must earn our bread?
We who have walked among the dead,
And watched the smile of agony,
And seen the price of liberty,
Which we have taken carelessly
From other hands. Nay, we shall dread,
If we return,
Dread lest we hold blood-guiltily
The thing that men have died to free.
Our English fields shall blossom red
In all the blood that has been shed,
By men whose guardians are we,
If we return.

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ton Pools. By JOHN DRINKWATER. (Sidgwick and Jackson. 2s. 6d. net.)

DMIRERS of Mr Drinkwater's poems—and no one can uestion his craft and accomplishment—will find in this olume what they expect to find. Some of the poems are

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Collected Poems. By WILLIAM H. DAVIES. (Fifield. 6s. net.)

MR DAVIES'S quiet muse has won its public. The present collection is made by himself.

Worple Flit and Other Poems. By E. WYNDHAM TENNANT. (Blackwell. 2s. net.)

THIS small volume shows finished craftsmanship throughout. In places it has more than that.

Between Doubting and Daring. By JANE BARLOW. (Blackwell. 1s. net.)

A FEW of these verses have real charm. In others the matter is trite and heavily handled.

NOVELS.

Xingu. By EDITH WHARTON. (Macmillan. 5s. net.)

ONE thing everybody knows about Mrs Wharton as a story writer—she is, in the phrase of our small boys, as clever as

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MR MUIRHEAD BONE'S DRAWINGS OF THE WESTERN FRONT.

A GATEWAY AT ARRAS.

(From the second volume of drawings, just published.)

about the war; others are tranquil in spirit. All reach a good level, though none are particularly striking.

Hallow-E'en and Poems of the War. By W. M. LETTS. (Smith, Elder. 2s. 6d. net.)

MISS LETTS is an Irish poet. She has published, before this, good work, but none quite to equal "The Call to Arms in our Street," "The Spires of Oxford" is beautiful, too. Her writing is singularly delicate and exact.

Pelpieap. By ERIC SUTCLIFFE. (Longmans. 3s. 6d. net.)

THESE poems are almost all of them beautiful, and some of them, such as "Narcissus" and "To a Dead Face," are on a very high level indeed. The exactitude and delicacy of observation in their themes would have satisfied George Meredith, while their artistry in the main is simple and perfect.

Allegresse and other Poems. By WILLIAM WATSON. (3s. 6d. net.)

[illegible]

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Moor Fires, by E. H. Young (Murray, 6s. net.), is not quite a successful novel, but it has remarkable, even first-rate qualities. The magic of its moorland background—the mental space, nebulousness, and want of objectivity in it—is really given. It is high praise to say the book has a certain Bronte-esque quality. But it has.

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Romance in a caravan! Lives there a man with soul so dead as never to have longed for life in a little house [illegible]

the caravan is the least convincing part of the story, and gipsy blood but a poor excuse for Phinney's methods. However, the latter's punishment is long drawn out and "fits the crime," and caravan life provides all the romance and sentiment we expect of it. There is real charm about the caravan scenes, and we become acquainted with some attractive characters. Phinney's father, for the most part a quiet onlooker, is a dear person. From the atmosphere of war it is all as remote as possible.

• • • • •

In *Esther Lawes*, by Edgar Jepson (Hutchinson; 6s.), the life of a young English governess in a small West Indian island is carefully portrayed, and with so much detail of each day's somewhat monotonous happenings as to suggest a diary. The island appears to have been unusually unfortunate in its white population, for the whole atmosphere is one of continual quarrels and jealousy amongst rival planters and their families. Deformed Ichabod Walrond, with his riches, superiority, and vindictiveness, is rather of the Sir Richard Calmady type, but not particularly agreeable. To bring matters to a climax incident of a distasteful kind is finally introduced, but even then Esther's unnecessary and quite unlikely marriage somewhat delays the obvious conclusion.

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Mrs Charles Whitham has translated for English readers *Martin Rivas*, the most popular of the stories written by Don Alberto Blest-Gana, the great Chilian novelist, and the translation (6s. net) is published by Messrs Chapman and Hall. It is a story of life in Santiago about the middle of last century, and the hero, a young countryman of sterling character, makes his presence felt in the house of his rich patron in spite of his poverty and his modesty. Practically against her will he wins the heart of the proud beauty he adores—as he thinks, hopelessly. It is a lengthy novel, but gains in interest as it proceeds.

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EXHIBITION OF MR MUIRHEAD BONE'S DRAWINGS OF THE FRONT.

THE EXHIBITION of Mr Muirhead Bone's drawings at the galleries of Messrs Colnaghi and Obach consists chiefly of the series now being published by the authority of the War Office by Messrs George Newnes Ltd. in two-shilling parts, which have already become widely known to the public. The reproduction of the drawings in their published form is so good that the interest of the originals is to some extent discounted. In the present show there are exhibited seventy-six, of which only forty, and those the most important ones, have already appeared in print and have been noticed in our columns. Among the remainder are two interesting little road studies (Nos. 12 and 18) and many little scenes in faint colour of human life at the front. Perhaps the best of those still unknown generally to the public is an extraordinarily clever pencil sketch of a room under the gables of a French farmhouse, where the drawing of the timber beams is of the best quality of the artist's work. The two fine pencil drawings of Amiens Cathedral and the Quai at Rouen have already appeared, and so has the magnificent drawing of the portal at Arras, which is reproduced in this issue. Readers of Balzac will perhaps recognise in this fine gateway a resemblance to the entrance to the courtyard described in Douai in the *Recherche de l'Absolu*. Both of them have the massive quality which betokens a Spanish origin and are a fine echo from the days of the Spanish occupation of French Flanders. It is interesting to note that in Arras, a few hundred yards from this gate, the Anglo-French treaty of peace was signed after the Battle of Agincourt. Of the figure pictures the most striking are those of the "Doctors Waiting for the Wounded" (reproduced in one of our recent issues) and "A Mess of the Royal Flying Corps." The battle pictures we have already noticed. We are informed that this fine collection of original drawings will be housed in the British Museum as the property of the nation. They well deserve it.

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Retrogression and other Poems. By WILLIAM WATSON. (3s. 6d. net.)

THIS is much more of an essay against slipshod writing, and vague "poetic" feeling, than it is a volume of poems. Mr Watson, like George Meredith, believes the ordinary conception of poetry—as embroidery, if not slight perversion, of fact—to be a false one. This in view, he extols Gray she can stick. The only question, indeed, about this last volume of hers is whether it may not be a little too clever—the plots, some of them, use "the last word" in varied directions with such singular adroitness. All the stories are interesting; the collection of them is head and shoulders above the ordinary. We only venture to grumble, and that ever so slightly, at the something wanting in them in feeling because of that standard Mrs Wharton herself set us in her *Tales of Men and Ghosts.*

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Romance in a caravan! Lives there a man with soul so dead as never to have longed for life in a little house on wheels. *Jane's Husband*, by Susan Redgrave (Sampson, Low, Marston, and Co.; 5s. net) was no holiday-maker playing at caravan life, but a true gipsy proud of the bluest of blue of gipsy blood. Jane, alas! belonged to the unromantic conventional middle-class. Her introduction as a second in *Martin Rivas*, the most popular of the stories written by Don Alberto Blest-Gana, the great Chilian novelist, and the translation (6s. net) is published by Messrs Chapman and Hall. It is a story of life in Santiago about the middle of last century, and the hero, a young countryman of sterling character, makes his presence felt in the house of his rich patron in spite of his poverty and his modesty. Practically against her will he wins the heart of the proud beauty he adores—as he thinks, hopelessly. It is a lengthy novel, but gains in interest as it proceeds.

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DRESS CUTTING AND DRAFTING. By M. Prince Browne. Part 1. contains Bodices, Sleeves, and Collar; Part 2. Skirts and Adaptation of Bodice Patterns to Blouses, &c.; Part 3. Tailoring and French Pattern Modelling; Part 4. Adaptation of Patterns to the Cutting-out of Undergarments. Price 1s. each part; four parts in case, 4s.—FIELD & QUEEN (HORACE COX) LTD., Windsor House, Bream's Buildings, London, E.C. [ADVT.]

6636/50

CULTURED WOMEN AS MUNITION MAKERS

A CALL TO NATIONAL WORK.

By THEKLA BOWSER.

THE MERE POSSIBILITY of a State Mobilisation of Women should turn the scale in their decision to undertake regular war work, voluntarily, just as the suggestion of conscription sent thousands of our best men to the recruiting stations.

Are the cultured women, those who have had the advantages of good birth and fine education, going to wait "to be fetched?"

"They have not waited; they are working already," perhaps will be the retort. That is true in a large measure, but there are still hundreds of leisured women who are doing nothing for the war, or are just salving their consciences by knitting a few socks or putting in an irregular attendance at a War Work Depôt.

At the very outset of this article let me quote the words used to men by the late Lord Kitchener: "Be honest with yourself; be certain that your so-called reason is not a selfish excuse."

If in the words that follow I dare to hit out clean and straight from the shoulder, it is because I have seen such sights as are unimaginable to those who have not been within ear-range of the firing line. In France I have dressed the wounds of men travelling from trenches to base, I have seen the extremes of misery and pain and wretchedness borne with indomitable courage by men of every grade in life, and now that I am home, invalided, I can only use my pen as a medium in some poor endeavour to stir the enthusiasm of women who have hitherto felt no call to sacrifice themselves and become regular war workers, going to their task week in and week out until that wonderful day dawns when Peace shall reign once more upon the earth.

The woman with true "reasons" and not "excuses" can read all that I have to say with a clear conscience; she is probably making time from her domestic or other duties to give in knitting or to canteen or war depôt work, and thereby is doing very real and much needed service; but there are still thousands of leisured women who, for want of a better name, may be called "ladies," women of good birth who have lived in comfort, if not in luxury, all their lives, who could take their courage in both hands and offer themselves unconditionally and entirely as munition makers for the "duration of war."

All over the country there have sprung up factories, great and small, where shells and cartridges are being turned out by the million daily. One of the many wonders of the war is the marvellous way in which factories, originally established for absolutely unwarlike purposes, have been converted into munition works.

In a certain country town, for instance, there was a factory where work connected with house-building was carried out. At the very commencement of the war this firm grasped the situation and installed machinery for shell-making. It commandeered, through Government, certain plant in neighbouring factories, and adapted it to war work; it trained its foremen to become foremen in charge of machinists instead of carpenters, and it trained its "hands" in the processes of shell-making. It was not easy, but it was accomplished, and the nation's work went forward steadily.

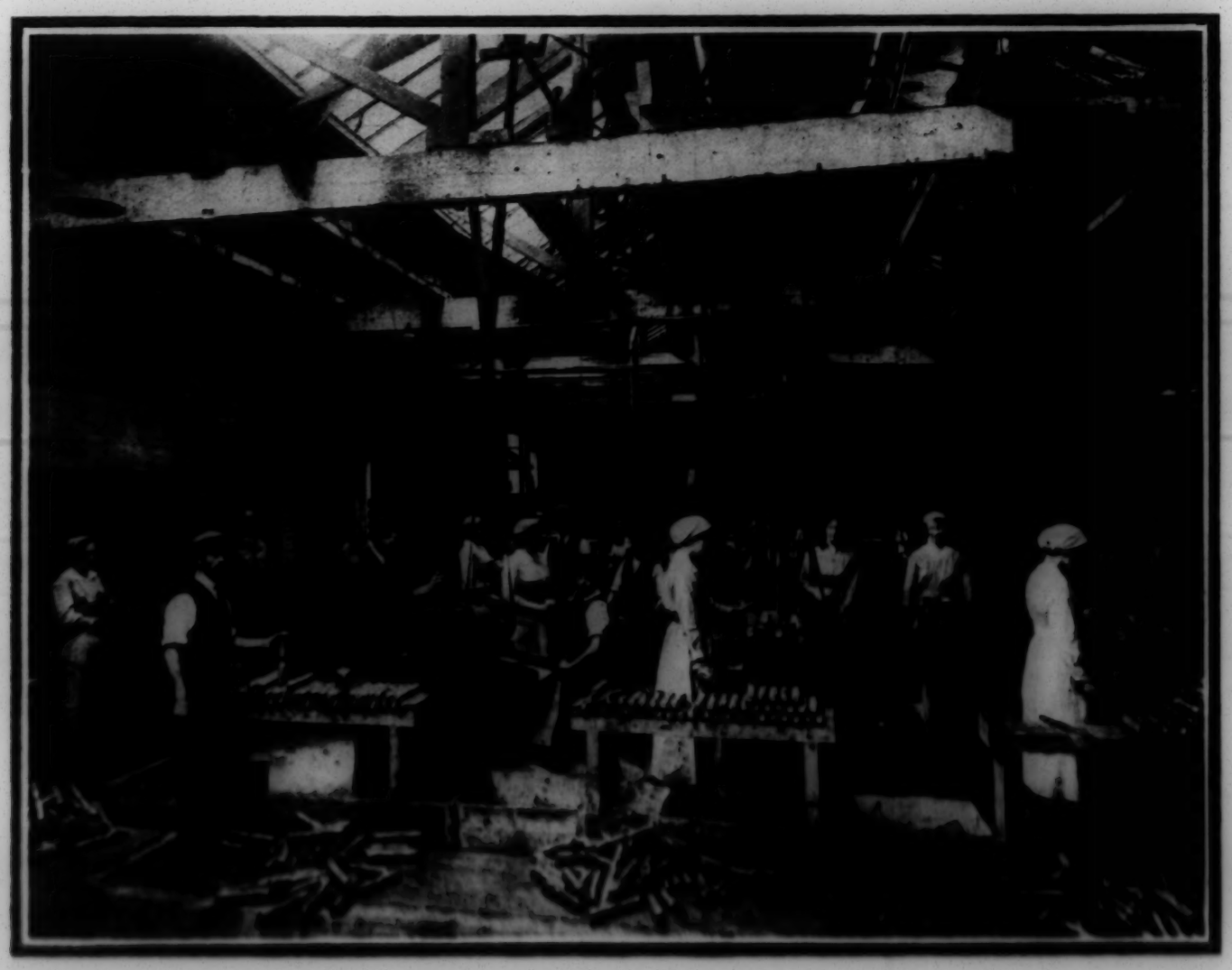
But gradually the men, as and when they could be spared, left the works—they were content to be making the shells—they wanted to be "over there"—while men and their fore-

Shell Inspection.

firm, which is only instanced because it is typical of hundreds of others, wanted more than that from its hands. It wanted enthusiasm, patriotism, conscientiousness, and intelligence.

An inspiration came upon one member of the firm. Where better could these qualities be looked for than in women of the higher grades of society? Ladies, not by courtesy, but by actual birth, by education, by upbringing; women who had had all the advantages that go to make the best type of womanhood, physically and mentally strong, with the love of home and country in their hearts, the earnest desire to be of use, the ability to give them all because they are unhampered by the financial and domestic difficulties which loom about them less fortunate sisters.

The idea was not an instant success, and many women labouring



Use of the Weighing-

kept running without operators? Where were more men to be found? Women already were being employed to a certain extent, but there are so many avenues for the labour of the working woman nowadays that they are not easy to get, nor do factory hands generally bring to their work anything more than the wish to get through the necessary hours which will carry them to a satisfactory pay-day. This

classes; each wore the blue overall and cap which is given out to all workers by the firm.

It was an experiment, and all kinds of prophecies were made; but the originator of the notion held firmly to his opinion, and refused to be disheartened when a great many of his new workers came regularly for a week or two and then decided that they must really "have a rest."

"I will come back later on," they would say plaintively, and probably were astounded when they were quietly told, "Oh no, thanks; if you leave now you will not return."

In these very works there is a clever machine which churns all kinds of old metal into filings, and then pours out the golden dust over a stairway where the "treads" are magnetised. Thus every atom of steel is caught and held, whilst the brass passes onwards to be re-made into shell cases. Just so with the women workers—gradually but surely the work tests and sifts them; those of true and pure steel cling to the magnet, which is nothing more or less than unswerving patriotism.

The refining process is hard and sharp, but it leaves no dross, so that the "ladies" who prove their "grit" are worth twice or thrice as much to the firm as the worker who knows nothing of the joy of working for the work's sake.

Many cultured women who have courageously tried to work in war factories have found the conditions so terrible that they have given it up in despair. That position can be and should be remedied, and in our typical firm there are colonels' wives, doctors' daughters, "county" people who had hitherto known nothing but comfort in their daily lives, who have now worked continuously, day by day, for months and even for over two years. Some of them are still doing the most ordinary work of feeding a machine, or transferring portions of shells from one shop to another, but others have risen to positions of responsibility. No account whatever has been taken of their rank in the social scale, the best qualified women in each shop being taken out and trained as "tool setters." That means that a certain number of machines are put under each one's charge. She is taught how to adjust the "tools" in each machine and how to keep them sharp and in good condition. It is her business to see that all her machines run well, and if one stops or turns out bad work it is her fault.

The gentl woman, surely must bring to bear upon all such work, something more than her scantily-educated sister can do. Once having been taught the actua work, she can use her intelligence, her delicacy of handling the tools, her whole capacity, to keep those machines, not just in running condition, but in the very best order. She will take a pride in having no "break down" amongst her machines, and she will exert herself to the utmost to make them turn out the best work.

The housing problem is a big one, but in this case it has been overcome. At first the workers were forced to live in small, dull dwellings, where they were charged high prices for comfortless accommodation. If people are to work well and especially if they have always been accustomed to the comforts of life, they cannot do eight hours' arduous toil without having suitable conditions in their "off" time. This firm therefore took several large houses, furnished them prettily, and turned them into clubs for their lady workers. Each one pays her share of the cost, but no profit whatever is made, and certain standing expenses are borne by the firm.

A charming house, standing in its own grounds, has been

By THEKLA BOWSER.

THE MERE POSSIBILITY of a State Mobilisation of Women should turn the scale in their decision to undertake regular war work, voluntarily, just as the suggestion of conscription sent thousands of our best men to the recruiting stations.

Are the cultured women, those who have had the advantages of good birth and fine education, going to wait "to be fetched?"

"They have not waited; they are working already," perhaps will be the retort. That is true in a large measure, but there are still hundreds of leisured women who are doing nothing for the war, or are just salving their consciences by knitting a few socks or putting in an irregular attendance at a War Work Depôt.

At the very outset of this article let me quote the words used to men by the late Lord Kitchener: "Be honest with yourself; be certain that your so-called reason is not a selfish excuse."

If in the words that follow I dare to hit out clean and straight from the shoulder, it is because I have seen such sights as are unimaginable to those who have not been within ear-range of the firing line. In France I have dressed the wounds of men travelling from trenches to base, I have seen the extremes of misery and pain and wretchedness borne with indomitable courage by men of every grade in life, and now that I am home, invalided, I can only use my pen as a medium in some poor endeavour to stir the enthusiasm of women who have hitherto felt no call to sacrifice themselves and become regular war workers, going to their task week in and week out until that wonderful day dawns when Peace shall reign once more upon the earth.

The woman with true "reasons" and not "excuses" can read all that I have to say with a clear conscience; she is probably making time from her domestic or other duties to give in knitting or to canteen or war depôt work, and thereby is doing very real and much needed service; but there are still thousands of leisured women who, for want of a better name, may be called "ladies," women of good birth who have lived in comfort, if not in luxury, all their lives, who could take their courage in both hands and offer themselves unconditionally and entirely as munition makers for the "duration of war."

All over the country there have sprung up factories, great and small, where shells and cartridges are being turned out by the million daily. One of the many wonders of the war is the marvellous way in which factories, originally established for absolutely unwarlike purposes, have been converted into munition works.

In a certain country town, for instance, there was a factory where work connected with house-building was carried out. At the very commencement of the war this firm grasped the situation and installed machinery for shell-making. It commandeered, through Government, certain plant in neighbouring factories, and adapted it to war work; it trained its foremen to become foremen in charge of machinists instead of carpenters, and it trained its "hands" in the processes of shell-making. It was not easy, but it was accomplished, and the nation's work went forward, steadily.

SHELL INSPECTION.

ONE OF THE WORKSHOPS.

But gradually the men, fit and well, felt the more urgent call of the guns; they were not content to be making the shells—they wanted to fire them. Older men and those less able than themselves could work these machines, whilst they must get up to the firing line and take their share in the fighting. The firm was only too glad to see their men "joining up," but there came a day when it knew it was up against a huge difficulty. How were the machines to be kept running without operators? Where were more men to be found? Women already were being employed to a certain extent, but there are so many avenues for the labour of the working woman nowadays that they are not easy to get, nor do factory hands generally bring to their work anything more than the wish to get through the necessary hours which will carry them to a satisfactory pay-day. This firm, which is only instanced because it is typical of hundreds of others, wanted more than that from its hands. It wanted enthusiasm, patriotism, conscientiousness, and intelligence.

An inspiration came upon one member of the firm. Where better could these qualities be looked for than in women of the higher grades of society? Ladies, not by courtesy, but by actual birth, by education, by upbringing; women who had had all the advantages that go to make the best type of womanhood, physically and mentally strong, with the love of King and Country in their hearts, the earnest desire to be of use, the ability to give their all because they are unhampered by the financial and domestic difficulties which hedge about their less fortunate sisters.

The idea was set in motion, and many women belonging to county families in the neighbourhood offered themselves as workers. No distinction whatsoever was made between them and the ordinary "hand." Each one was put to the job which seemed to suit her best; each took her place in one of the "shops" side by side with women of all classes; each wore the blue overall and cap which is given out to all workers by the firm.

It was an experiment, and all kinds of prophecies were made; but the originator of the notion held firmly to his opinion, and refused to be disheartened when a great many of his new workers came regularly for a week or two and then decided that they must really "have a rest."

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A charming house, standing in its own grounds, has lately been taken over for this purpose. The old gardener has been kept on so that vegetables may be grown, and an excellent housekeeper manages the catering and work of the club. There is a large dining-room, a very pretty drawing-room, and a quiet writing and rest room. The bed

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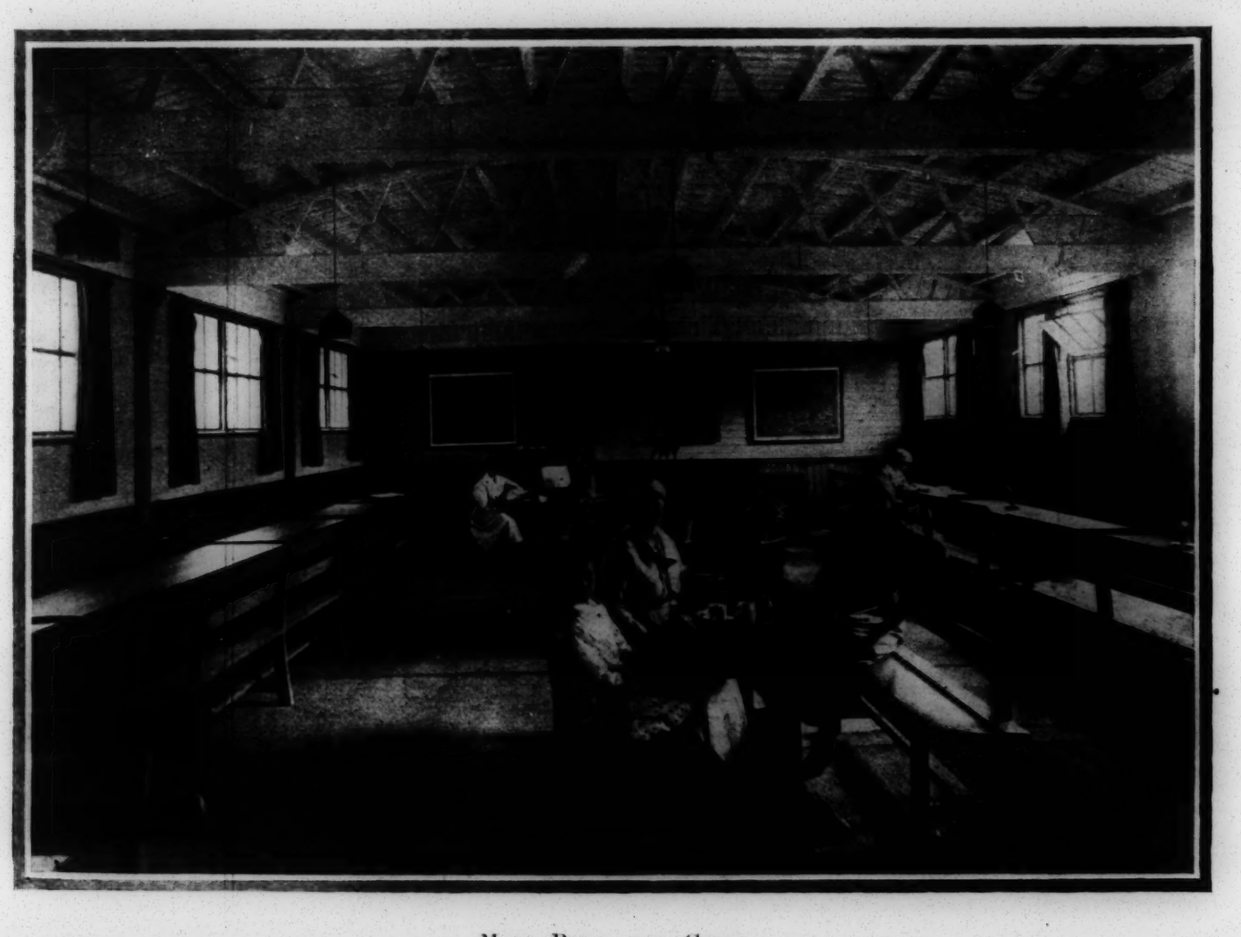
rooms are mostly large, so that two beds are placed in each; but screens or curtains are arranged to give privacy. There is a tennis lawn, and in the drawing-room a piano, so that the workers may "re-create" themselves in various ways.

The shifts are arranged in varying lengths to overcome the awkwardness of going to the works during the night. They are of seven, eight, and nine hours in length, and the work is so arranged that everyone gets a night shift once in three weeks.

Workers enter as probationers for two weeks, and are paid 15s. a week. After that they are guaranteed a minimum of 22s. a week at the rate of 6d. an hour, and are put on piecework, and as they very quickly become proficient their pay increases week by week, so that they earn on the average between 25s. and 30s. per week.

So far women have not been employed in the laboratory of the works., though there is no reason why they should not be, if women who are skilled in metallurgy will come forward; nor are they to be seen in the tool room, where the most exquisite of tools, fine and delicate, are made by highly-skilled workmen. This may all be only a matter of time, for many women have a real taste for engineering, but hitherto have lacked the opportunities of training, so that before long cultured women may be taking their places in the tool room, which is in very fact the heart, the main-spring, of a factory.



Mess Room for Girls.

Many women workers prefer to have their meals in the factory instead of going out for them, and for this reason a most delightful canteen has been established, where a good plate of hot meat and two vegetables is served for fourpence and a cup of tea for one halfpenny. The room is pleasant and the meals are thoroughly well cooked.

A very large part in the life of the factory is played by the Nurse Superintendent, who has under her care every employée. It is to her that the woman worker first applies, and if suitable is engaged by her. The Superintendent puts each woman to the job which she considers most suitable, and no discussions or grumblings are allowed. The worker must be content to do absolutely as she is told, to work cheerfully wherever she is put, and to obey the rules of the factory implicitly.

The health of the workers is remarkably good, but there is an excellent surgery, where all accidents are attended to and where workers report themselves if they are ill. Quietly and unostentatiously the trained nurse, who is the right woman in the right place, has taken over all kinds of great and small tasks which go to the smooth working of things in general. She is a woman of the world, who has travelled and has seen life from various standpoints, and her hospital training is only one of the many adjuncts that make her capable of dealing with the divers problems which present themselves to her in the course of a day. Under her she has three excellent "First Aid" nurses, who take the three shifts and are always on duty in the surgery in turn. During the day the superintendent goes through every shop in the works at least once, but generally several times, and at night the nurse in charge of the surgery goes through the entire works once.

A welfare committee exists in the works, one girl from each shop being elected by her comrades as a member. When it seems desirable to settle any points of welfare the committee calls a meeting and things are amicably arranged. There is a hockey club and there are dancing and games on certain evenings in the mess room.

It is all very interesting and very wonderful because, to put it long such an experiment it has already proved entirely successful

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[illegible] been shown that women munitioners can do the [illegible] that their health does not suffer; that their keen concise, which rings out from the management of many a munitions factory in general, and from the one of which I have been writing in particular.

The cultured women of the kingdom must be honest with themselves and allow no excuses to creep in. Let them look at it fair and square. The men of their own station in life went in their thousands to stand in the ranks to fight side by side with the roughest and lowest of their fellow creatures. What mattered that when they were all fighting for the right? We women cannot go up into the firing line to take the awful risks of warfare, and only a comparative few are able to go and nurse the men within the war zone; but there are hundreds and thousands of leisured women today who have not fully set their hands to the plough, but who could and should serve their country and the peace-loving world, which wants to see the war come to an early but satisfactory and honourable end; they can throw in their lot with these noble pioneers who have already toiled unremittingly at munition making.

The really ordinary "hand" works automatically, and drops out the instant she has an excuse to get free; but the cultured woman will run her machine just as long as it will move, and will get every ounce of work out of it. She has behind her inspiration, enthusiasm, initiative, and she uses the brains and the training which a happy fate has given her. A mighty privilege she holds, and she must realise it.

Shall these ranks be allowed to have empty spaces? One hundred and fifty more women of this class are required *at once* in one factory alone. Will you set *your* shoulder to the wheel? If it be impossible, will you talk about the

A VERY URGENT APPEAL.

READERS of the *Queen* have always responded most liberally to appeals for the wounded, and now an urgent request is made to them. It is for knitted comforts for the Red Cross, for which requests are pouring in to the Countess of Gosford, the demand far exceeding the supply. The Red Cross is asked on an average to supply 90,000 various garments a week, and of these 25,000 are knitted. There is no stock at all of these at present, and when workers fail the authorities are obliged to purchase, which is undesirable both as avoidable use of professional workers' time and of money. So great is the need that it seems justifiable to plead that time which can possibly be spared from other occupations should be given up to knitting for the next few weeks. Many of the things wanted—face washers, for instance—can be knitted by quite little children, or again can be done by busy mortals in the briefest of spare moments, as for the matter of that can the bed socks, which are also very much needed and make the smallest demand on time or patience, on skill or sight. These face washers and bed socks are specially asked for, as are knitted skull caps, gloves, mittens, helmets, day socks, and cardigans. Directions for knitting any of these are procurable from the Central Workrooms, price 1d. each, but to facilitate matters a few of the most urgently needed are appended. Even gifts of ones and twos count up delightfully, so it is earnestly hoped that a very considerable number will find their way quickly into Lady Gosford's store.

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Mufflers

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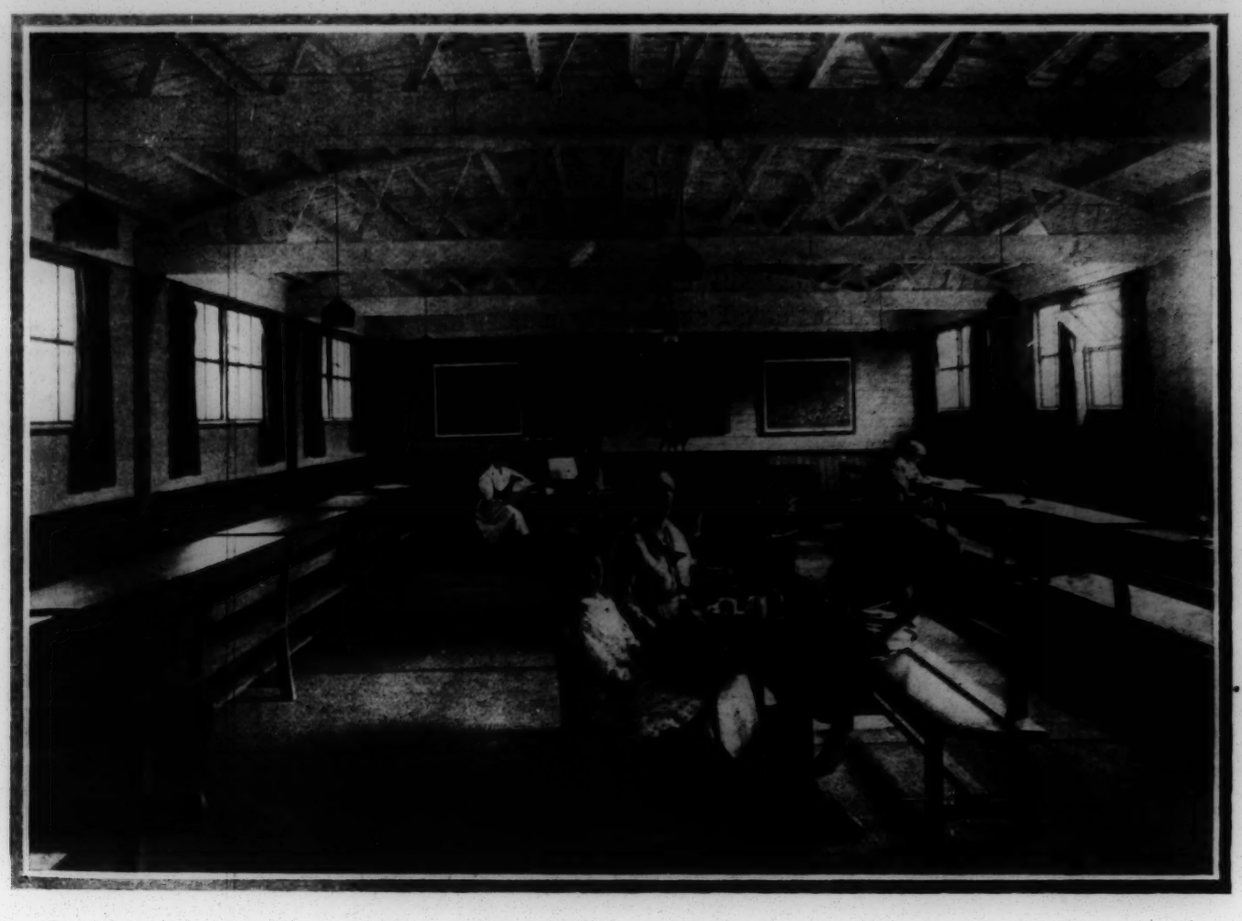

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But the weak link nay, almost the break in this magnificent chain of patriotic work—what is it?

The lack of workers! That is the answer, prompt and

4

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Many a great work of philanthropy has been forwarded by the generous help of our readers, and now we would call upon them for aid in this matter of urgent national

[Photo. Avery.

Another Workshop.

made glorious by the heroes who have fallen whilst answering the call of duty.

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Modern Dogs of Great Britain and Ireland, by Rawdon B. Lee, F.Z.S. Upwards of seventy illustrations in collotype from drawings by Arthur Wardle and B. H. Moore. The Sporting Division (2 vols.), Ten Shillings (fourth edition); the Non Sporting Section (1 vol.), Five Shillings net (third edition). Field & Queen (Horace Cox) Ltd., Windsor House, Bream's Buildings, London, E.C. (Advt.)

6636/52

LORD MASHAM, who has just died, was very little in the public eye, for he led a very retired life apart from all the burning questions of the day. He had very artistic tastes, and was a connoisseur in pictures, making this subject his pet study and hobby. The fortunes of the Masham family were laid by the first peer, formerly Mr Cunliffe-Lister, who had a most successful business career and died a very rich man. His interests in coal and similar concerns were immense, and practically all his projects turned out lucky

for hospitality. They are very musical, and unusually fine music such as is rarely heard in private houses has often been an attraction at 6, Hamilton-place. King Edward's affection for some of the Sassoon brothers, especially Mr Arthur Sassoon, was well known, and during the last years of his life he almost regularly paid a yearly visit to them at Brighton. Mr Meyer Sassoon is of a younger generation, the King's great friend being his uncle. His elder brother, Sir Edward Sassoon, succeeded to another brother's title last year.

many well-known people supporting her e
H. G. Wells, whose utterances regarding attention, naturally enough. The prophet declares that when the Lady Drogheda years on opens a similar exhibition there small differences of detail in spi.e of gr ment.

Lord Stair is amongst the lucky few w allowed to leave Germany for Switzerla

[Hoppé

LADY KATHLEEN HILL.
Only Daughter of the Marquis of Downshire, whose Engagement to Second Lieut. W. H. C. Rolls has just been announced.

cum. He it was who bought the lovely Juvenals Abiev Lady Arughnle's collection at the Stratton Galleries to our exchange system of prisoners of war.

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[Hoppé.

LADY KATHLEEN HILL,
Only Daughter of the Marquis of Downshire, whose Engagement to Second Lieut. W. H. C. Rollo has just been announced.

ones. He it was who bought the lovely Jervaulx Abbey estate, but his son when he succeeded to the title and property did not keep it, preferring to live at Swinton Park, near Masham, a place bearing no comparison in beauty. The new and third Lord Masham is married, but has no children.

Miss Violet Sassoon is going to marry Mr Derek Fitzgerald, of the Irish Guards, Mr and Mrs Eustace Fitzgerald's son. Her people, Mrs and Mrs Meyer Sassoon, had a reputation in pre-war days of giving some of the most brilliant entertainments in London, having in common with many other members of the Sassoon family a genius

Lady Drogheda's aero show at the Grafton Galleries is one of the things to go and see just now, not only from personal interest but from the charitable point of view as well. The proceeds are to be devoted to a war hospital and very worthy cause. Lady Drogheda herself has worked practically night and day over it, and has carried her cause personally many a time. Before her marriage she was Miss Kathleen Pelham Burn and one of the most beautiful girls in Edinburgh. Originality has always been her keynote, and this is expressed in many ways besides the unusual decoration of her London house, in which black is the predominating note. Amongst the

exchange system of prisoners of war.
prisoner early in the war, and has been for
in Germany. During this time his fathe
succeeded to the title soon after he was
Stair is going out to Switzerland to be with her husband. She was Miss Violet Harford, and one of the Rosse family. Lord and Lady Stair have three boys and two girls, their second son carrying out the family tradition and having the name of Hew. It is a common custom with the Dalrymples, and is observed quite as fully by collateral branches. When the present Lord Stair's grandfather was alive he was known by the courtesy title of Master of Stair, there being

Evening Standard
3-7-17

The Pocket-Money Worker.

The position of the "Pocket-money worker" is already being considered by the Women's Industrial Council, aided by the Suffrage societies, as undoubte. if she continues to exist after the war, she will prove a menace to the real woman worker who earns her living by her wages.

Many girls who have never worked before have responded to the call of patriotism and have replaced men, and staffed many of the new wartime Government offices. When the war is over many of these departments will close, while women employees will be replaced by returned soldiers in both Government offices and private firms. Women clerks will be thrown out of work, and the keen competition will lead to lowered wages. If the girl who just works for pin-money still exists she will do serious harm to her sisters by taking a salary that is not a living wage.

The campaign against the "Pocket-money worker" will, therefore, endeavour to explain to girls and their parents the necessity for women standing out for a fair wage.

From the feminist point of view it is a most interesting movement, and deserves the support of every fair-minded woman.

CORISANDE

The Queen

12 7-17

UNREST ON £100 A YEAR.

By MRS MARGARET HEITLAND.

PROFESSIONAL UNREST is rife among the women who have only £100 a year by way of salary. I do not mean to imply that women who receive less are more tranquil in mind; for they are not. But below a certain line of poverty unrest itself is an expensive luxury. Even agitation costs something in stationery, stamps, and locomotion. Therefore the woman who is extremely poor is generally obliged to remain very quiet.

The women on £100 a year are usually well educated. They have brought various ambitions and hopes into professional life, and if those hopes are disappointed, they have enough vigour to make their protest heard.

For two reasons their protests are particularly emphatic just now. The first and main reason is the simple fact that £100 a year does not mean what that income used to mean. It is probably not equal to more than £50 before the war. In 1914 educated competent women felt that they had left the £50 a year stipend behind them ages ago—or (to be more exact) shall we say five-and-twenty years ago. I do not mean to imply that there were not before the war women who were obliged to content themselves with £50 a year. But such women were paid this small salary for work of another kind from that which I have in mind. They were either quite beginners in office work or, if older, they were women of inferior educational and general calibre. They were certainly not women who had taken a degree at any of the universities, or if, quite by exception, they were such, they must have accepted extraordinarily bad terms. By the first half of 1914 the salary of £100 a year had come to be considered a fair starting point for the inspector, secretary, organiser, or other official who had been educated at one of the universities, and had undergone for a few months an initiatory training in her professional duties. Since the outbreak of war, professional women have found themselves, as the years and the months have gone by, receiving actually less and less in all that money can purchase. And while they have been receiving payment on a declining scale, the demand for their work has been increasing. We are often told that the laws of supply and demand adjust themselves automatically where women are concerned. Yet in this case we see the growing demand coinciding with the actually smaller remuneration of labour. This is obviously caused by the want of elasticity in money values.

Prices adjust themselves in some directions, but in others they remain exactly where they were before the war. This is the real crux of the matter. That salaries should remain rigid is by no means disagreeable to the people who pay the salaries. These persons are for the most part also suffering from high prices, and possibly from the rigidity of their own salaries and incomes. If they are not suffering in this way and if they are, indeed, engaged in some business which the war makes profitable, they have no excuse for refusing to pay their women secretaries, clerks, and others, such salaries as may be commensurate with the increased expensiveness of living.

The employments where unrest on £100 a year chiefly shows itself are those which are connected with the promotion of a cause, a form of philanthropy, or some other undertaking which the beneficiaries are not eager to pay for. Hospitals and schools, no less than all the undertakings which are designed to affect thought and opinions, are for the most part unremunerative. There is no money in them.

Not always is it from mean motives that the directors of such undertakings pay their employees poorly. The funds at disposal may be so small that the choice lies between employing few women at moderate salaries, and then overworking them, or paying a larger number of women quite inadequately. There is another reason, however, and a bad one. A great many estimable persons have an idea that any kind of public reformative work ought to be done by means of unpaid labour. The item "salaries" in their statement of accounts is one which they publish with reluctance. "What," they ask themselves, "will our subscribers say if they find that so much of their money is going in salaries? They gave their money to promote our cause; not to make a livelihood for clerks. We must try to cut down our clerical staff and get more of our work done by unpaid volunteers." Reasoning of this sort leads philanthropic societies to commit many sins of under-staffing and of over-working the small staff they do employ.

Reformers are also concerned to offer their own special public benefits on the cheapest of terms. For example, they may be eager to give the daughters of poor parents a first-rate education. The school or college which they provide receives pupils at the lowest of fees. The pupils by virtue of their education are to be enabled to earn good salaries. But the school itself cannot possibly afford to pay anyone a good salary. Its former pupils, if they return to it asking for posts on the teaching staff or as school matrons, stewards or secretaries, are dismayed at the miserable wage they are offered. Hospitals work under very similar conditions. They attain their immediate public aim but not without injury to some members of the working public—more particularly the nurses. Many people would not rob Peter to pay Paul so systematically and with such an untroubled conscience were they not imbued with a secret conviction that a job and jobbery are closely connected, and that work—other people's work, at all events—has no real money value.

People regard other people as tremendously lucky to get a job; and the job those other people do get is always of a "soft" variety. Workers, even when scarce, are only desirable before they are obtained. The very cook who would be such a treasure if we could find her is scarcely worth her wage, when found, and is extraordinarily lucky to get such an easy situation as our own. If we of the ordinary public think thus disparagingly of those who feed us, we are not likely to attach more value to the labours of secretaries, organisers, inspectors, and writers who only do more professionally and consistently what we imagine that we could alter a

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In short, we all tend to beat down the value of other people's work. Solid, tangible things such as cabbages and potatoes, we will pay for if we must; but against the demand for payment for services we stand obdurate. I sometimes doubt whether we should care to pay for a journey were it not that railway and 'bus companies understand our weakness and sell us a ticket that we can handle.

We detest paying for the impalpable. Therefore persons who sell the impalpable, that is to say their work and service, must be exceedingly firm with us. They must fix their own prices. They must say that certain kinds of service, performed by women of certain qualifications, are to be paid for at prescribed rates and that as the purchasing power of the £1 declines, the payment must rise. In the meantime societies and philanthropic pioneers if they cannot afford to pay properly for service must restrict the scope of their endeavours. They must not merely cut their coat according to their cloth; they must be very careful that they are not cutting somebody else's cloth.

Daily mail
26.-9.-17.

CLASSES FOR SOCIAL WORKERS

To the Editor of *The Daily Mail.*

Sir,—May we make known through your columns an experiment in systematic training for voluntary social work? It is a carefully planned part-time scheme to meet the needs of a body of men and women on whose services the State is making increased demands.

A Joint Social Studies Committee for London has been formed composed of representatives of various bodies, which provide general social training, including representatives of the London School of Economics and of the Household and Social Science Department of King's College for Women. The minimum course approved by the committee consists of lectures for two hours weekly throughout the academic session, with about ten hours weekly devoted to practical work. Such a course, though primarily intended to improve the efficiency of voluntary social work, would be admirably suited for public-spirited men or women wishing to prepare themselves for the responsibilities of citizenship and reconstruction in the difficult years which lie before us.

The experience of the first year has been full of encouragement; 45 candidates entered last session for the various courses recognised by the committee. All of these were busy men and women with heavy claims on their time. Several were married women with home responsibilities; others were engaged in responsible social or war work. A provisional committee has been formed to deal with matters connected with the students, and it is hoped as the work develops that a union may be established composed of men and women who have qualified under the approved courses.

The new session will begin early in October, and those wishing to avail themselves of the facilities outlined above will have an opportunity of personal advice and, as far as possible, individual arrangements. Fuller information may be had on application to the Secretary of the Provisional Committee, 11, Marble Arch, W. 1.

E. COOPER PERRY, Chairman, Joint Social Studies Committee.
EDITH LYTTELTON, Chairman, Provisional Ctee. on Social Service.
VIOLET MARKHAM, Hon. Treasurer.
ELISABETH MACADAM, Hon. Sec., pro tem.

The Christian.
11.-10.-17.

Training for Women-Workers.—Many women without family ties, for whom the factory or farming are physically impossible, are looking for a chance of "doing their bit." To meet such cases, free training is being offered in the CHURCH ARMY to women-workers, with salaried posts guaranteed after training. The vacancies it is now seeking to fill, are in many cases caused by the fact that the ranks of workers have been depleted because their men are serving at the Front. Hence the women who come forward to fill the vacant places can feel that they are doing War-work of a very real and valuable kind.

Daily Mail
8/2/15.

WOMEN'S DEMAND TO HELP.

ROUTE OF WAR SERVICE PROCESSION.

Arrangements for the great War Service procession of women through London on July 17 are now well advanced. The route will be:

Embarkment.	Park-lane.
Bridge-street.	Oxford-street.
Whitehall.	Regent-street.
Cockspur-street.	Haymarket.
Pall Mall.	Northumberland-avenue.
St. James's-street.	Embankment.
Piccadilly.	

The procession will assemble on the Embankment at 2.30 p.m. and start at 3.30. Mr. Lloyd George, as Minister of Munitions, will receive the deputation of women after the procession has travelled its course, and the result of the interview with him will be announced to the assembled women.

The deputation will march in the first section of the procession, escorted by 400 girls in white carrying crooks with red roses. In the second section the outside files will carry red flags, in the third white flags, and in the fourth blue. In the remaining three sections all the marchers will carry pennons or flags. There will be a special contingent of nurses.

WOMEN'S DESIRE TO SERVE.

Women of all classes are invited to take part to show their willingness to serve their country. The Women's Social and Political Union (Lincoln's Inn House, Kingsway, London) is organising the procession. One of the organisers said yesterday: "Thousands of applications for war service are pouring in from women in all parts of the country. The number of letters is overwhelming. We are also receiving many letters from women who want to march in the procession. It should be one of the greatest processions ever known. It will consist of women coming in their private capacity and representing individually and collectively the desire to serve the country felt by British womanhood as a whole."

A War Service Meeting will be held today, 3 p.m., at the London Pavilion, Piccadilly-circus, W. The speakers will be M. Emile Cammaerts, the Belgian poet, who will also read a translation of one of his poems, and Miss Annie Kenney. The chair will be taken by Mrs. Pankhurst. Admission is free, but reserved seats, price 2s. 6d. and 1s., can be obtained from Lincoln's Inn House, Kingsway, W.C.

MUNITION SCHOOLS.

The Women's Social and Political Union hope that munition schools for women will, after Mr. Lloyd George has seen the deputation on July 17, be opened at once, as well as munition factories into which women can be drafted as soon as they become proficient.

663 & C

Glasgow Herald
6/7/15

663c/1

MUNITION WORKERS.

POSITION OF UNEMPLOYED.

AMATEURS NOT YET WANTED.

Interviewed last night with regard to the enrolment of munition workers, Mr H. E. Morgan, of the Ministry of Munitions, said that the numbers of men offering themselves for war work were keeping up so well that it was hoped to-day to have a body of not less than 80,000 available. There still existed a great need, however, and the more cases there were to investigate the greater necessity there would be for sacrifices by a certain part of the community. The demand, too, was still larger than the number of men coming forward who would be readily available for war work. Men therefore must go on enrolling in increased numbers and employers be willing to make further sacrifices.

Mr Morgan went on to speak of the proposals which have been made for enrolling the unemployed. We have been pressed to enrol the unemployed, he said, and immediately to place them in positions. We shall certainly do this as far as is possible, but we could hardly give the lodging allowance in such cases, which of course is intended for those skilled men who are breaking up their homes in order to enrol for war work or are keeping two homes in order to do so. We shall, however, endeavour to find unemployed persons something to do, and they should enrol in the ordinary way at the munition workers' bureaux. I am informed that in any case there is a very small number of unemployed about. Going on to speak of the question of co-operation among employers, Mr Morgan said that there were several signs of a growing spirit of co-operation which they were doing their best to encourage. He hoped that such methods would stimulate enrolment.

Asked as to whether amateur or part-time workers were at present being sought for the work, Mr Morgan said he recognised that this question was a burning one among a numerous class of people. "I can only say, however," he went on, "that skilled workers alone are required at the moment, and of all trades millwrights are most urgently wanted. In regard to the former question I may say that I have had several very interesting applications. There is the case, for instance, of a stationmaster, a former skilled mechanic, who with his wife has offered to give up his three weeks' holiday to work on munitions. We have also had a letter from a minister who was at one time a skilled engineer. He wants to help in munition making, but at the same time to be allowed to conduct his Sunday service as usual. There would, I am afraid, be great difficulty in taking advantage of such offers. Enrolment under the present scheme does not permit of conditions being made, and the enrolment itself must be for a period of six months. I am afraid we must say that amateurs are not wanted for the present at any rate, the difficulties of organising and utilising unskilled and casual labour being so immense. The National Register will no doubt meet such cases, and persons of this kind, if they are willing, will be offered the work they best can do."

WOMEN'S DEPUTATION TO MR LLOYD GEORGE.

The management for mobilising the labour of women for the work of munitions and in other directions in order to facilitate the drafting of men to the front is receiving considerable support. It is announced that the deputation which Mr Lloyd George has promised to receive on the question on Saturday, July 17, is to be preceded by a great patriotic procession, which promises to be one of the largest and most imposing demonstrations which even the Women's Social and Political Union (which has the arrangements in hand) has organised. The procession will be representative of women of every class, its object being "to demand the right to serve our country and help to win the war."

"Offers of assistance and co-operation are pouring in from all parts of London and the provinces," Miss Annie Kenney, one of the leaders of the movement, informed a press representative yesterday afternoon. "The women are not 'processing' for the sake of having their names put on a register," she added. "It is a demand that women should be employed in the same magnificent way in which they are utilised in France whether for making munitions, in work on the land, or driving taxi-cabs. There are hundreds and thousands of women in London and other parts of the country who are ready and anxious to undertake work at once to release men to fight the common enemy, which is Prussianism."

Behind Miss Kenney stood a banner—one of many which will be carried in the procession—bearing the words "We will not be Prussianised," and other banners which have been given for the demonstration are inscribed with similarly appropriate mottoes, including "For men must fight and women must work," "Shells made by a wife may save a husband's life," "Women believe in duty as well as rights," and "Let none be the Kaiser's catspaw."

East Anglian
Daily Times
~~Naught~~ 5/6/15

WOMEN AND THE REGISTER

Kingsley lived in happier days than ours, days when men had the work and women the comparatively easy job of weeping, while the harbour bar continued its moaning—a thing not always left to the harbour bar, by the way. But all this is changed. Debarred from the fighting line woman asks to give, as the men have given, of her best to the nation; she tires of playing at tasks that are no use. Many and loud have been the lamentations at the shortness of labour both in town and country, yet strangely enough there has been a great hesitation in filling the gaps with women. As things are to-day, woman suffers intensely at the thought that she may not be doing the utmost possible, and hopes that by the National Register things may be put right and her services be requisitioned in various fields. Goldsmith reflected the opinion of his day when he declared that "women are confined within the narrow limits of domestic assiduity, and when they stray beyond them they move outside their sphere, and consequently without grace." Crabbe pithily summed up the current view by saying that "to the man the world is his heart; to the woman the heart is her world." And so down to a few years ago we apportioned the world to man, to woman the home. Then gradually came a change. We saw women aspiring to enter the different professions, and taking her place in offices, performing work that up till then had been considered essentially masculine. In the face of keenest opposition, she clung on and "made good"; in fact, so much so that she entirely replaced man in certain spheres. In spite of this, however, women were thought to be "like plants in the woods" which derive "their softness and tenderness from the shade," and there were certain limits fixed by public opinion beyond which women did not stray.

But August came, and revolution took place in the ranks of women. Truly their time for a bid for freedom had arrived. They needed no urging, no persuasion to bring them to the point of national service. They stated their willingness to do anything, to go anywhere, if by so doing they freed a man for more serious work. Their one regret is that they have not had that encouragement they think should have been theirs. Mr. Lloyd George truly says "that victory or defeat in this war depends upon the supply of the munitions which the rival countries can produce." Yet, while 40 per cent. of Germany's high explosives and shells are made by women, we, despite all the cry for more labour, employ a mere handful in such work. In Germany, as Mrs. Pankhurst informed an enthusiastic audience on Thursday last at the London Pavilion, women are engaged in various services connected with the war in the following percentages of the total number of workers employed:—

40 per cent. in the making of munitions.
15 per cent. in making harness and leather goods.
50 per cent. in the making of tents and general war equipment.
33 per cent. in the making of drugs.
15 per cent. in the making of surgical instruments.
20 per cent. in the making of glass for field glasses, etc.
70 per cent. in the making of tinned provisions.
75 per cent. in the making of textiles out of which garments are made for war purposes.
70 per cent. in the making of tobacco.

The idea that women are incapable of doing this work is ludicrous, for neither Germany nor France would employ them if such were the case. Mr. Lloyd George himself has told us that "in France a vast amount of work in the way of turning out shells, and especially the delicate work of fuse-making, is done by female labour." Then why have not British women been allowed to do the work that French and German women have been? Small wonder that women are grumbling when they find that in Germany half a million women to-day are engaged in making ammunition, while 70,000 odd women who registered themselves at Easter at

The Aberdeen Free Press
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18/6/15
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WOMEN AND WAR SERVICE.

700 REGISTERED AT ABERDEEN.

Although the number of women who have registered at the Aberdeen Labour Exchange now totals 700, these figures are not considered satisfactory for Aberdeenshire, and the officials hope that the register will be largely augmented in the near future.

This war register is filling an important function, inasmuch as it brings the employer who experiences difficulty in obtaining workers into close touch with all labour that may be available. Already some 300 women have been sent to Dundee to work in the mills and jam and biscuit factories there, while situations as secretaries and clerkesses have been secured for many others in various parts of the country. These, however, have been women who have been in need of employment, and as yet the services of more well-to-do ladies who have signified their willingness to undertake employment so that men may be released to fight, have not been utilised.

Arrangements have now been made whereby a number of the women will receive a short training in agricultural pursuits, so that they may be of use to farmers who find it difficult to secure male labour during the approaching busy season. On Monday a party of women, numbering 20, will be despatched to the farm controlled by the Agricultural College at Craibstone. Their travelling expenses will be paid, and they will also receive a little money for their work. They will receive a week's tuition, and then another party will take their place, and so on until all have undergone a period of instruction.

A communication was received yesterday morning by Mr Duncan, superintendent of the Exchange, inquiring whether any girls used to the fishing industry were available for employment in Canada. They are required for dressing fish and repairing and making nets.

The Queen
26/6/15

The War Service Register.

Many people are waiting with growing impatience for the practical enrolment of women in all the forms of employment which now require workers. The number of women's names upon the War Service Register continues to increase—it is now over 78,000—but only a tiny fraction of the offers of work made are being accepted. Nor (and this is an important point) are many expert women who understand the conditions of certain employments and industries being asked to help in the sifting out of candidates for work and in finding suitable posts for willing workers. There are, for instance, many women who are well versed in agricultural and horticultural matters who should be invited to help women to find scope for their labours in the orchards, the vegetable gardens, and the hayfields. There are others who could draft off women to some of the ammunition and military clothing factories. The personality and qualifications of individual workers can only be judged by personal interview, and therefore by local people. At present the acceptance of war service offers is left too much to London officials, who have not seen the candidates for employment, and this explains why so few offers are accepted.

The Relief Committees.

These committees, which were formed last summer in the expectation that there would be much distress in the winter caused by the dislocation of trade—an expectation which was mainly fulfilled in London—find themselves now almost without business to transact. The Central Committee on Women's Employment in Grosvenor-place is still carrying out various schemes for the training of women and girls; but in the majority of the provincial towns the relief committees, with all their organisation of employment committees, women's employment sub-committees, finance and investigation committees, &c., are left in a state of "splendid isolation," while new committees are in process of formation. The absence of economic distress is a cause for rejoicing, but it appears to be unfortunate that the machinery of these committees, connected as they are with the city or town councils, could not be adapted to the different needs of the present time, chief among such needs being the employing of women and of men above military age for the industries which are now shorthanded.

A Nottingham Enterprise.

In Nottingham, where there has been a certain amount of trade depression, some of the women connected with the local relief committee have found work to their hand. They have formed a Domestic Workers Sub-Committee, and are making it one of their objects to help the poorer women to a knowledge of economical cookery and household management. Miss Dutton, formerly an organiser for the N.U.W.S.S., originated the idea and is actively engaged in carrying out the scheme. The Domestic Workers Sub-Committee not only holds classes for plain and invalid cookery and provides cheap dinners but also supplies mothers with home helps, who manage their family affairs when they are laid aside by illness. Miss Carey, whose labours in Nottingham are well known, is chairman of the sub-committee, and Mrs Arthur Armitage is hon. secretary. The whole organisation is installed at Newdigate House, Castle Gate, which was lately opened for its new purpose by the Duchess of Portland.

way of turning out shells, and especially the delicate work of fuse-making, is done by female labour." Then why have not British women been allowed to do the work that French and German women have been? Small wonder that women are grumbling when they find that in Germany half a million women to-day are engaged in making ammunition, while 70,000 odd women who registered themselves at Easter at one single invitation of the Board of Trade are only being utilised to the number of 2,000 for national service. They have restrained their impatience merely because they realise how critical the shape of the nation is. At last Hope, in the shape of the Register (a measure, by the way, we advocated as early as April last), has come to them, and we can but trust that through it they may be called upon to do the work they are so eager to undertake, and which they could and would do so well. The Minister of Munitions, Mr. Lloyd George, has consented to receive on July 17th a deputation of women eager to serve their country by joining in the work of munition making, and it is hoped that this may be a stepping-stone to their immediate employment. Naturally we would not see a large number of married women employed. Their place is in looking after the home, and seeing that their children are cared for. They also have a sacred duty to the State. Every child born now is an asset for the years to come, and it is a woman's duty to repair the wastages of war. All our remarks concern the single women alone, for we fear the increased employment of married women would bring about a decrease in our birth-rate; and a fast shrinking birth-rate spells a country's decadence. Far be it from us to read into the fact that women are to be registered the idea that it is but a scheme on the part of the Government to silence for a time at least those women so anxious to work. Rather would we think it, and we confidently believe it is, a sign that the country has at last awakened from its antiquated ideas of women and work, and that before long they will call upon them to augment the ranks of labour. Women, by the sacrifices they have made, have shown that they are well fitted to take their share in shouldering the burden under which our country now staggers. Each woman employed enables a man of military age to take service for his King and country; that is her part in the war. No need to worry about what effect the movement will have on our social and economic life in the future; just as water finds it own level, so will matters adjust themselves in due course after the war. The next thing to be done is the thing to do. The greatest crisis of our tesselated history has revealed a need for women to "carry on" men's work. Wherever possible let us see they be given the chance.

Y Le Daily Mail
25/6/15

NATIONAL SERVICE FOR ALL.

MRS. PANKHURST'S OFFER.

WOMEN EAGER TO HELP.

A rousing appeal for national service was made by Mrs. Pankhurst at the weekly war service meeting of the Women's Social and Political Union yesterday at the Regent-street Polytechnic. The object of these meetings is to demand universal and obligatory war service for men and women.

"The greatest need in our country to-day, if we are to play a proper part in this great conflict, is that the nation as a whole shall be organised for national service," declared Mrs. Pankhurst.

Amid the applause that followed a woman's voice in the gallery cried "Votes for Women!" The audience plainly showed their disapproval of the cry, but Mrs. Pankhurst took up the point: "I wish our 'Votes for Women' friend would realise that votes for women and all that votes for women means is at stake in this war. If we lose this war not only is the possibility of votes for women going to disappear but also votes for men will be a thing of the past."

She went on to refer to Mr. Lloyd George's latest speech. "We realise that what we hoped to hear from Mr. Lloyd George has not been said. He did not in his speech lay before us a plan for organising the whole nation, women as well as men. Speaking as a woman, I would like to tell them that women are eating their hearts out in their desire to see their services utilised in this national emergency."

GERMAN WOMEN'S WORK.

In Germany half a million women were making ammunition. It was not a pleasant thought that even in Germany the value of the services of women in war time was recognised more readily than in this country.

Mrs. Pankhurst appealed to the new Government to give the nation a strong lead. "My burning desire is to make it plain to the only people who can deal with the situation that we are ready as a nation to be organised and brought into line. I am perfectly certain that what this country is waiting for is a strong lead. We are hoping, praying, longing that the Coalition Government is going to have the courage to do the necessary thing and organise this nation as a whole to play that part in the war which it is our duty to play."

British women could work and respond now. "We offer ourselves to the Government, and we are prepared to organise the women of the country for them if they like. We are prepared to hold great meetings for women all over the country and enlist women for war service, whether in making ammunition or in replacing skilled men taken from other industries."

She ended amid prolonged applause: "We know we are going to lose this war unless we use women as well as men."

Miss Annie Kenney, who delighted the audience by her plain speaking, poured scorn on the supposed peace talk going on in Germany. "I believe the whole of it is manufactured in Germany for British consumption, and they hope we will be taken in by it."

Another war service meeting of the union will be held in the London Pavilion, Piccadilly-circus, on Thursday next, at 3 p.m. Mrs. Pankhurst, Miss Annie Kenney, and Mme. Clara Butt will speak, and Mme. Butt will also sing the National Anthem. Admission is free, but seats can be reserved at 2s. 6d. and 1s. each on application to Lincoln's Inn House, Kingsway.

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The Newcastle Journal
3/7/15
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WOMEN'S WORK.

Mrs Pankhurst has done more since this war commenced to win the serious regard of British men and women than ever she did by her militant advocacy of the vote for her sex. It was a sacrifice on her part, no doubt, to give up the campaign to which she had devoted so much time and energy, and we honour her and her sisters in the franchise movement for their patriotism in subordinating their desire in that direction to the present welfare of their country, and, more still, for the work they have done in impressing upon women the need that exists for their services in these critical times, and in urging upon the Government the advantages to be gained by the employment of those services. We have already pointed to the part women have played in keeping the ordinary commerce and industry of the country going; but it is evident that not nearly sufficient use has yet been made of female labour in the production of those munitions which it is a vital necessity for us to have in constantly increasing quantities. There is proof of this in the statement made in the House of Commons the other evening, when it was shown that while 87,241 women had registered at the Labour Bureaux under the special registration scheme, only 2,322 had been placed in employment. Satisfactory it is to note, therefore, that Mrs Pankhurst, with her organising power, has taken this matter up, and that she has induced Mr Lloyd George to receive a deputation at the Ministry of Munitions on the 17th of this month. We should have been more pleased if an earlier day had been fixed, for it is an urgent question. In Germany nearly half of the workers in the munitions factories are women, and in France, too, as Mrs Pankhurst, who has been over there, tells us, women who, before the war, had no training, are now making shells and fuses—dealing, indeed, with every process of shell-making from the time the steel leaves the forge to the polishing of the fuse. What women can do in other countries they can do, and, we have no doubt, are willing to do here, for it has to be remembered that every able-bodied man who is employed on work that a member of the opposite sex can carry out equally well is employed to the detriment of the nation. Meanwhile, we would call the attention of women to the appeal which Lord Selborne, President of the Board of Agriculture, has made for help in gathering in the harvest. This is labour no less necessary than the direct production of munitions of war.

Manchester Courier.
July 2. 1915

The Women's Response.

Recruiting for the women's army of munitions workers at the stations along the route of Saturday's procession was obviously brisk, but it will come as a surprise to most people to hear that the number of names given in amounted to the huge total of eight thousand. Mr. Lloyd George's statement that the Government were not at present in the position to employ the part-time worker has, of course, ruled out a considerable number of applicants who have business or family affairs to attend to which render whole time service impossible. Still, there is enough material left for the Government to mobilise immediately to excellent effect, and the fact that offers of immediate work have already been received from contractors by the W.S.P.U. augurs well for a speedy start being made in putting it to the test. So far as the part-timer is concerned, the scheme for holding classes in munition work, just organised by the London County Council, should offer a useful safety valve for letting off her patriotic ardour until she is actually wanted in the factories. A six weeks' course of classes, lasting four hours each day, is offered for the modest fee of half-a-crown, and presumably the times of holding them will be arranged to suit would-be war workers who are otherwise employed in ordinary business hours. There can be no doubt that the utility of the part-timer will be increased out of all knowledge if she goes to the factories as a trained worker instead of a novice. The woman who is at present dependent on her business salary for her living will also, by undergoing this course of training, be enabled to earn good wages from the very start of her career in the munitions factory should she ultimately decide to give up her present position at the country's call.

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Spectator
24-7-15.

Last Saturday tens of thousand of women paraded through the streets of London to express their readiness to serve the nation. The procession included a pageant of the Allies, the most remarkable figure in which was perhaps the lady who represented Belgium. A mourning figure, with a flowing veil of purple and carrying a tattered flag, she marched barefooted. A deputation was received by Mr. Lloyd George, who, after indicating the ordinary prejudices of employers and working men against women's work, said that their work on munitions would end with the war. Meanwhile women whose services were accepted would be paid at the same rate as men for piecework, and for time work a minimum would be fixed.

The Daily Express
6/7/15.

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WOMEN'S RIGHT TO SERVE.

DEPUTATION TO WAIT ON MR. LLOYD GEORGE.

One of the greatest demonstrations by women that have ever been seen in this country will take place on Saturday, July 17, when a deputation, organised by the Women's Social and Political Union, will wait on Mr. Lloyd George, the Minister of Munitions, and demand the right to serve their country, and so help to win the war. It will follow a gigantic patriotic procession which every woman—Suffragette or Anti-Suffragette—is invited to join.

"Had we been trained nine months ago, all we women would have been experts in munition work by now," said Miss Annie Kenney, one of the organisers, to a "Daily Express" representative yesterday.

"Thousands of women are eating their hearts out for something to do, and we want every woman to come along and join our procession, which will form up at the Embankment at 2.30 p.m. on July 17."

Hundreds of women are hard at work embroidering banners for the procession. They bear, among others, the following mottoes:—

We *Will* Make Munitions.
Women's Work Will Save Men's Lives.
Shells Made by a Wife May Save Her Husband's Life.

Some of the most notable women of the day will take part in the procession. Women who wish to join it are invited to send their names to Lincoln's Inn House, W.C.

Edinburgh Evening Dispatch
July 10, 1915

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Women's Work in the War.

The country will endorse every word of encouragement and promise given by Mr Lloyd George to the demonstration of women who are eager to do something of practical value for the successful conduct of the war. The women have shown their courage and grit and good sense in a time of national peril, and the measure of their devotion will be the measure of the nation's gratitude. This is no time to be bound by prejudice, and conservatism, and fears for man's position after the war. Every thought and effort must be given to the one essential purpose, and after the war men and women will gradually fall into their proper places. But we may be sure of this—there will be vital changes; a nation cannot go through this terrific ordeal without having its thoughts and character profoundly modified. And if women continue to play the noble part which hitherto they have played in this struggle, they will not be the losers. This is the testing time of character, and it is character that will rise to the top in the end.

In this country we have been so long accustomed to look upon women's work as necessarily subsidiary that even the shock of the war has not completely aroused us to a full appreciation of the new order of things, and to realise that war changes everything. Too many of us, men as well as women, are still in that state of mind when we imagine that the employment of women question is still an open one, and may remain so indefinitely. We have not yet realised that this is not a matter of may, but of must; not of convenience, but of imperative need. We cannot afford to lose the assistance of a single woman, whether it be in the manufacture of war material or in taking the place of a man who would be better employed in direct service to the nation. Our allies and our enemies, more accustomed than we are to combination of effort in the interests of the State, are already receiving the benefit of the organisation of women's work. Hundreds of thousands are employed in France and Germany, while we are employing but a small fraction of that number, and are only now preparing to organise the vast potential resources of female labour.

In this process, as in that of enlisting the man power of the nation either for fighting or making munitions, we must sweep aside all pre-conceived ideas and ancient prejudices. As there are thousands of men of what are called the "better classes" now doing their day's darg in the humblest and hardest war service, so we shall expect, and may in time demand, that women who have never had any thought or intention of taking part in any sort of war work, in factory or elsewhere, will find the call of conscience irresistible. It is not only the "working woman" whose duty it is to take a practical part in the national effort. There are many young women—the fact cannot be ignored—whose ideas of service have been confined to romantic misconceptions of the value of their untrained services as nurses. They have little or no knowledge of what this work involves, the severe training, the heavy labour and self-sacrifice required of, and freely given by, the splendid women who take a serious view of their calling. These casual young ladies must be prepared to help in any capacity, whether it savour of romance or not. But women in general have been beyond all criticism. It is to the honour of the women whose representatives made their influence felt in high places on Saturday that they have not waited to be asked. They have come forward of their own free will, and have demanded that the Government shall not hesitate to make full use of the woman power of the country.

The Evening News
10/7/15

WOMEN WILL WORK.

Anxious to Take Their Places in the Munition Factories.

Saturday next is the date of the women's munitions deputation and procession. They hope the Government will estabish munition factories into which women can be drafted as soon as they become proficient.

"Experience has taught us," said Miss Annie Kenney to-day, "that intelligent women can very readily learn the necessary processes and can teach others if a rather longer period of training is allowed.

"The Government are spending between £30,000 and £50,000 on advertising for men munition workers whilst we are gathering women in by the hundreds just now for the work without a penny of cost to the country."

Mrs. Pankhurst will be at the head of the procession, and after the deputation has been received by Mr. Lloyd George the result will be announced from a platform on the Embankment.

The Daily Mail
10/7/15

WOMEN AND SHELLS.

THREE WEEKS TO MAKE SKILLED WORKERS.

The War Service Demonstration on Saturday next (organised by the Women's Social and Political Union, Lincoln's Inn House, Kingsway, W.C.) is intended to convince the Government that women are eager to do war work.

"We know there is a shortage of ammunition," said Mrs. Pankhurst yesterday. "Then without delay women ought to be called in to assist. An ordinarily intelligent woman can learn to do skilled work in about three weeks. In France, where they are making shells and fuses, women are earning 8s. 4d. a day after three weeks' training.

"The Government made one appeal only to women. In response 87,000 enrolled. Let the Government start munition factories for women. There are thousands of young women who have recently left school or college who are quite fitted for the light work of a munition factory, and would be only too glad to help their country."

Daily Mail
July 12 - 1915

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WOMEN AND MUNITIONS.

The great procession of 50,000 women through London to-day, besides providing an inspiring spectacle, should offer a magnificent demonstration of the eagerness of women to play their part in winning the war by releasing men for the sterner work of active service. There is so much that women can do, and there are so many women who are longing for an opportunity to do it, if only the way be pointed out to them and the opportunity provided. Up and down the country women workers are already engaged in a thousand ways in the manufacture of war material, from filling shells and cartridges to making straps and khaki suits. But with few exceptions those thus employed are women who were engaged in such occupations, or kindred ones, before the war, and only in very exceptional cases have openings been found on war work for educated women with no factory experience. It is true that in London, and possibly elsewhere, a certain number of volunteer workers are giving their Saturdays and Sundays to munitions work in order to relieve women regularly employed for long hours during the rest of the week, but so far as we know no attempt has been made to extend this arrangement. The tendency in Birmingham and elsewhere, on the part of both Government and manufacturers, has been to discourage or taboo voluntary labour in munitions factories, whether by men or women, a tendency which we cannot help but regard as a mistake. It does not seem to have been sufficiently realised that this war has lasted, and will probably last, a long time, and that factory workers, however willing in spirit, cannot go on indefinitely at high pressure and at abnormally long hours. Sooner or later the two alternatives must present themselves if physical breakdowns are to be averted: relief at week ends by means of voluntary labour; or, the restriction of overtime by closing down the factories and thus reducing output.

But this is by no means the only field in which women can play their part. There are very many occupations which can be satisfactorily discharged by women, and which are now being filled by able-bodied young men quite fit for service in the army. Lord Kitchener and his adjutants have already found it necessary to emphasise the appeal for recruits to the shop assistants, clerks, packers, insurance canvassers, and others employed in light occupations and to point out that these classes have not yielded anything like the same proportion of recruits as have those engaged in harder manual labour and in the professions. Such occupations are obviously those in which women workers can, temporarily at least, take the place of men with a reasonable measure of efficiency, and sometimes with equal efficiency. They are services which, in the main, are necessary to the maintenance of the population and to the preservation of our domestic and foreign trade upon which our ability to pay for the war largely depends, and in undertaking them more widely the women of England will be emulating their sisters in Germany, France, and other of the countries involved, who are doing all they can to keep things going at home while their men are fighting. It is the patriotic duty of every man engaged in these trades, and, indeed, in every other non-munition industry, to offer himself for enlistment if he is fit; it is the duty of every employer to give him every opportunity and encouragement, even at the cost of inconvenience or even some business loss, filling his place for him as best he can while he is away, and undertaking to restore it to him on his return; and it is the duty of every woman who is free and able temporarily to take the place of a man and do his work while he is away, to hold herself in readiness to do so should the need arise. If all these will do their duty—and fifty thousand of the women [illegible] to-day showing their [illegible] Lord Kitchener's appeal [illegible]

The Daily Telegraph. 16. 7. 15.

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WOMEN'S DEMAND TO SERVE THE STATE.

SATURDAY'S DEMONSTRATION

PROCESSION OF 50,000.

To-morrow's procession of women who desire to serve their country is likely to prove one of the most remarkable demonstrations which have been organised in recent years. Thousands of women are to take part in it, including many ladies notable in various spheres of life. Their main object is to lead a deputation to the Minister of Munitions, who has promised to address the gathering from a special platform to be erected in the garden of Munitions Buildings, overlooking the Embankment. But the great demonstration will serve to show the splendid spirit that, as ever at a time of crisis, animates British womanhood. Not only do women desire to serve their country; they demand it as a right.

"War Service for Women," "To make munitions is our right," "We demand the right to serve," "Britain needs the aid of all her sons and daughters in the hour of her trial," "Shells made by a wife may save a husband's life"—these inscriptions from the banners to be carried in the big procession epitomise its spirit and its aim.

ROUTE AND TIME-TABLE.

That the procession will also be highly picturesque goes without saying. Many thousands of Londoners, without a doubt, will turn out to see the Pageant of the Allies, the young girls dressed in white carrying crooks with garlands of red roses, the bands and banners, and to pick out well-known women on the stage, in art, music, medicine, society, and other spheres. Led by a banner-bearer carrying aloft the Union Jack, the procession will form up on the Embankment at 2.30 p.m., and start promptly at 3.30 p.m. The route and approximate time-table will be:

p.m.	p.m.
3.30.—Victoria Embankment.	4.25.—Park-lane.
3.40.—Bridge-street.	4 35.—Oxford-street.
3.45.—Whitehall.	4.50.—Oxford-circus
3.55.—Cockspur-street.	5. 0 —Regent-street.
4. 0.—Pall-mall.	5.10.—Piccadilly-circus.
4. 5.—St. James's-street	5 15.—Haymarket.
4.10.—Piccadilly	5.30 —Northumberland-avenue

Prominent people walking in the procession include: Lady Glanusk, Lady Dupplin, the Hon. Mrs. Henley, Mrs. Waldorf Astor, Lady Colebrooke, the Hon. Mrs. Frederick Guest, Madame Clara Butt, Madame Marchesi, her Highness Princess Sophia Duleep Singh, Lady Butlin, Mrs. Cecil Chapman, Lady Knollys. In all there are to be 125 sections, with 400 women in each, and each section is to be headed by banners and a band. Hundreds of women will join as additional units.

A PICTURESQUE PAGEANT.

Behind the Union Jack bearer will come a military band and a beautifully decorated lorry supporting a large banner with the words, "We demand the right to serve. Deputation to the Ministry of Munitions." Following is to be a large contingent of young girls dressed in white and carrying long crooks with scarlet roses. Then comes the Pageant of the Allies—another detachment of young girls carrying the flags of the Allied nations, and a figure representative of each of the Allies, in the national costume of their womankind. She who is to be the soul of Belgium will be in rags, with bare feet, but she will carry aloft the tattered but still-flying flag of her country. Next to her France, swathed in the Tricolour, with a group of girls wearing the Red Cap of Liberty. After her will come two figures in the peasant costumes of Serbia and Montenegro, with national flags. Russian peasant girls bring up the next section with, in their midst, a girl in white with a white stole, upon which is embroidered the Polish eagle and the word "Poland." Behind Russia will be women of Japan, and Italy's women in Garibaldian costume.

Finally will come Great Britain and her [illegible]. Pictures will indicate the various [illegible]

two figures in the peasant costumes of Serbia and Montenegro, with national flags. Russian peasant girls bring up the next section with, in their midst, a girl in white with a white stole, upon which is embroidered the Polish eagle and the word "Poland." Behind Russia will be women of Japan, and Italy's women in Garibaldian costume.

Finally will come Great Britain and her Dominions. Pennons will indicate the various parts of the Empire, and fair girls will represent the United Kingdom.

Mrs. Pankhurst, Miss Annie Kenney, and other members of the deputation bring up the rear, and women of the general public are expected to fall in behind. The Ministry of Munitions should be reached about 5.30 p.m., and Mr. Lloyd George is to make his speech about six p.m.

Tables for the registration of women willing to help in making munitions will be found at intervals in the following thoroughfares: Victoria Embankment, Westminster, Whitehall, Trafalgar-square, Cockspur-street, Pall-mall, St. James's-street, Piccadilly, Park-lane, Oxford-street, Regent-street, Piccadilly-circus, Haymarket, Northumberland-avenue, and on the Embankment.

POINTS FOR THE MINISTRY.

WAGES QUESTION.

A crowded meeting of women at the London Pavilion yesterday, convened by the Women's Social and Political Union, gave enthusiastic support to the movement for universal and obligatory war service for men and women.

Madame Marchesi opened the proceedings by singing the "Marseillaise."

Mrs. PANKHURST said they were glad to renew their assurance to the women of France that they would stand by them, to the death if need be, in their great struggle for liberty. The Women's Social and Political Union had felt that if the war was to be won, if the freedom of the peoples was to be absolutely secured, it was necessary that the men and women of the Empire should be fully and completely organised in order to take their proper part in the struggle. Their preliminary efforts did not meet with much recognition from the Government or the public, and they much regretted the valuable months that had been wasted.

On Saturday they would offer the services of the women of the country to the Government, and then point out to the Minister of Munitions how those services could best be utilised. An essential preliminary was that the Government should establish some means by which women could be so trained as to render their services of full value, and to this end certain existing agencies should be taken advantage of. It would be suggested that the great technical schools and colleges should be utilised during the holidays for the technical training of women. After that training the Government should open, if necessary, factories in which women could work.

They wanted to tell Mr. Lloyd George that it would be something like a national crime if men were allowed to do this work here, when women could do it and release them for the Army. The difficulties with the trade unionists, some of whom were putting every kind of impediment in the way of women helping, would have to be tackled. The deputation would insist that wherever a woman replaced a man she should have the same rate of wages as her predecessor. (Cheers.) That was a demand the trade unionists had a right to make, and the women supported it. It was not right that women should allow any feeling of patriotism amongst them to reduce the standard of wages. (Cheers.)

MUNITIONS VOLUNTEERS.

TRAINING AT VICKERS

Working women at present employed in munition factories are already fully engaged in producing the largest possible output from the machinery available, and it is felt that their efficiency can only be maintained over a prolonged period by relieving them of overtime, especially of Sunday labour. A scheme has therefore been devised to secure a week-end rest for these factory hands by training educated women of the leisured classes in ammunition work, in order to secure a relieving body who will undertake Saturday and Sunday overtime work.

Arrangements have been made with Messrs. Vickers to train, at Erith, the first of these volunteer bands of educated women. These volunteers, after about three weeks' training, will undertake regular week-end relief work, and so serve the double purpose of helping to keep the factory hands efficient, without encroaching against them, and providing for the much needed Saturday and Sunday free, while at the same time maintaining the output of ammunition. A large house has been taken at Erith, and is being furnished and fitted up as a hostel, with accommodation for thirty ladies, and work is to begin on Monday next.

Full details as to the rates of pay, hours of work, &c., may be obtained from the Secretary, Lesney House, Avenue-road, Erith.

The Daily News & Leader 16-7.15.

WOMEN'S DEMAND FOR WAR WORK.

Great Deputation to Mr. Lloyd George.

PICTURESQUE FIGURES IN THE PAGEANT.

Mr. Lloyd George has promised to address publicly the women who take part in the great war service procession which will support the deputation to him tomorrow afternoon After he has listened to the speeches of Mrs. Pankhurst and other members of the deputation, he will come from his office to the garden of the Munitions Building and from a platform there he will give his reply to the women's demand. Mrs. Pankhurst, at her meeting in the London Pavilion yesterday afternoon, hailed this as a very good augury of the success of their design.

"I believe it is going to be an epoch-marking day for us," Mrs. Pankhurst added; and there is every indication that the demonstration will be the largest and most impressive of its kind that London has ever seen. Along the route there will be tables at frequent intervals for the registration of women for munition work. A colour-bearer carrying the Union Jack, and followed by a military band, will head the procession. Then will come a beautifully decorated lorry displaying a banner with the words, "We demand the right to serve. Deputation to the Ministry of Munitions."

"Unconquerable" Belgium.

Girls dressed in white and carrying long crooks with scarlet roses will precede the great spectacular feature, "The Pageant of the Allies." This will be headed by a banner and a group of white-clad girls carrying the flags of the Allies bunched together. Then will come the tragic figure symbolising Belgium—a dark-haired, barefooted girl, holding aloft a tattered flag. She will be posed to represent Mr. Arthur Rackham's picture, "Unconquerable!"

"France," a girl in white, carrying the tricolour, will march next, with four girls wearing caps of Liberty. "Serbia" and "Montenegro" will follow hand-in-hand—two peasants carrying their national flags. Next will be "Russia," a girl in white, displaying a white eagle and the name "Poland." "Japan," two women in native dress, will follow Russia, with "Italy" next—a Garibaldian supported by four women in national dress.

Great Britain and the Dominions.

Great Britain will wind up the pageant. Girls dressed in white will carry pennons bearing the names of the Dominions. Behind them will march four girls representing the United Kingdom; with "England" (a girl in Greek dress and carrying a bunch of St. George roses) surrounded by peasants of Scotland, Ireland, and Wales.

The main procession, headed by Mrs. Pankhurst, Miss Annie Kenney, and the other members of the deputation, will follow the pageant. It will start from the Victoria Embankment at 3 o'clock, and the deputation is timed to meet the Minister of Munitions about 5.30. It is expected that his public speech will begin at six o'clock.

WAR WORK BY WOMEN.

New Scheme of Training at Erith for Week-end Helpers.

In order to relieve those women who are working seven days a week in munition factories, a scheme has been devised whereby they shall have a week-end rest. Arrangements have been made with Messrs. Vickers to train at Erith educated women of the leisured classes who will volunteer to replace the working women in the various departments of the manufacture of shells.

These volunteers—who should apply to the Secretary, Lesney House, Avenue-road, Erith—will have three weeks' training before being allowed to undertake the week-end relief work, and during this period will do no night duty. The first batch of workers must arrive at Lesney House on Sunday next, not later than 6 p.m., and work will begin the following day. It is proposed to employ the volunteers on shell making in three daily shifts of eight hours each. They will be paid at rates varying from 18s. 6d. to 19s. per week of six shifts (48 hours). Saturday and Sunday rates of pay are on the basis of 9d. for 8½ hours' work.

It is not intended to train the educated

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It is not intended to train the educated women in order to oust the wage-earning women, but merely to relieve them. Those who volunteer must agree to take the week-end work for not less than six months.

Lesnes House, which stands in a large garden, has good reception rooms and large airy bedrooms. The workers during training will be asked to pay their factory wage of 15s. 6d. into a common fund for the necessary expenses, and are asked to bring their own outfit for use in the house.

Low-heeled boots are recommended as the standing at work is tiring. Evening dresses are forbidden.

16-7-15

MARCH OF 50,000 WOMEN.

WHAT MRS. PANKHURST WILL ASK.

TO-MORROW'S TIME-TABLE.

"We know that on Saturday the procession will be a very large one, larger than any before held by women," said Mrs. Pankhurst at a crowded war service meeting at the London Pavilion yesterday. "We feel the time has come when women must assert in an unmistakable way their right to serve."

She gave an outline of what the deputation of women would say at to-morrow's interview with Mr. Lloyd George, who, she said, would afterwards announce his reply to the assembled processionists on the Embankment.

"We want to suggest that our great technical schools and colleges may be utilised during the holidays for the training of suitable women, who themselves would become instructors of women's work. After the training we intend to ask that the Government shall take on itself the responsibility of opening special factories in which women can work. We believe there is certain work being done by skilled men which can be done—as I was told in France—by women after a few weeks' training. We want to say to Mr. Lloyd George very strongly that we think it would be something like a national crime for men—especially trained men—to continue any longer doing the kind of work which women in a few weeks can be trained to do."

The deputation would also say that they particularly wanted the Government to employ women, because it was possible for the Government, and was its duty, to fix a standard of payment. Where a woman did the same work as that which a man had hitherto done she must be paid at the same rate.

"We women are less prepared than the women of France because of false ideas of gentility, because of false standards with regard to woman's place in the national life. But war is a great educator. It has swept away more prejudices in ten months than years of agitation have done. I believe that Saturday is going to be an epoch-making day for us."

THE PROCESSION.

To-morrow's procession of women will assemble on the Embankment at 2.30 p.m. The nearest Underground station is Temple. The march begins at 3.30, and the deputation will be received at 5.30 at the Munitions Office. Mr. Lloyd George will address the processionists about six o'clock from a platform in the garden of the Munitions Office, overlooking the Embankment.

The women's march will be a pageant of colour. There will be 125 sections, and the organisers (the Women's Social and Political Union, Lincoln's Inn House, Kingsway) expect that about 400 women will march in each section. Every section will be headed by a banner. There will be a decorative scheme in red, white, and blue.

As announced in yesterday's *Daily Mail*, a colour bearer carrying the Union Jack will lead the march, followed by a military band. A decorated lorry will carry the large banner inscribed "We demand the right to serve." Then will come girls dressed in white, carrying long crooks with scarlet roses. The "Pageant of the Allies" will follow, in which groups of girls in symbolic dress will represent each of the Allied nations. There will be a nurses' contingent.

The public will walk behind the pageant, headed by Mrs. Pankhurst, Miss Annie Kenney, and the other members of the deputation.

All women are invited to take part in the procession, and are asked to wear white or light-coloured summer frocks. Along the entire route there will be tables for the registration of women for munition work. The route will be:

Embankment	Piccadilly	Piccadilly circus
Bridge st.	Park lane	Haymarket
Whitehall	Oxford st.	Northumberland avenue
Cockspur st.	Oxford circus	
Pall Mall	Regent st.	Embankment
St. James's st.		

OLD LADY'S GIFT.

At yesterday's war service meeting it was announced that an old lady of ninety-four, unable to walk in the procession, had sent a gift of 10s.

The next war service meeting will be held at the London Pavilion, Piccadilly, W., next Thursday, at 3 p.m.

16-7-15

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WOMEN PREPARED.

STILL WAITING FOR WAR WORK.

PAVILION MEETING.

There was a crowded audience at the London Pavilion, Piccadilly-circus, yesterday, when a war service meeting was held under the auspices of the Women's Social and Political Union, the object being to demand universal and obligatory war service from men and women, and to consider various other means of helping the country in this time of war. Mrs. Pankhurst, who presided, suggested that they could not do better than open that meeting with an expression of the deep affection and admiration they had of that great country. The women of this country, and particularly in that meeting, were now called upon to renew their assurances to the women of France that they meant to stand by them, to the death, if need be, in the great struggle of liberty. Ever since the war broke out the Women's Social and Political Union had felt that if this war was to be won, and the freedom of the peoples was to be absolutely secured, it was necessary that the people of our great Empire should be fully and completely organised for the purposes of the war. They regretted that so many months had been wasted, and they felt that the time had now come when women must assert in an unmistakable way their right to serve. When the Coalition Government was formed and the Minister of Munitions was appointed, they decided that the time was ripe to approach that Minister and point out to him that the women in this country were not being utilised for war purposes to the extent they were, not only among our Allies, but also in Germany. They hoped to provide a dramatic object-lesson and sweep away those Early Victorian prejudices that women could only do certain work. She was sorry that women had to advertise the fact that women loved their country, and were eager to serve it. They would urge upon the Government the necessity of establishing special factories in which women could work. Women could do a great deal of work now performed by men after a few weeks' training.

MEN IN AMBUSH.

In France they had a word from the men who stayed behind doing work which women were capable of doing, and that word meant "men in ambush." She welcomed the idea of the National Register of the whole nation, and insisted that it would be something like a national crime if skilled men were allowed to go on doing work which could be done by women. The question had arisen of the status of the women who had become Government servants for the duration of the war. A difficulty arose from the trade unionists, some of whom had selected war time as an occasion to strike, and although there were splendid exceptions, many were putting every kind of difficulty in the way of women being employed in war time.

Many of them might be unconscious of the fact that they were pro-Germans. There was a lack of reasoning power which made them do pro-German work. People who put difficulties in the way at the present time were doing incalculable harm. There was something in the protest that women might be used to reduce the standard of wages which trade unionists had for many years fought to establish, but she wanted the Government to employ women. Where women were replacing men and doing exactly the same work they should be paid at the same rate as men. She did not want any feeling of patriotism to depress the standard of living of women; this would be a bad thing for them.

Mme. Marchesi said that hers was a world of song, but she had an excuse for speaking that afternoon. France and England were one—one in friendship, one in suffering, and one in victory which they all hoped for and expected. That was why the French women were as passionately concerned in the welfare and success of their brothers in arms as any British mothers. She was pleased that the women of England had sent their deputies there to-day to offer their services to the nation. Some of them had gifts for tending the wounded, while others could make things for them, and some could make bullets and help to fill the empty cartridge belts and take their places in the factories. Women could be of material assistance and help here.

Daily Express 16-7-15. 663 e

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WOMEN'S DEMAND TO HELP.

MARCH OF WOULD-BE WAR WORKERS.

RECORD PROCESSION.

The largest women's procession on record will be seen on the Embankment to-morrow afternoon, when thousands of women will assemble to demonstrate their readiness for war service.

The procession, which all women are invited to join, will be in the nature of a pageant. There will be eight sections, including 700 banner bearers, ninety bands, a group of 400 girls dressed in white, and many women wearing the national costumes of one or other of our Allies.

The route of the procession, which will begin its march at 3.30, will be by way of Bridge-street, Pall Mall, St. James'-street, Piccadilly, Park-lane, Oxford-street, Regent-street, Haymarket, and through Northumberland-avenue back to the Embankment.

After the procession a deputation will ask Mr. Lloyd George to accept the women's offer of service and to take immediate steps to organise them for national work. Later the Minister of Munitions himself will address the women from a platform erected in the garden of the Munitions Building, and overlooking the Embankment.

FINAL RALLY.

A final rally before the great procession was held at the London Pavilion yesterday, when Mrs. Pankhurst urged the necessity of organising women to take their part in the great struggle.

"Women are not being utilised here as they are at present in the countries of our Allies and in Germany," she said. "To prevent unnecessary waste of life, women should be put chiefly to the work of manufacturing munitions of war and in other ways serving the country, and so replace men, who would thus be relieved for active fighting.

"We are approaching the Minister of Munitions to furnish an object lesson, as it were, by showing that we are opposed to those Early Victorian prejudices against women doing certain kinds of work. The deputation will urge the Government to utilise many existing arrangements by which women can be trained, such as the technical colleges, which might be used as training quarters during the holidays for women, who in turn could act as tutors to others. The Government might open special factories in which women can be employed.

"I am convinced," Mrs Pankhurst added, "that certain work which is being done by skilled men can be carried out by women after a few weeks' tuition."

A leading article on this subject will be found on Page 4

WOMEN WAR-WORKERS.

VOLUNTEERS TO RELIEVE WAGE-EARNERS.

A practical scheme to employ educated women as war-workers, which will come into operation on July 19, is outlined in a circular which has been sent to the "Daily Express" by Mr. W. H. Cowan, M.P. for East Aberdeenshire.

Arrangements have been made with Messrs. Vickers, it is stated, to train at Erith the first volunteer bands of educated women to enable them to relieve the working women who are at present fully engaged on eight-hour shifts seven days and seven nights a week. These volunteers, after about three weeks' training, will undertake regular week-end relief work, so that the wage-earner may obtain the necessary rest.

Trains will be run from London in connection with the working hours arranged, and a hostel is being furnished at Erith, with accommodation for thirty ladies. Applications should be addressed to the secretary, Lesney House, Avenue-road, Erith.

The London County Council, at the request of the Ministry of Munitions and with the authority of the Board of Education, are about to open certain courses of instruction in engineering workshop practice for workers who already possess a certain amount of mechanical skill and who are willing to go through a six weeks' course of instruction in order to fit themselves to enter munitions factories at the close of [illegible]

MATTERS OF MOMENT.

Women.

The great procession of women, arranged for to-morrow, has been devised as a dramatic expression of their lesire to be allowed to devote their time and talents to the service of the nation. Mrs. Pankhurst certainly has histrionic genius. Thousands of women have registered, and only tens have been employed. Scores of meetings have been held to demonstrate the eagerness of women to serve, but still little or nothing has been done to use the ready enthusiasm. So women of all classes, professions, and ages are to march through the streets with bands and banners and allegorical groups (which experience teaches us will be artistic and appropriate), that all the world may know their loyalty to their country. In the forthcoming interview with the Minister of Munitions, Mrs. Pankhurst will doubtless point out that 500,000 German women are making munitions and that the women of France are working in the nation's ranks. We can imagine her inviting Mr. Lloyd George to look out of his window at the great crowd of her followers, and saying:—"Here are we, employ us!" The women of Great Britain are giving Mr. Lloyd George a fine opportunity to prove his great ability. If he can harness them to the car of State, if he can show them the way, he need fear no more complaints of shortage. The modern woman is strong, self-reliant, trustworthy. England wants all she can give, and she is almost fiercely offering herself.

The women of this country, and particularly in that meeting, were now called upon to renew their assurances to the women of France that they meant to stand by them, to the death, if need be, in the great struggle of liberty. Ever since the war broke out the Women's Social and Political Union had felt that if this war was to be won, and the freedom of the peoples was to be absolutely secured, it was necessary that the people of our great Empire should be fully and completely organised for the purposes of the war. They regretted that so many months had been wasted, and they felt that the time had now come when women must assert in an unmistakable way their right to serve. When the Coalition Government was formed and the Minister of Munitions was appointed, they decided that the time was ripe to approach that Minister and point out to him that the women in this country were not being utilised for war purposes to the extent they were, not only among our Allies, but also in Germany. They hoped to provide a dramatic object-lesson and sweep away those Early Victorian prejudices that women could only do certain work. She was sorry that women had to advertise the fact that women loved their country, and were eager to serve it. They would urge upon the Government the necessity of establishing special factories in which women could work. Women could do a great deal of work now performed by men after a few weeks' training.

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THE FOE OF INDIFFERENCE.

The women of England must follow the example of the women of France and feed their sons' rifles. They also had to fight the foe of indifference. They also had to stimulate the imagination of men till they had visions of German helmets in Hyde Park, a baby nailed to a door at Maidenhead, and a wife kicked out of her bed to march with her baby at Richmond. It was no good crying over spilled milk and the wasted time.

Miss Annie Kenney said that from the beginning of the war they had advocated the internment of every German. She urged the necessity of declaring cotton contraband, so that no more cotton could get to Germany, even if it entailed the purchase of the whole crop of the United States. She also urged that all contracts made with Germany should be cancelled by the war, and that Germans should not be treated as soft-hearted people, but as huge vampires.

To the delight of the audience Mme. Marchesi sang the "Marseillaise" and Elgar's "Land of Hope and Glory."

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The Council will supply all the necessary tools and materials, but workers must provide their own overalls, etc. A small nominal fee of 2s 6d will be charged for the course. Applications must be addressed to the Education Officer, London County Council Education Offices, Victoria Embankment, W.C., and the envelopes should be marked "T.1."

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Evening Standard + St. James Gazette. 6·6

17·7·15.

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WOMEN'S WORK.

MUNITION MAKERS OR LABOUR SAVERS.

By Mrs. ARCHIBALD COLQUHOUN.

To-day's procession of women, organised by the society which has provided so many well stage-managed pageants of the same kind in the past, is ostensibly meant to draw attention to the large number of my sex available for war work.

It is the conviction of some women that unless the sex is forcibly advertised it will get overlooked.

From one point of view they have some excuse. It did not seem possible to persuade the Government of the necessity for interning aliens without all sorts of absurd excesses on the part of the public, and it was, apparently, no use urging the necessity for organising the munition supplies without a Press campaign and a descent to personalities.

On the whole, the best way to get anything done in our country is to make a noise and ask for somebody's head on a charger. From this point of view a procession of women might be justified. Æsthetically, too, there is something to be said for a change from the lines of khaki which now decorate our streets.

Skilled and Unskilled.

As a matter of fact, women in considerable and increasing numbers are employed on all sorts of work connected with supplying the armies in the field, and there is no new principle involved to which attention needs to be forcibly drawn. The main difficulty is the necessary proportion between skilled and unskilled labour, and between workers who can, and workers who cannot be employed for the heaviest tasks.

With the removal of trade union restrictions the employers can take in more and more women, and the deputation might well have addressed itself to the trade union leaders instead of Mr. Lloyd George.

The decision of the National Union of Railwaymen, at their annual meeting, to admit women should give a lead to other labour organisations. It is the only way in which the influx of female labour can be prevented from depressing wages.

Because we still see men employed in many tasks which in Germany or France are performed by women at this time, it is not reasonable to blame the Government or to assume that British women are not doing their share. They are actually helping to nurse the French and the Serbians, while providing in the most complete way for our own wounded.

The task of looking after the wounded alone has, however, been more than she could tackle, although there has never been in France anything like the same proportion of women to whom work of any kind is a novelty. The women of England who now chafe at comparative inactivity are mostly paying the price of belonging to a society which had released a large proportion of its women from all obligation to work.

Manual Labour.

The happiness which many of them have found in hard manual labour is pathetic, but a good number are still trying to reconcile two theories of life. They feel in themselves strength which they want to utilise for the State in making or doing something which will help to defeat the enemy, and at the same time they are, from sheer habit, unable to refrain from using the labour of other women to supply their daily wants. Woman's greatest extravagance is labour, and it is one of the first war economies she must learn to practise. It is not the slightest use to the State for a woman to go out and make munitions if another woman, equally active and strong, must come into her home to supply her place. The true industrial woman does not employ other labour. She is self-supporting in every [illegible]

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When the National Register is taken I hope it will be possible to form local registers of women on whom a call for industrial or any other service can be made with a certainty that they are in a position to supply it. Probably, however, the convinced and able bureaucrat who presides over the labour exchanges will cling to his belief that they are the only possible or necessary agencies for such a redistribution of female labour. It is only locally that it is feasible to deal with the question, for any attempt to move large bodies of women about as mobile labour forces is beset with difficulties. Meanwhile the quiet, unostentatious work of providing substitutes for able-bodied men can also best be proceeded with locally.

There are very few posts which do not bring me letters from women anxious to do more war work. "I am free three evenings a week," "My two daughters would like to hear of some activity they could carry on in our quiet country home," "Do you advise me to come to London?" "Can I be of any use during my yearly holiday of one month?" One's sympathies are all with the applicants, but the difficulty of utilising casual labour—mostly unskilled—is almost insuperable. Experience tells one, too, that few of these workers can be relied on even to keep their proffered toll of hours. The regularly employed, paid worker is on a different plane, and to her we must look to supply the labour market as a whole. My advice to those who, for obvious reasons, cannot recommence life on this footing is to economise in labour. It is quite genuine war work.

Walking in processions seems to me rather an extravagance.

The Ladies' Field 663c/15 663c.
July 14-1915

WOMEN AND MUNITIONS.

THE WAR SERVICE PROCESSION AND DEPUTATION TO MR. LLOYD GEORGE.

THE following letter from Mrs. Pankhurst is being sent to women throughout the country:

PROCESSION AND DEPUTATION TO MR. LLOYD GEORGE ON SATURDAY AFTERNOON, JULY 17TH, 1915.

MADAM,—We are faced by the danger of losing our freedom as a nation. The question is literally one of life and death. If the country is to be saved, women must be allowed to help. The service that they can render is enough to make the difference between defeat and victory in this war.

So grave is our national danger, and so terrible is the loss of precious lives at the Front due to shortage of munitions, that Mr. Lloyd George, as Minister of Munitions, has been asked to receive a deputation and hear women's demand for the right to make munitions and render other war service. Mr. Lloyd George has consented to receive the deputation on Saturday afternoon, July 17th.

Before the deputation is received a great procession of women will march through London in order not only to impress the Minister of Munitions, who, I believe, is with us, but to show the politicians and the men generally, as well as our Allies and the enemy, that British women are devoted to their country and determined to save it.

Will you take part in this procession? I am sure that you will. I believe that women were among the first to realise that this war is no ordinary war, but is the greatest struggle between two opposite ideals—between civilisation and liberty on the one hand and barbarism and despotism on the other—that the world has ever seen or dreamed of.

We in this country must do more than we have yet done to support our splendid Allies, who so far have suffered the worst of the enemy's attacks. We must do more to help our heroic soldiers who have gone out to the Front to win or die. We must do more to maintain British honour and prestige; we must do more to save the liberties which the enemy would destroy. We must do more to save this country and the Empire. In short, we must win.

Will you help? The first thing to do is to join the procession in order that as a result of this great demonstration of women of all classes we may gain our full right to serve.

United with you in the desire to serve and in devotion to our country, to our Allies and to the great cause that is at stake, I am, yours faithfully, E. PANKHURST.

The War Service Procession, we doubt not, will show the spirit in which women approach the work of serving their country and will persuade men that in munition work, or any other, their devotion to Great Britain is equal to the spirit shown by our heroes in the trenches.

The deputation to see Mr. Lloyd George will be representative of women who are anxious to work for their country, who have never done any work because no one had told them how to set about it. Each will be able to say to Mr. Lloyd George that their one desire is to work for all they hold most dear their country and their homes.

They will be able to convince Mr. Lloyd George that they have thousands, nay, tens of thousands, of women behind them, young and middle-aged, who, perhaps, have never needed work, but who, now that the country calls so urgently and insistently, are swept onward by the irresistible impulse that they are wanted. Mrs. Pankhurst will introduce the deputation.

The organisation of this great procession is far enough advanced at the time of writing to make success certain. It will form up on the Victoria Embankment at 2.30 p.m. on Saturday, July 17th. The start will be made at 3.30 p.m., and it will wind its way from the Victoria Embankment through Bridge Street, Whitehall, Cockspur Street, Pall Mall, St. James's Street, Piccadilly, Park Lane, Oxford Street, Oxford Circus, Regent Street, Piccadilly Circus, Haymarket, Northumberland Avenue, returning on to the Embankment.

At present 125 sections, carrying banners and accompanied by bands, have been arranged for, and it will be a procession representative of women of all classes and of all political parties. It will not be representative of Suffrage societies only, but will consist of women who as individuals wish to serve their country. In this and also in the absence of a desire to group women according to their trades and professions, this procession is different from any that have been arranged before.

This procession is to show the nation that women are alive to the great danger threatening us, that they are not only willing and eager, but demand it as their glorious right to serve their country in her hour of danger. Women are convinced that, just as much as the womanhood of our Allies and the womanhood of our enemies, they can learn to make munitions or help in any other war work where labour of a necessity would be scarce, were all men of a military age willing to go and fight.

About 200 banners or more, bearing appropriate mottoes, will be borne by 700 banner-bearers; 300 marshals will march in front of their sections and 400 young women dressed in white will help to arrange one of the special decorative features of the procession; 300 more young women will be selling the *Suffragette*, the organ of the Women's Social and Political Union. A Union Jack will be carried at the head of the procession, followed by a band, and immediately behind will march the deputation which will be received by Mr. Lloyd George as soon as the procession has returned to the Embankment.

The decorative scheme of the procession will be most effective, the colours being carried in flags of red, white and blue alternately, while the flags of the Allies will give different colourings to the pennons of the Union Jack, which will be carried by successive sections.

One of the principal desires expressed by the organisers of the procession is the hope that munition schools for women will be opened at once, and the Women's Social and Political Union also hope that munition factories will be ready into which women can be drafted as soon as they become proficient.

War service meetings have been held, and will be held, regularly every Thursday afternoon at the London Pavilion. At the meeting of July 8th M. Emile Cammaerts, the distinguished Belgian poet, was one of the speakers as well as Miss Annie Kenney, the organiser of the great procession, and Mrs. Pankhurst.

There was much of interest M. Cammaerts had to tell of his beloved country groaning under the yoke of the enemy. Three special points he mentioned, showing what Great Britain's women individually and collectively have done to support Belgium in her adversity. The water in Flanders is specially dangerous for drinking purposes. Sterilisers, costing about £20 each, have been sent over by British women, and no matter how dirty the water poured into these sterilisers may be it comes out clean and wholesome for all purposes.

The Repatriation Committee has begun its work against the time when Belgium will be cleared of the enemy. Time, however, seems long to those yearning for their own firesides. With true insight, the ladies of the Repatriation Committee have hit on a plan to interest and occupy the refugees. They are giving chests to all the women, and just as they would at home fill them with linen clothing and all they require against the time of marriage, those women who have lost everything are already busy building up their homes anew with all they will require when they return.

An amusing incident was mentioned by M. Cammaerts. At Earl's Court a lady of the committee was busy tabulating all the names of the refugees. She chose the dinner hour, sure then of all being present. She came to an Antwerp doctor busy gnawing a bone. She could not understand what he said, so she begged him to write his name down. Gravely he contemplated his bone; there was much good meat yet to be sucked from it. So he presented it to the lady to hold, who just as simply returned it to him to finish his meal when he had written his name. Such little acts of true hospitality, M. Cammaerts commented, do more to endear one nation to another than more heroic measures can do, and they in their multiplicity are invariably the acts of women. LOUISE JORDAN.

The Daily Graphic

17-7-15

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WOMAN'S DEMAND FOR WAR SERVICE.

The Reason of To-day's Procession.

By CLARA BUTT.

London has been the scene of many notable processions of women during recent years, but that which takes place to-day is likely to prove the most striking of all. The object of this demonstration, together with a deputation to Mr. Lloyd George, is to convince the new Minister of Munitions and his colleagues in the Cabinet that, so far as winning the war is concerned, the women of this country mean business. Women of all classes and professions, of all political creeds or none, will join in this public demand to be enrolled for war service.

The women of France are, we know, already fully engaged, not only in carrying on the enormous agricultural work of their country, but also in the vital manufacturing industries, including the production of munitions. (Many Frenchwomen are now earning between eight and ten francs a day in the shell factories, after three weeks' training.) We know, too, that the women of Germany are rendering tremendous service to the enemy. It is estimated that nearly 40 per cent. of the munition workers in the Fatherland are women, and this represents but one of their many spheres of activity.

Registration Failure.

But what of our own country? The position is, quite frankly, the reverse of satisfactory. Some months ago the Board of Trade published an appeal to the women of Britain asking them to register for war work. The response was splendid. Over 80,000 have registered up to the present. Yet, on the Board's own admission, not more than 3,000 of these have been found employment. Taken in conjunction with the fact that the Board's scheme was badly designed (inasmuch as registration at Labour Exchanges failed to attract the educated and professional women, whose time is valuable), it will be seen that the blame for the comparative non-success of the scheme cannot be laid upon the shoulders of the women.

Take the case of agriculture, for example. Although the problem of feeding the nation is of paramount importance, we have no fewer than 13,000,000 of acres under grass at the present moment—potential sources of food supply which, with the aid of trained women, could be made almost immediately productive. Again, it is estimated that of 1,000,000 workers engaged in farming about 50 per cent. are of military age. Here is obviously a splendid opportunity for women to release many hundreds of men for the fighting line. Incidentally, it is worth noting that some 90,000 women are already engaged in agricultural work—a sufficient answer to those who say that women are useless on the land. A three-weeks' training, generally speaking, will qualify a healthy woman for ordinary farm labour.

The Cry for Doctors.

The services of women are equally in demand in the medical and nursing professions—particularly the former. We have it upon the authority of a well-known hospital surgeon, Mr. Stanley Boyd, that some 7,000 medical men are now serving with the colours, with the result that the greatest difficulty is being experienced in meeting the needs of the civil population. "I could place twelve young women graduates at the moment," says Dr. Mary Scharlieb, the famous specialist, "but I cannot get one." Here again prompt action is necessary, for every day sees a further depletion of our male hospital staffs, and the chances for women doctors in the next few years will be such as they have never yet been. There are, without doubt, scores of women ready and willing to undertake the five years' training necessary to qualify as doctors, but they lack the means. Yet there can be no question as to the necessity of encouraging such women to enter the profession. Not only should more hospitals be thrown open to women; fees should be reduced also, or even abolished entirely to meet the crisis. At present it costs approximately £200 in fees, etc., alone to graduate in this country.

The teaching profession has also been hard hit by the war. Thousands of male teachers have joined the colours, and the education of the nation's children—a problem to which we must pay a little more attention than hitherto if we are to capture German trade—is being hampered in consequence. Only last week the London County Council appointed 400 new women teachers, a fact indicative of the general demand throughout the country.

Willing and Waiting.

So far as the non-professional women are concerned, the demand for their services is insistent. The French have found that their employment in munition factories has been highly successful, and that the women possess not only aptitude but also the stamina necessary for the work. That our own women are equally capable I see no reason to doubt. It is worthy of note, in this connection, that in normal times some 7,000 women are engaged in the miscellaneous metal trades of this country, while another 7,000 are employed in vehicle building. In addition to the demand for women's labour in the various [illegible] it should not be forgotten that there will be

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Briefly, then, the problem is one for the Government to solve, and that immediately. The demand for women's services is unmistakable; from all parts of the country comes the cry of shortage of labour. The supply, as I have shown, is there waiting to be drawn upon; the army of women war-workers merely awaits mobilisation. It is for the Board of Trade to move and without further waste of valuable time bring the supply and demand together. Our women are impatient to serve their country, but, in the words of the old adage, "Hope deferred maketh the heart sick."

The Daily Graphic 17-7-15

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PREPARING FOR "THE DAY."

"The Day" for which these busy women are making preparations is to-day, when the big women's demonstration will wait upon Mr. Lloyd George in connection with war work for women. Mrs. Pankhurst and her staff have been inundated with applications from women anxious to take part.

Evening News
17.7.15

Daily Mail

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WHITEHALL AND THE WOMEN.

SIGNIFICANCE OF TO-DAY'S DEMONSTRATION.

By Madame CLARA BUTT.

The women's procession this afternoon bids fair to become historic, since it is at once wonderfully spectacular and of great national significance.

The deputation received by Mr. Lloyd George at his new departmental headquarters will, I feel sure, impress the Minister of Munitions and his colleagues in the Cabinet with the patriotic fervour and devotion to country felt by our women-folk.

For it must be borne in mind that this demonstration is representative of all classes, and is not confined, so far as its personnel is concerned, to any particular organisation.

Although there has been no sign of that hysteria with which we, as a sex, have been credited, it cannot be doubted that the women have fully realised the gravity of the present crisis, not only in the actual theatres of war, but in the less picturesque, though not less important, industrial area also. Hence they are demanding that every facility be given them for training, and that their proffered services be efficiently organised.

In view of the fiasco of the scheme for enrolling women for war service promulgated by the Board of Trade (which registered 90,000 women and has so far found work for about 3,000) it seems necessary to state that no scheme of organisation can prove satisfactory which does not appeal to all classes of women. It requires an expert in each of the various professions and trades to select the right kind of applicant. Trained and untrained, educated and uneducated candidates for employment ought not to be registered indiscriminately. Yet that is what the Board has been doing for months past through its Labour Exchanges.

THREE WEEKS' FARMING.

No one, I presume, will dispute the fact that there is a big demand for women's labour, a demand which, if it is met (as it can be once the Board tackles the problem seriously), must result in the release of hundreds of men for the sterner work of the firing-line.

The last census, for example, showed that in agriculture alone no fewer than 500,000 men of military age were employed. The same returns made it clear that over 100,000 men servants were eligible for the Army, so far as age is any criterion, together with 20,000 motor-car drivers and attendants. In view of these figures it is worth noting that, despite the unattractiveness of the Board of Trade appeal, close on 100,000 women have registered for work to date.

With very short training, these and the many thousands more who have not yet registered could take the places of all those men who have not yet been released for the Army. In the case of agriculture, for example, three weeks' training will be found quite sufficient to transform a girl of average intelligence and physique into a capable farm-labourer. Three months' training will qualify a woman for the driving of motor-cars, whilst menservants, gardeners, grooms, and so on could be replaced in even less time.

Months ago schemes for the training of women for various occupations were placed before the Board of Trade. Nevertheless, with the exception of a class recently opened for the training of girl grocers, and the enrolment of a few girls for agricultural training, the Board have not yet realised the importance of mobilising and training the army of women. Owing to the failure of the powers that be to tackle the matter on business lines, we are faced to-day with a curious situation.

AFTER TO-DAY.

We have on the one hand thousands of women eager for employment; at the same time we have employers complaining of a general shortage of labour. The Oxford Emergency Committee, for instance, reports that there are 228 women out of work in that city alone. Yet from all parts of the Kingdom one hears the call for more workers for munitions, for the land, for shop, office, workshop and factory.

It has been put forward as an excuse in some quarters that there is an objection to employing women. It is difficult to credit this, in view of the undoubted ability of women to do so much of the work that has hitherto been done by men. That there is a reluctance on the part of a few employers is quite possible, but it is by no means general. One can understand the misgivings of an employer who is faced with the problem of replacing trained men by untrained women.

At the same time these same employers could, with a little initiative and foresight, have arranged during the past ten months for the training of as many women as they required. They could have brought their collective pressure to bear upon the authorities with this end in view.

As it is, it has been left for the women themselves to demand [illegible]

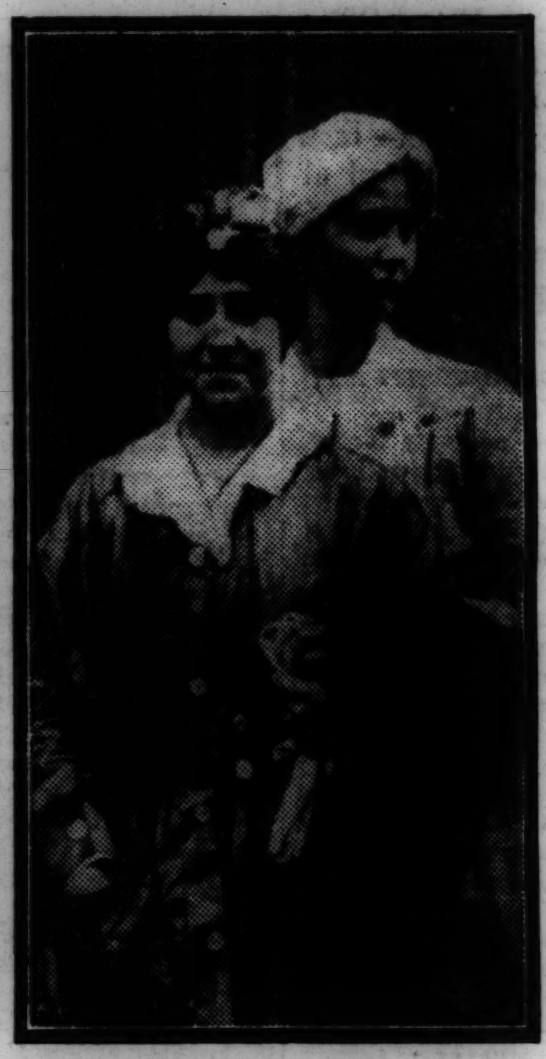
WOMEN'S SHELL WORK.

TRAINING TO START AT ONCE.

Mrs. Pankhurst, leader of the Women's War Service movement, yesterday said: "I have every reason to believe that no time will be lost, and that the Munitions Department will take practical steps to train and organise women for war service.

"We started a war service register of women at the offices of the Women's Social and Political Union (Lincoln's Inn House, Kingsway, W.C.) when we began to organise the procession, and every day papers were being filled up by women volunteers. The lists are now considerable, and these lists will be gone through and classified. The training of women will be started at once."

WOMEN'S WAR SERVICE DAY BY DAY.



Volunteer shell-makers beginning work near London yesterday, and a uniformed woman window-cleaner at Clapham.

WOMEN'S ZEAL FOR WORK.

MRS. PANKHURST ON HOW TO LOSE THE WAR.

With the object of demanding universal and obligatory war service of men and women, a meeting was held yesterday at the Regent-street Polytechnic by the Women's Social and Political Union.

Mrs. PANKHURST, who was in the chair, said that Mr. Lloyd George had not yet told them a plan for every man and woman to be organized and placed on a war footing. Women were eating their hearts out with a desire to see themselves used in war service. If the war was to be won the whole intelligence, energy, and capacity of the nation would have to be utilized. Certain skilled workmen were going to be made available for war purposes, but how was it that during all these months people had not been put into training to take the place of the men? Why had not women been called in as the trade union officials had been? The women had some of the most capable organizers, and if they had only been given one part of the national service they would have done the work well and made no fuss about it. They did not look for place or reward. They only wished to be allowed to serve.

In Germany 500,000 women were engaged in making munitions, and yet of the 70,000 women who registered at the Board of Trade Labour Exchanges only about 2,000 had been utilized for national service. It was 10 times more necessary to have martial law here than [illegible]

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It has been put forward as an excuse in some quarters that there is an objection to employing women. It is difficult to credit this, in view of the undoubted ability of women to do so much of the work that has hitherto been done by men. That there is a reluctance on the part of a few employers is quite possible, but it is by no means general. One can understand the misgivings of an employer who is faced with the problem of replacing trained men by untrained women.

At the same time these same employers could, with a little initiative and foresight, have arranged during the past ten months for the training of as many women as they required. They could have brought their collective pressure to bear upon the authorities with this end in view.

As it is, it has been left for the women themselves to demand action of this kind.

Surely, after the evidence of to-day's demonstration, there will be no more waste of time? Schools must be opened for the instruction of women in munition making, motor driving, engineering, and the hundred and one industries that are necessary and immeasurably important to the nation in the present crisis. Women must have every encouragement and assistance to take up work on the land and in the workshops.

WOMEN LIKE BARKIS.

Moreover every facility should be given for them to enter the medical and kindred professions. The shortage of qualified doctors is already serious, whilst it is estimated that the profession of chemistry could easily absorb 5,000 women this year.

Women have already proved their value as motor drivers, lift attendants, tram conductors, and so forth. They have, with satisfaction to the employer, taken the places of men in offices and shops as well as upon farms. In France they have earned high praise for their work as shell-makers; in Germany some 500,000 women are employed in making munitions.

Every day the war continues the employment of women in all grades and departments of industry becomes more and more inevitable. The women have recognised this, as have many of the employers.

It only remains then for the Government to decide whether women shall be drafted at the last moment into occupations of which they know little or nothing, or whether they shall be permitted to undergo courses of training without further delay.

In a word, the women are willing and are waiting for Whitehall to move.

Volunteer shell-makers beginning work near London yesterday, and a uniformed woman window-cleaner at Clapham.

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In Germany 500,000 women were engaged in making munitions, and yet of the 70,000 women who registered at the Board of Trade Labour Exchanges only about 2,000 had been utilized for national service. It was 10 times more necessary to have martial law here than in France, in order to bring the situation home to them. She was probably the biggest rebel present; she meant by that she had certain ideals of freedom and liberty, to the point of giving her life for them. They offered themselves to the Government and they were prepared to organize the women of the country, to hold great meetings all over the country, and to recruit and enlist women for war service if the Government would let them know. By war service she meant either the making of munitions or replacing the skilled men who had been called upon, so that the business of the country could go on. We were going to lose the war, unless every man and woman was properly called upon to do their share.

The Evening News
17/7/15

THE WOMEN'S MARCH.

Mrs. Pankhurst's Message to "The Evening News."

The weather gave little encouragement to to-day's "war service" demonstration of women. But it did not succeed in daunting the enthusiasm of its participants.

"We want to impress the Minister of Munitions; we want to convert politicians and men generally to the fact that we shall no longer stand aside," was Mrs. Pankhurst's message to *The Evening News*.

"We shall tell Mr. Lloyd George," said another of the leaders, "that women are not only anxious but determined to serve. We are told there is a great shortage of munitions; we want to save the lives of our men.

"We want training schools. Three weeks makes a woman proficient to do munition work in France. The Minister cannot deny that British women are equally capable of similar work.

"To-day, out of 90,000 enrolled women, only some 3,000 have been set to work. No work which a woman can perform to-day should be done by a man."

From an early hour to-day the offices of the Women's Social and Political Union in Kingsway were besieged by delegates from all parts of the country. Women teachers had journeyed down from Scotland, others from Ireland, while there were some from Liverpool, Ipswich, Bexhill, Wales, Somerset, Devonshire, and Newcastle.

Newcastle Journal
17/7/15.

WOMEN'S SERVICE.

The demand of women to serve the State in the present crisis is to be emphasised in London to-day by what is likely to prove one of the most remarkable demonstrations ever organised in that city of demonstrations. Estimates vary, but it is reliably calculated that at least 50,000 women will act as escort to a deputation to the Minister of Munitions, who has promised to address the gathering from a special platform to be erected in the garden of Munitions Buildings, overlooking the Embankment. What Mr Lloyd George will have to say to this deputation we will not try to anticipate, but there are two or three facts in the situation that call for comment. It scarcely needs this demonstration to prove that there is a very widespread desire on the part of the women of our country to lend what aid they are capable of in assisting to bring the war to a satisfactory conclusion. Statistics make that clear, and they also show, at the same time, that that desire has not been met to anything like the extent it might be, large as is the amount of female labour employed now in various capacities, as compared with a year ago. Two circumstances there ahe which mainly account for this, one being that we have not yet drawn upon the manhood of the country to the degree that is possible for military service, and the other that we have only recently commenced in the practical way that should have been adopted many months ago, to organise and make the best of the resources of the nation. Not the least value of to-day's procession, therefore, will be the incentive it will afford to rapid and better organisation. We need only look to what is going on in France and Germany for the proof that there is much work still being done here by men which could be almost as well carried out by women. At the same time those countries afford a lesson to members of the gentler sex on this side of the North Sea, that, however attractive may be the idea of direct assistance in the production of munitions of war, and however laudable may be their desire to render that assistance to make shells, for instance, this work is by no means the only agency of usefulness. If they serve in the field of agriculture or in keeping the other industries of the country going, they are still "doing their bit" for the Flag. They may be doing it even by attending to their ordinary household duties, for, let there be no mistake, there are homes which imperatively demand the constant care of mothers or daughters. This is the danger to be guarded against in the present movement. Just as there are thousands of women capable of going out to work, and who should go out, and for whom places should be found, so there are thousands more who will do their duty by remaining at home in their customary occupations. There is a question, therefore, for the conscience of women, as well as men, at this critical period.

Observer 10-7-15.

WOMEN AND THE WAR.

The procession which will assemble on the Victoria Embankment to-day, and will march to the office of the Minister of Munitions to ask for war service for women should, if the weather be favourable, be picturesque and impressive. The occasion will afford an opportunity for giving visible proof of women's capacity for organisation and their talent for artistic effect. The procession, it is said, will prove by its dimensions the earnestness of women's desire to take a useful part in the work of the nation in this perilous time. Flags and banners will typify their triumphant consciousness of their ability to be of service. Allegorical figures and striking pageants will be there to stimulate the patriotic enthusiasm and rouse the sympathies of the spectators. In accordance with the prevailing custom of such demonstrations, the banners will set forth the aims of this array. "To make munitions is our right"; "We demand the right to serve" will be among the legends thus displayed. They may strike observers as unnecessarily militant and aggressive. But if the processionists' sense of duty to the country finds emphatic expression we must not complain when we have such lamentable evidence as the Welsh miners' strike of the absence of a sense of duty where we might expect to find ardent loyalty and patriotic effort. The intelligent aid thus offered for the work of the war will, of course, be welcome. Already some way has been made in the training and employment of women in munition factories, and opportunities are afforded for women of leisure and those whose activities do not occupy all their time to learn how to be of service to their country.

It may be no harm to remind the deputation which is to wait upon the Minister of Munitions to-day that employment cannot be found in munition works for every woman who may see in those places a field for her efforts. The capacity of factories of the kind for absorbing available labour is limited by considerations of space, by the supply of material, and by the output of which machinery is capable. But there are other useful walks open to women. Nursing the sick and wounded is the first that strikes those in search of women's paramount sphere of usefulness in war time. If that involves a preliminary training too prolonged for those who are eager to be of immediate service, there is still an abundance of opportunity for those with a real desire "to do their bit" in this time of national ordeal. The Registration Act, for example, will create a demand for intelligent workers which should give employment to thousands of educated women. The distribution and collection of the registration forms, and the tabulation of the information which those forms will contain when filled up might in urban districts be done quite as well by women as by men. And beyond the work of helping in the production of war material and aiding public bodies in duties connected with the war, there is a vast field of usefulness for women, whose patriotic self-denial is strong enough to reconcile them to helping in humble capacities, among people whom the war has deprived of the aid upon which they rely in ordinary times. A condition has been laid down by the organisers that the movement for war service for women is not to be used as a means of pulling down wages and supplying cheap labour. That is a wise provision. It would be a misfortune if women who are in circumstances of comparative comfort were to enter into competition with the women who have to work for their living, and if working-women were deprived of employment by the entrance of volunteers into the market. The movement will be helpful if it is directed with the single purpose of rendering service in war time, and if it is directed with wise restraint. It will be worse than useless if it takes to badgering busy Ministers or furnishes new recruits for the ignoble army of carping critics of the Government.

Weekly Dispatch 663c/22 663c

18-7-15

"WOMEN CAN HELP US T

MUNITION MINISTER'S FINE SPEECH YESTERDAY.

50,000 Women Already Making War Munitions.

EQUAL PAY FOR EQUAL WORK.

Mr. Lloyd George at the Ministry of Munitions made an important speech yesterday afternoon in reply to a deputation headed by Mrs. Pankhurst and representing millions of women besides the 50,000 who marched through London streets in a magnificent procession.

The chief points in his speech were:—

"Without women victory will tarry.

"We have 50,000 women turning out munitions of war.

"500,000 women are turning out munitions in Germany.

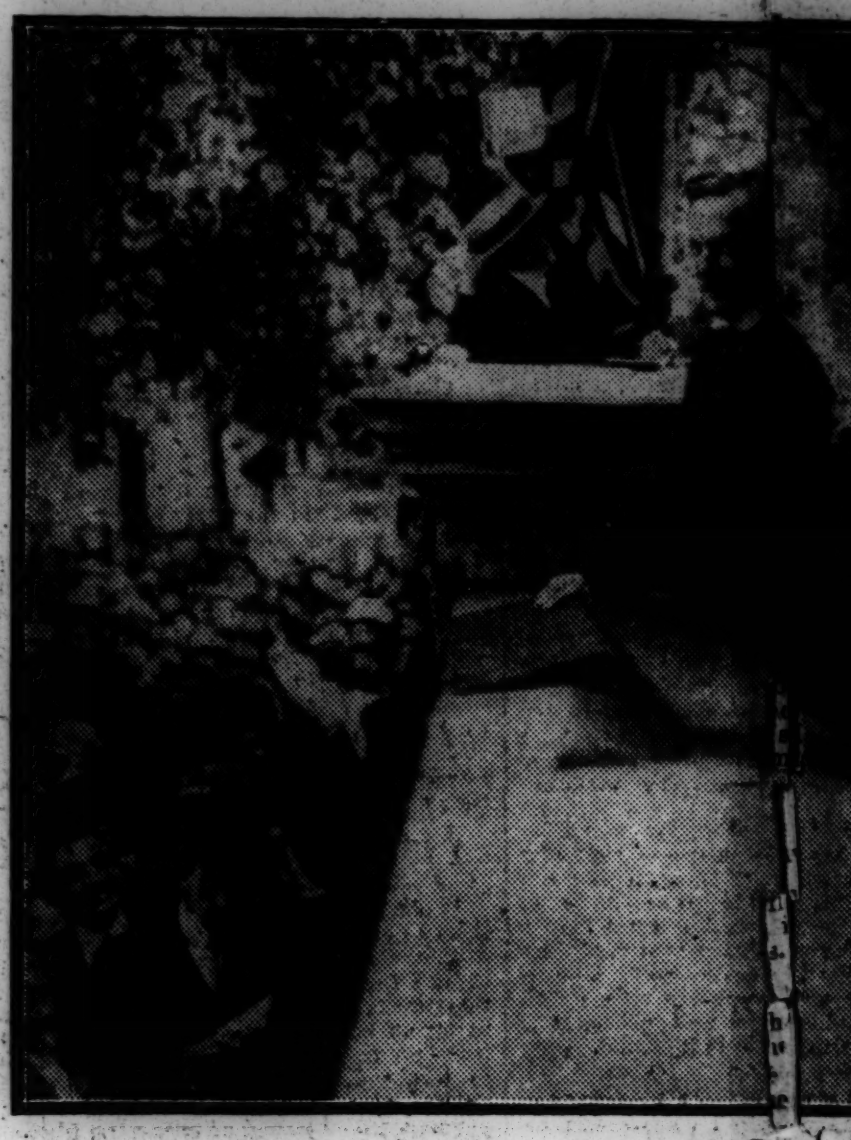
"Whoever comes forward must be prepared to give the whole of her time.

"A woman shall be paid exactly the same price as a man for piece work.'

The procession was the women's way of demanding the right to serve their country in this grave hour of crisis by assisting in munition making and other war service.

Though the weather was unfavourable to the original idea of the demonstration, which was that of a white pageant, the procession triumphed over the rain and was a great success.

As a masterly achievement in organisation the march of the women did credit to Mrs. Pankhurst and her army of marshals. Their reception by the large crowds which assembled to see the procession pass was very cordial and at intervals there was loud cheering.



"The women of this country can help, and help enormously," Mr. L... seen applauding

In his main speech Mr. Lloyd George said: "Permit me to congratulate you on the very fine procession which I have had the pleasure, with my colleague, Mr. Winston Churchill, of witnessing this afternoon. If any additional proof were required of the organising capacity of women, of which I have been a victim in the past, I could say it was amply demonstrated by that procession to-day. It was uncommerely the trade union prejudice but the conservatism—I am not speaking politically—of the business man. He has been accustomed to see men turn out that kind of work and you cannot persuade him that women can do it just as well and in fine, delicate work of this kind can do it really better than men. You have to persuade him of that fundamental fact to begin with, and also to get rid of the apprehension of the working man, who is in a day. It is not merely that there are prejudices to get rid of, but there are other things to consider. First of all, in this country you have got to get the proper machinery for the turning out of your shell and your material. The first thing that we have got to do is to equip ourselves for an adequate supply of lathes, machinery, and tools for the purpose of turning out work of this kind.

A VERY IMPORTANT MEETING.

"We had a very important gathering in this room a couple of days ago, when we had all the great machine tool makers of this kingdom present, and to that meeting we intimated that we proposed to assume Government control of all machine tool-making shops in this country. They accepted it readily, and for the next few months all the energies of these great shops will be devoted to the turning out of the necessary lathes and machinery for enabling us to increase the output of war material.

"All that takes time. If it is done too hurriedly it would not be done well, but I

piece of work she t...out; fectly fair. It would be say, half a crown to...n do 1s. 6d. to a woman, we ha... pay exactly the same ... piece work to wom... to Pankhurst asked a ... She wanted the same ... for time work."

Mrs. Pankhurst ... cause there are ve... that women now wo... fo... ployers are being sw... several cases brought ... re...

Mr. Lloyd George ... All now are going to be... control. It is quite ... get along, I think, wi... as tical control of all ... tre... ments for turning ou... ni... and the Government ... se... is no sweated labour ... or... women will be unski... and they cannot quite ... work as the men, who ... a long time; therefore ... ca... same time rate, but ... to give.

"But Mrs. Pankhu... pe... in insisting that wh... wages should be, it s... h... of wages and a fixed ... guarantee that we s... o... services of women ... t... labour. That is what w...

"Women are prepa... o... services to the natio... a... very grave and serious ... are willing to do their... got those of whom th... ing in the trenches and ... lives and they are unh... not doing something ... anxious to help. T... country can help and h...

"I believe that t... through to victory. Without them victory ... victory which tarries ... whose footprints are f... We want to shorten th... life, and that life whic... and diminishing the ... which war brings. Thi... tion of women in life, ... they are discharging t... ward at the present mo... the brave men who ar... the trenches, 'If you... because you have not e... we will help.' On beh... of Munitions I thank ...

Mrs. Pankhurst exp... the deputation to Mr...

THROUGH TO VICTORY."

—MR. LLOYD GEORGE.

...sly," Mr. Lloyd George in his speech yesterday. Mrs. Pankhurst is ...auding.

she t put; that is per- It wou be fair to give, own to doing that and oman we have agreed to the s ate of wages for wom to men. Mrs. ked a nore than that. he sa of wages even k."

khurst asked that be- are ve ve complaints now wo for private em- being sw. I have had brought re me."

George ll these shops ng to be Government is quite sible for us to hink, wi assuming prac- of all reat establish- rning ou itions of war, vernment see that there d labour or some time be unsk and untrained nnot quic out as much men, who been at it for therefor cannot give the te, but tece rate we can

. Pankhu perfectly right that wh the rate of l be, it s he a fair rate l a fixed ...e which will hat we not utilise the women u to get cheap t is wha want.

are prep to tender their the nati assist it in a nd serio rgency. They o do thei. They have whom thre fond fight- nches and ngering their y are unh hat they are omething p; they are help. T men of this help and l ormously. e that th n help us victory. ar, hear.") m victory ry and the ich tarries a victory rints are fe ts of blood. shorten the or it means t life which curtailing hing the b of sorrow rings. This great func- en in life, elieve that charging th oming for- present mo d saying to en who are g for us in s, 'If your are in peril have not ou ar material .' On behalf Ministry I thank yo ttending.' hurst expr e thanks of

in giving three cheers for the Army and Navy."

These being heartily given, Mrs. Pankhurst asked for "Three cheers for the good old country that we mean to save." More cheers were given and Mrs. Pankhurst was also heartily cheered.

WOMEN'S WAR SERVICE MARCH.

Great Procession of 50,000 Patriots.

HOW THEY COULD ORGANISE.

Women who can organise a procession like the one that yesterday spread as a great coloured riband along the Embankment are women who have a right to demand that their services shall not be lost to the nation. It was a triumph of marshalling over the most adverse and unpropitious conditions it was possible to conceive.

Imagine nearly fifty thousand women collected in one long processional line in the rain; imagine that procession forming up with clockwork precision and moving forward orderly and to time; imagine every section of that procession fitting into the general scheme like a mosaic; imagine all the afternoon a pitiless rain blown into the faces of the women by a strong wind in which the flags and bannerettes that were carried perilously fluttered; imagine many girls in the most frail of dresses stepping along in pools of mud. Imagine all this and then you will be able to do justice to the ability of the organising brain that made of these hundred thousand women a harmonious, symmetrical procession.

How was the triumph achieved? It was achieved by a wonderful co-ordination of effort. The procession was divided up into 125 sections. There were marshals and deputy-marshals responsible for each section; over them were superior marshals, and over them divisional commanders. Each unit was a complete entity for the purposes of assembling its women; each unity was a part of a well-balanced whole when the assemblage was complete.

and at these points it was difficult to force a passage.

At convenient intervals on the footpaths tables had been set up at which women busily engaged themselves in registering women willing to do munition work. The questions the willing signatories were required to answer would have done credit to Mr. Walter Long's national register. One saw women fill up these forms and then step in business-like fashion into one or the other of the various sections.

AT THE TABLES.

The usual congregation of hawkers vending tiny Union Jacks and "official" programmes recalled the palmy days of peace. Women in shawls retailed a novelty in the shape of a cotton-wool bird on a green leaf. Whether this was supposed to represent peace was not stated. People bought it without seeking its significance. A crowd has an extraordinary habit for doing what it is told.

While the marshalling of the procession was completing, two or three far from picturesque carts passed up and down exhibiting a placard which informed the public that women ir munitions works only obtained 8s. a week. Another jarring note was formed by the distribution of handbills criticising one of the activities of the Suffragettes.

The striking up of the bands proclaimed the start of the procession. As it moved it was possible to appreciate the general colour scheme. The effect was the triple union of red, white, and blue. First would come one section carrying red flags; the next section would have white flags; and the third section blue flags. This arrangement was repeated right along the line, and though it took the procession half an hour to pass a given point, there was sufficient variety to avoid tiring the eye.

It was at the head of the procession that the real note of pageantry was struck. First came a floral conveyance, its bright splash of colour more fitted to sunny skies than an afternoon of rain. Followed a charmingly pretty girl, who carried all the flags of the Allies bunched together. The crowd was sympathetically appreciative, and the lady of the flags rewarded the spectators with a continuous smile.

Next came young women dressed in the peasant costumes of the different countries fighting against the common enemy, and each with the respective national flag in her hand. Appropriately enough Serbia and Montenegro walked hand in hand. The delightful garb of the four girls representing Russia evoked general admiration, which became all the more enthusiastic when it was noticed that in front of the fair bevy walked a pretty Polish girl with the white Polish eagle embroidered in her stole announcing that she was under the protec-

Why the procession was organised.—A woman who, despite her years, was signing the application form to make munitions.

We are not slackers.
We mean to save our country.
To keep the Kaiser out let us make shells.
Be warned by Belgium's fate.
We demand war service for all.
Deeds, not words.
We will not be Prussianised.
Women's work will save men's lives.
Let us save the men in the trenches.

Every ten sections was led by a band which played inspiring airs. A bluejackets' band inspired in the spectators extraordinary enthusiasm, and they cheered and they cheered again. One old countrywoman caused roars of laughter by doing an impromptu jig on her own as they passed.

There were other humorous incidents which kept the crowd, that was rather annoyed by the rain, in good temper. Many of the women in the procession, for instance, had friends among the spectators, and these they saluted with mischievous twirling of the flags they carried, to their own great amusement and the delight of those favoured with these attentions.

Of the incidents not officially connected with the procession one of the most

A group of the Allies as they were represented by some of the women marchers.

monly well done, and will help to educate public opinion on this subject. I attach normous importance to it.

"I think it will be impossible to organise e whole of the resources of the nation 'il you have mobilised the women of country as well as the men. ("Hear, r.") That has been recognised in the ional Registry Bill, which is a come statutory recognition of that point.

Mrs. Pankhurst pointed out, our llies, and our foes on the continent of urope, have already realised that it is ot merely a question of utilising the ervices of women for munitions. It is utilising the energies of women for the purpose of discharging all the duties and the functions of commercial and industrial life, which they are capable of doing as well as men.

"We know what women can do in the matter of helping us in turning out munitions of war. I had a letter sent me from the various works of the number of women already engaged there. I think at present we have something like 50,000 working at the various factories engaged in turning out munitions of war. That, I think, is something between one-fifth and one-tenth of the numbers employed in France. I am told that there are half a million of women engaged in turning out munitions in Germany. These figures and the kind of work that women are doing, and doing very well, simply indicate what a capacity and what a reserve we have got in women's labour for the purpose of helping the nation through this very great crisis.

TWO KINDS OF PREJUDICE.

"I agree that they ought not to be confined merely to the work known as unskilled work. There is very fine work which can be done by women, and which is being done by women in this country, as well as on the continent of Europe, in many cases, for instance, about the finest work in the making of shells. The shell body is pretty rough work which can be turned over to the men. The finest work —the fuses—is being done by women.

"The first thing we have got to do is to get rid of prejudice. That is really a serious obstacle in our way. It is not afraid that when the war is over women will do the work of this kind so well that there will be no further use for the services of men."

Mrs. Pankhurst: Very healthy competition.

Mr. Lloyd George: "The real answer is that this is war work, and when the war is over there will be no need for it and therefore it will come to an end. It is not competition, it is a question of getting men and women to work together for the purpose of helping their country through the worst crisis it has ever experienced.

"I have been enjoined not to waste any time in putting this project into operation. It is perfectly true that enthusiasm has been stirred up. There is a great anxiety displayed by women to take their part in helping their country, and the demonstration to-day will undoubtedly fan that enthusiasm to a still higher pitch than we have ever witnessed before. But I should like to say one or two words, not by way of damping that ardour but by way of enjoining a little patience.

"You cannot organise, mobilise, and bring into operation a new industrial army agree that there is something that can be done in the meantime. A really national organisation might be set up for the purpose of registering the names of all the women who are prepared to devote the whole of their time to any task for which women are fitted in the turning out of war material.

"Whoever comes forward to serve must be prepared to give the whole of her time. We must get a complete register of the women who are prepared to give the whole of their time to the kind of work to which they are particularly fitted in the turning out of war material. Then the second thing is there must be a certain amount of training in order to instruct any of the women who can assist—to utilise a sufficient number of women to be able to direct and instruct the others and help in the organisation of women labour in these new shops.

"These are the two points I wanted to call attention more especially to. With regard to wages I should only like to say this. As far as this work is concerned we have agreed that a woman shall be paid exactly the same price as a man for any

victory which tarries' [illegible] whose footprints are foo[illegible] We want to shorten the w[illegible] life, and that life which [illegible] and diminishing the bu[illegible] which war brings. This i[illegible] tion of women in life, an[illegible] they are discharging tha[illegible] ward at the present mome[illegible] the brave men who are fig[illegible] the trenches, 'If your l[illegible] because you have not eno[illegible] we will help.' On behal[illegible] of Munitions I thank you[illegible]

Mrs. Pankhurst expe[illegible] the deputation to Mr. L[illegible] receiving them and inv[illegible] dress the women outside.

"IT IS A QUE[illegible] ORGANISA[illegible]

Mr. Lloyd Georg[illegible] to the Cr[illegible]

Mr. Lloyd George then [illegible] the specially constru[illegible] looking the Embankm[illegible] brief speech to the gr[illegible] received him with lou[illegible]

Mr. Lloyd George s[illegible]: witnessed a very fine pr[illegible] who are anxious to hel[illegible] the hour of emergency[illegible] represent the feeling [illegible] women in this co[illegible] There are thousands [illegible] thousands of them wh[illegible] brothers and husban[illegible] those whom they l[illegible] they want to do the[illegible] help them, men facin[illegible]

"Our country is in gri[illegible] to help it, and I believe that [illegible] alike are prepared to [illegible] the Old Country [illegible] (Cheers.) In France and [illegible] sands of women are wo[illegible] and workshops in order to equ[illegible] at the front with abundant [illegible] able them to face the enemy [illegible]

"We propose in this country [illegible] services of everybody who [illegible] assist us, and then victory w[illegible] lot.

RUSSIA'S INDOMI[illegible]

"I am not afraid of the [illegible] There are dark clouds [illegible] East, but I look at them w[illegible] The indomitable spirit of R[illegible] this storm as it has [illegible] hurricane that swept over its [illegible] They will scatter, they will [illegible] and Russia will emerge mo[illegible] able and help the great de[illegible] tries of the West to achieve [illegible] for freedom in Europe. [illegible]

At this point a woman br[illegible] remark, "What about the w[illegible]

"We will get her into th[illegible] first," replied Mr. Lloyd [illegible] laughter.

"I have only got to thank [illegible] George continued) for coming [illegible] to show your readiness to [illegible] power. London is organising [illegible] tion of organisation. It is [illegible] us all.

"Here we are panting tw[illegible] hind to catch a foe who has [illegible] for years. (A Voice: 'Stic[illegible] But we shall do so. I hav[illegible] at all in feeling confident [illegible] nation which overthrew ma[illegible] in Europe before with its [illegible] will do so yet." (Applause.

The National Anthem [illegible] played by the band, cheers [illegible] Mr. Lloyd George.

Mrs. Pankhurst then [illegible] crowd. "Women are going [illegible] said. "They are going to [illegible] the men in the trenches, an[illegible]

A WONDERFUL CURE FOR CONSTIPATION.

Many serious diseases and disorders have their origin in constipation. It should be [illegible] to at once. You cannot tell what it [illegible] lead to. The poisons which are [illegible] into the blood from the decaying [illegible] matter may result in a variety of [illegible] destroying maladies. The brain [illegible] suffer, all interest in life goes.

[illegible] suffer from constipation, you can [illegible] rid yourself for ever from its [illegible] action without drugs. Our [illegible] ensures perfect health. As [illegible] the ordinary bath. Recognised [illegible] medical profession. Simple [illegible] years, and not expensive.—[illegible] particulars of approval offer [illegible] Co., 40 High Holborn, [illegible]

Tableau of "Russia and Serbia."

tarries fans a victory
ts are foo ints of blood.
orten the w, for it means
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If your l are in peril
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On behal the Ministry
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and invi him to ad-
en outside.

A QUESTION OF ANISATION."

d George's Speech the Crowd.

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George s d: "We have
ry fine pr ssion of women
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nergency they, I believe,
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usands a hundreds of
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husband nd fathers and
hey love the front, and
do the best at home to
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y is in pril and we all want
believe hat men and women
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ntry throu to victory.
France, ndreds of thou-
are wo ing in the factories
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th abundant material to en-
ce the army on equal terms.
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rybody who is prepared to
hen victo will come to our

NDOMITABLE SPIRIT.

raid of the esult. (Cheers.)
k clouds ering up in the
k at them with confidence.
le spirit of Russia will ride
it has led many another
swept over its devoted plains.
ter, they will be dispersed,
l emerge once more formid-
the great democratic coun-
st to achieve a great victory
Europe. (Cheers.)
a woman broke in with the
t about the vote?"
t her into the shell factory
Mr. Lloyd George, amid

got to thank you (Mr. Lloyd
ed) for coming here in order
eadiness to do all in your
n is organising. It is a ques-
ation. It is a question for

e panting twelve months be-
foe who has been preparing
Voice: 'Stick it, old boy!')
lo so. I have no hesitation
ng confident that the great
verthrew many a despotism
re with its own right hand
(Applause.)
al Anthem having been
band, cheers were given for
ge.
urst then addressed the
men are going to work," she
are going to save the lives of
trenches, and let us all join

of mud. Imagine all this and then you will be able to do justice to the ability of the organising brain that made of these hundred thousand women a harmonious, symmetrical procession.

How was the triumph achieved? It was achieved by a wonderful co-ordination of effort. The procession was divided up into 125 sections. There were marshals and deputy-marshals responsible for each section; over them were superior marshals, and over them divisional commanders. Each unit was a complete entity for the purpose of assembling its women; each unity was a part of a well-balanced whole when the assemblage was complete.

HAD THE SUN SHONE.

The Suffragette leaders have organised many remarkable processions in the past; it is questionable whether they have used their organising ability to better advantage than in the war service procession yesterday.

Had the sun shone and July been kind to the women it was to have been a white pageant. That long riband, stretching from Blackfriars to Westminster, was to have been a symphony in white. Until the last it was hoped to carry out the original intention; then as it was seen the rain had set in for the afternoon the women brought out their dark cloaks and their brown mackintoshes, and what was to have been a white procession was sombre-tinted like an afternoon in November.

The procession was remarkable for the different social grades of which it was composed. Peeresses marched with school teachers, wives of high officers of State were sister processionists with factory girls. The arts sent their representatives, as did the varied professions in which women have made themselves a great name. There were women novelists, women artists, school teachers, typists, and shop girls. The number of elderly women could not fail to strike the observer.

It would take too long to mention all the well-known people who walked in the procession, but in addition to the Suffragette leaders were Princess Sophia Duleep Singh, Lady Glanusk, Lady Knollys, Lady Colebrook, Lady Byron, Lady Butler, the Hon. Mrs. F. Guest, Mrs. Waldorf Astor, Mme. Clara Butt, Mme. Marchesi, and Miss Flora Steel.

A very cheerful phalanx they were in the long wait in the rain. Their cheerfulness was a tribute to women's patience and endurance. It did one's heart good to see women of all ages, many white-haired, marching briskly along, all smiles, though their feet were wet through and the rain dripped off their cloaks.

Those sections which had the good luck to form under the Embankment bridges naturally escaped the rain and were the envy of the neighbouring sections; but really it did not matter. The women who marched yesterday would not have been dismayed had it hailed or thundered. The crowd, not so greatly daring as the women, had a partiality for the bridges,

WANTED FOR CASH.

We are paying from 1s. to 20s. each for Old False Teeth pinned on Vulcanite, Silver, Gold, Dental Alloy, and Platinum. Top price given for old second-hand jewellery, watches, rings, brooches, etc. All parcels kept over for three days pending acceptance of price. Diamonds and pearls bought for cash up to any amount. Speciality: Platinum, Dental Alloy, and Dentists' Sweeps. No lot too large or too small. Sell in the best London market.

J. A. BRIGHT and CO.,
Bullion Dealers and Diamond Merchants,
28, CALLCOTT-ROAD, BRONDESBURY, LONDON, N.W.
References: Union of London and Smiths Bank. [ADVT.]

Mrs. Pankhurst and Miss Annie Kenney marching at the head of the women.

tion of the Russian flag. This part of the procession was the happiest note in the colour scheme.

A sense of the fitness of things dictated that the figure representative of poor, stricken Belgium should be sombrely impressive. The flag that was carried was tattered, but it was held firmly aloft in the breeze, and the crowd understood the allegory—for all the sufferings Belgium had endured her flag would always be kept flying.

The pageant of nations concluded with a tableaux of the British Empire in which the Dominions came first. The four countries of the United Kingdom were represented by the national costumes, and the spectators laughed to see the quaint hat of the women of Wales.

The members of the deputation, led by Mrs. Pankhurst, formed the section immediately behind the pageant. Cheers broke out repeatedly as the well-known Suffragette leaders were recognised by the crowd, a tribute to the popularity which the militant women have gained by their strict observance of the truce.

Striking features of the procession were the vigorously worded banners, including the following:—

Men must fight and women must work.

Belgium and its tattered flag. One of the symbols of war represented in the pageant

encouraging was the sight of a recruiting procession with some 800 lads about to be sworn in. As the prospective soldiers made their way along the Embankment they were loudly acclaimed by the processionists and spectators alike.

The procession marched by the following route:—

Victoria Embankment,	Oxford-street,
Bridge-street,	Oxford-circus,
Whitehall,	Regent-street,
Cockspur-street,	Piccadilly-circus,
Pall Mall,	Haymarket,
St. James's-street,	Northumberland-avenue,
Piccadilly,	Embankment.
Park-lane,	

It is estimated that 120,000 people on the Embankment alone cheered the procession, and throughout the entire processional route it is safe to say over half a million spectators were posted.

WHERE THE WOMEN MOURN THEIR DEAD.

The Little Chapel Under the Dome of St. Paul's.

Nothing is here for tears, nothing to wail.
Or knock the breast; no weakness, no contempt,
Dispraise, or blame, nothing but well and fair
And what may quiet us in a death so noble.

These beautiful lines of Milton must have been recalled to the minds of those who attended the memorial service, held in the little chapel of St. Dunstan's under the great dome of St. Paul's Cathedral, for the heroes who have fallen on the shell-swept, blood-sodden battlefields in France and Flanders and the Gallipoli Peninsula.

No sound save the sonorous voice of the officiating priest broke the silence of St. Dunstan's Chapel during that peaceful service; none of the worshippers gave way to hysterical sobbing, for the war has taught the women of Britain to bear their sorrows bravely and silently.

The soft rays of evening light were stealing through the lofty, stained-glass windows when the congregation rose to its feet to sing a hymn. The united voices, unaccompanied by the organ, echoed strangely through the small chapel, while in the aisle outside the chanting sounded like a distant murmuring. The hymn finished, the mourners knelt for a few moments in silent prayer.

In silence the women in black passed out of the cathedral, the cynosure of many sympathetic, if curious eyes. A few shed tears, but the majority showed no outward signs of grief: their bearing indicated that their sorrow would be borne bravely—that they would face the future unflinchingly, for they realised that no price can be too great when the honour of England is at stake. The picture of the man Atlas bearing the burden of the world should be changed: it is woman who bears that burden to-day.

Morning Post
19-4-15

THE NEW RIGHT TO SERVE.

We stand upon the threshold of a new age. As yet we scarce realise how far we have travelled within one brief year; but now and then comes some passing event, like a signpost pointing the road or a milestone telling the distance we have covered from the old times "before the war." The women's demonstration on Saturday furnished a sign of these new times, forty thousand women claiming only the right to serve their country! A year ago such a demonstration would have carried a different meaning; but to-day the keynote of national life, both among men and women, is no longer the old soulless demand for rights as rights. The drum roll and gun roar of battle have awakened the spirit that slept. The people begin to see that there can be no true right without service; and that the right to serve is the first of all rights. Already the women of England have shown themselves no whit behind the men in readiness to do their duty to their country. Six weeks ago in these columns we suggested the need for a Women's Legion and hazarded the opinion that the women of Great Britain would rally themselves. Saturday's demonstration proves that our confidence in their patriotism was well founded. Already they have done a vast amount of war work in hospitals, prisoners' relief, homes for the training of mothers, and other useful directions. Now the women of England offer themselves as skilled and unskilled workers to replace men who are fighting for them. There is no more inspiriting phenomenon in this tremendous ordeal than the manner in which the women of the Empire have proved themselves ready for, and capable of, sacrifice.

In an interesting speech Mr. LLOYD GEORGE replied to the leaders of the demonstration, promising that their request should be granted. He touched upon one or two of the main difficulties to be faced. He pointed out that "the prejudice of the old Trade Unionists" offered a serious obstacle, as well as "the apprehension of the working man who was afraid that once you trained women to do this kind of work they would continue to do it after the war was over, and do it so well that there would be no further need for the services of men." Mr. LLOYD GEORGE disposed of this objection by saying "that this was war work, and when the war was over there would be no need for it." This, no doubt, may be true so far as part of the extra munitions work is concerned, but possibly it may not altogether allay the apprehensions of the men. To take a single instance, women ticket-collectors on the railways have proved a success, and some of the railwaymen are already asking whether the men who volunteered for service, and who have returned partially disabled, should not be given such light work in preference to women. On this point we believe all patriotic women will agree that the men who have given their blood for the nation have earned the first right of place.

Another pitfall in the way is the question of wages. Mr. LLOYD GEORGE very rightly pledged himself to see that in the establishments under the control of the Ministry of Munitions there should be no sweated labour. For paying women at a lower rate than men he gave the reason that, as they were unskilled, women could not at first turn out so much work as men, thereby implying that as soon as their output equalled that of men they would receive the same wage. In the meantime a minimum wage is to be fixed as a "guarantee that they would not utilise the services of women merely to get cheap labour." This declaration should go far to dispel one of the fears entertained by the workmen. The mobilisation of the women of Great Britain will contribute in no small degree to the efficiency of the nation and may contribute greatly to the ultimate success in which we all believe. But it cannot be denied that there are difficulties, and it is important in the present state of affairs in the world of labour that these difficulties should be faced, and that any misunder-

country. Six weeks ago in these columns we suggested the need for a Women's Legion and hazarded the opinion that the women of Great Britain would 'rally themselves. Saturday's demonstration proves that our confidence in their patriotism was well founded. Already they have done a vast amount of war work in hospitals, prisoners' relief, homes for the training of mothers, and other useful directions. Now the women of England offer themselves as skilled and unskilled workers to replace men who are fighting for them. There is no more inspiriting phenomenon in this tremendous ordeal than the manner in which the women of the Empire have proved themselves ready for, and capable of, sacrifice.

In an interesting speech Mr. LLOYD GEORGE replied to the leaders of the demonstration, promising that their request should be granted. He touched upon one or two of the main difficulties to be faced. He pointed out that "the prejudice of the old Trade Unionists" offered a serious obstacle, as well as "the apprehension of the working man who was afraid that once you trained women to do this kind of work they would continue to do it after the war was over, and do it so well that there would be no further need for the services of men." Mr. LLOYD GEORGE disposed of this objection by saying "that this was war work, and when the war was over there would be no need for it." This, no doubt, may be true so far as part of the extra munitions work is concerned, but possibly it may not altogether allay the apprehensions of the men. To take a single instance, women ticket-collectors on the railways have proved a success, and some of the railwaymen are already

asking whether the men who volunteered for service, and who have returned partially disabled, should not be given such light work in preference to women. On this point we believe all patriotic women will agree that the men who have given their blood for the nation have earned the first right of place.

Another pitfall in the way is the question of wages. Mr. LLOYD GEORGE very rightly pledged himself to see that in the establishments under the control of the Ministry of Munitions there should be no sweated labour. For paying women at a lower rate than men he gave the reason that, as they were unskilled, women could not at first turn out so much work as men, thereby implying that as soon as their output equalled that of men they would receive the same wage. In the meantime a minimum wage is to be fixed as a "guarantee that they would not utilise the services of women merely to get cheap labour." This declaration should go far to dispel one of the fears entertained by the workmen. The mobilisation of the women of Great Britain will contribute in no small degree to the efficiency of the nation and may contribute greatly to the ultimate success in which we all believe. But it cannot be denied that there are difficulties, and it is important in the present state of affairs in the world of labour that these difficulties should be faced, and that any misgivings in the minds of the men should be promptly and honestly dealt with from the first, so as to avoid disputes, which are always a cause of weakness. A great patriotic movement such as the mobilisation of women will be a source of increased national strength. It must inevitably lead to many social and industrial adjustments, but for such events have long been maturing.

Daily Express
July 19 - 1915.

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"The women of this country can help, and help enormously." Mr. Lloyd George said in his speech to the wome
Saturday. Mrs. Pankhurst (marked with a cross) is seen appla uding the Munition Minister's speech. On the l
deputation in dress emblematic of the Allies, and above is a tableau representing the allied cause.

WOMEN'S RIGHT TO WAR WORK.

(Continued from Page 7.)

At the head of the "Pageant of the Allies" walked a very beautiful and stately girl in flowing robes, representing Belgium. A murmur went up as she passed, for she walked in bare feet. She had started in sandals which did not fit her, and she had to kick them off. This was Miss Ferner-Bringhurst, and as an official of the W.S.P.A. said:—"Her pluck was as great as her beauty." She swept on, her white feet blackened with the mud, smiling.

Next were the leaders of the deputation, Mrs. Pankhurst, Lady Parsons, Miss Kenney, and other notable women. Behind them, four abreast, the seemingly endless stream of the rank and file—the fifty thousand women who were demanding the right to their share in the war.

It was the sight of them which most impressed and moved the packed spectators along the route. They marched bravely, stepping blithely to the lilting music of the bands, their flags fluttering above their high-held heads and set, determined faces. They knew that to serve their country they must make sacrifices, and they were prepared.

There were society women in smart-cut tailor-mades, typists in mackintoshes, girl art students in olive greens, working girls and factory girls by the hundred, and here and there grim old women, bent with work and grasping market bags, charwomen with aprons tucked away and fresh from scrubbing stairs.

It was impossible for the spectators not to feel touched and stirred and proud

any one's ardour, he said, but at the same time he had to preach patience. It was not only a question of getting rid of prejudice. It was that it was simply impossible to organise millions and bring a new industrial work into operation in one day. It was impossible, as Lady Parsons had suggested, to start at once. We had lathes, machinery, and tools to make first. We were short in the supply. The Government had told the machine tool makers in that very room that they proposed to control their workshops. And the machine tool makers agreed. But all these things took time. Of course there were things which could be done in the meantime, and one of these things was to make a really national organisation of all women who were willing to help.

The ladies murmured applause, and Mr. Lloyd George held up a warning finger. He was a business man now, stating his business needs. He uttered a warning to the dilettante and the potential "slackers." He wanted real working women.

We are getting offers of service, he said, from women who say, "I have got a day or two to spare; I should like to help you." That was absolutely of no use whatever. Whoever came forward must be prepared to give the whole of her time.

Another matter which had to be considered was training. Women cannot be taught this work in a day, and Mr. Lloyd George sketched out a scheme for the organising of women instructresses to train other women.

THE WAGES QUESTION.

Then came the thorny question of wages. Mrs. Pankhurst had demanded equal pay for equal time. To that Mr. Lloyd George could not agree. On piecework, however, the Government was prepared to pay exactly the same as that paid to men.

MR. LLOYD GEORGE PROMISES THEM EMPLOYMENT.

SHELL-MAKING.

PAGEANT PROCESSION IN THE RAIN.

Fifty thousand women demonstrated in the heart of London on Saturday afternoon, claiming the right of all the women in the land to serve their country by making shells; and at the close of the demonstration Mr. Lloyd George, as Minister of Munitions, said that they should have their way.

On that point he pledged his word twice. Once to the ladies, headed by Mrs. Pankhurst and Lady Parsons, who formed the deputation which waited on him at the Munitions Ministry; and once to the great crowd on the Embankment he addressed from over the garden wall at the back of the new-found Ministry.

He told the women of England that the Government were grateful to them for their offer of aid. They wanted their help and would use it. He knew that women could be organised—he had been the victim of woman's capacity for organisation on other occasions. Here he looked with smiling emphasis at Mrs. Pankhurst, who smiled broadly back. The ladies of the deputation laughed, and the bolder of them said "Hear, hear!"

On the subject of actual work, however, Mr. Lloyd George was strictly, almost severely, serious.

There were society women in smart-cut tailor-mades, typists in mackintoshes, girl art students in olive greens, working girls and factory girls by the hundred, and here and there grim old women, bent with work and grasping market bags, charwomen with aprons tucked away and fresh from scrubbing stairs.

It was impossible for the spectators not to feel touched and stirred and proud of these women of England as, mingled together regardless of class or creed, they tramped through the rain with one fixed aim—the serving of their country in the hour of its need.

"SIGNING ON."

The route lay up Whitehall, along Pall-mall and Piccadilly to Park-lane, and back to the Embankment by Oxford-street, Regent-street, the Haymarket, and Trafalgar-square.

At points all along the route were little tables—the women's recruiting stations—at which women, intent on war work, were signing on. They were signing away their full time and all their energies till peace should be won. Here and there groups of soldiers cheered the women, as well they might. The heart of every man went out to them. They were true women of England, women of whom to be proud.

It was half-past five when the head of the procession reached Whitehall again, and Mrs. Pankhurst led the deputation into the conference room at the Ministry of Munitions. Here Mr. Lloyd George delivered what must, presumably, be called a speech, though his remarks occasionally developed into a conversation with Mrs. Pankhurst and his tone throughout was paternal to a degree.

Mr. Lloyd George began by saying that the National Register was a statutory recognition of the fact that to win the war the women must be organised as well as the men. Already 50,000 women in this country were munition making, but that was only a tenth of the women's work being done in this direction in France. In Germany, too, there were at least 500,000 women making shells. Our reserves of women labour, however, were enormous.

FINE WORK FOR WOMEN.

Smiling benignly on Lady Parsons, Mr. Lloyd George told her that it would be unfair to give women only the unskilled work to do. He pointed to the fuse of a shell which was lying on his desk. The making of fuses, he said, required very fine work, and that work was being done by the women of this country as well as on the Continent. Women could be trained to do this work, and so release men for heavier work of which women were physically incapable.

Then the Minister of Munitions tackled the question of prejudice against women's labour which had been raised by Mrs. Pankhurst. Mr. Lloyd George admitted it existed not only on the part of workmen but in the minds of too conservative business men. They could not be persuaded to believe that women could undertake work which they had never seen them do. As for the fears of the workmen, who were afraid that if women were trained to this sort of work the men would not be wanted, there was only one reply—when the war was over this sort of work wouldn't be wanted at all!

Now Mr. Lloyd George became somewhat solemn. He did not want to damp the organising of women instructresses to train other women.

THE WAGES QUESTION.

Then came the thorny question of wages. Mrs. Pankhurst had demanded equal pay for equal time. To that Mr. Lloyd George could not agree. On piecework, however, the Government was prepared to pay exactly the same as that paid to men.

That, with the portion of his speech which has been quoted above, concluded Mr. Lloyd George's address to the actual deputation. He rose and, in the unaccustomed company of Mrs. Pankhurst, passed through the labyrinthine passages of the new buildings of the Munitions Ministry to the little platform which had been built for the occasion

Beyond that wall the crowd was seething. Thousands and thousands of expectant faces were turned up to the little platform. Brass bands mingled "Tipperary" and the "Soldiers' Chorus" from "Faust." A gigantic Coldstream Guardsman amused himself and the grinning crowd by shouting: "What's the matter with Mrs. Pankhurst? *She's* all right." Then Mrs. Pankhurst arrived. Loud cheers, led by Miss Kenney, waving a lead pencil in the most approved "Here we are again" W.S.P.U. style.

Then Mr. Lloyd George, and terrific cheering. He held up both hands for silence. Not that silence was easily obtained, for all the while he spoke the trams went jangling and rattling by at the back of the crowd with a pingping of bells.

HELPING THE FIGHTERS.

"There are thousands and hundreds of thousands of women," he began, "who have sons and brothers, husbands and fathers, and those whom they love at the front, and they want to do their best at home to help them—men facing deadly peril. In France hundreds of thousands of women are working in the factories and the workshops in order to equip the soldiers at the front with abundant material to enable them to face the enemy on equal terms.

"I am not afraid," he went on, "of the result. There are dark clouds rolling up in the East, but I look at them with confidence. The indomitable spirit of Russia will ride this storm as it has faced many another hurricane that swept over its devoted plains, and Russia will emerge once more formidable and help the great democratic countries of the West to achieve a great victory for freedom in Europe.

"I only have to thank you for coming here in order to show your readiness to do all in your power. London is organising. It is a question of organisation. Here we are just panting twelve months behind to catch a foe who has been preparing for years. But we shall do so. I have no hesitation at all in feeling confident that the great nation which overthrew despotism in Europe before with its own right hand will do so yet. We shall pull the old country through!"

After the cheering had died away, Mrs. Pankhurst called for three cheers for Mr. Lloyd George, and then for the Navy and the Army. Finally her Coldstream Guard admirer in the crowd called for cheers for Mrs. Pankhurst. The crowd laughed and cheered. The massed bands struck up "God Save the King." It was a stirring ending to a stirring afternoon.

help and would use it. He knew that women could be organised—he had been the victim of woman's capacity for organisation on other occasions. Here he looked with smiling emphasis at Mrs. Pankhurst, who smiled broadly back. The ladies of the deputation laughed, and the bolder of them said "Hear, hear!"

On the subject of actual work, however, Mr. Lloyd George was strictly, almost severely, serious.

REAL WORK.

If women were going to work, he said, they must give their whole time and their whole energies. He gave them to understand that shell-making is no amateur's job. It was a grim business and not one to be played with. The most striking passage in his address was as follows:—

> "The women of this country are anxious to help, and can help enormously. I believe they can help us through to victory. Without them victory will tarry, and victory which tarries means victory whose footprints are the footprints of blood. We want to shorten the war because it means life, and with life it means curtailing in many cases the burden of sorrow which the war brings. That is the great function of women in life, and I believe they are discharging that in coming forward at the present moment and saying, 'The great men fighting for us in the trenches are in peril because they have not sufficient war material, and we can help you.'"

This was the spirit—interpreted with so much insight by Mr. Lloyd George—animating the great procession which preceded the deputation. A wonderful procession it was. It was artistic and essentially feminine, and yet gave an overmastering impression of orderliness and strength. In its precise marshalling and conduct it bore the unmistakable imprint of the organising capacities of Mrs. Pankhurst and her captains.

It stretched, when first paraded, from—appropriately enough—the Boadicea statue by Westminster Bridge to beyond the limits of the National Liberal Club, and, looked at as a whole, it resembled a mighty streamer of tricoloured ribbon. Every woman carried a flag. First, several hundred women bore red flags, the next cohort bore white flags, and the next blue flags. The red, white, and blue effect was arresting, and it stirred.

The banners were mercifully light, so that the women could carry them without too much effort, even in the stiff breeze which was blowing at the time. Their plainly printed inscriptions were indicative of the cry in the women's hearts. Here are some of them:—

> Women's work will save men's lives.
> Let us save the men in the trenches.
> We are not slackers.
> We mean to save our country.
> To keep the Kaiser out let us make shells.

It was nearly three when the great procession started in the rain, bands playing along all its length.

First came the lone figure of a girl in white bearing the Union Jack. Then more girls in white, followed by a great floral wagon, behind which walked girls dressed in the bright and many coloured national costumes of the Allies, French, Russian, Italian, Belgian, Portuguese—and a maid of Japan.

The Huddersfield Examiner

July 19 - 1915.

WOMEN AND THE WAR.

THE German conviction that the British Empire only waited the touch of war to break up into its component and mutually hostile parts has already received a number of severe shocks. Ireland, whose long advertised civil war was to have prevented British intervention, has sunk her differences in view of the common peril and has responded with enthusiasm to the call of liberty and free institutions. India, which was to have risen in revolt immediately on the declaration of war, has laid her ungrudging tribute of men and money at the feet of the King-Emperor and has taken her share, along with her "tyrants," in the struggle against her self-appointed liberator. South Africa, so far from accepting the offers of assistance which Germany so liberally offered, has just succeeded in driving them from one of their most important colonial possessions, and is about to send her sons to fill the ranks of the Allies in Europe.

On a smaller scale the women's deputation which was received by Mr. LLOYD GEORGE on Saturday must afford German observers a similar disappointment. As the MINISTER OF MUNITIONS himself observed with a smile, he has often been the victim in the past of the organising capacity of women; but Saturday's procession, and the demands which its leaders laid before the Government, no longer had terrors for a Cabinet Minister. The unprecedented sight was witnessed of Mrs. PANKHURST applauding Mr. LLOYD GEORGE's speech and only asking to be permitted to help him more effectively in the task which he has before him. We gladly recognise, indeed, the fine enthusiasm with which the Militant Suffrage Movement has thrown itself into the struggle for national liberty and the unselfish devotion with which—leaders and rank and file alike—it has sunk its quarrel with the Government in its ambition to serve the country. Some of the most stirring recruiting appeals have come from leaders of the movement, and its organisation—the efficiency of which Ministers have had good reason to recognise in the past—has been placed unreservedly at the disposal of the public authorities. Although we believe that this has been done with no thought of the future fortunes of the suffrage movement, we may express the belief that, after the war, the movement will have secured for itself an immensely stronger position and will be able to make its appeal on a far more secure and convincing basis than was possible in days when its leaders sought to secure legislation through irritation. The women's procession on Saturday was only a symptom of the wholehearted willingness with which the women of this country are waiting to place themselves at the disposal of the nation and the enthusiasm with which they are ready to take up any work which may be assigned to them.

As to the actual points with which the speakers dealt, we believe that there is full opportunity for the organisation of women's work along the lines which Mr. LLOYD GEORGE suggested. We are a little perplexed at his suggestion that "an organisation might be set "up, a really national organisation, for the purpose of registering the names of all the women "who are prepared to devote the whole of their "time to any task for which women are fitted in "turning out of war material." Surely the National Register will provide such machinery. If it does not, and if for each specific department of work, the Government must organise another and more detailed register, then it is difficult to see what good purpose the original Register is to serve. But, setting that aside for the moment, it is clear that there is much work, not only unskilled but skilled, which women may well perform, and although, as Mr. Lloyd George pointed out, the adoption of woman labour has to meet not only the natural prejudice of the Trade Unions but also the [illegible] conservatism of the business man, we believe that

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On a smaller scale the women's deputation which was received by Mr. LLOYD GEORGE on Saturday must afford German observers a similar disappointment. As the MINISTER OF MUNITIONS himself observed with a smile, he has often been the victim in the past of the organising capacity of women; but Saturday's procession, and the demands which its leaders laid before the Government, no longer had terrors for a Cabinet Minister. The unprecedented sight was witnessed of Mrs. PANKHURST applauding Mr. LLOYD GEORGE's speech and only asking to be permitted to help him more effectively in the task which he has before him. We gladly recognise, indeed, the fine enthusiasm with which the Militant Suffrage Movement has thrown itself into the struggle for national liberty and the unselfish devotion with which—leaders and rank and file alike—it has sunk its quarrel with the Government in its ambition to serve the country. Some of the most stirring recruiting appeals have come from leaders of the movement, and its organisation—the efficiency of which Ministers have had good reason to recognise in the past—has been placed unreservedly at the disposal of the public authorities. Although we believe that this has been done with no thought of the future fortunes of the suffrage movement, we may express the belief that, after the war, the movement will have secured for itself an immensely stronger position and will be able to make its appeal on a far more secure and convincing basis than was possible in days when its leaders sought to secure legislation through irritation. The women's procession on Saturday was only a symptom of the wholehearted willingness with which the women of this country are waiting to place themselves at the disposal of the nation and the enthusiasm with which they are ready to take up any work which may be assigned to them.

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Northern Daily Telegraph.

19-7-15.

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WOMEN'S WORK WELCOMED.

The moment war was declared women set to work whole-heartedly, readily denying themselves coveted leisure and recreation that they might send comforts to the sons and the brothers who went forth to war. Service in that sphere has never slackened; on the contrary, it has increased, as its need has grown, and as its value has been appreciatively recognised. Very soon, too, it was realised that the call to the colours and the great response made to it meant that, to keep the home work going, to fill the vacant places in the shop and the office, in the mill and the mine, above all in the munitions factories, the retired and leisured men on the right side of 60, and women and girls would be required. Many men who had made a competence, enabling them to leave off active service, gladly returned to their former positions or volunteered service in various forms for the duration of the war. The best, the fullest, withal the most spontaneous, response has come from women. They are found now engaged in many spheres of service hitherto closed against them, and the universal testimony is that they are doing their work excellently. We see them at work not only in the offices as clerks, but on the trams, at the railway booking office, on the farms in large numbers, and, not least, in the munition workshops. On Saturday a great demonstration of women, eager for war service, was held in London. It's success added one more to the many proofs of women's capacity in organisation. The procession was an impressive spectacle, but the importance of the event did not end with the imposing display of loyalty and patriotism made in the Metropolitan streets. Where Mrs Pankhurst is we may be sure business is meant. It was a happy idea to bring the meaning of the demonstration home to the Government, and, not least, to the Minister of Munitions, even although, in the case of Mr Lloyd George, the women knew that in their representations, forcibly as earnestly made, they were preaching to the converted. Mr Lloyd George has been a woman's man all the time—alike in peace as in war.

Mrs Pankhurst headed the deputation of women who waited upon Mr Lloyd George on Saturday. In her speech she assured the Minister alike of the desire and the capacity of women to do their part in turning out war material or in rendering any service open to them. They want to work, and they will not be happy until they have the opportunity of making the fullest use of their capacity. The women in France, and the women in Germany, too, are all employed on service for the war, and the women of Great Britain are resolved firmly not to be behind-hand. Mrs Pankhurst rightly urged that the women have no desire to disturb existing conditions; indeed, their determination is that women's work should not be used to depress the conditions of male labour; further, she asked, and the claim is one that should always hold in peace or in war, that wherever women do the same work as men they should be paid the same rate of wages—"Equal pay for equal work" is the best of all securities against the lowering of labour remuneration. Mr Lloyd George welcomed the deputation, and congratulated the women upon their effective demonstration. He was most appreciative of the offers for work made by the women, and frankly declared that we shall not effectively organise the whole of the resources of the nation for the war until we have mobilised the women of the country as well as the men. As he began his speech so he ended it. "The women of this country," he said, "can help, and help enormously. I believe they can help us through to victory. Without them victory will tarry, and a victory which tarries means a victory whose footprints are footprints of blood."

Mr Lloyd George mentioned that there are something like 50,000 women working at various factories in this country making munitions of war; in France the number is ten times more, and in Germany there are as many. We have therefore a great reserve upon which to draw. What is best of all, is the fact that the women are willing; what is incomprehensible is that they should be kept waiting when the urgency of the work is admitted. Mr Lloyd George for one is ready to avail himself of the service, and he asks that all prejudices and fallacious apprehensions should be set aside so as to get the help that is needed "to bring the country through the worst crisis it has ever experienced." So far as munition work is concerned, Mr Lloyd George reminded the deputation that time is required to obtain the necessary tools, lathes, and machinery; he also said that a really national organisation is needed. Further, he said it is whole-time and not part-time service that is required. A certain amount of training is also essential. As regards wages, Mr Lloyd George said women should be paid exactly the same price for piece work as men, and he added, "The Government will see that there is no sweated labour" in the establishments over which it is taking control. There will be a fixed minimum, "which would guarantee that the services of women are not utilised merely to get cheap labour."

Scotsman
19-7-15.

IN the great deputation of women which waited upon the Minister of Munitions on Saturday is to be seen one of the most encouraging signs of the time. When the history of this war comes to be written no chapter in it will be more honourable than that which tells of what was done by the women of Great Britain. The work they have done and are doing for the nation is incalculable. A war like the present would be impossible to maintain unless the women of the country supported it. It is becoming increasingly apparent that the vigour and success with which it can be pursued are largely dependent on the extent to which the women can be drawn upon to take the place of the male population in the industrial life of the country. Saturday's deputation was concerned with urging the larger employment of women in munition works. The speakers, taking high ground, claimed it as a right and privilege, that they should have their share in providing the country's defenders in France and in the Dardanelles with the means of successful warfare. In urging this upon the Minister of Munitions they were preaching to the converted. Mr Lloyd George has himself been insistent upon the need for utilising the service of women. He was able to announce that 50,000 of them are already engaged in munition works. This, it is true, is a small figure compared with the numbers of women similarly employed in France and Germany. France, according to his statement, has from a quarter to half a million women in the munition factories; Germany, half a million. But it must be remembered that these countries were more far-seeing than our own, and prepared to utilise female labour from the commencement of the war. We are only now beginning, and consequently we are faced with the problem of training the women workers. This will take time, but in the end the number of women employed is certain to be much larger than at present. There are certain prejudices to be overcome—prejudices of employers against departure from use and wont, and of workmen based on the fear of unequal competition and lowering of wages. Nobody desires to see a national crisis made use of to effect a lowering of wages. Mr Lloyd George laid it down explicitly that there must be no sweated labour in the munition factories, and that female labour must be paid equal wages for equal efficiency. As regards the prejudice that some employers have against female labour in itself, it must be remembered that the situation is not one in which an unrestricted choice can be exercised. It is not only munition work which is involved in the question. If the war is to be carried on, the replacement of enlistable men by women must be extended in many other departments of the nation's industrial organisation. In France this replacement has been already carried out almost to its extreme, and Germany is not far, if at all, behind in this respect. Of all the nations now at war, Great Britain has had least recourse to its reserve of female labour. But Great Britain will be compelled to utilise this source in the near future to a much greater extent than it is now doing. To make good the wastage of war requires a fresh call upon the manhood of the country, and this can only be met by replacing all men who are not essential to the country's industry by women. There are certain trades in which the replacement could be effected on a larger scale than at present without essential interests suffering. In shops, for example, the substitution of female for male assistants could be carried out to a larger extent than has been so far attempted. In the warehouses the work of packing absorbs men who ought to be released for the Army. There are such employments as insurance agencies which can be carried out in the meantime by women. These cases are mentioned only as instances of what could be effected in the way of making men available for military service. Every endeavour in view of

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The War and Industry.

THE deputation of women which waited upon Mr. Lloyd George on Saturday and the reception given to it by the Minister of Munitions constitute a singular revolution from the days when many people were opposing the women's enfranchisement movement with the contention that the place of woman is at home. Now, it appears, her place is in the munitions factory, or in any other employment for which she can fit herself with the purpose of increasing the number of men available for service in the field or in some other branch of work more urgently calling for them. Mr. Lloyd George seems to think that there is, or soon will be, room in the munitions factories for great numbers of women. He proposes that while progress is being made with the production of machine tools and the provision of new munition works there should be set up a really national organisation for the purpose of registering the names of all the women who are prepared to devote the whole of their time to any task for which women are fitted in the turning out of war material. We had imagined that such an organisation was already being set up and that its instrument was the National Registration Act. But perhaps the distinction is to be found in the fact that the National Register will invite people to state not only that they are willing to engage in occupations other than their own, but that they are also skilled in the new occupation. There may be many who are willing but are not in the least skilled, and it is those perhaps that the Minister of Munitions wishes to see enrolled outside the National Register. He makes the condition, however, that they must be ready to give the whole of their time to the work. A spare day or two, he says, is no use at all.

We shall perhaps not be wrong if we assume that the desire to extend the production of war material in this country is not limited by any necessity of removing an actual scarcity of supplies to our troops or those of our allies. We are at present importing great quantities of munitions, and these figure among the imports which have to be paid for. Statesmen have insisted a good deal on the desirability of reducing as far as possible the importations of luxuries like tobacco which, by the necessity of paying for them, increase our financial difficulties in times when we are producing a more limited quality of goods for export. It is obvious that the same reasoning applies to any war material now imported from abroad which we could manufacture as advantageously at home. Mr. Lloyd George alluded in his speech on Saturday to one great difficulty in increasing the volume of women's labour—the fear of the trade unions that the wages of men will be reduced by a new form of competition after the war. He replies that these munitions will not be wanted when the war is over. This consideration points to the special suitability of munitions work to the utilisation of the labour of women who are normally not under the necessity of engaging in industrial occupations. If women's labour is extended in any great measure to industries that will survive the war the question raised by Mr. Lloyd George will need to be very carefully handled. The South Wales miners' dispute does not promise well for the settlement of any difficulties that may arise by the forcible suppression of strikes. Though the need for increasing our productive capacity to the utmost is apparent enough, it will be the part of prudent statesmanship to see that the effort shall have the co-operation of all the classes concerned.

With regard to the Welsh miners' dispute there are some hopeful reports that a settlement is not far off, and we hope these reports may prove to be well founded. Even if there is no immediate prospect of a shortage of coal for the Navy and for ships engaged in transport the strike means a loss which at a time like the present the nation can ill afford. The appropriation of all available supplies to Government uses means damage to other industries, and already there are reported to be signs of injury to general trade in the districts affected. It

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WOMEN FOR WAR WORK.

MR. LLOYD GEORGE ON WHAT THEY CAN DO.

ANXIOUS TO SERVE.

100,000 IN GREAT LONDON DEMONSTRATION.

QUESTION OF WAGES.

Mr. Lloyd George, the Minister of Munitions, made an important speech on Saturday on the organisation of women for war work. He spoke in reply to a deputation headed by Mrs. Pankhurst, which he received in his private room at the Ministry of Munitions, and afterwards addressed the women who had taken part in the great demonstration and procession during the afternoon. It is estimated that the women numbered 100,000. Addressing the deputation, Mr. Lloyd George said:—

Permit me to congratulate you on the very fine procession which I have had the pleasure, with my colleague, Mr. Winston Churchill, of witnessing this afternoon. If any additional proof were required of the organising capacity of women, of which I have been a victim in the past, I would say it was amply demonstrated by that procession to-day. It was uncommonly well done. It has a special advantage, I think, which lies very largely in the fact that it will help to educate public opinion on this subject. I attach enormous importance to it.

I think it would be impossible to organise effectively the nation for the tremendous war we are beginning thoroughly to realise we have embarked upon—it will be impossible to organise the whole of the resources of the nation until you have mobilised the women of this country as well as the men (hear, hear). That has been recognised in the measure which was piloted through the House of Commons with great skill by my colleague Mr. Walter Long. The National Register Bill is a complete statutory recognition of that point. As Mrs. Pankhurst pointed out, our Allies and our foes on the Continent of Europe have already realised that it is not merely a question of utilising the services of women for munitions.

It is, as Mrs. Pankhurst pointed out, utilising the energies of women for the purpose of discharging all the duties and the functions of commercial and industrial life which they are capable of doing as well as men. We know what women can do in the matter of helping us in turning out munitions of war. I had a letter sent me from the various works of the number of women already engaged there. I think at the present moment we have at the outset something like 50,000 working at the various factories engaged in turning out munitions of war. That, I think, is something between one-fifth and one-tenth of the numbers employed in France. I have not got the actual numbers. I hope to get them from M. Thomas in the course of the next few days.

OBSTACLES IN THE WAY.

I was told by someone who knew pretty well what was being done in Germany that there are half a million women engaged in turning out munitions in that country. The figures I have got here, and the kind of work that women are doing, and doing very well, simply indicate what a capacity and what a reserve we have got in women's labour for the purpose of helping the nation through this very great crisis. I agree with Lady Parsons that they ought not to be confined merely to the work known as unskilled work. There is very fine work which can be done by women and which is being done by women in this country as well as on the continent of Europe, in many cases, for instance, about the finest work in the making of shells.

The shell body is pretty rough work, which can be turned over to the men. The finest work—the fuse—is being done by women. As a matter of fact, all that work can be done by women, and men can be turned on to

WOMEN AND THE WAR—AND AFTER.

War time is full of ironies. The most striking is the fact that the South Wales miners, who have provided many thousands of recruits for the Army, should now be helping the enemy in the most effective way possible, and should be able to say, with literal truth, that "only Germany, Austria, and Turkey are on their side." A minor irony is illustrated by Mr. Lloyd George's speech in reply to the women's deputation. The great anti-armaments campaigner, who only a little more than eighteen months ago was busily attempting to prove the expensive folly of preparations against war, is now the one man to whom the country looks to put the munitions difficulty right. On the other hand, the suffragists, who were ready to wreck society a year ago, are now pleading that they shall be allowed to bear a full share of the national burden. The cry of "Votes for women," once the slogan of hammer-throwers and picture-slashers, is no longer heard. Instead, the banners of the ex-militants bear such inspiring inscriptions as "'Women's battle-cry is 'Work, work, work'"; "Men must fight and women must work;" "Shells made by a wife may save a husband's life." It would be easy to sneer at the transformations of the last twelve months—at the Pacifist Radical turned into a fiery advocate of war efficiency, at the cosmopolitan sentimentalist converted into an austere patriot, at the wildest political agitation of modern times diverted into widely different channels. A less superficial view sees more food for hope than for cynicism in these miracles. The alchemy of war has revealed what is fine gold and what is rubbish in the national character. If it has shown how deeply class hatred and soulless greed have perverted a section of the people, if it has brought to light some rottenness and much stupidity, it has also shown that the nation as a whole is sound, and that the spirit of England, properly directed, will triumph over difficulties far graver than any that have yet confronted us, serious as they have been and still are. The horrible spectacle of wilfully idle South Wales is depressing enough. But fortunately it is not representative of the real spirit of working-class and middle-class England. That is more accurately reflected in the demand of the women that they, too, shall serve the country in its hour of need.

There are already, says Mr. Lloyd George, some 50,000 women working in munition factories. But that is only something less than one-fifth and more than one-tenth of the number employed in France and in Germany. We shall not be making the best of this vast reserve of energy until those figures have been equalled if not surpassed. Women can do all kinds of unskilled work except that making very heavy demands on physical strength. They are also equal to very fine work, like the making of shell fuses. There is no reason whatever, beyond the prejudices of employers and workmen, why a very large part of the operations now performed by men should not be accomplished by the agency of female labour. It will, of course, be a matter of time before the women can be organised. It will be still longer before the necessary machines for a great enlargement of production can be supplied. It will be longer still before women without any kind of experience can be trained to tasks requiring a high degree of technical skill. Miracles cannot be expected. The main thing is to get a start, and prepare the way; and one quite essential preliminary is to clear the ground of

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The shell body is pretty rough work, which can be turned over to the men. The finest work—the fuse—is being done by women. As a matter of fact, all that work can be done by women, and men can be turned on to heavier work which women are not fitted for. That is what we really have in our minds. But as Miss Kenney pointed out, the first thing we have got to do is to get rid of prejudice. That is a serious obstacle in our way. It is not merely the trade union prejudice, but the conservatism—I am not speaking politically—of the business man.

He has been accustomed to see men turn out that kind of work, and you cannot persuade him that women can do it just as well, and in fine, delicate work of this kind can do it really better than men. You have to persuade him of that fundamental fact to begin with, and also to get rid of the prejudice—not necessarily the prejudice, but the apprehension—of the working-man, who is afraid that once you train women to do work of this kind they will do it so well that there will be no further use for the services of men when the war is over.

Mrs. Pankhurst.—Very healthy competition.

Mr. Lloyd George.—The real answer to that is that this is war work, and when the war is over there will be no need for it, and, therefore, it will come to an end. It is not competition, it is a question of getting men and women to work together for the purpose of helping their country through the worst crisis it has ever experienced. I have been enjoined by all the speakers not to waste any time in putting this project into operation. It is perfectly true that enthusiasm has been stirred up. There is a great anxiety displayed by women to take their part in helping their country, and the demonstration to-day will undoubtedly fan that enthusiasm to a still higher pitch than we have ever witnessed before.

But I should like to say one or two words not by way of damping that ardour, but by way of enjoining a little patience. You cannot organise, mobilise, and put into operation a new industrial army in a day. It is not only that there are prejudices to get rid of, but there are other things to consider. First of all, in this country you have got to get the proper machinery for the turning out of your shell by the agency of female labour. It will, of course, be a matter of time before the women can be organised. It will be still longer before the necessary machines for a great enlargement of production can be supplied. It will be longer still before women without any kind of experience can be trained to tasks requiring a high degree of technical skill. Miracles cannot be expected. The main thing is to get a start, and prepare the way; and one quite essential preliminary is to clear the ground of the prejudices, natural, but irrational, against the employment of female labour on a vast scale. The prejudices of employers, however great, are not so formidable as those of workmen. Capitalistic obstruction, if it exists, can be more easily dealt with by the State than the opposition of labour. The male worker's objection to female labour is mainly based on two fears. The one is that there will be "sweating" now and in the near future; the other is that after the war there will be permanent female competition in trades hitherto restricted to men.

To the first objection Mr. Lloyd George replies by facts. Women are to be paid for piecework at precisely the same rate as men. With regard to timework, the same arrangement obviously cannot hold good, having regard to the fact that women workers will for some time be unskilled and untrained, and therefore less productive than the average male employee. However, all the establishments will be under Government control, there will be a fixed minimum, and wages will be fair. There is no intention to secure mere cheapness. The second fear was not considered by Mr. Lloyd George, but it undoubtedly exists, and it may be worth while dealing with it here. Undoubtedly, if hundreds of thousands of women acquire the habit of work in avocations not hitherto open to them there will be a tendency, after the war, to prefer occupation to idleness, and also to cling to those trades which offer a better return than the average field hitherto open to female energy. A good many women who have emerged from shattered homes will not be inclined to give up their newly acquired economic independence. Women who have left domestic service or badly paid clerical work for skilled and comparatively highly paid labour will probably retain a preference for the new conditions. A great deal of social prejudice against manual labour will doubtless not survive the experiences of this war. After all, is that an altogether lamentable thing? It may be doubted—especially having regard to the conditions likely to prevail for many years after a war which has already resulted in an unparalleled destruction of capital. It is clear that, if we are to repair the ravages of the neo-barbarians, there will be work for everybody for a generation to come; to rebuild Northern France, Belgium, and Poland will be a colossal task. Germany, it may be hoped, will have enough to do to attend to her own troubles. The stricken countries will scarcely be able to accomplish the great work unaided. On Great Britain, if her maritime supremacy enables her to keep intact her industrial machinery, will devolve the high privilege and the immense responsibility of helping to reconstitute the vigour of civilised Europe. It may not be an immediately or specially profitable task. In the family of nations the prosperity of one in the long run depends on the prosperity of all, and the immense destruction of capital must affect us indirectly if not directly, in common with the rest of the world. But if there come a period of dear money, scarcity, and hard living, it will also be a period of work for all who are not too choice as to the kind of work or too insistent as to the rate of payment. There

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and your material.—Lady Parsons suggested that we might start at once. The first thing that we have got to do is to equip ourselves for an adequate supply of lathes, machinery, and tools for the purpose of turning out work of this kind.

We had a very important gathering in this room a couple of days ago, when we had all the great machine-tool makers of this kingdom present, and to that meeting we intimated that we proposed to assume Government control of all machine-tool making shops in this country. They accepted it readily, and for the next few months all the energies of these great shops will be devoted to the turning out of the necessary lathes and machinery for enabling us to increase the output of war material.

All that takes time. Even the setting up of those establishments Lady Parsons referred to would take time. If it is done too hurriedly it would not be done well, but I agree that there is something that can be done in the meantime. There are two things that can be done while we are preparing to utilise the services of the women who are ready to help us. The first thing is that an organisation might be set up, a really national organisation, for the purpose of registering the names of all the women who are prepared to devote the whole of their time to any task for which women are fitted in the turning out of war material.

We are getting offers of service from people who say: "I have got a day or two to spare, and I should like to take some job on." That is simply no use to us. Whoever comes forward to serve must be prepared to give the whole of their time. I have experienced that in this office, and I must say wherever that was pointed out the people concerned made arrangements at once to give the whole of their time. I have never seen one man who was unwilling to do so. That is the first thing. We must get a complete register of the women who are prepared to give the whole of their time to the kind of work to which they are particularly fitted in the turning out of war material.

Then the second thing is—it has already been referred to by Lady Parsons and Mrs. Pankhurst—there must be a certain amount of training in order to instruct any of the women who can assist, to utilise a sufficient number of women to be able to direct and instruct the others and help in the organisation of women labour in these new shops. These two branches of activity can proceed now. First of all the national organisation of a sufficient number of women upon whom we can draw when we are ready to fill these new shops. Secondly, means can be taken immediately for instructing and training a considerable number of women in the class of work which I have indicated. That we can do immediately.

PIECEWORK AND TIMEWORK.

These are the two points I wanted to call attention more especially to. With regard to wages I should only like to say this. As far as this work is concerned we have agreed that a woman shall be paid exactly the same price as a man for any piece of work she turned out; that is perfectly fair. It would not be fair to give, say, half a crown to a man and 1s. 6d. to a woman. So we have agreed to pay exactly the same rate of wages for piecework to women as to men. Mrs. Pankhurst asked a little more than that. She wanted the same rate of wages even for timework.

Mrs. Pankhurst.—I asked that because there are very grave complaints that women now working for private employers are being sweated. I have had several cases brought before me.

Mr. Lloyd George.—All these shops now are going to be under Government control. It is quite impossible for us to get along, I think, without assuming practical control of all the great establishments for turning out munitions of war, and the Government will see that there is no sweated labour. For some time women will be unskilled and untrained, and they cannot quite turn out as much work as the men who have been at it for a long time, therefore we cannot give the same time rate, but the piece rate we can give.

But Mrs. Pankhurst is perfectly right in insisting that, whatever the rate of wages should be, it should be a fair rate of wages and a fixed minimum which will guarantee that we shall not utilise the services of women merely to get cheap labour. Women are prepared to tender their services to the nation to assist it in a very grave and serious emergency. They are willing to do their best. Mrs. Mansell said they have got those of whom they are fond fighting in the trenches and endangering their lives, and they are unhappy that they are not doing something to help. They are anxious to help.

They can help. The women of this country can help, and help enormously. I believe that they can help us through to victory (hear, hear). Without them victory will tarry, and the victory which tarries means a victory enemy will scatter, they will be dispersed, and Russia will emerge once more formidable, deadly, and help the great democratic countries of the West to achieve a great victory for freedom in Europe.

At this point a woman broke in with the remark: "What about the vote?"

"We will get her into the shell factory first," replied Mr. Lloyd George, amid laughter.

I have only got to thank you, he continued, for coming here in order to show your readiness to do all in your power. London is organising. It is a question of organisation. It is a question for us all. Here we are, panting twelve months behind to catch a foe who has been preparing for years. (A voice: "Stick it, old boy!"). But we shall do so. I have no hesitation at all in feeling confident that the great nation which overthrew many a despotism in Europe before with its own right hand will do so yet (cheers).

A GREAT PROCESSION.

SCENES AND INCIDENTS OF THE MARCH.

In spite of the inclement weather the women's demonstration was a magnificent success. Heavy rain and half a gale of wind could not deter them or induce them to curtail the original programme, and the entire route was traversed by the majority of the women, it being estimated that about 100,000 took part in the procession, many of them eschewing the protection of mackintoshes even though the rain beat at times unmercifully and gusts of wind threatened to tear the banners from the grasp of the bearers.

The procession was marshalled in sections on the Embankment, and when formed up occupied practically the whole length of the riverside from Westminster Bridge to Blackfriars. Huge crowds assembled to give the women a hearty send-off, and so well had the demonstration been organised that promptly at 3.30, the hour fixed for the start, the head of the procession moved off from the gates of New Scotland Yard. It was headed by a young woman in white bearing a Union Jack, and following her was a military band, which appropriately played the national songs of the Allies as they passed the Houses of Parliament. A lorry, artistically decorated with flowers and plants, and bearing a scroll with the words, "We demand the right to serve," came next, followed by girls in white carrying long staves, from which hung scarlet roses.

A striking feature of the procession was the "Pageant of the Allies," headed by a group of girls bearing the flags of the Allies bunched together. Belgium was symbolised by a young woman carrying a tattered flag, while France was represented by a girl who bore the tricolour. Russia, Serbia, Montenegro, Japan, and Italy, were represented by young women in national costume, and Great Britain was symbolised in the latter part of the pageant. Some 90 bands took part in the demonstration, and each section was headed by banners bearing appropriate mottoes, such as "Woman's Battle-cry is Work, Work, Work," "No Sluggishness Where Women are Concerned," "For Men Must Fight and Women Must Work." One section was entirely composed of nurses, who were preceded by a banner with the words "Prevention is better than cure. Women want to work."

The route followed was via Victoria Embankment, Bridge-street, Whitehall, Cockspur-street, Pall-mall, St. James's, Piccadilly, Park-lane, Oxford-street, Regent-street, Haymarket, Northumberland-avenue, and so to the Embankment again. Throughout the march the women were greeted with much enthusiasm. Notwithstanding the unpropitious weather thousands lined the route, and cheers were raised as parts of the procession which specially appealed to the sentiments of the onlookers came into view. The women and girls took half an hour to pass a given point.

Among the many bands were two of the Royal Naval Volunteer Reserve, and as the sailors came in sight, playing lively airs, they were greeted with particularly hearty cheers. Khaki bands, of which there were several, were also picked out for special ovations. At salient points along the route facilities were provided for women who were ready to sign on for munition work, and those in charge of the registration forms had a busy time getting signatures. The leaders of the deputation were Mrs. Pankhurst and Miss Annie Kenney, who followed the Pageant of the Allies in the procession.

Fortunately the rain had ceased before the procession reached the Ministry of Munitions, and Mr. Lloyd George's address after receiving the deputation was made under more pleasant conditions than the demonstrators had dared to hope for when they set out on their

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WOMEN AND THE WAR— AND AFTER.

War time is full of ironies. The most striking is the fact that the South Wales miners, who have provided many thousands of recruits for the Army, should now be helping the enemy in the most effective way possible, and should be able to say, with literal truth, that "only Germany, Austria, and Turkey are on their side." A minor irony is illustrated by Mr. Lloyd George's speech in reply to the women's deputation. The great anti-armaments campaigner, who only a little more than eighteen months ago was busily attempting to prove the expensive folly of preparations against war, is now the one man to whom the country looks to put the munitions difficulty right. On the other hand, the suffragists, who were ready to wreck society a year ago, are now pleading that they shall be allowed to bear a full share of the national burden. The cry of "Votes for women," once the slogan of hammer-throwers and picture-slashers, is no longer heard. Instead, the banners of the ex-militants bear such inspiring inscriptions as "Women's battle-cry is 'Work, work, work'"; "Men must fight and women must work;" "Shells made by a wife may save a husband's life." It would be easy to sneer at the transformations of the last twelve months—at the Pacifist Radical turned into a fiery advocate of war efficiency, at the cosmopolitan sentimentalist converted into an austere patriot, at the wildest political agitation of modern times diverted into widely different channels. A less superficial view sees more food for hope than for cynicism in these miracles. The alchemy of war has revealed what is fine gold and what is rubbish in the national character. If it has shown how deeply class hatred and soulless greed have perverted a section of the people, if it has brought to light some rottenness and much stupidity, it has also shown that the nation as a whole is sound, and that the spirit of England, properly directed, will triumph over difficulties far graver than any that have yet confronted us, serious as they have been and still are. The horrible spectacle of wilfully idle South Wales is depressing enough. But fortunately it is not representative of the real spirit of working-class and middle-class England. That is more accurately reflected in the demand of the women that they, too, shall serve the country in its hour of need.

There are already, says Mr. Lloyd George, some 50,000 women working in munition factories. But that is only something less than one-fifth and more than one-tenth of the number employed in France and in Germany. We shall not be making the best of this vast reserve of energy until those figures have been equalled if not surpassed. Women can do all kinds of unskilled work except that making very heavy demands on physical strength. They are also equal to very fine work, like the making of shell fuses. There is no reason whatever, beyond the prejudices of employers and workmen, why a very large part of the operations now performed by men should not be accomplished by the agency of female labour. It will, of course, be a matter of time before the women can be organised. It will be still longer before the necessary machines for a great enlargement of production can be supplied. It will be longer still before women without any kind of experience can be trained to tasks requiring a high degree of technical skill. Miracles cannot be expected. The main thing is to get a start, and prepare the way; and one quite essential preliminary is to clear the ground of

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Our country is in peril, and we all want to help it; and I believe that men and women alike are prepared to do their best to help the Old Country through to victory (cheers). In France hundreds of thousands of women are working in the factories and workshops in order to equip the soldiers at the front with abundant material to enable them to face the enemy on equal terms. We propose in this country to utilise the services of everybody who is prepared to assist us, and then victory will come to us. I am not afraid of the result (cheers). There are dark clouds rolling up in the East, but I look at them with confidence. The indomitable spirit of Russia will ride this storm as it has faced many another hurricane that swept over its devoted plains. The original programme, and the entire route was traversed by the majority of the women, it being estimated that about 100,000 took part in the procession, many of them eschewing the protection of mackintoshes even though the rain beat at times unmercifully and gusts of wind threatened to tear the banners from the grasp of the bearers.

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MRS. PANKHURST'S PLEA.

Mrs. Pankhurst, at the interview with Mr. Lloyd George, said that the women had taken part in the procession because they wished to demonstrate their desire to serve in any and every capacity in which they might be used.

They felt that it was essential if they were to do what they wanted to do—namely, release as many men as possible for their proper business of fighting—that there must be set up a system under which women could be trained not only to do very valuable work as unskilled workers, but also skilled work. It was a crime for any man of fighting age, skilled or unskilled, to be doing any work that could be done by women if properly trained.

Lady Parsons urged that there should be some practical training of women in engineering shops. If the employers could see their way to take a few capable and clever girls into their works, in a few months these would form the nucleus of a school trained to run workshops of their own. She urged that establishments for this purpose should be provided at Newcastle.

Mrs. Grant, Miss Baker, and Miss Kenney also spoke, and after Mr. Lloyd George's speeches the National Anthem was played, and Mrs. Pankhurst said:—Women are going to work. They are going to save the lives of the men in the trenches, and let us all join in giving three cheers for the Army and Navy.

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To the first objection Mr. Lloyd George replies by facts. Women are to be paid for piecework at precisely the same rate as men. With regard to timework, the same arrangement obviously cannot hold good, having regard to the fact that women workers will for some time be unskilled and untrained, and therefore less productive than the average male employee. However, all the establishments will be under Government control, there will be a fixed minimum, and wages will be fair. There is no intention to secure mere cheapness. The second fear was not considered by Mr. Lloyd George, but it undoubtedly exists, and it may be worth while dealing with it here. Undoubtedly, if hundreds of thousands of women acquire the habit of work in avocations not hitherto open to them there will be a tendency, after the war, to prefer occupation to idleness, and also to cling to those trades which offer a better return than the average field hitherto open to female energy. A good many

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[illegible]hension, but rather for satisfaction, [illegible] a productive employment of his kind

Aberdeen Daily Journal
19.7.15

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BRITISH WOMEN.

If Mr Ramsay Macdonald had been wise in his day and generation, he would have sunk all his contorted views on pre-war diplomacy, and, once the nation had declared for war, would have joined the British and not the German Party, or have recognised that it was better to hold his peace than to aid and abet the enemy's cause by platform oratory. Happily the best section of the Socialist-Labour Party in this country is now declaring itself on the Britain for the British side, and not the Britain for the German side. The demonstration of women who are asking for war work held in London on Saturday revealed how well Mrs Pankhurst is playing her cards in the supreme crisis in which the nation is passing through. While the country was at peace Mrs Pankhurst was at war for Votes for Women. The moment the national danger signal was hoisted and Germany had started on its campaign of ruth that was to finish with the occupation of Petrograd and Paris, and London, Mrs Pankhurst became one of the finest of recruiting agents, and is now among the loudest clamourers for war work for women. To many the attitude of women in this war period has given a new turn of sympathy for the women's cause, and it has done so because it is now seen that the women's leaders have had a broader conception of the nation's duty in war-time than some of the most outstanding Labour-Socialist leaders.

Miss Christabel Pankhurst in discussing the pro-German Norman Angell's war attitude, for instance, has turned his illogical theories outside in, and left him a laughable thing of shreds and patches. The same writer has recognised what the invasion of Britain by Germany would mean for the women and children of this country, and from the Belgian lesson has driven it more forcibly home than almost any other writer of to-day. She has seen also with a clarity of view which Mr Ramsay Macdonald and Mr Keir Hardie might well envy that a victory for Germany would mean not only the doom of the aristocracy and the middle-classes, but of the democracy of this country. Some are almost inclined to think that if women had had the power their quick and intuitive gift of reaching a rapid conclusion would have led to the organisation of the manhood and the labour of the nation eleven months ago instead of eleven months after the outbreak of war. France and Germany are utilising the services of women for war munition work, and the demonstration of Saturday, with the sympathy of Mr Lloyd George, should lead to an early utilisation of the energies of women for war service on a much larger scale than has hitherto been the case.

A MOBILIZED NATION.

MEMBERS' REQUEST TO MR. ASQUITH.

ANOTHER WOMEN'S MEETING.

Our Parliamentary Correspondent writes :—

The movement in favour of National Service is growing very strongly among members of the House of Commons, who are likely to be reinforced during the coming sittings by a good many of those who have seen service in the early part of the war. It will be remembered that this course has been strongly urged in these columns in the case of those members who are not actually fulfilling regular regimental duty and who, therefore, might be regarded as having a choice between relatively unimportant military tasks and their duty to the House of Commons.

These members, no doubt, will take such action as they can to raise the question of National Service, but, as a preliminary step and in order to avoid embarrassing the Government, they are seeking an interview with the Prime Minister in order to lay their views before him.

It is understood that the body which has memorialized the Prime Minister in this sense consists of 20 Unionists and 20 Liberals, but, of course, these are only a small proportion of the total number of members who are in favour of National Service.

DEMONSTRATION OF WOMEN.

MR. LLOYD GEORGE ON MUNITION WORK.

The second women's meeting for the advocacy of national service, which took place yesterday at the Surrey Theatre, Blackfriars-road, was most successful. Just before the meeting ended an interesting message from Mr. Lloyd George on the subject of women's war work was read. The telegram ran :—

> Increasing number of women at present being employed on munitions, and many more needed. In the large firms in the metal trades alone there are 20,000 more women employed this year than last. In many branches of munition work women can be employed in still greater numbers, as it is found that the work to be done is such as they can perform satisfactorily.

Sir L. Chiozza Money, who communicated the contents of the message to the meeting, in a few words of comment laid stress on the fact that there were now great opportunities for women in the country, and declared that the system of national service would enable them to take greater advantage of these opportunities.

The meeting was composed almost exclusively of women. Many of them belonged to the humbler classes, and most of them had relatives serving in the ranks. Many were in mourning. The stewards were members of the Women's Volunteer Reserve in the khaki dress which they have adopted.

The resolution which was submitted to the meeting, and agreed to unanimously, was in the following terms :—

> We, women of the British Empire, believe that the time has come when every fit man should be made available for the fighting line, or, if specially qualified, for National Service at home during the war. Further, we believe that the time has come when the services of women should be fully utilised.

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The BISHOP of BIRMINGHAM, who was in uniform, presided, and spoke very earnestly in support of the movement for National Service. The majority of the women present, he said, had relatives, near and dear to them, doing something at the front for the Empire. They were conscious of some injustice, for, while they had given all, others had given nothing. They, however, refrained from accusation because they believed that there had only been a want of realization. But they desired to stir the nation into knowledge, and recognized that the Empire rightly demanded the service of all, and not merely of those who were mos t alive to their responsibilities.

THE BISHOP'S WHITE FEATHER.

Referring to the appeals on posters, he said it was not that kind of thing which should be the moving power of the manhood of the country at a time like this. He regretted that the vital subject with which they were dealing should be made a matter of party, and particularly of journalistic rivalry. If a man took one view, he was accused of belonging to a particular gang. He had himself, he told the meeting, been presented by an anonymous person with a white feather on this ground. In reality all this rubbish about contending journalism had nothing to do with the subject before them.

Then they were told that they ought to be silent, because Lord Kitchener would send for the men as soon as he wanted them ; but what they should bear in mind was that the greatest help they could give that magnificent man was by educating public opinion on the subject of National Service. Meeting the argument that such service was undemocratic, he declared that it was absurd, and pointed to the position of the young Frenchman, who joined the ranks under a compulsory system with pride and with love for his country.

Dealing next with the objection that there would be interference with trade, he said that he had studied in Germany, and that it was there thought that part of her great power in industrial matters was due to her compulsory system. Even if it were not needed he should approve National Service of some kind because it promoted real brotherhood. During 12 months he had been much in a military hospital, and from man after man he had heard accounts of the perfect brotherhood that existed between the officers and men of our Army. (Cheers.)

After saying that the greatest fear in Germany at the present time was that we might adopt National Service for the purpose of defeating her, the Bishop told the meeting that in the fields of France, where they were gathering in the harvest, he did not see a single able-bodied man out of uniform, and that every one was doing something in the country's cause. Finally he said that he wanted National Service now, because he did not desire to wait until the best men had all volunteered.

The HON. Mrs. MAXSE, wife of Major-General Ivor Maxse, who moved the resolution, in a speech that was earnest and direct, dwelt on the duty of every man to defend his country. Alluding to the recruiting posters, she declared, amid applause, that she would like to strip them off and burn them.

LADY ASKWITH seconded the resolution. In a reference to recent events she said "it was the proud boast of the women of England that for centuries they had never heard the fire of the enemy. How many of us can say that now ? It is a queer sensation when you hear it for the first time, and I know it rouses in us a spirit that will flinch from no sacrifice, that will fight to the last ounce."

The spirit of our men was a thing to thank God and their mothers for. But supposing a man had been wounded, it was almost more than one could expect of human nature to imagine that he would go out again gladly while his neighbour remained comfortably at home and said he disliked conscription !

SIR L. CHIOZZA MONEY'S WARNING.

SIR LEO CHIOZZA MONEY, M.P., who was in uniform, said that National Service was just and necessary, and the present position was grave. This was not to say that we should not win through, but it meant that we dared not do less than our utmost. Unfortunately the voluntary system was crippling our efforts. One of the greatest of our armament firms, that of John Brown and Co., Sheffield, had actually lost by recruiting 10,000 out of 50,000 men. A committee of which he was a member asked a midland firm to take up the manufacture of a particular article, and the firm replied that week by week they were being robbed of the very men who were wanted for the purpose.

After replying to the current arguments against National Service, the speaker pleaded for its introduction in the sacred name of liberty and declared that we needed a very much larger Army than we had now and that we ought to give France much more support. Even if the voluntary system could give us all the men we ought to have it would take too long to recruit them for the purposes of the present campaign.

The Government, he asserted, ought not to have waited for 13 months before appointing a committee to consider the question of compulsion. The agitation in the country upon this subject had already done much good, and he confidently believed that it would do more. It was the duty of the Government, he held, to recognize that if it prolonged the existence of the present Parliament beyond the prescribed time, it ought to look beyond Parliament to ascertain the real opinion of the people. (Cheers.)

After the resolution had been carried, a poem written by a wounded officer and entitled "Thanks to the Women of England," was read from the platform.

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AGRICULTURE FOR WOMEN.

By LILLIAS HAMILTON, M.D.
(Warden of Studley Agricultural and Horticultural College for Women.)

In agriculture as a profession for women I must also include horticulture, which is in many ways easier of attainment than is farming proper. Moreover, there is a growing demand for women gardeners, and the pay offered is very fair indeed, naturally varying according to the capacity and experience of each individual. Broadly, I should say that there was a greater supply than there is demand for the well-paid dairy posts, and that the very reverse holds good in horticulture, where the good posts offered are considerably in excess of the thoroughly trained women capable of undertaking them. Gardening, like all other professions, has among its members a certain number of women who would never make successful heads of any undertaking. This is a fact that must be accepted by parents and candidates alike, and the pay of a woman as single-handed or under-gardener is not brilliant—between £20 and £30 a year, all found, perhaps. The question is whether a woman, incapable of rising to the position of head gardener, would earn more at any other equally pleasant work. Every case must be judged on its own merits.

A great many educated girls have a small income of their own—say £30 to £50 a year. A woman cannot live on such an income without supplementing it. For such I would say that a free, open-air life in the country as under-gardener or gardener in charge of a small garden, with no financial anxiety, would be pleasanter, and certainly much more healthy, than many of the occupations taken up to supplement small incomes in towns; but for a really capable woman who wishes to live in the country I cannot imagine a more delightful profession than that of head gardener, and it is a well-paid one. It is true that for six months of the year the hours are long, but a head gardener's work is not heavy, and in winter the hours are decidedly short. She must, however, thoroughly know her work and be able to manage those under her. Men are as willing to work for a woman who is successful as for a man, provided she is just and reasonable and does her share. It is quite a delusion that they resent women gardeners. They resent the incompetent, whether man or woman.

WOMAN'S LIMITATIONS.

One thing, however, must be borne in mind, and that is that the woman beginner in the gardening world has not the same value, except in a nursery where there is a great quantity of glass, as has the lad. She is not as strong muscularly; probably she will not be able to do full hours at first, and she cannot very well be set to clean out the stokeholes, though no work, however dirty, is really derogatory, and every gardener must learn to stoke sooner or later. A woman should not constantly lift heavy weights, even if she can do so, and though digging is remarkably health-giving, in moderation, too much of it is undesirable, nor is it profitable, because a woman cannot get through as much heavy labour as can a man. She must, however, learn how best to set about such work and have some practice in it, so that she may direct all operations. She must, in fact, be taught, and that at once creates a difficulty for women who have no means. I think, however, that by co-operation with nurseries something might be done at this time especially to help women with small means and real ability to take up this very desirable occupation.

Owing to the war, no doubt, we have had numerous applications from nurseries for women able to work in houses where strawberries are being forced, also taking chrysanthemum cuttings, thinning grapes, sowing seeds, pricking out, etc., etc.—all light and very suitable work, and work that any girl could learn very quickly. The pay offered is what an educated girl could just manage to keep herself on, and she would gain very valuable experience, and get up her speed. I do strongly recommend girls who want eventually to take up gardening to go now at once into nurseries offering such opportunities. The nurseries would employ them to their mutual advantage till the autumn, when they should take two terms of serious study in theory as well as in general gardening, returning to the nursery for further experience and practice throughout the busy season during the following spring and summer, following it up with a further two terms' study during

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It is not at all certain that nurseries would always be willing to offer a living wage to women for this class of work, but they certainly are willing to do so at present, and they very likely might take old hands back during the busy season next year. There is, in fact, at this moment a very exceptional opportunity for women of small means to get trained, but educated women must not think that nursery training alone will enable them to get posts as head gardeners. A woman, as I said, has not the same physical strength to offer as a man, so she must have something else. That something else is "knowledge," and this knowledge must be gained from experienced teachers, both in theory and practice. A head gardener must have done a far greater variety of work than can be learned in nurseries, unless many years were to be given up to training in many nurseries. In properly organised colleges, in addition to market-house work, a very considerable variety of plants are grown for teaching purposes only, and unless a woman went from nursery to nursery specialising, she would not acquire sufficient experience to be able to undertake the charge of a garden. That is where the college comes in. An educated girl can there learn in two or three years what an uneducated man or woman would take 10 or 15 years to learn.

Where there is capital farming can be as advantageously undertaken as gardening, but as a rule employers prefer engaging girls who have been brought up on a farm from childhood to run their dairies and milking herds. There are, of course, a few exceptions. Cheese-making, specially perhaps soft cheese, is a profitable employment, but such work cannot be undertaken without capital, or at least a small settled income.

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girls that followed. Then came a pageant of the Allies, a girl in tattered dress with the torn flag of Belgium unconquerable and unbowed beneath the bludgeonings of Fate. Each country had a standard-bearer of her own race. There were women of France in the red cap of Liberty, and peasant costumes of Serbia and Montenegro, and Japan and Russia and Italy all had their party, with, last of all Britain and the Britains beyond the seas declaring their unity of purpose.

But the most striking pageantry was the long column of the procession itself, when, each rank raising aloft flags of red and white and blue, the bands blared out, and it began its march. An endless wave of colour it seemed, stretching far away into the dim distance of the mist of rain, red and white and blue, tossing and falling on the wind, and blue and white and red again, till the colours mingled and blended into a pattern, an infinite flag. From a balcony built out overlooking the Embankment the Minister of Munitions watched the ranks march past him, raising aloft their flags and cheering as they came. He must have thought it a strange and stirring picture. No one who saw it could doubt its inspiration of energy and zeal.

MARCH THROUGH WEST-END.

TRIUMPH OF ORGANISATION.

Whoever among the capable organisers of the great march through the West-end drew up the time-table is entitled to congratulations. The proud bearer of the Union Jack at the head of the procession, who disdained, rain as it might, to protect her white costume with outer coat or macintosh, stepped off promptly at half-past three. Thereafter, barring momentary halts for traffic purposes, the tens of thousands who followed were led at a steady pace along the appointed course until the Embankment had been regained. Two hours were to be occupied by the march, and in two hours almost to a minute it was ended. The whole proceedings were a perfect triumph of organisation, and demonstrated once more in a particularly striking manner the capacity of women to plan big undertakings on successful lines.

The procession, formed in the rain, went steadily forward in the rain until half the journey had been accomplished. Bridge-street, Whitehall, Pall-mall, St. James's-street, and Piccadilly were traversed to the accompaniment of a gusty downpour, but never an umbrella was seen in the ranks of the marchers. Had the weather been ten times worse they would have braved it apparently with the utmost cheerfulness and composure.

The weather seemed to become more gusty than ever when the procession wheeled into Park-lane. Scores of banners swayed like trees in a gale as the wind came sweeping along, and in some cases their bearers had to struggle resolutely with aching arms to save them from dire shipwreck. Here and there male sympathisers felt compelled to come to the rescue, or the banners in all probability would have been down in the mire. But, whilst grateful, no doubt, for a little temporary assistance, the women, it was plain to see, were quite prepared to battle alone against the elements. Happily, before Oxford-street was reached the rain ceased, and during the progress of the procession along that great shopping thoroughfare the outlook gradually became brighter.

Oxford-street, Regent-street, and Piccadilly-circus provided really imposing throngs of spectators. There was, however, less cheering than might have been expected, although, naturally, the pageant of the Allies frequently evoked warm demonstrations of approval. The barefooted representative of Belgium, carrying the tattered flag of that unfortunate country, was the recipient of countless respectful salutations, and the young lady who impersonated Britannia shared with her the honour of attracting chief attraction: There were bands by the dozen, and amongst them all none enjoyed so much popularity as one composed of bluejackets, whose music quite appropriately was confined to popular nautical airs. At many points the sailors were cheered enthusiastically as they stepped along briskly at the head of their section. Their reception was a fine tribute to the popularity of the Navy.

ATTRACTIVE SPECTACLE.

Spectators who watched the entire procession go by found that their attention had been occupied for a full half-hour. Let it be said at once that the time was spent pleasantly enough, for as a moving picture the procession was intensely interesting and full of colour. Both before and after it had passed an opportunity was afforded to women who were present as onlookers to register their names as willing to undertake munition work. Tables had been set up for the purpose at frequent intervals along the route, and in the course of the

WOMEN'S HELP IN MUNITION FACTORIES.

MINISTER'S WELCOME.

PROBLEMS OF PAYMENT.

Leaving the procession when it came into the neighbourhood of Whitehall a deputation of ladies, headed by Mrs. Pankhurst, interviewed Mr. Lloyd George in his private room at the Ministry of Munitions.

Mrs. Pankhurst, in introducing the deputation, prefaced her remarks by saying that the women heartily welcomed the establishment of a National Register. Women had joined in the procession which had just taken place because they wished to demonstrate their desire to serve in any and every capacity in which they might be of use. The object of both men and women was to strengthen the national resources and weaken the enemy as much as possible in order to bring the war to a speedy and successful conclusion. Already a large number of women were taking part in the manufacture of munitions, but they wished to see that number very largely increased.

"We cannot as Englishwomen," Mrs. Pankhurst continued, "feel happy until we have at least as many women taking an effective part in some form of service as are doing so in Germany and amongst our Allies. What we feel very strongly is that the women who are working at present are in the main unskilled. It is essential, if we are to do what we want to do—to release as many men as possible for the fighting line—that a system should be set up by which women can be trained not only as unskilled workers, but also to do skilled work. We feel that it is a crime for any man of fighting age, skilled or unskilled, to be doing work that can be done by women if they were properly trained.

"When we see the great waste of valuable human lives in this war we feel that every intelligent woman will be needed, if the war is to be prolonged, to maintain our greatness as an Empire. Arrangements should consequently be made to train women without loss of time. The women are ready, and I hope you will find means to take advantage of that wonderful enthusiasm which they have displayed in small measure to-day.

STANDARD OF WAGES.

"Another important point is that if women are trained and enter the industries of the country in large numbers the standard of wages ought not to be reduced. We, therefore, urge that wherever women are engaged to do work previously done by men, and where they do it equally well, they should be paid exactly the same rate of wages whether for piecework or timework. We want to make no bargain for serving our country. We are willing to make every sacrifice to win this war, because we believe that all the women value and cherish is at stake. We love our country and desire to serve her, and on behalf of the thousands of women outside I offer you their services."

Mrs. Mansel, speaking on behalf of the women of "so-called leisure," said that most of them had relatives at the front, and they desired to reinforce them. If munitions were short the men at the front were exposed to greater danger than should be. The energies of women must not be wasted. Let England be really a nation at war. Let every man take his place in the fighting line if he could, and let every woman reinforce him at home, in the factory, in the field, or wherever she could be used.

NEED FOR TRAINING.

Lady Parsons urged that there should be some practical training of women in engineering shops. If the employers could see their way to take a few capable and clever girls into their works, possibly on the premium system, in a few months they would have them trained to do much valuable service. Simple unskilled work was being done now by thousands of women, but it was necessary to train them for something better. Authority was also required in order that they might take suitable premises.

Mr. Lloyd George: What for?

Lady Parsons: Premises as residential workshops. The women must live near their work. We are ready to take the matter in hand if we have authority.

Mrs. Grant and Mrs. Baker also urged that further opportunities should be provided for women to work on the making of munitions.

Miss Annie Kenney, speaking on behalf of working women, said there were thousands all over the country willing to give their services. She hoped, however there would be no obstacles in the shape of old-fashioned trade unions and employers. In war prejudiced ideas should be put aside.

MR. LLOYD GEORGE "WOMEN CAN HELP."

Mr. Lloyd George, in reply, said: Permit me to say to a still higher pitch than we have ever witnessed before. But I should like to say one or two words not for the purpose of damping that ardour, but by way of enjoining a little patience.

You cannot organise, mobilise, and bring into operation a new industrial army in a day. It is not merely that there are prejudices to get rid of, but there are other things to consider. First of all in this country you have to get the proper machinery for the turning out of your shell and your material. Lady Parsons suggested that we might start at once. The first thing that we have got to do is to equip ourselves with an adequate supply of lathes, machinery, and tools for the purpose of turning out munitions.

We had a very important gathering in this room a couple of days ago when he had all the great machine tool makers of this kingdom present, and to that meeting we intimated that we proposed to assume Government control of all the machine tool-making shops in this country. They accepted it readily, and for the next few months all the energies of these great shops will be devoted to the turning out of the necessary lathes and machinery for enabling us to increase the output of war material. All that takes time. Even the setting up of those establishments Lady Parsons referred to would take time. If it is done too hurriedly it would not be done well. But I agree that there is something that can be done in the meantime.

WHOLE TIME SERVICE.

There are two things that can be done while we are preparing to utilise the services of the women who are ready to help us. The first thing is that an organisation might be set up, a really national organisation, for the purpose of registering the names of all the women who are prepared to devote the whole of their time to any task for which women are fitted in the turning out of war material.

We are getting offers of service from people who say, "I have got a day or two to spare, and I should like to take some job on." That is simply no use to us. Whoever comes forward to serve must be prepared to give the whole of their time. I had experience of that in this office, and I must say whenever that was pointed out they made arrangements at once to give the whole of their time. I have never seen one man who was unwilling to do so. The first thing is we must get a complete register of women who are prepared to give the whole of their time to the kind of work for which they are particularly adapted in the turning out of war material.

The second thing—it has already been referred to by Lady Parsons and Mrs. Pankhurst—is that there must be a certain amount of training in order to instruct any of the women who can assist—to utilise a sufficient number of women to be able to direct and instruct the others and help in the organisation of women labour in these new shops.

These two branches of activity can proceed now—first of all the national organisation of a sufficient number of women upon whom we can draw when we are ready to fill these new shops; secondly, the taking of means immediately for instructing and training a considerable number of women in the class of work which I have indicated. That can be done immediately. These are the two points I want to call attention more especially to.

A MINIMUM WAGE.

With regard to wages, I should only like to say this. As far as piece work is concerned, we have agreed that a woman shall be paid exactly the same price as a man for any piece of work she turns out. That is perfectly fair. It would not be fair to give, say, half-a-crown to a man doing that, and 1s 6d to a woman. So we have agreed to pay exactly the same rate of wages for piece work to women as to men. Mrs. Pankhurst asked a little more than that. She wanted the same rate of wages even for time work.

Mrs. Pankhurst: I asked that because there are very grave complaints that women now working for private employers are being sweated. I have had several cases brought before me. I know you do not wish that to happen.

Mr Lloyd George: Quite right. All these shops are now going to be under Government control. (Hear, hear.) It is quite impossible for us to get along, I think, without assuming practical control of all the great establishments for turning out munitions of war; and the Government will see that there is no sweated labour. For some time women will be unskilled and untrained, and they cannot quite turn out as much work as the men who have been at it for a long time. Therefore we cannot give the same time-rate, but the piece-rate we can give. But Mrs. Pankhurst is perfectly right in insisting that whatever the rate of wages should be it should be a fair rate, and that there should be a fixed minimum which will guarantee that we shall not utilise the services of women merely to get cheap labour. That is what you want. (Hear, hear.)

VERY GRAVE EMERGENCY

Women are prepared to tender their services to the nation to assist it in a very grave and serious emergency. They are willing to do their best. Mrs. Mansel said they have got those of whom they are fond fighting in the trenches and endangering their lives, and women are unhappy that they are not doing something to help. They are anxious to help. They can help, and help enormously. I believe that they can help us through to victory. (Hear, hear.) Without them victory will tarry, and the victory that comes means a victory whose footprints are

appropriately was confined to popular nautical airs. At many points the sailors were cheered enthusiastically as they stepped along briskly at the head of their section. Their reception was a fine tribute to the popularity of the Navy.

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The last stage of the journey was made viâ Haymarket, Cockspur-street, and Northumberland-avenue. So far as the weather was concerned it was the best stage. The dark clouds had disappeared, the sun had come out, and there was the promise of a fine evening to follow. Up to the very end there were no stragglers, and nobody fell out of the ranks. There were plenty of elderly women among the marching thousands, but they kept pace with their younger sisters, and endured patiently any fatigue they may have felt until the whole route had been traversed. When the procession had returned to the Embankment, and sections had dispersed, the women waited in enormous numbers to hear the brief speech of Mr. Lloyd George from the garden wall of the Ministry of Munitions. They gave the right gentleman a magnificent reception.

WHITEHALL STREET.

suitable premises.

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MR. LLOYD GEORGE.

"WOMEN CAN HELP."

Mr. Lloyd George, in reply, said: Permit me to congratulate you on your very fine procession, which I had the pleasure, along with my colleague, Mr. Winston Churchill, of witnessing this afternoon. If any additional proof were required of the organising capacity of women, of which I have been a victim in the past—(laughter)—I should say it was amply demonstrated by that procession to-day. It was uncommonly well done. It has a special advantage, I think, which lies very largely in the fact that it will help to educate public opinion on this subject. I attach enormous importance to it.

I do not think it would be possible effectively to organise the resources of the nation for the tremendous war we are beginning thoroughly to realise we have embarked upon until you mobilise the women of this country as well as the men. (Hear, hear.) That has been recognised in the measure which was piloted through the House of Commons with great skill by my colleague, Mr. Walter Long. The National Register is a complete statutory recognition of that point. Our Allies and our foes on the Continent of Europe have already recognised that it is not merely a question of utilising the service of women for munitions only. It is, as Mrs. Pankhurst pointed out, utilising the energies of women for the purpose of discharging all the duties and the functions of commercial and industrial life which they are capable of doing as well as men.

RESERVE OF LABOUR.

We know what women can do in the matter of helping us in turning out munitions of war. I had letters sent me from the various works of the number of women already engaged there. I think at the present moment we have at the outside something like 50,000 women working at the various factories engaged in turning out munitions of war. That, I believe, is something between one-fifth and one-tenth of the numbers employed in France. I have not got the actual numbers; I hope to get them from M. Thomas in the course of the next few days. I was told by someone who knew pretty well what was being done in Germany in the way of organising that they have at least 500,000 women engaged in turning out munitions of war in that country.

The figures I have got here, and the kind of work women are doing and doing so well, indicate what a reserve we have got in women's labour for the purpose of helping the nation through this very grave crisis. I agree with Lady Parsons that they ought not to be confined merely to the work known as unskilled. There is very fine work which can be done by women, and which is being done by women in this country as well as on the Continent of Europe—in the making of fuses, for instance, about the finest work in the making of shells. The shell body is pretty rough work. That is the sort of work you turn the men on to. The finest work—the fuses—is being done in France by women. It has been done also in this country by women, but, as a matter of fact, all that work can be done by women, and men can be turned on to heavier work which women are not really fitted for.

GET RID OF PREJUDICE.

That is really what we have in our minds. But, as Miss Kenney pointed out, the first thing you have got to do is to get rid of prejudice. That is a very serious obstacle in our way. It is not merely the prejudice of the old trade unions, but the conservatism—I am not speaking politically—of the business man. He has been accustomed to see men turn out this kind of work, and you cannot persuade him that women can do it just as delicate work of this kind can do it better than men. You have to persuade him of that fundamental fact to begin with, and then you have to get rid of the prejudice—not necessarily the prejudice, but the apprehension—of the working man, who is afraid that when the war is over, once you train women to do work of this kind they will do it so well that there will be no further need for the services of men.

Mrs. Pankhurst: Very healthy competition.

Mr. Lloyd George: The real answer to that is that this is war work, and when the war is over there will be no need for it, and therefore it will come to an end. It is not a question of competition; it is a question of getting men and women to work together for the purpose of helping their country through the worst crisis it has ever experienced.

I have been by all the speakers enjoined not to lose any time in putting this project into operation. It is perfectly true that enthusiasm has been stirred up. There is a great anxiety displayed by women to take part in helping their country, and the demonstration to-day will undoubtedly fan that enthusiasm

give the same time rate, but the piece-rate we can give. But Mrs. Pankhurst is perfectly right in insisting that whatever the rate of wages should be it should be a fair rate, and that there should be a fixed minimum which will guarantee that we shall not utilise the services of women merely to get cheap labour. That is what you want. (Hear, hear.)

VERY GRAVE EMERGENCY.

Women are prepared to tender their services to the nation to assist it in a very grave and serious emergency. They are willing to do their best. Mrs. Mansel said they have got those of whom they are fond fighting in the trenches and endangering their lives, and women are unhappy that they are not doing something to help. They are anxious to help. They can help, and help enormously. I believe that they can help us through to victory. (Hear, hear.) Without them victory will tarry, and the victory that tarries means a victory whose footprints are footprints of blood.

We want to shorten the war, for it means life; and by saving life we shall be curtailing and diminishing the burden of sorrow which war brings. That is the great function of women in life, and I believe they are discharging that by coming forward at the present moment and saying to the brave men who are fighting for us in the trenches, "If your lives are in peril because you have not enough war material we will help." On behalf of the nation I am entitled to thank you for tendering your service.

Mrs. Pankhurst, on behalf of the deputation, thanked Mr. Lloyd George for having received them and for his sympathetic reply, and invited him to address the large crowd that had assembled on Victoria Embankment. The right hon. gentleman at once consented, and several of the members of the deputation accompanied him to the platform, specially constructed, overlooking the Embankment.

INDOMITABLE RUSSIA.

Mr. Lloyd George received an enthusiastic welcome from the great crowd, which stretched so far that it was impossible for many to hear. He said: We have witnessed a very fine procession of women who are anxious to help their country in the hour of emergency. They, I believe, represent the feelings of millions of women in this country. (Cheers.) There are thousands and hundreds of thousands of them who have got sons and brothers and husbands and fathers, and those whom they love, at the front, and they want to do their best at home to help these men facing deadly peril. Our country is in peril, and we all want to help it—(cheers)—and I believe that men and women alike are prepared to do their best to help the old country through to victory. (Cheers.) In France hundreds of thousands of women are working in the factories and workshops in order to equip the soldiers at the front with abundant material to enable them to face the enemy on equal terms. We propose to utilise the services of everybody who is prepared to assist us, and then victory will come to our lot.

CONFIDENCE IN THE FUTURE.

I am not afraid of the result. (Cheers.) There are dark clouds rolling up in the East, but I look at them with confidence. The indomitable spirit of Russia will ride this storm as it has faced many another hurricane that swept over her devoted plains. The clouds will be scattered, they will be dispersed, and Russia will emerge once more formidable, deadly, and help the great democratic countries of the West to achieve a great victory for freedom in Europe. (Cheers.)

A woman at this point broke in with the remark, "We have not got the vote yet."

Mr. Lloyd George: We will get her into a shell factory first. (Cheers and laughter.) I have only got to thank you for coming here in order to show your readiness to do all in your power. London is organising. It is a question of organisation. It is a question for us all. Here we are just panting twelve months behind to catch a foe who had been preparing for years. But we shall do it. I have no hesitation at all in feeling confident that the great nation which overthrew many a despotism in Europe before with its own right hand will do so yet. (Cheers.)

The National Anthem having been played, cheers were given for Mr. Lloyd George.

Mrs. Pankhurst, who said the women meant to work to save the lives of the men in the trenches, called for three cheers for the Army and Navy. These were heartily given, and Mrs. Pankhurst also received a cordial cheer.

Daily Telegraph

19-7-15

A CONTRAST IN PATRIOTISM.

No one who glances at the news to-day can fail to be impressed by a strong sense of contrast. On the one hand, we have the cheering spectacle of the March of the Women, loyally offering themselves to the service of the State; on the other we have the deplorable spectacle of the strike of the coal miners in South Wales, withholding the labour of their hands in the hour of their country's most urgent need. The contrast is vivid. The one is full of encouragement; the other arouses a feeling of angry bewilderment, which does but intensify the need of strong, cool handling on the part of the Government. Let us deal first with what is flattering and encouraging to our hopes. To what British women have done in this war we have in these columns repeatedly paid the tribute of our warmest admiration. Their attitude has been splendid. Women always dread the very name of war, because of the havoc it makes in the ranks of those dear to them; but it is never the women of a country who are the advocates of shameful and dishonourable peace, and ours have braced themselves to endure this struggle with a spirit never before surpassed. Their great demonstration, however, in London on Saturday was something more. It was a spontaneous manifestation of their desire to take a fuller part in the task of beating the enemy, and it was a public endorsement of their inclusion by Parliament in the new Natio[illegible] Register. Women are eager to he[illegible], not alone in nursing the wounded a[illegible] supplying comforts for the troops, bu[illegible] doing men's work and assisting to pile up stores of munitions. Their offer has been accepted with enthusiasm. "Without women," said Mr. LLOYD GEORGE in his excellent speech, "victory will tarry, and a victory that tarries means a victory whose footprints are footprints of blood." Nor is it merely a question of munitions. It goes far deeper than that. It is a question of the employment of women throughout almost all the varied ranks of commercial and industrial life, wherever they are fitted and qualified for the work, and it is a question also of employing them on the same terms as men, and on the same basis of full-time employment.

No sweating will be allowed, for fixed minimum rates will prevent the employment of women by such employers as are anxious mainly to secure cheap labour, and the fullest use will be made of all who are ready to offer their undivided energies. Mr. LLOYD GEORGE emphasised the importance of that proviso. It is no use women offering their spare hours; they must be prepared to give their whole time. That, of course, is more than the vast majority [illegible] is sure to be grievous disappointment among those whose services cannot be utilised on that account. But that is the commonsense of the matter, and, after all, the number of women who are free to help the State in this way is enormous, and their willing and enthusiastic labour will be of the utmost value. They will bring to their labour eagerness, patience, patriotism, and, what is of the utmost value in these days, a readiness to learn, combined with strong natural aptitude. What the consequential results are likely to be we will not stay to inquire. All we are concerned with at present is that the help of women is necessary to the State here and now. It is war work, and it must be done, and no one who knows their capacity will doubt its being done well. So much for the bright side of the contrast. When we turn to the dark side, the first thought that occurs is that the President of the Board of Trade needs to have associated with him at this hour other and more influential members of the Cabinet. Let us recall what took place during the last great miners' strike. Lord BUXTON, then Mr. SYDNEY BUXTON, was President of the Board of Trade. But he did not conduct the negotiations alone on behalf of the Government. At a very early stage in the proceedings, Mr. LLOYD GEORGE and the Prime Minister were brought in, and the President of the Board of Trade took a subordinate place. We have a great respect for Mr. RUNCIMAN's abilities, but it is time that others lent a hand.

The case is far too serious to allow mere punctilio to stand in the way. The South Wales pits are idle. Other works are closing down. Already it is certain that a week's output of coal will be lost to the country. The enemy is exultant, as well he may be, for this South Wales stoppage is the most dangerous event that has happened in the United Kingdom since the war began. The guilt—no weaker word suffices—attaching to the miners is obvious. No condemnation can be too strong. It is an act of treason to the State, and to their brothers in the trenches. They are sinning against the advice and the entreaties of their own leaders, and, so we firmly believe, against their own best instincts. But scolding and threats will not get the men down into the pits again, and everyone knows that the blame does not rest upon their shoulders alone. Their minds have been steadily poisoned for months and years past. The enemy's agents have been busy in the South Wales valleys; his dupes still raise their voices in the House of Commons and publish their poisonous insinuations broadcast week by week. And who will dare to say of the South Wales coalowners that they are wholly blameless? They are resisting as excessive their men's demand for increased wages, but what consideration have they themselves shown to the consumer in their continuous increase of prices? Moreover, they have not met their men as they ought in this matter, but have

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The Morning Advertiser
19-7-15.

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WOMEN AND THE WAR.

The remarkable demonstration of which that part of London most closely associated with the official life of the nation was the scene on Saturday adds to the many proofs which women have given since the outbreak of the war of their readiness to do practical work for the Empire. As a spectacle the procession was deprived by the rain of some of its picturesqueness. But what it lost from this cause in artistic effect it gained in the evidence of sincerity and resolution which was afforded by thousands of women assembling in wet and boisterous weather and marching through the muddy streets to show their readiness to be useful. Those who cling to the notion that women should confine their activities to what GOLDSMITH called "the narrow limits of domestic assiduity" have no ground for cheap sarcasms at the expense of the women who thus made demonstration. Feminine vanity could have had no part in collecting the immense assembly. The processionists could have entertained no hope of "looking nice" in such inclement weather. Grace and beauty make but bedraggled and dishevelled figures after prolonged exposure to wind and rain, and when London mud is added to these adverse elements, those who are exposed to them become objects of pity rather than admiration. The muster of processionists even under favourable circumstances would have been impressive; in the face of the unfavourable conditions which prevailed the success of the demonstration demands unstinted acknowledgment.

They had their reward in the appreciative speech delivered by Mr. LLOYD GEORGE in reply to their request that the Minister of Munitions would give them useful work to do. He welcomes their offer of service. The Government is endeavouring to organise the nation, and it is recognised that if national organisation is to be effective women must occupy a large and useful place in the scheme. But all the aid they offer cannot at once be made available in Government workshops. Factories and workshops have first to be equipped, and if this involves some delay, it must not be impatiently assumed that women are merely being put off by promises. The fact mentioned by Mr. LLOYD GEORGE that some 50,000 women are already working in munitions factories removes all doubt as to the capacity of women to give valuable assistance in such workshops, and shows that their suitability for the employment is appreciated. But in the meantime there are other occupations besides those offered by Government work in which women might do splendid service for their country. Fighting is a man's job, though the fact does not seem to be universally recognised among men of military age. Women have done a good deal not only in the way of reminding young men of the call of the Army, but in liberating them for military service by undertaking temporarily positions filled by men in normal times. Much, however, remains to be done in that way. There are army corps of men still doing work which women would do, if not equally well, at all events quite well enough in such a time of emergency as the war has created. Men who ought to be marching against the enemies of their country are content to act as shopwalkers. Others who ought to be in the trenches are behind the counter handling ribbons instead of rifles, or sugar instead of shrapnel. Who can pretend that women would not do this work as well as men? In warehouses men are employed as packers, and a great deal of the work they do might be done by women.

Wholesale drapery houses employ men also; and here is work which seems peculiarly suitable for ladies, who by intuition can divine the tastes and requirements of their sex with a skill that men can seldom acquire either by experience or study of their trade. For public companies, too, there is still much work done by men which might be entrusted to women. For example, industrial insurance companies employ men as collectors, though women would probably import into the work of gathering in the weekly premiums by house to house visitation an amount of tactful interest in the insurers and sympathy with them in their troubles, which would result in an increase of business. Prejudice, as Mr. LLOYD GEORGE said to the women's deputation, stands in the way of the extension of women's sphere of work during the war. Public opinion must break down that obstacle. Here at hand is work to which the women who organised Saturday's

The Picture World
July 19-1915.

The Right to Serve.

The great procession of women in London on Saturday was a dramatic expression of their desire to be allowed to devote their time and talents to the service of the nation.

Thousands of women have offered their services to the nation, and the fact that only a few have been employed has created an impression that those in authority are neglecting a golden opportunity. That is only a superficial view of a complex problem.

The difficulties hinted at by the Minister of Munitions are chiefly the inadequate supply of tools and machinery, and the necessity of further organisation so that a sufficient number of women may be trained to direct and instruct others.

The Government are taking control of all machine-tool factories in the country, and the increase in the output of these establishments will improve the opportunities for the employment of women.

Half-a-million women are making munitions in Germany, and one object of Saturday's demonstration in London was to show the nation generally, as well as our Allies and the enemy, that British women are devoted to their country and are determined to serve it.

They feel that little has been done to use their ready enthusiasm.

The quality of their loyalty to the nation was shown in the democratic character of the great procession through London—"an Indian princess, peeresses, wives of men high in the State, women distinguished in art and letters walked shoulder to shoulder with teachers, typists, shopgirls, factory lasses and British matrons whose sons are already in the fighting line."

These women of Great Britain have given Mr. Lloyd George a fine opportunity to prove his great ability. If he can harness them to the car of State, if he can show them the way, he need fear no more complaints of shortage of labour.

The modern woman is strong, self-reliant, and trustworthy. She is ready and willing to serve the nation, only wanting the opportunity.

She demands "the right to serve" in any and every capacity in which she may be of use.

The Minister of Munitions showed himself to be entirely sympathetic with the views placed before him by the deputation of women, and he expressed his belief that women can help the nation to victory in this war.

He agreed with the suggestion that nothing should be done to depress the conditions of male labour, and that wherever women did the same work as men they should be paid the same rate of wages. That is to be the especial care of the Government which will control all munition-making establishments and will see that there is no sweated labour. This will be guaranteed by a fixed minimum wage.

When the war is over the entry of women into spheres of activity hitherto untried will be one of our greatest problems. But for the present we can only devote our energies to the supreme necessity—the victory of the Allied armies.

If women can help to that end under the conditions indicated for the safeguarding of the wage interests of male workers, we may leave the future to solve its own problems.

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Birmingham Post
19-7-15

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Women and the War.

At one time and another the Women's Social and Political Union has organised a good many demonstrations, and sent to Cabinet Ministers a good many deputations. But if last July anybody had ventured to prophecy that within twelve months Mr. Winston Churchill would be looking with approval on a W.S.P.U. demonstration, and that Mr. Lloyd George would be receiving Mrs. Pankhurst, not merely amicably but gladly, we fancy the prophet would have had few disciples. None the less, it is quite true that Saturday's demonstration and deputation were organised by the Women's Social and Political Union. As Mr. Lloyd George suggested, it is unlikely any other body could have organised so great an affair. But the value of Saturday's events depends not on its organisation, but on the spirit of those taking part. And we should have little faith in it if we did not believe that Mrs. Pankhurst and her friends spoke then for the whole body of British women-folk. Behind the demonstration, behind the deputation, we believe was one idea only—not to touch the old question of man's and woman's relative sphere in the State, but to offer to the State freely all that woman can do. It was in that spirit Mr. Lloyd George received the deputation. The whole world to-day is making an experiment in war. For the first time the armed clash is between nations, and not mere armies. Now some of the countries engaged, most of the countries engaged, had understood what modern war might mean and what it might imply. They had made some attempt, even though only a tentative attempt, to organise the nation at home as well as the armies in the field. With us it was different. So little had we imagined what was to come that we had no national army, still less any national organisation behind the army. So it was that we had first to create our armies and then to consider how best to fill the gap those armies had left in our national life. To-day we have realised that if this country is to wage war in the modern fashion, every citizen must put his services at the disposal of the directing authorities. And women have asked—and asked rightly—that they should in this matter have a man's privileges and responsibilities. France and Germany to-day have each something like half-a-million women engaged in turning out munitions of war. In this country a tenth as many are so employed. But France and Germany have also countless women engaged in other work, necessary work, but not strictly war work. And we, for our part, have scarcely begun to move along this path. Saturday's deputation, we take it, was an offer of service—of service as and when the State may require it. The offer was accepted, and it remains only to use to the best advantage the energy, the skill, the enthusiasm so freely shown. Here, as in other things, enthusiasm is much, energy is much, skill is much. But to get full value for them, two things are necessary—organisation and discipline.

Organisation, if hopes are fulfilled, will be based mainly on the returns compiled from the National Register. Discipline the women themselves must supply. But it is worth while making one or two points—not because they are recondite, but because they are worth all the emphasis the nation can give them. First, the matter of discipline. This work must be treated as a serious and absorbing business. Mr. Lloyd George told the deputation frankly that he wanted whole-time workers. Dilettante casual playing at work is quite useless. There is no room for those who regard war work as a hobby or a pastime, or as something which can be taken up in spare moments. And the reasons which lie behind that admirable dictum suggest logically one or two corollaries. There must be a complete submission to authority, a complete willingness to do whatever the State wants any particular person to do—and to do it as the State wants it, when the State wants it, in the manner the State prescribes. That, in a nutshell, is what we mean by discipline. Or the point may be expanded under the head of organisation. Naturally enough, most people would like to be [illegible]

The Women's Walk.

If only the women's walk yesterday afternoon from Whitehall to Hyde Park and back again had been favoured with fine weather, it would have proved the most striking female demonstration London has seen. Even as it was, despite the cold wind and frequent storms of rain, it was highly impressive; and its organisers deserve every credit for having profited by the long and arduous experience they have had in arranging such affairs. Those who could hear the Minister of Munitions when he addressed the throng on the Thames Embankment seemed highly pleased, and there was a great rush to sign the forms declaring the women's willingness to work. A hope, however, was widely expressed that more tact than hitherto has been shown will be apparent in distributing the work to the voluntary helpers. Some of the instances to be heard of just now are well-nigh incredible; but if the heads of departments will lay aside official tradition and take into consultation women who understand women, the many curious misfits already arranged for will be the last of their type.

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Daily Chronicle
19-7-15

Women and War Work.

The weather was not kind to the great demonstration of women in London on Saturday afternoon; but though a heavy rainfall marred the effect of some of its artistic and beautiful features it did not impair the very impressive character of the procession. A more remarkable demonstration has never been seen in the streets of London. Its original character and its efficient organisation are vastly to the credit of Mrs. Pankhurst and her co-workers. Popular demonstrations have usually for their object the assertion of claims to political rights or privileges. This one was a demand for the right to serve. Women are not one whit less patriotic than men, and at times of national peril they are stirred and exalted by precisely the same impulses and emotions as their fathers, husbands, brothers and sons. At the present time, when the whole destinies of Britain and of the Empire of which it is the heart are at stake, British women yearn to place at the service of their country their vast capacities for labour and sacrifice. They cannot take their places on our ships of war, they cannot fight in the trenches. But over and above those duties of motherhood, than which for a woman there is nothing more sacred or more patriotic, wide fields of service are open to them at home in time of war.

Saturday's demonstration was the assertion of a claim to participate in war work. It is a claim that the country will gladly acknowledge. We need the services of women in munition factories and in war workshops. We need them in many other occupations where vacancies have been caused by the enlistment of men. There are still not a few non-productive industries where the supersession of men by women could take place advantageously. Let these men join the Army, and women will be ready to act as substitutes. We in England were tardy in invoking the help of women. In France and in Germany women's labour has been utilised to a much larger extent. Doubtless the necessity in those countries was greater, but our necessity has grown and is growing. As the Minister of Munitions truly observed, we have in women workers a great reserve for the purpose of equipping the nation in this crisis. One of the problems of the moment is the efficient organisation of that reserve. In a thousand ways British women have in this critical epoch in our history acquitted themselves nobly—as worthy mothers and wives of our heroic sailors and soldiers, as nurses, as doctors, as teachers, as substitutes for men in a variety of occupations. But there are large reserves of potential women workers that are untouched. These women are ready and eager to do their part, whether in producing munitions or in doing other war work. What is needed is an effective method of promptly utilising their services. We hope that in this matter the help of women organisers will be sought. Mr. Lloyd George reminds us that a new industrial army cannot be mobilised and brought into operation in a day. That is quite true.

To fit hundreds of thousands of women volunteers into the industrial machine to do the work most needed by the nation, and for which they are best adapted, is a big operation that must take time. But we hope there will be none of those avoidable delays which are so chilling to enthusiasm. On no account must the use of women workers be made a pretext for reducing wages. Equal pay for equal work ought to be a governing principle in the employment of women. We owe that not only to the women themselves but also to the trade unionists. Mr. Lloyd George's speech was thoroughly reassuring on these points.

The Times,
July 19th. 1915.

Women and the War.

The great procession of women organized on Saturday to claim for women the right, and to demonstrate their intention, of taking part in the work of the war is doubly significant. It reveals the spirit of our women and it is a striking example of their perception that all social and political values will come to be determined by the way they have stood the test of the war. A year ago the very organization which promoted and arranged this huge procession had, in its militant advocacy of political rights for women, placed itself in open conflict with the law and with the feelings of the bulk of the community. On the outbreak of war these women saw at once the vital character of the conflict in which we were engaged. They suspended their demands, dropped their grievances, and threw themselves into the work of national education with the same vigour they had hitherto shown in the advocacy of their own claims. One of their leaders, MISS CHRISTABEL PANKHURST, went further afield, and delivered in the United States a series of admirable lectures which contributed greatly to counteract pro-German propaganda. The demonstration on Saturday was conceived in the same spirit. It was effectively organized, and gave proof—had proof been needed—of women's power of organization. But previous demonstrations for other objects had already borne witness to their ability in this respect. What is new and valuable in this instance is the determination it shows to help in doing the one thing that matters, the winning of the war. In his speech to the deputation that waited on him MR. LLOYD GEORGE said that the first thing to do was to get rid of prejudices—not merely the prejudice of the old trade unionists, but the conservatism of business men and the apprehension of the working man who feared that, once women were trained to do this kind of work, they would continue to do it after the war is over, and do it so well that there would be no further need for the services of men. We think that MR. LLOYD GEORGE here touched the root of the matter. Half our difficulties, political as well as industrial, spring from apprehensions of what may happen "after the war." Many politicians and some Ministers are still thinking of votes; trade unions fear for their rules, and working men for their wages They are in reality looking backwards, not forwards. Before they have half-realized that we are at war, they are making plans for peace time, as they used to know it, without understanding that unless we turn our every thought and deed to the business of winning the war, and of winning it quickly and thoroughly, there will be no votes to catch, no rules to preserve, and no wages to earn. The women, with the quick insight that distinguishes them, have grasped this truth. Saturday's procession is an outward sign that they mean, consciously and deliberately, to do their part. They claim their part as a right, and should not only be allowed but helped to do it. They are more than half the nation, and they will feel very severely the effects of the war. The women of France, of Serbia, of Belgium—to say nothing of the women of Germany—are sharing in the effort and burden of the war to a greater extent than the women of England have yet been enabled to do. We are glad that MR. LLOYD GEORGE gave the deputation a sympathetic hearing, and that his speech to the procession sounded the note of confidence and encouragement. Women themselves will gain much by the discipline of war work. The country will gain more by the merging of the efforts of both sexes in common service for a common cause, which is the cause of civilization.

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The Times - July 19th. 1915.

WOMEN'S WAR PAGEANT.

THE CLAIM TO SERVE.

MR. LLOYD GEORGE'S PROMISE.

Mr. Lloyd George gladly and eagerly accepted the offer of the help of women in making munitions and other forms of war work which was made to him on Saturday by Mrs. Pankhurst and other ladies notable in public life.

That there was reality and substance in the offer was proved by the long procession of women, mainly of the working classes, who marched through West London with banners and bands before the deputation waited upon Mr. Lloyd George. It was an impressive demonstration, and but for the inclemency of the weather it would have been a very beautiful one also. The pageantry was, happily, not altogether spoiled, and the lowering skies and the cold, driving rain only brought out into clearer relief the spirit of service which animated the assembly.

Mr. Lloyd George's Encouraging Words.

Mr. Lloyd George, with Mr. Churchill, saw the procession go by on the Embankment from a platform erected in the grounds of the Department of Munitions. He was deeply moved by it, as he afterwards told the deputation in his room at the Department. He mentioned two prejudices which were affecting the employment of women in the workshops :—

The conservatism of manufacturers who have always been accustomed to seeing men doing this work and could not be persuaded that women could do it as well if not better.

The apprehensions of working men that if women were successful at this class of labour they would be retained after the war and men would feel their competition in looking for jobs.

Dealing with the latter point Mr. Lloyd George said the work was war work, and therefore would come to an end when the war was over. Then he stated the measures which the Government propose to take in order to enlarge the field of female labour in the making of munitions. They are these :—

A register of women who are prepared to give all their time to the kind of work in which they are particularly skilled.

The special training of a number of women for the direction and instruction of female labour in the workshops.

The Government, he added, would not avail themselves of the services of women merely to get cheap labour. Women would be paid for piece work the same as men ; and for time work a minimum rate of wages would be fixed.

The Pageant of the Allies.

The most notable feature of the procession was the pageant of the Allies. It was headed by a girl wearing a Grecian robe of white fringed with gold, and carrying a trophy composed of the flags of the nations at war with Germany. Behind her came native representatives of the Allied countries. The place of honour was given to Belgium. The soul of that martyred, but unconquerable, land was vividly typified by a tall, slender lady dressed in mourning, with a purple veil bound round her head and flowing in a long streamer behind. She carried aloft the flag of her country, torn and tattered, but still beautiful in its colours of black, yellow, and red. She walked barefoot through the slush of the roadways, and on her delicate face there was a moving expression of pride and sorrow. Then came a striking contrast in France, represented by a pleasant-looking young girl who walked with a swagger in her tricolor frock and her red cap of liberty, and charmed the crowd with her merry smiles. The other Allies followed—Russia, Japan, Italy, Serbia, and Montenegro—a most picturesque group in their varied peasant costumes. A girl in white, carrying an armful of roses, typified England, and in attendance upon her were three women, one wearing the kilt and tartan of Scotland, another the high conical hat of Wales, and the other the red colleen cloak and green dress of Ireland.

For the rest, the parade consisted of tens of thousands of women carrying streamers, which worked out a brilliant coloured scheme of many sections in red, white, and blue ; interspersed with numbers of large banners bearing inscriptions. Among the mottoes were :

mufti who came out shamelessly to look at us. Only one of them passed a contemptuous remark, reminiscent of former marches. Quickly a young girl carrying a pennon turned on him. "We're going to do our bit," she cried, "are you going to do yours ?" and hurrying on, left the crowd to hear his answer. It cheered us somewhat to see a few recruiting sergeants presently busy among the "war-shy."

In Park-lane, where there are many private hospitals, the nurses waved to us ; by this time the mud and the rain had done their worst with us, but we struggled on. Our ages were from 70 to seven ; some of us who were old and had worked at sedentary occupations in factory and workshop for many years felt the drag of the streets, but we never let the young girls whose hardest work hitherto had been golf or the great ladies whom we had seen opening bazaars and who strode gladly beside us, know how we felt it in our rheumatic joints Sometimes we saw a woman in black watching our line coming, hesitate a moment, and then join it ; there were many women in black in our lines ; they joined them that there might be fewer in the future.

It was a strange sight to see Mr. Lloyd George fearlessly fraternizing with Mrs. Pankhurst ; it was as if Daniel had invited the lion to his den. His speech was to most of us disappointing ; we only heard afterwards of the practical things he had said to the deputation.

MR. LLOYD GEORGE'S SPEECH.

The deputation to Mr. Lloyd George was headed by Mrs. Pankhurst, who said that women welcomed the establishment of the national register. They desired to make no bargain for serving their country in the making of munitions. Mrs. Mansell, Lady Parsons, Mrs. Grant, Mrs. Baker, and Miss Annie Kenny also spoke.

Mr. Lloyd George, in reply, said that if any additional proof were required of the organizing capacity of women for which he had been the victim on other occasions (laughter), he should say it was amply demonstrated by that procession. Its special advantage, he thought, lay very largely in the fact that it would help to educate public opinion on the subject. He did not think an effectively organized nation for a war such as that which they had embarked upon was possible until they had organized the women of this country as well as the men. That had been recognized by the Bill which Mr. Long had introduced in the House of Commons—the National Register. They had at the present moment at the outside something like 50,000 women working at various factories turning out munitions of war. That, he believed, was something like between one-fifth and one-tenth of the number employed in France. He had been told by some one who knew pretty well what was done in organizing labour in Germany that they had something like half a million women engaged in turning out munitions of war in that country. Figures which he had before him, and the kind of work women were doing so well simply indicated what a reserve we had got in women labour for the purpose of helping the nation through this very great crisis.

The Obstacle of Prejudice.

Mr. Lloyd George pointed out the fuse of a shell which was on his desk. That, he said, was now being done by women in this country, but as a matter of fact all that work could be done by women, and men could be turned on to a heavier kind of work for which women were not physically fit. But prejudice was a serious obstacle in their way. It was not merely prejudices of all trade unionists, but it was conservatism—not political conservatism, but conservatism of business men, who had been accustomed to see men carry out that work, and one could not persuade them that women could do it as well. This kind of work women could do better. There was also the apprehension of the working man that women trained to do work of this kind would do it so well that when the war was over there would be no need for the services of men. The real answer to that was that it was war work, and that when the war was over there would be no need for it. There was no question of competition.

Mr. Lloyd George went on to say that he desired not to damp ardour, but to enjoin patience. It was impossible to organize millions and bring into operation a new industrial work in a day. It was not merely that there were prejudices to get rid of, but there are other things to consider. First of all in this country it was necessary to get the proper machinery for turning out shell and material. The first thing to be done was to get an adequate supply of lathes, machinery, and tools. We were short. There had been in that room an important gathering two days before at which all the great machine toolmakers of the country were present, and at that meeting the Government intimated that it proposed to assume control of all machine toolmaking establishments in this country. They accepted it readily, and for the next few months all the energies of those establishments would go towards turning out the necessary machinery to make war material. But that took time. He agreed that something could be done in the meantime.

"Spare Time" Service Not Wanted.

The first thing was that an organization might be set up—a really national organization for the purpose of registering the names of those who are prepared to devote the whole of their time to any task for which women are fitted in the turning out of war material. "We are getting," said Mr. Lloyd George, "offers of services from people who say 'Well, I have got a day or two to spare, and I should like to help you.' That is absolutely no use. Whoever comes forward to serve must be prepared to give the whole of their time."

The second thing which had to be considered was that there must be a certain amount of training

and Montenegro—a most picturesque group in their varied peasant costumes. A girl in white, carrying an armful of roses, typified England, and in attendance upon her were three women, one wearing the kilt and tartan of Scotland, another the high conical hat of Wales, and the other the red colleen cloak and green dress of Ireland.

For the rest, the parade consisted of tens of thousands of women carrying streamers, which worked out a brilliant coloured scheme of many sections in red, white, and blue; interspersed with numbers of large banners bearing inscriptions. Among the mottoes were:—

Women are prepared to pay any price to defeat the enemy.
Delays have dangerous ends.
We believe in our great past, and in our still greater future.
We demand war work and service for all.
We are not slackers.
Women's battle cry is, Work, Work, Work.
Shells made by a wife may save her husband's life.

HOW WE MARCHED.

THE SPIRIT OF THE WOMEN'S PROCESSION.

(BY A WOMAN PROCESSIONIST.)

To one marching in Saturday's procession hearing, not sight, was the strongest sense. One realized numbers only by the waves of sound of marching feet, the noise of the bands playing streets ahead of us, and streets behind us. At 3.30 the "Marseillaise," for many of us our adopted symbol song, sounded in the distance. The first processionists moved off slowly. As section after section swung off n the blowing rain with pennons twinkling nd banners like great kites straining, unexpected omen standing to look at us joined in until e great coil of women that wound slowly und Bridge-street, and got its stride in hitehall became typical of the myriad women om London, East and West, North and South, lters.

here was one thing that troubled us on our march through the rain and the mud; it the number of young men of service age in something could be done in the meantime.

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The second thing which had to be considered was that there must be a certain amount of training in order to instruct, not all the women who could assist, but at least a sufficient number of women to be able to direct and instruct the others and help in the organization of women labour in these new establishments. These two branches could proceed now. First of all, the national organization of a sufficient number of women upon whom they could draw when they were ready to fill these new establishments; and, secondly, means could be taken immediately for the training of a suitable number of women in the class of work he had indicated. Mr. Lloyd George continued:—

"NO SWEATING."

With regard to wages, I should like to say this. As far as piecework is concerned, we are agreed that women should be paid exactly the same price as men for any piece of work she turned out. It would not be fair to give 2s. 6d. for men doing that, and only give 1s. 6d. to women. We have agreed to pay exactly the same rate of wages for piecework as to men. Mrs. Pankhurst asked a little more than that. She wanted the same rate of wages for time work.

MRS. PANKHURST said that there were complaints that women who were working for private employers were being sweated.

MR. LLOYD GEORGE.—All these establishments are now going to be under Government control. It is impossible for us to get along without it. The Government will see that there is no sweated labour. For some time women will be unskilled and untrained, and they cannot quite turn out as much work as men can who have been at it for some time. Therefore we cannot give the same time rate of wages. Mrs. Pankhurst is quite right in insisting that whatever these wages are they should be fair, and there should be a fixed minimum, and we should not utilize the services of women in order to get cheap labour.

Proceeding, Mr. Lloyd George again expressed the Government's recognition of the women's desire to serve, and concluded in the following words:—The women of this country can help, and help enormously. I believe they can help us through to victory. Without them victory will tarry, and victory which tarries means victory whose footprints are the footprints of blood. We want to shorten the war because it means life, and with life it means curtailing in many cases the burden of sorrow which the war brings. That is the great function of women in life, and I believe they are discharging that in coming forward at the present moment and saying, "The brave men fighting for us in the trenches are in peril because they have not sufficient war material, and we can help you."

A VISION OF VICTORY.

After receiving the deputation, Mr. Lloyd George appeared on the specially-constructed platform overlooking the Embankment and made a brief speech to a gathering numbering several thousand. In the course of his speech he said:—

"Our country is in peril and we all want to help it, and I believe that men and women alike are prepared to do their best to help the old country through to victory. (Cheers.) In France hundreds of thousands of women are working in the factories and workshops in order to equip the soldiers at the front with abundant material to enable them to face the enemy on equal terms. We propose in this country to utilize the services of everybody who is prepared to assist us, and then victory will come to our lot."

"I am not afraid of the result. (Cheers.) There are dark clouds rolling up in the East, but I look at them with confidence. The indomitable spirit of Russia will ride this storm as it has faced many another hurricane that swept over its devoted plains. They will scatter, they will be dispersed, and Russia will emerge once more formidable, deadly, and help the great democratic countries of the West to achieve a great victory for freedom in Europe." (Cheers.)

At this point a woman broke in with the remark, "What about the vote?" "We will get her into the shell factory first," replied Mr. Lloyd George, amid laughter. He resumed:—

"Here we are, panting 12 months behind to catch a foe who has been preparing for years. (A voice.—"Stick it old boy!") But we shall do so. I have no hesitation at all in feeling confident that the great nation which overthrew many a despotism in Europe before with its own right hand will do so yet." (Cheers.)

The National Anthem having been played by the band, cheers were given for Mr. Lloyd George, and Mrs. PANKHURST briefly addressed the crowd.

Manchester Guardian 663/39 663c.

19-7-15

WOMEN AND MUNITIONS.

GREAT MARCH IN THE RAIN.

MR. LLOYD GEORGE ON THE WORK THEY CAN DO.

LONDON, SUNDAY.

It was natural to compare the women's munitions march through London yesterday with the big suffrage processions of the past. It was certainly bigger than any of the old marches, with the possible exception of the famous demonstration of the constitutional suffragists. The rain cut down the numbers considerably, but as it was there was nearly a mile of women walking three and four abreast. The mustering stretched from Westminster Bridge to Blackfriars. If it was less brilliant than women's processions usually are, that again was the fault of the weather, which made the women cover their bright dresses with a drab monotony of mackintoshes. Nothing so stirred admiration along the pavements as the refusal of the girls in the Pageant of the Allies to hide their gay costumes. Belgium in the tattered purple of mourning carried her flag resolutely through wind and driving rain barefoot in the mud. She was symbolic of the spirit of about ten thousand women setting out in all earnestness and sincerity to ask the Minister of Munitions to give them the nation's work to do.

No one could watch the passing of the women without giving a thought to the contrast with pre-war conditions. The Women's Social and Political Union had organised the procession with their customary expertness in these matters, and Mrs. Pankhurst, at last a heroine with the crowd, walked at the head. Instead of the old spirit of defiance in demand, there was a simple desire to serve. Londoners responded generously to the change of mood, and never has a procession of women gone through the streets followed by heartier good wishes. In mere size the demonstration was curiously impressive. The women went by at a good three miles an hour, flowing on until one's eyes were too tired to watch the interminable fluttering of the banners. Mr. Lloyd George, who stood at the garden wall of his office with Mr. Churchill to see them pass, told Mrs. Pankhurst afterwards that it was "a very fine procession—very well done indeed."

Significant Signs.

The picturesqueness of the march, the ingeniousness of the symbolism, pennons in patriotic colours and banners exhorting like newspaper headlines—these things were less significant than the signs that these were women really ready to begin the hard work of making shells. There were women of all classes among the marchers, but the majority were clearly working women. There were hundreds of East End girls who enlivened the way with jolly banter, and careworn women with a life of work behind them, as well as many educated women who hope that Mr. Lloyd George will give them a chance of training themselves in the technical processes involved.

There were tables set out in the street at intervals where women could give in their names for war work, and a large number did so. The difficulty was not the getting of volunteers—a very small proportion of the women on the Women's Register have been called upon—but of getting the Government to promise to make use of them. As various banners reminded us, the authorities in France and Italy, and in Germany especially, are willing enough to employ the women. Mr. Lloyd George's assurances in answer to the deputation meant an important victory on this point.

Shells made by a wife
May save a husband's life,

said one of the banners. "Men must fight and women must work," said another.

A Picturesque Show.

The procession surged up Whitehall to the sound of the "Marseillaise," looking like a long gaudy ribbon laid on the grey street. The crowd had admiring eyes for the pictorial side of the show—the cluster of girls carrying the "Red Rose of Old England," a couple dressed in the peasant costumes of Serbia and Montenegro walking hand in hand, the woman wearing a white stole embroidered with the Eagle of Poland, the Red Caps of Liberty for France, Italy in Garibaldian uniform. The wind bunched together the innumerable little red, white, and blue pennons, and flapped the banners until the legends were illegible. And a score or so of bands gave a pleasing mixture of all the patriotic airs, the hymn-like Russian Anthem, the plunging charge of the "Marseillaise." Men in khaki helped the women to struggle with the banners.

The procession made a wide detour by way of Piccadilly and Oxford Street before it reached the Office of Munitions, where Mrs. Pankhurst had an amiable talk with her one-time adversary Mr. Lloyd George.

Mr. Lloyd George's Promise.

The throbbing of band music penetrated into the room from the Embankment, where the multitude was waiting to see and hear the Minister. Half-a-dozen women, most of whom have menfolk in the fighting line, put the case with excellent brevity and point, insisting on the immediate starting of training centres, and also meeting possible trade union objections by asking for the same rate of wages for the same work as men. Mr. Lloyd George gave great pleasure by promising that so far as piecework is concerned this shall be done. His reply went quite as far as anyone expected. He fully admitted the need of employing more women on shell-making. Fifty thousand women are already at work. He indicated that the Government intends to make a register of women prepared to give all their time to the work—whether this means yet another register besides the Women's and the National Register is doubtful—and to train women to teach others the more skilled side of shell-making. He picked up from his side a delicate bit of mechanism, the fuse of a shell, and said that "what the Government has in its mind" is setting women to work on fuses, leaving the heavier tasks to the men. He made the important announcement that the Government has just decided to take over control of all machine-tool works of the country. "It is impossible for us to get along," he said, "without taking practical control of all the establishments for turning out munitions of war."

The deputation over, Mr. Lloyd George cheerfully consented to Mrs. Pankhurst's request that he should address the crowd on the Embankment. A red-roofed platform had been erected behind the wall of the Office garden, and to this the Minister and the women's leader repaired. An enormous crowd was waiting—seen from the wall it was a spread of faces only limited by the grey river beyond. Here amid the snapping of cameras and cheerful patriotic noises Mr Lloyd George made a little speech full of generous appreciation of the women's wish to help our fighting men and of robust confidence in the issue of the war.

W.S.P.U. Procession.

There was something dreamlike about watching the women's war munitions procession yesterday (writes a woman and a suffragist). While avowedly it was not a "Suffragette" procession, the stamp of the W.S.P.U. and of its marvellous organising ability was over it all. The topsy-turvy thing was the popular reception of it, the policemen along the route smiling with admiration upon the dauntless banner carried in so many defiant parades, "Deeds not words," the stewards, wearing the prison badge, marshalling the women peaceably to Westminster, and that strange scene on the Embankment, where thousands gathering to hear Mr. Lloyd George gazed up at the garden wall and watched a famous prisoner smiling from the security of the Munitions Department grounds. Stranger still was it to see Mrs. Pankhurst after her welcome wave her hand towards Mr. Lloyd George and retire gracefully to the background while he made his brief and not very illuminating speech. When he had finished he turned to go, but thought better of it, and sat down to listen to Mrs. Pankhurst's speech. Unfortunately for those who wished to see this crowning incongruity, the band on her appearance struck up the National Anthem. The Minister, Mrs. Pankhurst, and Miss Annie Kenney stood shoulder to shoulder to "God Save our Gracious King," and then Mr. Lloyd George left the platform, while Mrs. Pankhurst could only call for cheers for our defenders.

An Impromptu Register.

Tables had been set at intervals along the route of the procession, where from midday till sunset women were invited to enrol themselves for war munitions work, and the report from all was that they had been kept very busy, that nearly all the women registering were between the ages of 17 and 40, that all classes were anxious to be enlisted, and that while many women suggested giving their services gratuitously, undoubtedly a large number were working women out of work and desperately anxious to find employment at once. There was one woman—she stood out in their memories—who had asked if there was any "genteel" work in shellmaking. There were women of assured bearing who wrote themselves down as 45 and said calmly, "Of course I'm not." One famous writer put her name down after some despairing argument as to whether the Government would make any use of her abilities. A good many women said they were willing to give up their well-paid work for the duration of the war. Little did the plutocrats of Park Lane think as they gazed down at the fluttering banners of the volunteers that beneath their very eyes cook and parlourmaid and nurse were offering to join this women's army. The busiest tables were in the shopping streets and along the Embankment, where some of the registrars, beginning with 500 forms, had to renew their stores several times.

Women and Munitions.

In his friendly reply to the women's munitions deputation yesterday Mr. Lloyd George made it clear that a start is to be made at putting women's labour in shell factories on a regular basis. The Government has been ready all along to make use of women's labour in shell-making, and although the 9,000 now working in the factories are a small body compared with the women munition workers of France or Germany it is something to have overcome British commercial conservatism even to that extent. The chief difficulty, as Mr. Lloyd George indicated, has been to get a sufficiently large number of women to undertake whole-time service. His proposal to open a register for women prepared to give their time was not very clearly worded, but apparently it is the intention to open yet a third register for this purpose. One would have supposed that the National Register—in itself, as he said, a statutory recognition of women's right to war service—would provide all the information needed. The essence of the women's demand is that the Government should seriously begin the essential work of training them for the highly skilled business they want to engage in. Mr. Lloyd George gave satisfactory assurances on this point, which had been put to him in a practical way by women scientists led by Lady Parsons, the wife of the [illegible]

is that the Government should seriously begin the essential work of training them for the highly skilled business they want to engage in. Mr. Lloyd George gave satisfactory assurances on this point, which had been put to him in a practical way by women scientists and by Lady Parsons, the wife of the head of the Glasgow engineering firm. His promise of equal payment with men for skilled piecework gave great satisfaction. On any other terms the women would meet with formidable opposition from the trade unions, which fear a general lowering of labour conditions. The immediate obstacle, of course, is the shortage of shell-making machinery, and in explaining this Mr. Lloyd George made the interesting announcement that the Government is about to use the powers under the Munitions Act to "take control" of all the machine-tool making factories in the country—a step which will enable his department to fix the terms of the employment of women.

Counter-Demonstration.

There is to be another procession of women workers to Westminster led by another Pankhurst on Tuesday evening. It is in some sort a counter-demonstration. It is organised by Miss Sylvia Pankhurst and Dr. Barbara Tchaykovsky and their secessionist militant suffrage society, the East London Federation of Suffragettes. The procession will form at two or three centres in the East End at 8 30 on Tuesday night, and will march to the Houses of Parliament. At 10 p.m. there will be a meeting in the Central Hall, near by. The spirit of this second demonstration is that it would not be patriotic to let "profiteers" and sweaters dig themselves in while the war is on, so that they shall be securely entrenched when the war is over. When vast numbers of women are taking up men's jobs there is an obvious opportunity for cutting down wage standards, and there are certainly some employers who will take advantage if they are allowed. Mrs. Pankhurst, to do her justice, called upon the Government yesterday to guard against this danger, though in a rather perfunctory way. The demonstration led by her youngest daughter on Tuesday will demand that as a capital condition of the enlistment of women for war service there shall be complete safeguards against the undercutting of men's labour. "We must not allow the soldiers to return from the trenches (runs the summons) to find that women have been forced to play the part of blacklegs and have brought the wages for all down to a sweated level." Miss Sylvia Pankhurst's East London Federation is a sort of secession from the W.S.P.U. Its distinction of policy is that it lays equal stress on the suffrage cause and the labour cause, and runs them both together.

Daily News & Leader
19-7-15.

(To the Editor.)

Sir,—In connection with the workers' procession to Parliament on the evening of Tuesday, July 20, which is being arranged to protest against compulsion without safeguards, and to demand equal pay for men and women, the East London Federation of the Suffragettes have taken the Central Hall, Westminster, from 10 p.m. It is not expected that the procession will arrive before this hour, as the marchers will leave Old Ford-road, Bow, and East India Dock Gates at 8.30 p.m.

The members of Parliament who, by their votes in the House, have shown themselves favourable to the objects of the demonstration, have been invited to come out and welcome the processionists; and several of the members have written sending messages of sympathy.

Mr. J. King writes: "I am very grateful to you for writing to me about your deputation on the 20th. It is with the deepest sympathy and conviction that I wish it much success."

Mr. Philip Snowden writes: "I have long appreciated the energy with which you have put forward the claim that the cost of living should be taken into account in considering wages."

Mr. H. G. Chancellor writes: "I hope you will get a sympathetic reply from the Minister of Munitions; I mean sympathy resulting in action."

Mr. W. C. Anderson and other members have also expressed their sympathy.

July 16. E. SYLVIA PANKHURST.

Lancashire Post
21-7-15.

Women and War Service.

They are very busy at the W.S.P.U. headquarters in Kingsway. Women who are anxious to offer their services in munition works have been making an almost continuous descent upon the premises, and firms in all parts of the kingdom are clamouring for suitable women to be sent on to them. Some eight or nine thousand "enlisted" on Saturday, and I gather that there will be no difficulty in distributing them to the best advantage; but the Union is very properly inquiring into questions of wages and conditions before complying with applications for large numbers of women to work for private firms. I find that, although there is some considerable disappointment over Mr. Lloyd George's intimation that only women who can devote their whole time to munition work can be accepted, it is recognised by the majority that the "part timer" in this case would not be of very great use. Meanwhile, women's organisations are finding time to keep an eye on problems which must inevitably arise in the future, and the agenda of the National Union of Women Workers of Great Britain and Ireland, which is to hold a conference in London later on in the year, provides for the discussion of several subjects of the utmost importance. Women's share in the work of reconstruction after the war is to be comprehensively reviewed by some of the foremost of the women's industrial leaders, while other matters which figure prominently in the programme are those concerning naval and military pensions, maternity centres and infant welfare, the hours of women's labour in factories, and the future of the working girls' clubs.

The Canadian News
22/7/15.

THE march of 50,000 women, claiming the right to serve their country by munition work, took place last Saturday.

Although the procession was somewhat spoiled by the weather, the ardour of the women was in no way damped. As my readers are well aware, I am a great advocate of women's work on behalf of the Empire. A year ago I published an article on what women could do for the Empire, and therefore I, at all events, have no apologies to make to the opposite sex. I have always believed and taught that women can do nearly as much for the Empire as men, and I believe it more than ever to-day. I am rejoiced to think that they are going to set to work in real earnest. We have all got to put our shoulder to the wheel. Mrs. Pankhurst and her friends have done a great service to the country by coming forward as they did on Saturday last. I believe in the enthusiasm, the earnestness and the sound common sense of women, who are not nearly such slaves to convention and to tradition as men. As Mrs. Pankhurst says, "We shall carry big scissors with us to cut red-tape."

The Graphic
24/7/15.

663b
663c/42

Woman's Right to serve

Patriotism, said someone in the days when it was considered correct to be smart at one's country's expense, is nothing but a magnified provincialism. He may have been right, according to his lights, lights with which the present state of Europe has seriously interfered. Cosmopolitanism is no longer an added grace; it is a misfortune. In these days it argues badly for you if you can see both sides of an international question. Open-mindedness means that your mind is open to one issue only.

It is, therefore, a compliment to women to say that they have it in them to be provincial on a scale hitherto undreamt of in the way of provincialism. It includes all who are fighting with us in this great cause of the world—or, at any rate, the most important part of it—*versus* Hohenzollernism. To a woman there is only one Freedom, and those who are fighting for it are her sisters and her brothers, whatever their caste or colour may be. A man may quibble and compromise, losing himself in a labyrinth of pros and cons, dear to the logically minded. Justice has many aspects, and it behoves a wise man to examine them coolly and critically, to discriminate nicely between them, splitting much hair in the process, and finally arriving by devious ways at the conclusion which a woman reaches swiftly at the beginning of things by some secret, straight way of her own. Therefore, I say that the man who applies to these judgments of hers the same sound, slow process of reasoning which he applies to all things, does well; but he who can trust her from the start does better.

In France, apparently, they have done better; in England we are still going through the process of doing well. No one doubts for a moment of the end which awaits us after much deliberation and sundry weighings in the balance, and, to hasten the inevitable, the women, who lead the feminine energy of the country, produced last Saturday a convincing argument in the shape of a stupendous procession, such a procession of service as the world has not often seen. Soldiers marching to battle could not have displayed more willingness for sacrifice, more indomitable enthusiasm, more consecrated devotion. The right to serve—this was the keynote of last Saturday's argument, a right claimed only after due examination of the desire, the capacity and the endurance which every whole-hearted service entails. To say that the hearts of the women of England are stirred as deeply by a longing for national service as those of the women of France is saying no more than the truth. Then why should this magnificent energy be wasted while men are reasoning over ways and means, and the expediency of untying the red-tape dear to their souls? Ways suggest themselves, means stage up ready-made to the hand of him or her whose brain can supply the requisite energy.

Statistics could unfold an instructive tale as to the numbers of Frenchwomen employed in munition factories, women who, before the war, had no training in the making of shells. The opposition of Trade Unions went to the wall before that larger provincialism called patriotism in these stirring days. Every fact in the world is dated by the war, is transfigured by it, and those which cannot change must go. When Brieux, in "La Femme Seule," wrote of the conditions against which the labour of an earnest woman hurled itself in vain, we shuddered, and in our hearts thanked Heaven that our men were not as Frenchmen are—or were. But where are those Frenchmen now? Brieux's play has dated, as if it had been written a century and not three years ago. Woman's work, born of a wave of passionate enthusiasm, no longer hurls itself against doors which remain obstinately closed. Woman's work is recognised as one of the best assets of the country. A new common sense has arisen, transcending the common sense of the world of yesterday. And, while they can do so much better in France, why should we be content with merely doing well at home?

The right to survive the war will be decided for or against us as we shall have proved our capacity for infinite change. Only one thing is certain—nothing will ever be the same again, and only those who can go willingly into the melting-pot will survive the melting-pot. In France the great change fell upon the nation with the swiftness of a bombshell. Invasion, and the intense suffering which follows in its train, especially in these days of barbarously scientific warfare, stirred up feeling and action, as only the realities of life can and will. The right to suffer is a privilege when one remembers all that the evolution of the race owes to suffering.

We, too, have suffered, we know. We have given of our best ungrudgingly. But it is one thing to go bravely forth to fight as on a crusade of freedom, knowing that meanwhile our nearest and dearest are safe from indignities which one dare not even mention; it is another to be fighting desperately, not so much for freedom and ideals as for the very soil on which one stands. The suffering of invasion can be brought home to England best of all by the imagination of her women; of this their intense enthusiasm for service is proof enough.

At Rheims the statue of Jeanne d'Arc has escaped the German shells as if by a miracle. It stands an enduring monument to the faith of France. To-day the Maid, for all her vast capacity for service, would have seen her visions, and dreamt her dreams in vain—at least in England. But in her day she never questioned her right to serve. She served—and her country assisted in the making of a saint. But the right to serve should be anybody's, at any time, so long as he or she can prove fitness for service. CANDIDA.

pictures forming a border to three sides of this page need no title. They speak for themselves. At the sides are typical figures in Saturday's procession. Pankhurst. The top view shows the enormous crowd listening to the addres of Mr. Lloyd George who is seen in two characteristic attitudes at the extr

Spectator 663c/43 66
24-7-15

WOMEN AND THE WAR.

THE thousands of women who marched through the London streets last Saturday, earnestly determined to insist upon their privilege of serving the country, made an impressive spectacle. It is not too much to say that without the help and inspiration of the women we could not win the war. But we have had the good fortune to know from the moment that war was declared that if we did not win it would not be the fault of the women. All fears that a great war would be too nerve-shattering and too horrible for women to give their moral sanction for its continuance have been absolutely dissipated. We have heard of no single case of a woman throwing impediments in the way through a loss of nerve, or through that kind of particularism which might have been expected to make many women argue in terms of deeply moved personal affection rather than of the intellect. No woman has cried in agony that the future of the world might go hang so long as her husband or her son was safe. We can hardly find words in which to express our admiration for this noble bearing, this limitless capacity for sacrifice. It would be a great mistake to suppose that, striking as the procession of last Saturday was, readiness to serve and to suffer is the peculiar characteristic of those who take part in processions. These qualities exist in every corner of the Empire. The women understand that civilization—the safety and freedom of every civilized home in the world—must, since fate would have it so, be purchased by blood, and having made up their minds to it they have shown no tremor of hesitation. Béranger wrote:—

> "Près de la borne où chaque Etat commence
> Aucun épi n'est pur de sang humain";

but there is a terrible enlargement of that truth. If every nation rises in bloodshed, it is plain that even so it cannot thereby compound for peace ever after, however peaceful its intentions may be. It must be ready to fight to retain every amenity of life, every gentleness, every art of peace, which a developing civilization has brought to it.

The women have done more than make willing sacrifices for this, the greatest object for which a nation ever fought. When they have given all that they had in losing husband, son, or brother, they have not shut themselves up and brooded or fallen into a state of forlorn and unhelpful passivity. They have gone straight on their way with brave faces. They have continued to do what they were doing before. They have even increased their efforts, and given to the cause the reserves of ministering power which could no longer have a private or personal application. It has been said that many thousands of women who draw more money now than they ever received before have very good reason to be content with the war. It is suggested that they have been bribed, as it were, and that their complaisance is not real. Every one who has analysed the feelings of women who have sent their men to the war must know that this is a libel. The bravery of poor women is as remarkable as that of the rich. They do not—because they are incapable of doing so—balance their affection for the absent soldier against the advantage of having seven, eight, or nine shillings a week more than they had before. We heard of an instructive little comedy at the beginning of the war, when appeals were being made for recruits. A mother suddenly turned up at the town in which her son was working. She was not in the habit of visiting him, and the only deduction her friends could draw from her choice of this moment for an unpremeditated visit was that she had gone to tell him that his first duty was to her and that he must not "go for a soldier." But they were hopelessly wrong. She had gone to see that her son meant to do his duty, and to say good-bye to him in the confident expectation that he would soon be at his training in one of the camps. The most that can be said truthfully of the calm endurance of the women of the working class is that it is aided by a temperamental fatalism. Better-educated women face the issue with a more acute appreciation of its meaning. As their sensitiveness is deeper, so is their need for determination greater. But nowhere can one see failure. We must quote, as a model of the sentiments of a woman who has "thought it all out" and showed no sign of shrinking, a letter from a wife to her husband which the *Morning Post* published on Wednesday, aptly heading it "Any Wife to Any Husband." It seems that the husband is a Territorial officer who offered himself for foreign service, and perhaps (if we may read between the lines) gave up some billet where he had a prospect of advancement on easy terms at home in order to take his chance in the trenches:—

> "I am very glad you have signed the general service form indeed. I take it like this. No sacrifice is too great. If every one went on that principle, the war would soon be gloriously won. No one should consider themselves. If you respond to the appeals of those in authority, you can't do more. You have done your best, and you can safely leave the rest. I'm sure you are as dear as any one else's husband; but I don't always fuss about it. If God sends you out, He will look after you; and if He takes you, He will look after us. It's not your fault, but I really don't think you are doing much good where you are at present. So, if you want your wife's advice or what she thinks, leave no stone unturned, however boring, to respond and co-operate with those who are 'running the show,' and hang advancement, &c. It isn't always the most loyal, brave, patriotic, &c., who come into the 'limelight,' and I don't care one spot what anyone else says or anything. The men I admire are the ones who do the un-showing jobs, the dirty jobs, the dull jobs, the ill-paid jobs, and such-like, with a cheerful face and no complaints. They are the truly noble, and their reward comes after."

This instance of a married man doing—doing with his wife's encouragement—what he might conceivably have said should be left to the young bachelors can be matched a million times over. It is a splendid reflection on the influence of family life that it is the married men who measure and accept their responsibilities with conspicuous readiness. They have learned that a home is a thing worth fighting for, and they look beyond their own personal experience to the wider sweep of those questions which the war has raised, and say in their hearts that, if they can help to bring it about, no home shall be at the mercy of powerful and grandiose brigands in the world of the future as decent men mean to have it. One is almost tempted to say that these are the men who alone have an indefeasible qualification for a vote; these are the men, however poor their homes may be, who have that "stake in the country" of which it used to be fashionable for politicians to talk. And while we think of homes can we refrain from adding a special note of respect for those brave women in the Dominions who have seen their husbands depart for the war and alone keep the home against their return? Many of the Canadian, Australian, and New Zealand soldiers are married. There must be women on lonely prairies, remote wheatlands, barren sheep-farms, who "run the show" with little help or even alone. They pass day after day without companionship. News is scant, letters are rare. No watcher in England has quite to equal the gallant patience which pulls a woman through an experience like that.

Mr. Lloyd George said last Saturday that fifty thousand women were already working at munitions in Britain, but that in France there were five to ten times as many at work, and that in Germany there were half a million. It is not the fault of the women here that there have not been a million at work for many months. They would have rushed to the workshops as readily as they rushed to do hospital work or to give their lives in field hospitals in France or Serbia. The Englishwoman wants peace; therefore she knows that we must win the basis of peace. Whatever the price may be, it must be paid. It is useless, as she well knows, to say "Peace" when there is no peace. Very different, happily for us, are her sentiments from those of the American pacificist mother about whose peace poem, "I didn't raise my son to be a soldier!" we have written in another article. The English mother does not tell her son that he is absolved from the duty of defending his home. She expressly tells him that he must do it. And she recognizes that she will raise a wretched family indeed, spiritless and virtueless, if the boys are brought up to believe that there is nothing good in sacrifice, nothing to emulate in her own devotion, no spiritual profit in risking all for an ideal. Her variation of the song would certainly be—"I didn't raise my son to be a shirker!"

Daily News & Leader
24/3/16.

MRS PANKHURST AND THE GOVERNMENT.

New Facts Connected with the War Procession.

Miss C. Nina Boyle, head of the political department of the Women's Freedom League, sends copies of letters between the League and the Government on the circumstances attending the procession of women war volunteers organised by Mrs. Pankhurst on July 17 last.

In a letter addressed to Mr. Long at the Local Government Board under the date of July 29 Miss Boyle asked whether Mrs. Pankhurst had been given access to the special register of war service for women at the Labour Exchanges, since women who had enrolled their names on that register, a confidential Government document, were circularised by Mrs. Pankhurst in relation to the procession. What definite safeguards would be given to the public that irresponsible persons would not be permitted to inspect the Compulsory National Register, then about to be taken.

In reply to this communication a letter was received from the Board of Trade, dated August 4, which ran as follows:

> Mr. Long has forwarded to Mr. Runciman your letter of the 26th July, and Mr. Runciman wishes me to say in reply to it that through a misunderstanding the names and addresses of a certain number of women who had registered as war work volunteers were furnished to the organisers of the recent women workers' procession in London. As soon as Mr. Runciman's attention was called to the matter he caused the permission to be withdrawn, but he regrets that before this was done a certain number of circulars had already been dispatched.

Westminster Gazette 663c/45
24.7.16

THE WOMEN'S WAR PROCESSION.

Sir,—It is difficult to realise what public end was served by the Women's War Procession yesterday.

The war service of women requires neither emphasis nor advertisement to-day. The fruits of that service are writ large on the life of the country. At a time when economy is a matter of urgent national importance the waste of money on a show of very mediocre merit artistically is a matter for criticism. Further, with the wounded pouring into our hospitals and the war at a point of maximum strain, it was difficult not to feel that the various groups of women representing munition-workers, nurses, agricultural labourers, and others, would have been far better employed at their respective duties rather than waving banners in the streets.

As regards Mr. Hughes, if the Women's Social and Political Union are anxious to organise a demonstration in his favour, by all means let them do so. Only let it be an honest and above-board demonstration, which does not shelter under another name.

Women who are working in a serious and responsible spirit to-day have, I think, every right to resent their efforts being made a peg on which to hang a political intrigue not remotely connected with their service.—Yours faithfully, ONLOOKER.

July 23.

Glasgow Record
24.7.16.

WAR WOMEN'S DEMONSTRATION.

Yesterday's procession of women war workers was by far the most spectacular display that has ever been seen in London. It was a wonderful pageant, illustrating the enormous help women are giving to the State to-day in the manufacture of shells and munitions generally, in work on the land, and in countless other ways.

Women in their factory overalls; women with the respirators they wear at their dangerous occupation of shell-filling; women in the trousers and puttees they have adopted in their agricultural pursuits; women in khaki uniform; women, indeed, in every garb but that of ease and indolence were in the procession in thousands.

Symbolical cars, flags and banners contributed to the production of a most impressive display.

LONDON AND THE WOMEN.

The demonstration was organised by the Women's Social and Political Union, whose activities during peace times are mostly of the belligerent character. London, which has in the past looked with disfavour upon the processions of the Suffragettes, turned out in its thousands to applaud yesterday's magnificent pageant.

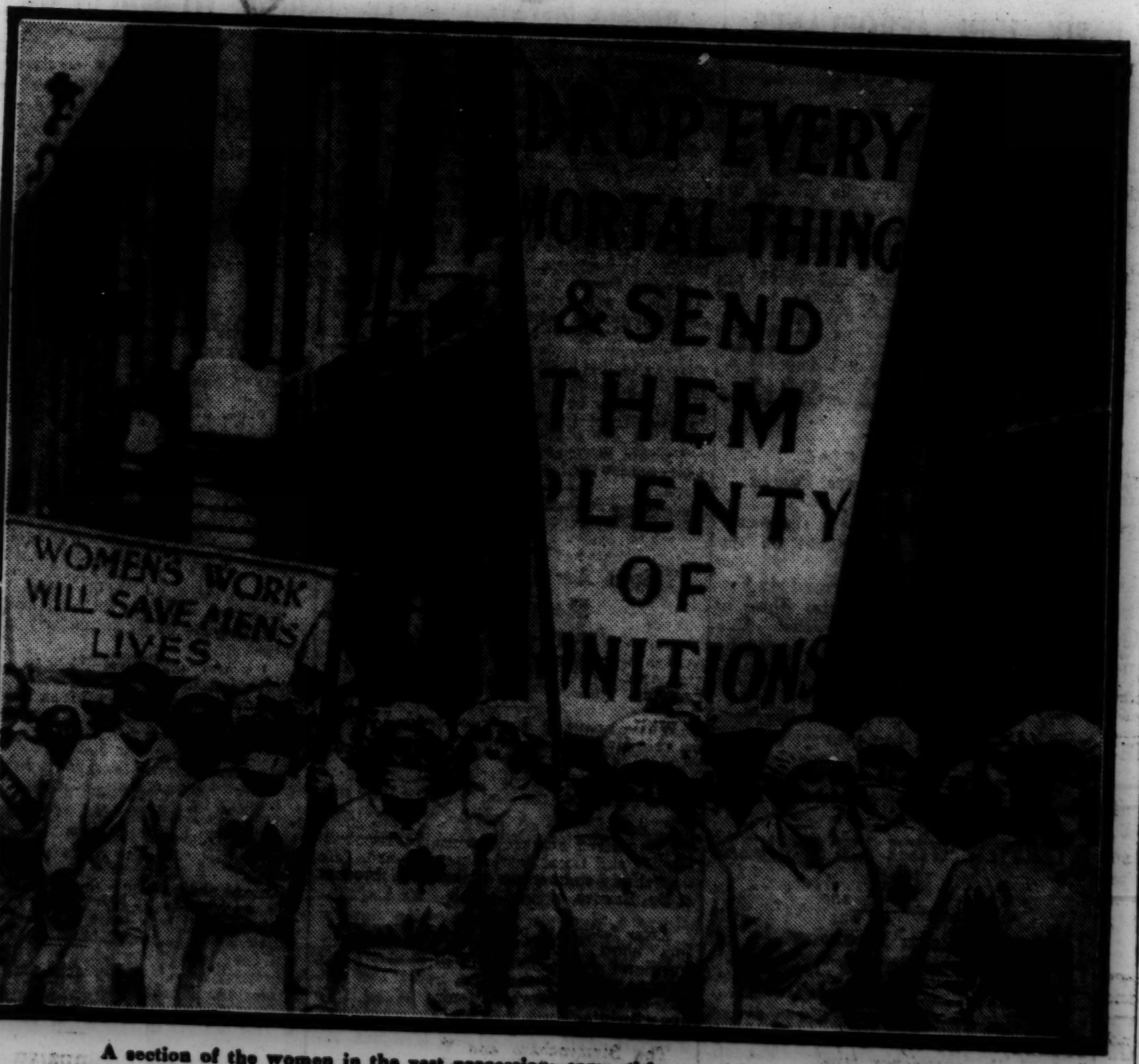
Mr. Lloyd George stood at a window with the Home Secretary as the procession passed along Whitehall, and the demonstrators raised a loud cheer when the two Ministers were recognised.

It must have been a new and pleasant experience to these gentlemen to hear the acclamations of the women, very many of whom in the days of normal politics are their bitter opponents.

45 Weekly Dispatch 23-6-16 663

MR. LLOYD GEORGE SMILES ON THE "NEW WOMAN" OF 1916.

The Secretary for War steps aside for a moment from his gigantic task at the War Office yesterday afternoon to smile approvingly on the women munitioneers—the women of his creation—passing along Whitehall. With him is Mr. Samuel, the Home Secretary.



A section of the women in the vast procession—some girls engaged in a "dangerous trade."

Star 11-7-16.

WOMEN'S GREAT DAY.

War Workers in Uniform to March Through London.

Milkmaids, gardeners, bus conductors, ticket-collectors, nurses, all women who have taken up War work, will march in the great Women's War Procession through the City and West-end on Saturday, July 22.

The demonstration has been arranged by the Women's Social and Political Union, and its purpose is to show how women have tackled the labour problem, how they have stepped into the places of the men who have joined up.

A special feature of the procession will be a picturesque tableau, "Women on the Land." This will include agricultural workers, each in her working costume, with scythe and hoe; gardeners, with spades and baskets; and milkmaids, with pails and stools.

Women in Uniform.

A second section will include women railway officials in uniform, chauffeuses, lady commissionaires, tram and bus inspectors, with a following of window cleaners, chimney-sweeps, scavengers, etc.

A special hospital supply depot will also be in the procession, and here the workers will be seen making first-aid bandages, swabs, splints, etc.

Canteen workers and members of the Voluntary Aid Detachment will form yet another feature, while a detachment of nurses will be led by a lady in the garb of Florence Nightingale.

Girls on Tricycles.

Others in the procession will be hospital laundresses in their print dresses, women clerks recruited from the City banks and offices, where they are doing men's work, errand girls on delivery tricycles, and women van-drivers.

A domestic economy tableau is also being organised, and this will show the great work which women are doing in teaching housewives to economise the resources of the nation.

A tribute to the memory of the men who have fallen at the front will take the form of a group of soldiers surrounded by young girls bearing laurel wreaths.

The Muster.

The procession will muster on Victoria Embankment at 2.30, starting its march an hour later.

The procession secretary, at 114, Great Portland-street, W.C., appeals to women workers to assist as marshals, banner bearers, and program sellers, to lend motor-cars, and also for personal help in advertising the procession.

Daily Mail 15-7-16

WOMEN WAR PROCESSION.

Every industry in which women have taken the place of men will be represented in the women's war procession through London next Saturday afternoon.

Munition workers, tramway-car and omnibus conductors, railway workers, chauffeuses, commissionaires, window-cleaners, chimney-sweeps, and others will all be seen in the women workers' section.

One object of the procession is to draw attention to the sufferings of our prisoners in Germany, and perhaps the most striking tableau of the demonstration will be seen in this section.

Women relatives of men interned in Germany are invited to walk in this section, and they should communicate at once with the Procession Secretary, 114, Great Portland-street, W.

Evening News 18-7-16.

WOMEN WORKERS' PROCESSION.

Features of Munitions and Farm Tableaux.

One of the most picturesque tableaux to appear in the great Women's War Procession on July 22 will represent the work of the women on the land.

The lorry will be covered with grass, on which will be arranged groups of poppies, marguerites, and cornflowers, giving an effective representation of the national colours.

In the centre will be an apple tree laden with fruit, and around this women illustrating the different classes of work done by them on the land.

The munitions section is of particular interest. Leading the section will be 200 women dressed in blue overalls and caps, carrying hammers, micrometers, and screw-drivers. They will be women fitters.

Behind them will come a lorry with girls in overalls and caps working at munitions machinery, and this will be followed by the "Danger Building Section," a group of 200 women and girls in white overalls, caps and veils. They will carry handkerchief respirators worn by women who fill the shells.

AN AEROPLANE TABLEAU.

Girls from the machine shops will be on a lorry carrying cordite and T.N.T. bags. Next will come a wagon on which women will be engaged on aeroplane construction.

It will be a pretty picture, for at the four corners of the vehicle will be raised the shields of the Allies, and high up in the centre the flags of the Allied nations will be waving.

Above all will be a large model of an aeroplane with a woman in the pilot's seat. Many other women performing various munition tasks will also be in this section.

It has been arranged that a group shall be devoted to the Overseas Dominions, and women from the Colonies are invited to communicate with the secretary at 114, Great Portland-street, W.

The relatives of prisoners in Germany, either military or civilian, are also wanted. It is hoped that as many girl workers as possible—'bus-conductors, lift girls, page girls, waitresses, window-cleaners, commissionaires, and others—will volunteer to join the procession in their uniforms.

Derby Telegraph 19-7-16

Women War-workers.

Londoners will witness a remarkable spectacle on Saturday next, when there is to be a women's war procession. As one of its promoters remarks, it will serve to remind the nation of the important part played by females in keeping the flag flying. In almost every phase of national service the fair sex have given a splendid account of themselves, so that elegant dames who have not a great deal of interest in the patriotic doings of their humbler sisters may experience a rude awakening. Occupations which have hitherto been monopolised by sturdy men have been cheerfully undertaken by young women anxious to strengthen the Empire in this critical time. When the historians of the war come to apportion the praise due to "special efforts" they need not hesitate to recognise with the utmost warmth and liberality the enthusiastic exertions of Women War Workers. They have exceeded the expectations of their most devoted admirers. The organisers of Saturday's procession have doubtless some charitable object in view, and we cannot doubt that their plans will be adopted in many of the big provincial towns.

663c/46

Daily Telegraph 663c. 22. 7-16

WOMEN'S WAR WO

TO-DAY'S PROCESSION.

Nearly a year has passed since a great organised demonstration calling upon women to come forward to make the munitions of war was arranged with the approval of Mr. Lloyd George. The movement had already started, and the Government and the more important private firms had begun to employ women, while the trade unions had set aside many cherished principles in order to admit them. To-day sees us with 666,000 women engaged upon over 470 different processes involved in the production of shells of many calibres and their fuses, as well as in the making of .303 cartridges. Vast as this total of workers is, it is not yet sufficient. Woolwich alone could absorb another 10,000, and from the Midlands the call is going into Scotland, whose fine lassies have proved exceptionally skilled and untiring workers, as well as to Ireland, where it is believed there are still valuable reserves of women workers.

It is not everyone, of course, who has the opportunity of realising what is actually done by the women in the munition factories, but the procession of this (Saturday) afternoon will convey in impressive and spectacular form the kind of tasks on which they are now engaged. Arranged on lorries will be the type of machine-tools they have learned to use, working with the most minute accuracy. There are to be hundreds of the girls now employed upon such labours, dressed in the blue or brown or khaki coloured overalls, with caps entirely covering the hair, that have become the uniform wear in these factories. Fittingly, too, the increasing share that they are taking in aircraft work is to be illustrated, while contingents of nurses, members of Voluntary Aid Detachments, agricultural workers, omnibus and tram conductors, and lift and errand girls, will assemble on the Embankment to join with the rest.

A MODEL COLONY.

A small party of representative women enjoyed last week the privilege of going through three very large and very busy factories at Coventry. One of these now occupies a site that a year ago was hay and corn fields, and is therefore of interest as containing only the latest and newest of machinery, made for the most part, be it said, in this country. Should the whole scheme of this factory be developed it will call for thousands of women. Lodgings for such an influx, or even a quarter of it, would be unobtainable in the district, and the Ministry of Munitions has sanctioned the creation of a most carefully thought-out scheme of hostels, supreme over which is a lady who had the greater part of her practical training at Woolwich. There is a fully qualified lady physician as resident medical officer, and she has her staff of nurses to assist her. Already there are thirty-two hostels with accommodation for 126 girls each, in cubicles with one or no more than two beds in them, a system of bath rooms, a central linen store, and most admirably planned kitchen and dining hall. Gardens are being laid out, and there is talk that a kinema theatre may be provided. The sum of 13s 6d a week boards and lodges every resident, and includes always a three-course dinner.

In this factory nothing is turned out but fuses. They are of two types only, and the operations involved are many and various. At one stage you may see girls controlling mechanism with ease that brings to bear 700lb pressure, and is so perfectly automatic that unless everything has been rightly adjusted the handle will not move beyond the mark that indicates 100lb. Other machines deal with the turning, the threading, and the other varied, often infinitely minute, details that all have their part in these marvellously intricate little triumphs of mechanical precision.

Here, too, the girls are handling the tetroil and the fulminate of mercury that are dangerous not only on the score of possible explosion, but also in the skin irritation and rash that may ensue unless all proper precautions are taken. The "danger zone" is carefully marked off by red boards and gates; the visitor may not enter it till she has donned heavy rubber overshoes, lest the nail in a boot should touch any stray particles and produce an explosion that could be quite serious. In certain stages of the work the dust should not be inhaled, and the young women wear thick white gauze veils over the mouth and nose, which has almost the effect of a Turkish yashmak. The detonators may be described as compressed danger, for the explosive contained in a capsule barely as large as a little girl's first thimble would be quite enough to cause serious injury to anyone near it. The final operation of closing in the detonator is always attended by a certain meed of risk, but one of the partners of the firm, himself a keen motorist, who had invented various clever devices for the absorption of shock, has introduced a safety gig, which is now being adopted in other factories, consisting of an exceedingly stout cylinder, with a pipe running to the earth. Any shock, therefore, spends itself downwards, and the worker would feel nothing more than a slight jar.

AT THE MACHINES.

In another transformed factory fuses of yet a different type are being made. More than a hundred operations are involved in them, and, as may be imagined, there is a great deal of extreme specialising about the various parts. You gather various notable bits of information, as that with the machinery now available there is no

another feature, while a detachment of nurses will be led by a lady in the garb of Florence Nightingale.

Girls on Tricycles.

Others in the procession will be hospital laundresses in their print dresses, women clerks recruited from the City banks and offices, where they are doing men's work, errand girls on delivery tricycles, and women van-drivers.

A domestic economy tableau is also being organised, and this will show the great work which women are doing in teaching housewives to economise the resources of the nation.

A tribute to the memory of the men who have fallen at the front will take the form of a group of soldiers surrounded by young girls bearing laurel wreaths.

The Muster.

The procession will muster on Victoria Embankment at 2.30, starting its march an hour later.

The procession secretary, at 114, Great Portland-street, W.C., appeals to women workers to assist as marshals, banner bearers, and program sellers, to lend motor-cars, and also for personal help in advertising the procession.

Daily Mail
15-7-16

WOMEN WAR PROCESSION.

Every industry in which women have taken the place of men will be represented in the women's war procession through London next Saturday afternoon.

Munition workers, tramway-car and omnibus conductors, railway workers, chauffeuses, commissionaires, window-cleaners, chimney-sweeps, and others will all be seen in the women workers' section.

One object of the procession is to draw attention to the sufferings of our prisoners in Germany, and perhaps the most striking tableau of the demonstration will be seen in this section.

Women relatives of men interned in Germany are invited to walk in this section, and they should communicate at once with the Procession Secretary, 114, Great Portland-street, W.

It will be a pretty picture, for at the four corners of the vehicle will be raised the shields of the Allies, and high up in the centre the flags of the Allied nations will be waving.

Above all will be a large model of an aeroplane with a woman in the pilot's seat. Many other women performing various munition tasks will also be in this section.

It has been arranged that a group shall be devoted to the Overseas Dominions, and women from the Colonies are invited to communicate with the secretary at 114, Great Portland-street, W.

The relatives of prisoners in Germany, either military or civilian, are also wanted. It is hoped that as many girl workers as possible—'bus-conductors, lift girls, page girls, waitresses, window-cleaners, commissionaires, and others—will volunteer to join the procession in their uniforms.

Derby Telegraph
9-7-16

Women War-workers.

Londoners will witness a remarkable spectacle on Saturday next, when there is to be a women's war procession. As one of its promoters remarks, it will serve to remind the nation of the important part played by females in keeping the flag flying. In almost every phase of national service the fair sex have given a splendid account of themselves, so that elegant dames who have not a great deal of interest in the patriotic doings of their humbler sisters may experience a rude awakening. Occupations which have hitherto been monopolised by sturdy men have been cheerfully undertaken by young women anxious to strengthen the Empire in this critical time. When the historians of the war come to apportion the praise due to "special efforts" they need not hesitate to recognise with the utmost warmth and liberality the enthusiastic exertions of Women War Workers. They have exceeded the expectations of their most devoted admirers. The organisers of Saturday's procession have doubtless some charitable object in view, and we cannot doubt that their plans will be adopted in many of the big provincial towns.

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AT THE MACHINES.

In another transformed factory fuses of yet a different type are being made. More than a hundred operations are involved in them, and, as may be imagined, there is a great deal of extreme specialising about the various parts. You gather various notable bits of information, as that with the machinery now available there is no detail of a 4.5 shell that a woman cannot turn out. When you see a single machine that performs nine separate actions, and controlled by one girl, you will believe it. Upstairs, in a light and airy gallery, are girls who have learnt to do the gauging of these various parts. Of course, they are supplied with all the necessary instruments for the task, but the utmost delicacy of sight and touch is required. Such firms as this have their own trained staffs for this work, and over and beyond these are the final tests applied with women's help from the official staff. The proportion of rejections of the various parts made by the women grows steadily less day by day as skill and dexterity develop.

Then there was a sight of women's work in quite another field. Motor-cycles for the despatch riders at the various fronts cannot be turned out fast enough. There are heavy processes involved in their making, as well as the lighter and finer ones of the parts in aluminium, and in all these the women were taking their share. In some ways this was an especially interesting visit, for in these works men and women were standing side by side and using the same tools for similar details. One high in authority in these shops is well known as a prominent Labour leader—a man of great ability and able to express himself remarkably clearly, and his tribute to the excellence of their work was ungrudgingly given. It had been a matter, perhaps, of as much difficulty to the men as to the women to adapt themselves to the changed conditions, but a thoroughly good spirit had entered into the whole position; problems as to wages had been satisfactorily adjusted, and the animating wish of all was to provide what was demanded. As to the future after the war—that could be left. We have to win the war, and having done that we shall be able to see some of the old difficulties from a new point of view. That was the encouraging note that was a final impression of a very busy scene.

Daily News & Leader
24-7-16.

UNDER THE CLOCK.

Bouverie-street, July 24.

The Women's War Procession on Saturday was quite an impressive exhibition, and would have been really imposing but for the jarring note most gratuitously introduced by the preposterous "Hughes" banners. I do not know whether Mr. Hughes on the other side of the world was flattered by the invitations to him to "come back." What conceivable connection they had in any case with women's war work I am still wondering. The silly mystery made about the unfolding of these precious banners adds, and I suppose was meant to add, to the darkness in which the real objects of this demonstration were studiously wrapped. I cannot help thinking that Miss Christabel Pankhurst, who is credited, I see, with organising the show "from Paris," made a mistake in this. There is such a thing as too much mystery. You may wonder at the conjuror's first effort when he produces the rabbit from his hat; but if he is unable to do the simplest action without some trick of legerdemain you end by becoming very irritated with him.

I hear privately that the real object of the promoters was to set the W.S.P.U. on its legs again as a going concern, preparatory to a great campaign for women's suffrage after the war is over. I hope personally we shall get women's suffrage without any further raging, tearing propaganda; and, frankly, I think most people would prefer that the W.S.P.U. should remain in its present curious position of suspended animation, if it cannot disappear altogether. But if it must "come back" (as it wants Mr. Hughes to do), I wish, though I dare not hope—that it would do so without these stage mysteries. They are grown intolerably wearisome; and they are not good business politically.

The Daily Telegraph,
24.7.16

WOMEN WAR WORKERS.

PAGEANT IN LONDON.

Favoured by beautiful summer weather, such as has not been surpassed this year, Saturday's procession of women war workers, organised by the Women's Social and Political Union, was a great success from the spectacular point of view.

It was witnessed by many thousands of Londoners, who lined the pavement and occupied every point of vantage on a long route between the Embankment and Hyde Park, and thence back to Trafalgar-square; and its many highly attractive features in the way of floral and symbolical cars of living tableaux drew forth appreciative cheers at every few yards of its progress. To the women and girl munition makers especially, London's multitudes gave a welcome never less than they deserved.

If ever there was an augury of victory, palpable and pleasing to the hearts and eyes of the citizens of the metropolis, it was to be found in these women and girls in blue overalls and blue caps riding on triumphal cars, or marching vigorously along to exhilarating music through teeming, waving crowds in glorious sunshine, and beneath a cloudless blue sky. The very embodiment they were of physical well-being—the outward and visible pledge of the splendid efforts of the women of Britain in the great war.

One incident in particular was indicative of the spirit of the times. As the head of the procession marched up Whitehall and gained the precincts of the War Office, Mr. Lloyd George—still at work, as was remarked, on a Saturday afternoon in his new office as Secretary of State for War—came out on to the balcony. The crowd beneath quickly recognised the late head of the Ministry of Munitions, and gave him a rousing ovation. Mr. Lloyd George was later joined on the balcony by Mr. Winston Churchill, and both cheered the passing groups of women war workers, who in turn raised on high the shining shell-cases they carried. A gratifying and memorable scene!

For the rest—and apart from this notable incident—the public were probably a little perplexed by the large number of banners carried by the processionists which made some reference to the Premier of Australia. Fully forty to fifty banners bore the name of Mr. Hughes, and called for his "return."

"FIGHT UNTIL VICTORY!"

Considerable care had been taken in the "make-up" of the procession, the emblematical cars being particularly striking. First came the bearer of the Union Jack, behind which was a banner bearing the words, "God Save our King and Queen." Following were eight girls dressed in white and carrying laurel wreaths in front of a banner, inscribed with "Forward to Victory!" Among the many cars was one with a tableau in honour of our sailors and soldiers killed in the war. A veiled woman bore an unsheathed sword in one hand, and in the other a banner inscribed, "To Fight until Victory is our Duty to the Heroic Dead."

Another tableau showed Minerva supporting a portrait of the late Earl Kitchener on a stand framed in laurel wreaths and draped with the Union Jack. Around her were representatives of Egypt, the Soudan, South Africa, and India. In front was a sword, and raised above it the warrior's crown. On a scroll were the words, "The Founder of the Great New Army."

Heralds next announced the Allies' Advance. First came a wounded soldier with a tattered flag representing Verdun, and then Russian, French, British, Belgian, Italian, and Serbian soldiers, and British Bluejackets.

Queen Alexandra's message, "May their generosity forge yet another link between the sister nations," was on a large sign supported by girls representing France and Britain.

Miss Olive Terry, representing St. Michael, headed a pageant of Allies, and was followed by Miss Farmer Bringhurst as Joan of Arc, Miss Janette Steer as Britannia, and a striking living portrait of Queen Elizabeth on a palfrey. Representatives of the Allies in national costume made up this section, behind which came that of the Overseas Dominions headed by horsewomen attired as roughriders. The floral sections were the prettiest, the natural flowers making a very attractive show.

Greatest enthusiasm, however, was manifested towards the war tableaux, in which were illustrated the work of women on the land, railways, and 'buses, in offices and in hospitals, as window-cleaners and sweeps, and in many other ways. The nurses were led by a relative of Florence Nightingale. Hundreds of women and girl munition makers took part in this section, and some of them were seen at work drilling shells, making cases, and filling cordite bags.

There was also a section devoted to demands for protection of British prisoners in Germany and for the internment of alien enemies in our midst. Several bands were included in the procession.

On arrival at Trafalgar-square laurel wreaths were placed on the Nelson column, an act vociferously cheered by a huge crowd.

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Weekly Dispatch, 12.3.16

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THE NEW WOMAN OF 1916.

March of the Great Shell Army—to Victory.

"Well, they're *some* women," said a tall, gaunt Canadian as the procession of fourteen thousand women workers passed through London yesterday.

He was perilously poised on the top of a taxicab, and those standing near cheered him and his sentiments. That was the attitude everywhere yesterday afternoon. Everyone was on the best of terms with everyone else, and most of all with the women workers, hundreds of them, marching proudly by with floating banners. It was Women's Day in London, and the greatest enthusiasm came from the men in khaki and those in the familiar faded blue hospital garb.

Women began to gather on the Victoria Embankment soon after two o'clock. They came in groups of five or ten first, taking their places in their appointed sections and prepared for a long wait, as the procession was booked to start at 3.30. There were women in simple white gowns, women in nursing garb, in the overalls of the munitioneers, and the khaki of the Women's Reserve Ambulance. There were sad and worn elderly women with husbands or sons in German prisons.

No section came in for so much notice and chaff—which was returned with interest—as the party of railway engine cleaners rigged up in dark blue dungaree trousers and smock to match. Many of the women had hastened down from their morning shift without having had a moment to spare for a wash and brush up.

One young girl had come along without her working gear. New dungarees were found in the wagon near by, but the lassie found something wrong and could not get into the overall. A gallant Jack-tar came to the rescue, and amid general amusement his help overcame the difficulty.

The trousers indeed aroused much good-natured badinage. The wearers were aged from eighteen to a grey-haired woman or two of fifty. "Hullo, Ma!" said a working man to her, "Got the trousers on? . . . It ain't the first time you've a'worn the breeks, I'll bet. . . . Nah they'll want the vote."

THE SPECTACULAR TOUCH.

Women were taking their grandchildren to see the procession. One little baby girl was much excited in the search for mother. At last grandma espied her. "But why has she got daddy's trousers on?" was the tremulous question.

No W.S.P.U. procession would be complete without the spectacular touch and the political touch, so there were floats and tableaux and flower-decked lorries filled with small, white-clad boys and girls, children of W.S.P.U. members, and there were countless banners extolling Hughes: "We want Hughes," "Everyone Wants Hughes Except Pro-Germans," "Bring Back Hughes," etc. But it was the groups of women workers which roused the enthusiasm of the great crowds lining the streets. St. Michael (Miss Olive Terry) in shining armour, Joan of Arc (Miss Farmar-Bringhurst) mounted on a staid old horse, Queen Elizabeth in all her glory, the sister nations, France and England, grasping each other firmly on a high wagon, Serbian peasants picturesquely garbed, all these were applauded; but it was the women who are doing the real work who were cheered to the echo.

There were over 300 women from munition factories, in grey, khaki colour, blue, or brown overalls and caps. Most of them were on night shifts and had had no sleep, but were in high spirits all the same. "Our manager didn't want us to come," said one of them. "He told us it was a Suffragette procession, but we came all right. It's for Old Glory all the same, we say." Most of the munition women were tall, straight, and young, but here and there one found an old and worn face and stooping figure.

THE "DANGER SECTION."

The crowd shrieked itself hoarse when the shell fillers who work in the "Danger Section" went by, marching like young Amazons, some wearing respirators, others wearing white veils, and all with hands stained a deep yellow, and sometimes with yellow-spotted faces. As this group passed a lorry filled with wounded soldiers the men waved crutches and stumps of arms as a great straining girl held up her yellow hands and shouted, "We're got our scars, too, good for old England!" and a woman here and there in the crowd wiped her eyes even as she smiled. It was English youth showing its grit; it was Britain at her best.

There was none of London's strange reserve in the women's greetings to wounded soldiers in passing conveyances. Never before have Londoners seen so clearly the intense, underlying affection between the firing line and the munitioners at home.

The women in the Women's Reserve Ambulance Corps marched exceedingly well, and wore their khaki as to the manner born. They were like a group of trained soldiers among recruits.

While the procession was lining up a woman brigadier passing in a motor-car called to a sectional commander. "Captain—captain," she cried aloud six times. Then a stern "Lizzie" secured Miss "Captain's" attention. She had, unaccustomed to rank, forgotten the lettering upon her shoulder sash!

Ten women gardeners wore loose blue coats and wide trousers, the women grocers were in neat blue cotton frocks with veils round their heads; they are volunteer workers who send packages of food to Belgian depots in London. The ladies who serve at canteens were in coats and skirts, and the chauffeuses, in tan coats and caps, ran their cars slowly and carefully through the crowds.

"Seems like old times," said a policeman as the last glimpse of purple, white, and green left the Embankment. "Only a bigger crowd than the Suffrage procession brought out, and there goes the mascot of all these shows," and he pointed to Miss Billinghurst, the cripple, in her wheeled chair, who has been in every W.S.P.U. procession for years

At the War Office, where the greatest crowd had gathered, Mr. Lloyd George and Mr. Samuel stood on the first-floor balcony above the main entrance. Bareheaded they found the sun too strong and went inside for hats, and immediately afterwards were joined by Mr. Winston Churchill, who stood in the centre with the new War Minister on his left hand.

Mr. Lloyd George was loudly cheered by all the sections as they passed by, and he again and again acknowledged the cheers and beamed upon his new-found helpers who had rallied around his munition banner.

THE "CANARIES."

Among all these brave women were numbers of "munition casualties"—the wounded women Tommies of the workshops. Their hands and faces were yellow as the long-lost sovereign. Marching bravely in the procession, London yesterday had an object lesson from these women—canaries" the munition towns call them—that can never be forgot.

Here was an object lesson of what women are doing in the war—daily risking their health, undermining their constitution, voluntarily suffering unsightly disfigurement. Wages would not buy that heroic, self-sacrificing devotion to the men in the trenches.

These yellowed women were the soul of the procession. None of the hundreds of thousands who saw them could again doubt whether it is the women's war too.

In the absence of Mrs. Pankhurst in America, Miss Annie Kenney told a representative of *The Weekly Dispatch* of the changed attitude of London towards women.

"No one," she said, "even in the wildest flights of fancy gave women credit for the wonderful changes war could bring out.

"Could any woman, or man, have seen those disfigured women shell-workers without a rising lump in the throat? I have seen hundreds of such women. The girls can only work in those T.N.T. sheds for a short span. But there is never a lack of more to fill their places—though they know they, too, will come out disfigured as their predecessors.

"There is no suffrage question to-day

"And until a full and lasting victory is achieved women will have no political axe to grind."

THE NEW WOMAN OF 1914.

Wargrave Church, which was burned down by militant Suffragists on Whit-Monday 1914, has been rebuilt at a cost of over £13,000, and was consecrated yesterday by the Bishop of Oxford.

Sheffield Daily Telegraph 24.7.16

Women War Workers' Parade.

In Parliament Square yesterday afternoon people stood sixteen deep to see the procession of women war workers, organised by the W.S.P.U.—the military suffrage Society which has for the period of the war returned to grace, and has been allowed to assist the authorities in recruiting women workers for national purposes. The day was as bright and warm as any we have had this year. The crowd was very big, and the procession most interesting. Women marched in the overalls of shell-making, in the trousers of hay-making, and the yellow uniform of the explosives workers complete, even to the respirators, which must have been uncomfortable wear on such a day. The crowd cheered all of them almost as loudly as it did the Red Cross nurses, whereas the emblematical figures—Joan of Arc and the rest—were watched in silence. Mr. Lloyd George and Mr. Churchill watched the procession from a Whitehall window. Last year, when he wanted munition workers urgently, Mr. Lloyd George gave the suffragists a subvention towards the cost of a similar parade—a fact which was not revealed till afterwards. This time the Munitions Department was stated to have paid nothing at all towards expenses. To do so would have been unwise, because the organisers of the pageant chose to sprinkle it with banners calling on Mr. Hughes to return from Australia, and suggesting that the war would not be won till he did it. The opinion is not uncommon in London, but it would hardly do to spend Government money in spreading it.

Daily News & Leader 24.7.16.

THE WOMEN'S WAR PROCESSION.

Surprise Banners for Munition Girls.

MOTIVE OF THE W.S.P.U.

One of the motives behind the women's procession which started from the Embankment on Saturday had been carefully concealed. There was no inkling of it until the last moment. No hints were contained in the catalogue of objects in which the organisers, the W.S.P.U., had heralded the aims behind the movement. But the moment the signal for a start was made the surprise was sprung. Scores of unsuspected banners, which had been kept carefully furled, were loosed in the breeze, and displayed in letters of vivid black on a white ground vehement demands for the return of Mr. Hughes, the Australian Premier. "We want Hughes" shouted the banners. "Come back Hughes." "We want Hughes on the War Council."

Apart from this strident note the proceedings were much as had been anticipated. The announced object of the demonstration was to support the further extension of war service for women, measures for the protection of British prisoners of war, internment of enemy aliens, cancellation of naturalisation certificates, and vigorous prosecution of the war, so that all danger of a compromised peace may be averted.

The women's war work section was a prominent one. Following a banner bearing the inscription, "Girls from the fitting shop," were some 200 women dressed in blue overalls and caps, carrying hammers, micrometers, and screwdrivers. All departments of munition making in which girls have taken the place of men were represented, those in the danger building section being distinguished by their white veils and respirators. The T.N.T. girls and those who fill the cordite bags were dressed in yellow overalls and caps. The munition workers were followed by a lorry from which was suspended a banner bearing the inscription "[illegible]

The War Budget:
29/7/16

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Some Impressions and a Moral

By FLORA ANNIE STEEL

Author of "India Through the Ages," "The Gift of the Gods," "King Errant," &c.

I HAD the pleasure and pride of walking in the Womans' Procession last Saturday. The skies were lowering, the wind blustered, and fine rain slanted under the umbrellas of the spectators. It was not a day for pageants and processions; so the two most vivid impressions left upon my mind were, first, the figure of Belgium, shattered, yet defiant, marching along careless of the mud about her bare feet; and next, that same mud as it lay blistered and puck-marked on the greasy pavement.

There is to some minds nothing more depressing to the spirits than these same pavements where every blister, every mark, records a human footstep that has passed, bringing with it its share of dirt, taking away with it a meed of dirt in exchange. It seems to epitomise the sordid, sullen side of life, and makes the soul shiver.

So let us turn to Belgium; there, at best, the horrors are outweighed by the honour, the tragedy is forgotten in exultation. And yet that figure of a woman, noble despite her soiling, undaunted despite her many wrongs was curiously typical of the attitude of every woman in that vast procession. As it was seen first under the Boadicea Statue, the mind instinctively thought of the thousands and thousands of women who had marched to the conflict of life since the British Queen, roused by many wrongs, had led her undisciplined army against her disciplined foe, only to suffer the defeat which, up till now, has dogged the footsteps of the woman's cause. And so the question came once more. Will it be so now?

Testing a finished ammunition box to make sure that the gauge is accurate.

To judge by the faces in the procession one would say "impossible." Of all sorts and sizes, all ages and complexions, the expression upon all was that of confidence, of expectation. Confidence that they had reached the turning point, expectation that the long months of weary waiting, of idle patience, were over. What those long months have been to many women, Christabel Pankhurst has put into one word —agony. It has been an agony of patience. To see things going wrong which you know you and your kind could remedy; to hear opinions prevail against which every atom of the intuition which is woman's by birth cries out overwhelmingly—this is,indeed, an agony! Men, accustomed to judge of all things public, all things political, and to consider their judgment final, can have no idea of the forlornness with which a woman of brain threads the mazes of her life, knowing that, even if she has the clue, it is no use to herself or to others. Now for the last twelve months almost every woman who marched in Saturday's procession has been feeling that forlornness in greater or lesser degree. Many of them, for instance—though the fact is not sufficiently recognised—had long months ago signed on for munition work through the Labour Exchanges, which, did they choose, could tell of whole bands of capable women who offered themselves for whole-time service last March, and have been awaiting employment ever since; employment not forthcoming because the men's unions have been unable to make up their minds about female labour.

So the expression that showed on the face simulating Belgium, an expression of sorrow and determination, was to be seen on many another face in the procession, and the memory of it, seen against a background of London murk, will long remain with those who saw it, and who could understand it.

The pageant of the Allies was pretty enough—a little artificial, yet still good— but one was conscious of a desire to get it past and done with, and come to the real thing—the woman's claim to be allowed to serve her country. The bands tootling away at patriotic tunes were an interruption more or less unpleasant according to the tune they chose, some of the more modern ones doing their best to vulgarise the whole; but both eye and ear travelled past them to the serried lines of pennants, blue, white, red, and to the quaintly uneven sound of unaccustomed marching feet set on one settled way. On and on they came—the uneven beat above the roar of normal crowd.

And behind them, rising grey, amid grey, driving clouds, the towers of Westminster, the pantheon of patriotism, of politics; the sanctuary men have kept for themselves all the long years.

It needs imagination in a man to realise, to enter into the heart of the scene. But no matter what views one holds regarding woman and her work, the seeing eye must see the sharpness of the contrast, must admit the pathos of it all.

Of Mr. Lloyd George's speech to the deputation and demonstration there is not much to say. Naturally it is impossible to utilise the services of fifty or sixty thousand women—mostly untrained—with one sweep of the pen. None expected this, and though some of us cast hungry glances backwards into the long months that have sped, fruitlessly, and wondered if they might not have brought many strokes of many pens, we were all content to hear that somehow and somewhere our idle hands might be employed to help save life. It is a woman's immemorial task, and the crowd, when they cheered the phalanx of nurses who walked in the procession, showed that all unconsciously they recognised the fact.

Smoothing down and chamfering ammunition boxes.

But the part of Mr. Lloyd George's speech which brought most satisfaction was that in which he said deliberately; "The National Register is a complete statutory recognition of the point that it would not be possible effectively to organise the resources of the nation . . . until you mobilise the women of this country as well as the men."

Here, then, is our right indisputable, our Magna Charta for the future. We can afford to wait until there is time to "organise, mobilise, and bring into operation the new industrial army," of which those 40,000 marching women were but faint indication. But beyond this the Minister of Munitions gave hint of something which in its way brought as much satisfaction. He said that pending the actual utilisation of the women's services "an organisation—a really national organisation—might be set up for the purpose of registering the names of women who are prepared to devote the whole of their time to any task for which women are fitted in the turning out of war material." Now this qualification "really national," read beside the previous assertion that women, equally with men, were a national asset, seems to point to the possibility that the failure of the Labour Exchanges to deal with the organisation of women's labour has been definitely recognised, and that suitable women will be asked to undertake the task, not only of registering names, but also of establishing training centres. There must be no more in the future of the scrappy instruction which ceases for women as soon as male students arrive. There must be no more foot-ling mistakes such as asking a woman who entered as mechanic and skilled chauffeur whether she would learn to milk a cow. One could fill pages with such depressing errors; but the hope that women will be allowed to deal with women as men are with men springs eternal and closes the lips.

So with those ominous words of Mr. Lloyd George ringing in our ears: "Here we are just panting twelve months behind to catch a foe who had been preparing for years," the great demonstration ended, his final "but we shall do it" enabling us to give three cheers heartily for the Army and Navy, which have never failed us, and never will so long as Englishwomen bear brave sons and true.

Motor.
1.8.16.

663.C.

663c/50

OTHER PEOPLE'S VIEWS.

Readers' Opinions on Current Motor Topics.

Motorcars in the Women Workers' procession.

Weekly Dispatch 25-1-17

WHO WANTS A NEW WOMEN'S PARTY?

Views of Some Famous Women Workers.

WHO are the women who want a Women's Party? Besides Mrs. and Miss Pankhurst and a few of their faithful adherents it is difficult to find women who can take their minds off the great work of the moment long enough even to discuss the necessity of such an organisation.

The real women workers of Great Britain, the women who are making history, who are constructing, organising, toiling for reforms for women and children now and after the war, are working with men and see no need of any separate political organisation to secure such reforms.

This is the reason why the newly organised Women's Party has not secured among its co-operators the women who are really representing British womanhood at the moment.

A Women's Party to live up to its name must be a party representing a policy approved by the greatest number of women in the country. This would mean a poll of opinions, an effort as great as a general election. This is certainly not what is meant by Mrs. Pankhurst and Miss Christabel Pankhurst, who, declaring there shall be a Women's Party, elected themselves as leaders and are now waiting for thousands of women to rally round their flag.

Here are some of the views of women who represent other women by working among and for them:

LADY FRANCES BALFOUR, one of the staunchest Suffragists.

This body can only speak for those women who agreed with their social and political outlook in the past. It cannot represent the majority of women who, in the new order of political life, feel the first claim on them is to prove themselves patriotic citizens, looking not at purely party interest, but at the good of all estates of men, in which, for the future, women are included.

MISS MARY MacARTHUR, a founder of the largest organisation of working women in the world.

The organisation which I represent would not touch the so-called Women's Party with a 10-foot pole. Partly because they would prefer to choose leaders of their own rather than those who purpose the party, and partly because there has been not even a shred of democracy in the organisation to which the new Women's Party is a sequel.

The National Union of Women Workers, which I represent, recently took a ballot on the subject of entering politics, and we will, hereafter, as a result of this ballot, take up a definite political policy, but not in this sense of isolating the questions pertaining to women, but rather with the idea of working side by side with men's organisations.

Women must in future rally round an ideal or a definite policy put forth by men and women jointly. They must not rally round individuals for merely personal reasons or follow any party system of political dictation.

This Women's Party is an absurd proposition, especially when presented in autocratic fashion.

LADY PROCTER, President of the Y.W.C.A.

I have been too busy to think in detail of the proposition of a Women's Party, but I can say that I think, to a casual observer, the mistake of emphasising sex differences is obvious. There is grave danger in such course at this time. What we are all working for and must work for is closer co-operation between men and women. Our interests and ideals must be the same.

DR. GARRETT ANDERSON, Head of the Endell Street Military Hospital.

It is ridiculous to think of a Woman's Party at all until women are enfranchised. People say we have won the vote. What makes them think so? I am by no means convinced of it myself.

And there can be no Women's Party until the vote is won, and even then there probably will not be a cut and dried Women's Party, but rather different sections of women co-operating with men's parties. An isolated Women's Party would be a confusion of issues.

The Hon. ANNE MacNAUGHTON, Warden of the largest Hostel for Girl Munition Workers.

It is foolish beyond words to try to have a Women's Party. Women should work to unify, not widen, the difference between the sexes in politics as much as in all other matters.

Certain sections of women as well as men will agree to one political policy and form into parties, but not necessarily women's parties. The newly organised so-called Women's Party will only sow further discord between the sexes, I fear.

MRS. JOHN M. ROBERTSON, an ardent worker for Women's Suffrage.

A Women's Party is an anachronism. We do not want or need a Woman's Party to-day, and there is no reason one should be foisted upon us. Men and women are working together in this great struggle. They have learned to understand each other better, and this means a new basis for many things after the war, a union of interests, a wider sympathy with conditions.

And this understanding, achieved as it has been by the present struggle, makes the necessity for a Women's Party non-existent.

MISS PICTON TURBERVILLE, a Social Worker.

I am convinced that this Women's Party is merely an effort to revive a dead organisation.

It will be difficult to build up a new organisation on an old autocratic basis. It will not be so easy to gather women together in a constructive sense as it was in a destructive sense, unless they are given a real policy or ideal and not merely a personal influence to follow. Women have changed in the last three years.

MISS I. A. R. WYLIE, the Novelist.

It has met defeat in the very name it has chosen. A Women's Party cannot be recognised as such when composed of one woman or one group of women only.

MISS MARY RICHARDSON, one of the stalwarts of the W.S.P.U.

The Women's Party does not allow for a difference of opinion among women. It is an absurd proposition on that and other grounds. Women will work politically according to their intelligence and knowledge and experience. They will vote (when they do vote) for the man (or later the woman) who stands for the policy they approve. They will not vote one way any more than the winds blow one way. A Woman's Party on present lines, then, is of no value whatsoever.

Co-operative News 12-1-18

THE WOMEN'S PARTY.

And Compulsory Rationing.

WE give below two very important letters which throw light on the methods adopted by the so-called "Women's Party," which has been established by Mrs. and Miss Pankhurst (late of the Women's Social and Political Union). It will be remembered that this new "party" recently organised a deputation to Lord Rhondda, urging compulsory rationing, and reports appeared in the press mentioning the fact that this deputation represented labour and co-operative interests. A Coventry correspondent now writes to show the methods adopted by the organisation referred to, while Mrs. David Williams (late Mayoress of Swansea, and a member of the Central Committee of the Women's Guild) disclaims any connection with the deputation, though her name appeared in the reports describing the interview with Lord Rhondda. The letters speak for themselves.—ED., "Corner."

DEAR MADAM,—Permit me to call the attention of Guild members, and branch secretaries in particular, to an organisation known to-day as "The Women's Party." And, in doing so, I also want to draw attention to the general strike in the engineering trade which has recently taken place in Coventry, in which the women workers played a very prominent part. Without entering into the rights or wrongs of the strike, it is sufficient for my purpose to say that the leader on behalf of those on strike gave a pledge to the authorities that no outdoor meetings would be held, but on the 6th day of the strike the Women's Party referred to came along and attempted to hold an outdoor meeting, their purpose being to persuade the girls to forsake the men and go back to work. This meeting not being much of a success, the promoters advertised a meeting (also outside) for Sunday noon, but the Federation of Women Workers was on the scene by this time, determined that if the police permitted these people of the Women's Party to hold a meeting they also would hold one. And here I come to what will interest Guild members. On this same Sunday morning a representative of this Women's Party called upon the secretary of the Coventry Guild, and asked for the names of persons who would serve on a deputation to the Food Controller, as she was sure the Government did not know the state of Coventry's food supply. The secretary suggested the president or vice-president, both of whom were on the local Food Committee. No, the lady did not want prominent people, nor did she require persons who could speak, but working women "who had stood in queues." As the secretary was busy preparing dinner, she gave the names of a few Guild members, without thinking (for, to tell the truth, she wanted to be rid of the lady, as the time of her visit was most inopportune). On the Monday, however, the lady in question visited and succeeded in persuading two members to go on this deputation. Fortunately these women were members of the Women's Labour League, and at the League meeting on the following Monday afternoon they mentioned the fact that they were going to the Food Controller, and had to make final arrangements with the lady at 5-30 that evening. They went to that interview with certain questions, one of which was: "Who was financing the deputation, and where did the money come from?" They were told the money had been collected at a "Win the War" meeting held in Scotland! Needless to say, they did not go on that deputation. We saw it stated in the press that Lord Rhondda had received a deputation from the Women's Party, composed of delegates from various towns, and we wondered if those delegates had been appointed by the same methods as those which had obtained at Coventry. This Women's Party came into the town on the Thursday; the deputation was on the following Tuesday. Your readers can form their own opinion as to their right to speak for Coventry, and Guild members will see how necessary it is to be careful that individual members of the Guild shall not speak for, or join in, any deputation unless appointed at the Guild meetings.—Yours, &c.,

A. E. C.

Coventry.

DEAR MADAM,—I have a copy of "Britannia," dated December 7th, sent me, containing a report of the deputation who waited upon Lord Rhondda, and introduced by Mrs. Drummond.

Amongst the speakers mentioned is Mrs. David Williams (of Swansea), an active worker in labour and co-operative circles, and as I am the only Mrs. David Williams actively engaged in the Co-operative Guild and I.L.P. movements in Swansea, I write to disclaim any knowledge of or responsibility for the statements attributed to her.

I have never met Mrs. Drummond or Lord Rhondda, and am not particularly

attention of Guild members, and branch secretaries in particular, to an organisation known to-day as "The Women's Party." And, in doing so, I also want to draw attention to the general strike in the engineering trade which has recently taken place in Coventry, in which the women workers played a very prominent part. Without entering into the rights or wrongs of the strike, it is sufficient for my purpose to say that the leader on behalf of those on strike gave a pledge to the authorities that no outdoor meetings would be held, but on the 6th day of the strike the Women's Party referred to came along and attempted to hold an outdoor meeting, their purpose being to persuade the girls to forsake the men and go back to work. This meeting not being much of a success, the promoters advertised a meeting (also outside) for Sunday noon, but the Federation of Women Workers was on the scene by this time, determined that if the police permitted these people of the Women's Party to hold a meeting they also would hold one. And here I come to what will interest Guild members. On this same Sunday morning a representative of this Women's Party called upon the secretary of the Coventry Guild, and asked for the names of persons who would serve on a deputation to the Food Controller, as she was sure the Government did not know the state of Coventry's food supply. The secretary suggested the president or vice-president, both of whom were on the local Food Committee. No, the lady did not want prominent people, nor did she require persons who could speak, but working women "who had stood in queues." As the secretary was busy preparing dinner, she gave the names of a few Guild members, without thinking (for, to tell the truth, she wanted to be rid of the lady, as the time of her visit was most inopportune). On the Monday, however, the lady in question visited and succeeded in persuading two members to go on this deputation. Fortunately these women were members of the Women's Labour League, and at the League meeting on the following Monday afternoon they mentioned the fact that they were going to the Food Controller, and had to make final arrangements with the lady at 5-30 that evening. They went to that interview with certain questions, one of which was: "Who was financing the deputation, and where did the money come from?" They were told the money had been collected at a "Win the War" meeting held in Scotland! Needless to say, they did not go on that deputation. We saw it stated in the press that Lord Rhondda had received a deputation from the Women's Party, composed of delegates from various towns, and we wondered if those delegates had been appointed by the same methods as those which had obtained at Coventry. This Women's Party came into the town on the Thursday; the deputation was on the following Tuesday. Your readers can form their own opinion as to their right to speak for Coventry, and Guild members will see how necessary it is to be careful that individual members of the Guild shall not speak for, or join in, any deputation unless appointed at the Guild meetings.—

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I have never met Mrs. Drummond or Lord Rhondda, and am not particularly desirous of meeting either of them.—

Yours truly,

LIZZIE (MRS. DAVID) WILLIAMS.

25, Winmill-terrace, St. Thomas,

Swansea, December 10th, 1917.

24-1-18
Western Press

THE WOMEN'S PARTY.

MRS PANKHURST IN BRISTOL.

Mrs Pankhurst addressed a crowded meeting at the Victoria Rooms, Clifton, last night, under the auspices of the Women's Party, whose motto is "Victory, national security, and progress." The Lord Mayor presided, and the Lady Mayoress was also present.

The Lord Mayor said that in the days after the war women would take a much greater part in public affairs than they did before by reason of the vote that had been conferred upon them, and it was important that they should be helped to understand the great issues that were at stake at the present time. (Hear, hear.) He was hoping they would be able to dispel some of the poison that had been poured into the ears of many people against that which we believed to be right and just. We did not want a peace that would mean the breaking out of another war, but such a peace as would ensure for the people of every country the opportunity of breathing the atmosphere of liberty. (Hear, hear.) Democracy would have to bear a greater responsibility, and all would have to pull together so that the foundations of the new world should be so laid that there would be a far easier time for all sections of the people. (Hear, hear.) Those who were blessed with this world's goods would have to undertake the responsibility of not running their businesses for mere profit; they must feel that a responsibility attached to the wealth that had been created for them, and that the human side of commercialism must be more fully developed. (Hear, hear.) It must be recognised that working men and women wanted to get more into the sunshine than they had been in the past. After referring to the heroism of the Army and Navy, his lordship held them up as an example to those who were grumbling at home. He urged the public to put aside selfish ideas, to avoid the hoarding of food, and to see that everybody got a fair share. If we all gave up luxuries, limited ourselves to actual necessities, and pulled together, he was satisfied that we should achieve a brilliant victory for liberty and civilisation. (Applause.)

Mrs Pankhurst, who was cordially received, explained that votes for women were coming at a critical time, when, in the words of the Prime Minister, we must "go on or go under." (Hear, hear.) No peace by negotiation at present could be anything less than a victory for Germany, because up to now Germany had been winning, and we had only been getting ready. (Hear, hear.) The Women's Party were keen for social reconstruction and social betterment, but they knew that all their ideals depended upon winning the war. She deprecated the efforts that were being made to foster class division and class hatred in this country, and said one object of the Women's Party was to point out a better way. Women wanted to see a fair distribution of the necessaries of life. They were prepared to go hungry to win the war, so long as they were satisfied that others were not having too much. (Applause.) From the early days of the war they had advocated compulsory rationing and public kitchens for all classes, in order to save the great waste of fuel, labour, and food. (Hear, hear.) The Women's Party wanted to improve the homes of the people, and to give working people the advantages of co-operative kitchens and washhouses. They did not want to see public money spent in perpetuating the worn-out and expensive system which women of the leisured class were giving up. On the subject of industrial reform she expressed the belief that production of necessaries of life could be increased even if men and women worked shorter hours, received more money, but worked with increased energy, on a national and co-operative basis. After referring to the disastrous effects of the revolution in Russia, Mrs Pankhurst said that if the women of this country made use of their vote in such a way as to prejudice the freedom, independence, and safety of our land she would regret that she ever helped to get that right. What was needed was a constructive policy, and we should never take away one thing until we had a better thing to put in its place. (Hear, hear.) The Women's Party were going to work for better things—better education and better homes for the masses of the people. We had to choose between levelling up and levelling down. She urged people to stop grumbling about their grievances, and to do their best in the great effort to carry the war to a successful conclusion. (Applause.) Whilst soldiers who had been wounded again and again fought on cheerfully, we actually had in this country young men who threatened a universal strike if they were combed out. How could they do it? ("Shame.") She believed British women would fight and give their lives rather than see our own country go down before the Huns. (Applause.)

Miss Bowerman also addressed the meeting.

18-3-18
Daily Telegraph

A meeting of the Women's Party was held at the Royal Albert Hall on Saturday afternoon to celebrate the suffrage victory, the speakers being Mrs. Pankhurst, Miss Christabel Pankhurst, Mrs. Drummond, and Miss Annie Kenny, all of whom emphasised the vital necessity of promoting the victory of Britain and her Allies. The resolution passed called upon the Government, the captains of industry, and patriotic working men to co-operate in retaining women in the factories and workshops during and after the war, on the basis of the equal right to work and equal pay for equal work. Donations and collections amounting to £8,000 have been received by the party.

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(The title of the paper not given. This cutting & the next have been transferred from a soiled page.)

7.6.18.

THE WOMEN'S PARTY.

MRS. DRUMMOND AND ENGLISH BOLSHEVIKS.

A BEATING AND A BOYCOTT FOR THE GERMANS.

There was a regrettably small attendance at the meeting of the Women's Party, presided over by Mrs. Eshelby, at the Woolwich Hippodrome, on Sunday afternoon, the combined result of the beautiful weather and a charge for admission.

Mrs. Drummond, in the course of an hour's eloquent exposition of the aims of the party, said: We want to inspire the women of England with a sense of their new responsibilities as the trustees of the men in the trenches and of the future race. We have now won the voice to which we are entitled in the government of the nation—(applause)—and we have only done so at the point when the national ship was on the point of sinking. But having won the vote, we are going to use it. (Applause.) We are naturally delighted, but we are not going to congratulate ourselves and sit down and do nothing. We accept the vote with an overpowering sense of the responsibility it casts upon us—(hear, hear)—and we pray that we may be given strength and wisdom to courageously and worthily discharge the duties it involves. (Applause.) First and above everything else, we have got to win the war, and as a means to that end we are out to sweep away every trace of that shameful spirit of "defeatism" which is being so strongly fostered in certain quarters, and which is nothing but base

TREACHERY TO THE SOLDIERS

in the trenches. (Applause.) We women have a paramount duty to discharge in that direction, and we intend to do it. We have always been right in what we have told the nation. The people of England ultimately discovered the danger of Mr. Asquith, but we of the Women's Party have been pegging away at that danger for ten years. Industrially we have a great object in view on behalf of our sex. When the war is over we intend to secure that every woman who desires to remain in industry shall be permitted to do so; and for the A.S.E. and other bodies to go about exacting pledges from foolish and short-sighted politicians as to who shall be turned out of industry when peace comes is a crime against the future of the nation. (Applause.) The favourite weapon of the Trades Unions when in conflict with the masters is the withholding of production. The Trades Union leaders claim to be brainy people, but anything less brainy, anything less patriotic and common-sense, than the withholding of production it is impossible to imagine. Why, it is as clear as noonday that increase of production is the key to success in the future. An attempt to get women in Birmingham to come out on strike has just been frustrated, and it cannot be made too clear that we women will have nothing to do with any movement which will have the effect of

DELAYING PRODUCTION

of the material wanted by our fighting men. (Applause.) The sooner such organisations as engineer such movements are defunct the better—(applause)—at all events we are determined that the women shall have no hand or part in them. (Renewed applause.) Such a spirit is criminal in the last degree, and we are out to fight and defeat it. Any other attitude would be a crime against the men who are fighting for us. These movements are set on foot by our English Bolsheviks, but with the lesson of Russia before our eyes we are forewarned and forearmed against them. Ramsay Macdonald and Philip Snowden want us to enter into negotiations with the Kaiser, but we are not going to do it. They never suggested that we should negotiate with Crippen—(laughter)—yet he only committed one murder. (Laughter and applause.) We must beat the Germans, because if and after we had given them back their colonies in exchange for Belgium and North-Eastern France we should have nothing else to barter with. (Hear, hear.) The women of the Ukraine are confronted by German bayonets and the spectacle of the food of their children being sent to feed their enemies; that is the sort of thing which sections of the A.S.E. and the other Bolsheviks here want us to contemplate. Don't talk to us women about

PEACE BY NEGOTIATION

—(applause)—which would mean for us the fate of Russian and Roumania. We are now suffering the penalty of not having sent help to Serbia at a time when we might have prevented Turkey and Bulgaria from entering the war. All the industrial unrest we have to deplore is being engineered by enemy influence so as to defeat our objects, and place us in such a position that we might have to agree to a German peace. The Women's Party will never consent to that. (Applause.) Germany must be beaten to her knees, and that will involve the defeat of our Bolsheviks at home. We cannot make peace now, our race on earth will soon be run, and we [illegible] things

women are now a new factor in the life of the nation, and we have got to get rid of the old wrong policies which have worked such evil in the past. We cannot allow 2½ million of skilled labourers to rule many more millions of workers as they have done too long. (Applause.) They scream about the cornering of capital; yet they coolly propose to set up a corner in labour. (Laughter.) They tell us that women can't work in factories and look after the home as well. Why, women have been doing that for long years, and keeping no-good husbands into the bargain. (Laughter and applause.) People who talk like that don't realise that we have got the vote, but they will when the next general election comes round. (Laughter and applause.) And in that connection I want to warn you against the conspiracy that is going on to keep women off the register, a conspiracy in which husbands and other relations are taking a part. That is

A LITTLE GAME

which we shall know how to stop. The Women's Party are the champions of the rights of every class in the community; we have never recognised class distinction, and we never shall. We are not under the thumb of employer or employee, of Government or anyone else. The A.S.E. believe in direct action against English employers, but they are in favour of arguing the point with our German foes. One result of their work and a man-made legislation is that the soldier who gives his life receives 1s. 2d. a day, while the man who works at home in safety gets good wages—a contrast which is a scandal and a disgrace to the nation. Upon the Clyde the other day I was the centre of a crowd of workers, and a passing soldier, asking what was the matter and being told that the men were discussing a strike, said to of a crowd: "You are trying to break us in the trenches, but by God when we come back we will break you, and don't you forget it!" That soldier had worked in the very same shop as those men, and had been instrumental in forming a trades union there; and that was his verdict upon the attitude of those who were fomenting strikes in war time—a minority of ignorant, hot-headed nincompoops, who were only in trades unionism to get something themselves, no matter how, and to evade their duties and responsibilities. (Applause.) If we don't see to it now, the coming of peace will mean

THE RETURN OF THE GERMANS

to take the jobs of Englishmen. (Hear, hear.) We know that in the past the trades union leaders preferred to give work which women could do to any old German, so long as he wore trousers. (Laughter and applause.) We women are going to change all that, and we are out to support every candidate who is in favour of beating the Germans now and boycotting them afterwards (Loud applause.) All the distrust of women that has been in the hearts of trades unionists has been planted there by the Germans who worked alongside them in the factory. (Hear, hear.) We have got a candidates' black list in Scotland, and we shall have one for the whole of the country. We shall deal faithfully and effectively with the pacifists and Bolsheviks who want to get into Parliament in order to play the German game. We women have long memories—our husbands often tell us that when we remind them of something they desire to forget—(laughter)—and we are determined to remember things, and to keep these men out of Parliament. Britain for the British is our motto, and we appeal to you women to have nothing to do with the old parties—politics are dead—and to come into the Women's Party, and help us in the work of the reconstruction of the new England that is to be. (Applause.)

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12.6.18.

EAST HAM.

"A CALAMITY THREATENED."

MRS. DRUMMOND AND MR. HENDERSON'S POSITION.

"General" (Mrs.) Flora Drummond came to East Ham on Monday evening and addressed a meeting convened by the Women's Party at the Town Hall.

The chair was taken by Mrs. Eshelby, and prior to the speeches several items of music were rendered. Among those in the audience were Sir Peter and Lady Griggs.

Mrs. Eshelby said that now women had the vote they must be organised and be a power for right. When the Women's Party was formed it was decided that the first thing that must figure in their programme was "War till victory." All the great reforms that were needed depended upon this one thing; there could be no social reform and no peace until the German military machine had been smashed. The women were determined that they would never slacken their efforts to beat the Boche. The Women's Party had made up their minds that at the opportune moment the conditions under which masses of the workers had to live should be altered, for they realised that the only way to get the best out of human beings was by making their conditions and their homes better. (Applause.)

Mrs. Drummond, who was well received, said women must on no account sit down and imagine that their work was done now that they had won the vote. Their work—real, serious citizen work—had just begun. They had secured the franchise at a time, they hoped, when it was not too late. They did not want to be pessimistic, and they were not that way inclined. People who managed to fight through the great opposition that they had fought through—the opposition and prejudice of political parties, the fear and cowardice of politicians—were certainly not people who could be called pessimists. They had got to face a serious situation in the state of this country at the present time. They felt that their responsibility was indeed great, and that their mission was to go forth into the country and try and arouse men and women to face the situation as it really appeared, and see what they could do to put a stop to people who all their lives had been used to arguments and not to facing facts. They were out to see that now that the door of industry had been pushed open to women it should be kept open. (Applause)

"This"—(referring to East Ham South)—said Mrs. Drummond, "is an interesting constituency, because you are threatened here with a calamity. You are threatened with a candidate who represents a body of people whom we women have been fighting since the beginning of this year. I am referring to Mr Henderson." The women of this country had never been contaminated with party politics, and that was why they formed the Women's Party, so that they never should. They must learn from the mistakes that the men had made, and take their advice, that party politics were done, and that it was a dirty game. They must stand for principles, and these principles must be high. Since they had had the vote all eyes had been upon them. The men were telling them that they had "discovered" the women—they discovered themselves years ago. (Hear, hear.) Their responsibility was to see that in that constituency they were not going to have men who had not played the game while this country had been at war.

"When Mr. Henderson took his stand in the country," she said, "he was counted with others, from our point of view, as one of the 'wait and see' crowd. He was responsible with the last Government for the lack of shells, for he was one of the members of that Cabinet. He was one of the members of that Cabinet who for months shut the door to women's employment." She would also remind them that he was a member of a party which before the war flatly refused to defeat the Manhood Suffrage Bill when he knew it would torpedo the Women's Bill and defeat the women's opportunity. When they appealed to him to vote against the Manhood Suffrage Bill he refused to do so, and then he, with his colleagues, had the audacity to stand on the platform and appeal to women for their vote "because he helped to get it!" They must

THROW THAT LIE BACK

in the teeth of Mr. Henderson and his friends. It was the women who had secured their vote, and also their national service since the war began. (Applause.) They would never thank any politician for giving them the vote. She wanted the women to realise the position with Mr. Henderson coming into that constituency. There was a rumour that he might be shifting. She would think so, when the Women's Party was on the track, because they were rather apt to "let the cat out of the bag." What did he represent? If they asked him she did not believe he could tell them. She supposed some sort of petty organisation would "run" him; men had not much conscience about that. (Laughter.) Their first mission was to beat the Germans. She believed there would be an opportunity of having a candidate of the Seamen's Union in that constituency. They were a practical body—they were not a political party; they were determined not only to fight the Germans to-day, but to continue the boycott for years after the war. That was what the Women's Party, too, were going to do. They had got to take the stand that if, after the war, employers took on Germans instead of British women, they would see that they had no places in which to employ them. (Applause.) They were out against everyone who loved every country but his own. They were out against Henderson and his party who were talking about a "league of nations." The idea! Mr. Henderson and his people were never anxious to negotiate with Crippen, who, after all, only took one life. The Kaiser was responsible for the deaths of thousands of people, and was infinitely worse than Crippen. After his visit to Russia Henderson was no good to the people. His

HEAD WAS "TURNED,"

and the Bolsheviks thought they did the best bit of work they had ever been able to do. But they did not "turn" Mrs. Pankhurst's head; she came back as level as before she went to Russia. The Women's Party were fighting to do away with Bolshevik ideas, to do away with the pacifists. They would never negotiate with such devils as the Germans, whose word could not be trusted; they preferred to go on fighting to the bitter end. (Applause.) The men who went about shouting "Love every country but your own" would not be content if they were given the Kingdom of Heaven; they would want hell side by side with it. (Laughter.) They wanted to see Henderson packing up his baggage and going off. (Applause.)

August 1918.

Empire News. 25.8.18

664 K
cf. 663 C

663c/66

ROBERT WILLIAMS AND A "SEX WAR."

WARNING TO ALL WOMEN WORKERS.

By CHRISTABEL PANKHURST.

LONG before the War we demanded equal pay for equal work. In fact, it was one of the main reasons why the Women's Party demanded the Parliamentary vote.

Sometimes we have met with the reply that women cannot expect the same pay as men for doing less work, but the Women's party and those of the women's movement in general have never demanded the Women's Party and equal pay for work which is not equal.

Miss C. PANKHURST.

Our one and simple claim is that when the work is equal (and during the war women have shown many examples of work at least equal to that of men fellow-workers) then the pay must be equal.

In other words, payment must be made *for the work done*, and without regard to the sex of the worker. To refuse this is to penalise women for being women. What is more, it inevitably *drags down the level of men's pay*; that is to say, it reduces the price of labour.

The Government are in duty bound to adopt, and ensure the adoption by others, of equal pay for equal work. It is through the Parliamentary vote that the Women's Party plans to win this measure of justice for women-workers.

* * * *

The Women's Party is far from enthusiastic at seeing a certain Pacifist and Bolshevik element among the men trade unionists taking up the cause of Equal Pay for Equal Work.

Mr. Robert Williams, of the Transport Workers' Federation, has made a suggestion against which we must protest most strongly. He says:—

> There is a widespread suspicion among many classes of workers up and down the country that skilled men are being recruited with the military forces and their places filled by women in order to provide the means of obtaining underpaid labour and increasing profits for the employing classes.

The suggestion thus conveyed amounts to a stab in the back to the nation while it is waging its life-and-death struggle with Germany. It is an attempt to spread the false and evil impression that the enrolling of men in the army is for some ulterior purpose and not for its real purpose of saving the nation from *defeat and enslavement* by Germany.

* * * *

These same words of Mr. Williams are also an insult to the intelligence of women workers, who know full well that never have their chances of employment nor their wages been so good as they are to-day. Though equal pay for equal work has still to be won, yet it *will* be won, because two things have assured this.

The first is the admission of women to new forms of employment since the outbreak of war, this being largely due to the action of the Women's Party in demanding full opportunities of war service for women.

The second is the gain of the Parliamentary vote (mainly owing to the Women's Party), which has given women a new status and a new power to influence the action of the Government.

Let women workers also beware lest these Pacifists and Bolsheviks who have talked so loudly about equal pay for equal work are really aiming to turn the women completely out of work and leave them with neither work nor pay!

Mr. Robert Williams speaks of what he calls a "sex-war." If there is a sex-war, it is not the women who are responsible for it, nor is any sex-war necessary unless Mr. Williams and other like-minded members of his sex are determined to have one.

All the women ask is equal pay for equal work and the equal right to work. But let it be clearly understood that they do not require the help of Bolsheviks and Pacifists who want industrial war at all costs in Britain and peace at any price with Germany.

Such men are the friends of Germany, but they are not the friends of British working women.

CHRISTABEL PANKHURST.

MERCHANT SEAMEN'S LEAGUE.

BOYCOTT AND TRADES UNION LABOUR PARTY.

I, the undersigned.....declare in favour of the Seamen's Boycott of Germany, and being a Member of the ..... Trade Union .....am in favour of the formation of a Trades Union Political Party, under the Constitutional Rules of the Trades Union Congress.

NAME .....

ADDRESS .....

P.S.—If you are not a Member of a Trades Union, your signature will Signify that you support the Boycott only.

Fill up this Coupon and post it to-day, or write to:—

J. HAVELOCK WILSON, C.B.E.,
Merchant Seamen's League (Desk B),
48, St. James's-street, Piccadilly,
London, S.W.1.

Kentish Independent.
7. 9. 18.

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PACIFISM IN THE ARSENAL.

MRS. DRUMMOND'S CAMPAIGN.

With the object of exposing and combatting Bolshevism and Defeatism in the Royal Arsenal, Mrs. Drummond is about to enter upon a campaign, from which good results are expected.

Interviewed by a Press representative, Mrs. Drummond, whose headquarters during the next few weeks will be the offices of the Women's Party at 9, Welington Street, protested that in the Arsenal women were not given the same help as men. "But still they stick it," she added. "They stick it because they want to win the war, and these loyal women workers are a real national asset. It is a great scandal that the Woolwich Bolsheviks should be allowed to take up the attitude they have—the victimisation of the loyal workers, both men and women. Our people are 'inside,' and we are constantly getting appeals from the loyal workers in the Arsenal for protection from Bolshevik victimisation. They are attacked because they will not strike to back up the Bolsheviks in Woolwich. There are a splendid lot of patriotic workers in the Arsenal, and the workers on the Clydo, where I have been for a long time, have been greatly encouraged by the loyal resolutions sent to them by Woolwich and by their demands for a fight to a finish.

"The Bolsheviks here are only a small, but noisy minority, and we mean to stop this minority rule. It is a very serious state of affairs that in a place like Woolwich Arsenal there should be people who victimise loyalists, and that they should be allowed to go on doing so. The loyal workers do not have proper protection in the Arsenal, and the Women's Party are making a definite investigation into this and mean to get proper protection for them, for they feel that if this matter is once settled in Woolwich it will be settled all over the country. We are going to the Labour Conference at Derby, and we hope the loyal workers will stand up against the Bolsheviks and show the determination of the majority of Labour that we must win the war.

"I shall be in Woolwich for some weeks, and I mean to see that the loyal workers who want to beat the Germans shall be allowed to get on with their work. Our objects are to win the war by supplying Tommy with all he needs, and it is our duty to protect the workers who want to do this; it was Mrs. and Miss Pankhurst who first opened the door for women to do this work, and it is the duty of the Women's Party to protect them.

"There is one thing the public ought to know. Everyone knows there is a Trade Union Advisory Committee at the Ministry of Munitions—but very few people know that the head of that Advisory Committee is May MacArthur, the pacifist, the wife of W. C. Anderson, and the leader of the Women's Federation! How can loyal workers expect to be protected when the leader of the Trade Union Advisory Committee of the Ministry of Munitions is a notorious pacifist?

"My message to the loyal workers of Woolwich is 'Hang on! Fight to a finish! We will look after you. Many patriotic workers have been driven out of the factories by the Bolsheviks, but we don't mean you to go as well.'"

Daily Mail. 2.10.18.

October 1918.

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c/ 654

Evening News. 16.10.18.

663c/68

JOIN THE WOMEN'S PARTY.

WRITE TO-DAY.

In Friday's *Daily Mail* Miss Peggie Crabb, in a fine appeal to women, asked for leadership of the six millions of female voters. She asked in what political army are they going to enrol themselves and under what leadership are they going to march into the promised land of national victory and national safety and prosperity after the war. The Women's Party have the answer to this question ready. They appeal to the women electors to join their ranks under the leadership of Mrs. Pankhurst and her daughter Christabel. "Why a Women's Party?" some have asked, professing to think such a party may mean sex-antagonism. But there is no question of sex-antagonism, for the Women's Party co-operates harmoniously with the men's political sections having in view the same patriotic objects for the war and after. But the Women's Party believe that the women voters can best serve their country by acting in unison and so bringing their own special point of view to bear on national affairs.

MISS CHRISTABEL PANKHURST.

The national war leader, loyally and enthusiastically supported by the Women's Party, is Mr. Lloyd George. The supreme duty of the women voters will be to vote for those parliamentary candidates who are loyal followers of Mr. Lloyd George, so that he may have in the new House of Commons a solid and overwhelming majority for his win-the-war policy.

In the munition crisis, when the admission of women into the munition factories was needed to save the situation, Mr. Lloyd George turned to the Women's Party to help him in breaking down the obstacles which stood in the way of their employment as munition workers. A great procession was organised by the Women's Party, and this led to the employment of hundreds of thousands of women who are to-day helping to win the war by supplying the necessary munitions.

The prevention of industrial unrest is a chief concern of the Women's Party, and from the first they have seen that the war, though won on the battlefield and on the seas, might be lost on the industrial front, where the enemy and his friends and dupes are constantly working in the hope of holding up war supplies and thus compelling a Compromise Peace.

The speakers and other workers of the Women's Party are constantly rousing and urging the workers in the various industrial centres to refuse to down tools in war time and to turn a deaf ear to the incitements of the small but dangerous gang of disloyalists who would, unless thwarted, bring this country to the ruin and humiliation that have already befallen Russia.

All women's questions, including their well-being as wives, mothers, workers, obviously come within the province of the Women's Party, who, however, are confident that British women electors will realise that their responsibility as citizens does not only apply to the protection of their own interests but also covers the whole field of national safety and progress and of Imperial unity and development.

The approach of a general election has prompted the Women's Party to take the large Queen's Hall, London, for victory meetings to be held every Tuesday afternoon at three o'clock and to be addressed by Miss Christabel Pankhurst.

The London headquarters of the Women's Party are at 4, William-street, Knightsbridge, S.W. 1 (telephone, Victoria 4270).

The Women's Party invite every patriotic woman to join their ranks and thus play an effective part on the home political front, where it may truly be said the decisive battle of the war will be fought.

WOMEN'S PARTY DEMANDS.

Miss Christabel Pankhurst Says "Leave It to Foch."

Miss Christabel Pankhurst addressed the second of a series of meetings under the auspices of the Women's Party at Queen's Hall yesterday. A mere military victory, she said, would be of no use unless it were used in the knowledge that the German people as a whole are the enemy.

There was talk of an armistice, but who would benefit by an armistice? Would the Germans have granted the Allies an armistice after the battle of Mons? There was only one person whose opinion was worth listening to at this crisis, and that was Marshal Foch. (Loud cheers.)

The British people, added Miss Pankhurst amid cheers, were happy in their great Prime Minister, Mr. Lloyd George. In every great emergency he had shown himself great. The women voters would see that he was not stabbed in the back by enemies or jealous rivals and that his efforts on behalf of the country and of humanity were not frustrated.

The London headquarters of the Women's Party are at 4, William-street, Knightsbridge, S.W. 1 (telephone, Victoria 4270).

October 1918

"Women's Party"

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c: 357 & 604

Daily Mail.
7.10.18

Daily Mail. 8.10.18

WOMEN AND THE ELECTION.

The victory meetings which are to be held by the Women's Party in the large Queen's Hall, Langham-place, every Tuesday will begin to-morrow, at three o'clock. Miss Christabel Pankhurst will speak and Miss Annie Kenney will take the chair. Admission is free.

A lead will be given to British women how they shall use their newly-won citizen rights at the general election.

Particulars of the Women's Party and a copy of the programme can be had from the Women's Party Headquarters, 4, William-street, Knightsbridge, S.W. 1. Telephone, Victoria 4270.

DO THE WOMEN REALISE?

There is an election coming which will affect the lives of every man, woman, and child in the country. At this election six million women will be called upon to exercise the franchise for the first time in the nation's history. *How will they vote?* It is a problem that is troubling the minds of many who have the future prosperity of the Empire at heart.

The untold sacrifices that have been made on the battlefields of this great world-struggle will have been made in vain if the Government of the country is to be weakened by dissension.

The voice of the people must thunder a tremendous call for victory—complete, definite, and lasting. Any constituency that returns a weak-kneed pacifist or a spineless peace-by-negotiation crank to the new Parliament should be slurred with shame. Nothing short of absolute victory by force of arms will satisfy our fighting men. Are the women of these modern Crusaders going to allow the efforts of our men to be whittled away by those who would grasp the hands of a blood-besmirched, unrepentant Germany? It is unthinkable.

When Mr. Lloyd George appeals to the country there must be a nation standing solidly for him. The old paltry pettinesses must be forgotten. There must be a closing of the ranks. Do not let us have noisy minorities thrusting their stupid demands forward at a time when the hands of the Government should be free to fashion a peace after the nation's own heart.

* * * * *

The Women's Party appeal to all women voters to support Mr. Lloyd George and the candidates who pledge themselves to his leadership. Workers are needed to appeal to women who have not the time to read newspapers or attend meetings, and who do not come into contact with constructive thinkers.

Beginning to-day, every Tuesday at 3 o'clock a meeting will be held at Queen's Hall, London, to which all women are invited, and at which Miss Christabel Pankhurst will speak. Will those women who are willing to help write to the London headquarters of the Women's Party, at 4, William-street, Knightsbridge, London, S.W. 1?

The necessity for making certain the security of the Empire is accepted by every right-thinking woman, but there will be many who do not realise the importance of each individual vote. The foundations of the future will have to be built up on the home lives of the people. We must show the women of England how their efforts can best be used to bring prosperity which will benefit each one of them individually, in their own homes.

Do the women realise that they are now responsible citizens and that their efforts will influence the destiny of the greatest Empire that the world has ever known?

Star. 7.10.18.

It is interesting to see that the Women's Party, which is the old W.S.P.U., camouflaged, is now being editorially "boosted" by the Northcliffe newspapers. The Women's Party is controlled by those mischievous ladies Mrs. Pankhurst and her daughter Christabel, whose despotic sway over the W.S.P.U. almost ruined the cause of woman suffrage.

Seizing upon the war as an instrument to resuscitate their declining prestige, they have associated themselves with all the ignoble "stunts" of the past four years. They joined in the "hidden hand" foolishness; the "Old Gang" campaign; the anti-alien fiasco; the ridiculous adoration of Mr. Hughes, of "rifle-strapped-to-plough-handle" fame; and the intemperate campaigns of Mr. Havelock Wilson and Captain Tupper.

The Pankhursts' star has ascended as our political moral has declined. "Mr. Lloyd George is our hope of victory. . . We would give our lives to protect his!" cried Mrs. Pankhurst soon after he and Lord Northcliffe had deposed Mr. Asquith; since when she has enjoyed the Premier's grateful patronage. Women voters, now urged by the Northcliffe papers to support the Women's Party, should note the significant fact that the women trade union leaders like Mary McArthur and Margaret Bondfield, whom women workers know and trust, place a very different valuation upon Mrs. Pankhurst.

October 1918.
(Caxton Hall Conference of Labour Party)

Daily News. 17.10.18.

Star. 17.10.18.

663c/7

'WOMEN'S PARTY' DISOWNED.

"The Hypocrisy of its Claims.

CONFERENCE DECISION.

From Our Special Representative.

The keynote of yesterday's conference of women at the Caxton Hall, Westminster, was one of realisation of the power of citizenship; with it went determination that no opportunity of improving women's position, or of advocating the principles for which she stands, shall be lost through slackness.

The resolution with which the morning's proceedings opened dealt with the need for the political organisation of women, calling upon them to throw in their lot with men rather than to work in separate societies. On the subject of the Women's Party, Miss Susan Lawrence, the chairman, had much to say. Those who advocated a women's party were either very innocent politicians or politicians whose innocence was the least distinguished feature about them. Its leaders had taken the magic name of the suffrage and harnessed it to a particular party. The Women's Party was not a non-party body, but one out to capture the women's vote for a certain body. The hypocrisy of its claims makes membership impossible for all honest-minded women. She appealed to women to adopt an organisation which stood for principles, and not one based on the accident of sex.

THE LABOUR PARTY.

Dr. Marion Phillips carried the attack further in moving the resolution. "The Women's Party supports a particular set of men," she said. "You cannot get very much lower in the scale of political organisation than that." She pointed out that the women's vote would be useless to themselves and to the State if they did not ally themselves to the principles of a definite party. The Labour Party was the one, she said, which had opened its ranks to women on equal terms with men, and which was prepared with a program advocating the reforms for which women stood.

Other Labour women followed her, one of them pleading for the organisation of the younger women, who would be the voters of the morrow. On an amendment brought forward by the Women's Freedom League and the National Union of Women's Suffrage Societies, several feminist leaders advocated separate women's organisations until they had acquired more experience of politics.

REGULATION 40D.

Miss Sylvia Pankhurst, rising to point the need for women's societies to support special principles, could not refrain from adding her voice to the censure of the Women's Party. "Do not go out of your way to advertise this organisation," she said. "Make our own party a living force. You do not like the name woman to be associated with it, and I resent a name that is also mine should be associated with it."

When the question was put to the vote the resolution was carried.

The next resolution before the conference was one demanding the immediate withdrawal of Regulation 40D, and protesting against the provisions of the Sexual Offences Bill and the Criminal Law Amendment Bill shortly to be introduced into the House of Lords. The resolution was passed.

The "Women's Party."

We are glad to see the strong protests made by Miss Susan Lawrence, L.C.C., and other speakers at the Labour Party Conference against the organisation of the Women's Party on the lines of sex division. It is important that men and women should work together in progressive organisations, and separatist methods of this sort will hinder rather than help in the social reforms in which women and men are alike interested. Take housing, for instance—men are as much interested as women, and there is no reason for a separate women's party to obtain it. Miss Sylvia Pankhurst—who ought to know—said that the Women's Party was obviously a Tory-tariff-Imperial-jingo organisation. It apparently has plenty of funds; and, remembering the source of the funds with which Mrs. Pankhurst organised the great munitions demonstration, it is not difficult to understand where this pactolean stream has its rise.

663c/71

Times 28.10.18.

WOMEN AND LABOUR UNITY.

An effort is being made by pacifist agents in certain districts to influence those engaged in ship construction and munition work in favour of a peace by negotiation. The Women's Party is doing everything possible to counteract this danger. At a meeting at Queen's Hall to-morrow afternoon at 3 o'clock Miss Christabel Pankhurst and Mrs. Drummond will speak on the valuable work which is being done by women workers in all the great industrial centres with the object of restoring that confidence which is so necessary to maintain output.

Every patriotic woman's help is needed, and canvassers, speakers, and organizers are urgently wanted. Those who are unable to attend the meeting are invited to call at or write to the headquarters of the Women's Party, 4, William-street, Knightsbridge, London, S.W.1.

Empire News (Manchester.)

POISON SPREAD BY ENEMY.

Women's Challenge to Aircraft Strikers.

BLOCKING WAY TO BRITISH PROSPERITY.

By MRS. FLORA DRUMMOND.

The aircraft factory strike in Liverpool is a strike for a principle. The woodworkers protest against the "bonus on results" system which aims at increased production.

The strikers contend that such a system will weed out the slow and older workers, who, when normal times come again, will be placed on the unemployment shelf.

I have made it my business on behalf of the Women's Party to open a campaign in Liverpool against fighting for such a principle as this.

It is deplorable that there should be any cessation in work where the production of aeroplanes is concerned, having regard to the vital link they constitute in the fighting strength of our armies.

The Enemy's Game.

An organised labour which seeks to check rather than to aid increased production is riding for a fall.

The Germans know that they have lost this war, and they are now putting all their energies in the direction of the new war they will wage, and which they believe will bring this country to eventual ruin.

The economic war is coming, and it will be won by that nation which places increased productivity in the forefront of its policy.

The trade unions in this country are solidly opposed to such a principle and adopt the pernicious and suicidal policy of "ca' canny."

It is not difficult to see where such a policy will lead the nation. And that is why the Germans are urging their friends in this country to encourage the workers to stand up for this principle, which will be the undoing of the British industrial classes and the nation.

Bolshevik Creed.

The dangerous creed of the Bolsheviks stands for the so-called "democratic control of industry," and encourages shop steward control. That is the straight road not to democratisation, but to demoralisation.

The only true democratisation of industry can be attained by increasing its productivity. So long as the nation ignores that fact so long will the nation be left limping behind in the struggle for world trade supremacy.

And yet at a critical stage of the war a section of our industrial classes are to be seen standing in the way of increased production.

They reck not of the handicap they are placing upon our soldiers, and are blind to the injustice they impose upon the women workers who are as a consequence of the fight for this "principle" thrown into idleness.

I have openly challenged the strikers in Liverpool, and told them that these women hold them responsible for the wages of which they have been deprived.

Many ills will be in a fair way to being remedied when we have secured increased production.

Increased production is the greatest insurance against unemployment so long as there is also increased consumption. If we lose the world markets through poor production there will be less work for all British workers—and less pay.

With increased production the workers will establish industries on a firmer foundation, they will benefit themselves materially, and they will take the biggest step that an organised force can take towards levelling up the working classes to a higher and better standard of life, with increased comfort and content.

FLORA DRUMMOND.

November 1918. 663c.

Empire News: Manchester.
10.11.18.

663c/72

PLOTTERS IN OUR FACTORIES.

WOMEN'S WARNING OF PLANS TO SMASH BRITAIN'S TRADE.

By CHRISTABEL PANKHURST.

THE Women's Party policy for the coming general election is to rally the 6,000,000 newly-enfranchised women electors (and the men electors, too, for the matter of that) to use their votes in support of Mr. Lloyd George, who is leading the nation to victory.

Miss C. PANKHURST.

But the Women's Party do not give their attention solely to the political situation. They devote themselves also to promoting peace and harmony in the industrial world.

This war is being fought almost as much in the factories and workshops as in the trenches and on the seas. Therefore the Women's Party speakers are active wherever labour trouble breaks out, with the object of bringing such trouble to an end.

The Women's Party is not only helping to win the present war, but is also preparing for Germany's next war.

Germany's next war will begin on the day after the present war ends, and it will take the form of *attempting to start an Industrial Revolution in our midst.*

* * * *

Already the Germans are fomenting industrial unrest or Bolshevism, as we may call it, in this country. Their dupes, friends and agents are doing everything possible to incite the workers of Britain to down tools in wartime and thus hold up the production of munitions of war and prevent the military defeat of Germany.

The patriotism of the mass of the workers and their loyalty to our soldiers at the front go far to frustrate the German-Bolshevik intrigues so long as the war continues, but when the war is over the Germans hope for greater success.

The Germans calculate that though defeated in battle they will still be able to delude the workers of Britain into industrial revolution.

The consequence of this, they further calculate, is that *British industry will more or less collapse and German industry will take its place.*

This would mean that the German workmen would become dominant over the British workmen, and would monopolise all the skilled and highly-paid work of Britain, reducing the British workers to economic servitude.

* * * *

Already the Germans have extracted from Russia a bargain whereby German skilled workmen in unlimited numbers may be sent into Russia for a period of five years after the war ends, and no skilled workmen from this and other countries may be sent there. That is but the first fruits of the German industrial policy.

The destruction of British industry by means of a German-inspired Bolshevik revolution would also mean the future military defeat and permanent subjection of this country to Germany.

Because, as this war has shown, the very existence of our country depends upon a vigorous national industry, which is in fact the best possible guarantee of peace.

Prevention is better than cure, and the Women's Party is at work to make a German-made revolution impossible.

Increased wealth production is one of its watchwords. The abolition of poverty is another, for as the Women's Party is urging, by pen and speech, *the prime cause of poverty is under-production of wealth,* with the result that there is not enough to go round, not enough to provide for all our people the conditions of life to which they are entitled.

* * * *

The Bolshevik does not argue thus. In fact the whole tendency of his agitation is to decrease wealth production and so increase poverty. Shop Stewardism and all the Bolsheviks' quack prescriptions spell disaster to the workers of Britain as well as to the British industry and the nation.

As a final word, one must say that the Women's Party are opposed to any form of compromise peace with Germany or her Allies, believing that justice to the nations associated with us in this war, as well as justice to Britain defeated enemies of the world's peace, of uncompromising conditions making it impossible for them to repeat the present war.

CHRISTABEL PANKHURST.

Times. 13.11.18.

WOMEN'S PARTY AND LABOUR.

Miss ANNIE KENNEY, presiding over a meeting of the Women's Party in the Queen's Hall yesterday, announced that Miss Christabel Pankhurst was unable to speak owing to a chill. Mrs. Drummond said that we must never forget the atrocities and cruelties of the Germans. Some people thought that the German people and their Kaiser were different, but there was really no difference between them, and never would she knowingly shake hands with a German man or woman. The Women's Party, she declared, were not going to return a Labour Government at the election, and no woman should use her vote to support a Labour candidate until the Labour Party had first purged itself of Bolshevism and Pacifism.

Star. 22. 1. 19. 663c/73 663. c

THE WOMEN'S PARTY.

By KATHARINE TYNAN.

I HOPE readers of "The Star" may have noticed the prophetic heading of a recent article of mine on women in Parliament. It was "Madame M.P." The General Election is over and the Women's Party in Parliament consists of Madame, M.P., who will not sit.

The débâcle of the Women was part of the débâcle of Labour, for the women candidates stood for Labour, as was fitting, since, in the sphere of Labour, women have most wrongs to be righted. Some of the women who stood and were defeated were of so high a character—a man has just written to me that the name of Mary Macarthur carries a holiness for him—that one can only conclude that the election was en bloc against Labour; the dread of the great English middle-class of Bolshevism, perhaps.

But the women beaten this time will come back again and be elected. What an amount of work they will have to perform! The helpless will be their charge. Many a woman whom the crowd has told to go home and mind the baby, will be found mothering the helpless and the oppressed of the world.

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There will be a deal for them to do. Women are less well organised than men and their very numbers have been against them. It has always been so easy to fill a woman's place if the labour is unskilled.

Take the case of the shopgirl.

It is one of the shames of our civilisation that the girl must stand to attend on customers. Very, very rarely in my life have I seen a shopgirl *sit;* never, I think, a shopgirl *behind* a counter. A good many years ago there was some legislation, after a deal of outcry, making it necessary for the owner of a shop to provide seats for the shop assistant. I was told at the time that the Act was nugatory. The seats indeed were provided, but there was a mark against the assistant who sat down. Whether this was true or not, it is certain that the thing has lapsed, since the shops are full of standing shopgirls.

In the specialised charity of the war such suffering as this is apt to be overlooked. There is a deal of talk just now about the mothers of the race. It is those standing shopgirls who fill the women's hospitals with patients, as it is the working women who work up to childbirth and immediately after it.

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Beyond legislation it is necessary that the consciences of women should be awakened.

How many of the bustling crowds that throng the drapers' shops ask themselves how it is possible for these girls to stand hour after hour? It would seem almost impossible that they should not drop at their posts. If the customers insisted on it every girl would be able to sit, and untold suffering would be saved. Who is to organise the customers?

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England is a densely populated country. That fact adds to the difficulties of protecting the little and humble who make no outcry. There are philanthropists working through all the ages, but the finest philanthropist in the end is the one who can move the law. One shudders remembering the child chimney-sweepers and the children in mine and factory. It is horrible to remember how recently comparatively our savage penal system was reformed.

But there are still child-slaves. I have written in "The Star" about the "adoptions" of children and the nefarious trade of the baby-farmer. Now and again, despite the efforts of the philanthropic societies, the murder or torture of a child-slave comes to light, and we are reminded that the thing exists. The street-trading children require watching over. So, too, do the little girls who go out to service in a humble way, or used to go out to service, the small "marchionesses" who very often were housed under unspeakable conditions and carried on in their immature persons the labour of Sisyphus.

During my English life servants who began at the age of eleven have occasionally given me of their experiences. They sufficed to explain the distrust with which many English servants received the first easy friendliness which exists or existed between the Irish employer and employed, and why if you happened to walk behind a couple of young servants at evening in a quiet road *she* was always the protagonist in the tale.

By which it would seem that one of the first duties of the woman will be to educate the woman-employer.

THE FIGURE WOMAN.

Her Growing Weight in the World of Business.

(By a Woman Accountant.)

It was chiefly through being my father's daughter that I became an accountant. My father is an accountant, and from my earliest days I had an aptitude for figures which he encouraged me to develop: when my schooldays were over, he called on me sometimes to help him with his work, and taught me the practicalities of the profession, so that I became a qualified auditor — accountant almost without considering the matter!

Anyway I am not sorry that it was so, for accountancy is undoubtedly one of *the* professions of the present and the future for women—especially since after twenty-nine years' effort, women are now to be admitted to membership of the Society of Incorporated Accountants and Auditors on the same terms as men.

A good general education, aptitude for figures, and methodical accuracy are necessary: and a woman must have a well-governed mind which will enable her to pass stiff examinations in accountancy and commercial law, besides having concentration and clear reasoning to help her apply her knowledge to the common matters of everyday business. Indeed, it is not without cause that accountancy has been defined as "applied mathematics combined with applied economics"

From Typist to Chief Clerk.

The best way of training is to become an articled pupil to a practising accountant for five years, and such training is essential to anyone who wants to apply for membership of the Society of Incorporated Accountants and Auditors. It is only by membership of this, or one of the kindred recognised societies of accountants, that one can be called a certified auditor and accountant. Such training, of course, means capital. One should attend special lectures also, such as those of the London School of Economics, on the theory of accountancy and the various branches of commercial law

"Star" recipes are tried by the writers; "Star" dresses are designed by skilled dress designers.

It is far best for a woman to qualify fully as a certified accountant, if she can possibly afford to do it, since so doing gives her an opportunity of capturing some of the plums of the profession. Before the war there was little demand for women at this work: now the demand is large and on the increase. Large firms and institutions are perfectly ready to employ women who are qualified, while it is becoming more and more the custom for secretaries of limited companies to be certified accountants—and such positions are daily becoming more accessible to women.

At the same time, it is possible for a woman to do quite a lot of such work without being technically qualified. One such woman of my acquaintance, whom circumstances would not permit to become "certified," has studied accountancy to a very high degree, and has worked up from being a very junior typist to being chief clerk and accountant with an important City firm.

Daily Sketch. 14.2.19.

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BOLSHEVISM'S MENACE TO WOMEN.

Will Labour Leaders Repudiate Infamous Russian Doctrines?—Blunders In Industrial Policy.

By CHRISTABEL PANKHURST, The Leader Of The Women's Party.

A DANGER almost as menacing as the war itself is the present industrial situation — so says Mr. Adamson, chairman of the Labour M.P.s, and so say all of us.

High wages and short working hours are advantages which we of the Women's Party are at least as anxious to win for the workers, both men and women, as Mr. Adamson and his colleagues can possibly be.

MISS CHRISTABEL PANKHURST.

But whereas the Women's Party are publicly advocating a constructive plan of industrial reform, the Labour men are more inclined to criticise existing conditions than to show what constructive action can be taken to give to the manual workers their fair share of leisure and prosperity.

In the bad old days of party political strife those who, as Mr. Adamson says, "intend to fill the rôle of official opposition to his Majesty's Government" might have been allowed by public opinion to plead that as the "opposition" their sole duty was to oppose, to obstruct, the Government's attempts to solve the industrial problem.

A Challenge To Labour.

But in these serious times a Labour "opposition" cannot make that plea, and it is their imperative duty to give constructive help to the Government where the industrial problem is concerned.

Will the Labour members publicly declare that increased production is the way to win short hours and prosperity for the workers?

And, having declared that, will they actively bestir themselves outside and inside Parliament to secure increased production?

At present, what do we find? Let us take a salient example.

The miners of South Wale are stated to have produced 25 per cent. per miner more in 1918 than in 1887, at an increased cost in wages of 280 per cent.! Comparing 1914 and 1918, it is stated that the outputs per person were 243 tons in 1914, and only 224 tons in 1918; whereas the wage cost of producing these amounts of coal rose from £99 to £197.

This reduced output of coal means (even apart from the increased wage secured by the miners) that the other workers of the country have to pay more for the coal they use in their homes. It also means unemployment for workers in other trades, because a coal scarcity inevitably causes industrial stagnation and consequent unemployment.

What It Means To Our Homes.

What has Mr. Adamson, as a miners' leader as well as Labour's chairman to say to that, and what will he do to help?

And will Mr. Adamson assure the British people that the present demands of the miners, if carried into effect, would mean an increased supply of cheap coal for the homes of the other workers, and for the factories wherein those workers seek employment?

In putting these questions we of the Women's Party have the interests of the workers of all degrees most sincerely at heart. Our object is the abolition of poverty, and every Labour question we view in the light of whether or not it will increase wealth production and so enable the democratisation of prosperity.

We maintain that the miners, engineers and other highly organised and powerful workers are responsible for those less fortunate than themselves.

We urge these highly organised workers who form the aristocracy of Labour to take as their own the aristocrat's motto of noblesse oblige and to devote themselves not simply to grasping a big share for themselves, but to guaranteeing prosperity to their less powerful fellow workers.

This necessitates increased production, which is the essential secret of industrial justice to all.

The Labour chairman has referred to the Bolsheviks as a small band of revolutionaries in the ranks of the working classes which is out to upset the existing order of society and a small band of men in the trade union ranks who are out to upset the officials of the movement, if not to destroy the movement itself, and he declared that he will "give no encouragement to revolution nor to unofficial action."

Now we know, if only from the testimony of another prominent Labour official, who are the counterparts and allies of the Russian Bolsheviks who are making mischief in the British Labour world. They are the shop stewards.

Yet the Women's Party was as a voice crying in the wilderness in protesting that the recognition and encouragement of the shop stewards meant a blow at constitutional trade unionism and at the safety of British industry.

Where do Mr. Adamson and those who think with him stand to-day on the question of shop stewardism and committee control of industry?—which, as Russian experience shows, mean the destruction of industry and the triumph of Bolshevism; after which the British Bolsheviks, as Lenin has already done, will, as Lenin himself expresses it, "require the unquestioning submission of the masses under the single will of the director of the industrial process."

Outrage On Women.

Another point! How are the British public to reconcile the Labour chairman's defiance of the British Bolsheviks with the fact that in the recent election the same official Labour Party ticket as Labour candidate was given to Mr. Adamson and to Mr. John Maclean, the Russian Bolshevik consul for Glasgow?

MR. ADAMSON.

This is a question of vital import, from the women's point of view, for British women know from the Bolshevik proclamation just published in our Press that the principles of Bolshevism as applied in Russia include the "nationalisation" of women and their "appropriation, distribution and management" by the Bolsheviks as "public property."

This war upon women, who are denied the most elementary human right and are condemned to the vilest slavery, is the worst condemnation of the Bolsheviks, whose allies in this country were official Labour candidates at the General Election.

Does this "official opposition to his Majesty's Government" intend to purge itself of all Bolshevist taint and join forces with the general patriotic mass of the British people in helping this Government to bring about constructive social reform?

Christabel Pankhurst

Another stirring article by Miss Christabel Pankhurst will appear in next Friday's "Daily Sketch."

NO MONOPOLY IN PLUMES.

South Africa declines to limit the exports of ostrich feathers to a value of £25,000 a month.

London dealers are suspected of monopolistic designs.

Daily Sketch
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WOMEN TO FIGHT BOLSHEVIKS.

Must Be At Industrial Conference If Plans Of Men Who Seek Nation's Ruin Are To Be Checked.

By CHRISTABEL PANKHURST, Leader of the Women's Party.

WOMEN as citizens, as coal consumers, and as workers are keenly and directly interested in the mining crisis and the possible strike.

We of the Women's Party have made a deep study of the miners' official reply to the Government, and as we are waging a crusade for the abolition of poverty and all the sordid conditions to which many even of the better-paid workers are subject, we sympathise wholeheartedly with the claim that the mineworkers are entitled to the highest possible standard of living that the industry can provide, but the point is to find some way of establishing this standard without injury to other less fortunate workers.

There are some mysteries which the miners in their statement do not clear up. For example, they do not explain whether the claims they are now making would benefit themselves at the expense of the poorer workers in other industries, and whether the coal needed for the domestic use of those other workers and for the factories in which they are employed is now to become scarcer and dearer as the result of the miners' policy.

CHRISTABEL PANKHURST.

It is said that the coal output per worker was 25 per cent. *less* in 1918 than it was in 1887, although the wage cost of producing it has risen by 280 per cent. What will happen to output now?

Bolshevik Menace.

The general public would like to know whether the policy of the strike promoters includes committee control of the mines, because committee control has destroyed Russian industry, and is now repudiated even by the Bolsheviks' leader himself, Lenin having gone so far as to declare that there must be "*unquestioning submission* by the masses of the workers to the will of a single individual directing the industrial process."

And this reference to the Bolsheviks brings us to the bedrock of the question, which is that the great strikes of the present day are not so much industrial as *political*.

They are due to the action of a minority of extremists who hope by exploiting industrial difficulties to hold up British industry, drive the British people to despair, and then seize the reins of power.

If an industrial heaven on earth were established to-morrow morning, the Bolsheviks in our midst would still continue their fight for mastery. "Bolshevism über Alles" is their desire, and they will not be content until they have done in Britain what their friends have done in Russia.

But this is not Russia, and the British people by their endurance, good humour and resourcefulness will overcome Bolshevism.

Passive Resistance Not Enough.

This we say not in a spirit of unfriendliness to the just demands of the workers for a life worth living, but, on the contrary, with the conviction that more passive resistance to Bolshevism is not enough, and that great constructive measures must be taken to abolish poverty and democratise prosperity and culture.

And this if only for the reason that it is national suicide to democratise the franchise without at the same time democratising those conditions of existence which help the citizen to take a broad and balanced and truly constructive view of industrial and political questions.

Looking at the conditions in which the masses of the people have lived it is marvellous that the majority have used their power with so much wisdom and restraint.

But now we reach the turning point of national existence. A League of Classes is needed to take the place of exploitation and civil strife, for this way only can we level up and so get rid of unjust class distinctions.

To abolish poverty in all its degrees requires the united effort of all, and not least of the aristocracy of labour (including the miners), who must be prepared to admit that they, as well as the other classes, are partly responsible for the existence of poverty, and are jointly responsible for increasing the production of wealth, and so bringing prosperity within the reach of all, and not only of themselves.

Women Must Be There.

The Government propose an industrial conference. So far, so good, provided that this does not obscure the fact that the industrial question does not concern only the employers and employees, but concerns the nation as a whole.

The House of Commons represents all sections, and might perhaps be regarded as the ideal body for discussing the industrial and every other question of national importance.

However, the Government in their determination to leave nothing undone to promote industrial harmony have proposed this conference, and a question of importance to women is this:—

How are women to be represented at the Labour Conference? It is not sufficient to send invitations only to such bodies as the Workers' Union and the National Federation of Women Workers, for there are other organisations which, although they may not be regarded as ordinary trade unions in the usual sense of the term, have at least as good a right to express the women's point of view on industrial affairs.

For example, the Women's Party (in addition to all it did to win the vote, which is the workers best protection) has always championed the industrial interests of women workers.

And it should be remembered that Mr. Lloyd George—when, as Minister of Munitions, he sought to save the country by securing the employment of women in munition factories—appealed to the Women's Party for help. In response to his appeal the Women's Party organised in July, 1915, the great women's procession, and the deputation, whose members included Mrs. Pankhurst, Miss Annie Kenney, Mrs. Mansel, and Lady Parsons.

What Women Did In The War.

Thus it may be said that the Women's Party were instrumental in securing the well-paid employment in a national emergency of the great host of women munition workers. If this does not constitute the Women's Party an industrial organisation in the most important sense, it would be difficult to say what would do so.

Considering the exceptional industrial conditions of the times, and considering that women workers in general have not yet had quite the same opportunities as men of becoming organised in trade unions, it is obvious that neither at next week's Industrial Conference, nor at other conferences which may follow it, is it sufficient to confine the representation of women to the trade union bodies named above.

It would certainly be just and expedient to invite to the Industrial Conference representatives of the Women's Party and other women's organisations which have shown themselves of national service in connection with the industrial aspect of the war.

Whatever may be decided on that question, the Women's Party will at every opportunity and with all its energy continue the work of drawing together all good patriots of every class in the cause of industrial salvation and the abolition of poverty. We want industrial and political peace in Britain based upon justice to all.

Christabel Pankhurst.

Another stirring article by Miss Christabel Pankhurst will appear in next Friday's "Daily Sketch."